



Bloody Good Period

Bloody Good Employers (BGE) Facilitator Callout

Introduction

Bloody Good Employers (BGE) works with UK employers to review and improve policy, comms and culture around periods and menopause at work.

Our key offering is the Bloody Good Employers accreditation programme that takes employers through a phased delivery of evaluation, organisational change workshops, staff training and change implementation support.

In addition, we are pleased to now offer workshops that provide employers with a 'taster' of the full accreditation programme.

This recruitment is to find the suitable Facilitators to deliver the Bloody Good Employers initiative to the UK employers who sign up to do the work. You will be our front line on this work.

We are searching for experienced facilitators, who can lead this work in employer contexts. This role is ideal for candidates who have a passion for wellbeing and for menstrual equity, and who have a proven track record of challenging UK employers to do more on behalf of their employees.

We strongly encourage applications from Black and People of Colour, and from those who have lived experience of seeking asylum and/or as a refugee.

While the successful candidate will be selected purely on merit, in the event of a tie between two candidates with equal suitability, we may select a candidate with lived experience of the issues we are seeking to address through this work.

Bloody Good Period Group includes the charity Bloody Good Period and the subsidiary company, Bloody Good Employers

167-169 Great Portland Street, 5th Floor, London, W1W 5PF • hello@bloodygoodperiod.com

Bloody Good Period is a registered charity: 1185849 • Bloody Good Period Ltd Company Number 11801410

Bloody Good Employers Ltd Company Number 13531960



Bloody Good Period - who are we?

Bloody Good Period was started by Gabby Jahanshahi-Edlin in 2016 to create a sustainable flow of menstrual products for those who can't afford them. What started as a whip-round amongst friends is now a growing charity, with a vision for menstrual equity - where the simple fact of bleeding doesn't stop anyone from participating fully in society, or life. We are partnered with 100+ partners across England and Wales, helping more women and people who menstruate have bloody good periods. BGP is a feminist, trans-inclusive, anti-racist organisation, and this ethos extends to our work with employers too.

In September 2021 we launched BGE with 9 visionary partners, and are pleased to see an increased interest from UK employers in participating in the work during 2023.

We're really excited to be in a position to bring together a team of Facilitators in line with the increased interest from UK employers.

This work is grounded in research. In 2020, we gave voice to nearly 3000 individuals in the UK, through our *Have Your Bloody Say* survey. They've made their point loud and clear - most employers are coming up short when it comes to the support they provide, and must do more. You can read more on this research [here](#), which also spoke to a number of big UK employers about their current approach to supporting individuals who menstruate. The research gave us the green light that BGE is a much needed and groundbreaking piece of work.

Crucially, BGE does not only impact workplaces, but it also raises money for our core work, helping us to continue delivering our mission of menstrual equity for those most in need today. This socially entrepreneurial model adds something really different to BGP's activity, and we're excited to feel its impact in our advocacy work.

Our vision

A world built for people who menstruate, so that everybody benefits.

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Our mission

We fight for menstrual equity and the rights of all women and people who bleed, so that no one is held back by their period or society's warped perception of the menstruating body.

Our values

We believe that:

1. Everybody should be able to care for their period in a way that works for them, and have the products, information and support they need (aka - everybody deserves a bloody good period)
2. We shouldn't have to exist. This need should be factored into our society, including government provision, especially for the most vulnerable.
3. The UK has a legal and moral obligation to provide safe, welcoming, humane asylum to people fleeing violence and persecution. The fact that this welcome is instead a deliberately and increasingly hostile environment means that our work focuses on refugees and asylum seekers as a priority.
4. Facilitating the personal choices and comfort of the people we work with is paramount. We empower and educate people on the options available to them, but ultimately prioritise their choice
5. It is critical that we aim to be sustainable in what we do, offering reusable products where possible and appropriate for the people we work with, whilst never burdening the people most affected but least responsible for climate change
6. We have the most impact when we work collaboratively and creatively as part of a network of organisations and individuals with shared goals and values
7. Disruption and challenge to the status quo is essential to achieving our vision
8. We are at our best when we are intersectional, inclusive, diverse, anti-racist and decolonial, with self-care embedded in all that we do

