INCLUSION & CREATIVE FACILITATOR

ROLE OVERVIEW

ABOUT US

Unique Voice is a nationally accredited social enterprise working on the frontline in schools and communities across the South West. We deliver creative programmes that use the arts to make a meaningful and lasting social impact.

At the heart of everything we do are our core values – **Compassion, Creativity, Curiosity, Collaboration and Change** – guiding our work to empower young people, strengthen communities and inspire social change.

We use creativity and the arts to develop our work, with practices such as drama, storytelling, poetry, music, art and digital media to:

- HELP DEVELOP TOOLS TO NAVIGATE ADVERSE EXPERIENCES
- PROVIDE SAFE SPACES TO PLAY AND EXPRESS EMOTION
- ENCOURAGE PROBLEM SOLVING AND CRITICAL THINKING
- PROVIDE SPACE TO EXPLORE AND DISCUSS CHALLENGING ISSUES

WHAT WE DO

CREATIVE, EDUCATIONAL & ASPIRATIONAL PROGRAMMES

We create and deliver programmes designed to enable children and young people to learn and grow in all aspects of their social emotional development.

We provide topical and engaging programmes on subjects such as mental health, achievement, belonging, crime prevention and anti-bullying.

Our work aligns with safeguarding and early intervention services. We do this through our creative offers such as school assemblies, workshops, targeted interventions, stay and play sessions, immersive experiences and youth performances across the South West. We also create films and educational resources designed for long term use within schools.

Our work has a strong reputation for unlocking young people's potential, ideas and aspirations. It is never afraid in its approach to embrace new ideas and empower systematic and social change in our communities.

CREATIVE HOLIDAY PROGRAMMES

We deliver creative and stimulating targeted holiday programmes across Bristol and South Gloucestershire.

Working with a trauma-informed approach we provide a safe space for children to participate in performing arts, games, craft and creative activities to support healthy holidays, providing locally made nutritious lunches each day.

WRAP AROUND CARE

We create safe, fun and relaxing environments for children in both Breakfast and After-School Clubs.

Our sessions are designed with young people's wellbeing at their centre and are dedicated to helping children flourish and thrive.

PROJECT & ROLE OVERVIEW

Unique Voice have been invited to deliver a trail-blazing creative intervention group designed to provide a nurturing environment where KS1 and KS2 learners with special education needs and disabilities (SEND) and social, emotional and mental health (SEMH) challenges can navigate their social and emotional development.

Running throughout the 26–27 academic year, the initiative uses a diverse range of creative mediums, including drama, craft, role-play, sensory exploration and culinary arts, to translate personal, social, health and economic (PSHE) concepts into tangible, memorable experiences.

Each session is divided into clear sections; learners are given a "soft landing" to transition into the space, followed by immersive creative activities, active outdoor breaks and collective reflections.

At the heart of this project is youth centred methodology. Instead of rigid instruction, the curriculum offers activities where learners hold the agency.

Whether they are defining the rules of their own space or choosing how to map their internal emotional "weather", the learners are the primary architects of their environment.

This autonomy fosters a sense of ownership and safety, allowing vulnerable or distressed young people to lead their own therapeutic and creative journeys.

Our role as session leaders is to meet learners where they are at, co-regulate, adapt to their needs and support them to navigate the choices that best suit them.

Unique Voice is seeking a passionate, creative and adaptable individual to join our team as an **Inclusion & Creative Facilitator.**

The successful candidate will facilitate our inclusion project at a primary school, leading a vibrant mix of arts and crafts, drama games, group play and mindfulness activities.

This role is ideal for someone with strong creative instincts, excellent facilitation skills and a deep passion for working with children and young people. The ability to build trusting relationships, communicate effectively and deliver accessible and socially conscious content is vital.

PAY RATE:

- £16 per hour, inclusive of holiday accrual

CONTRACT TYPE:

- Fixed Term. Academic Year 2026/2027
- 39 weeks including INSET days

HOURS:

- Sessions: Monday - Friday 12.30pm - 3.15pm
- Minimum two sessions per week
- 5- 15 hours per week, inlcuding additional hours for training and supervision

LOCATION:

- Programme Delivery: Long Down Ave, Stoke Gifford, BS16 1GE
- You may be expected to occasionally work from our Head Office, St Bonaventure's Business Centre, Friary Road, BS7 8AF

START DATE:

- Training from 1st September 2026
- Delivery from 7th September 2026

PROJECT & ROLE OVERVIEW

KEY RESPONSIBILITIES

Leadership

- Confidently lead and deliver sessions using the Unique Voice scheme, adapting tone and energy as needed.
- Model excellent, innovative practice and liaise with the team before/after sessions to share feedback and ideas.

Pastoral

- Create a safe, inclusive and inspiring environment where all children are actively engaged.
- Apply consistent behaviour management, build respectful relationships, and act as a positive role model for Unique Voice values.

Safeguarding and Welfare

- Actively safeguard children's welfare, following all safeguarding, child protection and reporting procedures, and report concerns immediately.
- Stay aware of medical needs and individual support requirements, keeping all information confidential in line with GDPR.

