

Weston Jerwood Creative Bursaries Programme 2020-22

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Cymraeg

Os byddai'n well gennych chi ddarllen fersiwn Cymraeg o'r testun hwn, cliciwch [yma](#).

Os byddai'n well gennych chi wrando ar y testun hwn, cliciwch [yma](#).

Os byddai'n well gennych chi weld fersiwn Hawdd i'w Ddarllen o'r testun hwn, cliciwch [yma](#).

This job is part of a wider programme called the Weston Jerwood Creative Bursaries, which is designed and run by [Jerwood Arts](#).

Who are we and what do we stand for?

Jerwood Arts is an independent arts funder, and we work with early-career artists, curators and producers to help them gain access to opportunities, collaborate with other artists and get ideas and projects off the ground. Sometimes we work with artists directly, and sometimes we work with organisations.

Together with organisations like the one you are considering applying to, we also advocate for the arts and cultural sector to be a more equitable and inclusive place to work. There is a wealth of information, data and academic research about the lack of diversity in the arts, and artists and arts workers continue to face exclusion based on their class origins, ethnicity, disability, gender, and other elements of their background, identity or experience. We think the system is broken, and that [positive action](#) combined with deep work by organisations is the only way for this to change. For this reason, the Weston Jerwood Creative Bursaries programme is only for those from low socio-economic backgrounds. It is also an Arts Council England Transforming Leadership programme, which is looking to nurture future leadership in the arts.

What is a low socio-economic background?

If you are from a low socio-economic background, you will most likely have been to state school, might have received free school meals as a child, or had a precarious household income when you were growing up. You might have grown up in the care system, been a young carer, or been the first in your family to go to university. Other terms people from a low socio-economic background might identify themselves with are working-class or benefit-class. If you are from a low socio-economic background you are more likely to face intersecting barriers in society, experiencing racism, ableism and other forms of discrimination. You can find out more about socio-economic diversity and inclusion, and the actions we are advocating for, in this [Toolkit](#).

How it works

The programme funds year-long salaried jobs in arts and cultural organisations, as well as providing links to wider professional and pastoral guidance where it is needed. It seeks to interrogate and remove barriers to entry and enable people to build careers in the arts with confidence and support. Over 2020-2022, we are funding 50 jobs across a range of art forms – you can read about the full list of opportunities [here](#).

What will you get from the programme beyond the job?

- **Fellows Network:** If you get this job, you will become part of a network with 49 other artists, curators and producers from low socio-economic backgrounds. We call this a network of 'Fellows'. You will all be near the beginning of your life as professional artists and creatives, starting new jobs within three months of each other. It

is likely that you might have faced similar and interconnecting barriers to working in the arts previously. Navigating institutions and new professional contexts can be tough, but you won't be doing it alone. In the past the network has produced friendships, artistic collaborations, theatre companies and a sense of community.

- **Professional Development:** Fellows will join the Professional Development programme led by [people make it work](#), which will provide support and training and will be co-created with you. This means that we will tailor the content to your needs, challenges and ambitions and work with you to ensure you learn exactly what you need to support your professional development. A key feature of this will be establishing the Fellows Network for shared learning. This programme will be delivered online, and we hope that at the end we can hold an event that brings the Fellows together in a physical space. The programme will take place over a series of live digital meetings that will enable you to get to know each other, meet and learn from alumni and share your experience of starting your new roles. These sessions will respond to your needs in terms of skills development and we imagine that some of the workshops might include networking and career progression, training as a freelancer, public speaking, CV writing and navigating organisations.
- **Mentor:** You will get a mentor (outside your Host organisation) to work with during your Fellowship. Who they are is completely up to you, and we will pay for their time. You'll also receive guidance from [Arts Emergency](#) who have significant experience in how to identify and make the most of a mentor.
- **Progression:** Throughout the programme, you'll be supported by your Host organisation and Jerwood Arts to help you work out your next steps after the year is over. This might be coaching, support with future job and funding applications, introductions to programmers and funders, or simply advice and encouragement. Jerwood Arts can provide £1,000 of additional funding specifically to support your own creative projects, research and collaborations towards the end of your time on the programme.
- **Feedback:** We've run this programme three times over the past decade (you can hear about other peoples' experiences of the programme [here](#)). Each time we learn more about what works and what doesn't, so you will be encouraged to speak to both Jerwood Arts and your Host organisation if there's anything you'd like us to reflect on, build on or change to improve it for you.

