

Trauma-informed facilitation training

Consultancy opportunity: holding conflict, power and care in public spaces

We are looking for a consultant or team to help our staff, volunteers and trustees hold conflict and disagreement at our public events with care, confidence and a clear understanding of power.

What	Design and deliver trauma-informed facilitation training, inclusive of power analysis and practices that can be used in real time when facilitating an event in person or online
Who takes part	Our staff team and possibly trustees
Budget	A modest budget is available
Apply by	23:59, Sunday 1 November 2026
Decision	Successful applicant informed by Friday 6 November 2026
Work begins	Week commencing Monday 9 November 2026
How to apply	A written proposal or a short video (see 'How to apply')
Contact	hello@faithandvawg.org

Who we are

The Faith & VAWG Coalition is the UK’s independent authority on faith-literacy in violence against women and girls (VAWG). We up-skill the VAWG sector and equip faith organisations so that survivors of faith are understood and protected without having to choose between safety and belief.

We are the strategic bridge between faith communities and the VAWG sector. We build faith-literacy, standardise safe practice and connect frontline services. We work across faiths and none, across sectors and across the UK. We became an independent charity in April 2024, growing out of a network first brought together in 2019.

Our membership

We have over 70 members: specialist VAWG services, “by and for” organisations, faith-based organisations, academics, practitioners and activists. Membership is open to individuals and organisations of faith and non-faith who are working to prevent and respond to VAWG. There are two categories:

- **The Collective:** members who take part in all membership activities and working groups, including network meetings, safe space meetings, our annual forum, and consultations on our strategy and advocacy.
- **The Allies:** members who show their solidarity by resourcing our work, and who join our network meetings, annual forum and events.

Our members expect the spaces we convene to be safe, rigorous and grounded in our values. This work is part of honouring that trust.

Our values and principles

Everything we do is guided by four values:

- **Community:** we take a relational approach. Care, healing and belonging are shared responsibilities, not resting on any one person or organisation.
- **Justice:** we name and confront the systems of power that produce and sustain violence and harm against women and girls.
- **Reflexivity:** we turn a critical eye on our own assumptions and practice, and treat mistakes as valuable learning.
- **Transparency:** we hold power visibly, are honest about our limitations, and are accountable to one another and our community.

In our meetings, events and partnerships we commit to: reducing harm as a first principle; safe space; intersectionality; respect, including challenging each other kindly; listening with open hearts; and intersectional feminist ethics. We expect the consultant to work in line with these principles.

Why we are commissioning this work

Our events are brave spaces. We bring together people of different faiths and none, different politics, lived experiences and relationships to power, to engage with some of the most contested questions of our time. Our 2026 annual conference, *Unholy Alliance: Women, Race, Faith and the Far Right*, brought together around 120 people in person and online.

Disagreement is part of this work, and we do not want to remove it. We do want to hold it well. As part of our post-event learning, we want to strengthen how our team holds conflict at public events, particularly between speakers and delegates. This work is the first step towards an anti-oppressive, trauma-informed approach to how we plan, run and learn from our events, including our membership meetings and forums.

What we would like the work to achieve

We hope that, by the end of the work, we will be able to:

- understand how power, privilege and positionality shape conflict, and bring a power analysis to how we respond to people who trust us with their feelings of fear, unsafety or harm;
- tell the difference between discomfort, disagreement and harm, and respond in proportion and from a place of solidarity and community not fear or trauma;
- by our event on 30 November and 8 December we will be able to pause, redirect and de-escalate in panels, Q&A and plenary sessions, in person and online;
- support speakers and chairs when challenge becomes hostile, while protecting delegates' right to disagree;
- notice whose voices are heard as "conflict" and whose are not, including the anger of racialised women;

- repair relationships after rupture, look after their own wellbeing, and know when to escalate to our Designated Safeguarding Lead.

How the work could be shaped

We are open to your ideas about the format and length of the work. It could, for example, take place over three sessions. We would like it to include:

- time to understand our context before the work begins;
- space for staff and volunteers to build skills together;
- practical, scenario-based learning grounded in real public events;
- a simple on-the-day approach or protocol that the team can use at future events.

The training must be accessible and must prepare us to facilitate our 30 November event and 8 December event, both of which will be online.

Who we are looking for

We would love to hear from you if you have:

- experience of trauma-informed facilitation and training, including in public or contested settings;
- a strong understanding of power, and the ability to bring power analysis into the training;
- previous experience within Global Majority and/or faith-based movements and spaces, working through ruptures and disagreements, and enabling collaboration and safety;
- an intersectional feminist and anti-racist practice that goes beyond Eurocentric, individualised models of trauma;
- an understanding of faith as a source of strength and resilience, as well as awareness of spiritual abuse and of how faith can be weaponised.

We particularly welcome applications from Global Majority, faith-rooted and disabled practitioners, and from those working in community and healing justice traditions.

How to apply

Please send us either:

- a written proposal of no more than two pages, or
- a video of up to 5 minutes.

Please tell us about your approach and relevant experience, your positionality, how you would shape the work, and your proposed costs. Please also give the names of two referees.

Send your application to **hello@faithandvawg.org** by **23:59 on Sunday 1 November 2026**.

We are happy to have an informal conversation before you apply. If you need any adjustments to take part in the application process, please let us know.

Key dates

Applications close	23:59, Sunday 1 November 2026
Decision	By Friday 6 November 2026
Work begins	Week commencing Monday 9 November 2026

Confidentiality and safeguarding

The successful applicant will receive a confidential briefing and will be asked to sign a confidentiality agreement. We expect clear processes for care, for opting out, and for responding to disclosures, working with our Designated Safeguarding Lead. Personal information will be handled in line with UK GDPR.

Faith-literate support for survivors.