

Recruitment Pack

LGBTQ+ School Facilitator
(Welsh speaker)



MORE THAN **FLAGS**
AND RAINBOWS
FAMILIES



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LGBTQ+ School Facilitator Welsh speaker

Thank you for your interest in joining More Than Flags and Rainbows (MTFAR).

I founded MTFAR in 2024 after 17 years in education because I was tired of seeing inclusion reduced to posters, theme days, or occasional assemblies. I wanted to help schools and communities become places where every child and young person feels seen, safe, and celebrated – every day, not just during Pride Month.

Since then, we've trained more than 2,000 educators, worked with over 150 schools, and supported thousands of pupils through workshops, assemblies, and our online MTFAR Academy. Our approach is simple but powerful: we help schools usualise difference, so LGBTQ+ inclusion becomes part of everyday teaching - not an add-on.

We're especially proud to be building our reach across Wales - and we know that Welsh-medium schools and Welsh-speaking young people need and deserve inclusion that speaks their language. That's why we're so excited to be recruiting a Welsh-speaking LGBTQ+ Inclusion Facilitator: someone who can lead this work with care, creativity, and cultural understanding.

This role isn't just about delivering workshops. It's about co-producing something meaningful with young people from across Wales. As well as delivering anti-bullying and LGBTQ+ inclusion workshops to schools, you'll coordinate a Youth Advisory Group, deliver bilingual inclusion workshops in schools, and - together with the young people involved - develop a Youth Forum resource. This resource will share real experiences, priorities and solutions directly from LGBTQ+ young people, giving schools practical guidance and clear messages from those they are trying to support. It will act as a blueprint for how schools can do better - with young people leading the way.

Whether you're joining us part-time or full-time, you'll be shaping a model that doesn't currently exist, building something rooted in community, and laying the foundations for long-term change.

If that excites you as much as it does us, we'd love to hear from you.

Ian Timbrell
Founder
More Than Flags and Rainbows CIC

P.S. This pack is currently only available in English. We know that's something we need to improve on - and you could be part of helping us with that change.



About the Role

Thanks to funding from the LGBT Consortium and the Henry Smith Foundation, we are seeking a passionate and organised LGBTQ+ Inclusion Facilitator (Welsh-speaking) to lead the delivery of a new youth advocacy project focused on Welsh-medium and bilingual schools across Wales.

You will design, promote, and deliver inclusive, bilingual workshops in secondary schools, creating safe spaces where LGBTQ+ young people feel seen, heard, and supported to influence their school environments. Alongside this, you will establish and coordinate a Youth Advisory Group made up of young people from diverse backgrounds. This group will help shape the focus of the workshops and work together to develop a Youth Forum resource for schools, capturing young people's experiences, ideas, and recommendations for meaningful LGBTQ+ inclusion.

In addition, you will help design and deliver anti-bullying and LGBTQ+ inclusion workshops in Welsh medium and English medium Primary and Secondary schools to help tackle bullying and stigma.

If full time, you will also contribute to school staff training, develop new educational resources, and support the long-term sustainability of the work by helping generate new project opportunities and income.

Role details

Job Title: LGBTQ+ Inclusion Facilitator (Welsh-speaking)

Salary: £30,000 – £35,000 pro rata (depending on experience)

Hours: Part-time (2–4 days/week) or full-time (5 days/week)

Contract: 12-month fixed-term (Youth Advocacy Fund, with potential for extension)

Location: Based anywhere in Wales (home-based with travel to schools)

Start date: From April 2026 (negotiable)

Reporting to: Executive Director, More Than Flags and Rainbows CIC

Employment Benefits:

- Pension contribution: 3% employer / 5% employee
- Holiday entitlement: 30 days per year (pro rata), plus bank holidays
- Sickness benefits: Statutory and contractual sick pay provisions
- Flexible working: Hybrid and flexible hours
- Travel expenses: All travel for school visits and meetings will be reimbursed
- Additional notes: Delivery will be during school hours; full-time postholders will be expected to contribute to income generation during the probation period. During school holidays, the time will be allocated to the development of new products and services.

Key Responsibilities

Workshop Delivery and Youth Engagement

- Plan, organise, and deliver inclusive, bilingual advocacy workshops in Secondary schools across Wales
- Deliver anti-bullying workshops in Primary and Secondary schools
- Coordinate and support a Youth Advisory Group to shape content, delivery style, and the final project resource
- Liaise with schools to manage bookings, logistics, and safeguarding arrangements
- Produce a final bilingual Youth Engagement Resource for sharing across Wales

Resource Development and Training (Full-time only)

- Deliver training sessions to school staff on LGBTQ+ inclusion and youth voice
- Support the development of new projects and outreach opportunities aligned with MTFAR's mission

Community and School Partnerships

- Build strong relationships with school staff, youth participants, and partner organisations
- Represent MTFAR in school meetings, education networks, and community events
- Actively promote the project to new schools and regional education partners

Sustainability and Income Generation (full time only)

- Work with the Executive Director to identify and secure new income sources (e.g. consultancy, training packages, or grant opportunities)
- Contribute to writing funding bids by providing evidence, case studies, and resource ideas
- Help shape a long-term strategy for bilingual youth inclusion across Wales

