



## Cashback to the Future: Youth Arts Facilitators

<b>Job title:</b>	Youth Arts Facilitators (7 in total) (Art forms can include Music, Performance, Creative Writing, Visual and Digital art or any other you think would work well when delivered digitally)
<b>Hourly rate:</b>	£13.24 per hour for 37.5 hours per week (£496.50 per week) (Equivalent to a salary of £25,818)
<b>Based at:</b>	1x Youth Arts Facilitator based in Edinburgh 2x Youth Arts Facilitators based in Glasgow 2x Youth Arts Facilitators based in Ayrshire 2x Virtual Delivery – you will need to be able to deliver sessions from your home although equipment will be provided.
<b>Reporting to:</b>	Programme Managers
<b>Duration of contract:</b>	w/c 21st June – Friday 6th August 2021
<b>Working Hours:</b>	37.5 hours per week over 5 days: Monday – Friday, approx. 9am-5pm
<b>Qualifications:</b>	SCQF level 9 in related discipline
<b>Experience:</b>	Minimum of 2 years' experience delivering creative activities and working with young people (aged 14-19) within diverse community settings
<b>Other Essentials:</b>	Competent IT skills including: MS Word, Excel, PowerPoint and Outlook Subject to PVG check and references Ability to engage young people in the context of remote delivery Full availability for 7 week contract period
<b>Desirable:</b>	Current PVG scheme member.
<b>To apply:</b>	Please visit <a href="http://www.impactarts.co.uk">www.impactarts.co.uk</a> to download an application form.  Completed applications should be sent to <a href="mailto:jobs@impactarts.co.uk">jobs@impactarts.co.uk</a> by 9am on Monday 26 <sup>th</sup> April 2021
<b>Interviews:</b>	From 10 <sup>th</sup> May 2021 (via Zoom)
<b>Expected Start Date:</b>	w/c 21st June 2021



In all our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity. We encourage all applications for this post, particularly from those who are currently under-represented in the creative and arts sectors. Impact Arts welcomes all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that process barriers do not get in the way of applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to show your skills and relevant experience), please get in touch.

### **Company Values**

As a team of people we share the following values:

#### **Our values**

##### **CREATIVITY**

We always place creativity at the centre of all that we do.

##### **INTEGRITY**

We are always honest and truthful and act with transparency.

##### **EQUALITY**

We value people's right to be different and ensure everyone has equal opportunity.

##### **KINDNESS**

We always treat everyone with care and respect.

##### **AMBITION**

We are always ambitious in what we want to achieve for our partners, participants and colleagues.



## What We Do

Established in 1994, Impact Arts is a national arts organisation which tackles inequalities in Scotland through creative engagement. We envisage a Scotland where everyone values and benefits from the power of creativity to transform lives.

Our strategic objectives are:

- We will transform Children and Young People's lives through impactful arts and creativity.
- We will grow Communities to become stronger and empowered through creative engagement.
- We will support Older People the opportunity to take part in life enriching arts and creativity.

We place innovation, enterprise and creativity alongside outstanding delivery, sound management and a strong ethos of partnership to tackle society's big issues. Our talented in-house and freelance artists across Scotland and beyond ensure that our artistic programmes, exhibitions, performances and events are of the highest quality. We exist to inspire creativity in people and regenerate our communities through a deep and rewarding relationship with the arts.

We have over 50 staff and 100 freelance artists working on services across Central Scotland with our Head Office in Glasgow. We work with multiple partners and funders all with a strong ethos #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Skills Development Scotland, National Lottery Community Fund, Life Changes Trust and a range of other foundations and trusts.

## Our Impact

Our 2019/20 figures:





## Purpose

### About Cashback to the Future:

Funded for 3 years by Phase 5 of the Scottish Government's CashBack for Communities fund, CashBack to the Future will work intensively in communities across Scotland, focussing on participation in areas of multi-deprivation where young people (12-19 years) can actively contribute to local community regeneration throughout an intensive 4 week creative process. Creative output is designed and steered by the participants.

