

About Creative Access

We help employers and individuals to access the creative economy and build thriving careers. Our mission is to break down the barriers faced by those from historically marginalised groups to accessing and building careers.

We are impact-driven, providing practical solutions to address the challenges faced by the individuals we support and by our partner employers. Our expertise spans the creative economy including theatre, music, publishing, TV, museums, galleries, journalism, marketing and PR.

Access + Thrive = Impact

Access

- We improve knowledge and access to the creative economy via outreach, events, resources and recruitment
- We provide an outstanding recruitment service for internships (using Positive Action) and permanent roles
- We host a specialist job board for candidates from historically underrepresented backgrounds and inclusive employers who want to attract the best talent
- We run mentoring programmes to demystify and provide access routes to the sector

Thrive

- We help individuals already in the workplace thrive at every step, from career progression to maximising influence
- Our first-class training helps individuals and employers remove the visible and invisible barriers to inclusion in the workplace, from diversity, equity and belonging, to neurodiversity, mental health and wellbeing
- We support organisations create and embed DEI strategies and values via consultancy, 1:1 executive coaching and leadership training
- We run a career development bursary to aid progression within our community

Impact

- 88% of our employer partners attribute their progress against their DEI goals to their work with Creative Access
- 93% have an increased understanding and awareness of DEI and 90% are inspired to take further action on DEI
- 86% cite an increase in inclusive recruitment practices
- individuals supported by Creative Access are more likely to report working in a supportive and inclusive culture (73% versus 59%) and to feel confident or optimistic of having the skills, knowledge and networks to progress

Why work with Creative Access?

- We have deep expertise and bring insight from our cross-sector partners
- We have the widest talent pool of individuals from a diversity of backgrounds
- We help you build an inclusive culture and provide career support to ensure your staff from minoritised groups stay and thrive with you
- Our practical programmes deliver tangible impact; you will get powerful impact data showing the change delivered by your investment in partnering with us



Recruiting with Creative Access

We have an outstanding track record for recruiting exceptional people from communities that are underrepresented in the workplace. We reach individuals that might otherwise not come to you and help you embed inclusive recruitment practices into your organisation. Our flagship support programmes are proven to support career retention and progression.

Creative Access operates in accordance with the Equality Act 2010 and where possible will use Positive Action

Your first steps

Complete a recruitment request form which details:

- What role the staff member or intern will have and what they will learn
- The ideal starting date and – if an internship – placement length
- What skills, qualifications, experience or academic requirements you require
- Information about your organisation, output and culture

Our next steps

- We write an advert for our website based on the information you supply
- Agree a recruitment timeline with you
- Market your opportunity via our database, social media channels and professional networking groups
- Create a shortlist of individuals for you to interview
- Support individual applicants to submit the best CV and covering letter they can for your role
- Set up interviews on your behalf and provide feedback to unsuccessful individuals post-interview



Support for individuals

Anyone recruited via Creative Access will be enrolled on either the Springboard or Thrive programme. These include:

- Induction training
- Professional skills workshops
- Monthly masterclasses
- Mid-point and placement completion evaluation
- Ongoing support and advice
- Allocation of buddy for peer support or a mentor
- Mental health support
- Opportunity for bursary funding

Your responsibilities

- Issue your recruit with a contract
- For interns – agree a training schedule outlining what they'll learn
- Allocate a line manager who will attend an inclusive line management workshop
- Assign an internal staff member to mentor your new recruit
- Ensure attendance at induction and masterclasses
- Pay for travel to induction (if based outside London)

Payment

- Pay your new recruit directly each month
- Interns must be paid at least the National (or London) Living Wage
- If you issue a Training contract, payments are made via bursary, rather than PAYE

The recruitment process – from start to finish – takes approx 6 weeks

Creative Access opportunities board – an inclusive job listing solution

Our specialist opportunities board attracts a large pool of individuals from historically underrepresented backgrounds seeking opportunities in the creative economy

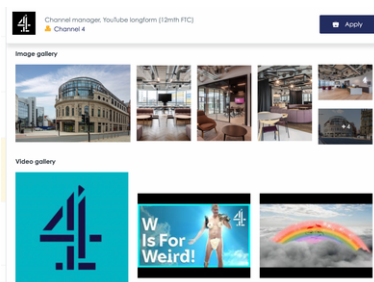
Listing your vacancy on our board is an effective strategy for diversifying your team and ensuring your organisation has access to the fresh ideas and creativity it needs to thrive

