



## **Call Out for Inspirational and Skilled Trainers to Support the Roll-out of this Unique and Creative Resource**

**An ABC of CSA** is a beautiful set of 26 alphabet cards. The cards have been developed in collaboration with over 40 CSA survivors from diverse backgrounds, in partnership with South-West specialist sexual violence services, led by Viv Gordon and illustrated by Imogen Harvey-Lewis. The cards are accompanied by a user guide and training resource, designed to support better conversations about child sexual abuse.

More information about the ABC of CSA project is available here:

<https://www.vivgordoncompany.co.uk/an-abc-of-csa.html>

### **About Viv Gordon Company**

Viv Gordon Company (VGC) is a CSA survivor-led arts and social justice organisation. Our work is a creative campaign to increase visibility, voice and community by, for and with adult survivors of Childhood Sexual Abuse (CSA). There are an estimated 11 million of us in the UK.

Artistic Director, Viv Gordon states *"Our core belief as an organisation is that surviving child sexual abuse is a creative act....When we come together and validate each other as credible, believable knowers, victims, survivors and witnesses of not only abuse, but also cultural oppression, discrimination and exclusion, then everything changes"*

### **The Project: An ABC of CSA: Funded by Innovate UK**

This pilot project, funded by INNOVATE UK, supports the further development and roll out of our ABC of CSA cards and training.

One of the main aims of the project is to contract a team of freelance trainers to deliver our newly developed training programme to a wide range of health and social care professionals. The training programme will inform, empower and enable staff working in front-line services to use the ABC cards to confidently and skilfully explore issues of child sexual abuse with victims-survivors.

## Freelance Trainer Role

The project aims to initially recruit up to 6 experienced freelance trainers who will deliver half day training sessions to a wide range of organisations and agencies to enable professionals to effectively use the ABC of CSA cards to support survivors at whatever point they are in their journey.

Trainers will undertake a 4 day in-person training programme in Bristol. Ideally applicants should live within a reasonable travel distance from Bristol. By the end of this pilot project, all trainers will have co-delivered at least 2 training sessions within an agency setting (such as a sexual violence frontline service). There will also be a debrief/evaluation day in Bristol before the end of November (date tbc).

All training & debrief dates are in person in Bristol, but delivery of training of other agencies could be anywhere within a half day travel radius of Bristol.

### **Training Dates:**

Mon 30th September, Tue 1st October, Mon 7th October, Monday 21st October  
Bristol, 10am – 4pm.

**Delivery:** Trainers will then co-deliver at least 2 training sessions and participate in a day's debrief/evaluation between 21st October and 25th November

**Debrief:** Mon 25th November (tbc) 10am - 4pm

**Location:** 4 training days and Debrief in person in Bristol. Co-delivery could be anywhere within a half-day travel radius of Bristol.

**Fee:** £150 per day for 7 days (£1,050 total).

**Travel Expenses:** Travel expenses for the Bristol dates are capped at £50 per day. Travel expenses for the and co-delivered sessions to agencies will be covered in full, in line with VGC expenses policy.

**Access:** Additional budget available to support any access needs of the trainers.

**This opportunity is only open to CSA survivors aged 18+. You will need to feel comfortable being identified as a survivor within our training sessions and when delivering the training to agencies. This opportunity is open to both sexes and all gender identities.**

VGC's definition of CSA survival is someone who has had unwanted sexual experience before the age of 16. We recognise there are different definitions and welcome your own definition as completely valid. If you self-identify as a CSA victim-survivor then you are welcome to apply. You will not be asked to share your experience within the application, training or delivery stages. This is always personal choice.

