

# CREATE

ARTS.ORG.UK

## APPLICATION PACK

PROFESSIONAL WORKSHOP LEADER



**CREATE BELIEVES  
IN THE POWER  
OF THE CREATIVE  
ARTS TO PROMOTE  
INCLUSION,  
EMPOWER LIVES  
AND INCREASE  
ACCEPTANCE.**





# BECOME A CREATE ARTIST

Create is the UK's leading charity empowering lives, reducing isolation and enhancing wellbeing through the creative arts. Our focus is on engaging participants in inspiring, sustainable arts programmes in areas where provision is poor and engagement in the arts is therefore low. We know that unleashing creativity ignites imaginations, develops confidence and builds relationships. Like setting off a firework, our professional artists light the touch paper and our participants discover new found self-belief and a desire to try more, do more and be more.

We design and deliver creative arts workshops to engage people who don't normally get the chance to be creative. More than 50 projects each year bring the most vulnerable children or adults together, tackling isolation and loneliness, building skills and promoting wellbeing. Visual art workshops enable young people with serious mental illness to express their feelings and emotions; creative writing projects give homeless adults a voice with which to tell their own stories; dance workshops provide isolated young carers with the freedom to make new friends; and music enables vulnerable older people to bond over shared memories.

This is a hugely exciting time to join Create as we aim to double our reach and income by 2028, and continue expanding our work in the North West.



Lord Mayor's Show 2018

# WHO WE WORK WITH

To ensure we reach participants in areas of greatest need, we prioritise partner organisations that receive little or no provision from other arts providers. We select these using poverty indices and government statistics on areas of deprivation alongside data including: disability; pupil premium/entitlement to free school meals; and use of English as an additional language.

## OUR SEVEN KEY GROUPS

- Disabled children and adults
- Young patients
- Young and adult carers
- Vulnerable older people
- Young and adult prisoners
- Schoolchildren in areas of deprivation
- Marginalised children and adults (including homeless adults, LGBTQ+ young people, refugees)

During 2021/22, we worked with

**63.5%**

participants who are aged 0-18

**21.5%**

participants who are aged 60+

**48.5%**

participants who are  
entitled to free school meals

England average 20.8%

**40.5%**

participants of colour

**37.4%**

participants who are  
disabled / have special educational needs





# CREATE LIVE!



On Tuesday 24 March 2020, Create's office – in an eerily silent Moorgate – was locked. Other members of the Create team had been working at home since the previous Thursday, battling the now-familiar trials of VPN, WiFi and Zoom. As I walked home across London Bridge, not knowing when I would next be able to unlock that door, my head reeled with the changes that had taken place: we were entering lockdown; every Create project had been postponed; and our participants were facing months of unrelenting isolation, loneliness and hardship.

After just two short weeks of extensive consultation with our community partners, participants and artists – as well as trial workshops and detailed planning to ensure the safety and wellbeing of our participants – we launched **Create Live!**. We are now running our programmes via this new project concept, using an online platform to deliver high-quality, collaborative, live, interactive, creative workshops with groups of participants that are fun, build skills and reduce isolation. All workshops will be delivered via **Create Live!** until it is safe to return to our venue-based delivery model. We will also explore the opportunities for using **Create Live!** to reach participants in the future who are unable to access venue-based workshops.

**Nicky Goulder, CEO, Create**

## MEET MARY (13)

Young carer Mary cares for her younger brother Harry (11), who has Down Syndrome and diabetes. She took part in our first photography project via **Create Live!**.

*"Over the last three days, we've been looking at different techniques for taking pictures, experimenting with different objects, and expressing our creative sides by taking photos. Doing a creative workshop over video call was actually really good because of the break-out rooms, where we could work in smaller groups."*

*"It was good to see what other people can produce and it was a really great experience to meet people who are also young carers and know how I feel. I would like to continue to work on being more unique in my photography and adding a bit of a spin to each picture."*

***"I learnt that when I put my mind to something, I can create good work and really improve my skills."***

We asked our participants to rate their skill development via our **Create Live!** workshops.

