Lead Facilitator: Young Facilitator Training Project 2022

The Progression Programme is a new strand of LYT’s work that includes a training project in youth arts facilitation leading to paid work experience for a group of young people from ethnically diverse backgrounds aged 18 to 25 with lived experience of mental health.

The Lead Facilitator will deliver the Young Facilitator Training project, working closely with the Progress Coordinator to deliver the sessions and support trainees to access positive next steps. Assisted by the Progress Coordinator, you will support trainees by:

- Developing and delivering the Young Facilitator Training programme over c.14 days of training
- Supporting trainees to deliver their own workshop programme in schools/partner organisations
- Helping to place trainees on paid work experience in LYT’s programme
- Providing one-to-one mentoring to help trainees progress to next steps in youth arts facilitation

The Progress Co-ordinator will have lead responsibility for recruiting trainees, coordinating the project and supporting trainee’s ongoing connection to LYT, e.g. through work experience. The Progress Coordinator will assist the Lead Facilitator on planning and delivering the programme. We hope that this collaboration will help to develop the Co-ordinator’s skills in youth arts programme management and delivery.

Lead facilitator will report to the Artistic Director.

This role is currently funded by the Baring Foundation’s Creatively Minded, Ethnically Diverse programme.

Fee: £3750

Project timeline C. 25 days between November ‘21 and June ‘22

Terms: As this post involves working with/contact with young people, any offer of employment will be confirmed following the company’s procedures and policies with regards to obtaining references and enhanced disclosure status.

Primary Work Location: The project will be delivered in or near Catford / Lewisham (delivery space to be confirmed), with the young facilitators workshop programme to be delivered in schools and partner organisations around Lewisham.
Our Mission Statement

All young people have a powerful voice and a right to be heard.

Lewisham Youth Theatre (LYT) nurtures and inspires young people’s voices through free participatory theatre activities, helping them to develop enduring and transferable skills that lead to increased life chances and long term well-being.

We bring young people together from across the Lewisham community to create outstanding theatre in an environment of high expectations and collaboration. We work from the core belief that artistic excellence is key to expanding young people’s horizons and creating lasting transformation.

About Lewisham Youth Theatre

LYT creates excellent and inclusive theatre as a tool to improving the long-term well-being and life chances of Lewisham young people aged 3-24, helping them build the skills, resilience and ambition to achieve their potential. Since 1987, we have provided inclusive drama, performance and technical theatre activities completely free of charge to young people from across Lewisham’s diverse communities, working from the core belief that artistic excellence and an environment of high expectation is key to expanding young people’s horizons and creating lasting transformation that will support them to achieve in any future environment. We do not audition and the majority of participants (minimum 70%) face significant disadvantage across a range of needs. Through individual progression mentoring and referrals from local services, we actively support those in need to engage, progress through our activities and move on to positive next steps in training and employment within a wide variety of fields. This level of support leads to high retention rates, with c.90% of users taking part in 3+ sessions and 85% completing their projects.

LYT’s programmes are supported by a broad base of funders, including multi-year support from Lewisham Council, National Lottery Community Fund and Mayor of London. The Progression Programme has been funded by the Baring Foundation’s Creatively Minded; Ethnically Diverse fund.

Since 2015, the quality of our programmes have been recognised by a Gold level London Youth quality mark, a quality assurance scheme accredited by City and Guilds.
OUR PARTICIPANTS

Each year, LYT works with over 200 young people aged 8-24 in sustained projects and reaches another 400+ through one-off outreach sessions. We provide an integrated service that brings young people together from across Lewisham’s diverse communities, targeting our outreach to recruit young people facing disadvantage across a range of needs. Over 70% of participants every year are identified as facing disadvantage, including:

- Poverty
- Mental Health needs, including those that don’t yet meet thresholds for CAMHS care
- Special needs, inc. physical/sensory disability, learning difficulty or autism spectrum disorder
- Family disruption, including Looked after children, Young Carers, those known to social services, and those suffering early bereavement
- Other needs that may require additional support to take part, including young refugees, asylum seekers and new arrivals, those with English as an additional language, and those facing educational disengagement.

