

Job title: Training Worker

25 hrs per week. £20,098 p.a. (FTE £28,139 p.a.)

East Ayrshire Women's Aid is a registered charity which exists to provide information, support and refuge for women, children and young people who experience domestic abuse. Our vision is of a society in which women, children and young people are full and equal participants and live free of the threat of domestic abuse and other forms of violence and oppression.

Job purpose:

- Provide training, prevention and awareness raising programmes to service providers, young people and community organisations on domestic abuse, violence against women and girls and gender inequality. Respond to workforce development needs across East Ayrshire to support the development of consistent, appropriate and effective responses to women, children and young people experiencing domestic abuse
- Contribute as a team member to meeting the aims and objectives of East Ayrshire Women's Aid.

Reporting to: Team Leader

Key activities:

- Develop and deliver a multi-agency domestic abuse training programme for service providers in East Ayrshire to raise awareness of the impact of domestic abuse on women, children and young people and encourage the development of effective responses. To devise and implement evaluation systems to assess the impact of the programme on service delivery.
- Provide additional training opportunities which raise awareness of the wider violence against women and girls agenda, in line with the national focus.
- Devise and deliver prevention education activities exploring issues around domestic abuse with children and young people.
- Promote and provide agency specific training programmes to assist in the development of agency responses to domestic abuse as requested.
- Respond to additional requests for presentations, talks etc. as required
- Actively support the team leader and manager in delivering high quality services which comply with appropriate legislation, regulation, policies and procedures and national service standards.
- Take personal responsibility for continuing professional development and achieving the standards of professional conduct required by the SSSC, professional organisations, our funders and EAWA policies and procedures.
- Perform other duties as reasonably directed.

Special requirements

On-call, occasional evening and weekend working.

East Ayrshire Women's Aid is committed to providing a high standard of service to its users and other stakeholders. The post holder will share a commitment to achieving the aims and objectives of East Ayrshire Women's Aid.

East Ayrshire Women's Aid strives to be an equal opportunities employer

Note: this job profile is intended as an outline of the responsibilities and qualities required for the post, and does not form part of terms and conditions of employment

This post is open to women only (Equality Act 2010 Work Occupational Requirement Exception, Schedule 9 Paragraph 1). East Ayrshire Women's Aid welcomes applications from women from all sections of the community.

Person Specification: Training Worker

Qualifications, training & relevant experience	ESSENTIAL	DESIRABLE
Recognised training qualification		✓
Relevant experience in learning and development	✓	
At least 2 years' experience working in an environment requiring similar knowledge and skills.	✓	
Competencies	ESSENTIAL	DESIRABLE
Good communication and presentation skills	✓	
Active understanding and commitment to a gendered analysis of violence against women and girls.	✓	
Ability to prioritise and work within teams to achieve shared objectives	✓	
Able to manage learning events from identification of need, to design and delivery	✓	
Able to implement effective evaluation systems which can demonstrate the impact of training on service delivery	✓	
Knowledge and experience of the rights and options available to women and children experiencing domestic abuse.		✓
Good organisational and IT skills.	✓	
Some knowledge of the legislation relevant to our service users including the protection of children and vulnerable adults		✓
Personal Qualities	ESSENTIAL	DESIRABLE
Committed, effective, cooperative.	✓	
Non-judgemental, reflective and empathetic.	✓	
Acts with integrity and respect when working with individuals and agencies.	✓	
Able to form effective working relationships with service users and colleagues	✓	
Drive and determination to provide the best possible services for women, children and young people.	✓	
Commitment to the values of East Ayrshire Women's Aid	✓	
Special Requirements	ESSENTIAL	DESIRABLE
Commitment to equalities and anti-discriminatory practice.	✓	
Able to participate in delivery of a 24 hour on-call service to our refuges.	✓	
Membership of PVG Scheme	✓	
Full driving licence and access to own transport (with business insurance) or otherwise able to travel throughout East Ayrshire.	✓	