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Key responsibilities

The successful candidates will work as Facilitators, on an ad hoc freelance basis. For this position, it is a mandatory requirement that the candidate can travel and deliver sessions face to face. The likelihood at this stage is that most sessions will be based in and around London however there could be a requirement for travel to other areas of the UK. You can still be booked to run sessions online (which still make up the majority of requests).

In the first instance the successful candidate will be onboarded to deliver the one-off BGE taster sessions. We're expecting a particular demand for these sessions around International Women's Day in March.

Following that, the ambition is to handover the content to facilitate our accreditation programme sessions. Facilitators will be allocated to UK employers who have signed up to do the work, who they will guide through the process of becoming a Bloody Good Employer.

Each UK employer receives the following support from their allocated facilitator.

Working with an employer

- ❖ 2 days (over a period of eg 3 - 12 months) dedicated support, focused on the completion of this work, covering the following;
 - 3 x 2 hour workshops
 - Preparation for each workshop (shouldn't exceed one hour - script is supplied)
 - Feedback recorded from each workshop in a proforma, to support on employer progress and on our own monitoring and evaluation. This will be completed with an Employer Representative from each employer, to ensure that progress is tracked from both sides, and so that employers have the chance to feed in thoughts on what works and what doesn't.
 - Day rate for delivery of BGE is £350
 - Total fee per employer allocated £700 (2 days total)

Where hourly work is required outside of this, the rate is £50 per hour (which will be the basis on which the fee for the taster sessions is calculated).

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Skills, Experience, Approach

- Clear experience of having facilitated a good range of workshops and learning opportunities, ideally for a breadth of clients
- A good appreciation of, and alignment with the way Bloody Good Period conducts itself as a charity. This should really shine through in your delivery of these sessions.
- A good knowledge and understanding of menstrual health, with a progressive and inclusive outlook
- Clear evidence of a feminist, anti-racist approach to work and life
- Clear track record of working independently; delivering projects on time with clarity; working with happy clients who have been able to deliver against social impact ambitions through your brilliance
- Clear ambition to take on a project that aims to impact all workers in the UK, including those for whom work is most precarious, with a palpable understanding of these ambitions
- Exceptional and compassionate communication skills
- Capable of developing relationships quickly and intuitively with a broad range of individuals; reads the room well
- Able to develop an understanding of how an employer operates, and to shape your approach to working with them accordingly
- Crystal clear written communication, with a deliberate, careful, compassionate tone

Logistics

This is a freelance role. You must be registered as self employed and be responsible for your own tax and National Insurance contributions (NIC). You will be responsible for invoicing Bloody Good Employers at the end of each month.

You will be managed by the BGE Programme Manager, who will take care of all logistics involved in working with our employer partners.

What you will need to do is lead the workshops with our employer partners, and fill out a proforma report after each workshop, ensuring that key reflections, learnings and points of interest are captured for each workshop.

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The amount of work this role carries is dependent on how many employers come on board to take up the initiative. We have a promising pipeline for 2023 so taking up the role initially will certainly carry work, but it's important to make clear that work on this programme depends on employers coming on board and it could be the case that we may not be able to offer any work. We will be working with a small pool of Facilitators, awarding the work on the basis of an individual's 'fit' with a given employer and ensuring the distribution of work is as fair as possible. We hope that once in post, Facilitators will work with the BGE team proactively, to bring more employers on board, so creating more work.

How To Apply - expressions of interest

If you would like to apply, please send a CV and brief cover letter by email. The letter should include **two examples** of your work that demonstrate your suitability.

Please email applications to employers@bloodygoodperiod.com, using the subject line **Bloody Good Facilitation**.

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