Our referral partners include local primary and secondary schools, PRUs and special schools, Child & Adolescent Mental Health Services (CAMHS), Lewisham social care services, youth offending team and other social service programmes.

MORE INFORMATION ABOUT LYT

Please refer to the Publications Page of our website for more information about our programmes and their impact, including our 2020 Annual Review (video of live-streamed event led by our participants), 2017-2022 Strategic Plan and BIG Impact Report – an independent evaluation into the long-term impact of our work.

PROGRESSION PROGRAMME

The Progression Programme delivers against our Strategic Objective 2: to increase participants’ ambition and access to further opportunities. Embedded across several work streams, the activities in the Progression strand works across our youth theatre projects to support young people’s growth within the organisation and access to positive next steps and opportunities. The Progression Manager will work closely with delivery staff across LYT’s team to ensure the success of the programme.

Alongside LYT’s overall goal of improving participants long-term wellbeing and increased life chances, the programme particularly delivers against LYT’s core outcome linked to widened horizons and skills:

- **Increased resilience** through improved commitment, responsibility and pride in own achievements
- **Increased ambition** through increased knowledge of professional roles, career routes, and increased access to further education and employment pathways.
- **Increased leadership skills** by developing the ability to lead others and be a positive influence on others.
The Progression Programme includes:

**Young Facilitator Training**
A new youth arts facilitator training programme for 8 participants aged 18-25 with lived experience of mental health problems, with a remit to engage those from Global Majority backgrounds. During the course, participants will develop their own drama-based wellbeing workshop that they will lead in schools and with social service partners. Alongside the free training, participants will receive qualifications, individual advice & guidance mentoring and be able to progress to paid work experience in our Youth Volunteering work stream.

This programme builds on learning from LYT’s Step Up programme (2011 – 2019) and an assistant director training pilot programme in 2021.

The Lead Progression facilitator will: lead on planning, developing and delivering the young facilitator programme, supported by the Progression Coordinator & in consultation with the Artistic Director.

**Pathways Mentoring**
Delivered across LYT’s core staff team, the Progression Programme provides one-to-one advice and guidance mentoring to support participants on to positive next steps and opportunities beyond LYT. This may include support with identifying opportunities, job or educational applications, auditions or access to other social service support.

The Lead Progression Facilitator will: Provide advice and guidance for Young Facilitators, particularly helping them connect with further opportunities as their project culminates at LYT.

**Youth Volunteering & Work Experience**
The Progression Programme provides several levels of youth volunteering across LYT’s core youth theatre programmes:
- Young Facilitators progress to paid work experience as assistant facilitators / directors on youth theatre projects

The Lead Progression Facilitator will: support the Progression Co-ordinator in placing the Young Facilitators in work experience across the youth theatre projects. Timeframe: Across the project and included in the planning time.

*The Participant Journey flow chart below shows how the Progression strand (on the second half of the page) supports LYT’s wider organisational activity.*
A PARTICIPANTS' JOURNEY THROUGH LYT

OUTREACH PROJECTS
4-6 weekly sessions with vulnerable young people in targeted partner settings.

OUTREACH SESSIONS
Free sessions in schools/youth settings

REFERRAL SYSTEM
Referrals of disadvantaged participants from schools / social service partners

MAILOUT RECRUITMENT
Sent to c.750 previous participants from last 5 years in database

NEW ENQUIRIES
C.240 who have not yet participated, inc. self-referrals

RECRUITMENT
(delivered by Outreach Producer & core team)

Offer of One-To-One Meetings: Meetings with vulnerable young person & family/worker to help them engage in & benefit from the project. Programme Mentoring continues throughout project, inc. pastoral support; liaising with family/workers, extra rehearsals or support to learn lines.

