



## **Role Description for Birthrights trainers**

### **Background**

An essential part of Birthrights' theory of change is to train those who work with pregnant women in what it means to deliver human rights respecting maternity care, in order to change the culture of maternity services in the UK.

The majority of our training involves training multi-disciplinary teams in NHS Trusts, but we also train peer supporters for organisations such as Birth Companions, run workshops at the RCOG's Managing the Labour Ward course, run sessions for RCM branches and groups of midwives and doulas, take part in university teaching of undergraduates, as well as presenting at conferences and events. We are also increasingly interested in putting on our own workshops.

At present Birthrights training is largely done by staff, Trustees and a small number of associate trainers. We are looking to draw together a diverse and experienced group who are passionate about the work we do and who want to use their expertise to take our training programme to the next level, whilst protecting and growing the excellent reputation of our training.

### **Core Duties**

We are not just looking for people to deliver one or two training sessions a year. We are looking for trainers who are whole-heartedly committed to our values and who want to partner with us to make our training the best it can be.

The role will require:

- Attending the full day course for Associate Birthrights trainers on 7th December (or at a later date subject to availability).
- Being available to train for Birthrights at least twice a year (most training takes place in the working week and a full day of training would last around seven hours).
- Liaising with Birthrights staff over any training course arrangements, including ensuring, as far as possible, that participants complete a course evaluation.
- Submitting an invoice for any training fee (see below) and expenses within a month of the training event.
- Agreeing not to run any course covering the same or similar material, or to use any material used in the Birthrights courses or to present themselves as representing Birthrights outside of training arranged by Birthrights.

- Contributing to the development of Birthrights' training material through conference calls, giving feedback via email or in person trainer updates when requested (anticipated to be 2-4 times a year across all formats).

## Remuneration

A fee of £250 plus reasonable expenses (in line with Birthrights expenses policy) will be paid for each day of training. The training session (at a London venue tbc) will be provided free of charge although unfortunately we are unable to cover expenses.

We feel it is important to offer this payment to ensure that this opportunity is open to a diverse range of people. Please let us know if you do not require remuneration for this work.

## Person specification

Most of our training is delivered jointly by two trainers: a legal trainer and a healthcare professional trainer. We are looking for both sorts of trainers to join our team.

### 1) Legal trainers

As a legal trainer you will be responsible for helping participants discover where human rights come from and answering questions such as: What is the European Convention on Human Rights? What is the Human Rights Act? How do these apply to maternity care? What about common law? What do I need to know about Montgomery vs Lanarkshire? What rights do women have? What about the rights of healthcare professionals? What about the rights of the unborn baby?

To be a legal trainer you will need:

- Enough knowledge of human rights and understanding of the legal system to carry authority in a training room.
- Some experience of how this applies to maternity in either a personal, voluntary or professional capacity.

### 2) Healthcare professional trainers

As a healthcare professional trainer you will be responsible for leading case study discussions about how the human rights framework applies to everyday scenarios that might occur within a maternity service, and also for covering subjects such as how to document a discussion about choices with a pregnant woman.

To be a healthcare professional trainer you will need:

- To have walked the talk – ie to have enough professional experience to have personally encountered the scenarios covered by our case studies and to talk confidently about how you dealt with them in a human rights centred way (this is not always the most senior members of staff but many of our HCP Trustees hold or have held senior positions of responsibility within their Trusts)

**All trainers need to have:**

- An understanding of what Birthrights does, a commitment to our values, and a passion for this role.
- Excellent communication skills.

- Experience of training others.
- The ability to challenge others in a constructive way.
- Insight into their areas of strengths and weaknesses, and a drive to continually improve, and a willingness to work from and learn from others.
- A willingness to travel in the UK (although we try and take into account location of trainers when allocating trainers to training events).

All trainers must be UK based and able to work in the UK.

### **What you don't need to have**

We do not expect you to know everything there is to know about human rights in maternity care – the Associate Training day will equip you with what you need to know and the Birthrights team will offer you ongoing support. We will aim to ensure that you are paired with an experienced trainer at first and to give you opportunities to observe a training event before delivering one if at all possible.

### **How do I apply?**

Please fill in the attached application form and send it to [info@birthrights.org.uk](mailto:info@birthrights.org.uk) by Friday 9<sup>th</sup> November.

We only have 15 places available on the upcoming training course, and will be looking for trainers with a range of experience based around the countries. We may require a short telephone interview in order to shortlist. We expect to be contacting applicants by the 23rd November to let you know with one of three outcomes from your application:

- a) We would like you to train for us and you will be offered a place on the training course on the 7th December. This will take place in London – venue and further details will be sent to you nearer the time.
- b) We would like you to train for us but there are not sufficient places available on the 7th December training course. We will put you on the waiting list and let you know about our next training course as soon as we have a date for it. (The information you have provided will be retained on file).
- c) Your experience is not quite what we are looking for. (Your information will not be kept on file).

### **Further Information**

Should you have any further queries about this position, please email [info@birthrights.org.uk](mailto:info@birthrights.org.uk)