If you love the sound of the job but have questions about the Weston Jerwood Creative Bursaries programme as a whole, you're welcome to contact Sarah Gibbon, Project Manager at Jerwood Arts, confidentially on sarahg@jerwoodarts.org or 07944 903989 in advance of making an application.

Please note that if your questions are specific to the job role or the application process, these should be directed to the organisation you're applying to. You should find information about who to contact within the job pack.



The Weston Jerwood Creative Bursaries 2020-2022 programme is designed and produced by Jerwood Arts. It is funded and supported by Arts Council England's Transforming Leadership Fund, Garfield Weston Foundation, Art Fund, Arts Council of Wales, The National Lottery through Creative Scotland, British Council, Jerwood Arts and PRS Foundation

Prògram Bhursaraidhean Cruthachail Weston Jerwood 2020-22

Tha am pàipear seo ri fhaotainn airson a leughadh ann an [cruth Easy Read](#), èisteachd ris mar [chlàradh èisteachd](#) no a choimhead ann an [bhidio BSL](#).

Cymraeg

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Tha an obair seo mar phàirt de phrògram nas fharsainge fon ainm Bursaraidhean Cruthachail Weston Jerwood, a tha air a dheilbh agus air a ruith le [Ealain Jerwood](#).

Cò sinn agus dè tha sinn a' riochdachadh?

Is e maoineche neo-eisimeileach ealain a th' ann an Ealain Jerwood, agus bidh sinn ag obair le luchd-ealain tràth nan dreuchd, glèidheadairean agus riochdairean, gus an cuideachadh le ruiginn air cothroman, co-obrachadh le luchd-ealain eile agus beachd-smuaintean is pròiseactan fhaighinn a dhol. Uaireannan, bidh sinn ag obair gu dìreach le luchd-ealain agus uaireannan bidh sinn ag obair le buidhnean.

Còmhla ri buidhnean mar am buidheann do bheil thu an dùil tagradh, bidh sinn cuideachd a' tagairt gum bi an roinn ealain is cultair na h-àite obrach nas cothromaiche agus nas in-ghabhalaiche. Tha beairteas de phiosrachadh, dàta agus rannsachadh acadaimigeach ri fhaotainn mu dhùth iomadachd sna h-ealain, agus tha luchd-ealain agus luchd-obrach ealain a' leantainn orra a' cothachadh ri às-dhùnadhbh stèidhichte air an tùsan clas, cinnidheachd, ciorram, gnè agus eileamaidean eile den dualchas, dearbh-aithne no an èolas aca. Tha sinne den bheachd gu bheil an siostam briste agus gur e [gniomh deimhinneach](#) còmhla ri mòr-obrach le buidhnean, aon dòigh air seo atharrachadh. Don adhbhar seo, tha prògram Bhursaraidhean Cruthachail Weston Jerwood a-mhàin dhaibhsan bho chùl-raon sòiseo-eaconamach ìosal. Is e prògram Cruth-atharrachadh Ceannardais bho Chomhairle Ealain Shasainn a th' ann, a tha a' coimhead ri ceannardas sna h-ealain a neartachadh mu choinneamh an ama ri teachd.

Dè th' ann an cùl-raon sòiseo-eaconamach ìosal?