Youth Arts Facilitators will engage with small groups of young people (up to 15) in their chosen art form, and use their expertise to facilitate young people's expressive aspirations. Throughout the collaborative process, the team will encourage young people to try new experiences, leading towards a quality creative outcome. Young people will be supported to create a final showcase.

Please note: In line with the Scottish Government's indicative route map we will aim for the majority of our delivery to be face to face. A small proportion (roughly 25%) will remain digital in order to accommodate young people who prefer this engagement, or who cannot travel to our delivery locations. We may have to quickly revert to digital delivery, so all suggested creative activities should be able to be transferred to virtual delivery.

Suggested, (but not exhaustive) methods of engagement include:

- Face-to-face delivery in local venues with all art materials provided

If delivery is virtual-

- Packs of art materials & 'how to guides' delivered to young people's homes
- 1 to 1 video based shared making sessions
- Online small group tutorials encouraging young people to work through a specific activity
- Facebook/ Instagram 'live' sessions which young people can anonymously connect with without the pressure of face to face video links – something that current feedback from young people has highlighted as important
- Weekly fun group sessions for young people to come together and feel part of a community

Youth Workers will provide additional support for young people and will work closely with artists to ensure our young people engage, are supported and go on to achieve positive outcomes.

Impact Arts will engage between 80 and 120 young people from across Scotland over the month of July. Referrals to the projects will come through a variety of partner organisations including: education; social work; health (CAMHS and primary health care providers e.g. community nurses / GP's); voluntary organisations (e.g. Barnardo's, Includem impact); and Police Scotland. Participants will come from a variety of backgrounds, and engagement with young people will focus on removing barriers to participation, education, employment, and training.

### Cashback to the Future:

- Is a celebration of young people and their creativity
- Uses a variety of art forms, including visual art, digital art, performance and music.



- Empowers young people to gain increased confidence, social and communication skills, teamwork and creative skills
- Encourages young people to stay in education or training
- Enables young people to work towards their Dynamic Youth Award

#### **About the team:**

Cashback to the Future is a large scale intensive programme, and as such Impact Arts will employ a number of existing and new arts and youth professionals to work on the project before, during and after the main 4 week engagement phase. Programme Managers will oversee and support:

- Youth Arts Facilitators
- Youth Workers
- Programme Coordinators
- Opportunities Coordinator

Additional central support will be available through Impact Arts' administrative and operational teams (Database, Finance and HR).

#### **Training:**

In order to support team members to facilitate quality engagement for young people, Impact Arts will provide 2 weeks of training and planning prior to the programme launch. Training will typically include:

- Child Protection
- Working with young people
- Autism Awareness
- Dynamic Youth Award
- Remote delivery methods & safeguarding protocols
- LGBTQ Awareness
- Dyslexia Awareness

An additional 5 days will be given at the end of the project to complete evaluation paperwork and to attend either a face to face or virtual project debrief depending on current government guidelines.

#### **The role:**

Your role is to design and deliver high quality and structured workshops, in line with the programme's objectives and themes. The majority of these workshops will be delivered in person in local venues in Edinburgh, Glasgow and Ayrshire. There will also be some fully digital provision running throughout the programme for any young people who do not live in the geographies where face-to-face is available or for those who cannot work in person yet (shielding) or do not yet feel comfortable doing so.

In accordance with the Scottish Government Route Map out of Lockdown we are planning to deliver in person where possible as it will be deemed safe to do so by the beginning of July. However Impact Arts will closely and consistently monitor the local and national situation and will be prepared to revert to digital delivery in certain geographies, or nationally as advised by local authorities and by Scottish and British Government.



