Access and inclusion training for the arts: Online Learning for Arts Professionals
Pricing & Details

This digital training programme makes it easier to learn independently, in your own time and at your own pace. These friendly and informative training resources are a unique opportunity to listen in on a conversation between Disabled artists, in order to understand more about access and inclusion from real-world experiences.

We have years of experience working with artistic and creative teams and freelance professionals so we know that this training can support you to work in a more inclusive way, to explore ways to use language around disability, to be more confident when working with creatives with different needs and advocating for those or even your needs.

And don't worry, none of the lessons are death by Powerpoint!

Our training as a resource aims to:

- Allow and support a conversation to take place on the subjects discussed.
- Introduce the subjects and different viewpoints from a range os Disabled artists.
- Provide top tips and 'doable' actions that can be implemented by all staff.
- Ignited interest for people to dive deeper into the subjects and promote their own research and discovery.

More about the training

How did the resources come about?

We are often asked to provide training to artists and organisations who want to develop their own inclusive practices, both on and off stage. During the pandemic, like many, our training moved online and we ran our hugely successful #ADiffWayToThink – The Online Series'. It was led by Disabled artists and helped organisations stay on an inclusive path, as they responded to the changes happening, but there was a desire for more online opportunities like these.

So in response we formed a **consultancy group of arts professionals** to help us unpack what training resources and topics would help the sector be more inclusive. Next we brought together a group of Disabled artists to discuss these topics and the barriers that they came up against when working within the arts. **This in-depth consultation period resulted in our online training programme!**

What's in the training?

The Films

1. **How do we talk about this?** (22 mins)
   This film introduces the topics of language and terminology, how to build confidence in knowing what questions to ask
2. **The Basics** (27 mins)
   This film introduces the topics of the different models of Disability, what is access and the importance of intersectionality and making space for Disabled people
3. **Working with Disabled People?** (22 mins)
   This film introduces the topics of access in your workplace, access to work, recruitment and hidden disabilities.
4. **Meaningful partnerships** (27 mins)
   This film introduces the topics of different approaches to working together, the benefits and what we can all learn through collaborating with Disabled people.

The PDFs

Each resource comes with a short film and an accompanying PDF unpicking some of the topics raised in the film in more detail.

Within the PDF are external links broken down into:

- ***Quick reads and watches*** - short snippets, no longer than 5 minutes

- ***Dive Deeper*** - a mix of articles, videos and podcasts that are more in-depth and go into greater detail

How can the training help freelancers?

We understand that each freelancer's approach to work is different, for example some deliver projects by themselves, others bring in other artists to work with them, or projects as part of a wider team. This training helps build up your understanding on the wider context of how to work in the arts and what it means to work in accessible and inclusive ways.

Depending on where you are on your freelance journey, the size of the projects you work on, and the roles you have in the projects, some elements of the training will be more relevant to you at this time than others, and some elements could be relevant in the future.

It's a tool available for everyone and that is why our freelance offer is discounted at such a low price.

Freelancers get access to the videos for 30 days and you get to keep the pdf resources (specifically designed for freelancers in mind) that come with the training forever to refer as your practice evolves.

How can the training help with ACE funding?

If you're applying for ACE Project Grants funding or for DYCP, it's important to demonstrate how your work aligns with the 'Let's Create' Strategy, particularly its aims of "Inclusivity & Relevance", "Ambition & Quality", and "Dynamism.". You will need to talk about the strategy aims and how your work and values meet them or align with them.

You could use our resources to help reach your requirements, or you could put the cost of the training into your Project Grant or DYCP budget when you apply.

For freelancers, this training offers an affordable alternative to direct mentoring by Daryl & Co and will help deepen your understanding of Access and Inclusion, especially if you're early in your learning journey.

How can the training help Arts Organisations?

These resources aren't purely focused on NPO's or ACE's Let's Create Strategy, but they do go hand in hand with them, so for example they can support…

Inclusivity & Relevance:

- Communities - How to build a sense of belonging for under-served communities through removing barriers and increasing access.
- Workforce, leadership and governance - How to nurture inclusive organisational workplaces which value and develop the talent of all the people you work with
- The Creative Case for Diversity - Support discussion around the creative value of diversity

Ambition & quality:

- Understanding perceptions - Allowing you differing perceptions to inform your planning and delivery
- Progression - Supporting professional development to continually refine and develop cultural practice

Dynamism:

- People and skills - Developing teams who are resilient and feel safe and valued

Looking for a different way to do the training programme?