**89%**

Advanced their  
CREATIVITY

**94%**

Improved their  
TEAMWORK

**82%**

Enhanced their  
WELLBEING

**CREATE IS A SMALL CHARITY WITH A BIG HEART AND FIERCE AMBITION TO SUPPORT, TOUCH AND CHANGE THE LIVES OF THOUSANDS OF VULNERABLE PEOPLE THROUGH THE POWER OF THE CREATIVE ARTS. AND IT DOES THIS BRILLIANTLY.**

Nicola Brentnall, ex-Director, The Queen's Trust

**CREATIVITY IS INTEGRAL TO YOUR PHYSICAL AND MENTAL WELLBEING. IT ENRICHES AND NOURISHES YOUR SOUL.**

Create Participant

**WE SHOULD ALL HAVE SOME EXPOSURE TO CREATIVE ACTIVITY. SUPPORTING ORGANISATIONS LIKE CREATE IN HELPING TO GET THE BEST OUT OF PEOPLE IS A WAY OF DOING THAT.**

Peter Estlin, 691st Lord Mayor of the City of London

Create Participant

**CREATE GIVES ME A BREAK AND ALLOWS ME TO SEE THE POSITIVES IN MY CARING ROLE AND THE POSITIVES IN LIFE. THE WORKSHOPS GIVE YOU A COUPLE OF HOURS NOT TO HAVE THE STRESS OF CARING AND JUST BE A KID AGAIN.**

# CREATE IN NUMBERS



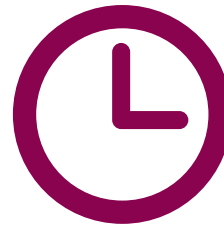
**41,539**  
participants have taken part in our projects since 2003



