



Purple Patch Arts Programmes Facilitator - Maternity Cover



About Purple Patch Arts

At Purple Patch Arts, we use our unique Purple Patch Approach to support learning-disabled people to thrive and to be heard. Our approach uses creative activities, inclusive learning methods, and creates safe environments where everyone is empowered to express themselves, and to engage with, and understand, themselves, other people and the world around them. We listen to learning-disabled people, shape our work around their wants and needs, and support them to become powerful advocates for themselves and their community. We make magic together.

We see the impact of our work on a daily basis, in the increased wellbeing, confidence, independence and communication skills of our participants, and the ripple effect this has on their support networks.

We apply the 'Purple Patch Approach' to everything we do. Our Lifelong Learning Programmes empower participants across Yorkshire to explore, grow and learn new skills together, covering a broad range of topics that engage and challenge. 'Move On Up' is supporting learning-disabled young adults to face change with confidence as they move out of education. Our Purple Research Group is one of the only research groups for learning-disabled people in the country; their vision is for all research to involve learning-disabled people. 'Beyond Ramps' is our partnership strand, where we support other organisations to bring their work to life for learning-disabled people.

Our Purple Steering Group, led by participants from our Lifelong Learning Programmes, ensures that we are always moving in the right direction for our participants. And our innovative evaluation and consultation methods mean that our participants can express their opinions to help us to capture a true reflection of their experiences, wants and needs. You can read more about our current work on our website: www.purplepatcharts.org/current-work

Our Values



We're a value led organisation, and deliver all of our work with:

Humanity

We treat people with compassion and respect. We believe in people's abilities and value the contributions of everyone equally. We work flexibly, tailor our approach to every individual and build safe and supportive communities where people are free to be themselves.

Passion

We believe in our vision and understand how our day-to-day work gets us closer to the world we want to see. We bring enthusiasm, joy and a sprinkling of magic to work. We don't settle and are constantly striving to find better ways of doing what we do.

Creativity

We're not afraid to do things differently. We're inquisitive and open-minded. We love experimenting, learning, and coming up with new and innovative approaches. We're experts at thinking on our feet, being imaginative and looking at things from a fresh perspective.

Authenticity

We're motivated by a deep passion and belief in the impact of our work. We're honest and genuine. We build real, long-lasting relationships with our participants, families and carers. We do what we say we will and own up to mistakes when we make them.



Our Future Direction

We're a driven and passionate organisation with ambitious plans for development. Over the past 16 years we've established 12 Lifelong Learning Programmes across Yorkshire, developed other strands of exciting, groundbreaking work, and refined our approach to ensure that the opportunities we offer are of the highest possible standard, while continuing to evolve to meet the wants and needs of our participants.

The future direction of Purple Patch is based on three key areas of development: co-production, social connection and reflection.

Reflection

At Purple Patch, we believe that learning is experiences that allow us to engage with and understand ourselves, other people, and the world around us. According to Kolb's Model of Experiential Learning, in order to learn and grow, participants must be given the opportunity and space to reflect on their experiences, express their thoughts, feelings and opinions, and understand the experience in the context of their broader lives. We want to ensure that we are having the biggest and best impact we can on our participants and believe that aligning our approach with Kolb's Model will open up new opportunities, benefits and innovations.

We have already begun to explore and implement opportunities for self-reflection in our Programmes and Projects, but plan to increase this so that reflection plays a much larger role in our future work. This approach is groundbreaking; as far as we know, no-one has done this with learning-disabled people before and a strong commitment to its development and implementation from our whole staff team will be essential to its success.

Social Connection

Our first Participant Consultation highlighted that social connection is by far the biggest priority of our participants. We want to ensure that we are nurturing each participant's sense of community within, across and beyond our work, and are committed to ensuring that social connection is a central element of our future work.

Co-Production

At Purple Patch, we work in partnership with learning-disabled people: we listen to participants, shape our work around their wants and needs, and support them to become powerful advocates for themselves and their community. We want co-production to become a more formalised part of our work, ensuring that learning-disabled people are a key part of the design, delivery, and ownership of what we do at Purple Patch Arts.

