ABIANDA

Freelance Trainer

- Are you an experienced training facilitator?
- Can you support and deliver sessions to a wide range of professionals on how to best work alongside young women and girls affected by criminal exploitation and violence?
- Do you want to work for a values-led charity that centres young women's voices?

Abianda is a London-based charity that works with young women and girls affected by criminal exploitation and violence, and the professionals who support them. We exist to ensure young women are no longer hidden in our communities and can live free from harm and abuse. We aim to bring about a culture shift in how services are delivered to young women and girls, so that they can access support that works for them when they need it.

To find out more about our organisational culture, you can read *Abianda at its Best: Our standards for safe spaces, equity, and belonging for Abianda's people* here.

Job Summary

We are seeking experienced, reflective and values-driven freelance trainers to support the delivery of high-quality training for professionals working with young women and girls affected by criminal exploitation and violence. This role is ideal for someone who is confident in participatory facilitation, committed to trauma-informed and intersectional practice, and able to work collaboratively.

The role will involve facilitating sessions in person and online and may require overnight travel and stays.

"The trainers know how to hold a room well. Excellent knowledge and experience and interaction. Every session has been informative and enjoyable - the time passes so quickly!"

Abianda Training Participant, 2026

Role Details:

- Freelance, sessional contract
- Day rate between £220 and £300, depending on support or lead delivery and experience
- Reporting to Abianda's Training and Development Lead

Role Description

Key Duties and Responsibilities
Training Delivery and Facilitation • Support the lead trainer in delivering engaging, inclusive and trauma-informed training sessions. • Co-facilitate or independently lead agreed sections, activities or discussions. • With experience and confidence in the role, step into leading full training sessions when required, taking on the responsibilities of the lead trainer. • Respond to the needs of participants in real time, adapting delivery style, pace or activities to ensure accessibility, inclusion and psychological safety. • Model relational, respectful and anti-oppressive practice throughout all interactions.

Planning and Preparation

- Review participant information, accessibility needs, risk assessments, logistics and session details provided by the lead trainer.
- Contribute to agenda development and actively participate in planning meetings.
- Collaborate with the training team to shape session flow, activities and facilitation approaches.
- Support room setup, including layout, equipment (e.g., flipcharts, projectors) and general readiness of the space.

Creating Safe, Inclusive Learning Environments

- Uphold safeguarding, confidentiality and learning culture agreements.
- Understand and respond to participant accessibility needs, ensuring the space is physically and emotionally safe.
- Review and work in line with the session risk assessment.
- Observe group dynamics and provide support to participants during discussions, breakout groups and interactive activities.

Logistics, Administration and Evaluation

- Assist with practical on-the-day tasks such as attendance lists, materials management and liaising with venue staff.
- Support the completion of evaluation tools and training paperwork, including registers, baseline surveys and feedback forms.
- Where the lead trainer is not present, ensure all evaluation and administrative materials are returned to Abianda.

Reflection, Debrief and Professional Practice

- Attend and actively contribute to debrief sessions.
- Share any safeguarding concerns or health and safety issues that arise during delivery, following organisational procedures.
- Engage with processes to support upskilling, learning and development as an Abianda freelance trainer including observation, trainer competency, quality assurance processes, etc.

Person Specification

Essential

- Experience facilitating training or group work with professionals, young people or community groups.
- Strong safeguarding awareness and ability to maintain professional boundaries.
- Confident, warm and adaptable facilitation style with a commitment to inclusion and accessibility.
- Ability to work collaboratively within a multi-trainer team, including supporting young or emerging trainers.
- Excellent communication, organisation and time-management skills.
- Commitment to reflective practice, anti-oppressive and trauma-informed principles.

- A strong values match with Abianda's principles.
- A proactive nature and curiosity to understand the lives and experience of young women and girls.

Desirable

- Understanding of criminal exploitation, gendered experiences of harm, and the specific needs of young women and girls including legislation and evidence-informed practice
- Experience delivering training in multi-agency contexts (e.g., social care, education, policing, youth services).

To apply, please send your CV and supporting statement (no longer than two A4 pages), detailing why you want to work with Abianda and how you meet the person specification to Sam, our Head of Operations, on sam@abianda.com.

If you would prefer, you can submit your application via video or voice recording (no longer than 3 minutes) or a PowerPoint presentation (no longer than 5 slides). Please also download and our equal opportunities form (this is optional).

The deadline for applications is **9am Thursday 10 September**.

First stage online interviews will be held the week commencing 21 September. Second stage in-person interviews will be held the week commencing 28 September.

If you are invited to join the team, you must be available on 13 and 15 October for onboarding sessions. You must also be available for two out of the four following training delivery dates: 3, 11, 17 and 24 November.

All applicants are requested to complete a criminal record self-disclosure form at interview stage. We value the lived experience of our applicants and all disclosures will be reviewed on a case-by-case basis. Applicants must share a basic DBS certificate before starting work with Abianda.

Please note

- Due to the work we do, Abianda's roles are subject to an Occupational Requirement on the grounds of the protected characteristic of sex. We are a women's-only employer, and as such, this position is exempt under Schedule 9 of the Equality Act 2010.
- We particularly welcome applications from Black and Brown people, people of the global majority, disabled people, the LGBTQ+ community and people from different socio-economic and educational backgrounds.
- We encourage applications from people from all walks of life, including those who may have had exposure to similar experiences that young women across London are facing.