



Post Title:	Arts Engagement Worker
Salary:	£19,000-£24,000 qualification and skills dependent
Hours:	40 hours (teaching 860 hours + 430 remission to support intervention duties)
Contract Type:	Fixed Term
Location:	The post may include evening and occasional weekend work for which Time Off in Lieu will be given. The position is based at The Workshop King's Lynn will involve some travel across the region and working at partner sites
Reporting to:	Deputy Director Engagement and Inclusion
Leave:	20 days + Bank Holidays
Responsible for:	N/A

To express interest: In order to be considered for this position, please email your completed application form, a CV and a cover letter (no longer than one side of A4) detailing your interest in the position and how you feel you meet the specification to Recruitment@thegarage.org.uk by 5pm Friday 10th February 2023 . CVs will not be accepted without a completed application form. Interviews will be held on Monday 20th February 2023 at The Workshop, Kings Lynn.

We seek to employ the most skilled candidate for every job and will treat all employees and job applicants equally throughout the selection process. All employees or potential employees will receive support if needed and adjustments made, and will be considered on the basis of their merits and suitability for the post measured against the job description and person specification

We encourage applications from all backgrounds and communities and are committed to supporting the diversification of the Creative Industries. We actively encourage applications from people who consider themselves to be part of minority groups. We are committed to equality and diversity within our workforce and all opportunities provided by the Garage Trust Limited.

Disabled people, those from Black, Asian and minority ethnic backgrounds are under-represented in our workforce so we particularly encourage applications from people in these groups.

A place where we can ALL be ourselves #EqualityatTheGarageTrust

The Garage Trust is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit.

Please note, this post will be subject to Enhanced Disclosure and Barring Service check

ABOUT THIS POST:



Description of Role:

The Arts Engagement Worker will support participants of all ages. But predominantly children, young people and families who experience barriers to engagement to access the programme of creative activities that take place in The Workshop Kings Lynn and in our community. This will include delivering sessions, mentoring and in session support. You will work as part of the Inclusion Team, under the guidance of the Deputy Director-Engagement & Inclusion to identify and support a caseload of young people who require additional support to enable them to engage fully. You will work closely with our Referral Network, whose members include schools, the Youth Offending Team, PRUs, Police, Health, specialist IAG charities and other statutory and voluntary agencies working with children, young people and families in Norfolk. You will work to keep accurate records, administer referrals and track young people's journeys, contributing to fundraising and reporting as necessary. You will be responsible for keeping accurate records, administering referrals and tracking young people's journeys, contributing to fundraising and reporting as necessary.

The ideal candidate will be full of enthusiasm and have lots of initiative. You will be energetic, enthusiastic, committed, highly organised and flexible in your approach, easily able to overcome challenges and problem solve. You will be working with and communicating with young people and families from a wide range of backgrounds so you will need to have excellent communication skills. You will need to be able to listen and understand young people's views, demonstrate empathy, respect and professionalism at all times. You will be committed to always providing the highest quality creative opportunities for young people and will be as happy to get stuck into delivery as you are to maintaining impeccable administration standards. Ideally you will have youth work experience, a strong interest in the arts used as an intervention, you will be experienced in delivering drama, dance or music activity and excited to bring your expertise to work with us. You will be a superb team player, with a proven track record of organisational skills and expertise in teaching and learning.

JOB DESCRIPTION: ARTS ENGAGEMENT WORKER

Indicative Duties:

- To work with young people in groups or on a one-to-one basis with young people in difficult circumstances to support their participation in creative activities organised by The Workshop, including supporting them to develop progression plans and providing one to one support.
- Delivery of performing arts activity with the ability to plan sessions on a bespoke basis
- Work with The Workshop staff to support young people who would benefit from additional support to fully engage in the opportunities available at The Workshop
- To proactively build meaningful relationships with young people and families
- To support the transition of young people from intervention programmes into 'mainstream' activity.



- To act as a support worker on a range of programmes delivered by the trust both out in our community and within our venue, for a range of age groups including children, young people and adults
- To assist in Child Protection and safeguarding matters, dealing effectively with any incidents and disclosures that are brought to your attention.
- To contribute to fundraising and reporting as required.
- To maintain an up-to-date knowledge of local, regional and national inclusion and arts issues and ensure that The Workshop's programme is at the forefront of practice nationally, especially including good practice in working with vulnerable young people.
- To ensure that all programme activity is in line with relevant organizational policies, procedures and quality assessment frameworks, particularly upholding child protection and equal opportunities policies.
- To undertake any other duties reasonably compatible with/arising from the duties specified above.

	Essential	Desirable
Knowledge	<ul style="list-style-type: none"> • An understanding of the role of creative arts activities in developing skills and raising self-esteem for participants • Knowledge and understanding of effective arts-based activity, particularly in the context of learning, skills development and social inclusion • Knowledge of current child protection legislation and best practice • Knowledge of best practice in engaging/ supporting young people • Knowledge of best practice in engaging/ supporting families 	<ul style="list-style-type: none"> • Knowledge and understanding of working with specifically socially excluded groups and issues • Knowledge and understanding of relevant government policy, particularly in regard to young people and creativity • Knowledge of marketing and the safe use of social media • Awareness and understanding of the formal and informal arts and inclusion infrastructure at local, regional and national levels • Knowledge of DBS checking processes • Knowledge of the Arts Award and/
Skills	<ul style="list-style-type: none"> • Track record in delivering and developing creative projects for or with young people • Ability to observe and identify support needs / challenging circumstances of individuals in a group situation • Ability to devise, plan and manage appropriate arts activities and suitable practitioners for young people across a range of ages and abilities • Ability to record and analyse statistical data, particularly in relation to attendance and progression • Ability to effectively monitor and evaluate projects • Ability to prioritise workloads and effectively multi-task • Excellent administrative and IT skills • Excellent communication skills at all levels especially with young people • Excellent time management skills and ability to meet deadlines • Demonstrated ability to translate ideas and plans into effective action • Ability to build relationships with partners, funders, staff, artists and clients 	<ul style="list-style-type: none"> • Youth Work qualification • Professional experience of supporting families / parents • Counselling/IAG skills • Experience of building / managing a caseload • Professional experience or expertise in creative fields – preferably dance or music • Arts Award Adviser status • Experience of delivering other accreditation programmes



Personal qualities	<ul style="list-style-type: none">• Commitment to the vision, mission and aims of The Garage• A genuine passion for and belief in the value of arts-based education work with young people, and communities• Flexible approach and attitude• Commitment to team working and ability to build strong professional relationships• Flexibility to work regular evenings and some weekends• An enjoyment of working in a vibrant, busy environment	
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How to apply:

Download an application form from the 'Work With Us' section of our website

www.theworkshop.org.uk

Please send your completed application form, your CV and a cover letter to:

E: recruitment@thegarage.org.uk

Application deadline: 5pm, Friday 10th February 2023

Interviews: Monday 20th February 2023