

Training Coordinator

Information Pack

September 2026



Protecting human rights in childbirth

Message from our CEO

Firstly, thank you for your interest in joining Birthrights as a Training Co-ordinator. This is an opportunity to join a values-driven, passionate community of changemakers who are transforming the maternity landscape across the UK. Together, we are reimagining what it means to deliver care rooted in human rights, equity, and justice — so that every woman and birthing person can experience dignity, safety, and respect during pregnancy and birth.

Since our beginnings in 2013 as a small, volunteer-led initiative, Birthrights has grown into the leading national authority on human rights in maternity care. Our reach and impact continue to deepen — from delivering trusted advice and information to thousands of women and birthing people, to training professionals across hospital trusts and in communities to embed rights-respecting practice.

But our purpose goes beyond individual change. We are reshaping the systems, policies, and power structures that define maternity care. We hold institutions to account, make visible the diverse realities of birthing experiences, and work shoulder-to-shoulder with community and grassroots organisations to build a powerful, collective movement for birth and reproductive justice.



Birthrights is here to champion the fundamental human rights of women and birthing people during pregnancy and birth across the UK.



“When we set out, human rights weren’t part of the conversation in maternity care, but our work has changed that and made a real difference to the lives of women and birthing people.”

– Elizabeth Prochaska, Birthrights Co-founder

We meet the scale of injustice in maternity care with courage, clarity, and conviction. Through rights-based advocacy, training, and policy change, we challenge harmful practices and create pathways for systemic transformation. In the past year alone, we have launched our ambitious Home Birth Restrictions campaign, called for legislative reform through the SAFE Maternity Care Act, and amplified the voices of those most impacted by inequality. Alongside this, we have strengthened our organisational foundations and set out a bold new 10-year strategic framework to guide our next decade of change.

Momentum is building — and we are ready for what comes next. We are deepening our collaboration with civil society and grassroots partners, co-creating a movement that demands a maternity system rebuilt from the ground up — one that truly centres justice, community, and liberation.

As our Training Co-ordinator, you will play a pivotal role in shaping this next chapter. You will be joining a committed and values-aligned team who will support you to hold this role with care, strength, and integrity.

If you are energised by our mission, share our belief in a radically different maternity system, and are ready to help shape a more just and equitable future, we would love to hear from you. We are interested in your values, vision, and commitment to transformation as much as your experience.

We look forward to welcoming you into our movement.

Hazel Williams
Chief Executive Officer, Birthrights

About Birthrights

Birthrights is the UK's leading charity championing respectful, rights-based maternity care. We believe every person has the right to dignified, personalised care throughout pregnancy and childbirth. Our work is rooted in human rights law and driven by those most affected by discrimination and poor care.

We provide advice and information to women and birthing people, train doctors and midwives, and campaign to change maternity policy and systems.

