



ACTION POINTS

At the Barriers to Access working day that BoP facilitated in December 2016 the attendees identified 8 actions that should be taken to address the barriers to access for young disabled people participating in the arts.

This document shares the notes from the working groups on the day. We have expanded the notes to help make sense of them.

For each action the groups were asked to think through the following questions and points to work out how the actions could be achieved:

What should it achieve?

What do we need?

Who should lead?

£ - What budget is needed?

Other resources required?

What are the connecting opportunities?

What are the challenges?

In the expansion of the actions below we have colour coded these headings for quick reference. Not all headings were completed for each action.

The actions are in the order of priority set by the attendees - see end doc.

Birds of Paradise will work on the first three actions over the next 6 months. We will look at what we can do on our own and what we can do with others. We will also support others to take actions forward - working with them directly or connecting them to others.

To help us work out what we should do we have outlined ideas at the base of each action.



ACTION POINTS

ESTABLISH A YOUNG PERSON LED RESOURCE TO ADVISE SECTOR

This action aims to involve young disabled people, to influence and inform the sector.

What should it achieve?

- Written resource / website
- Two way for young people & organisations
- More joined up thinking
- Support for organisations & individuals
- Identify needs & gaps in provision
- Overview of arts sector

What do we need?

- Young people who are engaged & want to share information
 - How could / can young people be more involved
- All areas represented
- Mentoring for young people
- Incentives for those young people
- Youth Ambassadors
- Artists as role models
- Create meeting points for young people to discuss access

Who should lead?

- Youth Arts Voice (through the hubs)
 - Gives national perspective
- Time to Shine to fund?
- Government? (2018 is Year of the Young Person)
- Mentoring/placements from a key partner in each area, with expertise in access
- Digital links between young people
- Two young people per area
- At the end, the young people lead training for sector
- Working with organisation level network

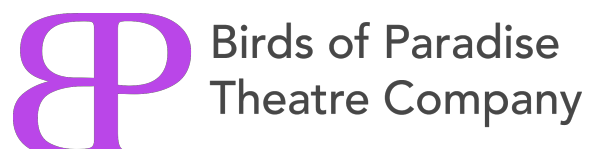
£ - What budget is needed?

- Post
- Living wage for young people
- Transport
- Access needs
- Theatre tickets etc
- Map cost out, Deaf youth theatre development to learn about approach for deaf communities / future plans
- Budget required for young people involvement & organisational support

Other resources

What are the connecting opportunities? YAVS

What are the challenges?





ACTION POINTS

ESTABLISH ORGANISATIONS LEVEL NETWORK

This action aims to develop a network formed of relevant organisations, who can disseminate information and help steer sector wide conversations.

What should it achieve?

- An established set of shared values/top line targets
- Interdisciplinary showcase/festival (provides incentive and motivation for involvement)
- Agreed direction for collective lobbying

What do we need?

- Endorsement from youth/arts organisations
- Endorsement by funders (Creative Scotland)
- To include social care organisations - who can share good practice
- To research existing multi-organisational networks (FST, Creative Carbon Scotland)

Who should lead?

- Team of people focussing on fundraising in the outset
- Representatives from large & small theatre/arts organisations
- Select representatives from social care organisations
- Select young disabled people?

- £
- Budget needed to pay for expenses and overheads
- Budget needed for events?
 Could there be a case for a membership fee?
- Otherwise operates on voluntary basis

Other resources

- Resources
 - Online presence.
 - Minutes from meetings made available
 - Regular events / opportunities to come together across Scotland in accessible venues

What are the connecting opportunities?

- Involve policy makers - opportunity for small organisations to connect directly with people of influence

What are the challenges?

- Maintaining momentum
- Ensuring the continued commitment of relevant people
- Collective model can be slow
- Not central belt focussed



ACTION POINTS

FORM RESOURCE TO PROVIDE CPD & SECTOR TRAINING

This action aims to establish a network of organisations and individuals that can provide training

What should it achieve?

- More routes for young creatives with barriers to develop their careers
- More easily accessed training opportunities for professionals
- A professional workforce who are better equipped to work with young disabled people
- Young disabled people who are better informed about how to achieve their ambitions
- Improved attitudes / awareness

What do we need?

