## Culture Collective Lead Workshop Facilitator

**Part-time Freelance Role – Lead Workshop Facilitator**
**Fee: £200 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 Lead 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 Programme.

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

You will work closely with our Creative Engagement team and project partners to plan and deliver workshops that are participant-led and informed by trauma-informed practice, responding sensitively to individual needs, communication styles, confidence levels and emotional wellbeing.

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 led by the Lead Workshop Facilitator, with support and collaboration from the Creative Engagement team and Culture Collective project coordinators.

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 facilitators and creative practitioners with experience working and supporting young people who are disengaged from mainstream education, including those who may have experienced trauma through inclusive, community-based or participatory arts practice. We are also 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 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**

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| **Lead creative workshops** | Plan and facilitate inclusive creative 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 young people can participate meaningfully and at their own pace. |
| **Develop supportive relationships with young people and partners** | Develop and maintain positive relationships with young people. Contribute to identifying the needs of the young people and plan effective sessions based on their interests. |
| **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 young people in creative workshops, ensuring they have a voice and feel they can 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 young people's needs and support any agreed sharing or celebration of the work. |

**Person Specification**

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| Essential | • Experience of planning and leading creative workshops for young people<br>• Experience of using a trauma-informed approach to facilitation, and working with young people that have experienced trauma<br>• Ability to adapt creative activities for different communication styles, confidence levels, sensory needs and emotional states |

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| | • A warm, person-centred approach to facilitation, with strong boundaries and good judgement<br>• Strong communication and interpersonal skills, including the ability to work alongside support staff, partners and the Creative Engagement team<br>• Understanding of safeguarding, confidentiality, risk awareness and inclusive practice<br>• Ability to work sensitively in a rural Ayrshire context, with awareness of access, transport and community considerations<br>• 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<br>• Driving licence and access to own vehicle<br>Knowledge of local communities, social services or school systems within South Ayrshire.<br>• Knowledge of accessible communication approaches such as visual supports, Makaton, Signalong or other inclusive communication tools |

**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.
poppy.goad@ayrgaiety.co.uk

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 LEAD WORKSHOP FACILITATOR APPLICATION to recruitment@ayrgaiety.co.uk – please note, we do not accept AI-written applications. recruitment@ayrgaiety.co.uk

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 LEAD WORKSHOP FACILITATOR APPLICATION.