



ACCESS ALL AREAS

Board Recruitment Pack



Access All Areas are recruiting trustees!

In 2023 we doubled the regular funding we get from our Arts Council England National Portfolio Organisation (NPO) grant, launched a new production company to give focus to our work within the TV and film industries, and became one of The Lowry's new Partner Companies.

We're looking for two new trustees with specific experience and skills, as we continue to expand our work in TV and film, and work with more staff than ever before. We're looking for:

- ➔ Someone with considerable experience in **TV or film**, who can help us to navigate and connect more effectively within the sector.
- ➔ Someone with experience of **Human Resources (HR)**, who can help us to further support our expanding neurodiverse workforce.

Preference will be given to applicants who are d/Deaf, disabled, or neurodivergent. This is because these identities are central to our work, and because they are underrepresented in our cultural sectors.

Please note, these are voluntary, unpaid roles.

Access

If you'd like this information in a different format, or wish to apply in a different way that is more accessible to you, you can contact us at

0207 613 6445

or email

hello@accessallareaproductions.org



A note from our Co-Chairs Sarah Pickthall and Charlene Salter

Thank you for your interest in joining our board. It's exciting to think you might want to come on a journey with us.

We are making huge progress in embedding accessibility for learning disabled, autistic and neurodivergent people in cultural life.

We are busy making shows, running workshops, and developing artists, and we are being supported more than ever in our mission by funders and industry partners.

You will work with us, the board, the company's CEOs (Artistic Director and Executive Director), and a friendly and passionate senior management team.

Do take time to read this board recruitment pack, and have a look at our website and our social media channels.

If you think you have the skills we're looking for and would like to have an informal discussion with one of us, get in touch. We look forward to hearing from you.

– Sarah and Charlene





About Us

Access All Areas makes award-winning, disruptive performance by learning disabled and autistic artists.

Our productions create intimate moments of interaction between performers and public, occupying unexpected spaces in venues, on the streets, online, and in public buildings.

As well as making shows, our company of Associate Artists works to make our culture more inclusive for learning disabled and autistic talent. We engage communities, train artists of the future, and work closely with TV, film, and theatre companies to make their work and workplaces more accessible.

We've developed a programme of work that challenges exclusion at every level of our culture. All our work, from productions, to consultancy, to creative workshops, is co-led by Access All Areas' learning disabled and autistic artists, ensuring lived experience drives everything we do.



Our work

We create

We make shows. Live, digital, onstage, offstage, backstage, virtual reality, TV, film, in our public buildings and in your streets. First and foremost, we're a company of artists with stories to tell. All our work is co-created from the lived experience of learning disabled and autistic artists.

We change

Our society is ableist. We want to change it.

Through our consultancy programme, we train, support and co-create with TV, film, and theatre.

We run access training, offer bespoke Creative Support to learning disabled and autistic talent, and co-create scripts.

We're ready to work with any production team, broadcaster, theatre, casting director, or company that wants to make their work and workplaces more accessible.

We train

Traditional routes to professional careers in the arts are usually closed to learning disabled and autistic creatives.

Through our Diploma, our Associate Artists Programme and our ground-breaking Transforming Leadership work, we work with artists to develop the skills they need in an accessible way.


We train, develop, and mentor some of the world's leading learning disabled and autistic artists and leaders at every stage of their careers, and support them into sustainable work in the arts.

We engage

No one should be left out of the arts because of their access needs or preferences.

Our Take Part programme of sensory and creative workshops improves wellbeing, fosters community inclusion, and supports learning disabled and autistic people in our communities to make great art.





Information on the role



Trustee with a focus on TV and Film work

We're looking for someone with considerable experience of working in the TV or film, who can help us navigate and connect more effectively within the sector. Ideally, you would understand the barriers that traditionally have limited access for learning disabled and neurodiverse people. You should be passionate about access and inclusion, and excited to see more content made by learning disabled and autistic creatives.

Main tasks and responsibilities:

- Act as an ambassador for Access All Areas in the TV and film industries and elsewhere
- Help us to continue to develop strong relationships with industry partners
- Help to ensure current opportunities, events and knowledge of the industry reaches the team
- Advise on any actions which might help achieve goals and targets relating to AAA's TV and film work, especially our consultancy programme
- Advise on relevant partnership agreements or contracts
- Attend board meetings, the AGM, and board away day and occasional performances or events.

This is a voluntary, unpaid, advisory position.

Trustees are not expected to undertake operational jobs for the charity.



Information on the role



Trustee with a focus on HR

We're looking for someone with experience of Human Resources (HR), who can help us to further support our expanding workforce. Ideally you would have a good understanding of contracts and policies, experience with Employment Law, and be comfortable advising on people management. You should be passionate about access and inclusion, and excited to help oversee an accessible, inclusive, and productive working environment that embeds health and wellbeing in all HR policies.

Main tasks and responsibilities:

- Act as an ambassador for Access All Areas
- Support the senior management team (SMT) to promote a healthy, happy, and productive work environment
- Advise the SMT on occasional HR-related issues
- Support the SMT to keep abreast of best practice and any new legislation that might impact on our work
- Review templates for staff contracts and agreements
- Occasionally attend interviews as part of recruitment processes
- Review and advise on new company policies
- Attend board meetings, the AGM and board away day, and occasional performances or events

This is a voluntary, unpaid, advisory position.

Trustees are not expected to undertake operational jobs for the charity.

Our Model of Co-Leadership

Learning disabled and autistic people are often excluded from leadership positions, strategic planning, and decision making processes due to lack of proper support, and outdated ideas about who should lead and how.

We use co-leadership in every aspect of our work, creating meaningful space for learning disabled and autistic professionals to bring their experience to the table. If they need it, AAA's learning disabled and autistic leaders are provided with a Creative Support Worker, funded through Access to Work, who can support and mentor them to develop as leaders, and have their voices heard.

All our work, including our board, is creatively led by co-leadership teams – usually a pair of professionals where one has relevant lived experience, and one has more traditional professional experience.

Since 2019, AAA has been funded through Arts Council England's Transforming Leadership fund, and later through Project Grants, to explore, develop, and roll-out new models of co-leadership for learning disabled and autistic creatives across the cultural industries.





Time Commitment

4 board meetings a year

- ➔ Every 3 months
- ➔ Usually a weekday, 5-7pm
- ➔ Held in-person and on zoom.

Annual General Meeting

- ➔ Once a year, usually on a weekday evening
- ➔ Held in-person and on zoom.

1 Board away-day a year

- ➔ Usually in the summer
- ➔ In-person if possible

Roughly 2 hours a month to advise the charity.



Location

Access All Areas is based at Bradbury Studios, 138 Kingsland Rd, London, E2 8DY.

We prefer board meetings, AGMs, and away-days to happen in-person. However meetings can be hybrid when attendance in person is difficult.

Access costs and travel expenses for travel from outside London can be covered for attending board meetings.



How to Apply

Please send an email or video to hello@accessallareasproductions.org explaining why you want the role and highlighting how your experience is relevant.



Equal Opportunities

Access All Areas is an Equal Opportunities employer and encourages applications from all parts of the community.

We particularly welcome applicants who are d/Deaf, disabled, or neurodivergent, or Black, Asian, or Global Majority applicants, as these are currently underrepresented in the arts.



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