



WHG Trainer – Contract Brief

Background

Women's Health Grampians

Women's Health Grampians (WHG) is one of nine regional and two statewide women's health services funded by the Department of Health and Human Services. Our focus is at the population level. We work to achieve healthy public policy, improved service provision for women, and cultural change that supports gender equality. We do this through consultation, education, resource and service development. Our priority areas are the prevention of violence against women, gendered advocacy and sexual and reproductive health.

Visit the WHG website for current Strategic Plan 2017 - 2021. www.whg.org.au

Communities of Respect and Equality (CoRE)

In early 2016 Women's Health Grampians launched a regional plan to prevent violence against women and their children in the Grampians: The Communities of Respect and Equality (CoRE) Plan. The Plan reports the staggering statistics regarding violence against women and children and proposes an Alliance of organisations, clubs and networks in the region work together to change the culture in our communities that underpins and perpetuates this violence. The vision articulated in the Plan is for a safe, equal and respectful society for everyone.

CoRE members commit to action that is in line with both the CoRE Plan and their ordinary business to transform gender norms and address sexism and discrimination.

The CoRE Plan and other CoRE resources can be accessed from this link:

<https://whg.org.au/priorities-programs/core>

As at December 2018, there are 110 member organisations of the CoRE Alliance. (Refer to website for full list of members)

WHG provides support to CoRE members in identifying, planning and implementing sustainable, systems level actions that will help to create the CoRE vision. WHG offers training opportunities to staff and members of CoRE organisations who identify training as being a suitable action for them.

Act@Work

Act@Work is a comprehensive organisation-wide program developed by Women's Health Grampians that provides intensive support to CoRE member organisations in the planning and implementation of an Action Plan and includes staff training across the organisation.

The program includes regular support from a WHG staff member to help drive initial progress and establishing systems for long term ongoing action that aligns CoRE work with the organisation's core business and workforce.

A key component of the Act@Work program is providing training for employees in their workplace. Training is delivered via multiple sessions, depending on the size of the organisation, and the number of sessions negotiated with each workplace. The training addresses the prevalence, nature and causes of violence against women; gender equality; gender stereotypes and bystander action.

For more information on Act@Work visit <https://whg.org.au/priorities-programs/prevention-of-violence-against-women/actatwork-3>

WHG Training Program

WHG provides a range of training opportunities for CoRE member agencies. We have 3 key training programs – Introduction to Prevention of Violence Against Women; Intensive Bystander Training and Gender Equity for Managers.

All WHG training programs aim to raise awareness to issues related to violence and/or gender equality, and build the knowledge and skills of individuals (staff, volunteers and members) of CoRE organisations regarding unconscious and conscious sexism and discrimination. The aim is ultimately to enable cultural change and a shift in social attitudes and outcomes, where men and women are valued equally and experience the same opportunities in our communities.

All training:

- Is based on current data and an evidence based approach;
- Uses a range of mediums to engage audiences (slides, videos, activities, discussion);
- Uses both a male and female presenter team to maximize the opportunity for audience engagement and model gender equitable leadership¹;
- Uses an invitational style to enhance personal reflection and engagement.

¹ The use of a male and female facilitation team is deliberate and aims to replicate the aims and principles of the program by:

- Demonstrating gender equity in a working relationship and in leadership roles
- Modelling that violence against women is a shared concern for men and women

Roles and Responsibilities of Trainers

Trainers are expected to:

- Deliver training in line with the training program and materials developed by WHG
- Participate in WHG training and ongoing professional development to extend knowledge and develop skills and confidence in the delivery of training related to gender equity and the prevention of violence against women
- Have a solid understanding of '*Change the Story*' - the National Primary Prevention of Violence Against Women Framework and issues relating to intersectionality
- Have a solid understanding of the Communities of Respect and Equality (CoRE) initiative and the Act@Work program
- Participate in preliminary meetings with WHG staff to plan specific sessions
- Participate in evaluation and debriefing processes as relevant
- Contribute to the 'train the trainer' induction process with WHG as other trainers are recruited
- Provide reasonable notice if unavailable for training sessions
- Present only material approved and provided by WHG
- Invoice WHG for training as appropriate and in a timely manner.

Trainers are required to:

- Adhere to the WHG Confidentiality policy – keeping all information of a personal nature disclosed during a training session, or associated with work as a contracted facilitator confidential except where the trainee gives permission for disclosure to another party. (Refer full policy)
- Adhere to the WHG Code of Conduct policy - Treating all trainees and fellow trainers in a respectful, caring and non-judgmental manner. (Refer full policy)
- Adhere to the WHG Dealing with Disclosures policy – being receptive and respectful to person disclosing and providing referral information as appropriate. (Refer full policy)
- Be aware of, and avoid inappropriate self-disclosure when training.

Please note trainers are not authorized to make public statements to the media on behalf of WHG.

Employment mode, remuneration and eligibility

Individuals will be engaged as independent contractors and invoice WHG at an agreed rate after each session.

To be eligible for a contract, and maintain eligibility as an approved WHG Trainer:

1. Trainers must attend the initial full day training session – for which a set fee will be paid.

2. Trainers must participate in at least 6 hours ongoing professional development per year, supported by WHG for which there will be no payment.

Requirements:

- Personal commitment to gender equality
- Respect and value for people from diverse backgrounds and circumstances
- Interest in the prevention of violence against women, gender and inclusion issues
- Experience in training/facilitation with adults/professionals
- Invitational style of presenting and sensitivity when discussing controversial topics
- Professionalism and maturity
- Availability to deliver sessions in the Central Highlands, Grampians/Pyrenees or Wimmera areas

Our training program is developing and demand increasing but it is estimated that opportunities to train would initially be between 1-4 per month. The length of training ranges between 1-6 hours.

To apply email your CV including two referees with a cover letter outlining your interest and experience to Adminb@whg.org.au by 18 January, 2019.

Note: If successful you must be able to attend a full day training session on Wednesday 30 January 2019 in Ballarat.

Contracts will only be offered on successful completion of the training.

For further information contact Melissa Morris on 0419 185 777.