Ma tha thu bho chùl-raon sòiseo-eaconamach ìosal, tha coltas ann gun deach thu do sgoil stàite, gun d' fhuair thu biadh sgoile an-asgaidh mar phàiste, no gur e teachd-a-steach mì-chinnteach a bha san dachaigh nuair a bha thu a' fàs suas. Dh'fhaodadh gun do dh'fhàs thu suas san t-siostam càrach, gun robh thu nad neach-càrach òg, no gum bu tu a' chiad neach san teaghach a chaidh don oilthigh. Dh'fhaodadh gum bi daoine bho chùl-raon sòiseo-eaconamach ìosal gam faicinn fhèin cuideachd mar a bhith sa chlas-obrach no clas-shochairean. Ma tha thu bho chùl-raon sòiseo-eaconamach ìosal, tha thu nas buailtiche a thighinn tarsainn air bacaidhean eadar-ghearraidh sa chomann shòisealta, a bhith a' dèiligeadh ri gràin-cinnidh, comasachd agus cruthan eile de leth-breith. Gheibh thu tuilleadh fiosrachaidh mu iomadachd shòiseo-eaconamach agus in-ghabhalas agus na gniomhan do bheil sinn a' tagairt, san [Acainn](#) seo.

Mar a tha e ag obair

Tha am prògram a' maoineachadh obraichean le tuarastal fad-bliadhna ann am buidhnean ealain is cultair, a thuilleadh air toirt seachad cheanglaichean gu stiùireadh proifeiseanta is aoghaireil far a bheil feum air. Tha e a' sireadh ri bacaidhean air faighinn a-steach a cheasnachadh agus a thoirt air falbh, agus daoine a chomasachadh gu dreuchd-beatha a thogail ann an ealain le misneachd agus taic. Thar nam bliadhnaichean 2020-2022, bidh sinn a' maoineachadh 50 obair tarsainn raon de chruthan ealain – faodaidh tu leughadh mun liosta shlàn de chothroman [an seo](#).

Dè gheibh thu bhon phrògram a thuilleadh air obair?

