



FREELANCE TRAINER

Job Description



AN INTRODUCTION TO BIRCHALL

The Birchall Trust empowers people affected by rape, sexual abuse, sexualised violence and exploitation to recover from their trauma so they can lead safe and fulfilling lives irrespective of gender identity, sexuality, ethnicity, disability, culture, or religion.

We believe that we should live in a society that is free of rape, sexual abuse, sexualised violence and exploitation and through a trauma informed approach we:

- Realise the potentially damaging consequences of traumatic experiences and the opportunities that exist for healing through safe relationships.
- Recognise the signs of trauma, and seek to address the underlying causes.
- Respond with empathy, integrating our knowledge of trauma into our policies and practice.
- Resist retraumatising people and aim to deescalate the deep anxiety that adversity can cause.

Our work assists people to recover from their trauma, enabling them to live in the present without being overwhelmed by the thoughts and feelings of the past.

OUR CORE TRAUMA INFORMED VALUES

Our values align to the core trauma informed principles around:

Safety	We recognise the impact of shame, we create safe spaces and make people feel safe, by building trusted relationships.
Trusted	We avoid judgement and understand shaming and blaming language can damage people and harm relationships. We are emotionally aware. We avoid blame. We believe and do not judge.
Choice	We ensure that the people using our services have a voice and their choices are important, we understand that everyone's experience matters, and that recovery is an individual experience that will be different for everyone.
Collaboration	We work together to achieve the best possible outcome, we are person centred and see the person's strengths, building upon them. We are reflective and learn together.
Empowerment	We seek to make a difference, innovative and be the change you want to see. We make a difference, we are transparent, and take responsibility. We develop resilience enabling people to build on their strengths.

JOB DESCRIPTION

Job Title:	Freelance Trainer.
Accountable to:	Operational Management Team.
Base:	The post holder will be required to have the ability to travel to specific locations across South Cumbria and Lancashire depending on the needs of the target audience.
Salary:	£30-£35 per hour dependant on experience.
Hours:	TBA.

ABOUT THE ROLE

This is an exciting new role here at Birchall to support the delivery of training to external professionals to raise awareness of the specific needs of people who experience rape, sexual abuse, sexualised violence and exploitation.

The work will be focussed on delivering high quality training sessions and workshops both in person across Cumbria and Lancashire and virtually.

The amount of work you are allocated will depend on need and your availability. As we need a level of flexibility to meet demand as it arises we want to attract a range of Freelance Trainers with different specialisms and availability across the week.

ABOUT YOU

If you have the knowledge, experience, expertise and passion about the work that we do then this could be the role for you. We're looking for someone who is an excellent communicator and can tailor messages to different audiences.

We want organised, enthusiastic, flexible individuals who can adapt to meeting different needs and have a passion for inspiring and developing others.

You are driven by a desire to make a positive difference and channel your passion into meaningful and impactful training. Above all, you will deliver training in line with our trauma informed values and be committed to challenging negative attitudes and myths towards rape, sexual abuse, violence and exploitation.

Specialist Knowledge & Qualifications	Essential	Desirable
Experience in delivering training programmes, preferably within a charity or public sector setting.	E	
Excellent IT and communication skills, both written and verbal, with the ability to deliver engaging training sessions.	E	
Excellent organisational and presentational skills, with the ability to engage diverse audiences.	E	
Ability to engage participants through interactive learning techniques, discussions and activities to help foster learning.	E	
Demonstrable ability to handle sensitive topics with empathy and professionalism.	E	
Ability to work with a diverse audience including survivors of rape and sexual abuse, professionals, students and volunteers.	E	
At least 2 years experience of working with vulnerable individuals and/or survivors of trauma.	E	
Capacity to travel to different locations when required.	E	
Collaborate with us to enhance and keep up to date existing training resources and develop new content as needed.	E	
Experience working with accredited bodies, such as CPD		D
<p>An understanding of legislative framework and how it may impact in a training setting including:</p> <ul style="list-style-type: none"> • Confidentiality • Professional boundaries • Data protection and GDPR principles • Equal opportunities • Safeguarding. 	E	
Ability to evaluate the effectiveness of training sessions through participant feedback, self reflection and being able to input data onto our systems.	E	
Have an understanding of the latest research, legislative changes, and best practices in the field of sexual violence, prevention and response.		D

Trauma Informed Values	Essential	Desirable
Able to work in a flexible and responsive way to meet the gender and cultural needs of people using our services	E	
Able to listen closely and communicates effectively with a variety of communities, agencies, and individuals	E	
Able to act with integrity and take personal accountability for your work	E	
Able to use reflective practice to continually improve performance by learning from mistakes and celebrating success	E	
Commitment to delivering quality services, achieve results, working effectively to meet KPI's and sharing knowledge and learning	E	
Commitment to supporting people using our services to be involved through feedback and having a platform to amplify their voices	E	
Commitment to raise awareness in the community and challenge wider issues affecting the people who use our services	E	
Able to apply creative thinking and challenge the status quo to introduce new ideas	E	

HOW TO APPLY

Thank you for showing an interest in applying for a role with The Birchall Trust. Please fill out our online [Application Form](#). Alternately, go to our [Vacancies Page](#) on our website, select the job you would like to apply for and click the Apply Here button.