- Existing training providers
- People with training needs
- Pooling of existing resources
- Accessible platform to browse/apply for training sessions

Who should lead?

- Independent body to bring together organisations
- Process to be informed by people with access needs

£ - What budget is needed?

- Funding – Skills Development Scotland, Creative Scotland

Other resources

- Ask for training needs and gaps
- CPD funding for freelancers
- Similar assessment tool, ie people dancing
- Develop 'Needs Analysis Toolkit' – communitydance.org.uk

What are the connecting opportunities?

What are the challenges?

- Attracting new participants



ACTION POINTS

ACCESS INFORMATION RESOURCE

This action aims to establish a group of professionals who raise funding specifically to support those with financial access requirements

What should it achieve?

- Shared resource freely available to all
 - Accessible website: BSL / AD / other languages
 - Simple English
 - Large print
 - Other formats (Braille / audio download)

What do we need?

- Content moderator(s)
 - Linked to a training and artistic training programme – creative approaches to access
- Single agreed location to find it
- Way for information to be collectively collated in the first place

Who should lead?

- D/deaf and disabled young people & audiences
- Creative Scotland
- Parent network information
- Parent with access video camera

£

Other resources

- Creative Scotland website because everyone uses it as first port of call
- Practitioners, opportunities, training events, contact list

What are the connecting opportunities?

- Connecting opportunities / inclusion
- Everyone learns from everyone

What are the challenges?

- Not repeating services that already exist
- Making sure information is clear, accessible and relevant



ACTION POINTS

LOBBY FUNDERS & GOVERNMENT AROUND ACCESS FUNDS (TRANSPORT)

This action aims to establish a group of professionals who raise funding specifically to address issues of access

What should it achieve?

- Funding
- Universal participation
- Raise awareness amongst potential audiences
- Training
 - Form filling in
 - Access to Work

What do we need?

- Public support / lobbying
- Fundraising expertise
- Training on lobbying
- MP/MSP with disability & D/deaf awareness

Who should lead?

- Creative Scotland? Time to Shine?
- We need a champion to lobby?
- YAVS
- Young people?

£

- Time / Management / Technology

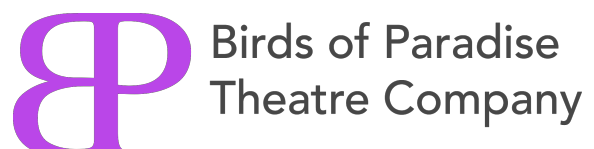
Other resources

- Need the stories / forum, network
- Collaboration, joint approach
- Local, regional, national

What are the connecting opportunities?

- Would be jointly worked on by multiple organisations & individuals with any funding gained available to anyone

What are the challenges?





ACTION POINTS

CREATE ENGAGEMENT GUIDELINES & ADVICE (OUTREACH & FAMILIES)

This action aims to establish set of agreed guidelines and tips, for organisations to refer to when engaging in outreach work

What should it achieve?

- A shared document freely available to everyone
 - Multiple platforms (document / film / audio available for various settings)
 - Publicised and widely known about to ensure it is used
- The sector is open minded to all participants

What do we need?

- Research with families, experts in that field, individuals, charities
- Examples of good work; Dos and Don'ts; Journey
- An open way to collect the advice.

Who should lead?

- Working group; Different backgrounds
- Input from target families/participants
- Specific Researcher

£

- Researcher's post
 - 2 year post - £60k
 - Website - £5k
 - Events / travel / document £10k

Other resources

What are the connecting opportunities?

- Cross-fertilisation of policies to make a multi-organisation & multi-individual manifesto

What are the challenges?

- Time for organisations to collate information – can be covered by researcher's post:
Creative Scotland commission (eg)



ACTION POINTS

PEER REVIEW NETWORK FOR ACCESSIBLE WORK (CHARTER MARK)

This action aims to establish a recognised and widely used mark of approval to let audiences know that a piece of work has met an agreed set of targets (like Fairtrade)

What should it achieve?

