# LGBTQ Training Hub Freelance Trainer Job Description and Person Specification

## Positive Action Statement

We welcome applications from all LGBTQ community members. We particularly encourage applications from people from intersectional and minority groups, including People of Colour; QTIPOC; trans and/or non-binary; intersex; gender-variant; and/or those with disabilities, and/or neurodiverse. We welcome applicants with experience and/or transferable skills relating to teaching, training and coaching. There are developmental opportunities available to marginalised groups who may not have had such opportunities previously.

## Freelance Trainer Job Description

* To deliver training courses as contracted by Working Smarter partners ([Allsorts](https://www.allsortsyouth.org.uk), [The Clare Project](https://clareproject.org.uk/), [MindOut](https://www.mindout.org.uk) and [Switchboard](https://www.switchboard.org.uk)) and to ensure that training delivery is of a high standard
* To ensure that health and safety considerations are embedded in all workshops
* To deliver the following workshops, following appropriate training and induction:
  + A two-to-three hour LGBTQ inclusion workshop (to be co-produced via the LGBTQ Training Hub)
  + A two-to-three hour ‘Trans 102’ workshop (to be co-produced via the LGBTQ Training Hub)
  + Specialist training workshops as required by individual partners, e.g. LGBTQ mental health for MindOut, LGBTQ youth for Allsorts, trans and non-binary issues for The Clare Project and LGBTQ health inclusion for Switchboard.

## Freelance Trainer Person Specification

**Essential:**

* Have a good understanding of the challenges and barriers faced by LGBTQ community members
* Demonstrate a good understanding of intersectional issues relating to LGBTQ community members
* Have an empathic, positive and patient approach to helping participants learn
* Have the skills and desire to provide learning in a ‘safe’ and enjoyable environment.
* Be committed to/ and have an understanding of equal opportunities issues, particularly in relation to training
* Be committed to/ and have an understanding of the LGBTQ Training Hub’s values\*
* Have excellent interpersonal and communication skills
* Have excellent organisational skills and good time keeping.

**Desirable:**

* Have some experience and/or transferable skills relating to teaching, training and coaching

## LGBTQ Training Hub Values

### \*We value:

* The lived experience of LGBTQ community members, which sits at the heart of all of our training and inclusion awards: ‘Nothing about us without us’
* LGBTQ community development: profits earned through our training directly benefit our communities and service users
* The representation, inclusion, empowerment and emancipation of all LGBTQ community members, with a particular focus on trans, non-binary and intersex people and LGBTQ people of colour
* An intersectional perspective: working to address and understand the multiple oppressions experienced by marginalised communities, in relation to race, class, gender, sexual orientation, disability and other aspects of identity and experience
* The potential of professional, authentic and co-produced training to change hearts and minds, inspire wider communities, reduce inequalities for LGBTQ people and support LGBTQ allyship