

# **LET ARTISTS BE ARTISTS 2023**

## **Stage 2 FAQs**

### **Who are the communities you currently work with in Gloucester?**

We work with a range of communities in Gloucester. We need to stress you don't need to make work with these communities necessarily and we don't expect you to come with a project plan detailing how you will engage specific communities. We are interested in your process and we can help you with the longer process of working with the community.

Here is an example of some of the communities we work with through our community producers:

- The South Asian Community
- The Afro-Caribbean Community
- The Westgate Community
- LGBTQ+ Community
- The Matson Estate (through our work with GL4)

We also have an active participation department and work regularly with children and young people and with partner schools. Young people are central to the work we do.

### **Will you provide rehearsal space, workshop venues or equipment of any kind?**

We are non-venue based so cannot offer space within our building. However, as part of LABA, you will be part of the Strike A Light team and have access to the office and to the network of partners we hold. We will also be offering a short residency (including rehearsal space) and a small contribution towards a commission as part of the employment. More details of this will be available at the application stage. We hope the funding will help you leverage other support and funding bids you are putting in.

### **Which community in Gloucester should I work with?**

We do not need a project plan from you and we are also not here to tell you which communities to work with. We'd love to hear who you might have in mind but this should be based on how you best work/who your work speaks to. The processes of working with

communities are long, complex and considered and we want to know your approach rather than defining outcomes.

### **How much time should I spend in Gloucester?**

We won't set your time, but we do expect regular attendance in Gloucester in both the community and at our office. We are a flexible employer and will be sure to discuss this with you and work around your circumstances.

### **What do you mean by full time or part time?**

FT (5 days a week) PT (2.5 days a week). The contracts are PAYE so will have benefits including annual leave, sick pay and pension. We have a flexible working policy and will work with you on the best working pattern. We want an artist who wants to make the most of this opportunity and we need to trust the artists to manage their time and be honest and upfront with us about the work they are doing. There will be check-in moments along the way where we can review how things are going.

### **What about other work?**

This is not a separate project, this is your work. It includes meetings, planning, different projects or shows, but it's for someone who wants to focus on their own creative practice, not someone who wants to perform in someone else's touring show for 6 months. If you do have a 6 month tour lined-up, that sounds great, but may be worth applying for the PT role if you can make it work.

If things come up during the year we'll talk about it. Flexibility to make this work for the artists is important but we do not want to turn this into a standard bursary or residency where it is seen as a project and is one project of many- this is about what happens if artists have enough paid time and brain space to work on their own practice.

The contract needs to be mutually agreed to allow for you to have that space and for this to be a priority. Once appointed, we can discuss the contract and a work plan which works for you, including check-ins/1 to 1s with the team.

**How will I be managed?**

You will have a SAL staff member allocated as someone to officially “line manage” you. This is someone who will lead check-ins and ensure you are happy in your work. We won’t judge your performance against outcomes but we will be interested to hear how you are developing work with communities/creative practices and some of the challenges you are facing (and how we can help!)

**Who am I working for?**

You are employed by SAL and your contract and responsibility sits with us. The funding for the programme mainly came from our ACE uplift, partner donations and trust contributions. Partners are on board to help with the selection process.

**Do I need to live in Gloucester?**

No, but you do need to show commitment to base some of your work in and for the communities of Gloucester. If you can easily commute here and do not feel like multiple visits are a drain on your finances, time and health then this could be for you. We will also consider the environmental impact of your travel to Gloucester; e.g we wouldn't want anyone flying to Gloucester on a regular basis.

There won't be additional expenses paid for travel to work (like any PAYE contract that SAL holds).

**Do I have to do this for 2.5 years?**

The contract length is 2.5 years but, as with any PAYE contract, there is a notice period (once you have completed your probation period) where you can leave if you find something else you want to do. We hope you can form a relationship with the SAL team and feel you can have an open dialogue about this.

**Can the terms of the contract change to self-employed?**

No, the contracts will be PAYE as a stipulation of funding.

**How will I help with the evaluation of the project?**

We want to see this scheme run and run (and we are sure you all do too) so we need to make sure we are continually evaluating the success of it over the 2.5 years. We will ask you to be part of this and we are looking for an artist who is up to help us record this process effectively and be a fellow advocate for the work. The more we do, the more likely we are to leverage more funding and have wider industry influence.

**Is there a video limit for the application?**

Yes, 15 minutes long.

**What should I include as my 3 pieces of work?**

We want to see examples of your work which demonstrate who you are as an artist and, if applicable, the sort of work you continue to make and explore during this time. Please direct us to a certain section if you upload a long video or a website. We have a lot of applications to get through. You will be able to talk about your practice in the questions.

**Do I need to attend Strike A Light team meetings each week?**

No, but we would expect you to attend them regularly (we also do them remotely). It's important that we all feel part of the team and have touch points to hear about the work that is happening.

**Do you cover travel and accommodation?**

As with any PAYE contract we do not cover out-of-pocket expenses such as these.

**Would you cover access costs?**

We will work with you to put in place what you need to be able to work with us as best as we are able. We will discuss this with you on an individual basis when we are through to the final stage.

**Can I change my answers once submitted?**

No, we recommend that you give yourself enough time for the application and submit it close to the closing date; there will be no advantage to submitting your application early.

**When will the interviews be?**

Interviews for the roles will be in mid-October. We will take through 8 people to interview. We are restricted in number because we cover a day rate for each applicant to attend the interview.

**Can I edit my application after I have sent it?**

Yes, you can, until the deadline. Once you hit 'submit' on the Google Form, you will be emailed a link which will let you alter your answers in the form and then resubmit them. You can repeat this process as many times as you like up until the deadline.