

Job Description: Young Leaders Support Facilitator (*freelance post for someone age 20-25*)

We are advertising for two roles for this project at the moment. This Job Description is for a **Support Facilitator**. Please see the other Job Description for an experienced lead Facilitator.

We are looking for someone with an interest in music and youth voice facilitation who can help us pilot and develop a new Young Leaders programme for young people at Fairbeats ages 11-16. This is a support role for someone developing their skills and experience; you will have the opportunity to work alongside and learn from a lead Facilitator.

Introduction to Fairbeats

Fairbeats is a music charity working with young refugees, asylum seekers, newly arrived migrants and their families. We work with community centres across south London and the families we work with come from all over the world. We bring people together for music-making and other artistic activities in a way that is creative, relaxed, dynamic and fun.

Fairbeats was founded by Catherine Carter and Jennifer Raven in 2010 and became a registered charity in 2014.

The core of our work involves delivering regular music sessions for children age 3-11 in partnership with four community centres:

- The Rainbow Club Saturday school at Action for Refugees in Lewisham
- The Love To Learn homework club at the Katherine Low Settlement in Wandsworth
- Holiday clubs at Refugee Action Kingston
- Holiday clubs at the Southwark Day Centre for Asylum Seekers

During the COVID-19 pandemic, we moved our work online and continued to stay closely connected with the partner centres. You can find out more about our work, meet the team and hear music Fairbeats children have created on our website: www.fairbeats.co.uk

Fairbeats Mission

Our **mission** is to provide relief and respite to refugees, asylum seekers and new migrants through music. We do this by making **music** with children and their families from diverse backgrounds and different walks of life. In doing so, we aim to be an anchor in a chaotic and challenging world. We offer space and time outside the challenges of everyday existence – a meeting place and a space of refuge, where we witness each other's experiences and enjoy quality time together. We also carry out and publish **research** to find out how music-making and other artistic activities can promote integrated and supportive communities.

Fairbeats Vision

Our **vision** is for a society which embraces newly arrived children and families, and supports them to participate in its musical and cultural life. We want every child to be able to take part in music and culture, to the extent that they wish to do so.

We are an enabling organisation: we acknowledge that we are one part of a much larger mission to promote equality, fairness and freedom for all human beings, especially those who have left their countries of birth and who become refugees, asylum seekers and newly arrived migrants.

Our beliefs

- We believe that **participation in arts and culture is a basic human right**, as enshrined in Article 27 of the United Nations Declaration of Human Rights. Our participants have often had their most fundamental rights violated in their country of birth. Arriving in the United Kingdom, they face multiple challenges: language barriers, complex processes, inadequate living conditions and profound uncertainty. They find themselves in a new culture, with different legal, health and education systems, as well as new customs, practices and expectations – this can be confusing and overwhelming. By making music together, we provide respite from these challenges and opportunities to forge new relationships that support families to build lives in the UK
- We believe that **children and families are best placed to voice their needs and expectations**. We recognise that refugees, asylum seekers and newly arrived migrants are not an easily defined “community”. For this reason, we work in close consultation with our partner centres, our children and their families to better understand their needs, wishes and desires.
- We believe that making **music together is the best way that we can achieve our mission and vision**. Making music allows children to connect with one another and express themselves in a common musical language. As artists, musicians and engaged citizens ourselves, we believe that we have a responsibility to support the most vulnerable members of our society whether they have lived here for generations or only just arrived. We believe **all forms of music are valuable**, and strive to embrace music styles from across the world. We focus on creating new music together, drawing on the knowledge, experience and expertise of every person in the room. As a learning organisation, we are constantly evaluating our practice and collecting evidence on the role of music in making such changes.

Our **values** are creativity, consistency, flexibility, fairness and trust.

The Fairbeats programme

Fairbeats creates an inclusive and inspiring space for children and their families to make music together.

Our key **aims and objectives** are to:

1. Deliver fun, dynamic music-making sessions for newly arrived children and their families, in a safe and supportive environment.
2. Train and develop practitioners to work in community settings with newly arrived children and their families.
3. Produce thoughtful, awareness-raising research about music-making in these settings, and share this with the music sector.
4. Support children's progression to other musical and cultural activities that further their development.
5. Run an ethically principled and sustainable organisation which can successfully achieve these aims.

The Fairbeats model and creative approach involves **two main strands of work**:

1. Community centre-based programme - providing children and young people with regular access to music-making:
 - Instrumental sessions (predominantly on ukulele and fife/flute)
 - Creative sessions (songwriting, improvisation, bands)
 - One-off workshops with visiting artists and organisations such as Pumpkin Jigsaw carnival band, World Heart Beat Music Academy and Aurora Orchestra
2. Progression routes - supporting children and young people to access musical progression routes such as 1:1 lessons, music classes at clubs at other local centres/organisations, and seeing live music at London venues.

During 2019-2020 we embarked on the Fairbeats Songbook project to celebrate our 10th anniversary - the project is about working with inspirational Artists, chosen by Fairbeats children, to create new music. You can hear 'Rise Up' which was created by children at Love To Learn and facilitated by rapper, singer, songwriter and producer Awate Suleiman here:

<https://fairbeats.co.uk/2020/06/09/fairbeats-playlist-threads-radio-show/>.

Our programme is delivered by a team of inspirational freelance Artists who facilitate music sessions with support from Trainees and volunteers. Our Trainee programme provides people with the opportunity to develop their skills and confidence alongside more experienced music leaders.