Professional Standards

- Represent Unique Voice professionally, attending required training and meetings.
- Be reliable, punctual, and communicate clearly and promptly with colleagues and management.

Programme Delivery

- Support a safe, positive environment and promote Unique Voice values through actions, language and delivery, encouraging engagement and good behaviour.

Health, Safety and Environment

- Prepare and leave spaces clean and safe, following health and safety (including fire) procedures.
- Support safe transitions, breaks and food distribution with allergy awareness.

Monitoring, Feedback and Evaluation

- Contribute to programme evaluation and feedback as required.

ESSENTIAL EXPERIENCE

- A background, training or qualification in a creative field such as performing arts, art, music, drama or sports coaching.
- A minimum of 2 years working with children, young people or vulnerable adults in schools, alternative provisions, youth clubs or residential care.
- The ability to build an authentic rapport with children and young people.
- The ability to empathise with the different needs and concerns of children and young people.
- An engaging, fun and imaginative nature.
- Reliability, punctuality and ability to work effectively within a team.
- An Enhanced DBS certificate registered on the Update Service or willing to undertake a new Enhanced DBS Check and register with the Update Service. Unique Voice is approved to process this on your behalf (charges will apply)
- Awareness of safeguarding.

DESIREABLE EXPERIENCE

- A proven ability to plan, adapt and run structured, engaging creative activities or therapeutic play/craft sessions.
- Experience supporting individuals with autism (ASC), ADHD, emotional regulation difficulties or behavioural disengagement.

BEING PART OF UNIQUE VOICE CIC

EMPLOYEE BENIFITS

At Unique Voice, we are passionate about our team as much as the communities we serve. Our people are at the heart of everything we do, and we work hard to ensure the workplace is inclusive and supportive.

- 25 days annual leave + 8 bank holidays pro rata. For term-time only roles, the equivalent holiday accrual is paid as part of the hourly rate.
- 5 days paid Company Sick Leave pro rata per annum.
- Enhanced Maternity Package for 5+ years service.
- Flexible working patterns to support work-life balance and organisational needs.
- Remote working opportunities, dependant on role, not available for delivery roles.
- Creative and collaborative working environment, where new ideas are encouraged and celebrated.
- Highly supported onboading process, with role specific training and certification.
- Professional development opportunities, including access to further training, mentoring, and skill-sharing, £200-£500 learning and development budget per employee per annum.
- Employee wellbeing support, including access to Employee Assistance Programme (EAP), wellbeing check-ins and access to resources to support mental health.
- Opportunities to attend and support creative events, workshops, and performances.
- Annual company events, alongside inclusive creative socials and cultural experiences designed to inspire and connect us.
- Community impact – work that makes a tangible difference to children, young people, and families across the South West.

RECRUITMENT PROCESS

Our recruitment process will take place in two stages and is designed to be reflective of the nature of the role.

Each stage allows us to understand your skills, experience and values, while also giving you the opportunity to learn more about Unique Voice, our work and the people you would be working alongside.

We are committed to creating a process that supports candidates to show up as themselves and ensures we find the right fit for both the individual and the organisation.

Stage 1: Online Interview
10th - 17th August
An online interview of up to 30 minutes, focused on your experience, approach and alignment with our values and ways of working.

Stage 2: Service Visit
17th - 21st August
Shortlisted candidates will be invited to join the delivery of one of our Summer Holiday Programmes, to showcase their facilitation approach and skills.

Appointment & Start Date
Appointment confirmed by: 21st August 2026
Start date: 1st September 2026

APPLY TO JOIN OUR TEAM

APPLICATION PROCESS

Please apply using the following link:

Unique Voice Application Form

All areas of the form should be completed in full in order to comply with our safer recruitment policy.

CLOSING DATE: 14TH AUGUST 2026

Please note, if we receive sufficient applications prior to the closing date, we may close the application process early.

SAFEGUARDING & SAFER RECRUITMENT

Unique Voice is committed to safeguarding children and young people. All staff are expected to uphold the highest standards of professional conduct and child protection.

All candidates shortlisted for interview will be required to complete a Pre-Interview Disclosure Form.