- Identifiable mark of good practice
- Peer review could cover different areas
 - Strategy
 - Event / activity
 - Communications

What do we need?

- Non-affiliated (anonymous?) assessment [mystery shoppers]
honesty must lead to changed practice

Who should lead?

- Young people from representative groups
training necessary in disability / diversity

£

- Funding neutrality, Creative Scotland
 - Expenses for mystery shoppers
 - Training
 - Establishing branding of charter mark
 - Grants scheme to encourage groups
 - Could it be free? IE buddy up / swap system

Other resources

- Create events that showcase the work of diverse groups

What are the connecting opportunities?

What are the challenges?

- [What have been the problems of previous youth led initiatives?]
- Would you have the right to reply? How informed about wider contexts does the reviewer need to be?
- Need to better define what work.
 - Is the purpose self-reflection or stamp of approval?
- Could it be a self-reflective model? Like IYYP [investors in young people] accreditation.
- Would you recognise the barriers in your own organisation?



ACTION POINTS

AUDIT PAST INITIATIVES

This action aims to look at past initiatives to ensure that work that has been done isn't being repeated, and to learn from work already completed

What should it achieve?

- Joined up thinking within the sector via an online resource of success/failure case studies

What do we need?

- All arts companies to contribute case studies

Who should lead?

- A company like BoP could implement
- A post-doc. researcher to undertake collation
- Focus group of individuals (from organisations and young people)

£

- Researcher's post
2 year post - £60k
Website - £5k
Events / travel / document £10k

Other resources

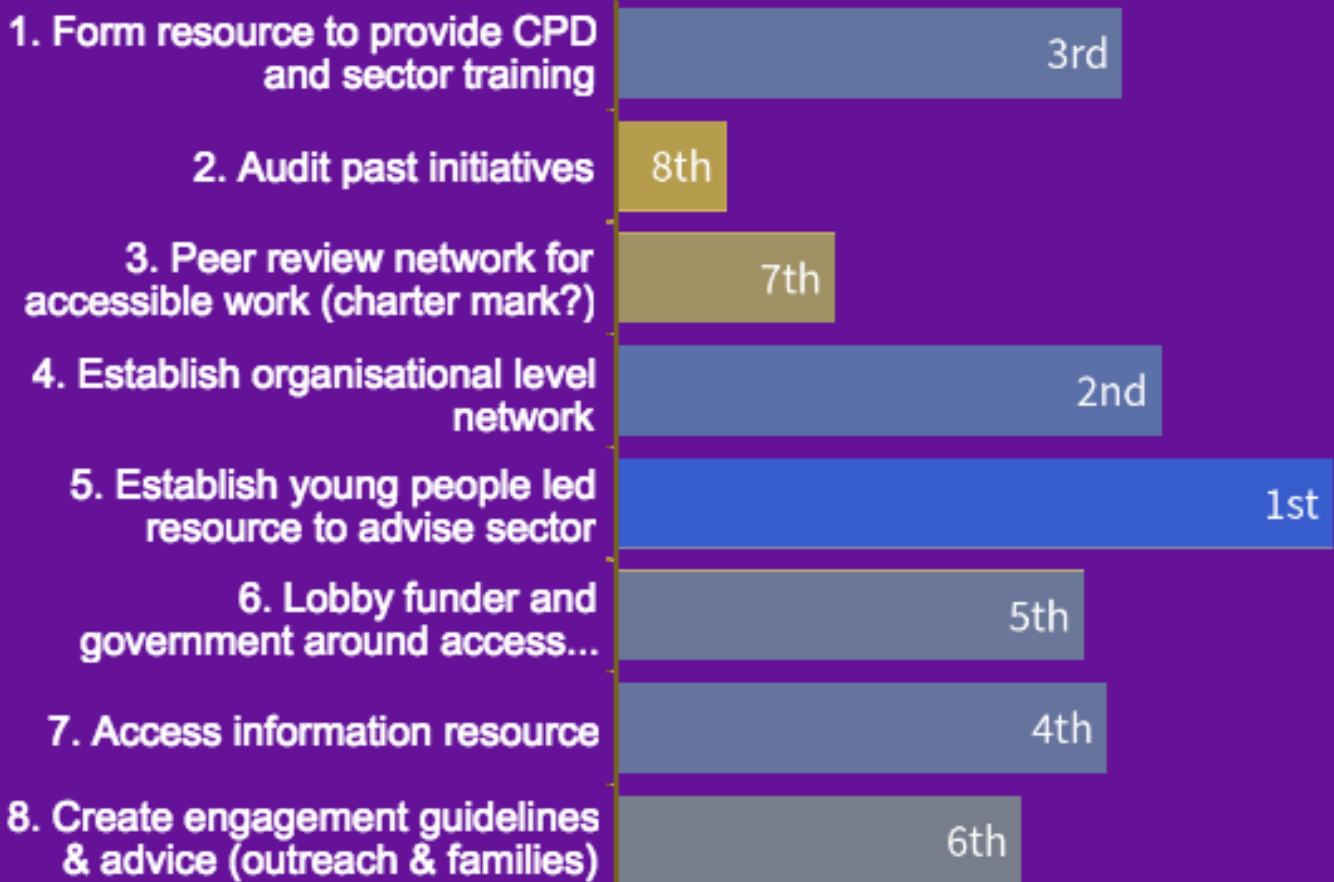
What are the connecting opportunities?

