

Training Lead (Scotland)

Reports to	Head of Scotland
Hours	22.5 hours per week
Salary	£35,259-£36,500
Contract	Fixed term until March 2025
Location	Remote working – but will need to be based in Scotland (with regular travel across Scotland and occasionally the rest of the UK)
Benefits	A generous package including 25 days holiday a year and public holidays, employee pension scheme with 4% employer contribution, Cycle2Workwork scheme, 365 days a year Employee Assistance Programme

About SafeLives

We are SafeLives, the UK-wide charity dedicated to ending domestic abuse, for everyone and for good.

We work with organisations across the UK to transform the response to domestic abuse. We want what you would want for your best friend. We listen to survivors, putting their voices at the heart of our thinking. We look at the whole picture for each individual and family to get the right help at the right time to make families everywhere safe and well. And we challenge perpetrators to change, asking ‘why doesn’t he stop?’ rather than ‘why doesn’t she leave?’. This applies whatever the gender of the victim or perpetrator and whatever the nature of their relationship.

Last year alone, nearly 13,500 professionals received our training. Over 70,000 adults at risk of serious harm or murder and more than 85,000 children received support through dedicated multi-agency support designed by us and delivered with partners. In the last four years, over 2,000 perpetrators have been challenged and supported to change by interventions we created with partners, and that’s just the start.

Together we can end domestic abuse. Forever. For everyone.

Role summary

This role influences and enhances the approach of professionals who come into contact with domestic abuse, by raising awareness/understanding of domestic abuse and by promoting tools and approaches that create safe and effective responses to those who experience domestic abuse. You will be responsible for developing and delivering our existing suite of training and learning tools, as well as responding to emerging requests. You will work to ensure that SafeLives’ resources continue to be of the highest quality and reach a wide range of audiences locally and nationally, both online and face-to-face.

The aim of this work is to encourage and support cultural, policy and practical change in how domestic abuse is perceived and addressed, and to promote informed and coordinated ways of working that support women to be safer, sooner. This role contributes to Equally Safe priorities and is linked to a broader set of work across the VAWG sector in Scotland that seeks to galvanise whole system improvement for those experiencing domestic abuse. The role is also closely aligned to SafeLives’ Whole Picture Strategy, our Authentic Voice (AV) Strategy, and our ‘everybody’s business’ messaging.

Key duties and responsibilities

You will lead our Scottish training programme, to include our open and bespoke training packages, that strengthen the knowledge and skills of professionals responding to domestic abuse, in both specialist and non-specialist roles across public, voluntary and private sectors. This includes service providers as well as employers. Responsible for designing, developing and delivering high quality learning resources, including training scripts, materials and communication tools, you will ensure our outputs are consistently practical, interactive and impactful – whether delivered online or in-room.

A 'whole family' and 'whole picture' perspective is central to our work. It is vital that our materials are relevant, up-to-date and reflect a diversity of experience. You will oversee development, delivery and evaluation of training associated with our risk-led model, including SafeLives Dash, the Marac model, and the Idaa approach, as well as a wider remit of sharing knowledge, expertise and practice about domestic abuse and coercive control and all its impacts.

You will support colleagues to deliver our Safer Sooner and Domestic Abuse Court Advocacy Accreditation programmes. Working with the Engagement Lead, and where relevant the Authentic Voice Panel, you will strive to ensure the lived experience of survivors is embedded throughout our learning materials in line with SafeLives' AV strategy. Likewise, you will liaise with Research, Evaluation and Analysis (REA) colleagues, to reflect robust, up-to-date data and evidence in your work. Following SafeLives' EEDI strategy, as much as possible you will work with specialist partners to bring a variety of perspectives and expertise across our training work, with the key aim of maximising diversity and accessibility of our messages and materials and to promote the work of small and specialist services through our approach.

You will work closely with the Operations team to ensure learners have a brilliant experience of SafeLives training from beginning to end. This includes supporting decisions around costings, logistics and operational execution, evaluation systems and providing relevant follow-up and after-care for training participants.

As well as managing an open training schedule, you will respond to new requests, prepare training proposals and contribute to bid-writing activity. Occasionally you will work with the Communications team to support marketing activity.

You will be a key point of contact for Training Associates, offering support and guidance as part of our continual quality assurance process. This will include undertaking strands of work associated with our accreditation remit, alongside the Accreditation Lead.

You will engage in proactive communication with the professionals you train, as well as a wide range of partners, stakeholders and prospective commissioners including Scottish Government, Police Scotland, COPFS, Public Health Scotland and others both within and beyond the VAWG sector to share and promote our work. You will attend forums/events as relevant to increase your own knowledge, share learning/ideas and build new relationships.

