

STANDING TALL SCOTLAND

Recruitment Pack

Cultural Participation Facilitator

Welcome

Thank you for your interest in joining the Standing Tall Scotland team.

We want to make everyone feel welcome to apply and hope this pack will provide you with enough information to make a decision about whether you're interested in the role.

If you require any additional information, or would like to talk to us informally about the role of Cultural Participation Facilitator, please contact

victoria@standingtall.scot



About Standing Tall Scotland

Standing Tall Scotland is a small organisation that delivers arts and cultural activities specifically for young people who have arrived in Scotland separated from a parent or guardian and are seeking asylum.

We work in collaboration with [Guardianship Scotland](#), a specialist statutory service who support unaccompanied young people through the asylum process. Guardianship Scotland provides us with specialist knowledge and support to ensure our activities are tailored to the specific needs, experiences and ambitions of these young people.

Our programme of work currently includes:

- twice monthly creative Group Nights in Glasgow led by professional artists, where young people explore a range of art forms including visual art, music and drama;
- special projects where young people collaborate with a professional artist to explore a particular art form in more detail;
- trips to performances, exhibitions, and events;
- celebrations marking significant cultural events throughout the year;
- an annual outdoor activity residential.

We engage around 300 young people in our activities each year. They are mostly 15-18 years old, and 85% of the young people we engage identify as male. They come from countries including Vietnam, Sudan, Iran, Afghanistan, Eritrea, Syria, South Sudan, Iraq and Somalia and are either going through the UK's asylum system or have recently been granted refugee status.

We take a rights-based approach to our work, and the UN Convention on the Rights of the Child is central to how we operate as an organisation. We are particularly focused on Articles 12 and 31 of the Convention:

Article 12 – Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.

Article 31 – Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

- Ensuring a broad range of Scottish culture is represented in the programme;
- Making activities as accessible as possible for the young people;
- Accompanying young people on trips and outings;
- Collaborating with Standing Tall Scotland's freelance artist team to create a range of stimuli for young people to engage with when reflecting on activities;
- Working collaboratively with Standing Tall Scotland's Director, and with staff at our partner organisation Guardianship Scotland;
- Liaising and building good working relationships with other cultural and heritage organisations;
- Attending training sessions as required;
- Delivering participation activities within budget, and in line with child protection procedures and safeguarding requirements;
- Engaging with and supporting the delivery of other Standing Tall Scotland activities as required.

The Cultural Participation Facilitator will be required to be a member of the Protecting Vulnerable Groups (PVG) scheme which includes checks by Disclosure Scotland to ensure suitability for working with children and protected adults. Standing Tall Scotland will apply to this scheme with you, and we will cover the cost. The Cultural Participation Facilitator will also be required to undertake child protection training.

If you have access requirements you would like to discuss in advance of applying, please contact victoria@standingtall.scot

“I have never been to the theatre and I didn't know it would be so good... seeing it in real life, it was amazing.” - Participant

“Tonight I am sitting here happy because I have friends, everyone is chilling, everything is good - the mountains, the activities, being here.”
- Participant



Time Commitment and Pay

This role is being offered as a freelance, self-employed contract. The Cultural Participation Facilitator will be able to work flexibly, selecting their own working days and hours.

Standing Tall will pay a fee of £175 per day for a maximum of 70 days between now and March 2027.

The Cultural Participation Facilitator will be required to schedule meetings, planning sessions, trips and outings at times when young people can attend. This role will include evening and weekend work, and work during school holidays.

The Cultural Participation Facilitator can work remotely, but will be required to regularly attend Group Night activities in Glasgow city centre on a Wednesday evening and accompany trips.

Travel to events and activities outside Glasgow will be covered by Standing Tall Scotland.

Person Specification

We are looking for an individual who has:

- Experience of working with children and young people and facilitating activities with them;
- Experience of planning events and/or project management;
- A strong understanding of child protection and safeguarding procedures;
- A love of the arts, culture and sharing Scotland's heritage;
- Strong administrative skills;
- Good collaboration skills;
- Good listening and communication skills;
- A passion for creating opportunities for Unaccompanied Asylum Seeking Children.

We encourage applications from individuals who have:

- Experience of working with Unaccompanied Asylum Seeking Children;
- Lived experience of discrimination and intersectional barriers to accessing opportunities;
- Lived experience of migration;
- Lived experience as asylum seeker/refugee;
- An ability to speak multiple languages.

The Cultural Participation Facilitator will need to be able to demonstrate their ability to work in a way that promotes the safety and wellbeing of children and young people. We have a responsibility to keep young people safe and do everything in our power to ensure they are protected in all of our activities.



How to apply

To apply for the role of Cultural Participation Facilitator, please send the following to victoria@standingtall.scot by **5pm on Monday 4th May**:

<p>A statement that answers the following questions:</p> <ol style="list-style-type: none">1. What interests you about this role?2. Why would you like to work with us?3. What experience, skills and qualities will you bring to the role?4. What values will guide how you work with young people, colleagues, and partners?	<p>Statements should be in the form of a 3 minute max. video, or 500 words max. in writing.</p> <p>Videos should be uploaded to a file sharing platform, and a link to the file sent with your application. Please ensure permissions are set so we can view the video.</p> <p>Please attach written documents as .doc or .pdf files.</p>
<p>A CV outlining relevant experience including both paid and unpaid/voluntary roles.</p>	<p>2 A4 pages max.</p>
<p>The names of two referees</p>	<p>Including job title, organisation, email address and phone number.</p>

Shortlisted candidates will be notified by the end of May, and interviews will take place during the first two weeks of June (exact dates to be confirmed in conjunction with our young people who will make up part of the interview panel).