

# TIP SCALE-UP TRAINER

Job description and person specification



**POWER  
THE  
FIGHT**

## JOB DESCRIPTION

<b>JOB TITLE</b>	TIP Scale-Up Trainer
<b>LOCATION</b>	The role is based in South East London but will also 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.
<b>SALARY</b>	£31-£34,000 FTE (depending on experience)
<b>HOURS</b>	Part-time, 21 hours per week (Full-Time Equivalent: 35 hours per week)
<b>CONTRACT</b>	Permanent subject to funding
<b>REPORTS TO</b>	Head of Training & Programmes

## 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.

## **THERAPEUTIC INTERVENTION FOR PEACE (TIP) IN LONDON BOROUGH OF SOUTHWARK**

The TIP report was launched in September 2020 and Power The Fight's first small pilot therapeutic service began in Autumn 2020 at a secondary school in Lewisham, South East London, building on the report's recommendations. It has since been expanded to 5 further schools; an alternative provision in Lewisham, a secondary school in Greenwich and, as of September 2023, three secondary schools in Southwark.

Through the TIP Project, Power The Fight aims to show the effectiveness of a culturally sensitive, co-designed therapeutic service on the mental health of Black and minority ethnic communities, its potential for indirect social and economic benefits, and the possibility to interrupt cycles of youth violence, in order to evidence a model which can be adopted across the UK.

## **PURPOSE OF THE ROLE**

This role will work to scale up the TIP Project by engaging, training and supporting learning partners in different parts of the UK to apply TIP within their own contexts.

## MAIN DUTIES AND RESPONSIBILITIES

- To work with the TIP Development Manager and the Scale-up Pscychologist/ Psychotherapist to plan and implement the scaling up of the TIP Project, engaging the project's Learning Partners and training them to implement the TIP approach.
- Design and deliver training sessions to the Scale-up Learning Partners, in collaboration with the Scale-up Team.
- 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 Learning 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 TIP Team and present learning from the Scale-up Project to colleagues.
- You must be able to work independently and as part of a team, and will be responsible for providing regular reports to the Senior Psychologist.

## 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 responding to and managing customer expectations, tailoring approach to the needs of the customer and developing new and innovative options
Experience of working in the youth sector or with youth and community groups.	Experience of designing new training sessions and/or programmes.
Demonstrable understanding of trauma informed and therapeutic approaches to working with young people and/or communities.	Experience of scaling up or widening participation in a training programme.
Knowledge of learning and development best practice, including delivering training to adults to increase their skills and confidence in their professional roles.	
Experience of delivering work in a multi-cultural inner city context, with people from a variety of racial, cultural, socio-economic and religious backgrounds	
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 take an innovative and creative approach, especially when designing new programmes.

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 / Reflective Space**

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.

### **How to Apply**

The closing date for this application is Friday 7th March. Interviews will take place in the weeks beginning 10th and 17th March. To apply for this role, please provide the following documents:

- An up-to-date PDF CV with details of two referees to [recruitment@powerthefight.org.uk](mailto:recruitment@powerthefight.org.uk)
- A supporting statement (maximum two pages) that outlines your interest in this organisation and role, and your fit against the personal specification and role description above

If you would like to know more about the role or selection process, please contact us via the email above.

Power the Fight is committed to being an equal opportunity employer and encourages applications from all backgrounds.

*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](http://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'.