



Consultancy: Peer Support Trainer

Project Title: Bridge of Hope: Afghan Women Supporting Afghan Women

Organisation: Afghan Women's Association of Scotland (AWAS)

Location: Glasgow (in-person delivery)

Contract Type: Short term consultancy

Duration: June-July 2026

Reports to: Project Coordinator

Consultancy purpose:

The Peer Support Trainer will design and deliver a practical, culturally responsive training to equip Afghan Peer Mentors with the skills, knowledge, and confidence to safely and effectively facilitate peer support sessions.

The Trainer will support mentors to work within clear boundaries, using a trauma-informed (non-clinical), culturally appropriate, peer-based approach, ensuring the wellbeing and safety of both mentors and participants throughout the programme.

This role is open to women only under **Schedule 9 of the Equality Act 2010** (<https://www.legislation.gov.uk/ukpga/2010/15/schedule/9>), due to the nature of the service being delivered to vulnerable women in a women-only setting.

Key Responsibilities

- Design and deliver a structured **training programme** for Peer Mentors.
- Facilitate training sessions covering:
 - Principles of peer support and facilitation skills
 - Communication, active listening, and peer boundaries
 - Group management, inclusive participation and engagement
 - Safeguarding, confidentiality, and ethical practice
 - Trauma awareness and wellbeing (non-clinical)
 - Self-care and emotional resilience for Peer Mentors
- Support mentors to understand their role and responsibilities, including limitations.
- Deliver training in a **culturally appropriate and accessible format**.
- Build mentors' confidence to manage group dynamics safely and respectfully
- Provide practical tools, guidance, and materials for session delivery.
- Use participatory methods such as role play, real-life scenarios and group discussions
- Facilitate interactive learning through role play, discussions, and real-life scenarios.
- Contribute to a **curriculum co-creation workshop** with mentors and AWAS.
- Provide follow-up support or refresher input where required.
- Share feedback and recommendations with AWAS to strengthen programme delivery.
- Ensure all training aligns with safeguarding and best practice standards.

Deliverables

Training curriculum development

- Facilitate participatory workshop with Peer Mentors to co-create session topics (1 day workshop, plus 1 day preparation)
- Finalise peer support training curriculum including wellbeing, resilience, navigating services and life in Scotland and Safeguarding (2 days)

Training Delivery

- Design and deliver Peer Mentor training (facilitation, leadership, boundaries, safeguarding) approximately 5 days (may be delivered over several sessions)

Person Specification

Essential

- Experience delivering training in **peer support, community development, or similar fields**
- Strong understanding of **trauma-informed practice**
- Experience working with **refugee or migrant or marginalised communities**
- Excellent facilitation, communication, and interpersonal skills
- Ability to deliver engaging, inclusive, and participatory training and learning
- Understanding of safeguarding principles and professional boundaries

Desirable

- Experience working with women's groups
- Understanding of Afghan culture and community context
- Ability to communicate in **Dari and/or Pashto** (if not, translation will be provided)
- Experience in co-designing training or community programmes

Personal Qualities

- Culturally sensitive, non-judgemental and respectful
- Empathetic and supportive approach while maintaining boundaries
- Flexible and adaptable in approach
- Strong commitment to community empowerment and ethical practice

Safeguarding & Compliance

- Commitment to safeguarding vulnerable adults
- Adherence to AWAS policies on safeguarding, equality, and confidentiality
- Promote safe and ethical practice in all training delivery

- PVG scheme membership may be required depending on final delivery arrangements

Payment terms

- Consultancy basis.
- Payment by deliverables, upon receipt of invoice.
- Total contract value £1000.

Expected Outcomes

- 4 Peer Mentors trained and confident in their role
- High-quality, consistent delivery of peer support sessions
- Mentors equipped with practical skills and safeguarding awareness
- Strong foundation for safe, effective programme delivery

How to apply:

If you are interested in this role, please share your CV to info@awas.org.uk by 31 May 2026