Co-production is not a new concept for us. Our Participant Steering Group is co-led by a dedicated set of participants from our Lifelong Learning Programmes who are being empowered to give us their thoughts on the running of Purple Patch, to ensure that people with lived experience are guiding the charity to be the best it can be. The Purple Steering Group regularly take part in the co-production of our work: they have inputted on our Scheme of Work, helped shape resources we have created for external organisations, and supported the creation of our key messaging. However, we believe that all learning-disabled people should be heard, not just those who step up to be advocates, like those in our Steering Group. We're increasingly understanding the role that we play in creating safe spaces in which learning-disabled people can express themselves, and we don't underestimate the power of this both on individuals and on society.

Our innovative Participant Consultations, designed in collaboration with our Board of Trustees and Purple Steering Group, are the first step towards ensuring that every participant has the opportunity to shape and co-produce the future work of the organisation. The outcomes of these consultations will form the basis of our Programmes' Scheme of Work, future projects and partnerships, participant progression routes, and more.

In addition to ongoing consultation to enable the co-production of Purple Patch's work and direction, we want to ensure participants have the opportunity to co-facilitate the work that they are designing. Again, co-facilitation is not new at Purple Patch; some participants are already leading the Programmes warm-up and cool down, participants co-facilitated workshops in our To Wander is to Adventure project, and our training sessions include videos that enable our participants to share their own views and experiences, to name just a few examples. But we know from the outcomes of our Participant Consultations that co-facilitation is something our participants want to do more of, and we are excited to create more opportunities for our participants to be meaningfully involved in the delivery of our work.

Job Overview

To work as part of a creative, dynamic and forward-thinking team to facilitate the development and running of our innovative Lifelong Learning Programmes for learning-disabled adults across Yorkshire. The role involves 4 days per week of Programme delivery, with 1 day per week in our office. Please note that the role will involve travel across Yorkshire including last minute cover as needed, and that occasional late working will be required as needed to ensure we're working in line with our policies.

The role will involve working for 38 weeks of the year during term time. Holiday pay will be accrued based on our standard holiday entitlement of 6 weeks pro-rata, proportioned down to reflect the reduced number of weeks worked. Office staff who work all year round work for 46 weeks per year and are paid for 6 weeks of holiday. The delivery team will work for 38 weeks and be paid for an additional 5 weeks as holiday pay, giving them a total of 43 weeks' pay per year. No paid or unpaid leave will be able to be taken during term time, with one exception, as described below.

In addition to work during term time there will be mandatory meetings and training outside of term time. There will be a minimum of 3 days in total - one at Easter, one in summer and one at Christmas, with the possibility of extra days for training. Staff will take days off throughout the year to allow them to come in outside of term time.

Based at: Delivery venues across Yorkshire / Leeds office

Position report to: Programmes Manager

Responsible for: No line management responsibilities

Type of Contract: Maternity cover - from September 2026 - August 2027 (12 month fixed-term contract)

Hours: 9:30am - 3:30pm Monday to Friday. 30 hours per week = 5 days

Pay: £15.26 per hour including £1.76 holiday pay. Actual salary including holiday pay = £17,415

Key responsibilities:

Programmes

- Planning, resourcing and delivering high-quality sessions in line with the Scheme of Work using The Purple Patch Approach
- Setting up and taking down the space to provide an accessible, safe and familiar environment for participants
- Contributing to a briefing and de-brief at the beginning and end of each day
- Supporting and encouraging participants to engage within sessions using a person-centred approach

- Spending time with participants and supporting them to take an active part in social activities during breaks
- Observing and feeding back on participant engagement, progression and magic moments
- Identifying, encouraging and supporting co-facilitation opportunities for participants throughout the day
- Capturing and sharing photographs for social media, participant portfolios and partners as needed
- Embedding creative goal setting, evaluation methods and consultation methods into Programmes
- Using the Purple Patch Approach to embed self-reflection opportunities into Programmes
- Trialling, implementing and feeding back on new impact measurement methods within Programmes
- Building and maintaining positive relationships with family and carers
- Providing pastoral care to participants and support networks
- Ensuring that external support staff are aware of our work and their responsibilities
- Maintaining a good understanding of individual Access Needs and Positive Behaviour Support Plans
- Contributing to behaviour management strategies and Positive Behaviour Support Plans as needed
- Ensuring health and safety within Programmes
- Completing daily reports, registers and participant trackers within each Programme day
- Monitoring and responding to emails
- Maintaining an active working knowledge of Purple Patch Arts' policies and procedures
- Providing mentoring guidance to Volunteer Placements as needed
- Undertaking other tasks required to facilitate the smooth running of the day