You will monitor training income and seek to create new funding opportunities, supporting the Head of SafeLives Scotland to ensure that our training programme continues to grow from strength to strength. Working innovatively and flexibly, you will support with activity arising across the Scotland team programmes and undertake any other duties as may be reasonably required.

As well as being an active member of the Scottish team, you will work with colleagues in the Training team to reflect and share ideas from a UK-wide perspective. You will also engage

with others across the whole organisation (including associates, AV panel, Pioneers and Scottish Advisory Group), to support and contribute to a shared vision to end domestic abuse and make it 'everybody's business'.

Person specification

Experience:

- Researching, designing and delivering high quality training, awareness-raising and practice materials, ideally both in-person and digitally.
- Supporting families affected by domestic abuse in a practical way, ideally linked to a multi-agency response (e.g. Marac).
- Working with/alongside Scotland's VAWG sector, or a closely related sector.
- Developing and maintaining effective relationships with stakeholders and commissioners at local and national level and in both strategic and operational contexts.
- Using a range of communication tools and personal approach to influence practice and policy e.g. producing excellent written reports and tools, conveying data and expert information through meetings, workshops and seminars (face-to-face and online).
- Completion of Independent DA Advocacy training (Idaa) would be an advantage.
- Knowledge of trauma informed practice would be an advantage.

Knowledge and Understanding:

- A sound understanding of the gendered analysis of domestic abuse.
- In-depth knowledge of domestic abuse, coercive control and a risk-led approach to domestic abuse.
- Practical knowledge of impactful learning and training techniques – research, execution and evaluation.
- An understanding of local and national policy (Equally Safe) as it relates to domestic abuse, including the provision of policing, child protection, health and social care, and of multi-agency/partnership working in a Scottish context.

Skills:

- Outstanding training, communication and interpersonal skills, to lead and facilitate discussions to influence, achieve positive outcomes and deliver change.
- Excellent networking skills and the ability to develop strong working relationships with senior stakeholders and operational practitioners alike.
- Ability to identify and incorporate best practice through tools and resources suitable for external audiences.
- Project management, including reporting on key operational and financial deliverables and impact tracking. Bid writing skills would be advantageous.
- Ability to use relevant technology, including digital tools for communication with a geographically dispersed team and sector.
- E-learning development skills would be an advantage.
- Ability and willingness to work independently, travel as required, manage own time and prioritise effectively whilst also working as part of a team.

Key Competencies

Delivering quality

- Achieves objectives ensuring work is delivered to deadline, to a high standard and to budget
- Takes responsibility for own workload, acts on own initiative, seeks feedback from others, evaluates own performance and then acts upon it
- Tries out new ideas and ways of working and identifies and shares learning

Relationship management and communication

- Builds and maintains good relationships with a range of internal and external stakeholders
- Speaks and writes clearly and effectively and in a timely manner to both internal and external audiences
- Tailors communication to suit the audience

Teamwork and collaboration

- Works effectively as part of a team to deliver shared objectives and to build team spirit
- Supports colleagues in demanding situations, recognises the importance of well-being in self and others, accepts help and support from other team members
- Listens to the views of others

Influence

- Inspires confidence and trust in others – demonstrating high standards of integrity, honesty and fairness
- Is committed to empowering others to be the best that they can and actively engages the knowledge, ideas and contributions of others
- Is visible and approachable, taking time to talk to colleagues and support with queries

Goal orientation

- Demonstrates an understanding of how their own role contributes to achieving organisational and programme goals
- Is responsive to change which helps achieve goals
- Manages own and others performance to ensure timely deliverables to the required standard and clear accountability
- Pursues tasks/goals with energy, drive and need for completion

Equality and Inclusion

SafeLives is committed to providing equal opportunities for all, irrespective of age, disability, race, sex, religion/belief, sexuality, gender identity, marital/civil partnership, pregnancy/maternity and working patterns. We are keen to have staff that appropriately represent all the communities we serve as an organisation.

Lived Experience

We believe there is no 'them and us' in domestic abuse and recognise that applicants may have direct or indirect experience of their own, whether disclosed or not. We are committed to placing lived experience at the heart of all we do, and colleagues who chose to share their personal expertise can do so openly and with organisational support. If there is any discussion during the recruitment process regarding a candidate's personal experience of domestic abuse, it will be treated confidentially and will not be shared outside of the interview panel/Human Resources.