



Call out for creative facilitators and assistants for an art based programme for groups for autistic children and young people.

Cheltenham, Gloucestershire

**\*If you require this information in a different format, need support to apply, or have any questions or queries, please email [lucy@cantsitstill.org](mailto:lucy@cantsitstill.org)\***

We are looking for **professional, freelance facilitators and assistants, with a creative practice**, to co-create **neuro-affirmative, low social pressure** spaces for **autistic girls, women and non-binary people** to be in.

We're looking for **female or non-binary** applicants. **Autistic people are encouraged to apply**, to help us have an autistic majority staff team, to reflect the participants our spaces are for. (Our staff teams will include autistic and non-autistic people)

#### **About 'Being Me':**

'Being Me' is an arts programme, devised and led by Can't Sit Still and funded by The Barnwood Trust. 'Being Me' spaces invite autistic people to explore ways of being themselves through creative play, or by 'just Being'.

We've been running the programme in Cheltenham since 2023. Our growing portfolio of projects includes:

- ★ Creative clubs for autistic children aged 4-11
- ★ Creative clubs for autistic children and young people aged 11-16
- ★ Creative clubs for autistic young people and young adults aged 16-25
- ★ A community newspaper for and by autistic people
- ★ Creative transition support for autistic children in mainstream schools

### **Creative Facilitators:**

If applying for a **facilitator** role, you'll have a **professional arts practice** (e.g. visual arts, performance, music, writing, something else), will have **experience of facilitating groups**, be experienced / interested in **participatory arts practice**, and have a **neuro-affirmative understanding of autism**.

Sessions will be planned with another facilitator, and delivered with a team of assistants and volunteers.

### **Creative Assistants**

If applying for an **assistant** role, you will either have a **professional arts practice, or engage in creative arts as a hobby**, and will have **experience or interest in working with autistic people**.

Assistants will support facilitators to deliver the sessions, under their guidance / briefing.

We are still confirming places and spaces, at the moment our best guess is that from April we'll be running sessions on Tuesdays and Wednesdays after 3pm in central Cheltenham. We'll be running irregular weekend sessions and our schools project will be during school hours from September 2026.

**\*\*\* Please see full criteria / further details of roles below \*\*\***

**Note: If you are interested in the project, but aren't sure if you fit the criteria, please do feel free to get in contact with us!**

We love meeting creative people who are excited about our projects, and there may be another way you can fit in.

## Context

Our Being Me programme is expanding. We are currently running a range of opportunities for autistic young people, their care givers and schools.

### **1. Being Me Clubs, Cheltenham**

The aim of the Being Me Clubs is:

- Give parents and unpaid carers **breaks from their caring responsibilities to maintain their resilience, and their physical and emotional wellbeing.**
- Give autistic children, young people and adults opportunities to **socialise independently in an environment that is safe, secure and suitable for their needs**, by co-designing a programme with them.

### **2. A Better Transition (working title)**

The aim of A Better Transition is to

- Work in **partnership with schools** to develop a new model of 'Being Me' in an educational setting
- Explore how this model can be used for autistic children throughout **Year 5, 6 and 7** to support a better transition to secondary school

### **3. 'Being Us' Newspaper**

The aim of Being Us is to

- offer readers an opportunity to read a newspaper which doesn't have the same rules as other newspapers
- invite readers to be in and make their own creative spaces, which support neurodivergent ways of being
- make a community-place for autistic expression and connection
- celebrate neurodivergent people

## Who are we looking for?

Each delivery team will be made up of **2 x facilitators, at least 2 x assistants and at least 1 volunteer**. The facilitators will be responsible for contributing to the planning of the groups co-creatively with participants, and briefing the assistants and volunteers to ensure high quality, creative and safe delivery.

To ensure that the delivery team is representative of our group participants, **we strongly encourage applications from autistic facilitators and assistants** to help us build our Being Me team with an autistic majority.

**For autistic applicants**, we're looking for people who really give themselves **permission to be**, and will be **comfortable talking about being autistic** with the team and our participants.

**For non-autistic and non-neurodivergent applicants**, we're looking for people who feel like they **can work well amongst neurodivergent staff members**, and who feel confident to explore conversations about how they relate or don't relate to autism / neurodivergence.

**In all of our applicants**, we're looking for people who have a **neuro-affirmative understanding of autism**, as these groups aim to encourage autistic young people to **accept, embrace and celebrate their autistic beingness**.

We believe that innovation occurs through the interactions of people with diverse experiences, expertise and points of view (*Collective Genius* - Hill, Brandeau, Truelove and Linebeck, 2014). With this in mind **we are very interested in receiving applications from people whose lived experiences are currently under-represented in our team**. This includes people who:

- are from the global majority.
- have physical disabilities or differences.

## What you will deliver

We will be confirming dates and times over the coming weeks. Currently we think **clubs will take place 3pm onwards on Tuesdays and Wednesdays in central Cheltenham during term times with irregular weekend** Being Me clubs too, some of which will be in school holidays. **Sessions will begin in April.**

You'll be joining the pool of Being Me people with experience of the clubs who will help us to deliver these sessions. Sessions are usually 1.5 hours long, with an hour for set up time, and 45 minutes for pack down. Our schools project is still in a phase of early development, so our schools delivery will be based on the timings above, but we might need to make some changes to fit in with the school's timetable.

**We aim to deliver sessions in blocks** - so, just as an example, there might be a session a week for 5 weeks, and then a break, and then another block of 5 sessions.