The training programme is designed to be flexible. Some organisations like it because **it allows team members to learn independently and at their own pace, others like to use it as a way to bring their teams together**.

For example, the team at one of our alumni organisations did the training together, here's their Senior Producer, Kelly, telling us how her team found it:

"We decided to bring our whole team together -our core team and our regular freelancers- to watch and explore the training videos. We made (paid) time for this training, so everyone could take part and would have enough time to take in the learnings, while being able to apply the training to the context of our organisation."

How did you structure these in-person sessions?

"We held two sessions, with a few weeks in between. Each session, we watched two videos and talked about them as a group."

You said this was a more meaningful way to do it for your team, why is that?

"We talked openly about our thoughts and experiences as well as about what we didn't fully get. It was good to be able to ask questions in the room and to support each other to set personal goals for further research and action."

What are others saying about the training?

We know what you're thinking, "did they like it and find it useful?". Well, let us tell you. **Our alumni, who come from arts organisations and across the wider arts sector**, have only had positive things to say about the training. So because we're really proud of the programme, we thought we'd share with you what others have said about it so far:

"It's brilliant! If you're an Arts Organisation or Freelancer and you want to know more about access and inclusion **I can't recommend it enough**." @jamesarthurlawrnece on Instagram, who wouldn't appreciate a public shout out?

"It's a really great and informative training programme- It's **really useful to have digitally for onboarding new staff** at different points in the year." participant from The Spark Arts

"The mix of the training of **the panel speaking, giving first hand experiences, followed up with the resources was excellent**. Really good quality conversations. I think we got more out of the training when time was built in for discussion together." Access & Inclusion Training Participant

"I found the training **incredibly informative with lots of practical actions to take from each session**. I really enjoyed the additional reading included with each module. It was also entertaining and fun." Access & Inclusion Training Participant

Pricing:

Freelancer Pricing

- £90 for 30 days, access for one person.

We recognise that freelancers have unique approaches—some work solo, others bring in teams with them. This training supports your understanding of working in the arts with Disabled artists. Depending on your role and project size, certain modules may be more relevant now, others later. That's why we've kept it at a low price point

Your training includes:

- Access to 4 training modules.

- Additional resources and templates: downloadable PDF resources specifically for freelancers to keep, designed to support you as your practice grows.

- Ongoing support and updates.

Organisation Pricing - based on organisation turnover

- Up to £100K: £300 for 3 months.

- £100K - £500K: £600 for 3 months.

- £500K+: £1,200 for 3 months.

Each package includes:

- Access to 4 training modules.

- Additional resources and templates.

- Ongoing support and updates.

- Individual VIP log-ins for each member of your team.

- **Optional add-on for organisations**: an in-person training day with Daryl Beeton, or suggestions for how to run a training day with your team (more on this below).

It doesn't all have to be digital though, you can make the best of hybrid learning! We've created an option that is ideal for organisations who want to add in-person reflective space, to digest what they have learned in a structured yet relaxed way.

Daryl & Co will work with you to:

- Deliver an in-person training day, facilitated by Daryl Beeton. Together we'll watch the online films and discuss immediate thoughts, reactions and questions,
- Provide access to all resources for the team for 1 month following the in-person day,
- Support you to schedule and facilitate your own follow up discussions within your organisations, to keep access and inclusion part of the conversation and the agenda,
- Help you plan your next steps to inclusion.

If you are interested in this training option then please drop us a line at training@darylandco.com for a bespoke quote.

A little note about Access training for everyone

Because Access is a shared responsibility, it is your responsibility in your work, as an organisation or freelancer, to understand and advocate for those that are in the room and especially those not yet in the room.

Accessibility training is not a quick fix. You will need to take away the learnings and make the changes you identify yourself as an individual, team or leader, but our training is a way to spark curiosity, open conversations, identify access need as well as the needs of those you work with and you will deepen your access and inclusion practice - and practice is an important word here.

We can't wait to support you on your access and inclusion learning journey!

Please get in touch with us if you have any questions at training@darylandco.com.