A core principle of our work is youth voice and choice, so we regularly consult with Fairbeats children and families, and Artists embed voice and choice within all sessions. For the 10th anniversary Songbook project children chose the Artists and musical styles they wanted to work with to create new songs.

The Fairbeats programme during COVID-19

During COVID-19 we worked with our partner centres and families to adapt our programme of activity. This included:

- Delivering instruments and digital devices to children's homes
- Pre-recorded online sessions
- Live online sessions via Zoom
- Hardcopy music activities posted to families
- Creative care packs delivered to families - including an activity using disposable cameras to inspire songwriting called 'What's still happening with you?', which you can read about [here](#)

Introduction to the Young Leaders programme

We believe in youth voice and sharing power with young people. Our philosophy is that youth voice facilitation isn't about handing over power altogether but about bringing young people's experiences, ideas, opinions and interests together with the experience and skills of professional facilitators. It also isn't about saying yes to everything, it's about creating a space for dialogue, collaboration and co-creation.

We are creating a new Young Leaders programme to:

- Develop the AFRIL programme to provide progression beyond year 6 (age 11), and to more deeply embed youth voice across Fairbeats.
- Establish a group of young people who have the opportunity to make music in a way that works for them and meets their interests; who can play a role in leading ideas and programmes at Fairbeats; and who ultimately become involved in Fairbeats' management, decision-making structures and governance.

At this stage we are piloting the Young Leaders group across three sessions in summer 2022. The sessions will be devised with the facilitator but we envisage them focusing on music-making that is led by young people's ideas and interests. Each session will also include an activity aimed at developing leadership skills. Alongside the sessions, participants will be connected with other music and creative activities that they might enjoy over the summer (eg performances, clubs) - we hope many of the activities we connect them with will be part of Lewisham Borough of Culture.

This is a short term project that we would like to extend beyond this initial pilot, however this will be dependent on what the Young Leaders tell us is important and interesting to them. It is possible that the Facilitator we appoint for the pilot will have ongoing involvement beyond the pilot, but we are open to the possibility that once we learn more from the Young Leaders the needs and focus will change and a different facilitation team will be needed.

Young Leaders Support Facilitator Job Description

Key details of the role

We hope this will be an opportunity for you to develop your own leadership skills and work experience whilst also supporting the learning and development of people age 11-18.

- Acting as a Support Facilitator for 3 x 3-hour sessions for young people at Action for Refugees in Lewisham (AFRIL) combining music-making, discussion and leadership training/development. We will discuss and develop this together but we are imagining that music-making will be the main activity in each session, plus one activity that engages the group in developing skills and confidence as Fairbeats young leaders.
- There will be around 10 young people age 11-16 in the group. They will have previously been involved in workshops that Fairbeats runs at AFRIL's Rainbow Club.
- The pilot sessions will run July-August 2022 with planning in June.
- The fee is £600 in total (3 x half days for the sessions and 2 x days for planning and debrief).
- You will work in collaboration with Fairbeats Directors, Relationships Coordinator and the lead Facilitator to design, facilitate and evaluate the pilot sessions. It will be important to review the plan after each session to incorporate the young people's thoughts and suggestions into subsequent sessions.
- This is a fixed-term freelance contract (the role-holder is responsible for their own tax and national insurance contributions).
- It is subject to references, an enhanced DBS check and recent safeguarding training (we can provide a DBS check and safeguarding training if required).

Experience required

- Skilled musician (any style/tradition welcome).
- Some experience of leading/supporting music workshops with other young people.

Person Specification

We are looking for a Support Facilitator with the following strengths and characteristics:

- The desire and ability to put young people's views and ideas at the centre in order to foreground their musical goals.
- The ability to provide the structure and support that enables young people to explore their own ideas and opinions -ie to find an appropriate balance between creating space and being open-minded with providing parameters and choices.

- Active listening skills - the ability to genuinely hear what young people are saying and respond with sensitivity and empathy.
- Use of an asset-based approach - ie meeting young people where they're at and working with their skills and strengths.
- Commitment and sensitivity to creating a safe, accessible and nurturing space for young people.
- Commitment to working with young refugees, asylum seekers and migrants.
- Someone who actively includes Fairbeats' values in their practice: Fairness, Friendship, Creativity, Openness and Wellbeing.
- Someone with integrity; someone who is responsive, reflective, reflexive, collaborative and empathetic.
- We are particularly keen to hear from people who have experience relevant to the young people Fairbeats works with, including experience of migration, the asylum system, settling in a new country, and growing up in London. Fairbeats aims to encourage a culture where people can be themselves and be valued for their strengths and we want our team to represent the same diversity of people who participate in our programme. We are keen to hear from a diverse range of candidates from all backgrounds drawing on different perspectives, experience and knowledge.

Application process

Please submit a CV (**one to two pages**) and responses to the following questions (maximum **one page** in length):

- What is your understanding of youth voice and what experience do you have of facilitating youth voice activities?

Applications should be sent by email to Louis Gilbert Louis.fairbeats@gmail.com

Key dates

- Deadline for applications: 16th May (12pm) 2022
- Interviews: week commencing: 23rd May 2022

We welcome enquiries about the role and are very happy to speak to anyone interested prior to applying. If you would like to arrange a phone call please contact Co-Director Jennifer Raven on jenn.fairbeats@gmail.com or 07725 946836.