PROGRAMME MENTORING
(delivered by core)

Note: Participant may initially join a workshop or performance project depending on which best

WORKSHOP PROJECTS
5 weekly introductory sessions
Current Annual Delivery:
- 3 x projects with ages 8-11s, 12-14s, 14-19s
- Tech Theatre project (12-15s)

Youth Volunteers:
Peer Mentors, Tech Crew, Front of House Team

PERFORMANCE PROJECTS
12-17 weekly sessions + full week rehearsals +performances
Current Annual Delivery:
- 6 x session groups with ages 8-11s, 12-14s, 14-21s culminating in 3 productions.
- 1 x Technical Theatre, 12-15s, culminating in crewing a production

QUALIFICATIONS
(delivered by core)

Bronze/Silver Arts Award (Cross-project)

AQA Unit Awards
Or equivalent, with Young Facilitators

Gold Arts Awards

Youth Social Action
Events/initiatives planned by Members Committee inc. Annual Review; Master-class Days; Panel discussions, etc.

PROFESSIONAL INTERACTIONS
(Coordinated by Progression Coord w/ other core staff)

Pathways Mentoring (delivered by Progression Coord w/ other staff)
Offer of 1to1 advice and guidance sessions to support next steps, inc. audition/application support; access to further services/opportunities

PROGRESSION ROUTES
(delivered by core staff)

Meeting Professionals
Q&As & Masterclasses with creative professionals

Members’ Committee (Delivered by Core Staff)
Participants Yr7+ meet 3-6 times per term; consult on planning & running LYT; plan projects; represent LYT locally.

Next Step Opportunities
e.g. through partnerships inc. National Youth Theatre’s Playing Up, National Theatre, Royal Academy of Dramatic Arts, Rose Bruford College, BRIT School, etc.

Paid Work Experience
Young Facilitators offered paid work experience on outreach & introductory projects; Graduates offered Assistant Director roles

Youth Volunteering & Work Experience
- Peer Mentors / Tech Crew support on sessions/backstage;
- LYT Ambassadors represent LYT at events
- Yr10 Work Experience
- 18+ participants volunteer as workshop

Socials
Youth-led drop-in social sessions build community / youth voice.

Paid Work Experience
Young Facilitators offered paid work experience on outreach & introductory projects; Graduates offered Assistant Director roles

Youth Volunteering & Work Experience
- Peer Mentors / Tech Crew support on sessions/backstage;
- LYT Ambassadors represent LYT at events
- Yr10 Work Experience
- 18+ participants volunteer as workshop

Core Delivery
(delivered by core staff, freelancers, volunteers)

QUALIFICATIONS
(delivered by core)

Bronze/Silver Arts Award (Cross-project)

AQA Unit Awards
Or equivalent, with Young Facilitators

Gold Arts Awards

Youth Social Action
Events/initiatives planned by Members Committee inc. Annual Review; Master-class Days; Panel discussions, etc.

PROFESSIONAL INTERACTIONS
(Coordinated by Progression Coord w/ other core staff)

Pathways Mentoring (delivered by Progression Coord w/ other staff)
Offer of 1to1 advice and guidance sessions to support next steps, inc. audition/application support; access to further services/opportunities

PROGRESSION ROUTES
(delivered by core staff)

Meeting Professionals
Q&As & Masterclasses with creative professionals

Members’ Committee (Delivered by Core Staff)
Participants Yr7+ meet 3-6 times per term; consult on planning & running LYT; plan projects; represent LYT locally.

Next Step Opportunities
e.g. through partnerships inc. National Youth Theatre’s Playing Up, National Theatre, Royal Academy of Dramatic Arts, Rose Bruford College, BRIT School, etc.

Paid Work Experience
Young Facilitators offered paid work experience on outreach & introductory projects; Graduates offered Assistant Director roles

Youth Volunteering & Work Experience
- Peer Mentors / Tech Crew support on sessions/backstage;
- LYT Ambassadors represent LYT at events
- Yr10 Work Experience
- 18+ participants volunteer as workshop

Socials
Youth-led drop-in social sessions build community / youth voice.
JOB DESCRIPTION

Main Activities/Responsibilities:
- Develop and lead a drama facilitator training programme for young people aged 18-25, with lived experience of mental health issues from ethnically diverse backgrounds;
- Provide individual advice and guidance mentoring to support trainee’s next steps in youth arts facilitation, including helping to signpost trainee facilitators to engage in work experience on LYT youth theatre projects;
- Contribute to the evaluation of the Progression Programme using LYT’s standardised evaluation framework;
- Help to develop the Progression Co-ordinator, supporting greater understanding of facilitation practice and advice & guidance mentoring for young people;
- Along with all LYT staff and volunteers, helping to make LYT a safe place for all participants, volunteers and workers by upholding LYT’s Safeguarding, Equal Opportunities, Anti-Bullying and Data Protection policies.

