Culture Collective Assistant Workshop Facilitator

Part-time Freelance Role – Assistant Workshop Facilitator
Fee: £125 per day.
Time commitment: one day per week for 20 weeks plus 4 paid preparation days (at the same daily rate)
Location: South Ayrshire

Dates – January–June 2027

We are seeking a compassionate, imaginative and supportive Assistant Workshop Facilitator to help deliver inclusive creative workshops for young people who are disengaged from mainstream education, including those who may have experienced trauma, within South Ayrshire, as part of our Culture Collective Program.

This part-time freelance role will support the delivery of creative workshops for young people, helping to create safe and welcoming environments, where participants can express themselves, build confidence, and feel excited to develop their own creative potential.

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 support the young people within the workshop, and respond sensitively to individual needs, communication styles, confidence levels and emotional wellbeing.

You will work closely with the lead facilitator, our Creative Engagement team and our partner group to support workshops that are a response to the needs and aspirations of the young people.

The exact shape of the workshops will develop through the interests of the participants. There will be potential to bring in Sessional Artists as a response to the interests of the participants, and these decisions will be supported and aided by the work of the Workshop Assistant. We are looking for someone who 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 youth workers, emerging facilitators or creative practitioners with experience of inclusive, community-based or participatory arts practice. We are particularly keen to hear from people who live within South Ayrshire and have a knowledge or experience of the school system within South Ayrshire. We are also particularly interested in hearing from people who have experienced 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, confidence and wellbeing.

Key Tasks

Support creative workshops	Support the planning and delivery of inclusive creative workshops.
Support inclusive participation	Create a safe, welcoming and accessible environment where young people can participate meaningfully and at their own pace.
Build supportive relationships with young people	Develop and maintain positive relationships with young people and contribute to identifying the needs of the young people and support the planning of effective sessions based on their interests.
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 creative workshops with community groups • Experience, knowledge or lived experience relevant to working inclusively with Young People with experiences of trauma or barriers to mainstream education • Ability to help adapt creative 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 within South Ayrshire, 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 • Knowledge of local communities, social services or school systems within South Ayrshire

The Organisation

Ayr Gaiety Partnership is a 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 team is based at 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

Interviews will be held on **Monday the 30th of November 2026** in Ayr and will be held in person with the Culture Collective Project Coordinator Claire Gray Wilson and the Assistant Project Coordinator Poppy Goad. We are not in a position to provide financial assistance for travel.

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 committed to an accessible recruitment process within the current capacity of the organisation, and we welcome alternative application formats as well as access documents. Please contact poppy.goad@ayrgaiety.co.uk if you have questions about this.
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In order to apply, please submit all of the following, all saved as PDF:

- An up-to-date CV.
- A cover letter of no longer than one side of A4 or video/audio recording of no longer than three minutes, detailing your experience and suitability for the role with **clear reference to the person specification**.

We are an Equal Opportunities employer. We also ask applicants to complete and return an equal opportunities form. (optional)

(linked here).

Please send applications by email only, marked ASSISTANT WORKSHOP FACILITATOR APPLICATION to recruitment@ayrgaiety.co.uk – **please note, we do not accept AI-written applications.**

Please read this application pack carefully before writing your cover letter and address the person specification below.

The deadline for applications is Wednesday 18 November 2026 at 5pm (UK time).

If you would like to ask any questions about the post in advance of submitting your application, please email poppy.goad@ayrgaiety.co.uk with the subject heading ASSISTANT WORKSHOP FACILITATOR APPLICATION.