



Train the Trainer

We are looking for 2-3 people interested in taking part in a new **Train the Trainer** course starting in February 2020.

Create Gloucestershire (CG) is offering this opportunity to meet additional need in our team for facilitators, trainers and coaches as we grow over the next 3 years.

You don't need to be a coach, trainer or facilitator to apply: we are more interested in finding people with a passion to bring about individual and creative change in Gloucestershire with an open and optimistic mind set.

What does the programme involve?

10 days of training delivered between February and July 2020 – dates below.
To include:

- 6 days learning first hand as observers on CG's new leadership training programme **catalyst**.
- 4 days of training to develop your coaching, facilitation and training skills and knowledge.
- Approx. 12 hours spread over the 6 months of 1:2:1 coaching to diagnose and develop your individual training and facilitation style delivered via online video calling.

Who is delivering this programme?

Create Gloucestershire (CG) is a diverse network of over 600 individuals and organisations that support the arts and cultural sector in Gloucestershire and introduces new people and places to arts, culture and creativity. Together we think, research, test and share ideas to encourage arts to become "everyday" for everyone in Gloucestershire. <http://www.creategloucestershire.co.uk>

Nowhere is a niche consulting group specialising in developing cultures of innovation and collaborative leadership. They are co-designing CG's new leadership programme **catalyst**. <https://www.now-here.com>

Email: hello@creategloucestershire.co.uk Website: www.creategloucestershire.co.uk

Registered Address: S Suite 127, 20 Winchcombe Street, Cheltenham, Glos, GL52 2LY | Twitter: @createglos

Registered in England and Wales as a private company limited by guarantee with registered number 07751321

Benefits of the programme:

The programme will:

- Provide you with a full diagnosis of your individual energies and personal style as a trainer, facilitator and coach.
- Develop your core capabilities in holding teams and groups through creative conversations.
- Bring you into a deeper relationship with CG with potential to take up freelance Catalyst positions with CG in the future
- Develop your training skills, knowledge and coaching capacities, that can be applied to any context

On completion of the **Train the Trainer** course you will be licenced to deliver CG training programmes. This opportunity will only be available to people who have attended the whole programme and have demonstrated minimum learning thresholds.

Who we are looking for people who:

- Live, work or volunteer in Gloucestershire
- Enjoy unlocking the potential of others
- Have at least 5 years experience of working or volunteering within the community, creative, or public sector.

Personal skills and qualities:

- Purposeful – wants to make a positive contribution to the world
- Open and optimistic – sees opportunities rather than burdened by problems
- Can hold a meeting – creates vibrant, real and inclusive conversations
- Non-judgemental - reflective and a good listener
- Highly skilled at inspiring and enabling people from a variety of cultures, ages and backgrounds to engage
- Good understanding of access, equalities and social inclusion issues
- Digital and media skills
- Willingness to learn

We are particularly keen to hear from people in under-represented groups that are interested in training with us.

CG recognises that there are people whose background and experience is under represented within the creative and cultural sector, both in Gloucestershire and nationally, including women, Black, Asian and Minority Ethnic people, disabled people and people who are deaf and neuro-diverse.

We believe that discrimination or exclusion based on these, or other characteristics or circumstances, such as age, caring or dependency roles, gender or gender equality, partnership status, religious belief, sexual orientation, socio-economic background or other distinctions represents a waste of talent and potential.

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Fees:

With Arts Council England investment Create Gloucestershire is able to offer this training programme free to 2 or 3 successful applicants who work or volunteer in the community, creative, or public sector.

The full cost of this training programme is £8,000.

Access Support Funds:

Additional financial support is available from an Access Support Fund, which contributes to the additional costs you might have in order to attend the programme. We cannot fund the everyday costs you already pay as a result of your circumstances.

To ensure that this fund goes to participants who need it you will be required to outline and evidence your requirements. More details can be found in the **Train the Trainer** Access Support Fund Guidance.

Dates:

You need to be available on ALL the following dates in 2020:

Monday 24th and Tuesday 25th February, 9.30am – 4.30pm
Monday 23rd and Tuesday 24th March, 9.30am– 4.30pm
Monday 20th April, 9.30am – 4.30pm
Monday 18th May, 9.30am – 4.30pm
Monday 22nd and Tuesday 23rd June, 9.30am – 4.30pm
Monday 20th and Tuesday 21st July, 9.30am – 4.30pm

The Monday sessions will place in Overton House, Cheltenham which has good parking, public transport links and accessibility. The other dates will be Cheltenham based - venue TBC.

How to apply:

Please send a CV along with a written Expression of Interest (maximum 2 sides of A4) or a recording of yourself (audio or film of no more than 2 mins) to include the following information:

1. Example of a change you have made happen that you are most proud of in a paid or voluntary capacity.
2. Why you are interested in the Train the Trainer opportunity?
3. Availability to have an interview on **Thursday 13th Feb 2020**.

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4. Confirmation you are able to take part in the 10 training days between February – July 2020 as above. *
5. Access Support Fund application, if appropriate.

* If you are unable to attend all of the sessions, but would still like to be considered please let us know which dates you are unable to attend. Attendance at all sessions is important but if a date is problematic for a number of applicants then we may consider changing it.

If for any reason you need to make your application in a different way, please contact Louise Bardgett at Create Gloucestershire on:
louise@creategloucestershire.co.uk or mob. 07775 900177.

Any questions:

If you would like an informal chat with one of the CG and nowhere team prior to making an application please email: louise@creategloucestershire.co.uk

Please send your CV and Expression of Interest (film, audio or written) by email to:

hello@creategloucestershire.co.uk

We would appreciate if you could fill in the **equal opportunities and diversity on-line form** together with your application (which will be anonymised and separate from your application). This helps us to assess and understand how effectively we embed equality and diversity in everything we do and, where necessary, to plan and allocate resources to make positive changes to promote equality and diversity. The more people that fill this in, the better our understanding is! Thank you.

<https://www.creategloucestershire.co.uk/cg-equal-opps-monitoring-form?rq=monitoring>

Timescale:

Deadline for application: 12th Feb 2020, 9am

Interview date: Thursday 13th February 2020



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



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