

Training and Development Manager

Job Description

Job Location:	Home-based, with some travel to our London office.
Responsible to:	Head of Services
Hours:	35 per week
Grade:	Point 42- 45, £45,530 - £48,620 (a London Allowance will be applied to employees who live in London, plus 6% employer's pension, subject to a minimum 2% contribution by the employee)
Contract:	Fixed term until 31 st March 2026.

About Respect:

Respect is a pioneering UK membership organisation in the domestic abuse sector. Founded in 2000, we have built our expertise over the last 25 years in what was then a fledgling sector and recently have seen significant and rapid growth.

Respect supports frontline organisations across the UK, so that together we can end domestic abuse. Our work is wide ranging: we offer accreditation of specialist services; we provide training for individuals and organisations working in the sector; we work in partnership with others to innovate and develop practice; we provide two helplines to enable service users to get the help and advice they need; we lobby influencers to improve policy and practice; we support up-to-date research undertaken by specialists in the field; and we fundraise to ensure important work continues to happen.

Respect has seen rapid growth over the last few years, and we now have 60+ staff running a range of projects and core activities and have ambitious plans for further growth and influence.

Our Vision

We want a world where everyone is free from domestic abuse. Where it is never ok to control, harm or cause fear. Where those who perpetrate domestic abuse are stopped, held to account and given the chance to change.

Our Mission

We work with our members, partners and allies to stop the harms done by those who perpetrate domestic abuse. With innovative practice, robust research and quality data, we build evidence of what works, promote safe, effective practice and drive high standards. We use our voice, in collaboration with others, to call for a response to domestic abuse that matches the scale of the problem. We will not stop, until domestic abuse stops.

Respect

Our Focus

Respect was founded to focus on perpetrators of domestic abuse, and this, including our vital work with young people who cause harm, will remain our key priority. Our work with male victims will continue as an important, distinct project.

Our Values

- Pioneering - We explore innovative ideas and develop new approaches with curiosity and rigour.
- Collaborative - We work in partnership with our members, partners and allies to bring about individual, societal and systems change.
- Accountable - We listen to survivors and centre their needs in our work. We hold perpetrators to account for their behaviour and hold ourselves and our members accountable for ours.
- Respectful - We live up to our name. We are committed to equity, diversity and inclusion in all that we do. We are honest, compassionate and boldly challenge injustice.

Purpose of the role

This role's primary purpose is to ensure the effective delivery and continuous improvement of Respect's training programmes. This involves an experienced Trainer facilitating courses, webinars, and workshops, as well as overseeing the creation of new training content and securing its CPD certification or OCN accreditation. The core purpose of this position is to drive the quality and reach of Respect's learning and development programme.

Key responsibilities

Training delivery

- Learn the content and deliver Respect's training courses, webinars, and Practice Development sessions to practitioners and organisations in the domestic abuse and related sectors, both face-to-face and via videoconference platforms
- Write reports and keep records up to date
- Work with Head of Services and Communications colleagues to market new and existing courses, through building relationships, email and telephone communication with clients.

Training development and quality assurance

- Manage the development of training courses and webinars that meet the needs of practitioners and organisations in the sector, as identified in the competencies framework.
- Oversee the accreditation of Respect's training courses (CPD accreditation certification or other accreditation scheme, such as OCN)
- Produce training materials/resources
- Work with external providers to develop specialist courses
- Assess the impact of training programmes, ensuring feedback from participants is informing development and delivery of courses

- Make sure training is cost-effective and within budget
- Any other duties commensurate with the role

Person Specification

EXPERIENCE/ABILITIES		Essential	Desirable
1.	A comprehensive understanding of domestic abuse and how it affects adults and children	X	
2.	At least three years' experience of domestic abuse client work, preferably with perpetrators	X	
3.	At least three years' experience in training design, development and delivery for professional audiences	X	
4.	Experience in delivering training for different audiences and in various formats (face-to-face, online, blended learning)	X	
5.	Experience in training needs analysis and curriculum development	X	
6.	Experience with accreditation frameworks, particularly CPD certification and OCN accreditation processes	X	
7.	Experience in project management, including budget management for training programmes	X	
8.	Ability to develop tools and resources for specialist and non-specialist services	X	
9.	Ability to produce guidance on tools and resources, and support implementation through various media	X	
10.	Ability to communicate clearly and effectively with a wide range of people over sensitive and complex issues, both verbally and in writing	X	
11.	A strong record of working independently, meeting deadlines and organising workload	X	
12.	Experience in training evaluation and impact measurement	X	
13.	Experience with learning management systems or digital learning platforms		X
KNOWLEDGE/ UNDERSTANDING			
14.	Knowledge of adult learning principles and training methodologies	X	
15.	Understanding of competency frameworks and professional development standards	X	
16.	Knowledge of different intervention models used for domestic violence perpetrators and their training implications	X	
17.	Knowledge of domestic abuse sector training needs and best practice approaches	X	
18.	Knowledge of referral pathways in perpetrator interventions and interagency working challenges		X

Respect

19.	Understanding of the criminal and civil justice systems related to domestic violence		X
BEHAVIOURS AND VALUES			
20.	Demonstrate a commitment to - and understanding of - the values, aims and objectives of Respect	X	
21.	To handle sensitive data with confidentiality and discretion	X	
22.	Commitment to meaningful anti-discriminatory practice, and equity, diversity and inclusion.	X	
23.	Willingness to travel to various parts of the country to deliver training	X	
24.	To work independently and as part of a team	X	
25.	Ability to engage constructively with feedback and adapt training approaches based on participant needs	X	