



**Freelance Job Vacancy**  
**Sharing Together Project Support**  
**for**  
**Hijinx, Disability Arts Cymru and Learning Disability Wales**

### **Introduction**

In response to the Black Lives Matters movement and We Shall Not Be Removed campaign; we are building a network of organisations and individuals to debate, research and respond to the specific challenges that exist at the intersection of learning disability / neurodivergence, people who experience racism and arts engagement.

Through this work we aim to develop sustainable and impactful approaches to remove barriers to the arts in Wales for learning disabled and neurodiverse people, by organising networking events promoting support, access, and inclusion across the arts.

### **The Project**

In response to the Black Live Matter movement and We Shall Not Be Removed campaign, we want to find ways to address systemic inequality, stepping away from one off project work, and establishing longer term changes and interventions that result in a more inclusive and open cultural sector.

We acknowledge that we lack the knowledge and lived experience to lead changes such as these on our own, we need the help of learning disabled and neurodivergent people who have experience racism and marginalisation, to enable us to move forward with integrity and to work better for all.

The aims of the project are to develop:

- A shared understanding of the barriers to arts engagement
- A network of organisations and individuals from across these communities working together to research and share their specific contexts
- A foundation on which to base future activities, recommendations and adaptations that need to be implemented to open up the arts fully to learning disabled people who experience racism

- Closer connections between communities and arts organisations
- A more inclusive arts sector of learning disabled and neurodivergent people

We are interested in developing an action research project to consider the intersectionality of race, learning disability / neurodivergence and arts engagement. We want to make sure that we fully understand the context, by working in an inclusive and open way. We are not proposing a short-term outreach project, rather a project that builds understanding and trust and enables us to review our provision and adapt to working in a way that will be accessible.

We are planning to:

- Curate a series of three information and networking sessions to build connections, cultural competency and understanding of lived experience
- Develop spaces for small, safe conversations to explore issues and potential next steps
- Develop an action research proposal, with a view to securing funding, that will consider barriers, explore and test interventions and provide a roadmap for future working.

### **The Role**

We are looking someone who is great at bringing people together, to join us on a part-time, temporary basis to support this work. We particularly encourage applications from people with lived experience of the focus of this project.

This role will:

- Support early stages of the project – scoping its potential and impact
- Develop, promote, and facilitate the initial networking and information sharing sessions
- Connect with communities to build links and establish ways of working that are responsive and supportive
- Work to understand barriers and existing systemic inequality
- Support work to develop and sustain the project, including fundraising, reporting and evaluation

Details of the post are included in the Job Description and Person Specification below.

### **CONTRACTUAL DETAILS**

|                     |   |
|---------------------|---|
| Line Manager:       | CEO (Hijinx)  |
| Length of contract: | 8 days over 12 weeks  |
| Based at:           | Initially working from home, with travel to meetings and networking sessions as needed (all in compliance with Covid-19 guidance) |
| Contract Details:   | £120 per day. 8 days over 12 weeks, starting May 2021 (approximately 0.5 - 1 day per week)  |
| References:         | Offers of employment are subject to the receipt of satisfactory references.   |

Hijinx is committed to ensuring an equitable working environment. We actively to reflect a multitude of experiences and backgrounds. We particularly encourage applications from people with lived experience of the focus of this project.

## JOB DESCRIPTION

- Help to establish the structure for the project, programming events and curating their content – inviting speakers, arranging logistics and working with the project team to manage the events.
- Building links with learning disabled communities who experience racism and their families, friends and support networks.
- Drive awareness of and sign up for the project events – identifying and working with other groups and organisations who might be able to advocate and support the project – and creating marketing and promotional materials
- Encourage people to attend online sessions
- Support the development of follow up groups, listening and working with participants to create safe, trusted spaces to look at how to work in the future
- Undertake research into existing practice, both good and bad, to inform plans, gathering insight into the practicalities and efficacy of approaches employed on these projects.
- Attend and facilitate sessions as part of the project.
- Discuss and document findings from sessions, attending follow-up meetings with project team
- Contribute to reports for submission to ACW.

| PERSON SPECIFICATION   |           |           |
|--|-----------|-----------|
|  | Essential | Desirable |
| <b>Skills &amp; Abilities</b>  |           |           |
| Excellent interpersonal skills with the ability to build rapport, trust and relationships with a diverse range of people | X         |           |
| Excellent verbal and written communication skills  | X         |           |
| A self-starter with great organisational skills, with the ability to manage and deliver multiple priorities              | X         |           |
| Welsh Speaker  |           | X         |
| <b>EXPERIENCE</b>  |           |           |
| Experience of building and nurturing communities   | X         |           |
| Experience of working with marginalised communities  | X         |           |
| Experience of interacting with people with learning disabilities in either a personal or professional setting            |           | X         |
| <b>KNOWLEDGE</b>   |           |           |
| Knowledge of the creative sector in the UK   | X         |           |
| Awareness of current trends and developments within the inclusive and disability arts sector                             | X         |           |
| Awareness of systemic racism and barriers to inclusion   | X         |           |
| <b>ATTITUDE</b>  |           |           |
| Highly motivated with a passion for the creative industries  | X         |           |
| Enjoys a busy working environment, able to hit the ground running  | X         |           |
| Organised, efficient, flexible and adaptable   | X         |           |
| Excellent team player  | X         |           |
| Committed to inclusion and accessibility   | X         |           |

## APPLICATION PROCESS

For an informal discussion about the role prior to application, please send an email to [sarah.horner@hijinx.org.uk](mailto:sarah.horner@hijinx.org.uk).

To apply for this role please send an email to [sarah.horner@hijinx.org.uk](mailto:sarah.horner@hijinx.org.uk) with your CV and a brief statement (**1 side of A4 or a short film or audio file**) that tells us how your experience and skills are relevant to this work. Please provide examples and be as specific as you can.

We will assess your application using only the information you provide and cannot make assumptions.

We will ask a selection of candidates to attend an informal interview (which will be conducted remotely via Zoom).

Deadline for applications: 9am Monday 3 May 2021 (new extended deadline)

Interview date: Interviews will take place weeks commencing 3/10 May 2021. Please indicate in your application if there are any dates that aren't possible for you during this week.

Preferred start date: as soon as possible in May 2021

We are unable to respond directly to all applications, if you haven't heard from us within three weeks of the closing date for this role then your application has not been successful on this occasion