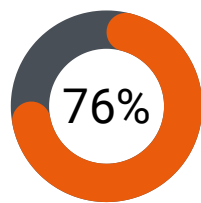




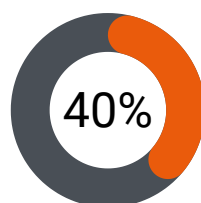
Access Rider Prompt Sheet

Introduction to the need for an Access Rider



76% of caregivers regularly turn down work (85% of freelancers)

Self-employed women in the arts, over 85% of whom have caring responsibilities, including mothers, reported a **pay penalty of £8,000**



40% of parents and carers are thinking of leaving their arts careers due to challenging working practices

An Access Rider empowers an organisation to effectively support and manage the individuals they're working with. It empowers an individual to access the support they need. This document should be shared at the earliest possible point, ideally at appointment or within induction. This document can be updated at any point during an individual's engagement. An Access Rider gives an individual the opportunity to talk about aspects of their identity they want an organisation to be aware of. The elements below are based on focus groups with intersectional performing arts practitioners who also have caring responsibilities (participants in the PiPA *Return and Retain* Project 2022).

There are examples under each heading to support the completion of this form. Whilst detail is encouraged, some areas may be left blank, and others may feel more comfortable being explored via a face-to-face meeting. For many parents and carers it is difficult to define whether the support they require is related to their caring responsibility, a characteristic of their identity or both. Therefore, having one document which can encapsulate all areas of access can ensure that nothing is missed or overlooked; the conversation happens, and the correct support is identified.

Include Name of Document Owner & Introduction

Providing information on how this document will be used, who will have access to it, and its intended purpose, will support parents and carers to feel confident in sharing this information with you.

Include a space for communications requirements

General examples include: If interpreters are required, font sizes, text or page colour preferences, preferred method of communication and format i.e., electronic and/or hard copy. Access to agendas/ related documents ahead of scheduled meetings.

Parent and Carer specific examples include: 'Communication boundaries'; preferred hours of communication and/or when communication cannot be received/responded to. Turnaround time for communication; when certain communication would need to be received in order to respond effectively.

Include space for info relating to attending events or meetings

General examples include: A personal assistant or support animal is required to move around the space, seating in a certain location e.g. near bathroom or in hearing loops best pick up location. Considerations around masking, ventilation and covid testing for immuno-compromised people.

Parent and Carer specific examples include:

Options for remote attendance, scheduling of starts and ends of meetings to accommodate caring responsibilities

Include space for info on traveling

General examples include: Distance able to travel, preference of times to travel, time required to plan travel (if you need to organise support to take a train or a taxi using a wheelchair this takes more advanced notice) Are the location and venue accessible (not all train stations have lift access, for example)

Parent and Carer specific examples include:

Impact of travel on caring responsibilities. Timings clarified, payment for tickets and when this can be reimbursed.

Include space for info on scheduling

General examples include: How much advance notice you would need for an in-person event, days and times to avoid for activity.

Parent and Carer specific examples include:

Any additional needs to accommodate e.g. regular time to express breastmilk or time-out to call dependents. Advanced notice needed to arrange childcare. Flexible working options to accommodate child illness, for example.

Include space for additional information

General examples include: Pathways to be marked out in bright coloured tape to make them more obvious for someone with a visual impairment

Parent and Carer specific examples include:

Significant phases of change which may impact your work e.g. child starting a new nursery and you need flexible time to support them. Adjustments to pay schedule. A parent or carer "buddy" you can share concerns and experiences with.

Include space for date completed & date reviewed

If you work for an organisation ready to take inclusive working practices to the next level get in touch with Matt regarding our Charter Programme:

matt@pipacampaign.com