



## 5. Programme

### This is Section 5/8

#### Overview

Over the coming year, we are rethinking how we work at SSW - in our programme strands and our governance. Part of this will be working towards a shift in how the organisation is structured in order to better care for, represent and support a diversity of artists and local communities in our work and decision making. This work will build on research developed with support from the RESHAPE network and will continue through our BE PART programme and work on fairer governance in the arts over the coming years.

In order to be able to make this shift we have recognised the need to foster a team at SSW that includes and represents the experiences of multiple and intersecting identities. The successful candidate for the Programme and Communications Fellow must therefore come from a lower socio-economic background (as recognised in the WJCB funding) and have an understanding of the lived experiences of Black, Indigenous and People of Colour (BIPOC). Although 25% of the team already identify as coming from a lower socio-economic background, including members at senior and Director level, we are a majority white team, so this is an evidenced gap in representation.

As the Programme and Communications Fellow, we hope that you will feed into this work, as well as supporting on:

#### BE PART Fieldworks and Evaluation

In 2021-22 our artist-led projects will be part of Art Beyond Participation (BE PART), a Large Cooperation Project part-funded by Creative Europe and developed by a network of 10 arts organisations across Europe, including SSW.

We will be working with artist collective Myvillages and artist Jack Tan on two of three long-term 'Fieldworks'. As the Programme and Communications Fellow, you will support on the production and development of these Fieldworks and be active in the creative decision making and production of other Fieldwork projects.

SSW is coordinating the evaluation of the BE PART project, working with researchers and external evaluators Dr Sophie Hope and Henry Mulhall. You will also support in this process.

### Residency

We are currently developing our residency programme at SSW, considering the impacts of COVID-19, Brexit and the climate crisis, alongside our commitment to accessibility and representation of diverse identities at SSW. You will work alongside Jenny to research and create the residency content and formats, support structures, administration and communications with the intention of making and holding space better for people who are currently underrepresented in our residency programmes.

### Other programmes

You will support on the planning, co-ordination and communications for our courses programme and Open Access.

### Communications

Alongside the team you will work on a new communications plan for SSW. This will be a creative and hands-on process that will centre function, language and accessibility. General communications work will involve writing text for platforms including web, social media and print for diverse audiences, laying out documents and updating the website.

### General

You will work on programme and communications administration and support overarching areas of work, such as EDI and environmental planning and action.

We are working with Glasgow Women's Library to develop long-term and integrated Equalities, Diversity and Inclusion planning, policy and action at SSW. Alongside the rest of the team, you will contribute to our planning and feed into this development.

We are a small team, so you must be willing to pitch in and help each other with lots of different things when necessary.