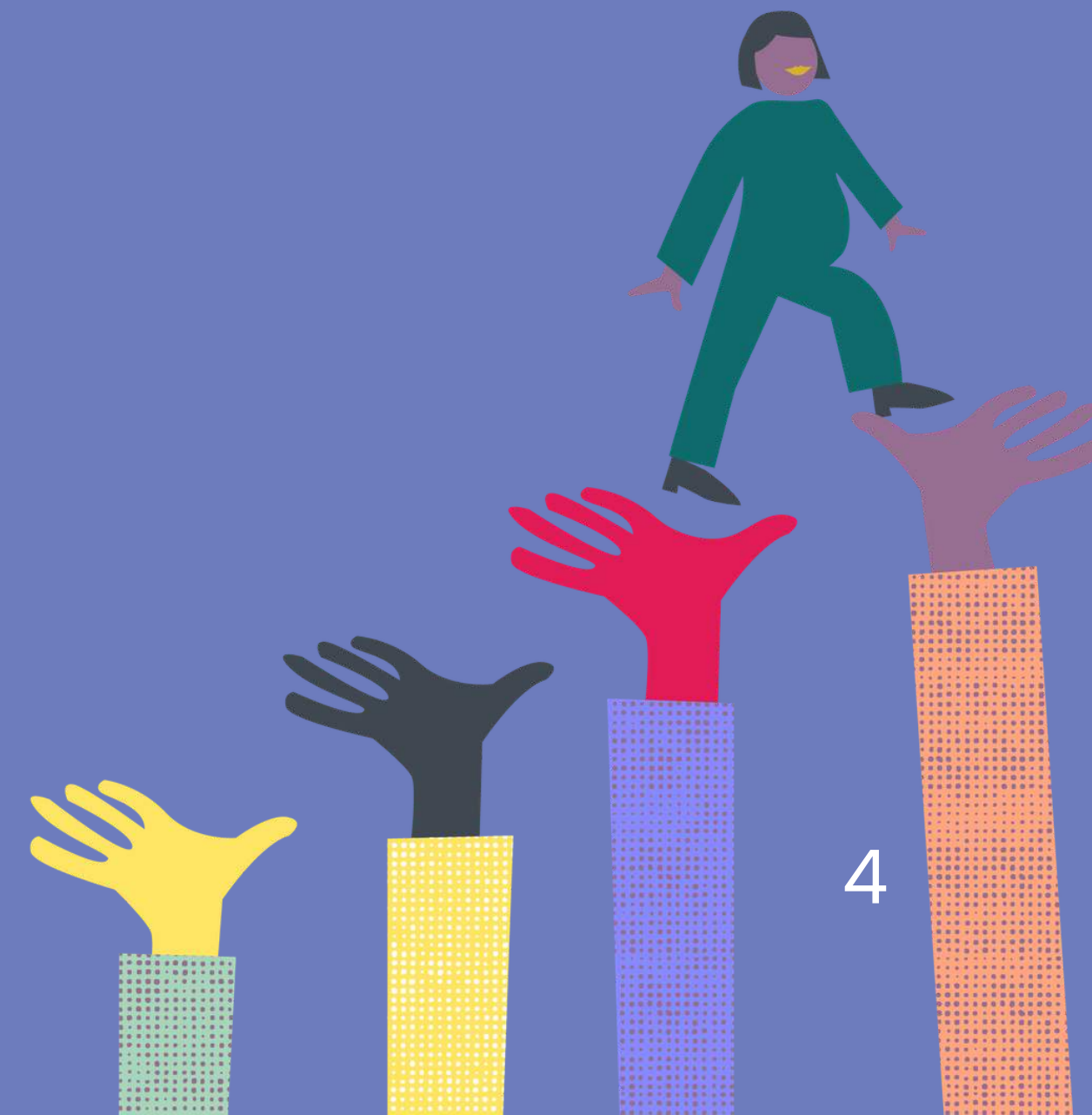
Our vision is of a world where women and birthing people can access safe maternity care that fully respects their rights to bodily autonomy and self agency, free from discrimination, coercion and violence.

Our work is critical to not only transforming the experiences and outcomes for individuals, but also in shifting wider policy, practice and systems.

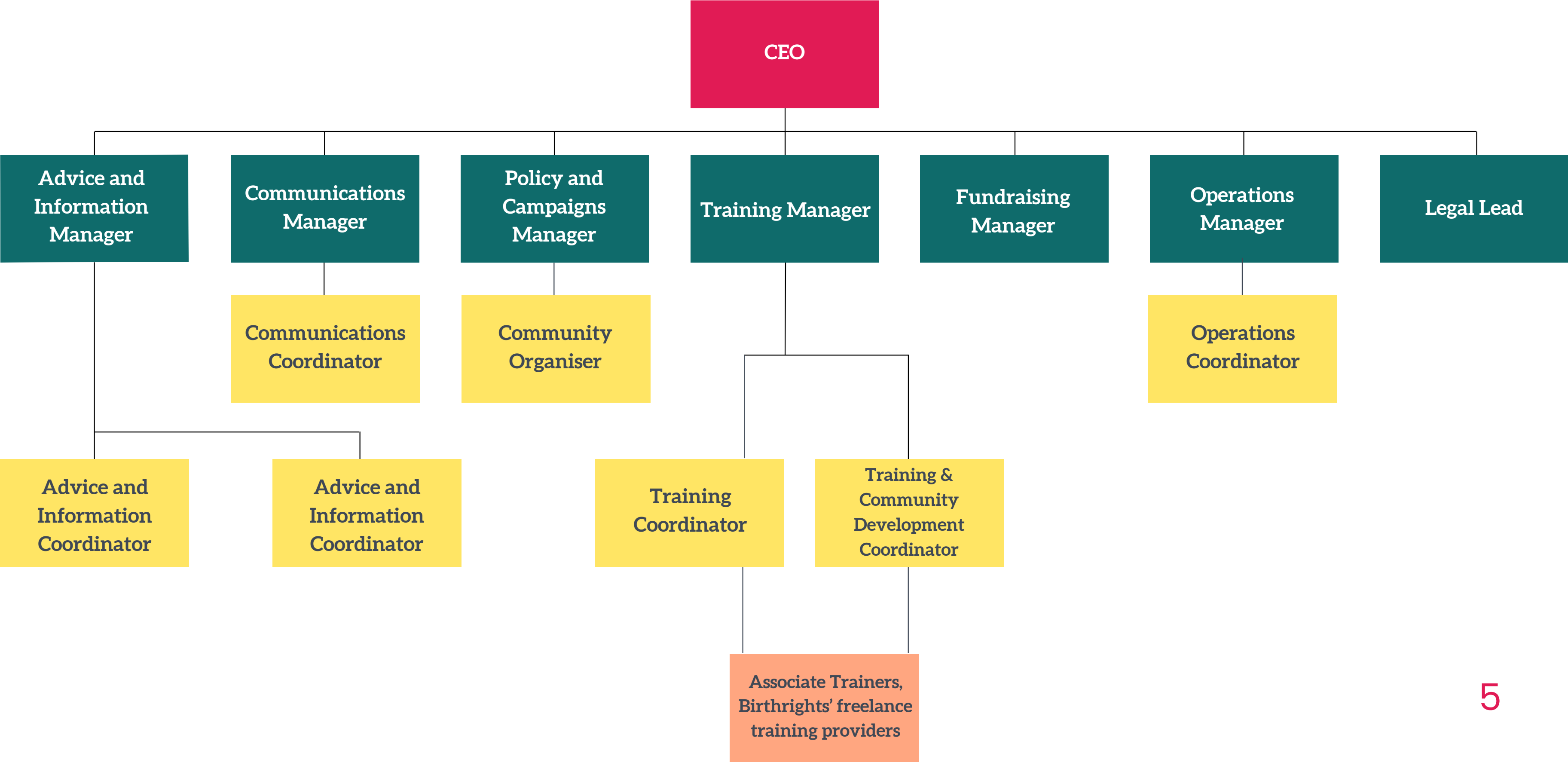
We have a strong track record of achieving national and local changes to maternity care, underpinned by robust and skilful policy influencing work. We punch well above our weight, with a seat on NHS England's Maternity Advisory Stakeholder Council and strong relationships with the Royal Colleges and regulators for both midwives and obstetricians.

