



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120
REGISTERED CHARITY #1085351 · OTRBRISTOL.ORG.UK

Job Pack

Freedom Session Co-Facilitator (3.5 hours x2 roles)

Thank you for your interest in this role, please find below some information to help you decide if you would like to apply. In the interests of equality CVs will not be accepted, so please apply via the website. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

Freedom Youth is Bristol's oldest and longest running gender and sexuality project supporting LGBTQ+ young people since 1995. Offering a wide variety of activities, workshops, groups, 1:1, support, training, events (and more!), Freedom is a social action project for young people, by young people.

We are recruiting Freedom Session Co-Facilitators to deliver in-person LGBTQ+ community group sessions and, as required, virtual activities. Freedom Session Co-Facilitators have an important role in the team working with Freedom Youth workers to create safe, inclusive, accessible and supportive community spaces for young people .

Freedom Session Co-facilitators will be tasked with delivering interactive, fun and informative group work activities, create welcoming, supportive and friendly social spaces, and work collaboratively with young people to create, co-design and facilitate activities on topics such as wellbeing, health, identity, social action, change-making, LGBTQ+ history, and more.

Session Co-facilitators will be encouraged to bring creativity, passion and enthusiasm to the role with opportunity for growth and development to build skills in facilitation .

For these roles those with lived experience as an LGBTQ+ person, and/or substantial experience of working with LGBTQ+ young people and communities are encouraged to apply.

The closing date for this role is **Thursday 17th February at 11.59pm** and interviews will be held on **Monday 24th February** in-person. Candidates shortlisted for interview will be informed by email - we are not able to offer individual feedback to unsuccessful candidates.

To have an informal discussion about the role, contact **Henry Poultney (Team Manager) - henry@otrbristol.org.uk**

Role Summary

Job Title	Freedom Session Co-Facilitator
Salary	OTR Band A £18,638 Starting salary £1,739.55 pro rata
Hours	3.75 hours per week - flexible over Tuesday or Wednesday evenings and occasional weekend or event opportunities with advance notice (2-3 times per year)
Contract	Fixed term to 31st March 2022
Leave	Flexible - our basic entitlement is 28 days (pro rata). However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need.

Pension	With The People's Pension - 3% employer contribution on qualifying earnings
Location	Based at OTR, 8-10 West Street, St Philips, Bristol, BS2 0BH and virtual delivery
Accountable to	LGBTQ+ Team Manager Freedom Youth Project Coordinator
Key Relationships	<ul style="list-style-type: none"> • Freedom LGBTQ+ Team Manager • Freedom Project Coordinator • Freedom members • Wider OTR team

Role Description

Job purpose	<ul style="list-style-type: none"> • To support the running and co-facilitation of Freedom LGBTQ+ weekly social and information youth spaces (held in-person and virtually) for young people aged 13-25. • To act as a welcoming, encouraging presence and role-model, working to directly support young people involved in Freedom's groups and activities and fostering collective community. • To assist in the delivery and design of interactive and participatory gender and sexuality focussed workshops and activities. In addition, co-leading small group work activities eg. games, discussions, quizzes and workshops. • To work collaboratively with Freedom members to support their participation and engagement with LGBTQ+ youth-led social action opportunities. • To increase young people's confidence, knowledge, involvement and awareness of Freedom and OTR's services and offer, alongside signposting to wider LGBTQ+ and youth organisations and services locally and nationally. • To work jointly with Freedom project Coordinators to identify and share any concerns or worries around safeguarding or risk of a young person. • To play a key role in upholding the Freedom group agreement for member behaviour and conduct within groups. • To respect and maintain the confidentiality of all staff, volunteers and young people at Freedom and OTR internally and with external agencies. • To work as part of a team to ensure the spaces are clean, tidy, and safe, organised and secured.
General	<ul style="list-style-type: none"> • To commit to the core values of Freedom and OTR, including young people's empowerment through social action and participation. • To engage in training and team development appropriate to the role. • To work within the spirit and framework of all OTR policies, governance, and delivery philosophy and to keep up to date with relevant training and professional development, especially in relation to Equality, Participation, Confidentiality, Vulnerable Adults and Child Protection and Safeguarding. • To ensure all paper and electronic personal records are managed and stored safely at all times.

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Person Specification

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> • A good general standard of education and/or practical experience with a demonstrable ability to practically apply youth work skills and community development to practice. 	<ul style="list-style-type: none"> • Training / or relevant experience of working with LGBTQ+ young people and/ or community groups.
Experience	<ul style="list-style-type: none"> • Experience of working with young people and communities in a social or wellbeing setting. • Experience of managing and maintaining confidentiality and privacy. • Experience of working effectively within a team or project. 	<ul style="list-style-type: none"> • Experience or involvement in working collaboratively with LGBTQ+ young people and communities to create community and support in social change.
Knowledge	<ul style="list-style-type: none"> • An awareness and demonstrable understanding of the wider landscape of issues affecting LGBTQ+ young people's lives in the UK and internationally. • Ability to prioritise issues relating to child protection and vulnerable adults work and safeguarding. • To use appropriate monitoring and evaluation tools and, keeping up to date and accurate records. 	<ul style="list-style-type: none"> • An understanding of the importance of LGBTQ+ youth community spaces and participatory delivery methods.
Skills & abilities	<ul style="list-style-type: none"> • A warm approach with good communication skills and a confident, supportive and thoughtful approach. • Ability to recognise and respect confidentiality and its limits with a knowledge of safeguarding and risk. • An ability to work confidently on own initiative, a self-starter. • The ability to build and maintain meaningful connections with young people whilst maintaining professional boundaries. • Confident user of digital technology including social media, digital video platforms and content creation. 	<ul style="list-style-type: none"> • Experience of facilitating group work, and supporting or hosting social and community spaces.

Personal qualities	<ul style="list-style-type: none"> • A personal interest in and commitment to LGBTQ+ young people's mental health and wellbeing, equality and social justice. • Commitment to own professional development and willingness to undertake the training necessary for the role. • Ability to work flexibly with work being undertaken in the evenings. 	
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About us

What We Believe	What We Value	How We Behave
<ul style="list-style-type: none"> - We believe that our offer should be inclusive of all cultures and identities - We believe that young people have unique strengths, interests and circumstances - We believe that the world around us impacts our wellbeing - We believe in placing young people at the heart of our work - We believe in innovating and evolving to improve our offer for young people - We believe that relationships are what make the difference - We believe in the power of partnerships 	<ul style="list-style-type: none"> - Collaboration - Diversity - Learning - Sharing - Participation - Self-efficacy - Self-care - Transparency - Agency - Creativity - Social Action - Pragmatism 	<ul style="list-style-type: none"> - We're accommodating - We're integrated - We're thoughtful - We're supportive - We're open - We're resourceful - We're resilient - We're communicative - We're independent - We're imaginative - We're motivated - We're adaptable