

JOB DESCRIPTION

FACILITATOR

Free We Grow Ltd. is a not for profit company based in South London in Dacres Wood Nature reserve and field center. It was created by a group of parents together with our Lead Facilitator in 2017. Free We Grow offers an alternative education space for home-educated primary aged children, and it functions on democratic and humanistic principles. The space is child-led and was created to offer children the possibility to freely explore their own ways of learning to learn, and to grow in a democratic environment connected to nature and the world around them.

At Free We Grow children's time for free-play, exploration, imagination, and the pursuit of their individual or group interests are respected. We foster a culture where adults and children learn from each other and they create a space for dialogue and open communication. Our approach is based on the values of integrity, authenticity and respect for one another as human beings. As a community we strive to model these values.

The position of **Facilitator** is open to a professional who:

- believes in children's ability to self-direct their learning.
- is motivated to support children in their individual learning processes through the facilitation of an engaging and inspiring learning environment.
- Is enthusiastic about facilitating in a democratic/sociocratic setting for children
- has experience working with children.
- is comfortable and values being outdoors in the nature reserve in all weather
- is excited by the vision of Free We Grow and wishes to help co-create its future.

Start date: spring term 2020

MAIN RESPONSIBILITIES

Children

- Observing play and social interactions to support children's self-directed learning and interests.
- Allowing for child-directed free play to happen by learning to take a step back
- Reflecting on and supporting children's social and emotional needs.
- Supporting children in pursuing individual and group interests, organising relevant visits and hostings.
- Facilitating and striving to continually improve the democratic and sociocratic mechanisms of the children's morning meeting.
- Supporting children in their abilities to resolve conflicts
- Maintaining close contact with families to best support the children in the space.
- Supporting new children and families during the settling-in process.
- Be the safeguarding deputy and work together with the safeguarding lead.

Site

- Helping to create and maintain a comfortable, safe, clean and stimulating environment.
- Ensuring that the site and resources are organised and maintained.
- Work with local residents and partners to build connections and embed the project in the local community.
- Be a custodian of Dacres Wood, ensuring that the project has an overall positive impact on the environment and maintaining good relationships with neighbours.

ESSENTIAL QUALITIES/SKILLS

General attitude

You will be excited about the prospect of co-creating a new type of educational space based on Free We Grow's vision and principles. You will be calm and friendly. You will model responsible and respectful behaviour consistently. You will ask questions when you don't know and bring in ideas when you see possibilities for improvement. You will strive for personal growth. You will be open, creative and resourceful, act with integrity and be reflective in your interactions. You will be open to dialogue, to learning, to growth and to sharing.

Skills

You will have strong communication skills. You will be able to express your thoughts in oral and written form in a respectful way and tailored to different groups including children, parents, neighbours etc. You possess good conflict resolution skills and will be able to model them. You will bring strong time-management skills, and solid organisational abilities along. You will bring some practical skills along and are excited to share these with children. You will have the ability to research and learn where you do not have the pre-existing knowledge. Where appropriate you will plan activities and support enquiry into a wide range of subjects in accordance with the emergent curriculum.

With children

You will be able to build a trusting relationship with children. You will be able to spend time to observe and get to know the children. You will be able to support children to express their needs by listening to them actively and empathetically, and you will show interest in understanding their perspective. You will be a good listener. You will speak with children in a mutually respectful way, recognising their personhood and their agency. You will have the ability to lead activities, empower and inspire children and be able to support the development of an emergent curriculum according to children's needs, interests and aims. You will be able to learn from children.

Working as a team

You will be working as part of a small and intimate team, where joint reflections, collaboration and creativity are practiced. You will strive to know your own qualities, acknowledge those of

others, express what you need yourself, complement each other, learn, grow together and have fun!

The formal requirements

Up to date Enhanced Disclosure and Barring Service (DBS) check.
Levels 1 and 2 child protection training (FWG can support in obtaining these qualifications).
Paediatric First Aid course.

DESIRABLE QUALITIES/SKILLS

- Educational background – ideally a PGCE or some other formal training and teaching experience. We are open to applicants with diverse educational backgrounds, a proven interest in childhood education, and a willingness to learn.
- Experience in self-directed learning in a democratic education setting.
- Interest and understanding of children’s developmental psychology.
- Crafts and skills that can be shared with the children - music skills particularly sought.
- Forest school skills, bushcraft skills would be an advantage.
- Able to share administrative tasks for the day to day running of the space.

CONTRACTUAL SIDE

The job is organised as a part-time job and consists of 99 days of facilitating time plus around 10 additional days for preparation time, meetings and administrative tasks. Furthermore, 5 days are reserved for training and development. Training requests can come out of direct requirements for example safeguarding training or from your own personal development interests. In total approximately 114 days will be working days.

Free We Grow follows a term pattern with 3 terms (6 half terms) with 12, 11 and 10 weeks roughly aligned to school holidays. The working days are Wednesdays, Thursdays and Fridays. Each working day has 8 hours from which 6 hours are facilitating time. The additional 2 hours are planned for preparation, setup and team debriefing.

Part of your job is attending the weekly team meeting as well as participating in the termly supervision session with a psychotherapist to support the work you would do at Free We Grow.

In common with other educational roles the annual leave has to be arranged outside the 99 term days. Because of the small size of the project exceptions can only be made under special circumstances. However, we will always try to cater to timely requests.

Your annual salary will start at £16k.

A contribution to the pension is paid in accordance to the requirements for the workplace pension scheme. The successful applicant must have the right to work in the UK prior to employment.

Send us your CV with a cover letter stating why you are interested in this position to hi@freewegrow.co.uk

If you have any questions about the vacancy please email us at hi@freewegrow.co.uk writing this in the subject 'Query about facilitator vacancy'.

Application deadline: January, 10th 2019