



Facilitator Role Description

Roots is growing, and ready to welcome a new voice into our Facilitator Team to support our programme!

Roots is a social programme for home-educated children; a radical project where conventional ideas about learning are challenged in favour of a predominantly child-led curriculum. A community in which conflict resolution and the full emotional experience of young people is honoured alongside a holistic, self-directed educational model. For children aged 5-12, Roots operates 3 days a week on Tuesday, Wednesday and Thursday near Florence Park in East Oxford.

This is a role of the heart; all necessary training will be provided.



Read more about the role, the Roots programme, our application process and how to apply below!

 We have two options open for joining the Facilitation team:

Option 1 - Regular Facilitator:

A core team Facilitator, integrating into the programme fully
as a Roots staff member

[APPLY HERE](#)

Option 2 - Lunchtime Cover Facilitator:

A fixed term role of lunchtime cover (11am-2pm) three days a week
(Tuesdays/Wednesdays/ Thursdays), joining the team as a self-employed contractor

[APPLY HERE](#)

Option 1: Regular Facilitator

Responsibilities of the Role

- Upholding a compassionate way of communicating with young people
- Facilitating child-led dialogues and conflict resolution when they arise
- Listening to big feelings with openness, empathy and without distraction
- Honouring the safety and wellbeing of all the children in the programme
- Planning and offering a widespread child-led, adult-facilitated curriculum, centring process over product and celebrating the power of play
- Carrying out parent work to support families in creating a consistent and compassionate approach to communication

What we're looking for in you

- Trust in the wisdom of young people!
- A non-judgemental, non-authoritarian, non-punitive approach to communication (or the interest in learning one!)
- An openness to doing reflective personal work in and outside of the team, in order to support this journey for others (e.g. personal therapy, participation in group feelings meetings, conflict resolution with other adults, etc.)
- A commitment to challenging conventional models of education and pedagogy
- A commitment to giving and receiving respectful feedback with other Facilitators in your team to build the strongest, most connected program
- Organisational skills, including time-keeping

- Some experience working with young people, particularly in an alternative/child-led way is desirable, but not a requirement
- A willingness to bring yourself to Roots; sharing your interests, skills, languages and values with the children and staff to bring vibrancy and uniqueness to the programme!
- A willingness to build a socially and environmentally-just programme, and to invite the children into these dialogues with curiosity and openness.

Compensation:

- £19,200 annual salary (£1600/month)

Time Commitment

- 26 core hours a week during term dates (aligned with Oxfordshire County Council schedule) covered by 3x daily fixed rate, to include:

🕒 Tuesdays 08:45 - 16:30

🕒 Wednesdays 08:45 - 16:30, 16:30 - 18:00 team meeting

🕒 Thursdays 08:45 - 16:30

🕒 1 hour 15 minutes of additional time for phone calls or messages to support families, and time to prepare resources

- Additional commitments:

🕒 Parent meetings once a term (8-9pm online)

🕒 Twice yearly parent/facilitator conferences on a Friday

🕒 Workshop Week for staff training before the school year begins
(This is anticipated to be the week preceding the start of the Autumn term, for the full 5 days)

🕒 Training outside of staff meeting as agreed between you, the Board and Lead Facilitators

- **Start date:** as soon as possible
- If possible, we would love to schedule an **observation of the Roots programme** so we can meet each other and you can see the magic come to life! This is optional, and application success will not be dependent on this.
- **Application:** Complete [this application form](#) by **Monday 4th May 2026**. Interviews will be held **the week of 11th May 2026** in Oxford or online. We will

let every candidate know if their application has been successful or not by **17th May 2026**

- A desire to develop towards leadership within the team
- An Enhanced DBS check will be required prior to beginning the role.

Please note:

For both of these positions, we are open to people with and without teaching qualifications. This is a role of the heart, rather than a role focused on professional box-ticking.

We celebrate all applicants - yet we particularly welcome applications from people of colour, from men, and from members of the LGBTQI+ community, as we recognise that the education sector is dominated by white, heterosexual women and we want to reflect and honour the diversity of our world within the Roots community.



Option 2: Lunchtime Cover Facilitator

ℓ Responsibilities when in the programme

- Honouring the safety and wellbeing of all the children in the programme
- Facilitating child-led dialogues and being open to learning conflict resolution strategies
- Learning and assisting in upholding a compassionate way of communicating with young people

- Assisting in child-led curriculum that is being offered

What we're looking for in you

- Trust in the wisdom of young people!
- A non-judgemental, non-authoritarian, non-punitive approach to communication (or the interest in learning one!)
- A commitment to challenging conventional models of education and pedagogy
- Some experience working with young people
- A willingness to bring yourself to Roots; sharing your interests, skills, languages and values with the children and staff to bring vibrancy and uniqueness to the programme!

Compensation: Hourly rate of £17.60 self-employed

Time Commitment: Fixed term role of lunchtime cover (11am-2pm) three days a week (Tuesdays/Wednesdays/ Thursdays)

Start date: April/May 2026 until July 2026

Application: Complete [this application form](#) by **Monday 4th May or before**. Interviews will be held on a rolling basis as and when applications come through.

An Enhanced DBS check will be required prior to beginning the role.

Find out more on our website here: www.rootsradicallearning.com

Or send any questions to us at admin@rootsradicallearning.com

Thank you for your interest!

