

synergy theatre project

VISION

Synergy believes that theatre can be transformative, change perceptions, and open up new possibilities towards a more positive future. We live in a world where some of the most disadvantaged are over-represented in the criminal justice system and are more likely to suffer social exclusion. Our vision is to work through theatre towards a fairer world where those within or at risk of entering the criminal justice system can discover alternate pathways and become an integral and meaningful part of society.

MISSION

Synergy seeks to create a ground-breaking, interrelated programme of artistic work which harnesses the energy, instincts, and life experiences of those we work with – prisoners, ex-prisoners, young offenders, and young people at risk of offending – gives them a voice and, in doing so, their dignity back. We want to inspire change by capturing the imagination and affecting the feelings, behaviours and attitudes of participants and public, whilst doing our part to influence the arts and criminal justice sectors towards systemic change.

VALUES

- Excellence Contemporary practice, high production values, truthful and rigorous work
- Empowerment Giving voice, enabling dialogue, inclusive of all experiences and lives
- Transformation Transcending expectations, creating change, enriching the mainstream
- Care Avoiding stereotypes, acknowledging complexity, offering structure and support

OUR WORK

Our work provides practical opportunities which develop beneficiaries' skills, capabilities and resilience, builds a bridge from prison to social reintegration, provides vital support to rehabilitation, and seeks to prevent young people from entering the criminal justice system. We do this through:

- Producing high quality theatre and film for prisons, mainstream theatres and schools, that uniquely bring together professional artists with prisoners and ex-prisoners to create and perform urgent and authentic work, representing unheard voices on the stage;
- Offering theatre-based training for prisoners and ex-prisoners with a focus on creative development, progression routes, and pathways into education, training and employment;
- Challenging mindsets, unlocking creative potential and offering alternative pathways for young people at risk of offending through our Young People's Programme of projects and productions that utilise the life experience of trained ex-prisoner facilitators;
- Engaging the public through performances, debates, access to prisons, and a chance to hear directly the stories of those involved in the criminal justice system;
- Providing role-play training which contributes to professional development for criminal justice sector staff and offers ex-prisoners paid employment, a platform to share their experiences and the opportunity to influence systemic change;
- Working to promote the impact of the arts within the rehabilitation and desistance agendas, seeking to influence approaches, to share expertise, and to effect institutional change, and working with cultural institutions and artists to connect them to new experiences and lives.

Synergy has an excellent reputation and works with many long-term partners including the Royal Court, The Kiln, Soho Theatre, Sara Putt Associates, numerous prisons and schools, youth offending teams and pupil referral units across London. The company's last five mainstream productions have played to capacity audiences and received 4- and 5-star reviews across the national press with two productions for young people receiving the Brian Way and Writers' Guild Awards. Synergy was a winner of The Stage 100 2021 Award under 'Serving the community' for our work during the pandemic, we received a commendation at the Howard League for Penal Reform's Community Awards 2021 and were shortlisted for the CJA Awards 2021, as was our New Writing Manager for the Kenneth Tynan Award. We were also recently shortlisted for the London Youth Awards 2022. Our short film, *Dues*, exploring the issue of county lines was recently screened as part of both the Chicago Children's and British Urban Film Festivals.

Synergy Theatre Project is an equal opportunities employer. We welcome applications from all groups, especially those underrepresented in the arts, and actively encourage those from diverse backgrounds to apply.

For further information about the company's work, please visit: www.synergytheatreproject.co.uk

SYNERGY THEATRE PROJECT: Young People's Programme

Synergy's Young People's Programme targets young people at risk of entering or already within the criminal justice system. We work with a range of partners including schools, pupil referral units (PRUs), young offender institutions (YOIs) and youth offending teams (YOTs). Delivered by professional artists and trained ex-prisoner support facilitators, the programme comprises a range of projects, touring theatre productions and workshops which engage participants creatively, challenge mindsets and offer alternate pathways.

JOB DESCRIPTION

JOB TITLE: LEARNING & ENGAGEMENT CO-ORDINATOR

REPORTS TO: LEARNING & ENGAGEMENT MANAGER – YOUNG PEOPLE

SUMMARY

Work closely with and support the Learning & Engagement Manager to deliver Synergy's Young People's Programme for schools, YOTs, PRUs, YOIs and youth organisations.

This is a key new role and working within Synergy's small and busy team, the Co-ordinator will support the delivery of courses, productions, films and response projects for young people (usually 12 years+), and evaluation across the organisation. You will work closely with the Learning and Engagement Manager, Mentors and Progression and Pathways Co-ordinator.

