

Consultant Trainers – role summary

respectme is the national anti-bullying service, funded by Scottish Government and managed by SAMH and LGBT Youth Scotland. Our vision is of a respecting, just, equal society in which all children and young people can live free from bullying and harassment and are encouraged to reach their full potential. Our work is driven by a focus on children's rights.

Through our programme of free training, we work with all adults involved in the lives of children and young people to give them the practical skills and confidence to both prevent and respond to bullying.

Last year, the Scottish Government published the refreshed national approach to anti-bullying for Scotland's children and young people, Respect For All. This aims to achieve a coherent and consistent response across Scotland to addressing bullying.

As we move into supporting the implementation of this guidance, we are seeking individuals to join our current pool of consultant trainers. In this role you will help deliver the respectme anti-bullying training programme across Scotland to a diverse range of adults across education, youth, care and other sectors.

Please note: respectme consultant trainers are self-employed.

Consultant trainers will be expected to:

- Promote the values and ethos of respectme and our management partner organisations, the Scottish Association for Mental Health and LGBT Youth Scotland.
- Attend induction training and utilise respectme resources to build a solid knowledge and understanding of anti-bullying policy and practice.
- Deliver respectme training in line with our key messages and national guidance.
- Use a variety of training methods to meet the learning needs and styles of diverse audiences.
- Use respectme tools to evaluate training and use professional experience to feedback ways to continually improve respectme training materials.
- Communicate effectively with respectme staff to support administration of training events.
- Liaise directly with respectme staff to provide updates and evaluation of training events.
- Promote the work of respectme in a positive manner.

- Establish relationships with stakeholders and, when appropriate, direct them to *respectme* for further guidance on addressing bullying, and its impacts on children and young people.

Key working internal relationships and contacts:

- While working in a freelance capacity consultant trainers will be accountable to and work positively with the *respectme* Service Director.
- They will work positively with and effectively with *respectme* colleagues and colleagues within managing partner organisations.

Working environment and special circumstances

- Lone working
- Work flexible hours including weekends and evenings
- Travel across Scotland
- Access to own transport

Knowledge and skills:

- Excellent communication skills (verbal and written) with the ability to adapt styles to meet individual and group requirements.
- Excellent group facilitation skills
- Committed to developing young- person centred services
- Experienced in designing and delivering innovative training
- Innovative with their approaches to skills development, training and facilitation
- Able to deliver motivational training to a diverse audience
- Able to evaluate training materials identifying areas for development to aid learning
- Knowledge of different learning styles and how to use these in practice to motivate learning
- Understanding of equality and diversity, how these can impact on bullying and the importance of challenging inequality and stigma
- Knowledge of the effect of bullying on young people's mental, physical and emotional health and wellbeing