# 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](https://pipacampaign.org/research/covidreport?referrer=/research) found that:

* **Talent haemorrhage:** seven out of ten parents and carers (72%) 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. They are also the least satisfied with Government support with many not qualifying for SEISS freelance support scheme because they have tended to work fewer hours.
* **Mental health crisis:**Almost half (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 or disability.

**To participate in this project you must be a parent or carer AND belong to a group which is under-represented due to ethnicity, cultural heritage or disability.**

This project will take place between April and July 2022.

There are specific professional development placements you can apply for (listed below) or you can apply to be part of the project more generally. If you choose the second option, you would be matched up with appropriate participating organisations or opportunities once enrolled in the project.

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.

## Opportunities on offer:

There are 4 specific placements you can apply for, or you can simply apply to the project as a whole and be matched with professional development opportunities later.

Each placement or opportunity will be tailored to the successful applicant’s career goals, access needs and circumstances.

### Opportunity 1: Work alongside Babir Singh Dance Company on their upcoming *Thriving Communities: On the Trail of…* Project.

**About Balbir Singh Dance Company:** Based in Leeds, BSDC specialises in blending contemporary western dance and classical Indian Kathak. They strive to be the UK’s leading intercultural company, making dance theatre that tells stories to excite the senses and generate conversations.

**About the Project:** BSDC’s ***Thriving Communities*** Walks include elements of performance and participatory dance at various intervals through Gledhow Valley Woods. These offer people in the community the opportunity to engage with their environment and each other in new and interesting ways. This project is run in collaboration with Live Well with Pain, and Leeds and Durham Universities, and aims to use dance to help people suffering with chronic pain and their carers.

**The Placement:** The successful applicant will be given the chance to shadow and engage with different aspects of the company, and the planning, delivery and marketing of this project. The placement will take into consideration the successful applicant’s career goals, access needs and circumstances.

### Opportunity 2: Support the planning, delivery and marketing of the Migration Matters Festival

**About Migration Matters Festival:** Based in Sheffield,Migration Matters Festival is proud to be ‘Britain’s largest festival about Sanctuary and refugees in the country’ (The New Internationalist, 2017). The festival champions the voices of people who are marginalised, with a strong emphasis on platforming refugees and people who have experienced displacement, detention or sought asylum.

**The Placement:** The successful application will gain the opportunity to develop an understanding of how a festival is organised; find out what goes into promoting and marketing it; and learn how volunteers are organised and coordinated.

### Opportunity 3: Work alongside Utopia Theatre Company to deliver live and digital theatre

**About Utopia Theatre Company:** Based in Sheffield, Utopia Theatre Company prides itself on being a leading voice in African Theatre, particularly in the digital space. The company is dedicated to demonstrating the rich cultural heritage of Africa’s theatre canon, and in so doing, dispel stereotypes and encourage authentic voices from the African Diaspora.

**The Placement:** The successful applicant will gain the opportunity to find out more about a company with a unique style, combining African theatre tradition with that of the Western world. They will also benefit from the opportunity to work with a company that delivers its work both live and digitally, with a wealth of online resources and digital events.

### Opportunity 4: Develop directing or producing skills at Tutti-Frutti Productions

**About Tutti Frutti:** make delightful newly commissioned theatre for children and family audiences with a strong visual and physical storytelling style. Embracing cultural diversity in the influences, making and production of their shows, they create shows that are beautiful, engage the imagination of the audience and provide a meaningful theatrical experience.

**The Placement:** The successful applicant will gain an insight into what goes into making imaginative and entertaining children’s theatre. The placement is aimed specifically at either a director or producer.

If you prefer not to apply for one of the above opportunities, but instead apply for the project as a whole, these are the organisations you could be working with:

Sheffield Theatres, Mind the Gap, Middle Child Theatre, Theatre Royal Wakefield, Pilot Theatre Ltd, Leeds Heritage Theatre, Derby Theatre, Dance Mama, Stans Café, and Northern School of Contemporary Dance.

Opportunities on offer include shadowing, mentoring, placements and skills workshops in the areas of directing, producing, marketing, participation, backstage and senior leadership.

## Time Commitment

This project runs from April – July 2022, and participation will be tailored to each applicant. However, all participants are expected to attend, or contribute to, the below:

### 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 two focus groups, provisional dates below:

* 18th May 2022
* 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](mailto:eleanor@pipacampaign.com) to discuss this further.

## How to Apply

To apply for this project, please submit the following to [recruitment@pipacampaign.com](mailto:recruitment@pipacampaign.com):

* Application Form\*
* Equality and Diversity Monitoring Form\*

\* *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*](mailto: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.*

To find out more about PiPA’s commitment to Inclusion and Diversity, please see our [Statement of Principle.](https://pipacampaign.org/who-we-are/inclusion-and-diversity)

Find out more about PiPA on our website: [www.pipacampaign.org.](http://www.pipacampaign.org/)

The deadline for submissions is **Tuesday 3rd May, 10am.**

PiPA intends to inform applicants of the outcome of their application by **9th of May 2022.**

Outside of access enquiries, all questions about this role and the application process should be directed to [recruitment@pipacampaign.com](mailto:%20recruitment@pipacampaign.com).