This role is subject to an Enhanced DBS check.

RESPONSIBILITIES AND DUTIES:

Artistic Projects

- Support the Learning & Education Manager to deliver Synergy's projects for young people.
- Day-to-day responsibility for a range of in-depth bespoke projects, courses, workshops and online one-to-one projects for schools, excluded young people and young people in the criminal justice system.
- Provide first point of contact for schools and partner organisations whilst projects are running.
- Attend young people's projects across London as directed by the Learning & Engagement Manager.
- Work with key stakeholders (venues, artists, ex-prisoners, contractors etc) to deliver the young people's programme and maintain excellent ongoing working relationships with partners and collaborators.
- In collaboration with the Learning & Engagement Manager, develop dynamic, interactive evaluation methods for the young people's programme.

Productions

- Support the Learning and Engagement Manager and General Manager in the producing process; booking tours and being the first point of contact for schools, PRUs, YOIs etc. who have booked productions, managing logistics and communication.
- Develop with AD and L&E Manager and be responsible for the day-to-day running of a programme of workshops and response projects alongside productions for young people.

Administration

- Create and compile resources for productions and projects including registers, evaluation forms, certificates.
- Ensure freelance practitioners are made aware of Synergy's safeguarding policy and able to demonstrate best practice in this respect.
- Ensure monitoring and evaluation information is collected and securely filed (in line with GDPR) for all young people's projects.
- Preparing contracts for freelance practitioners as directed by the Learning & Engagement Manager.
- Support funding applications and reporting; providing information, budgets, data and evaluation information.

General

- Support on developing social media, website and newsletter content where appropriate.
- Attend Synergy's performances, readings and other events to develop a thorough understanding of the work.
- Attend company meetings and regular meetings with the Learning and Engagement Manager, Artistic Director and General Manager.
- Play an active part in the ongoing development, promotion, and implementation of company policies, including safeguarding, equality, diversity and inclusion, data protection (GDPR) sustainability and health and safety.
- Occasional evening work may be required.

The Learning & Engagement Co-ordinator may be expected to carry out any other reasonable duties, which are consistent with the requirements of this role and to further the aims of the company.

PERSON SPECIFICATION

Essential

- An experienced arts project co-ordinator with a keen interest in the role of the arts within the criminal justice system.
- Previous experience of working on a range of creative learning projects with and for young people.
- Ability to work with young people and participants with complex needs with confidence and sensitivity.
- Experience of working collaboratively with partner organisations such as schools, PRUs and other youth settings.
- Excellent interpersonal skills with the ability to communicate effectively with young people and partners.
- A sound understanding of the role of evaluation for creative learning projects and experience of delivering this creatively.
- Strong administrative and project management skills, including knowledge of IT systems including Microsoft Office and video calling software eg. Zoom and Teams.
- Excellent team worker with strong interpersonal skills.
- A proactive and flexible approach with the ability to work well within a busy small team.
- Prepared to undergo an Enhanced DBS Check.

Desirable

- Understanding of current education and criminal justice contexts.
- An understanding producing process for theatre/film/small-scale tours.
- Understanding, and previous experience of safeguarding legislation
- Experience of working with freelance practitioners

TERMS OF EMPLOYMENT

Contract:	Permanent, subject to a 6-month probationary period.
Hours:	4 or 5 days per week. Requests for part-time and flexible working will be considered.
Salary:	£30,000 per annum (pro rata if not full-time)
Annual Leave:	25 days per annum plus bank holidays (pro rata)
Location:	Blended home and office working. Synergy has an office at Brixton House, 385 Coldharbour Lane, London SW9 8PL. On site attendance at schools, PRUs and YOIs will form part of this role.

APPLICATION PROCEDURE

Please **download the application form from Synergy's website** including an equality and diversity monitoring form which will be separated from your application and kept anonymized.

Please email your application to: **info@synergytheatreproject.co.uk** with 'Learning & Engagement Co-ordinator application' in the subject line.

Please let us know if you would like further information, information in a different format, support with access requirements to enable you to participate in the recruitment process, or an informal chat about the role. You can contact us on info@synergytheatreproject.co.uk

Closing date for applications: Midday on Friday 4 August 2023

Online first interviews will be held: Week commencing Monday 7 August 2023

Thank you very much for your interest. We look forward to receiving your application.