

April 2021



Inclusion Facilitator

RESPONSIBLE TO:	Inclusion Project Manager: Creative Learning
WORKING HOURS:	This is a part-time (3 days a week) fixed-term position starting in September 2021 for six months.
SALARY:	National Living Wage (or London Living Wage if completing a placement within London)
LOCATION:	Various – at one of our partner schools in Leeds, Bradford, Halifax, Greater Manchester, or London and should be local to one of these areas.

About National Youth Theatre

National Youth Theatre (NYT) is a pioneering youth arts charity that nurtures creative expression, personal wellbeing and skills development in young people aged 11-26 and has empowered hundreds of thousands of young creative people over the past 65 years. Since the 2020 lockdown the charity has supported over 20,000 young people, reached over 10million online audience members and engaged over 400 freelance artists in paid creative roles. In 2021 the charity will tour major venues and iconic sites around the UK with young talent centre stage, launch a new inclusive practice collective championing in-school drama to hundreds of disabled young people and employing 60 creative 18-24-year-olds on universal credit and open a transformed accessible Production House for Young People in north London.

More: www.nyt.org.uk. Meet our young people [here](#).

Our Culture - At the National Youth Theatre we want to create a culture that is inclusive, creative and collaborative. We celebrate all the ways we are different and aim to create an environment where everyone can thrive and do their best work. We want our culture to create spaces where young people from around the UK can be together, be brave and create bold work. We ask everyone involved in making each project to approach it with generosity, curiosity, kindness and respect. We believe that we do better work together than we would apart and that our work is richer and stronger thanks to the different backgrounds and experiences that everyone in our company brings. Through our work we want to be connected and responsive to each other, our communities, our industry and the wider world. Whatever your background or wherever you're from, we invite you to support our mission to be a creative force for good at a critical time for our industry, country and world.

About the Programme

Our new Inclusive Practice Collective is the next step in the growth of our expanding work in [Inclusive Practice](#), working with leading creative partners and schools around the UK to create jobs and future career progression opportunities. It's designed to put inclusive practice at the heart of our creative community and artistic work, remove barriers that might prevent young disabled people participating and actively reach out through partnerships to increase the number of young disabled people in our community. So far we've partnerships with London SEN schools, offered inclusion training for NYT staff, freelancers and inclusion ambassadors, introduced relaxed performances and auditions, commissioned work foregrounding disabled stories and partnered with with sector leaders Diverse City, Ex-

traordinary Bodies and Touretteshero. The Inclusive Practice Collective will involve 60 new roles for Inclusion Facilitators aged 18-24, who will be recruited through the Government's Kickstart Scheme, trained by NYT and placed in partner non-mainstream schools in three UK region.

Due to the funding of this role, applicants must be aged 18-24 and currently in receipt of Universal Credit. The Inclusion Facilitator role will last for 6 months.

About the Role

The Inclusion Facilitators will be responsible for co-facilitating the delivery and planning of the programme of work within the SEN school alongside a fellow Inclusion Facilitator and with the support of the Project Manager. This is a unique opportunity to develop new skills whilst working in a dynamic school community. We are looking for young people aged 18-24 who are interested in supporting young people to learn through drama, building leadership skills, and developing their own creative practice.

Initial Training - The initial 5 weeks of this period will involve online and in-person training led by the NYT in inclusive practice, safeguarding, drama facilitation toolkit building and planning.

School Placements - After the training, placements will begin in non-mainstream schools and last for approximately four months. The role will be 2 days a week in school delivery, and 1 day a week will be dedicated to further development, which will take place mostly online.

What will the placement involve? The Inclusion Facilitators will work closely with the Inclusion Project Manager to devise and deliver a programme of activity bespoke to the school which will likely include: introductory drama workshops with students across the school, an after-school or lunch time drama club, a process of working closely with select groups towards a final performance which forms part of a digital festival uniting all the participating schools.

Next Steps: Progression - Towards the end of the six-month contract, the Inclusion Facilitators will all take part in career progression sessions focussing on next steps and putting their learning into practice.

Key responsibilities

- To co-facilitate a series of in-class drama workshops and extra-curricular drama clubs within the school community aimed at disabled and neurodiverse students with planning support from NYT
- To co-facilitate the delivery of a devised performance working with up to four classes within the school community with planning support from NYT
- To attend an initial five-week long blended training programme and then attend regular weekly reflection sessions to help support and develop new skills throughout the duration of their roles
- To sustain and maintain strong relationships with partner non-mainstream schools
- To embody the NYT's inclusive and supportive culture at all times

General

- Attend staff meetings and any other duties reasonably requested by the NYT and the schools
- NYT and School Safeguarding, Inclusive Practice and Intersectional Training to be provided
- In keeping with our Safeguarding Policy, Employment with the National Youth Theatre is contingent upon the receipt of a valid Enhanced DBS Certificate, which NYT can facilitate.

Person Specification

Essential Experience and Characteristics:

- This is a creative delivery role for which we require some experience in an arts, education, and/or participatory arts environment, or equivalent training/qualification
- A particular interest in working with disabled and/or neurodiverse and non-disabled young people
- Good organisational, time keeping and oral communication skills and the ability to adapt
- A commitment to inclusion and equality and furthering your personal growth
- The ability to work collaboratively and independently and to show initiative
- A can-do attitude and generous spirit, with particular regard to working in partnership with peers

Desirable Experience and Characteristics:

- Drama facilitation skills and experience delivering drama activity to young people
- Knowledge or experience of Safeguarding best practice (training will be provided)
- Experience working with disabled or neurodiverse young people