



Brief for a Consultant to undertake training on Equality, Diversity and Inclusion with the North East Culture Partnership's staff and board.

Summary:

Following our 2021 Annual Forum the North East Culture Partnership (NECP) made several public commitments to address and improve its work and to use its position as an agent of change in the North East. <http://www.case4culture.org.uk/forum-2021/necp-response/>

One of the commitments was to undertake board and staff training around Equality, Diversity, and Inclusion (EDI) and it is hoped that this will feed into our work around refreshing the North East Case for Culture.

NECP is looking to appoint an experienced professional or agency who can undertake training sessions with our board and staff and produce a set of recommendations which can improve our EDI work across all our subgroups and ongoing work across the North East.

Staff and Board:

NECP has an advisory Board of 12 Local Authority Councillor Members and 12 Stakeholder arts, heritage and university professionals.

[Board Members - The Case For Culture North East \(case4culture.org.uk\)](http://www.case4culture.org.uk)

NECP is managed by 3 part-time staff and is core funded by the region's 12 Local Authorities and 5 universities, with programme funding support from the Arts Council England and National Lottery Heritage Fund.

The North East Case for Culture was launched in 2015 and is a 15-year statement of ambition for the region. During the 2020 pandemic NECP produced a Recovery Plan for the cultural sector and in autumn 2021 we plan to undertake consultation across the cultural sector to refresh the North East Case for Culture. NECP has recognised that the arts and heritage sector need to do more to support issues around ethnicity, disability, socio-economic status and digital exclusion. We hope that training and support for our board and staff will improve our work and inform the Case for Culture.

EDI Subgroup

NECP has established a board subgroup to develop this work and they will have the overview of the EDI training work supported by a NECP manager.

The timeline below shows our anticipated key milestones in 2021:

- **August** – advertise for a consultant
- **September** – interviews and briefing for successful consultant
- **Sept – Nov** EDI Training Sessions for Board and Staff.
- **Dec** – report and recommendations for Case for Culture

Process of Appointment

This brief is an invited call advertised via the NECP website and social media (collaborations/ joint applications are welcome)

To be considered for this role please include:

- CV
- Links to websites, social media platforms illustrating previous experience
- Written, audio or video statement about your knowledge and experience, approach and methodology, creative ideas related to the brief (500 words)
- Name of two independent referees from two recent projects

Fee

The £3,000 fee is fixed for phase 1 in Autumn 2021 – future EDI training and support could be developed pending further funding.

Criteria / Score

Criteria	Score
Professional ability	1/3
Quality of approach and methodology	1/3
Knowledge and Experience	1/3

Please submit your proposal via email to
matthew.jarratt@neculturepartnership.co.uk

Deadline: 9am 23rd August

Interview: September

NECP Pledge:

In response to the issues raised at the NECP Annual Forum in 2021, and the request for specific actions as a result, the NECP board commits to the following to improve our own work and to use our position to be an agent for change and progress in the region:

1. To build greater inclusivity and transparency within the NECP Board via the imminent round of Board recruitment, reflecting in particular the significant role played by freelancers and smaller arts and heritage organisations and the independent sector. A new policy will support payment to non-salaried board members to support their participation.
2. To ensure that our own board establishes good practice in the area of diversity and inclusion we will invite one or more external advisors, who will be paid for their time, to work with us as critical friends as we make improvements. The focus for this work will particularly address issues for the cultural sector around ethnicity, disability, socio-economic status and digital exclusion. We will deliver diversity training for the whole board and staff team by the end of 2021, and then on a rolling programme. We also affirm our commitment to continuous listening and learning on this complex issue.
3. In response to a clear need post-Covid to enable sustainability, fair pay and conditions and improved equity for freelancers and independent practitioners we commit to leading a representative group to develop resources and advice and guidance to support good practice in the region, building on useful work also done by others.
4. Like many attending the Forum, disabled practitioners, heritage professionals and artists told us that in many ways 'normal sucked' for them and that they do not want to return to business as usual once the pandemic ends. In response, we will ally the partnership with the advocates already leading on this issue regionally to support the creation of a set of 'minimum standards' for disabled artists and audiences. Once created, we will support organisations, funders and local authorities to adapt their work and activities to the standards.
5. NECP understands that the climate crisis requires us all to act with urgency to reduce our usage of carbon. Culture and heritage have a unique and profound role to play in storytelling and in supporting communities to transition to a low carbon future. We will use the opportunity of COP26 in November to initiate a cultural response to the crisis and work in alignment with the North East England Climate Coalition (NEECCo) to unite culture with other sectors regionally.
6. We re-affirm our commitment to acting as a dynamic communications channel to the wider arts and heritage sector, to funders and to local authorities on the continued need for change and progress in our sectors and region, especially in relation to supporting anti-racist and equality and inclusivity initiatives and to support and amplify the work of the groups already active in these fields, such as Culture Against Racism.
7. We will build on the above actions and the work already achieved via our Cultural Recovery Plan to inform the writing of a refreshed Case for Culture which we will begin work on this year. The new plan will aim to unite and energise future investment in culture in the North East.