



## **JOB DESCRIPTION**

Title: **Programme Leader, Cultural Champions 25/26**

Contract Type: **Freelance position, Great Yarmouth & Lowestoft**

Reports to: **Schools Programme Manager**

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### **About RBO Learning and Participation (L&P)**

Learning and Participation (L&P) is central to RBO's mission to enrich the cultural life of the nation. An extensive programme, based at our Covent Garden and Thurrock homes and across England, aims to inspire creativity and give people of all ages the chance to discover, question and respond to the power of our artforms.

The L&P programme is distinctive in its scale and ambitions, involving more than 100,000 annual participants across three strands:

- An award-winning, multi-disciplinary Schools programme including a dedicated schools' website([www.rbo.org.uk/schools](http://www.rbo.org.uk/schools)), which encompasses our role in supporting important school and pupil outcomes via our Create & Learn classroom schemes and teacher training, as well as a programme of work in the East of England,
- Talent development work through opera and ballet training networks, and
- Enriching participatory events in our Covent Garden home.

Our work in the East will facilitate local place-based partnerships in Levelling Up for Culture places offering a range of RBO teacher development programmes and creative interventions for children and young people.

### **About Cultural Champions**

Cultural Champions is a national training programme, predominately aimed at primary teachers to develop and evolve the strategic direction of creative and cultural learning in their

school. Now in its fourth year, the programme provides professional development to middle leaders, teachers or other staff who are interested in making change happen within creative learning, by developing confidence, skills and knowledge of affecting change within creative learning in their setting and possibly beyond. There is no charge to participants or their schools for taking part in the programme.

The programme consists of 13 hours of twilight training across 6 learning modules, (usually a mix of virtual and in person), delivered by a specialist Programme Leader and in collaboration with an Area Coordinator. Participants will lead and support a creative school initiative by also taking part in two of Royal Ballet and Opera 's Schools Programmes across the year. The programme provides opportunities for Cultural Champions to network with other educators and share best practice to support each other on their journey. The Cultural Champions programme occurs in selected areas including ACE Levelling up for Culture areas. Planned cohort areas for 2025/26 are as follows, plus two Multi-Academy Trusts (not listed):

- Arun
- Bolton
- Bradford
- Great Yarmouth & Lowestoft
- Isles of Scilly
- North Kent
- North Thames Estuary (Castle Point, Basildon, Thurrock, Havering, Barking & Dagenham)
- Wolverhampton

### **Main Purpose of the Job**

Programme Leaders are responsible for planning and delivering the Cultural Champions programme for 2025/26 for an assigned cohort of teachers in a particular geographical area or Multi Academy Trust wide cohort. Whilst RBO remains responsible for the overall framework and content of the programme, which provides clear aims and outcomes for each module, Programme Leaders will need to demonstrate a creative and reflective approach to their delivery.

The sessions should:

- Provide an extended opportunity for Cultural Champions to connect, learn and collaborate
- Provide focused Continuous Professional Development in leadership skills, taking into consideration individual starting points
- Develop strategies for effective working by supporting Cultural Champions to realise their potential in their roles
- Encourage the development of clear objectives and priorities in developing cultural learning, taking into account the aims of school development/improvement plans
- Enhance the individual's potential to manage change successfully
- Draw on a wide range of available resources to optimise cultural learning opportunities
- Offer plenty of time to support Cultural Champions' own reflective evaluation, using this to build strategies to manage effective change

- Support Cultural Champions to ask and discover answers to a range of questions that are relevant to their own practice
- Consider the current climate in schools and aim to support Cultural Champions to lead during challenging times.

These training modules will be delivered using RBO Schools Programmes (Create and Dance, Create and Sing, Create and Design) as the creative stimulus, as an opportunity to trial and test Cultural Champions' leadership skills within a high-quality programme of work. Liaison is required with the RBO Schools Programmes team to develop knowledge and understanding of the programmes, their implementation and potential impact.

The Programme Leader commitment is a total of 13.5 (up to 8 hour a day), which should be spread across the deliverables roughly as follows:

• Attend 2 initial training sessions during the summer term 2024	16 hours
• Attend one initial induction session for Cultural Champions Teachers in July 2024	2 hours
• Plan and deliver the six modules of the Cultural Champions programme, in line with the guidance provided by RBO, including the aims and outcomes for each module. And create course materials that are in line with the RBO-agreed structure, using appropriate RBO branding (logos, fonts, colours etc.) and that can be shared with Cultural Champions after each module	40.5 hours
• Work collaboratively with your Area Coordinator, organising planning meetings to set roles and responsibilities and agree content and ensure that training tools, materials and roles are discussed and actioned well in advance	8 hours
• Attend at least one of the Create and Learn CPD days in your area	8 hours
• Contribute to formative and summative evaluation of the programme including:	
○ 1 evaluation sessions with our Evaluator	2 hours
○ Completion of a module report after each module takes place (x6)	4 hours
• Optional 1:1 time with Cultural Champions throughout the year	8 hours
• Attend regular online check in meetings with RBO staff between each module to assess progress, feedback, and troubleshoot (with any additional conversations scheduled according to need)	6 hours
• Attend Collaboration sessions with other Programme Leads and RBO staff ahead of each Module	13 hours

A full break down of hours is available.

## PERSON SPECIFICATION

### Essential Knowledge, Skills and Experience:

- Experienced cultural learning specialists with a deep understanding of the value and impact of quality creative and cultural learning

- Knowledge of how to lead change within a school setting
- Substantial experience of planning and running training sessions in a variety of contexts, both online and in-person
- A reflective practitioner who thrives in an atmosphere of co-creation with a range of partners
- A skilled practitioner who is able to use reflective practices to extract opportunities for new learning and support the development of others
- Able to autonomously build strong, cross-sector working relationships
- Experience of the operational features of online training and familiarity with appropriate digital tools
- Familiar with the content of RBO Schools Programme (Create & Learn) that accompany Cultural Champions CPD (desirable)

*Note: This Job Description reflects the current situation. It does not preclude change or development that might be required in the future.*

The rate of pay for this work is £300 per day, or £4,050 for the entire contract.

To declare your interest, please send an up-to-date CV and supporting statement (no more than two sides of A4) detailing your relevant experience and two referees to [cultural.champions@roh.org.uk](mailto:cultural.champions@roh.org.uk) by Friday 21<sup>st</sup> March, 2025.

Interviews are likely to be on Monday 31<sup>st</sup> March, 2025.

Training for Programme Leaders will be delivered on Wednesday 23<sup>rd</sup> and Thursday 24<sup>th</sup> July, 2025.

If you would like an informal discussion about the role ahead of submitting an application, contact Kerry Hunt (Schools Programme Manager), [kerry.hunt@roh.org.uk](mailto:kerry.hunt@roh.org.uk).