Communications and Promotion

- Share regular updates, photographs (with consent), and highlights from workshops and school visits
- Promote the work on social media and in MTFAR's wider communications

Monitoring and Evaluation

- Track workshop delivery, attendance, and feedback
- Gather quotes, stories, and case studies to evidence impact
- Contribute to internal reflection, reporting, and the final evaluation of the project

Person Specification

	Essential	Desirable
Experience	Experience delivering workshops, training, or group sessions with young people.	Qualified teacher status, and experience teaching for 2+ years. Experience of school leadership or training teachers.
Organisation and Administration	Strong organisational and administrative skills with attention to detail.	Experience managing project logistics, schedules, or budgets, or grant funding.
Language Skills	Confident speaking and writing in Welsh and English.	Experience developing bilingual resources or delivering in Welsh-medium education settings.
Inclusion and Awareness	Understanding of LGBTQ+ inclusion, youth voice, and diverse identities.	Experience supporting LGBTQ+ young people and training adults on LGBTQ+ inclusion.
Working Style	Able to work independently and flexibly, including travel across Wales, occasional evenings or school holiday work and attendance at Pride events.	Ability to manage multiple priorities and adapt delivery for different school settings. Experience contributing to income generation.
Commitment and Values	Commitment to equality, inclusion, youth participation, and safeguarding.	Experience promoting inclusion or safeguarding in a professional or voluntary role.
Technology Skills	Confident using email, basic spreadsheets, and social media (e.g. Instagram).	Familiarity with tools such as Monday.com or FreeAgent, or experience managing shared documents.

How to apply

To apply for the role of LGBTQ+ Inclusion Facilitator (Welsh-speaking), please send the following to jobs@morethanflagsandrainbows.com:

- Your CV (maximum two pages)
- A cover letter (maximum two pages) or video/audio (max 5 minutes) telling us:
 - Why you're interested in this role
 - How your experience meets the person specification
 - What inclusion and youth advocacy means to you - especially for young people in Welsh-medium schools
 - Whether you are applying for the part-time or full-time position.

These may be written in English, Welsh or both.

If a written application isn't your preferred way to express yourself, we actively welcome video or audio submissions. You can record a short video or voice note (up to 5 minutes) and upload it to a private link (e.g. Google Drive, Dropbox, or YouTube) and include the link in your email.

We want the application process to be as accessible and authentic as possible - we're interested in your passion, experience, and ideas, not just your paperwork.

We understand that some applicants may use tools like ChatGPT to help draft their application. That's fine - as long as the final result is clearly personal, thoughtful, and tailored to this role and organisation. Generic applications will not be shortlisted. We're looking for candidates who understand our work and share our values, and your application should reflect that.

Key Dates

- Application deadline: 23:59 on Friday 6th February 2026
- Shortlisting completed by: Friday 13th February
- Interviews: Wednesday 18th February (in South Wales – location confirmed with shortlisted candidates)
- Outcome notified by: Friday 20th February
- Start date: From Monday 13th April (negotiable)

Due to the size of our organisation and the availability of volunteers, we are unable to offer any alternative interview dates, and candidates will be asked to confirm acceptance of the role on offer. Although Monday 13th April is our ideal start date, we may consider a later start date if commitments require you to give extended notice.

If you'd like to talk about the role before applying, you're warmly invited to book an informal chat with our founder, Ian Timbrell, here:

👉 <https://app.usemotion.com/meet/MTFAR/jobs>

Interview Process

Shortlisted candidates will be invited to attend a 90-minute, in-person interview in Cardiff city centre. Full details, including location and access information, will be shared when interviews are confirmed.

The interview will include:

- A 10–15 minute interactive activity, delivered to the panel, as if they were teachers or pupils in a school workshop, on LGBTQ+ inclusion. We will provide more information regarding this to shortlisted candidates, so that there is time before the interview to prepare for it, and create any resources.
- Questions about how you would develop the Youth Advocacy group, what you feel successful workshops look like, and your views on LGBTQ+ inclusion in Wales.
- Space for you to ask questions about the role and organisation
- You will also be asked to complete a short practical task before the interview.

The panel is expected to include Ian Timbrell (Executive Director), Rachel White (Director), Rhys Goode (Director), and a Welsh speaking volunteer from an education background. Please note that while we aim to have this panel present, the composition may change if any member is unavailable on the day.

Our commitment to inclusivity

We are committed to creating an inclusive recruitment process where applicants feel welcome, respected, and able to show their full potential.

We actively welcome applications from people of all backgrounds, and especially encourage candidates who are LGBTQ+, disabled or from Black and global majority communities. We recognise that representation matters - and we are working to build a team that reflects the diversity of the young people we serve.

You are welcome to answer all interview questions in Welsh. A translator will be present for any panel members who do not speak Welsh, and this will not affect how your answers are assessed.

If you have access requirements or would like to request adjustments to the application or interview process, we will do everything we can to accommodate your needs. This might include flexible formats, interview support, or extended time for tasks. Just let us know what would help.

For candidates travelling more than 30 miles to the interview in Cardiff from their home address, we can reimburse travel expenses up to £100.