



# YOUTH TROUPE LEAD FACILITATOR Recruitment Pack 2026



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Theatre Troupe CIO. registered charity no. 1197879



# ABOUT THEATRE TROUPE

a children's theatre charity

**THEATRE TROUPE!**

specialising in mental health support for children with trauma experiences

"I'D SHOUT ABOUT THEATRE TROUPE FROM THE ROOFTOPS IF I COULD!"

## WHO WE ARE

**Theatre Troupe** is a research-based organisation with a groundbreaking approach. We've been combining neurobiological Theories of Attachment and Attunement with applied arts research for 10 years.

PARENT, 2026

## OUR PARTICIPANTS



Have experienced Adverse Childhood Experiences such as abuse, neglect, and severe poverty, which can cause serious mental health problems that prevent a happy childhood.

- 80% of our participants struggle to cope in school
  - 30% are excluded or have emotionally-based school avoidance
  - 50% are homeless or living in housing unfit for purpose
- Struggling to cope in school, and on long waiting lists for CAMHS, they miss out on learning, friendships and access to art and extra-curricular activities their peers take for granted.

## OUR METHOD

We use a unique methodology developed by Dr Emily Hunka during her PhD studies at Queen Mary University London, the **Theatre Troupe Model**. Here's how it works:

### THE MAGIC INGREDIENTS OF THEATRE TROUPE...

1

We use the many benefits of **THEATRE**. We build theatre families for a sense of belonging, use the social and emotional aspects of theatre to help children understand their feelings, and participate in theatre production and performance.

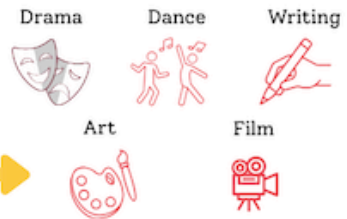
2

Our **ATTACHMENT** and **ATTUNEMENT** practice happens between volunteers and young people. By working alongside each other, nervous systems are calmed, as art is created.

3

Our work is **TRAUMA-INFORMED**. This means we understand how adverse experiences affect young people, and we prioritise creating a safe and relaxed environment.

### ALL the theatre arts



Every child has a 1:1 mentor

The chance to make a show from scratch, and to perform or work behind the scenes

## OUR PROJECTS

In the community  
In schools  
In the NHS  
In arts settings



## OUTCOMES

We know that the Theatre Troupe model works. Independent evaluation has shown that our workshops result in:

80%

**increase in confidence**

70%

**reduction in distress**

60%

**improvement in relationships**

"THEATRE TROUPE OFFERS SOMETHING INCREDIBLY UNIQUE. EVERY ELEMENT IS CAREFULLY CONSIDERED AND THOUGHT ABOUT. SEEING RELATIONSHIPS DEVELOP OVER TIME IS TRULY WONDERFUL."

We have a strong track record in helping children who are out of education reintegrate and thrive in school

ARTIST-THERAPIST, 2025

## South London Youth Troupe

South London Youth Troupe (SLYT) is one of two flagship community programmes run by Theatre Troupe. The group is for 7-12 year olds, who live, are educated, or access services in the London Borough of Southwark, all of whom have significant emotional distress as a result of adverse childhood experiences (ACEs). This may include abuse, neglect, domestic violence, bullying, being care experienced, being young carers and being at risk from child criminal or sexual exploitation. Based on previous projects, we expect referrals to come from Southwark CAMHS, Children's Services (Child Protection; Child in Need; Early Help) and local primary schools.

The group runs for 30 sessions a year on Monday afternoons and evenings during term time. Each workshop begins with visual art drop-in led by the artist-therapist, as children arrive from school with their mentor, during which food is provided. The session then moves into a broader theatre-arts session, which will be tailored and led by the Lead Facilitator. This may well include drama games and exercises, but could also include associated performing arts activities such as creative writing or music-making. We usually also give the chance for a "check out" at the end of each session.

The whole project will end in some kind of original theatre production, with children taking performance or backstage roles.

Like all our projects, each child will work with a one-one mentor, who supports them creatively and emotionally.

### About the Youth Troupe Facilitator Role

The Lead Facilitator will deliver performing arts-based activities leading to a new theatre production at the end of the project, in collaboration with the artist-therapist.

The role combines theatrical practice with pastoral care. Using the Theatre Troupe Model as a template, the Facilitator is responsible for planning and delivering all theatre-related activities, and will guide the group towards production. They will be highly skilled in working with children with complex needs, with knowledge and experience of managing distress, behaviour and mental health conditions connected to this. The role requires flexibility, differentiation, compassion, a robustness to cope with challenges as they emerge, and the ability to hold safe boundaries to protect individuals and the group.

A key part of this role is also supporting mentors and other volunteers to engage fully in the creative process.

