

Culture Collective Rural Assistant Drama Facilitator

Part-time Freelance Role – Assistant Drama Facilitator

Fee: £125 per day. Two positions available

Time commitment: one day per week for 20 weeks

Location: rural Ayrshire

Dates – November 2026- March 2027

We are seeking a compassionate, imaginative and supportive Assistant Drama Facilitator to help deliver 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 support the delivery of drama, storytelling, movement, play and creative exploration, helping 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 support creative group work with care, flexibility and sensitivity, working alongside the lead facilitator and wider team to help adapt activities to suit different communication styles, confidence levels, access needs and emotional wellbeing.

You will work closely with the lead facilitator, our Creative Engagement team and our partner group to support 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 Assistant Drama Facilitator will help support a 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 hear from drama practitioners, emerging facilitators or creative practitioners with experience of inclusive, community-based or participatory arts practice. We are particularly keen to hear from people with lived experience that connects to this work, including lived experience of disability, mental health, neurodivergence, caring responsibilities, rural isolation or barriers to accessing arts and culture.

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

Support creative workshops	Support the planning and delivery of inclusive drama workshops using approaches such as games, role play, improvisation, storytelling, movement, voice and creative play.
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	Help adapt exercises and creative tasks to support different communication styles, sensory needs, mobility, energy levels and emotional wellbeing.
Build confidence and autonomy	Support participants to make choices, contribute ideas, try creative activities safely, collaborate with others and recognise their own progress.
Work with the team	Work collaboratively with the lead facilitator, Creative Engagement team, support staff and partners to prepare 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 supporting drama, theatre or creative workshops with community groups • Experience, knowledge or lived experience relevant to working inclusively with Adults with Learning Disabilities, people with Mental Health issues or participants with varied support needs • Ability to help 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 • Good communication and interpersonal skills, including the ability to work alongside a lead facilitator, 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
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Desirable	• Experience of co-creating performance, sharing or celebration events with participants in accessible and low-pressure ways • 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 operate 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 particularly keen to hear from people with lived experience that connects to this work. We are an Equal Opportunities employer. We also ask applicants to complete and return an equal opportunities form.