PERSON SPECIFICATION

Essential Experience: You will be able to demonstrate a proven track record in:
- Extensive delivery of drama activities to support the wellbeing and personal development of vulnerable young people;
- Training young people to take on leadership roles;
- Providing one-to-one support to mentor young people on progression.

Knowledge & Attitude: You will be able to demonstrate:
- Understanding of what works in facilitation practice and ability to communicate why it is effective;
- Strong knowledge of progression pathways in the creative industries, including through other creative organisations, further and higher education;
- Knowledge of issues surrounding those struggling with mental health and wellbeing;
- Commitment to creating a culture of care for young people while maintaining high expectations;
- Commitment to principles of Safeguarding and Equal Opportunities and ability to implement policies in daily work;
- Commitment to supporting the voices of young people from across diverse communities, needs and backgrounds.

Capabilities: You will be able to demonstrate:
- High level of initiative, with proven ability to juggle multiple programme demands;
- Willingness to problem-solve and find innovative solutions when faced with barriers;
- Excellent teamwork skills and ability to support colleagues across multiple objectives.

Desirable: We are particularly interested in hearing from candidates with:
- Wide links across arts, cultural and educational organisations in London and beyond;
- Training in Advice & Guidance mentoring;
- Experience of delivering qualifications and accreditations, particularly at post-secondary level.
Lewisham Youth Theatre particularly welcomes applications from sectors of the community under-represented in the field of youth arts. We particularly encourage applications from candidates of African diasporic and other global majority backgrounds, and those with lived experience of the needs of our participants.

**How to apply**

Please send:

- A covering document detailing how your experience meets the role
- A CV
- A completed Equal Opportunities Monitoring Form

Please email your application with the subject “[Your Full Name] Lead Progression Facilitator Application” to recruitment@lewishamyouththeatre.com

For an informal conversation about this role before applying, please email recruitment@lewishamyouththeatre.com to set up a call.

**Closing Date for Applications:** 9am Tuesday 16th November 2021

**Interviews:** Meeting/interview: Wednesday 17th or Thursday 18th 2021  
*Practical Interview with member: Week of 22nd Nov*

For further info about LYT please view our website at: www.lewishamyouththeatre.com

*Lewisham Youth Theatre is a Registered Charity (no. 297075) and an Equal Opportunities employer.*
EQUAL OPPORTUNITIES STATEMENT

Lewisham Youth Theatre is committed to equality and inclusion at all levels of the organisation, and actively opposes all forms of unlawful and unfair discrimination. LYT values the role diversity plays in engendering a positive working environment. We therefore aim to ensure equality of opportunity in all levels and activities by adopting equitable approaches to all that we do and working to ensure that our policies and practices (formal and informal) remain lawful, fair and actively inclusive.

This policy includes preventing discrimination associated with the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion and belief (or lack thereof), sex and sexual orientation.

LYT recognises that those who use our services are individuals with different needs that may impact on their ability to access services. LYT may sometimes deliver projects aimed expressly at engaging specific groups, with the aim of increasing the diversity and inclusion of service users across our activities, in line with our Business Plan. We will work hard to ensure that project criteria is appropriate to needs identified in our community, and that all those who fit the criteria for engagement have the opportunity to access our services.

These principles apply to LYT’s provision of services, working practices and its employment and training practices. The policy applies to the treatment of all Council of Management members (Trustees), staff (permanent or temporary, including those on contracts), applicants, trainees, consultants, volunteers and members (including youth and community participants).