What are the challenges?

- Honesty – do people want to share failure? Anonymous necessary
- Could it be internal or peer review/exchange within organisation? (cheaper)

Poll by attendees of Barriers event ranking the action points by order of importance

Rank the actions by how important they feel to you



Total results: 21

The section below is a list of further action points written on post-it notes by attendees of the Barriers event. they have been sorted into different sections.

SKILLS

- **Education Sector**
- Training compulsory in further education & higher education
- College attitude (before audit?)
- Offer training for aspiring disabled artists/youth workers
- Practitioner skill base – broader
- Sharing models more broadly across sector
- **Mentorship CPD & Training**
- Mentorship programme (on the job training) for people with ASN to gain professional experience and for others to gain insight into working with people with ASN
- Access & diversity training that would interest our sector
- Focus on signposting and support rather than provision

RESEARCH

- Research better – know your audience
- Debrief and consult on part of initiatives that weren't as successful as hoped
- Challenge assumptions / conclusions
- Share the case studies around development in this area – Perth group model – partnerships shared too.

PARTNERSHIP NETWORK

- Establish partnerships with non-arts organisations (for advice, identifying gaps in arts provision, reaching new audiences)

QUALITY & STANDARDS

- Focus / quality, individual perspective / care
- Seeing each others work

LOBBYING

- Lobby policy-makers and organisation heads regarding long-term commitment & **funding** for...



ACTION POINTS

- Create a manifesto/statement of beliefs that organisations can sign up to regarding access – perhaps a disability access charter with ambitious standards set
- Fund proposed for challenging artistic access conventions – BSL always at side, captioning could be more active.

INFORMATION

- Sharing Toonspeak 1-2-1 support model for progressing aims.
- YTAS map and timeline already available.
- Language: common language / basic language
- Terminology Glossary
- Create Access Document/Plan for all young people wanting to access arts (detailing requirements)
- One-stop-shop website with arts accessibility information (rated by young people), overseen by Creative Scotland or other body.
- Networking, line included in job adverts
- Database of access providers
- Website access or QR code access

OUTREACH

- More family engagement to strengthen home support and awareness of arts
- Internship: Outreach & parents – proactive parents, regular workshops

INVOLVEMENT

- Young group can become producers, directors, role models
- Access Team Audit Group of diverse folk you have to invite every year and can advise as part of YTAS young-critics (?) a youth led forum to connect, vlog, blog, share knowledge / network
- Youth arts that includes disability access
- Establish (and fund) an organisation to advise on and promote inclusive arts practice (like Creative Carbon Scotland)
- Create the Crash Test Dummies
- Young person led
- Groups led by diverse artists and tutors
- Specifically encourage applications from disabled artists as workshop leaders etc
- Dial a bus – dedicated provision of accessible transport