

Westminster AchieveAbility Commission

Research Seminar

23rd MAY 2019

Jane Bryant: Chief Executive



Artsmark
AWARDED BY ARTS COUNCIL ENGLAND



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Artswork



ARTSWORK - TOWARDS INCLUSIVE PRACTICE

Artswork's Mission

- Transform lives through arts and culture
- Place the arts, culture and artistic practice at the heart of work with, for and by children and young people
- Champion, lead and facilitate
- Develop young artists, leaders, and creative practitioners
- Build capacity and skills

Artswork Values

- **Innovation, creativity and excellence**
- **Equality, diversity, inclusivity and accessibility**
- **Continuous learning and development**
- **Integrity**
- **Excellent communication**
- **Collaboration, resilience and flexibility**
- **Respect, honesty, humility and generosity of spirit**
- **The aspirations and contributions of individuals.**

About Artswork

National Youth Arts Charity with a 32-year track record

- **The SE Bridge Organisation for Arts Council England**
- **Leadership, Skills, Training (national CPD programme), and Enterprise including leadership of/by young people**

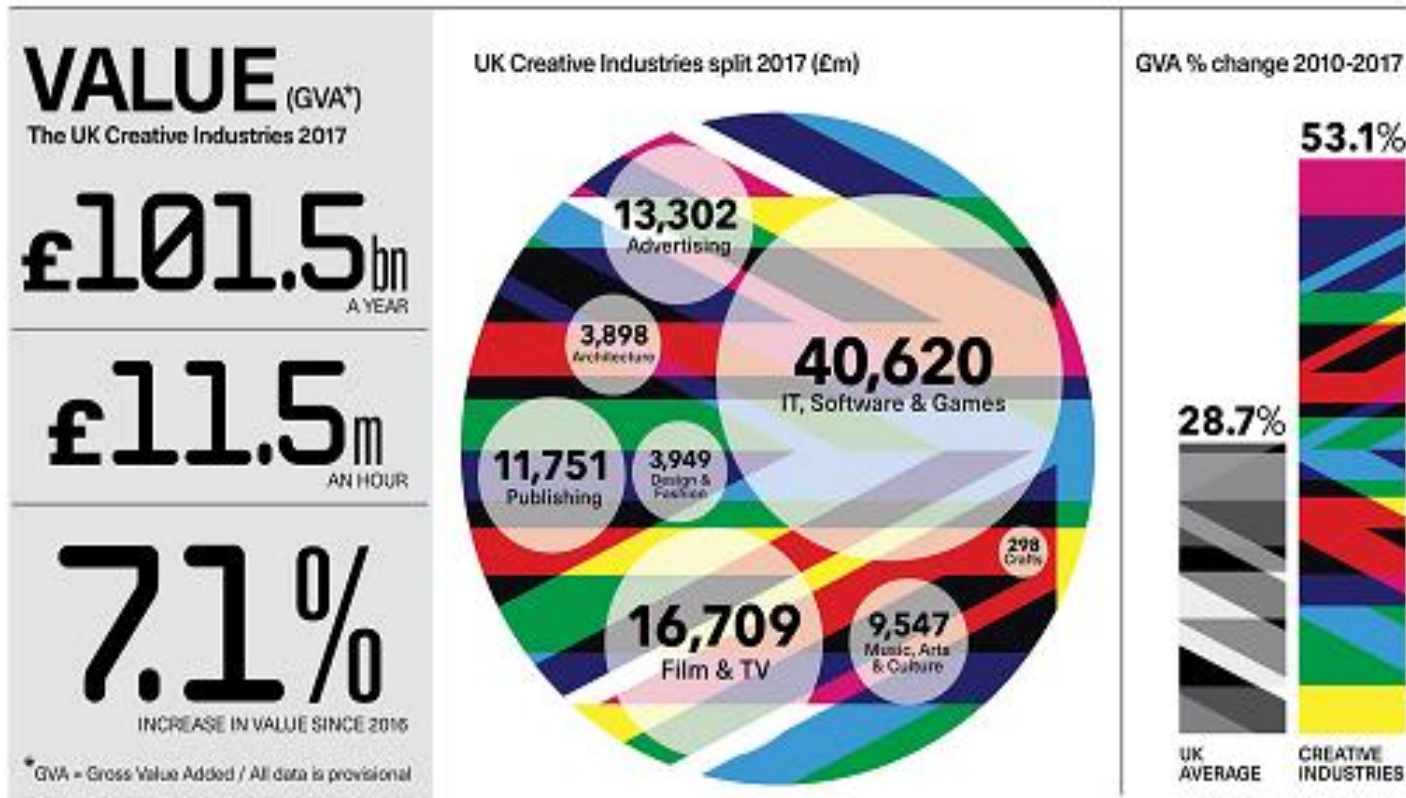


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Developing Leadership

- Young people, enterprise, work-based learning
- Building leadership, skills and workforce development
- Networks with Creative industry employers to build work-based learning
- Deliver youth employability and entrepreneurship programmes including Creative Apprenticeships