In person it is expected that delivery will take place from a designated venue, with participants engaging in activities from 10am-12:30pm, having a break for lunch 12:30-1:30pm and then engaging in activities again from 1:30-4pm. The Youth Arts Facilitator will develop and deliver a fun and engaging creative programme for the full 4 weeks.

At in person venues two art forms will be running simultaneously. A Youth Worker will be present at each venue to provide further support to delivery, specifically to support the wellbeing of the young people (addressing personal barriers in a constructive manner, dealing with emotional issues as they arise, etc.) and with the delivery and paperwork of Dynamic Youth Awards for every participant.

Virtual delivery will follow the model piloted at Summer CashBack 2020. Digital participants will be split into 2 age groups (as a child protection measure) rather than art forms. The younger group (12-15 year olds) will engage in a virtual delivery session 10am-12:30pm (with breaks in between to avoid being on a device too long.) This session will be delivered by a Youth Arts Facilitator and a Youth Worker. In the afternoon the Youth Arts Facilitator will remain in contact with the young people via email/text/phone to support their creative work 1-1.

The Youth Arts Facilitator for the older group (16-19) will be available to the participants via phone/text/email in the morning. Virtual delivery will take place 1:30-4pm with the Youth Arts Facilitator and Youth Worker.

Virtual delivery will take place over Zoom and may be supported by platforms such as a Private Facebook Group, Padlet, Miro, or other, suitable to the participant's capabilities and resources. Our young people are likely to have access to limited and basic technology and may be working from challenging home circumstances.

Both in person or virtually you will lead and support a group of up to 15 young people to create a series of artworks and creative outcomes. The artworks will be presented in a final showcase on Thursday 29<sup>th</sup> July. While the showcase is an important event for the young people, a chance to show off their hard work to friends and family, for Impact Arts the experiences of the young people and their personal development (learning new skills, gaining confidence, making friends, etc.) is much more important than the final showcase.

You will be inspiring young people through your own skillset in music, performance, creative writing, visual or digital art.

You must have the experience and ability to work with young people with challenging behaviour, those experiencing social anxiety and with poor mental health.

You will need to build into your delivery plans methods for evaluating the outcomes that we are required to achieve which include:

- Increased confidence & resilience
- Improved health & wellbeing
- Improved behaviour



## **Main Responsibilities:**

### Delivery

Design and deliver high quality, dynamic virtual/in person workshops with specific learning outcomes

Be responsible for the personal development and training of the young people on the programme

Work closely with the Youth Worker to achieve positive outcomes for the young people on the programme

Liaise with the Opportunities Coordinator to support young people's progressions onto further education, employment or training

Adhere to Impact Arts' Child Protection Policy and Procedures and highlight any child protection concerns to the Designated Child Protection Officers.

Lead on high quality finale showcase performances

Source materials and work to budget

### Evaluation

Produce detailed weekly evaluation reports on the young people's engagement and development

Write delivery reports outlining work achieved

Work with our external evaluators to measure how young people are achieving against outcomes

### Other

Participate in training, meetings and events as required

Support and promote Impact Arts' Values

Carry out any other duties appropriate to the post in line with Impact Arts' needs

## **Technical Skills and Knowledge**

Competent IT skills including MS Word, Excel, PowerPoint and Outlook

Experience of planning and delivering virtual workshops (where virtual delivery is deemed necessary)

## **Personal Skills and Qualities**

Excellent people and interpersonal skills



Ability to work as a team and on own initiative

Ability to work to deadlines and be punctual

Enthusiastic, resourceful and motivated

Ability to work with people from a variety of backgrounds

A sense of humour!

### **PVG Scheme**

Successful candidates will be required to join the PVG scheme or to apply for a PVG update.

### **To apply:**

Please visit [www.impactarts.co.uk](http://www.impactarts.co.uk) to download an application form and equal opportunities monitoring form. Completed applications should be emailed to [jobs@impactarts.co.uk](mailto:jobs@impactarts.co.uk) by 9am on Monday 26<sup>th</sup> April 2021.