

Drama Facilitator

Recruitment Information Pack
- West Midlands



About Freshwater

Freshwater Theatre Company's mission is to offer high quality, affordable, innovative drama experiences to school children and their teachers.

Since its inception in 1996, Freshwater has grown to become one of the most respected drama-in-education companies in the UK. Working with over 70,000 children across the country each year, we offer a huge variety of drama workshops and shows to support key areas of the primary curriculum. Our sessions provide enriching learning opportunities that enable creative expression whilst embedding subject knowledge.

See our website for a full list of activities available to schools. www.freshwatertheatre.co.uk

Our Customers

For 3 decades, Freshwater has established and continues to build on relationships with many schools across the country. The schools we work with are located in Greater London, the Home Counties, Bristol and the South West, the West Midlands and Greater Manchester. All bookings come through our London office.

We also regularly work with cultural institutions such as libraries, museums, galleries and educational charities.

Our Team

- Helen Wood and Carol Tagg are the founders and, alongside Sara Coffey, form the Board of Directors
- Sarah Atherton is the General Manager
- Phoebe Mills is the Creative Development Manager
- Ailish McAlpine-Green is Senior Administrative Officer
- Dewi Evans is the Administrative & Finance Officer
- Emily Berry is the Administrative Assistant
- Fran Olivares Medina is the freelance Props Maker (and one of our facilitators)



Freshwater's office is located in St Margaret's House, an Arts and Wellbeing Hub, in Bethnal Green, East London, near to Bethnal Green tube station. Helen, Carol, & Sara work from their respective home offices.

Our Facilitators

We are proud to have a strong relationship with our team of freelance facilitators, some of whom we've been working with for over 25 years. Although they are required to work in a very independent way, we organise socials, meetings and skill sharing events as regularly as possible.

If you'd like to hear from one of our existing facilitators about their experience working with us [read this blog post](#) written by Freshwater facilitator of 15 years, Raewyn Lippert.



Our Vision

What do we hope to see?

For every child to find joy and a personal connection to their learning through drama.



Our Mission

What do we want to achieve?

- To bring learning to life through inclusive and playful drama experiences that nurture the whole child – supporting their well-being and creativity whilst deepening their connection to their learning.
- To find more opportunities to collaborate with each other and our partners in schools, libraries and other venues.
- To be a respected contributor to the wider conversation about the importance of arts in education.



Our Purpose

What drives us?

- To enrich learning through drama.
- To encourage self-expression and exploration of thoughts, ideas and feelings.
- To educate the ‘whole’ child.
- To make learning fun.



Our Values

What do we believe in?

- **Kindness** – We act with care, generosity, and respect, recognising the challenges faced by young people, and teachers and the mounting pressures they are under. We are committed to creating a positive and welcoming environment for all.
- **Inclusivity** – We aim to be relevant and reflect the diversity of the young people we work. We are committed to a culture where everyone is treated with dignity and respect. We hold high expectations and engage in meaningful conversations – even when they are challenging.
- **Collaboration** – We are a learning organisation that values feedback from teachers, facilitators, and young people. We believe in working together, sharing knowledge, and building strong partnerships.
- **Joy** – We bring a sense of fun and creativity to everything we do, ensuring that our work is enriching and uplifting for everyone involved!

Job Description

Person Specification

We are looking for drama practitioners who:

- Are fully committed to working with young people and believe in the importance of using drama as an educational tool.
- Already have considerable experience of single-handedly leading large groups of primary and/or nursery age children; at least 25 children in one group.
- Are reliable, efficient and confident at working independently.
- Are confident in journey planning and diligent with timekeeping.
- Are an excellent communicators, particularly when liaising with the Freshwater team and school personnel.

Desirable:

- Are confident single-handedly leading large groups (up to 120 in one group) of primary school children, aged between 5 and 11.

Although we always insist on a member of the school's staff being present during shows, we require all facilitators to have a recent enhanced DBS check. We can assist in obtaining one, but practitioners must cover the cost. We cannot offer you work until the check is completed.

Types of sessions

Our interactive drama workshops are led by one person and include:

- Leading drama activities
- Performing in role as a historical character
- Interactive storytelling
- Some sessions also involve dance, singing, music making and puppetry.

They are for a maximum of 30 children (occasionally up to 35) and last one hour. Sessions are fully planned and usually scripted and all necessary props are provided.

Travel

Facilitators are required to travel direct from their homes to schools within a 26 mile radius of their home, and occasionally slightly further. Having your own vehicle is essential.

Our most popular workshops have several people available to lead them and we strive to have a spread of facilitators based around each region to make journey times easier and more efficient.



Availability

- Initially, successful auditionees will be offered occasional work in schools.
- However, after an initial bedding in period, the volume of work could increase to as much as 2 or 3 days a week during term time.
- In the long term, we therefore require you to have at least 2 full days available to Freshwater per week. Full days mean ones that don't involve commitments to after school sessions.
- A standard day consists of two 1 hour sessions booked for one school in a morning. You will occasionally be given bookings for:
 - one workshop in a school
 - up to four workshops in a school
 - workshops in different schools in the same day
- We are particularly keen to appoint people who are committed to being based in London for the whole of the next academic year and are not actively seeking touring work.
- The work is only open to people with other flexible/part-time employment.

Payment N.B Subject to annual review for start of academic year 2026/27

- Payment for the first hour-long session is £58.90, and £35 for each subsequent session. The initial payment includes £14.90 of any travel expenses you may incur (daily travel costs over £14.90 are covered and pre-agreed with the office).
- Two or three session days are most common so £93.90-£128.90 is realistic.

One workshop day	£58.90
Two workshop day	£93.90
Three workshop day	£128.90
Four workshop day	£163.90

- There is a higher fee for large group sessions. Although these are booked less regularly.



How to Apply

To apply, please:

- Download a copy of the application form from our website
- Submit the completed application form and a copy of your CV to jobs@freshwatertheatrecompany.co.uk.
- Complete our Equal Opportunities form ([linked here](#))

All applications must be submitted by Monday 8th June. Successful shortlisted applicants will be invited to the next round of recruitment which will be in two parts:

1 - First round interview via Zoom, lasting approximately 20 minutes - we will hold these on selected dates between Tuesday 5th May and Friday 19th June. We will contact successful applicants directly to arrange a suitable time.

2 - Second round activities-based audition via Zoom, the morning of Friday 26th June. This will be a group session and will be up to 3 hours.

Only apply if you are available for flexible work in the 2026/27 academic year.

If you would like further information, support with access requirements or an informal chat about the post, please contact us by email jobs@freshwatertheatrecompany.co.uk or call 0208 983 3601

Equalities Statement

Freshwater creates and promotes a culture of belonging within the organisation and wider Theatre/Drama-in-Education community. Differences are respected and valued; dignity, equality, inclusion and diversity are promoted; and everyone is encouraged and supported.

Our work reaches a wide range of children from diverse ethnic and socio-economic backgrounds. We seek to reflect this diversity within our facilitator team.



 www.freshwatertheatre.co.uk

 jobs@freshwatertheatre.co.uk

 0208 983 3601

@freshwater_TIE

@freshwater_education