Top Tip: Please leave up to 20 seconds for the form to submit. You will be redirected to the Equal Opportunities Form once it has been submitted. You will need to attach your most recent CV and you can upload any additional documents that you think will help with your application.

Birchall in Numbers

WHAT WE'VE ACHIEVED

2023-24

2022 people accessed advice and information at our community events.

310 children accessed our schools programme work.



1490 individuals contacted our services for information, advice, support and counselling.

190 people received wellbeing support

371 People received adult counselling.

44 children access play therapy.



“

To the future people who walk through the doors of the Birchall Trust I would like to say well done, because like me you may well be doing the best thing of your life, because I finally found my self worth and an overwhelming feeling of finally wanting to live.

Previous Client

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WHY BIRCHALL?

Being a part of team Birchall is a rewarding and exciting experience. With full time and freelance team members across Cumbria, North Lancs, East Lancs, and the Fylde Coast, With numerous volunteers and people with lived experience, you'll join a strong team dedicated to supporting people affected by rape and sexual abuse.

Each year we campaign, fundraise and offer educational programmes as well as wellbeing services and group work activity sessions.

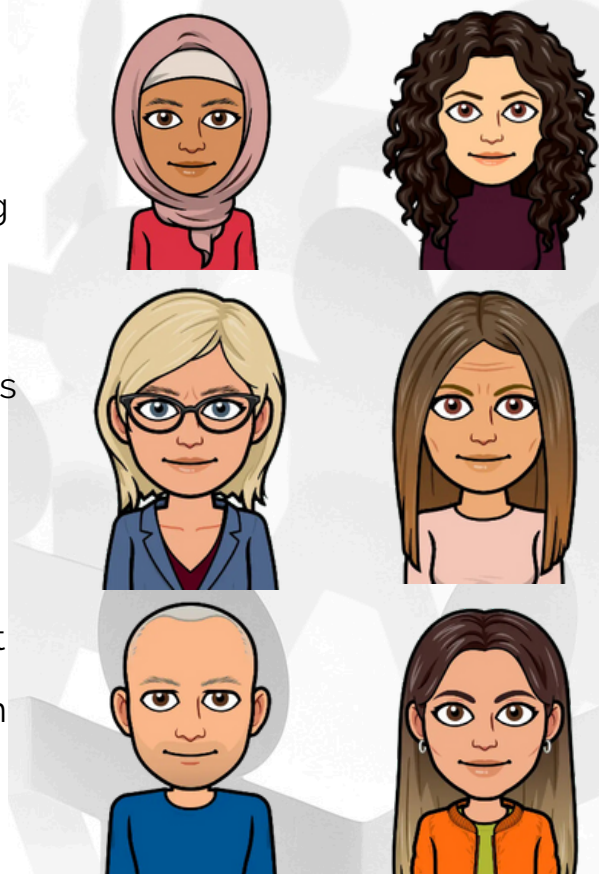
Our Volunteers

We've been incredibly lucky to have some amazing people raise both money and awareness for Birchall this year. From walking the With Her Lancaster Half Marathon (13.1 miles) to joining us for the Keswick to Barrow Walk – we want to say a huge thank you to everyone who has supported us in helping people affected by rape and sexual abuse this year.

What we offer

We recognise that each person using our services is an expert on their own emotional process and we aim to create an environment where people can develop trust in their own intuition and safety in a space where they can begin to explore their feelings and thoughts about their experience.

Our framework consists of 3 stages:



1. Stabilisation & Understanding

2. Processing & Acceptance

3. Integration & Engagement

Counselling

Education & Training

Wellbeing

Peer Support

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“I can now understand why I feel and behave the way I do. I have learned grounding techniques which are invaluable. The relationship between my counsellor and I has been priceless. Thank you for giving me my life back.”

Previous Client

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USEFUL LINKS



@thebirchalltrust



@TheBirchallTrust



The Birchall Trust



www.birchalltrust.org.uk



The Charity Commission
- GOV.UK (www.gov.uk)

Cumbria Telephone: 01229 820828

East Lancs Telephone: 01254 919505

North Lancs Telephone: 01524 239595

Fylde Coast Telephone: 01253 201946