### Workshop Details

**Where:** Southwark Playhouse Elephant (SE11 4RX)

**When:** June 2026–May 2027

**What:** Workshop sessions (including post-workshop feedback) are on Mondays 4–7.30pm, in term time; extra rehearsals, and performances towards the end of the project at mutually agreed times and dates



Our projects offer door to door travel and refreshments



A mentor and child work on set design



Our artist therapist leads the art drop-in

## Dates and times of contract

The contract runs between June 10th 2026 and May 31<sup>st</sup> 2027. This consists of:

- 10th June: 1 initial training session to take place at Theatre Troupe's East London project
- 3 additional training sessions (1 per term), 4–7pm, which held at Southwark Playhouse Elephant
- Up to 30 workshop sessions on Mondays, 3.30–7.30pm, starting on 22nd June 2026.
- Up to 5 rehearsal and performance sessions/days towards the end of the year
- Participation in evaluation, including no more than 3 post-project evaluation sessions

## Fee:

A total fee of £4300, which is inclusive of all of the above. The Lead Facilitator will also be expected to plan weekly activities as part of this fee.

## ROLES & RESPONSIBILITIES

### Creative

- Design, plan and deliver high quality artistic activities that are tailored to the needs and wishes of the children, collaborating with the artist-therapist
- Deliver workshop activities in line with Theatre Troupe Model (TTM) methodology, bearing in mind its attachment and attunement process and working in a trauma-informed way (training and guidance will be given in this)
- Support volunteers in participating with children
- Work with the Artistic Director to ensure workshops and performances deliver artistic and excellence

### Pastoral

- To work with the artist-therapist and safeguarding lead to offer high level support to children who are especially vulnerable
- To be needs-responsive to participants, enabling trauma-informed practice and differentiation of activities to accommodate this.
- To work with participants' learning differences which may include ASD, ADHD, dyslexia or dyspraxia
- To engage with parents and carers where appropriate
- To engage with referral individuals where appropriate (teachers, CAMHS practitioners, social workers, VSO organisations) about ongoing needs of each child
- To uphold safeguarding standards to the highest level

### Other

- To contribute to the evaluation required by Theatre Troupe for research and funding purposes
- To work with Theatre Troupe's Artistic Director and Volunteer Coordinator to ensure smooth running of the workshops' systems and practicalities
- To collaborate with the Artistic Director and the trustees to publicise Theatre Troupe's work where appropriate



Volunteers, East London Youth Troupe 2025



A volunteer and child work on backdrops 2024



Art drop-in, 2025

## Person Specification

Essential	Desirable
QUALIFICATIONS & EXPERIENCE	
At least three years' professional experience of facilitation in youth theatre and youth arts	Experience in one or more of the following performing arts specialisms: writing for the stage; dance/movement/choreography; music-making or composing; film and media for the stage
At least two years' experience working with children with social, emotional and behavioural difficulties and/or mental health difficulties	Level 3 Safeguarding/Child Protection training.
Experience working with children with learning differences (i.e. autism, ADHD, dyslexia and dyspraxia)	KNOWLEDGE
Experience in making and producing performance with children and young people	Of Theatre Troupe's research methodology and practice: <a href="http://theatretroupe.org/research">theatretroupe.org/research</a>
Professional experience and/or training in acting, directing, devising, and/ or dramaturgy	
Experience of collaborating with other professional arts practitioners	
Experience working with volunteers in community or educational activity	
SKILLS	
Demonstrable ability to be flexible and needs-responsive in planning and delivering workshop activities	
Demonstrable ability to combine a needs-responsive process with a leadership style that can hold and maintain safe boundaries	
Demonstrable ability to respond swiftly and appropriately to unforeseen emotional difficulties/events	
Demonstrable ability to be calm, patient and compassionate	
Demonstrable ability to maintain high levels of organisation in a workshop context	

## How to apply

Theatre Troupe aims to treat all people equally. We believe that human beings are characterised by diversity and we aim, in all our activities, to give expression to that diversity. We believe that no person or group should suffer disadvantage for any reason of heritage, ethnic origin, culture, gender, disability, religion or sexual orientation and we declare our intention to work with others for the elimination of such discriminatory practice.

We especially welcome applicants who are from global majority backgrounds, and are representative of the young people we work with. We also especially welcome applications from those with lived experience of mental distress and/or neurodivergence

Consequently, interviews will automatically be granted to those who are from backgrounds with these Protected Characteristics and meet the essential criteria in the Person Specification, should this be requested.

If you're interested in applying for the role, please send the following to **emily@theatretroupe.org**:

- A completed application form
- A COVERING LETTER of no more than 2 sides of A4, detailing how you meet the Person Specification. *Please make this a separate PDF or word document, rather than including the letter in the body of an email.*
- Some photographic/portfolio examples of your practice if you have them (please don't send images in which participants are identifiable)

Please note, due to safer recruitment practices, we cannot accept CVs.

**Application deadline:** Thursday 7<sup>th</sup> May, 11pm

**1st Interviews:** Thursday 14<sup>th</sup> May

**Second Interview** (for 2<sup>nd</sup> stage shortlisted candidates): Wednesday 20<sup>th</sup> May (workshop interview)

**Employment start date:** Wednesday 10<sup>th</sup> June

Please indicate on your application form the times you're able to attend 1st interviews. 2<sup>nd</sup> stage applicants will be paid for their time.

This role requires an up to date Enhanced Level Disclosure and Barring Certificate (DBS). If you don't already have one and you are selected for the role, you will need to achieve clearance through Theatre Troupe's DBS process before you start working for us.

For any questions about the role or your application not covered by the documents we send you, please email Theatre Troupe's Artistic Director, Emily Hunka at [emily@theatretroupe.org](mailto:emily@theatretroupe.org) or call Emily on 07951 047015.

