



PARENTS & CARERS IN PERFORMING ARTS

FOUNDATIONS PROGRAMME



Are you committed to advancing diversity, equality and business resilience in your organisation but not sure where to start?

PiPA Foundations, funded by Creative Scotland and delivered by PiPA, is an entry level programme designed to support performing arts organisations taking essential steps towards creating a work environment that is inclusive of people with caring responsibilities. This programme will provide organisations with tools, resources and a bespoke Action Plan to enable them to implement inclusive policies and working practices.

The programme is responsive to the Scottish policy and funding environment, relevant for a range of organisations of varying scales and resources. It will take you through the key steps for identifying, addressing and improving your workforce and workplace environments for people with caregiving responsibilities.

Who is PiPA Foundations for?

The PiPA Foundations Programme is designed for any organisation in Scotland working with and across the performing arts (incl. Dance, Music, Theatre, Opera, Live Art, Puppetry, etc.) who are keen to:

- ➔ Understand the current landscape for people with caregiving responsibilities
- ➔ Identify gaps in key policies and practices
- ➔ Develop strategies to better support parents and caregivers
- ➔ Promote a culture of inclusion
- ➔ Improve business resilience through diversity

How does the Foundations Programme work?

Stage 1: Induction

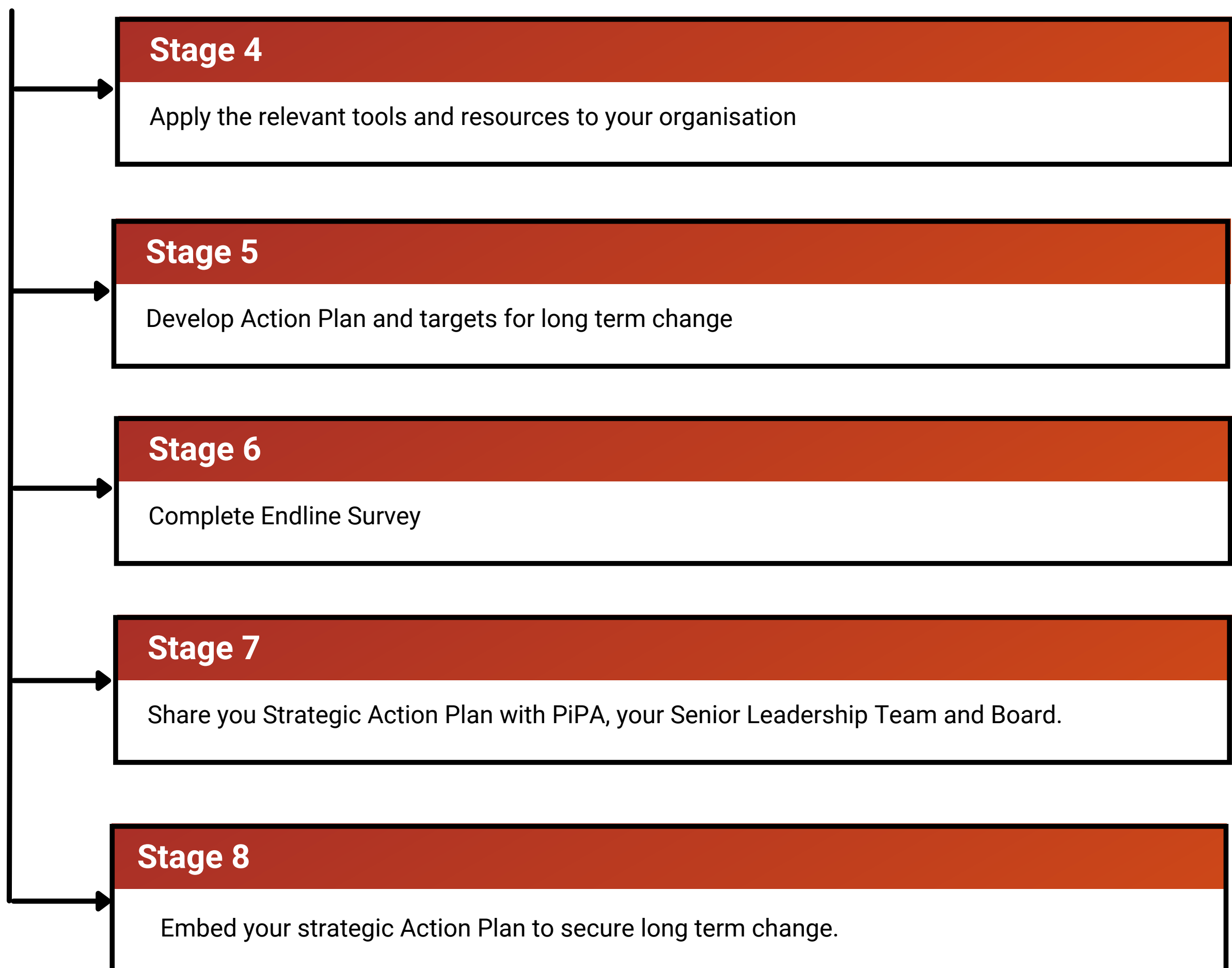
Stage 2

Complete a Baseline Survey to establish your starting point

Stage 3

Complete the 5 Foundations Modules

- **Module 1:** Using data to inform strategy
- **Module 2:** Building Foundations for Best Practice
- **Module 3:** Widening workforce participation
- **Module 4:** Welcoming New Communities
- **Module 5:** Taking Learning forward



The programme will span from February to July 2022, with 1 module being delivered per month (February will be the induction session). Each module will include a 1 hour webinar, delivered by PiPA Consultants, with an opportunity for peer learning via a Q & A session.

| PROGRAMME COST | |
|----------------|---|
| £50 | for organisations with a turnover up to £1million |
| £100 | for organisations with a turnover over £1million |

*If the fee is a barrier to participation due to Covid please get in touch with jackie@pipacampaign.com and we can discuss options.

Sign up to the PiPA Foundations Programme here:



Frequently Asked Questions

Below are a series of Frequently Asked Questions which we hope will cover everything you need to know at this stage. If you do have any further questions, or simply want to meet the team, please register your interest for our **PiPA Foundations Pop-in** on Zoom, **23rd February at 1pm**, by emailing Jackie@pipacampaign.com

Q. Do I have to be in receipt of Creative Scotland funding to take part in the programme?

A: No, we are open to receiving applicants who are not funded as well as funded.

Q. What are the criteria for being a performing arts organisation?

A. Currently PiPA works with organisations that span Music, Opera, Theatre and Dance. We focus on supporting organisations that primarily produce live work, rather than screened. If you are unsure whether you are eligible, please contact jackie@pipacampaign.com.

Q. Who in my organisation can attend?

A. Anyone in your organisation can participate in the programme from your Trustees, CEO or Senior Managers through to personnel who have responsibility for HR, Policy or Operations.

Q. Can more than one person from my organisation attend without additional cost?

A. Yes, we welcome up to 2 people from the same organisation

Q: How do I sign up for the programme?

A. Complete this google form: https://docs.google.com/forms/d/1-XolkDFb_8w-3jQl6UGW68Aoga5ig2OsDUd0p1sQvP0/edit and a PiPA Staff member will be in touch with the next steps.

Q. What happens after the Foundations Programme?

A. We are here to support you further! The PiPA team is there to help you along your journey to becoming a more dynamic and inclusive workplace. We have a wealth of resources and tools to offer, together with a vast network of performing arts organisations already working toward best practice as part of our [Charter Programme](#). We would love to welcome you too!

