

Return & Retain Cohort Application Pack

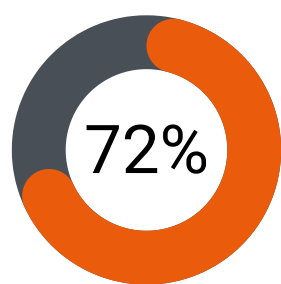


About PiPA

PiPA was created in 2015, to address a lack of provision for parents and carers in the performing arts.

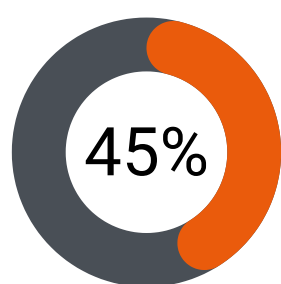
Leaders across the arts have responded rapidly and with enthusiasm to new ideas, using PiPA research and resources to embed new ways of working into existing structures and approaches. This support and collaboration has seen PiPA grow exponentially. Consequently, we are driving real change across the sector and working in partnership to create new opportunities for parents and carers across the performing arts.

Parents and carers have been disproportionately impacted due to the pandemic. PiPA's 2021 [Covid Report](#) found that:



72% of parents and carers are considering abandoning their career in the performing arts

D/deaf and disabled respondents or those with a long-term health condition are twice as likely to have taken on full-time caring responsibilities (doing 80% or more of the childcare) due to the pandemic.



45% of D/deaf and disabled respondents class themselves as 'really stressed' or in 'fight or flight' mode.

This professional development project has been developed as a direct response to the need identified through the research.

ABOUT THE PROJECT

Parents and Carers in Performing Arts (PiPA) are working with partner organisations to offer a series of professional development opportunities and workshops to Yorkshire based performing arts practitioners with caring responsibilities, who are further marginalised due to their ethnicity, cultural heritage, disability, neurodivergence, sexual orientation, gender identity or from a working-class background. This project will take place between February and July 2022.

The development opportunities might include: shadowing, coaching sessions, workshops, short residencies rehearsal space, training in bid writing, digital skills or improving your CV.

There are two key aims for the project:

1. To support the individuals' career development
2. To create a toolkit of industry resources that will aid arts organisations to better support freelancers with caring responsibilities, especially those who are currently underrepresented within the industry.

WHAT THE PROJECT WILL INVOLVE

Professional Development Opportunities

This project is run in partnership with **Sheffield Theatres, Mind the Gap, Balbir Singh Dance Company, Tutti Frutti Productions, Middle Child Theatre, Theatre Royal Wakefield, Pilot Theatre Ltd, Leeds Heritage Theatre, Derby Theatre, Dance Mama, Stans café, Northern School of Contemporary Dance and Migration Matters Festival.**

Opportunities include shadowing, mentoring, placements and skills workshops in the areas of directing, producing, performance, marketing, participation, backstage and senior leadership. A full list of what is currently on offer can be found in the Opportunity Matrix (*included in the Application Form*).

Due to the evolving Covid situation we anticipate the much of the project will take place online but where possible there will be the option for in-person activity. We will assess the situation on an ongoing basis.

Case Study and Toolkit Creation

A key aim for this project is to develop a toolkit for employers to better support freelancers. In order to do this we will be creating a toolkit. Through your engagement within the project, we want to capture any learning you and our partner organisations have developed in supporting parents and carers in the performing arts. We aim to use this to create a series of case studies and resources which we will need your input on. This will include written or recorded reflections and interviews.

Presentation Event

There will be a presentation event to share the learning from this project that will be attended by partner organisations. Provisional date: 20th July 2022 tbc.

Focus Groups

There will be three focus groups:

- 3rd Feb 2022 – Discussion on access & support requirements; ambitions; and the recording process.
- 12th April 2022 – Mid-point assessments and discussion
- 8th July 2022 – Final evaluations

(These dates will be confirmed once the cohort has been recruited)

Full participation in these activities is a requirement for all participants.

Remuneration

You will receive remuneration of up to £744.40 (depending on length of engagement) in total to enable participation in development opportunities. A participation fee of £65 per focus group will be available.

Accessibility

We want to make engagement in this project as accessible as possible, and therefore welcome conversations around what support and provisions you may need us to put in place. Please contact eleanor@pipacampaign.com to discuss this further.





HOW TO APPLY

To apply for this project, please complete the following:

- A video, audio or written statement outlining your answers to the Prompt Questions below. Written statements should be no more than 1 page, and audio/video responses no longer than 5 minutes. Alternatively you can apply by completing this [Google Form](#).
- Application Form*
- Equality and Diversity Monitoring Form** (*if you have already completed this as part of your expression of interest, please indicate this in your application email*)

Prompt Questions for Application

Whether you are applying via written statement, video or audio recording, or via the Google form, please provide answers to the following three questions:

- 1** Please tell us about your lived experience and why you are right for this opportunity.
- 2** Please tell us about your professional experience.
- 3** Please tell us about a specific challenge you are currently facing in your career.

Adjustments to the length of text, audio or video application due to access needs (for example, use of large text or speech difficulties) will be accepted.

** If you require any of the application materials in alternative format or wish to discuss submitting an application in an alternative format, please don't hesitate to contact bryony@pipacampaign.com. Additionally, if you are unable to complete the Application & Monitoring forms in the given written format, please email bryony@pipacampaign.com. She can arrange a phone or video call to take down your answers. Bryony is not involved in the applicant selection process and all monitoring form discussions will be kept strictly confidential.*

***If you have already completed this as part of your expression of interest, please indicate this in your application email.*

To find out more about PiPA's commitment to Inclusion and Diversity, please see our [Statement of Principle](#).

Find out more about PiPA on our website: www.pipacampaign.org.

The deadline for submissions is **Monday 17th January 2022, 10am**.

PiPA intends to inform applicants of the outcome of their application by **25th January**.

Outside of access enquiries, all questions about this role and the application process should be directed to recruitment@pipacampaign.com.

Please note the PiPA Office is closed from 23rd December 2021 – 3rd January 2022, and any enquiries between these dates will be responded to on our return.