Job Description

Job Title	Safeguarding Trainer
Function	People & Culture
Department/Team	Culture & Workforce Development
Reports to	Safeguarding Development Manager
DBS Check Level Required	Basic
Grade/Job Evaluation Level	TBC
Salary Banding	TBC
Created/Reviewed date	September 2025

You will be working for

As a dynamic and purpose-driven organisation, we recognise that our people are at the heart of everything we do.

Our charity is committed to creating meaningful impact in the lives of those we serve. As a values-driven organisation, we understand that our people are central to achieving our mission.

Within the Culture and Workforce development Directorate, the Learning, Leadership & Development team will create a learning organisation, building leadership capability, and supporting personal and professional growth.

Purpose of the Role

The Safeguarding Trainer will deliver high-quality safeguarding training that builds understanding, confidence and competence to work safely and effectively with service users. This role supports the development of a trauma-informed safeguarding culture by delivering consistent and reflective learning experiences across regions and services.

Key Accountabilities

Service Delivery

- Deliver core and specialist safeguarding training across employee groups, including induction, refresher and rolespecific modules.
- Tailor training sessions to reflect service context, learner needs, and current safeguarding practice.
- Ensure training content is delivered in line with organisational safeguarding policies, legislation and trauma-informed approaches.
- Coordinate with managers and safeguarding leads to schedule delivery in line with workforce needs.

Performance

- Track attendance, completion, and feedback from training sessions to inform reporting.
- Support evaluation of learning impact through observation, reflection and feedback.
- Maintain training records and support compliance monitoring as required.
- Contribute insights and observations to inform safeguarding trends and learning needs.

Development and engagement

- Act as a champion for safe, values-led, and reflective practice in safeguarding.
- Build learner confidence through inclusive, engaging and emotionally intelligent facilitation.
- Promote a learning culture where employees feel empowered to raise concerns and seek support.
- Share feedback with the Safeguarding Specialist to improve training content and learner experience.

People and Collaboration

- Work closely with the Learning and Development team to ensure safeguarding training is aligned with the broader learning strategy and delivery standards.
- Partner with operational colleagues to understand real-world safeguarding challenges and tailor training to reflect service context.
- Collaborate with safeguarding specialist to ensure training content is accurate, up-to-date, and responsive to trends or emerging risks.
- Contribute to cross-functional projects and working groups to promote a culture of safeguarding awareness and continuous improvement

General Accountabilities
(List of accountabilities applicable to all roles)

- Model our organisational values that sets the tone for people across the organisation.
- Contribute to developing our culture of excellence and care which is collaborative and actively demonstrates our commitment to the people we support, and our core purpose.
- Seek opportunities to develop, learn and continuously improve so that we can develop high quality services.
- Work in accordance with all relevant legislation, policies, procedures and guidelines including safeguarding.
- Keep abreast of latest developments and good practice in own professional areas.
- Promote and adhere to the organisation's equality, diversity and inclusion approach.
- This job description is non exhaustive, and we reserve the right to amend and review as appropriate.

Values

Our Values
• **Kindness** - Be generous, caring and compassionate • **Courage** - Be bold, trust, commit • **Respect** - Everyone deserves dignity

Person Specification

Qualifications	Essential or Desirable
Recognised training or teaching qualification Award in Education and Training or equivalent.	E
Relevant safeguarding qualification or equivalent professional development.	D

Skills	Essential or Desirable
Excellent training delivery and group facilitation skills.	E
Strong communication and interpersonal skills.	E
Ability to hold sensitive conversations in a safe, respectful, and trauma-informed way.	E
Highly organised with strong time management and recording skills.	E

Knowledge of legislation and national policy for safeguarding children, young people and adults.	D

Experience	**Essential or Desirable**
Experience delivering safeguarding training or related content in a health, care or community setting.	E
Good working knowledge of UK safeguarding legislation and local practice.	E
Experience tailoring learning to meet the needs of different roles and learning styles.	E
Experience working with safeguarding concerns, policy, or case reviews	D