- **Lionra Chom-pàirtichean:** Ma gheibh thu an obair seo, bidh tu nad phàirt de lionra còmhla ri 49 neach-ealain, glèidheadair agus riochdaire eile bho chùl-raon sòiseo-eaconamach ìosal. Canaidh sinn lionra de 'Com-pàrtichean' ris an seo. Bidh sibh uile faisg air toiseach ur beatha mar luchd-ealain is luchd-cruthachaidh, a' tòiseachadh ann an obraichean ùra taobh a staigh trì mìosan de chèile. Is dòcha gun robh agad ri dèiligeadh ris na bacaidhean agus an eadar-cheangail ceudna le bhith ag obair sna h-ealain roimhe. Faodaidh stiùireadh tro aitreibhan agus co-theacsainean ùra proifeiseanta a bhith doirbh ach cha bhi thu ga dhèanamh nad aonar. San àm a dh'fhalbh, tha an lionra air càirdeasan, co-obrachaidhean ealain, companaidhean theatair agus comh-fhaireachdaiinn de choimhairsnachad a thoirt gu buil.
- **Leasachadh Proifeiseanta :** Bidh Com-pàrtichean a' dol a-steach don phrògram Leasachaidd Proifeiseanta air a stiùireadh le [daoine ga ghnìomhadh](#), a bheir seachad taic agus trèanadh agus a bhios air a cho-chruthachadh còmhla riutsa. Tha seo a' ciallachadh gum freagair sinn an t-susbaint do na feumalachdan, dùblain agus na rùintean agad, agus gun obraich sinn leat gus a dhèanamh cinnteach gun ionnsaich thu dìreach dè dh'fheumas tu airson taic a thoirt dod leasachadh proifeiseanta. Bidh stèidheachadh air Lionra Chom-pàrtichean airson corinneadh ionnsachaidd, na phriomh phàirt den seo. Thèid am prògram seo a libhrigeadh air-loidhne agus tha sinn an dòchas gun urrainn dhuinn, aig deireadh cùise, tachartas a chumail a bheir còmhla na Com-pàrtichean gu corporra ann an aon àite. Bidh am prògram a' gabhail àite thar sreath de choinneamhan didseatach a bheir comas dhuibh eòlas a chur air a chèile, coinneachadh agus ionnsachadh bho alumni agus ur n-eòlas mu thòiseachadh dhreuchdan ùra, a roinn. Bidh na seiseanan sin a' freagairt air ur feumalachdan a thaobh leasachadh sgilean agus tha sinn den bharail gum faod cuid de na bùithtean-obrach a bhith a' dèiligeadh ri lionraidheadh agus adhartas dreuchdail, trèanadh mar neach neo-cheangailte, labhairt poblach, sgrìobhadh CV agus stiùireadh tro bhuidhnean.
- **Meantar:** Gheibh thu meantar (taobh a-muigh do bhuidheann Aoigheachd) a dh'obraicheas leat tro àm do Chom-pàirteachais. Tha, cò iad, gu tur an urra riut fhèin, agus pàighidh sinne airson an cuid üine. Gheibh thu cuideachd stiùireadh bho [Ealain Èigin](#) aig a bheil eòlas cudromach air mar a chomharracheas tu meantar agus an fheum as fheàrr a thoirt às.
- **Adhartas:** Tron phrògram air fad, gheibh thu taic bhon bhuidheann Aoigheachd agad agus Ealain Jerwood gus do chuideachadh ag obrachadh a-mach nan ath cheumannan agad nuair a bhios a' bhliadhna seachad. Dh'fhaodadh gur e coidseadh a bhios an seo, no taic le tagraighean obrach no maoineachaidd, cur an aithne luchd-prògramaidh is maoinichean, no direach comhairle agus misneachadh. Is urrainn do Ealain Jerwood £1,000 de mhaoineachadh a bharrachd a thoirt, gu sònraichte airson taic a chur rid phròiseactan cruthachail, rannsachadh agus co-obrachaidhean fhèin, a dh'ionnsaigh deireadh d' ama air a' phrògram.
- **Ais-fhiosrachadh:** Tha sinn air a' phrògram seo a ruith trì tursan thar nan deich bliadhna mu dheireadh (cluinnidh tu mu eòlasan dhaoine eile air a' phrògram [an seo](#)). Gach turas tha sinn ag ionnsachadh barrachd mu dheidhinn dè tha ag obair agus dè nach eil, mar sin bidh tu air do bhrosnachadh gu bruidhinn ris an dà chuid Ealain Jerwood agus do bhuidheann Aoigheachd, ma tha nì sam bith air am bu chòir dhuinn meòrachadh, togail air no a leasachadh dhut.

Ma tha coltas na h-obrach a' còrdadh riut ach gu bheil ceistean agad mu phrògram Bhursaraidhean Cruthachail Weston Jerwood gu h-iomlan, tha thu di-beathte bruidhinn ann an diòmhaireachd ri Sarah Gibbon, am Manaidsear Phròiseactan aig Ealain Jerwood, air sarahg@jerwoodarts.org no 07944 903989 ro àm tagradh a dhèanamh.

Thoir an aire ma tha do cheistean sònraichte don dreuchd obrach no don phròiseas tagraighean, bu chòir iad sin a chur chun a' bhuidhinn do bheil thu a' tagradh. Bu chòir dhut fiosrachadh mu cò ris a bhruidhneas tu a lorg taobh a-staigh a' phasgain obrach.



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Tha prògram Bhursaraidhean Cruthachail Weston Jerwood 2020-2022 air a dheilbh agus air a riochdachadh le Ealain Jerwood. Tha e maoinichte le taic bho Mhaoin Cruth-atharrachadh Ceannardais Comhairle Ealain Shasainn, Stèidheachd Garfield Weston, Mhaoin Ealain, Comhairle Ealain na Cuimrig, An Crannchur Nàiseanta tro Alba Chruthachail, Comhairle Bhreatann, Ealain Jerwood agus Stèidheachd PRS.