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**During the 4-days training, to equip Trainers with delivering The ABC in agency settings, we will cover:**

- Key skills
  - Active and reflective listening
  - Language and communication
  - Boundaries, support and signposting
  - Managing safer, inclusive training environments

- ABC training
  - Understanding the cards, their application and purpose
  - Creative ways to use the cards in support settings
- Understanding CSA
  - Definitions
  - Stats and facts
  - Stigma and discrimination
  - Intersectionality
- Working with CSA Survivors (VGC approach)
  - Access and Inclusion
  - Strengths based
  - Non-pathologising
  - Creative
  - Activist
- Being a Survivor Leader
  - Personal access
  - Choices around visibility
  - Self management
  - Managing disclosures

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**The freelance ABC trainers will:**

- Facilitate innovative, survivor-centred, trauma-competent training programme for professionals supporting survivors of CSA.
- Create a safer, confidential, creative and friendly environment for learning and to provide guidance and support for learners within a group setting, recognising the sensitive nature of the issues being discussed.
- Develop and build positive relationships with training delegates, promoting a positive and inclusive learning environment that reflects the values of the Viv Gordon Company.
- Work confidently in a multi-agency setting to deliver the training, such as sexual violence frontline services.
- Ensure survivors' voices are at the heart of the training programmes and understand that survivors are experts in their own lives.
- Be able to demonstrate a deep understanding of the issues impacting survivors of CSA as well as knowledge of and commitment to social justice, trauma informed practice and intersectionality.
- Work to agreed quality standards and actively contribute to Viv Gordon Company's ethos, vision and values. They will be responsible for ensuring compliance with our health and safety requirements for all training events and ensure compliance with safeguarding and risk protocols. They will collect data and feedback as required.

We acknowledge that brilliant people who could be a great fit for the role may not feel confident to apply, due to a lack of investment in and opportunities for our community. If you fit some of the criteria for the role and would like to have an informal discussion before you apply, please contact our Training & Development Coordinator, Maggie Parks, on [training@vivgordon.com](mailto:training@vivgordon.com)

<b>Knowledge and Experience</b>	<b>Requirement</b>
Experience of delivering high quality training	Essential
Knowledge of the issues impacting survivors of CSA	Essential
Knowledge of and commitment to social justice and anti-discriminatory practice	Essential
Knowledge of safeguarding practices	Essential
Experience of supporting survivors and/or being in survivor-led spaces	Desirable
Good working knowledge of both voluntary and statutory agencies	Desirable
<b>Skills, Abilities and Behaviours</b>	<b>Requirement</b>
Confident and considerate communicator with excellent interpersonal skills	Essential
The ability to facilitate groups comprising a diverse range of people, communicating with courtesy, respect and tolerance.	Essential
Ability to engage with and build rapport with others and to maintain constructive and collaborative relationships	Essential
Ability to create a safe, confidential, and friendly environment for learning	Essential
Ability to respond to sensitive issues with empathy, patience and resilience	Essential
Ability to motivate and inspire others	Essential
Ability to work on own initiative, problem solve and overcome obstacles, recognising when to seek appropriate support.	Essential
Able to self manage and model good self-care	Essential
<b>Other</b>	<b>Requirement</b>
To be able to travel to Bristol and other areas of the South West	Essential
To commit to all training dates	Essential
Commitment to work in accordance with Viv Gordon Company's ethos, values and policies.	Essential

## What will the hiring process be?

Please send (PDF or Word format preferable):

- A short cover letter (approximately one side of A4) OR a voice/video recording (approximately 3 minutes long) explaining how you meet the job criteria and the person specification and why you are interested in the role. And confirmation that you are available for the training dates.

and

- An up-to-date CV including 1 reference

to [training@vivgordon.com](mailto:training@vivgordon.com) with the email title: [Your Name e.g. Jo Bloggs]  
ABC Trainer Application

### **Deadline for applications: 19<sup>th</sup> August 2024**

We will be in touch by 27<sup>th</sup> August with outcomes for candidates.

**Initial Interviews** will be held through video link on **2<sup>nd</sup>/3<sup>rd</sup> September 2024**  
Followed by an **in person group interview** in Bristol, on **6<sup>th</sup> September 2024**

**Start date:** 30<sup>th</sup> September 2024 (at first training day, Bristol)

Please fill out our Equal Opportunities monitoring form here:

<https://forms.gle/v5sKEBh7sFMmx2yo9>

This contract will be subject to a satisfactory DBS check.

If you would like to find out more about this role, or want an informal chat before applying, please contact Maggie Parks [training@vivgordon.com](mailto:training@vivgordon.com)