

Inclusive Practice Lead Job Description

Organisation	ZoieLogic www.zoieLogic.co.uk
Location	Southampton: based at FigFlex Southampton (Frobisher House Nelson Gate, Southampton SO15 1GX) with regular work on the Holyrood estate and across ZoieLogic projects
Contract	Freelance, part-time
Hours	2 days/week for the first 6 months (Oct 2026–Mar 2027), tapering to 1 day/week or equivalent from April 2027
Fee	£150/day
Start date	TBC October 2026
Reports to	Lizanne Smith Head, Senior Producer

About ZoieLogic

Movement Changes Everything.

ZoieLogic is a Southampton-based creative organisation working across dance, participation, education, community and professional practice.

For 25 years, we have challenged norms and defied expectations of who dance is for, where it happens and what it can change. We believe movement can create the conditions for confidence, connection, agency and change - for individuals, communities and, ultimately, systems.

Our work brings together artistic excellence and social impact across a connected programme of participation, placemaking, creative health, touring and talent development.

A significant part of our work takes place in communities and with people who may experience barriers to accessing or participating in creative activity. This means that **inclusive practice is not an additional layer to our work; it is fundamental to how we work.**

About the Role

We are looking for an **Inclusive Practice Lead** to help ZoieLogic strengthen how we understand, support and include people across our programmes.

This is a new role, shaped by learning from a year-long pilot within **We Are Holyrood**, our long-term community programme on the Holyrood estate in Southampton.

The pilot demonstrated the value of bringing specialist health, social care or behavioural insight into a creative environment. The strongest contribution came from having someone in the room who could see beyond behaviour, understand individual needs, identify barriers to participation and help the creative team respond differently.

The opportunity now is to use specialist knowledge to **improve ZoieLogic's wider practice and build the confidence and skills of our creative workforce.**

You will therefore have two connected functions:

1. Be a specialist presence in the room.

Working primarily within We Are Holyrood, you will provide person-centred, inclusive and pastoral expertise alongside our Community Engagement Manager and creative facilitators.

2. Help ZoieLogic become better at inclusive practice.

You will observe, question, advise, train and develop systems that enable our wider team to understand and respond to participant needs more confidently.

We are looking for someone who can **be in the room, understand the room and help us improve the room.**

Key Responsibilities

Specialist practice & delivery

- Act as ZoieLogic's specialist point of reference for person-centred and inclusive practice.
- Work primarily within We Are Holyrood, with additional input into other programmes where appropriate.
- Be a consistent presence within key sessions, particularly where participants have more complex access, behavioural, social or emotional needs.
- Provide practical pastoral and relational support where appropriate
- Understand behaviour as communication and look for the need underneath behaviour rather than simply managing the behaviour itself.
- Help identify barriers that may prevent someone from entering, staying in or benefiting from a creative space.
- Offer practical, proportionate strategies that enable participants to engage.
- Support the team to respond to complex situations in ways that reflect ZoieLogic's values and approach.

Safeguarding, behaviour & policy

- Develop and hold ZoieLogic's behaviour framework, embedding it into project briefings and new starter inductions.
- Establish and run a regular feedback loop reviewing safeguarding practice, incidents and inclusive practice across projects.
- Act as a first point of contact for the team when an incident or complex safeguarding situation arises, helping the team respond in a way that reflects ZoieLogic's values.

Training & capacity building

- Audit existing facilitator training and identify what's needed to build inclusive practice skills across the wider workforce, not just within this role.
- Contribute to, or help design, training for facilitators and the creative team.
- Support new team members' induction into inclusive practice expectations.

Participant profiles & observation

- Maintain and develop the participant profile system, working with facilitators to embed it as standard practice ahead of sessions.
- During the initial phase, observe delivery across ZoieLogic's programme to build a picture of where inclusive practice is strong and where it needs development.

- Document learning and observations in a form the wider team can use, not just this role.

Community & context

- Build a genuine understanding of the Holyrood estate: its history, relationships and sensitivities, through structured induction rather than on-the-job.
- Build relationships with local partners and organisations relevant to inclusive practice and safeguarding, such as schools and community services.

What success looks like

- A clear and practical ZoieLogic inclusive practice framework.
- A shared approach to understanding and responding to behaviour.
- Participant profiles being used meaningfully within relevant projects.
- Facilitators feeling more confident in responding to different needs.
- Clearer and more consistent safeguarding and pre-project practice conversations.
- A defined training and development plan for the wider workforce.
- Evidence that observations are leading to changes in practice.
- Stronger consistency across projects without losing the flexibility to respond to different communities.
- Clearer understanding within the organisation of when specialist support is needed.
- A sustainable model for continuing specialist input beyond the initial six months.

Equal Opportunities, Diversity and Access

ZoieLogic is committed to diversity, equity and equality of opportunity. Diverse perspectives, lived experiences and cultural voices enrich our work and strengthen our organisation. We are dedicated to building a team that reflects the communities we serve.

We actively welcome applications from people of all global heritages and backgrounds. We particularly encourage applications from individuals who identify as part of the Global Majority, who are currently underrepresented in our workforce.

As a Disability Confident Employer, we are committed to ensuring accessibility and equal opportunities for all. Information about this role can be provided in alternative formats, and we are happy to make adjustments to support candidates throughout the application and interview process. If you would like to discuss access requirements or adjustments, please contact martina@zoielogic.co.uk.

All Equal Opportunities Monitoring information is anonymous, confidential and separated from application materials.

How to Apply

To apply, please complete the application form [HERE](#), providing a CV and a cover letter (written, or as a short audio/video file of no more than 3 minutes) outlining how your experience meets the job description and person specification.

Please also complete the separate, anonymous monitoring form <https://forms.gle/eLr4pHAAMXkRSmKy6>

Please provide details of two referees, one of whom must be your current or most recent employer. We will not contact referees without your permission.

We value diverse lived experience and are especially keen to hear from those underrepresented in the arts, including individuals from the Global Majority, younger voices, and those with experience of disability, neurodiversity or other perspectives that challenge barriers and drive innovation.

This role is subject to an enhanced DBS check. That requirement is non-negotiable, if you do not already have one, you must be willing to have one carried out and we will cover the cost.

For an informal conversation about this role, please contact Lizanne Smith Head, Senior Producer:
lizanne@zoielogic.co.uk

Key Dates

- Apply by: Mon 5th Oct - 9am
- Interviews: 12th October PM
- Start date: ASAP