
Recruitment Pack



GRIMM & CO

Charity No: 1154990

APPROVED BY

G. Grimm

About Grimm & Co



Mission: Change lives, one story at a time.

Grimm & Co is a registered charity that champions the writer in every child. We use the joyful discovery of stories as a vehicle to support children and young people's socio-cultural literacies, making meaning of the world around them and their place within that world, to build positive narratives no matter what their background. We deliver workshops for children, young people and families, as well as running creative programmes with schools. We work with families, teachers, carers and other enablers to cascade our pedagogy, building the capacity and confidence of others to try creative approaches that build children's resilience, confidence, self-esteem, skills, belief and aspirations.

We invite children and young people to be playful to discover creativity and imagination through interaction with artists, one-to-one mentoring and exciting projects which spark motivation to write. We know that strong writing skills and the ability to imagine beyond what we experience are fundamental to future success. We also believe it is important for young people to see a real reason to write so there is always an outcome from the activities we do.



The magical story of our enchanting destination: Within the walls of Grimm & Co, Yorkshire's first Emporium of Stories, one could stumble upon the Apothecary to the Magical, founded by Graham Grimm in 1148 (just before lunchtime) surrounded by a magical marketplace with Book Nook and Feastery cafe, where stories can be discovered and devoured. Once upon a time many moons ago, Graham Grimm learned that magical beings thrive on stories just as humans need food and warmth, magical beings need the comfort of a tall tale. Together with sister, Grizelda, he set about creating a fantastical store that would supply wild schemes, mysterious plots and kitchenware to story seeking magical beings, more recently also including mortals amongst the customers. Secret doors (shh) take unsuspecting children, young people, families, carers and teachers through the Imagination Gym, settling in the Writers' Pads where the real magic of words and stories are engineered and crafted into astonishing creative outcomes for many to enjoy. A trip to this magical destination concludes with a slide down the beanstalk, back to the Emporium.



www.grimmandco.co.uk

Registered charity 01154990

Our Mission: Change Lives One Story at a Time

Our aim is to . . .

- Build motivation, confidence, self-esteem, resilience and skills in both workshops for schools and in our out-of-school programmes
- Develop the creative capacity of those with influence on children and young people (families/carers/teachers/etc) to support children's development through the joyful discovery of stories
- Make sure no child is left behind
- Champion the writer in every child
- Use storytelling to give every child from every background a voice
- Challenge expectations and aspirations
- Start from the child's own imagination – their ideas rule
- Provide an audience for children's writing and deliver quality outputs
- Make it free for children to attend
- Take fun VERY seriously



The magic-o-meter, a human disguise and children in the immersive 'inside story' theatre space

The key elements of our signature pedagogy are laid out below:

Published/presented outputs:

- Writing for purpose – giving real, meaningful reasons to write
- Activities work towards a published or artistic output for an audience (i.e. book, performance)
- These are professionally produced where possible, allowing the young person to focus on the writing, the audience and the creativity

Imagination as experience:

- We encourage the regular exercise of imagination, providing new and inspiring experiences to draw on
- Suspension of disbelief – we transport young people to imaginary worlds, allowing ideas to flow freely

Creative environment:

- We provide immersive, imaginative, authentic and playful (not childish) spaces that lift you out of your everyday
- We use many arts disciplines around writing, such as poetry, free writing, song writing and many more
- We bring all our environments, whether in Grimm & Co or in community settings, to life through in-character delivery and facilitation
- No stigma attached
- Allowing time to reflect and generate new ideas



The Writer's Pad and Apothecary to the Magical in our previous premises

Child agency with ownership of an empowering experience:

- We always start from the child's/young person's own imagination
- We encourage ownership of writing, from creation to the final edit
- We aim to empower children and young people through mentoring and coaching
- All young people are given access to a journal of their own

- We give every child/young person the opportunity to use their voice and be heard

The Future



Grimm & Co is going through an incredibly exciting time. Thanks to funding support from Arts Council England, we have just opened our Emporium of Stories with three Writer's Pad workshop spaces, a book shop, an Apothecary to the Magical and a café (The Feastery).



Development Opportunities

Here at Grimm & Co we believe that everyone who works with us, whether staff, volunteers or freelancers should have the opportunity for great training and Continuous Professional Development. For that reason, we ensure that there are lots of opportunities for you to develop pre-existing skills and build new ones.