**153**  
professional artists worked for Create since 2003

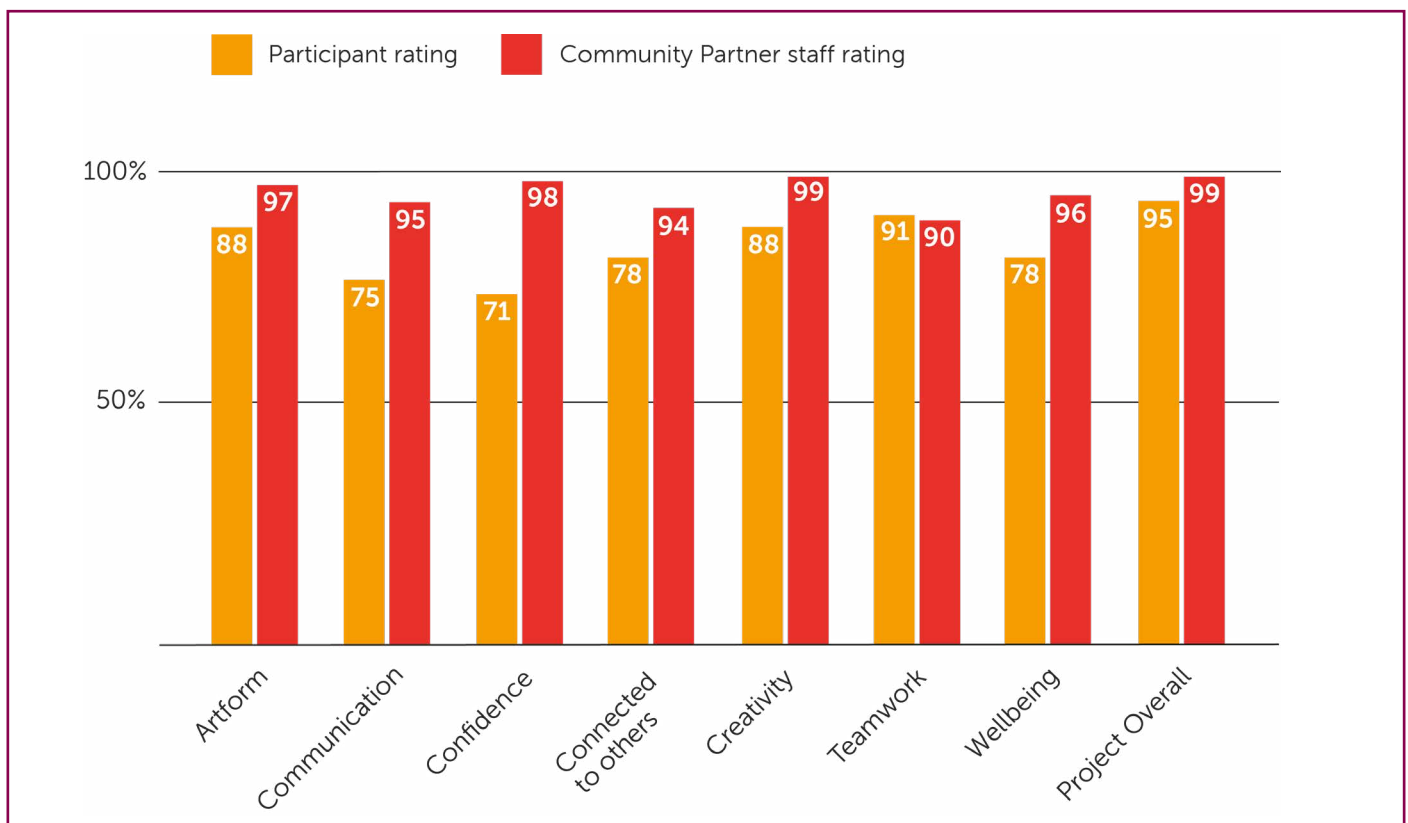


**12,057**  
workshops have taken place since 2003



**330,943**  
hours of contact with participants since 2003

## How our participants and community partners rated participant skill development in 2021/22:







**IT GIVES ME A DRIVE,  
A PURPOSE, A CHANCE  
TO BE CREATIVE AND  
OPPORTUNITY TO  
SHARE MY PASSION  
FOR ARTS WITH PEOPLE  
WHO NEED IT MOST.**

Create artist

*inspired:arts* performance at Sadler's Wells in 2014 in partnership with Create Patron, Sir Matthew Bourne OBE



# THE ROLE

## SUMMARY OF POSITION

Create is the UK's leading charity empowering lives, reducing loneliness and enhancing wellbeing through the creative arts. All Create artists are highly experienced professional practising artists in a range of fields (eg: visual art, photography, filmmaking, dance, drama, writing), who work on a freelance basis once they have been appointed to the charity's pool. The recruitment process includes four stages:

- » Application
- » Interview
- » Workshop observation
- » Trial project (contingent on references and DBS check).

## MAIN PURPOSE AND SCOPE OF THE ROLE

- To deliver tailored creative arts projects with a range of disadvantaged or vulnerable participants including: disabled children and adults, young psychiatric patients, young and adult carers, vulnerable older people, schoolchildren in areas of deprivation, young and adult prisoners, and marginalised children and adults (eg: homeless adults; LGBTQ+ young people; refugees). The relevant professional artist(s) will be recruited per project. Artists are not required to have experience with all of these groups.

NB: Artists will be contracted on a project-by-project basis, to deliver 'blocks' of workshops in their specialism. These may take place over variable lengths of time.

- Create is a London-based national charity that works across England (with digital projects in Scotland and Wales). In line with our ambitious seven-year strategy, Create is currently expanding its work across the North West (and beyond) through its new hub in Manchester.
- Create pays its artists according to a band system based on years' of experience as a creative-workshop facilitator. We will use your Artist Experience Form to establish your band.

## SPECIFIC RESPONSIBILITIES

### Planning

- To plan workshop activities in collaboration with community partners (eg: day centre; SEND school; prison) and Create's management team that meet the unique needs of the participants and the intended outputs and outcomes set for each project.