We are also seeking people who would **be happy to be contacted for extra work** when we need cover.

### What will creative facilitators do?

**Facilitators will co-lead sessions** in pairs. This involves the session itself, as well as time in between for planning, preparing and group reflection sessions (so **you'll need capacity in your week** for work to happen on other days when the club is not happening; planning meetings are organised between facilitators, at a time that suits them both).

There will also be a 1.5 hour **paid reflection or mentoring/peer support session** for most weeks you facilitate a session (day/time to be agreed). Reflection sessions bring facilitators and the project manager together to reflect on and share the joys and challenges of the week.

Facilitators are responsible for briefing the assistants and volunteers, and for capturing observations & learnings to contribute to the project evaluation.

Before the sessions begin, **all facilitators will be sent paid research and reading tasks and attend paid planning and development time with the Can't Sit Still team.** We will discuss the wider context of the Being Me project and what we hope to achieve, as well as essential training including safeguarding, health and safety and data protection.

### What will creative assistants do?

**Assistants will support the facilitators** to deliver the sessions. **They don't need to do anything in between sessions - just turn up on the day.** They will be responsible for following the facilitators briefing and in-session guidance, and for helping to capture observations & learning to contribute to the project evaluation.

Before the sessions begin, **all assistants will attend a paid planning and development day with the Can't Sit Still team.** During this, we will discuss the wider context of the Being Me project, what we hope to achieve and essential training including safeguarding, health and safety and data protection.

## Essential skills & attributes

### CREATIVE FACILITATORS:

- **Experience working as an artist** in the creative industries (may include, but not limited to: theatre, craft, dance, music, circus, visual arts, writing)
- Experience of participatory arts/cocreative/community centred practice
- Experience of working with **neurodivergent young people and adults**
- **Lived experience of autism** (either personally or with close family / friends) or professional experience working with autistic people
- Availability for **weekly 1.5 hour online reflection or mentoring** session
- Availability to **plan online with co-facilitator** in between sessions (approx 1.5 hour per week)
- Availability to undertake agreed between session tasks - e.g. updating risk assessment, purchasing environmentally sustainable materials, liaising with parents/care givers if necessary, communicating with team, briefing assistants, preparing creative offering, maintaining data protection compliant filing of project information (approx 1.5 hour per week)

### CREATIVE ASSISTANTS:

- Your own **creative practice** - this could be as a professional or also simply as a hobby
- Some experience of, or interest in, **participatory / co-creative / community centred arts practice**
- **Lived experience of autism** (either personally or with close family / friends) **OR some experience (either professionally or voluntarily) working with people with additional needs.** This might include autism, mental health needs or special educational needs.

BOTH:

- Able to professionally prioritise the needs of our beneficiaries - young people and their families/care givers.
- Creative and playful, **open to joy and able to adapt plans** in the sessions, in response to participant needs and curiosities
- **Female or non-binary**
- If autistic, you are **neuroaffirmative** and open about being autistic
- If not autistic, but neurodivergent, you have a **neuroaffirmative** view of your neurodivergence and are open about being neurodivergent.
- If you're a creative person who is not neurodivergent, you will have **worked with or spent time with autistic or neurodivergent people**, and have a neuroaffirmative lens
- **Willing to share access needs** with the team so we can support you to regulate and be professionally present during work.
- **Willingness to learn** about Can't Sit Still's co-creative approach to running participatory arts activities.
- Current **DBS check**, or willingness to complete one
- **Right to work in the UK**
- Public liability **insurance** (we can support team members to do this, if necessary)
- **Ability to travel independently to a venue in Cheltenham**

## Timeline

**Monday 23rd February:** Deadline for applications

**Wednesday 25th February:** All applicants notified if they have an interview or not

**w/c 2nd March:** Interviews

**w/c 23rd March:** Planning & development days / training

**April onwards:** The sessions begin!

The project will be running clubs from **April 2026 until March 2027**, with the potential for future involvement in the schools project until **July 2028**.

## Fees offered

**Creative Facilitators** will invoice Can't Sit Still for the work they do based on these rates:

Training and Planning Days = **£200**

Club delivery (planning, preparation, delivery and reflective practice.

These tasks take place throughout the week.) = **£200 per club**

**Creative Assistants** will invoice Can't Sit Still for the work they do based on a sliding scale, based on experience

1 x training & planning day = **£130-£175**

Club assistant approx 3 hours of work (set up, club delivery and pack away) = **£60-75 per club**

## HOW TO APPLY:

please email [lucy@cantsitstill.org](mailto:lucy@cantsitstill.org) by **23rd February** with these 2 things:

- 1) a **video, audio or written application** answering these questions:
  - Are you applying to be a **facilitator or assistant or is there another way you'd like to get involved?**
  - Is there an area of work that you are particularly drawn to (e.g. working with 16-25 year olds, editing a newspaper)
  - Would you prefer to work at **one or more than one group?**
  - **What makes you suitable** for this work?
  - **What excites and/or interests you** about facilitating or assisting the Being Me Clubs?

Written applications should be **no longer than 500 words**, and video or audio applications should be **no more than 3 minutes in length**.

- 2) a **CV** of your relevant work (in whatever format works best for you) **OR**  
**link to your website (if you have one!)**

**Any questions, or something in this application pack that you don't understand?** Please email [lucy@cantsitstill.org](mailto:lucy@cantsitstill.org) - you can **write**, or send a **voice note or video message**.