The UK Creative Industries



www.thecreativeindustries.co.uk

Source: DCMS, November 2018

The UK Creative Economy 2017

JOBS

The Creative Economy 2017

3.12 MILLION JOBS

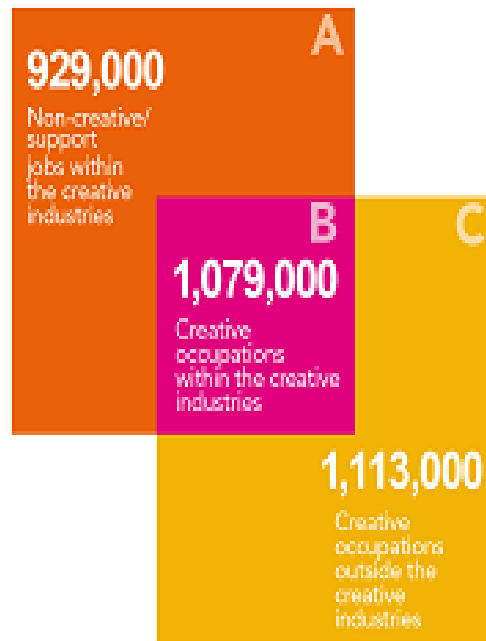
1 IN **11** UK JOBS

80k

CREATIVE ECONOMY JOBS ADDED IN 2017

EMPLOYMENT

Employment in the UK creative economy 2017



Total 3.12m jobs in the UK creative economy

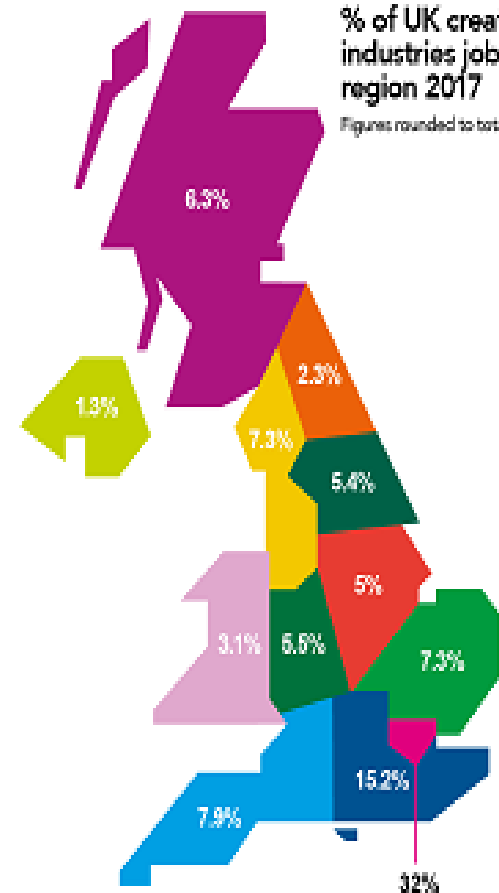
creative economy = **A + B + C**

creative industries = **A + B**

REGIONS

% of UK creative industries jobs by region 2017

Figures rounded to total 100%



www.thecreativeindustries.co.uk

Source: DCMS statistics, July 2018

Characteristics of our Industry

- **43% of workers freelance**
- **Significant number of sole traders**
- **78% of businesses employ fewer than 5 employees**
- **57% qualified to Level 4 or above (32% the norm)**
- **Its difficult for people to know where the jobs are....**

Over the last 6 years, Artswork has delivered meaningful work placements

**250 Young People
regionally**

- **Creative Apprenticeships**
- **Paid Internships**
- **Creative Skills programmes
(pre-employability)**

50 EMPLOYERS

**Artswork co-ordinated a £1m
national programme 2013/16**

1200 young people

- **Creative Skills Initiative (pre-employability)**
- **National delivery partnership**
- **Creative and Cultural Skills**

**202 EMPLOYERS
+ 59 TRAINING
PROVIDERS**



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Capacity Building for Employers

Enhanced our national portfolio of professional development to include

- **Supporting Young People: Workplace Health and Wellbeing**
- **Mentoring the Next Creative Generation**
- **Managing and supporting young people in the work place**



Learning from the Young people we work with

Artswork as an employer: towards inclusive practice

- Equal opportunities and equalities action plan
- Reviewed recruitment practices and reach
- Reframed our approach to interviews
- Altered our office lighting
- Well-being Wednesdays
- Suggestions Box
- Listening to what staff tell us
- Autism Ambassador
- Professional Development for staff
- Promoting increased understanding

Artswork as an employer

Learning and listening to expressed difficulties:

- Harshness, volume and tone of voice
- Assumptions about ‘reading between the lines’, or ability to read facial expressions
- Unexpected or un-asked for contact
- Loud impromptu ‘water-cooler’ type gatherings in office
- Unintended startling at desks
- Unexpected loud or repetitive noises that are out of place
- Harsh lighting

Artswork as an employer

Learning to understand and adapt and to

- Be prepared to repeat or clarify or reword things
- Be direct with any message or feedback
- Use positive/gentle/calm tone of voice
- Follow up important points via email
- Arrange meetings in a quiet area with natural light
- Be clear about structure of meetings at outset
- Respond calmly if getting anxious/agitated

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