

TRAINER

4-5 days a week, £29,000 - £31,000 pro rata



**POWER
THE
FIGHT**



JOB DESCRIPTION

LOCATION

The role is based in South East London but may involve travel within the UK. Some of the delivery will take place online. Some training will be delivered in the evenings. We are open to hybrid working for this role.

SALARY

£29,000-£31,000 pro rata

INTRODUCTION

Power The Fight was launched in 2019 in response to the UK's rapid increase in serious violence affecting young people and its disproportionate impact on vulnerable and minority communities. Power The Fight recognises this increase in violence as an urgent but complex public health crisis with multiple and inter-related causative factors including racial injustice, trauma, lack of early intervention, reduction in statutory services and social inequality, all of which have been or will be exacerbated by the social and economic impacts of Covid-19 (with a disproportionate impact on Black and minority ethnic communities). We promote and advocate for the mobilisation of communities to address these systemic issues, which we deliver via several distinct programmes:

- [specialised training](#)
- developing free online resources such as our [PowerTalks](#)
- engaging with local and national government bodies
- supporting a small number of bereaved families with short-term financial gifts and signposting for housing, debt management and counselling support

Power The Fight promotes the voices of vulnerable and minority communities by acting as the conduit between families impacted by violence affecting young people and decision and policy makers, to create co-designed and co-produced responses to violence and its causative factors. We work to dismantle the structures which disproportionately impact the most vulnerable in society, and to challenge the misconception that violence affecting young people is simply an issue of race, while simultaneously wrestling with the reasons why in some parts of the UK, violence does disproportionately take the lives of people from Black and minority ethnic backgrounds – particularly in London. This means we intentionally examine institutions such as the police, education, health and criminal justice systems through a racial lens, to address current race inequalities and unconscious biases in these organisations.

In 2020 we launched a research report called [Therapeutic Intervention for Peace \(TIP\)](#), focused on **developing culturally sensitive therapeutic services** for families and peers affected by traumatic loss through youth violence. The research was supported by the Mayor of London's Violence Reduction Unit in recognition of the lack of appropriate provision currently offered in the aftermath of incidents, and the impact of this gap on individuals and communities from racial minority backgrounds.

Across our programmes, Power The Fight aims to develop replicable, evidenced models which can be scaled up to involve a wide range of partners across the UK, with the ultimate objective of empowering individuals and communities to end, and heal from, violence. We seek to address immediate needs whilst working with the authorities and building networks of diverse partnerships in order to catalyse systemic change. Power The Fight was given a London Faith and Belief Community Awards in 2019 under the 'Peace and Reconciliation' category.

Whilst we have organisational links with the Christian church, Power The Fight works compassionately and with commitment to people of all faiths and none. Power The Fight is a member of the Contextual Safeguarding Network based at the University of Bedfordshire, and partners with other Network members including Abianda to deliver training and design community interventions.

This role will be focused on supporting the existing training team to deliver training to a range of professionals, developing the content of training sessions and establishing an e-learning platform.

POWER THE FIGHT'S TRAINING

Power The Fight has trained over almost 14,000 professionals in topics relating to violence affecting young people, cultural sensitivity and contextual safeguarding in the last five years. The training covers a range of themes, from Understanding the Issue of Youth Violence in the UK to Equipping Parents and Carers, with the aim of empowering communities to effectively respond to youth violence.

As well as training being delivered by our internal staff team, we also have strong partnerships with a number of other organisations and experts in the youth sector who deliver training in partnership with us. These relationships are extremely important to us at Power The Fight as they ensure our training is up to date and reflective of the cutting edge practice in the sector. We want to make the best quality training available to all members of local communities, as well as supporting and amplifying the work of those doing innovative work in the area of youth work and violence.

Over the last two years, Power The Fight have delivered training programmes to large national charities, sports bodies and multi-national companies, as well as continuing to deliver sessions to schools, youth workers and those working at grassroots level in their local communities. We now want to take this work to the next level and are looking for a Trainer to join the team to do this.

PURPOSE OF THE ROLE

To receive and respond to incoming training enquiries, conduct pre-training meetings, manage training bookings and prepare for training sessions.

To facilitate training sessions being delivered by our Associate Trainers, being on hand to support with the session's logistics.

To deliver external training sessions relating to violence affecting young people, cultural sensitivity and contextual safeguarding.

To collect and enter data into our internal database, write training evaluation reports for partners and conduct post-training review meetings.