Office

- Attending and contributing to full-team meetings outside of term time- dates for these will be agreed and set well in advance
- Completing ongoing training and professional development
- Engaging in ongoing CPD, including providing constructive feedback to other facilitators on their delivery
- Contributing to the development of the Scheme of Work
- Contributing to documents to support participants' social care / health reviews as needed
- Following up on actions from minor incidents, daily reports, registers and participant trackers
- Updating access needs forms and internal records
- Supporting Programmes recruitment including preparation for taster sessions, providing feedback to new participants and attendance at external events as needed

- Completing participant portfolios, including high-quality reports on progression
- Supporting with the analysis of data generated through ongoing evaluation and consultation
- Organising and replenishing Programmes resources
- Supporting with the booking and managing of Programmes venues
- Supporting with monitoring for external organisations
- Supporting projects, trading, fundraising and outreach work
- Supporting the ongoing development of evaluation methods
- Supporting the ongoing development of consultation methods
- Supporting the ongoing development of the Purple Patch Approach in relation to Kolb's Model of Experiential Learning
- Inputting into the Participant Steering Group
- Inputting into company strategy
- Undertaking other tasks required to support the smooth running of the organisation

Person Specification

Essential criteria

As a value-led employer our priority is to recruit people who share our outlook and vision. A strong applicant will be able to demonstrate all of the following:

- A strong commitment to Purple Patch Arts' values, the Purple Patch Approach, and the future direction of the organisation
- A creative and dynamic approach to work
- Experience of delivering multi-disciplinary arts sessions (dance, drama, movement, music, art)
- Experience of working with people with diverse needs
- Experience of a teaching / learning environment
- Experience of monitoring learner progression
- Experience working to a Scheme of Work
- Experience and confidence working successfully within a team
- A compassionate and accessible approach to communication
- The ability to use initiative in problem solving
- The ability to follow direction
- A positive attitude to development and change
- Excellent communication skills via phone and email
- Strong administration skills
- Excellent organisational skills and time management, and the ability to work to deadlines
- The ability to work within policies and procedures

- Strong commitment to equity, diversity and inclusion, and to making the world a better place for learning-disabled people
- Willingness to work flexibly and travel in order to meet the needs of the organisation

Desirable criteria

While not essential, being able to demonstrate any of the following will strengthen your application:

- Experience of working with learning-disabled people and their support networks
- Experience of implementing creative evaluation and consultation methods
- Experience of facilitating reflective practice models
- Experience of supporting co-facilitation opportunities
- Teaching qualification or a degree in an arts / arts therapy related subject
- Be a car owner and driver, or demonstrate a willingness to make this commitment

Application Process

Please email your completed application form to megan@purplepatcharts.org

The deadline is **9am on Tuesday 5th May 2026**. Unfortunately, applications received after this time cannot be considered.

We will inform you of whether or not you've been selected for interview by 5pm on Friday 8th May 2026.

First round interviews will take place in the week commencing 11th May 2026. These interviews will take place over Zoom.

Second round interviews will take place in the week commencing 18th May 2026. These interviews will take place in-person.

Equal Opportunities Monitoring

We would be grateful if you could also complete our anonymous Equal Opportunities monitoring form:

<https://forms.gle/44dhPRRzR7wLFimeA>

Please note that the data gathered will only be used to assess the success of our recruitment campaign in reaching a diverse range of candidates.

References and DBS

Please be aware that employment to this role is subject to us receiving two satisfactory references. Should you be selected for interview and provisionally offered the position, we will then take up references; you will only be confirmed in the position once we are satisfied with the information received from your referees.

This role will involve working directly with adults at risk. Employment to this role is therefore subject to us receiving satisfactory Enhanced DBS check and Barred List checks, the cost of which will be met by Purple Patch Arts. Purple Patch Arts undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed. If you are selected for interview, you will be given the opportunity to disclose to us any convictions and cautions that are not protected. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

For further details, and our compliance with the DBS Code of Practice please refer to our DBS Policy, which can be found on our website.

Contact

If you have any questions, need this information in a different format or have any other access requirements, please contact us by emailing megan@purplepatcharts.org or ringing 07510 330105.

Data Protection Act 2018

We want everyone we work with to feel confident and comfortable with how any personal information they share with us will be looked after or used. To see our Privacy Notice please visit www.purplepatcharts.org/privacy-notice