### Delivery

- To lead interactive creative arts workshops with Create's target participant groups, enabling participants to develop their creativity, artform skills, social, communication and teamwork skills; build their confidence and self-esteem; enhance their wellbeing and have fun.
- To work with Create's management team in welcoming, encouraging and supporting participants during the workshops, so they can participate, feel valued and have fun. Workshops are highly inclusive, with ideas being drawn from participants throughout, enhancing their sense of self-worth.
- Create artists "facilitate workshops". They do not "teach classes/courses".

### Evaluation

- To provide verbal feedback to Create's management team throughout each project and written feedback after each project.
- To support Create's management team in gathering verbal and written participant and staff feedback.

## POSITION IN ORGANISATION

**Responsible to:** Chief Executive

**Reports to:** Project Team

**Responsible for:** A supporting artist or emerging artist taking part in Create's *Nurturing Talent* programme (some projects).



## PERSON SPECIFICATION

### Skills and Experience

- To be a practising professional artist with 5+ years' experience, developing and delivering high quality work.
- To have 5+ years' experience of leading workshops with groups of disadvantaged or vulnerable participants.
- To have experience of and an interest in working across a broad range of disadvantaged and vulnerable participant groups.
- To have experience of contributing towards project evaluation.
- To be happy to accept and implement feedback from participants and Create.
- To have excellent time management, communication and teamwork skills.
- To have experience and interest in providing support and leadership to a supporting artist or Nurturing Talent artist.
- To have a passion for and commitment to the power of the creative arts to enhance the lives of children/adults who are disadvantaged and vulnerable.

### Knowledge

- To have an understanding of health and safety and to adhere to Create's Health & Safety Policy.
- To have an understanding of equality, diversity and inclusion and reflect these in your workshop practice and adhere to Create's Equal Opportunities policy.
- To have experience of and an understanding of safeguarding and adhere to Create's Safeguarding policy.

### Personal attributes / other requirements

- All Create personnel and artists are required to have an enhanced DBS (Disclosure and Barring Service) certificate, which must include Children's Barred list information, dated within 12 months on appointment. Thereafter, Create requires a DBS dated within three years. Create can arrange a DBS for you (at cost) if you do not have one, it is over a year old or you require one including Children's Barred list information.

**Create is committed to a policy of equal opportunities embracing diversity in all areas of activity and welcomes applications from disabled people and people of all ethnicities.**

**I HAVE FOUND MY VOICE THROUGH CREATE'S ARTS PROGRAMMES. EVEN WHEN I FEEL A BIT OUT OF MY DEPTH USING NEW TECHNIQUES, I STILL FEEL COMFORTABLE HERE.**

Create participant



**THE PROJECT MANAGER FOR CREATE WAS WONDERFUL TO HAVE IN THE SPACE. HE WAS INVESTED, ENCOURAGING, POSITIVE AND PROFESSIONAL. I FELT THAT THE STAFF, THE PARTICIPANTS AND I WENT ON A WONDERFULLY POSITIVE JOURNEY TOGETHER.**

Create artist





# HOW TO APPLY

To apply, please send a completed application form with a short email providing a telephone number where you can be contacted in confidence.

Interviews will be arranged on an individual basis.

Download the application form at [createarts.org.uk](https://createarts.org.uk)

Completed application forms can be emailed to [jo@createarts.org.uk](mailto:jo@createarts.org.uk) (please type the job title in the subject field).

No agencies / consultancies.





**CREATE'S  
PROGRAMMES  
PLAY A VITAL ROLE  
IN DEVELOPING  
KEY SKILLS, LIKE  
CREATIVITY, SO  
THOSE MOST IN NEED  
IMPROVE THEIR LIFE  
CHANCES.**

Nicole Lovett, Director, CSR, Deutsche Bank

### **FURTHER INFORMATION**

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