



Freelance Trainers in conflict resolution skills and collaborating artists

Job Description and Person Specification

JOB DESCRIPTION

Post Titles: **CRESST freelance trainers and collaborating artists:** Starting rate £25/hour preparation and delivery, plus travel time and expenses. Progression to higher rate possible. Artists rates may be discussed individually.

Responsible to: **CRESST Programme Director**

Overall purpose of the roles

Conflict resolution for young people by young people

CRESST believes all young people should have the opportunity to learn conflict resolution skills to equip them for their time in school and to enable them to meet the challenges they will face in their future lives by handling conflict well. We are seeking enthusiastic and talented staff to enable students and staff to gain and feel confident in the knowledge, skills and strategies of handling conflict well.

We also offer bespoke workshop programmes for young people who are particularly 'attracted to conflict', exploring conflict in their online and offline lives and providing strategies integrated into creative and expressive arts-based workshops. Those successful will be able to connect with and have an impact on young people. You will be committed to and have some understanding of non-violent conflict resolution approaches and be confident facilitating participatory and creative workshops sessions to improve speaking and listening whilst developing conflict resolution skills for young people aged 6-18. The delivery of sessions is expected to be lively, engaging and fun for students. Where appropriate CRESST seeks to embed a whole school approach by delivering whole class sessions, staff workshops, sessions for lunchtime supervisors, school Governors and parents as well as intensive two day workshops for volunteer mediators and conflict coaches. This could be part of the secondary Youth Resolving Conflict project, the primary Young Peacemakers Project or staff training in other youth settings.

Background

CRESST is a Sheffield-based charity that supports schools and other organisations in reducing the harmful impact of conflict among students. We have been working with schools for more than 15 years helping young people develop their speaking and listening skills and training them to help resolve conflict around school and in the community. We work with staff and the wider community to adopt integrated and restorative approaches to reducing harm from conflict.

CRESST has now supported over 74 primary schools to adopt the CRESST model of a whole school approach to conflict resolution, worked with 25 secondary and special schools, and directly trained thousands of young people. CRESST is expanding its pool of freelance trainers to deliver an increased volume of work in both

primary and secondary schools and other settings over the north of England. Applicants need to be willing to travel and could be based nearby e.g. Manchester, Leeds.

Specific responsibilities and tasks

CRESST is looking for trainers who believe this work with young people is fundamental to their learning skills for life and who have a practical understanding of non-violent constructive approaches to handling conflict well. The trainers will be expected to deliver CRESST workshops and contribute to the overall development of the organisation and its programmes, as well as sustaining excellent relationships with schools and other users.

Specific tasks

- Deliver high quality workshops and training appropriate for young people aged 11-18 as part of the Youth Resolving Conflict project, sometimes in whole classes but mostly in workshops of around 16 students.
- Deliver training for school staff and other adults in the school community
- Deliver training in primary schools as part of Young Peacemakers Project
- Provide implementation support to schools setting up their schemes and report on progress and outcomes
- Help develop new programmes in response to identified needs and design creative and digital materials to support learning
- Help evaluate CRESST's training output and offer feedback to other team trainers
- Support the capture and analysis of evaluation data to show impact
- Comply with all CRESST policies including the Health and Safety, Child Protection and Equal Opportunities Policy

Person Specification for Freelance Trainers

	Essential	Desirable
Knowledge	An understanding of the challenges and pressures facing young people Knowledge of non-violent conflict resolution techniques and approaches Knowledge of different learning styles and how to meet these An understanding of primary and/or secondary school context Knowledge of a range of participatory teaching techniques, activities and games Knowledge of ways to capture and evaluate learning and impact	An understanding of peer mediation An understanding of restorative approaches
Skills	Confident workshop facilitation using participatory techniques and meeting identified learning objectives Ability to build an engaging lively rapport with young people Ability to handle classroom interaction	Using social media Use of circle time approaches Designing e-learning resources, film-making, animations, drama

	Design and capture of evaluation data Excellent IT skills including use of Microsoft Office and online resources Creativity in designing interactive workshops drawing on creative and digital arts and media in response to need Excellent organisational skills	
Experience	Designing and delivering interactive training to young people and adults in and outside of school settings to meet learning objectives Using groupwork techniques to facilitate reflective learning	Working with young people involved in conflict/disaffected Leading training for adults Marketing and promotion Use of restorative approaches and/or mediation techniques Organisation of events, workshops and conferences

For artists, we are looking for new ways to integrate creative approaches to learning with conflict resolution skills development. We are open to ideas and suggestions!!

All candidates will undergo a Disclosure and Barring Enhanced check (formerly “CRB” check) prior to acceptance.

CRESST will provide training in delivering our current programmes in order to gain an understanding of the training approach and will provide the opportunity to shadow experienced trainers in order to familiarise the postholder with the course content.

To apply:

Email a CV and a supporting statement of no more than two sides of A4 to admin@cresst.org.uk. Please ensure you address the points in the knowledge and skills in the person specification and identify which role you are applying for.

DEADLINE: 5pm on Tuesday 21st January 2020. Selected applicants will be invited to join a short training programme on Tuesday 28th and Wednesday 29th January, or an alternative programme on Thursday 12th and Friday 13th March 2020. Please indicate your availability for these dates on your supporting statement. Thanks

Data protection: please note that when applying your data will be held in accordance with our [recruitment privacy policy](#)