

Culture Collective Rural Drama Facilitator

Part-time Freelance Role – Drama Facilitator

Fee: £200 per day

Time commitment: one day per week for 20 weeks and 4 days prep time.

Dates – November 2026- April 2027

Location: rural South Ayrshire

We are seeking an experienced, compassionate and imaginative Drama Facilitator to design and lead inclusive drama and creative workshops with a group of Adults with Learning Disabilities and Mental Health issues in rural Ayrshire as part of our Culture Collective activity.

This part-time freelance role will use drama, storytelling, movement, play and creative exploration to create safe, welcoming workshops where participants can express themselves, build confidence, make choices and develop a greater sense of autonomy.

We are looking for someone who can facilitate creative group work with care, flexibility and skill, adapting activities to suit different communication styles, confidence levels, access needs and emotional wellbeing.

You will work closely with our Creative Engagement team and or partner group to plan and deliver workshops that are participant-led, accessible, enjoyable and responsive to the needs and interests of the group.

The exact shape of the workshops will develop with participants over time. The facilitator will help create a supportive creative process where participants can contribute ideas, try new things at their own pace, and feel ownership over the work they make together.

We are keen to connect with drama practitioners and creative facilitators who have experience in inclusive, community-based, or participatory arts practice, particularly those who have worked with adults with learning disabilities, people experiencing mental health challenges, or groups with diverse support needs.

Success will mean:

- Participants feel safe, welcomed and able to take part in ways that suit them.
- Workshops support confidence, self-expression, communication, connection and a greater sense of autonomy.
- Creative activity is adapted around participant interests, abilities, access needs and wellbeing.

Key tasks

Lead creative workshops	Plan and facilitate inclusive drama workshops using approaches such as games, role play, improvisation, storytelling, movement, voice and creative play.
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Support inclusive participation	Create a safe, welcoming and accessible environment where Adults with Learning Disabilities and Mental Health issues can participate meaningfully and at their own pace.
Adapt activities	Adapt exercises and creative tasks to support different communication styles, sensory needs, mobility, energy levels and emotional wellbeing.
Build confidence and autonomy	Encourage participants to make choices, contribute ideas, take creative risks safely, collaborate with others and recognise their own progress.
Work with the team	Work collaboratively with the Creative Engagement team, support staff and partners to plan sessions, share observations, respond to participant needs and support any agreed sharing or celebration of the work, taking account of the rural setting and any access or travel considerations for participants.

Person Specification

Essential	• Experience of planning and leading drama, theatre or creative workshops with community groups • Experience of working inclusively with Adults with Learning Disabilities, people with Mental Health issues or participants with varied support needs • Ability to adapt drama activities for different communication styles, confidence levels, sensory needs and emotional states • A warm, person-centred and trauma-informed approach to facilitation, with strong boundaries and good judgement • Strong communication and interpersonal skills, including the ability to work alongside support staff, partners and the Creative Engagement team • Understanding of safeguarding, confidentiality, risk awareness and inclusive practice • Ability to work sensitively in a rural Ayrshire context, with awareness of access, transport and community considerations • PVG membership, or willingness to obtain PVG membership before starting the role
Desirable	• Experience of co-creating performance, sharing or celebration events with participants in accessible and low-pressure ways • Driving license and access to own vehicle • Knowledge of accessible communication approaches such as visual supports, Makaton, Signalong or other inclusive communication tools

	• Knowledge of local communities, services or partner organisations supporting Adults with Learning Disabilities or people with Mental Health issues
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The Organisation

Ayr Gaiety Partnership is the charity and social enterprise that runs The Gaiety Theatre and an increasing range of producing, touring and creative engagement activities. The Theatre is 124 years old and we have always aspired to be much more than just a theatre building, with community-based activity very much part of what we do.

Our Creative Engagement department operates within Gaiety 2. A Creative engagement venue just around the corner from our main Theatre. It is a community hub filled with classes and events for all ages allowing them to actively participate in the creative arts.

This space allows us to progress our community engagement work even further.

Application process –

Please apply with cv and covering letter stating why you would like to work with us on this project and how you think your experience is relevant, by email to recruitment@ayrgaiety.co.uk **Closing Date Wednesday 7th October with interviews schedules for week beginning 19th October.** If you'd like to discuss the post, please contact Head of Creative Engagement Jacquii Gavigan, by email jacquii.gavigan@ayrgaiety.co.uk to fix up a phone call with one of the team.

We believe that having people with different experiences and interests makes a vibrant workplace. We welcome applications from people of all backgrounds. And we are of course an Equal Opportunities employer. (So, we also ask you to complete and return an equal opportunities form.)