

Critical Mass – Support Worker Application Pack

Post: Support Worker
Fee: £100 day rate / £60 half day rate
Contract: Worker Contract, September 2021 – September 2022



DanceXchange (dx), the West Midlands Dance Development Leaders Group (DDLG) and Birmingham Commonwealth Games 2022 are looking for a team of 10 reliable, attentive and proactive Support Workers to assist the Critical Mass participants throughout their project experience.

The Support Workers will be responsible for working closely with groups to ensure each individual can participate fully; providing pastoral support; supporting the creative team's ambitions to fulfil the creative briefs; supporting young people in regular sessions, large rehearsals and mass scale performances as needed. The Support Workers will be required to be fully committed to ensuring high quality integrated and accessible practice is embedded within all aspects of the project.

ABOUT CRITICAL MASS

Critical Mass is an ambitious 14-month long inclusive dance participation project that sits at the heart of the Games' cultural plans. Generously supported by the Spirit of 2012 (the 2012 Olympic legacy fund), the project will see 300 young people from across the West Midlands, with and without disabilities, come together through a sustained process of dance and skills development workshops, before taking centre stage at a number of high-profile events during the 2022 programme – including the opening show of the arts festival, and the Games' Opening and Closing Ceremonies.

Critical Mass will be a feat of partnership working between Birmingham 2022 and members of the region's Dance Development Leaders Group (DDLG); a network of more than 70 dance organisations and independent dance artists with a shared vision to see inclusive dance participation drive the strategic and artistic growth of the West Midlands' dance sector. The lead delivery partner for Critical Mass is DanceXchange, which will be directly supported and informed by Arts Connect, Birmingham Royal Ballet and consultants from within and outside the DDLG network.

THE SUPPORT WORKER ROLE

The Support Worker(s) will be responsible for working closely with groups to ensure each individual can participate fully; providing pastoral support; supporting the creative team's ambitions to fulfil the creative briefs; and supporting young people in regular sessions, large rehearsals and mass scale performances as needed. The Support Workers will be required to be fully committed to ensuring high quality integrated and accessible practice is embedded within all aspects of the project.

We would like to hear from Support Workers who have previous relevant experience in a similar role; excellent interpersonal skills with the ability to build rapport and relationships quickly; strong communication skills with the ability to deliver sensitive feedback; ability to work collaboratively as a

wider team; commitment to meaningful integrated practice, enabling inspirational and positive experiences; and an awareness of best practice, safeguarding and risk management.

If you feel you fit our brief, we'd love to hear from you!

dx thrives on the passion, creativity, and commitment of all the people we work with and we are committed to celebrating difference in all aspects of our makeup, governance and work output. We recognise the positive values of diversity, promote equality and challenge all forms of discrimination. We actively welcome and encourage people of all backgrounds to apply for this role.

For further details, please see the Job Description and Person Specification below.

To apply, please send us:

- Your CV, to include details of two referees
- A cover letter or video/audio file (max. 3 mins) outlining how you think your experience and skills match our role description and why you feel you are well suited to this post.
- a DanceXchange Equal Opportunities monitoring form, downloadable from www.dancexchange.org.uk/opportunities.

Please submit the above by email to participation@dx.dance with 'Critical Mass Support Worker' in the subject line.

We will then be in touch to arrange an interview with the Critical Mass Team.

To find out more, visit www.dancexchange.org.uk or call 0121 667 6730

We regret we are unable to interview all applicants, but we will endeavour to inform you if you have or have not been shortlisted. Applications made through recruitment agencies will not be accepted.

dx is an equal opportunities employer, welcoming applications from all sections of the community. Registered charity no. 1045364. Registered company no. 2784677

Critical Mass Support Worker Job Description

Rates:	£100 day rate / £60 half day rate + statutory holiday entitlement
Location:	You will be required to work in Birmingham City Centre when the group is rehearsing for performances and 1-2 areas regularly in the West Midlands including but not limited to: Coventry, Lichfield, Shropshire, Dudley, Halesowen, Worcester, Leamington Spa and Birmingham. We will work with you to find a mutual best fit.
Contract:	Worker Contract, September 2021 – September 2022
Hours:	An average of 2 days per week September 2021 – Sept 2022. Flexible, evening and weekend working will be required in order to fulfil the demands of the role.

Management

Reports to: the DanceXchange (dx) Head of Learning & Participation (Head of L&P)

Purpose of the Job

To be responsible for working closely with groups to ensure each individual can participate fully; providing pastoral support; supporting the creative team's ambitions to fulfil the creative briefs; supporting young people in regular sessions, large rehearsals and mass scale performances as needed. The Support Workers will be required to be fully committed to ensuring high quality integrated and accessible practice is embedded within all aspects of the project.