To connect with the wider PTF team to share learning which becomes embedded within training content and the wider organisation.

To help represent Power The Fight's values and mission as you deliver training to external partners.

REPORTING LINE

Reports to the Head of Training & Programmes, with reflective practice sessions with one of Power The Fight's Clinical Psychologists (this is a requirement of the role).

MAIN DUTIES AND RESPONSIBILITIES

- Respond to training enquiries submitted through the website and via email, conduct pre-training meetings and secure new training bookings.
- Schedule, plan and deliver external training sessions, including those involving associate trainers.
- Prepare for training sessions, organise information technology and other resources, and manage course enrolment and attendance.
- Collect evaluation data, record on internal database, create summary reports for partners after the completion of training courses and conduct post-training review meetings.
- Prepare and deliver short talks and presentations at sector conferences.
- Work with the Digital Content Lead to profile training events on all digital platforms, including social media.
- Attend Thinking Together meetings and Team Meetings to learn from the wider team and present learning from training sessions to colleagues.
- You must be able to work independently and as part of a team, and will be responsible for providing regular training reports to the Senior Trainer and Head of Training & Programmes.

PERSON SPECIFICATION

ESSENTIAL QUALIFICATIONS	DESIRABLE QUALIFICATIONS
	Relevant qualification in training or adult education
ESSENTIAL EXPERIENCE	DESIRABLE EXPERIENCE
Demonstrable experience of delivering training to a range of partners in person and online	Experience of working in the youth sector or with youth and community groups
Knowledge of learning and development best practice, including delivering training to adults to increase their skills and confidence in their professional roles	Experience of responding to and managing customer expectations, tailoring approach to the needs of the customer and developing new and innovative options
Experience of delivering work in a multi-cultural inner city context, with people from a variety of racial, cultural, socio-economic and religious backgrounds	Experience of developing and/or promoting e-learning courses
ESSENTIAL SKILLS & PERSONAL QUALITIES	DESIRABLE SKILLS & PERSONAL QUALITIES
High levels of cultural sensitivity, an understanding and commitment to equal opportunities, anti-racist and anti-discriminatory practices	
Able to build relationships with a range of stakeholders; both professional and those that may themselves be in distress, vulnerable or at risk as a result of serious youth violence or related difficulties	
Strong IT skills including Excel and knowledge of other Microsoft Office products	

Friendly and professional, able to form good working relationships with partner staff at all levels	
A good team player, able to input into a wide range of perspectives, to accept team decisions and inspire others to do the same	
Excellent communication skills	
Methodical and careful approach to work	
Well organised with excellent time management skills	
Strong problem-solving skills	
Commitment to the specific aims and values of the charity, and to working in accordance with its Christian principles and its desire to work with those of all ethnicities, all faiths or none at all and of all political persuasions.	

RESPECT FOR ALL

It should be noted that due to the charity's commitment to work equally with those of all faiths and none and organisations and individuals of all political persuasions, it is vital that the successful applicant demonstrates the ability to value and give respect to others regardless of their faith, political persuasion or cultural perspectives.

EMPLOYEE BENEFITS

Annual Leave

25 days plus 2 additional discretionary days at Christmas (pro rata, if part-time).

Employee Assistance Programme

As a trauma-informed organisation we believe that our employees are our greatest asset. As part of this role you all employees have direct access to an Employee Assistance Programme, which is available 24/7, 365 days a year; a confidential external line to support you when you need it, over and above our internal support.

Pension

Power the Fight offers an employer pension contribution (in addition to employee contributions); the equivalent of 8% of your gross annual salary, into a work-place pension appropriate scheme (applicable after successful completion of your probationary period).

Flexible Working

We have a flexible working policy that enables employees to work in way that meets their needs alongside our organisational needs.

Regular Clinical Supervision

At Power The Fight we believe that all staff, whether delivering face-to-face services or working in non-clinical roles, should have additional support and a confidential space to reflect and talk through the impact of their work on them. This role benefits from regular clinical supervision from a qualified Clinical Psychologist.

This role has a 3-month probationary period and is subject to an Enhanced DBS check.

Power The Fight

Market Peckham, 133a Rye Lane,
London, SE15 4BQ

UK Registered Charity No. 1181143

powerthefight.co.uk

**POWER
THE
FIGHT**

The logo consists of the words 'POWER', 'THE', and 'FIGHT' stacked vertically in a bold, white, sans-serif font. A white horizontal line is positioned below the word 'FIGHT'.