

Freelance facilitators / trainers

Protection Approaches

Salary: £250 per day / £150 half day

Contract: Freelance

Hours: Ad hoc

Location: In-person delivery in schools, businesses, and community settings and online delivery that can take place from home or our offices in Kennington, London

Deadline: Sunday 5th October 2025, 11.59pm

About Protection Approaches

[Protection Approaches](#) is the leading UK charity working to build understanding of, and prevent the processes that lead to all forms of identity-based violence such as prejudice, polarisation, exclusion, and inequality.

Through local and national community-led initiatives, participatory research, technical advice, and policy advocacy, we work to challenge the structures, behaviours, and systems that sustain these harmful processes and to reduce the risks they pose to communities. Our programmes support communities to develop and lead responses to these challenges, while also influencing policy and systems to become more equitable, inclusive, and effective

Our Stronger Communities and education programmes equip people with the skills and confidence to challenge hate, harassment, and discrimination while building safer, more inclusive communities.

The opportunity

As demand for our training sessions continues to grow, Protection Approaches is expanding our delivery team. We are recruiting a small pool of freelance facilitators to help us meet the increasing requests for our **Active Bystander Training** and **Hate Crime Awareness workshops**, delivered with schools, businesses, local authorities, and community groups across England.

This is an exciting moment for Protection Approaches: over recent years demand for our training programmes has rapidly increased and is now higher than ever. By bringing on additional freelance facilitators, will give us the flexibility to ensure we can continue to meet that demand.

Freelancers will join a committed, supportive, and skilled team. You will receive comprehensive training, including shadowing experienced facilitators, co-delivery opportunities, and ongoing mentoring to ensure you feel confident and equipped to lead sessions independently.

Sessions will be offered to the successful freelancers on an ad hoc basis depending on bookings, and we expect that 1–3 days of delivery work per week will be available for the foreseeable future.

What we're looking for:

Experience Previous experience facilitating engaging, inclusive, and interactive workshops, or activities with a range of audiences	Personal quality Enjoys workshop delivery and able to facilitate workshops back-to-back multiple times per day	Skill Excellent communication skills and the ability to create inclusive and supportive learning environments
Person quality Deep commitment to the values of Protection Approaches	Personal quality Reliability, good organisation, and strong time management	Skill Confidence working independently and adapting sessions to different audiences
Desirable not essential Knowledge or experience related to hate crime, inclusion, equality, social justice, or identity-based violence	Desirable not essential Experience with online delivery (e.g. MS Teams, Zoom).	Desirable not essential Experience delivering workshops or education in secondary schools

Freelance facilitators will:

- Undertake training with Protection Approaches to deliver our Active Bystander and Hate Crime Awareness workshops.
- Deliver engaging, interactive, and inclusive sessions both online and in person.
- Work with a wide range of audiences including school students, staff teams, local authorities, and community groups.
- Represent Protection Approaches professionally in delivery settings.
- Provide basic administration following delivery, e.g. feedback forms or participant data.

To apply:

Please submit the [application form found here](https://www.smartsurvey.co.uk/s/4MXUOD) (www.smartsurvey.co.uk/s/4MXUOD) **no later than Sunday 5th October 2025, 11.59pm.**

As part of your application, you will be asked to submit a short video (maximum 3 minutes) telling us why you would make a great facilitator for Protection Approaches. We are not looking for professional production quality, instead the video is your chance to show us how you communicate and present yourself, just as you would in a workshop. We will not be asking you to complete any other written tasks beyond your CV and the short form.

Shortlisted candidates will be invited to interview and all applicants will be informed of the outcome of their application.

We particularly want to encourage people who might think twice before applying, including those from minority ethnic groups, LGBTQI+ applicants, applicants with disabilities, and anyone whose talent and experience might not be reflected in paid professional roles and formal qualifications.

If you have questions about the role or application process contact Szymon Glowacki at Szymon.glowacki@protectionapproaches.org or 020 3859 9509.