It's an exciting time to join us. In 2023, we celebrated 10 years as a small charity, keeping the lived experience of women and birthing people at the heart of everything we do. We continue to champion a human rights framework in maternity care and for human rights law to underpin the regulation of maternity care. You will be one of several new staff, working under a strong Board, 10-year strategy and new CEO.

We believe pregnancy and birth should above all be about your body, your birth, your rights.



Our organisational structure



Working with Birthrights

Birthrights has a committed and supportive team of part time staff who all work remotely and are spread across the country. While this role is fully remote, we do organise quarterly team meetings and away days in different locations in the UK. We use Microsoft Teams messaging and calls to support one and another and to communicate throughout the day.

As a charity we are committed to promoting a positive working environment and recognise that balancing work and home life requires flexibility.

We believe a focus on team and individual wellbeing is central to our ability to deliver the best results for women and birthing people.

We are committed to building a diverse and inclusive team where we feel comfortable to bring our full selves to work. We believe this is core to our ability to be an organisation that is accessible and inclusive.

All Birthrights staff members receive:

- 30 days annual leave pro rata, plus bank holidays pro-rata and Christmas closure of up to 4 days in addition to leave.
- A monthly work from home allowance.
- Enhanced maternity/paternity/adoption/shared leave provision.
- Investment in your continuous professional learning.
- Investment in your health and wellbeing



“I cried reading your email (happy tears) in thoughts that there might be some hope for what I would like my birth to look like for me and my baby.”

–Advice & Information service user feedback

About the role

Role Purpose	• Coordinates and delivers Birthrights' human rights in maternity care training across England and Wales, working closely with the Training Manager and overseeing Associate Trainers • Manages end-to-end training logistics, including scheduling, booking, and tracking sessions in Birthrights' case management system • Maintains strong communication with Associate Trainers and Organisers, and organises Associate Trainer meetings both online and in person • Helps develop and embed measurable ways to evaluate training impact and outcomes for participants and maternity service users • Works closely with the advice and campaigns teams to ensure insights and trends inform training content, and that campaigns work is reflected in training delivery
Reports to	Training Manager
Salary	£33,000 FTE / £19,800 for 3 days a week
Hours	22.5 hours per week based on a 37.5 hour working week. Core working hours are 10am – 3pm, between Monday to Friday, and you will need to overlap with the whole team on a Tuesday.

Location	Remote in the UK with the ability to travel and attend in-person meetings and events.
Benefits	30 days annual leave pro rata, plus bank holidays pro-rata and Christmas closure of up to 4 days in addition to leave. Highly flexible working, enhanced sick pay and parental leave policies and access to wellbeing fund (currently £450 per staff). Employer contribution of 3% to NEST employee pension.
Management responsibilities	N/A
Contract	Permanent



“Having someone who properly listened to me when it felt like I was up against a brick wall was hugely valuable on many levels.”