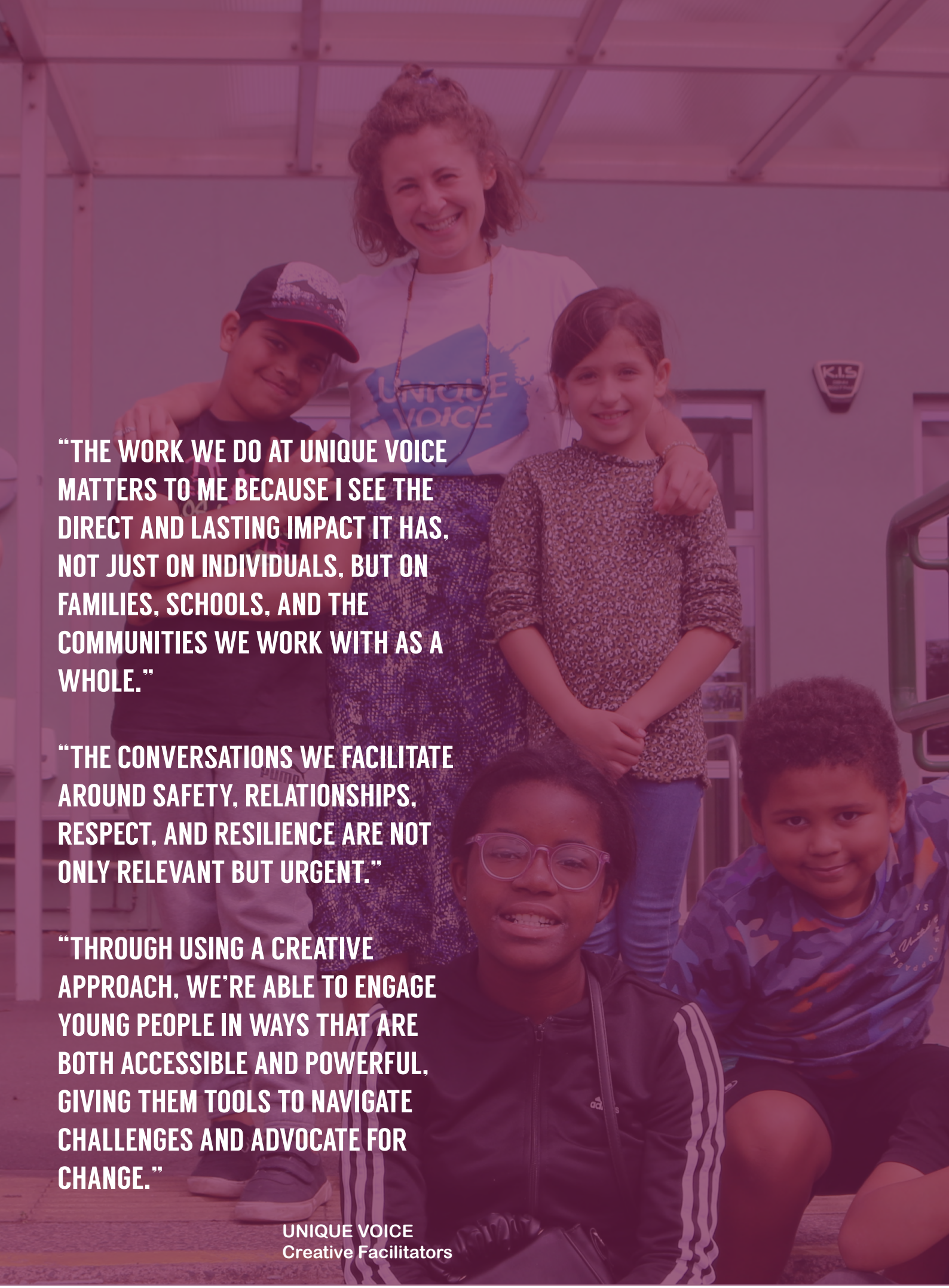
The successful candidate will be required to complete an Enhanced DBS check and our Safer Recruitment process prior to appointment.

EQUALITY, DIVERSITY & INCLUSION

Unique Voice is committed to building a diverse and inclusive team.
We welcome applications from people of all backgrounds, abilities, and lived experiences.
We are happy to discuss adjustments or alternative formats to support your application.

FOR ANY QUESTIONS

Email: meg@uniquevoice.org



"THE WORK WE DO AT UNIQUE VOICE MATTERS TO ME BECAUSE I SEE THE DIRECT AND LASTING IMPACT IT HAS, NOT JUST ON INDIVIDUALS, BUT ON FAMILIES, SCHOOLS, AND THE COMMUNITIES WE WORK WITH AS A WHOLE."

"THE CONVERSATIONS WE FACILITATE AROUND SAFETY, RELATIONSHIPS, RESPECT, AND RESILIENCE ARE NOT ONLY RELEVANT BUT URGENT."

"THROUGH USING A CREATIVE APPROACH, WE'RE ABLE TO ENGAGE YOUNG PEOPLE IN WAYS THAT ARE BOTH ACCESSIBLE AND POWERFUL, GIVING THEM TOOLS TO NAVIGATE CHALLENGES AND ADVOCATE FOR CHANGE."

UNIQUE VOICE
Creative Facilitators

UNIQUE VOICE

OUR VALUES

COMPASSION
We approach everyone with empathy, respect, honesty and inclusivity, always.

CREATIVITY
We create and shape bold innovation to empower and inspire young minds to think critically and make well informed decisions.

CURIOSITY
We embrace the chance to listen, learn, make mistakes, discover solutions and grow with and for our audiences.

COLLABORATION
We aim to build trusting relationships through meaningful connections and partnerships that make a lasting difference and legacy.

CHANGE
We are committed to making a difference to the lives of individuals and communities through every interaction, however large or small.

We are a Living Wage Employer

FOR FURTHER INFORMATION
Please email
theoffice@uniquevoice.org

HEAD OFFICE:
Unique Voice CIC
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