



WYSING ARTS CENTRE
FOX ROAD BOURN
CAMBRIDGE CB23 2TX
WWW.WYSINGARTSCENTRE.ORG

T + 44 (0) 1954 718881
INFO@WYSINGARTSCENTRE.ORG

April 2021

WYSING ARTS CENTRE ACCESSIBILITY STEERING GROUP

INFORMATION PACK

Wysing Arts Centre is a progressive arts organisation that develops new ways to support artists and enable art and ideas to reach a wide range of people in unexpected ways. Through its innovative work, Wysing influences the development of the visual arts sector in the UK, Europe and, increasingly, the wider world.

Wysing is committed to improving the accessibility of our programmes. We would like to invite d/Deaf, disabled* and neurodivergent** artists and audiences to participate in a steering group to work with us on our future plans.

The Accessibility Steering Group will be appointed to talk to the team at Wysing to co-design new ways of working. We want to hear directly from people who face barriers and have lived experience so that we can make

sure our organisation is as inclusive as possible. Participation in the Steering Group is a paid opportunity.

This information pack sets out more information about Wysing, the Steering Group and how to apply.

If you would like an **easy to read** version of this pack, [you can find one on our website here.](#)

*We recognise that the term disabled can itself be problematic, but for now is widely accepted.

**It is estimated that around 1 in 7 people (more than 15% of people in the UK) are neurodivergent, meaning that the brain functions, learns and processes information differently. Neurodivergence includes ADHD, Autism, Dyslexia and Dyspraxia. <https://archive.acas.org.uk/neurodiversity>

CONTENTS

Pages	2-4	Background and Who We Are Looking For
Pages	5-6	About the Accessibility Steering Group
Page	7-8	About Wysing
Page	9	Recruitment Process

BACKGROUND:

Wysing actively seeks to give a platform to voices that are marginalised or under-represented.

What we have done so far:

- We actively support artists from a range of backgrounds
- We are a Disability Confident accredited employer
- We have invested in Mental Health Awareness and training
- We aim to make recruitment opportunities accessible by accepting applications in different formats and by producing information videos
- We have worked on digital inclusion and use legible hashtags and image descriptions, provide captioning for our live events and transcriptions for podcasts
- We provide free companion tickets to events and offer tiered ticket pricing
- We invite access statements and feedback about our accessibility

What we want to do in future:

- We want to ensure that our work is accessible to people with a range of impairments and we want to reduce barriers as much as possible.
- We want to make it easier for disabled people to engage with us without having to ask for adaptations
- We want to become a Disability Confident accredited Leader

Who we are looking for:

We are specifically looking for people who identify as d/Deaf, disabled or neurodivergent to join our steering group.

Person Specification

- An appreciation and understanding of Wysing Arts Centre.
- Commitment to Wysing's objectives, aims and values.
- Commitment to Wysing's Code of Conduct.
- Willingness to devote time to participate in the Steering Group.
- Good, independent judgement and the ability to think creatively.
- Good communication and interpersonal skills and the ability to respect the confidences of staff and members of the group.
- Balancing tact and diplomacy with willingness to challenge and constructively criticise.
- Identifies as d/Deaf, disabled or neurodivergent and can share their lived experience to help Wysing become more accessible.
- Knowledge of the type of work undertaken by the organisation.
- An interest in the arts

About the Accessibility Steering Group

The Accessibility Steering Group will meet 6 times over the course of 2021.

The timing of meetings will depend on the needs of those selected to participate and we will do our best to find meeting times that work for the whole group.

We are open to feedback about whether the Steering Group should have fixed membership for the year (i.e. all participants attend all meetings), or whether we should consider changing membership to enable different voices to be heard. We know that some people might not be able to commit to a full year of participation.

Each meeting will last approximately 2 hours and will be held online via Zoom. We will make sure there is a break half way through. Captions are available and we can arrange BSL interpretation on request. Zoom provides a phone in option, and we can discuss other access needs.

The group will be asked to consider and provide feedback on:

- digital programmes
- in person events such as exhibition launches
- How we support artists

RATES OF PAY

Each person will be paid £250 for attending a two hour meeting and providing feedback.

If you can participate in all six meetings, you will earn a fee of £1500.

TIME COMMITMENT

Six meetings of 2 hours, over the course of a year. 12 hours total.

Some time expected for email, phone or Zoom correspondence to plan meeting dates.

ABOUT WYSING

OUR VISION / A progressive and inclusive workplace for the arts that develops ways to support artistic development and enables everyone we work with to explore their creative potential.

OUR MISSION / To provide a radical and discursive creative environment within which artistic ideas can be explored and developed, particularly those engaging with wider societal concerns.

OUR VALUES / Wysing believes that art and artists have a vital role to play in society and that opportunities in the arts have not always been fairly shared or accessed by all. We believe that everyone who wishes to should have the opportunity to explore their creative potential. We develop programmes that support artists at every stage of their lives and careers. We develop programmes that offer time and space for personal development, artistic growth and experimentation, and access to supportive networks. We actively seek to give a platform to voices that are perceived to be marginalised or under-represented. We are committed to establishing national and international partnerships and collaborations that support innovative and experimental art and culture to be created and shared.

ORGANISATIONAL OBJECTIVES 2018 – 2022

1. **ARTISTS:** Enable artists of all backgrounds to thrive
Develop a range of programmes that support artists and artistic practice

Increase the diversity of artists we support

Develop local, national and international strategic partnerships and networks

2. AUDIENCES: Enable a range of audiences to engage with contemporary art and ideas

Deliver high quality public and engagement programmes

Be strategic in targeting audiences for art

Work beyond our geographic boundaries

3. ASSETS: Enable financial and organisational resilience

Develop and sustain new models of self-generated and contributed income

Invest in staff development and governance

Maximise the potential of our unique site

OUR CODE OF CONDUCT

http://www.wysingartscentre.org/images/uploads/PDFs/Wysing_Code_of_Conduct_Poster.pdf

RECRUITMENT PROCESS

We would be happy to receive an expression of interest in the form of a video or a letter (1-2 pages) outlining your interest in joining the group and how you meet the key criteria in the Person Specification.

If you would like to discuss the role with our Head of Operations, Ceri Littlechild then please call 01954 717104 or email ceri.littlechild@wysingartscentre.org

Deadline for expressions of interest: 5pm 14th May 2021.

Expressions of interest should be emailed directly to Ceri Littlechild.