– Advice & Information service user feedback

Job Description

Training Delivery, Coordination and Preparation

- Co-facilitate or lead delivery of Birthrights training to CSOs, healthcare professionals and community members (in person or virtually) at least 3 times per month.
- Schedule and book training sessions, including online and in-person logistics.
- Liaise with organisers and trainers to confirm session details, participant roles, and venue requirements.
- Work with the training team and legal lead to review new training session materials, identifying where there are gaps, adapting content to need and using existing templates and case studies.
- Ensure all information is recorded in the internal training spreadsheet and case management system.

Impact Assessment and Evaluation

- Work with the Training Manager to develop and improve measurable ways of assessing the impact of Birthrights training, for participants and for maternity care more widely.
- Design and refine feedback and evaluation tools (e.g. surveys, follow-up questionnaires, pre/post-session measures) to capture meaningful data on training outcomes.
- Review and analyse feedback, identifying trends and learnings, and ensure these are fed back into the team and into ongoing training development.
- Maintain clear records of impact data and produce regular summaries for the Training Manager, and for reporting to funders and the wider organisation.
- Use insights from the advice and campaigns team to inform how impact is measured and demonstrated.

Communication Management and Team Support

- Monitor the shared training inbox and assign or action messages as needed.
- Respond to queries and provide general administrative support for the Training Team.
- Join weekly training team meetings and check in with trainers before and after sessions.
- Offer light-touch debriefs to trainers if requested and flag any safeguarding or feedback concerns.
- With support from the Training Manager, manage our relationship with around 40 Associate Trainers, including running regular catch-up events.
- Contribute to organisational plans and priorities, reporting to funders, and other tasks as needed.

Person specification

Essential

- Have a track record of working in training development or delivery
- Experience of developing and delivering training.
- Confident facilitation skills, with the ability to hold inclusive, anti-oppressive, trauma-informed space.
- Experience of monitoring, evaluation or impact assessment, or a strong interest in developing skills in this area.
- A team player who is able to work with a wide range of people.
- A self-starter, able to work independently and effectively in a remote team, and who possesses the curiosity to investigate new opportunities and relationships and make recommendations without being asked.
- Excellent communication skills, verbally and in writing, able to communicate with a wide variety of stakeholders from healthcare professionals to community members, with sensitivity and empathy.
- Knowledge of human rights law and healthcare law; particularly how the law applies to pregnancy and childbirth.
- Willingness to muck in, support other members of a small team, and flex easily between strategic and hands-on tasks.
- Commitment to our values, inclusion and to working on own biases and beliefs.
- Experience in administration and co-ordination of events and/or meetings.
- Highly organised, with the ability to manage multiple tasks, deadlines, and part-time working effectively.
- Confidence using digital tools such as Zoom, Microsoft Office (especially Outlook, Word, Excel, PowerPoint), databases and shared inboxes.

Desirable

- Knowledge of maternity care and/or current rights issues in pregnancy and birth.
- Knowledge of the inequalities and barriers faced within maternity care systems; we welcome applicants who can demonstrate equivalent knowledge through lived experience, self-directed learning, or community-based work (please note we will not ask you to disclose details of your lived experience at any point during the recruitment process).
- An understanding of the nature of oppression and a specific understanding of anti-Black racism and how it manifests itself in society, coupled with a commitment to challenge the systems of oppression and injustice.
- Experience of developing materials in different formats and, in particular, commissioning and managing the production of videos.
- Experience using evaluation frameworks or data tools (e.g. survey platforms, simple data analysis in Excel) to track and report on programme outcomes.

How to apply

Please send your CV and answers to the questions below in two separate attachment files – one labelled ‘CV’ and one labelled ‘Question Response’. Please anonymise your CV and answers to the questions by removing your name and any contact details. We will number applications for the panel and match them to emails to contact you.

Please send any documents in Word or .PDF format and as email attachments, not links. Alternatively, you can send a video or voice note with your answers to the questions via [WeTransfer](#) only.

Please send your CV and question responses to careers@birthrights.org.uk by 12pm (noon) on the 22nd of October.

Application questions:

- 1. Why do you think it is important to apply an anti-oppressive approach to the work that we do? And how have you applied this practically in the past or would like to apply it at Birthrights as Training Co-ordinator? (Up to 250 words or 2-minute video).**
- 2. Please outline what makes you a great fit for the post of Training co-ordinator, clarifying your skills and experience in light of the person specification. (Up to 500 words or a 3-minute video).**

Interviews will take place Interviews will take place on Monday, November 23rd and Thursday, November 26th, and will be held virtually on Microsoft Teams. We will share the interview task and questions in advance as part of our commitment to inclusive practice.

Please let us know if you require additional support or reasonable adjustments for the application or interview. We really want the process to feel accessible.



“Our community felt centred in the conversations and hopeful that their reflections and ideas would be used to create training resources to improve human rights in maternity care.”

– Feedback from our Community Conversation in Cardiff, 2026