Main Duties

- Work with young people, parents and/or carers to enable each individual to fully participate. This will include mostly in-person working but may require online working from time to time.
- Build relationships and strong communication methods, where appropriate, with individuals and their support networks to ensure their wellbeing, enjoyment and engagement is maximised.
- Work particularly closely with those who have complex needs, to remove barriers to engagement and communicate their needs to the wider team.
- Attend group online sessions, to support engagement and help address any problems or concerns.
- Support the lead artists to achieve their aims and objectives in their creative sessions.
- Contribute to ongoing delivery team check-ins to ensure all of the team are aware of any support needs, recent updates and causes for concern.
- Contribute to the ongoing evaluation process including the capturing of baseline data, ongoing monitoring and post-project reflections.
- Work closely with DanceXchange to address any concerns/queries and update on the progress of individuals and/or the group you are responsible for.

- Be actively involved in promoting the project to potential participants as required and support the retention of the young people involved.

General

- Maintain discretion and confidentiality at all times, and carefully manage conflicts of interest.
 - Ensure compliance with legal requirements, funding conditions and reporting requirements.
 - Ensure that all dx policies, procedures and processes are observed and positively implemented, in particular Safeguarding, Health & Safety, Data Protection and procurement.
 - Work in a way which celebrates diversity and inclusivity and encourages best practice at all times.
 - Act as a positive advocate of DanceXchange, the Dance Development Leaders Group and Birmingham Commonwealth Games 2022 at all times.
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Person Specification

- A proven track record of working in a similar role or a care role, with relevant experience that can be drawn upon for Critical Mass
- Excellent interpersonal skills with a proven ability to quickly build and maintain relationships with young people, their support networks and a wide range of other individuals
- Excellent communication skills, integrity and the ability to give effective feedback in a sensitive and responsive manner
- Ability to work successfully as part of a multifaceted team in a creative environment
- Commitment to meaningful inclusive practice, ensuring a positive and inspirational experience for all participants
- Understanding of Safeguarding and Risk Management
- Ability to self-manage and self-motivate
- Ability to multi-task and work effectively under pressure
- Ability to problem solve quickly and independently
- A collaborative attitude and a flexible, proactive and positive approach
- A passion and appreciation for the arts sector, preferably dance

A satisfactory Criminal Records Background (DBS) check is required for this post, because the role will involve contact with children and vulnerable adults where the post holder is in a position of authority.

ABOUT

DanceXchange (dx) presents and produces some of the best UK and international dance, including Birmingham International Dance Festival, the city's biennial signature festival.

dx has a strategic role in developing the artform, supporting dance artists and choreographers to create and develop their practice and build sustainable dance careers, and growing the market for dance.

dx nurtures talented young performers, choreographers and leaders; delivers dance classes for adults and young people of all abilities; and runs a tailored schools programme. In partnership with Sampad South Asian Arts and Heritage, dx leads the Centre for Advanced Training (CAT), an elite training opportunity for talented young performers aged 11-18, in Bharatanatyam, Kathak and Contemporary styles.

dx is an active partner in Dance Hub Birmingham (DHB), a dynamic collaboration of organisations and individuals representing the West Midlands' professional dance sector.

To find out more, visit www.danceexchange.org.uk

The Dance Development Leaders Group (DDLG) led by Arts Connect comprises dance professionals working in all parts of the West Midlands. A membership of 50+ regularly meet to explore the potential for collaboration, shared ambition and mutual support. With a collective history of delivering high quality participatory dance projects successful in reaching large audiences, the impact of our work across the region has inspired many young people to seek further training and development in dance with significant numbers going on to work professionally.

In July 2022, Birmingham will host the XXII **Commonwealth Games**, the largest multi-sport event to be held in England in 10 years. Approximately 6,500 athletes and team officials from 71 nations and territories across the Commonwealth will come together in a 12-day celebration of sport and culture. Events will take place across Birmingham and the West Midlands, entertaining more than one million ticketed spectators and reaching a global broadcast audience of more than one billion.

A cultural programme has always been part of the vision for Birmingham 2022; developed in parallel with the sporting Games will be a 6-month arts festival for the city and wider West Midlands. Ambitious, collaborative and inclusive, it will harness the once in a lifetime opportunity of the Games to engage c2.5million people and set the region in a new creative light.