We offer coaching and mentoring across the team, with chances to work with or shadow other departments to build complementary skills and boost your CV. We also hold external training in various fields. Some of our past training has included:

- Mental Health First Aider Training
- Philosophy for Children
- Arts Award training
- First aid training
- Dedoose evaluation training
- BSL training

We are keen for you to suggest ideas that we can pursue to build the skills of our team and ensure we can create pathways which suit your personal goals.



Grimm and Co is a spectacular, quirky, rewarding, and fun place to work. If this role sounds like the ideal opportunity for you, the next step to take is . . .

Visit our website www.grimmandco.co.uk/jobs and send us your CV and covering letter.

This is your opportunity to let us know about you, your experience, and how you fit the person specification for this role.

We are seeking a diverse range of applicants so please do not hesitate to call Amanda on 01709 829750 if you would like to have a chat about the position or ways we can improve the application process for you.

If successful at shortlisting, you will be invited to attend an interview with two of our management team. You may be required to complete a task as part of the interview. If this is the case you will be informed of this prior to the interview date.

*If you have not heard from us by the end of shortlisting, please presume you have not been successful in getting to interview on this occasion.

Attending the interview

Grimm & Co wish to make our application process as accessible as possible. If you are experiencing any barriers in applying for this position, please contact us to discuss this further. We also welcome your thoughts on how we can improve our approach so please do tell us if your experience of this process could have been improved.



www.grimmandco.co.uk
Entered on

What some of our staff say:

“For me the best bits are meeting new young people and hearing their amazing ideas and watching them grow in confidence. Seeing a project come to a close and the young people and their families enjoying the end output makes you feel proud and a great sense of achievement. Working with the young people is instant gratification and a reminder of why we do what we do.”

Employee Benefits

- 25 days annual leave plus bank holidays (pro-rata)
- Employer pension scheme – Auto enrolment begins three months after start date
- 10% discount on purchases from our lovely shop

Pre-Employment Checks

- All employment offers are conditional upon receipt of two satisfactory professional references. Referees will be sought from an applicant once an offer of employment is made and referees will not be approached without the applicant’s permission.
- All contract types are subject to a probationary period of 3 months.
- Please note that this post will require DBS clearance, this will be completed by Grimm & Co for the successful candidate.

Safeguarding:

Grimm & Co is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. The successful candidate will be required to have an Enhanced Disclosure and Barring Service (DBS) check and references will be sought from previous employers prior to commencing employment. Other related pre-employment checks appropriate to the post will also be carried out.

Equal opportunities:

Grimm & Co recognises that equality of opportunity and the recognition and promotion of diversity are integral to its strengths. The following principles apply in respect of the charity’s commitment to equality and diversity:

- To provide and promote equality of opportunity in all areas of its work and activity;
- To recognise and develop the diversity of skills and talent within its current and potential community;
- To ensure that all employees, prospective employees and volunteers are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment on grounds such as age, disability, marital or civil partner status,

pregnancy or maternity, race, religion or belief, sex, sexual orientation, gender, gender reassignment, trans status, socio-economic status or any other distinction;

- To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation; and
- To promote good relations between individuals from different groups.

We are striving to ensure our team is representative of the communities we serve. As such, Grimm & Co is keen to receive applications from those who feel they can champion their own story, have an understanding and familiarity with a wide range of communities, and can bring new experiences to Grimm & Co.

We recognise that our current team is not reflective of the rich, diverse world we live in. We are eager to change this and to improve the services we provide for children, young people and families. We believe the best way to do that is to have a team with a diversity of life experiences and from a range of backgrounds.

For this reason, if you bring life experience that is currently under-represented in our team and meet the minimum criteria of experience for the job role, we guarantee that we will offer you an interview.

If you feel there are any barriers to you joining us in this position or coming to interview, please do let us know and we will do everything in our capabilities to help.

Applicants with disabilities:

Grimm & Co is keen to increase the number of disabled people we employ. We, therefore, encourage applications from individuals with a disability who are suitably qualified and who can carry out the duties of the post. If you have special or additional needs in relation to your application, please contact us. We also welcome your thoughts on how we can improve our approach so please do tell us if your experience of this application process could have been improved.

Sponsorship:

Sadly, **we are unable to offer sponsorship** for this role so can only accept applications from candidates who have the legal right to work and remain in the United Kingdom

If this doesn't sound like the role for you...

Why not have a look at our volunteering opportunities? Volunteers are our lifeblood here at Grimm & Co and we support a huge range of volunteering roles, find out more here: [Volunteering - Grimm & Co - Come and join our team \(grimmandco.co.uk\)](https://www.grimmandco.co.uk/volunteering)



Thanks to our volunteers for the wonderful photography and illustrations in this document.