Our talent pool

- Over 80% of registered candidates from groups historically underrepresented in the creative economy in terms of race, ethnicity, disability and socio-economic background
- Steady talent pipeline; more than 35k new candidates registered in the past 6 months and actively seeking roles
- Individuals seeking opportunities in all sectors and all types of role
- Engaged and active candidates: 50k monthly visits; 20k unique visits per month
- Above average conversion rate from listing view to application

Our listing service

- In-house expert copywriters to advise on inclusive, accessible job adverts
- Inclusive recruitment guidelines based on up-to-date research
- Manage applications directly on the platform or redirect to your own Applicant Tracking Systems (ATS) for smooth application process
- All roles promoted via social channels and in candidate newsletters



Stand out and reach more talent

- Premium features ensure your company stands out
- Choose between featured jobs or home page banner ads for maximum impact
- Build up a premium employer profile page featuring images and video galleries
- Showcase how you are an inclusive employer

Keep costs low with bundles

- Cost-effective bundles for multiple listings per annum
- Dedicated account manager on hand to track the performance of your listings and ensure you're on the right package for your organisation
- Discounts for charities and not-for-profits

Give your recruits the best chance of success

- Nurture your talent via our flagship support programmes for individuals from historically underrepresented communities
- Provide inclusive line manager training for your leaders
- Research shows employers achieve more progress against diversity aims when investing in these services

Springboard – An 18 month programme of training, networking and support designed specifically for those starting out, to kickstart successful careers of people from historically underrepresented communities



Participants can expect to:

- Clarify and set short and medium career goals
- Increase confidence in the workplace
- Create and develop lasting professional networks of people from similar backgrounds who are starting out in their careers
- Get exposure to the breadth of opportunity in the creative economy
- Get support transitioning from traineeship or to grow in existing role
- Attend exclusive networking events

Organisations can expect to:

- Receive training on inclusive line management
- Improve organisational performance as participants apply insights from programme to become more confident and focused staff
- Build a talent pool of loyal staff who know their organisation is committed to their career development
- Position your organisation as more attractive to people who value and seek greater workplace diversity
- Make an active contribution to diversifying the creative economy



The programme

Training

- Induction day covering goal-setting, personal branding and navigating being a minority in the workplace
- Monthly masterclasses at leading creative organisations
- Training at key transition points to either help secure a new role, or to build and grow in current role
- Accessible, impactful training: all our trainers have lived experience of the issues that they address, and have held senior positions in their fields

Wellbeing Support

- Participants are matched with a buddy group as peer support
- Workshops on wellbeing and mental health, led by a clinical psychologist
- Facilitated sessions on embracing neurodiversity and reaching potential led by clinical psychologist
- Ongoing access to trained mental-health first aiders on the Creative Access team

Community

- Regular networking events
- Participation in peer support groups and access to sector-specific WhatsApp groups
- Provision of CV consultations and employability resources
- Free or discounted tickets to events
- Creative Access book club (including free books!)

Line manager support

- Inclusive line management training for each line manager
- Ongoing support and evaluation

Thrive - an unrivalled 12 month programme of training, networking and support for individuals at mid-level in their careers. This is specifically created for, and by, people who are historically underrepresented in the creative economy

Participants can expect to:

- Develop a leadership mindset
- Increase influence
- Build resilience
- Develop new skills for career progression
- Have increased confidence to advocate for new work opportunities, equal access to training, pay rises and promotions
- Build contacts and working relationships across and within creative sectors
- Take strides to achieve career objectives



Organisations can expect to have:

- A talent pool of committed and loyal staff who feel that your organisation and the industry is invested in their career development
- Stronger staff who can represent your organisation and better advocate for change
- Improved organisational performance as participants apply insights gained from contributors and peers
- Taken an active contribution towards diversifying the creative economy
- Wider pool of role models with a diversity of visible and invisible identities and backgrounds to inspire and sponsor more junior staff

The programme

Training

Accessible, impactful training. Half-day practical, interactive workshops including:

- Essential leadership skills
- Financial literacy
- Confidence and presence
- Managing yourself and others
- Freelance success (if relevant)

Senior, expert trainers with lived experience of the issues that they address

Mentoring

- Research shows that people who advance the furthest in their careers all share a strong network of mentors and sponsors
- Participants are carefully matched with a senior professional mentor for six 1:1 mentoring sessions
- Both mentors and mentees undergo training and the partnership is overseen throughout

Community

- Regular professional networking opportunities
- Social events with others in the Creative Access community
- Access to our book club, including free new book releases
- Monthly masterclasses at leading creative organisations
- Sector-specific and regional WhatsApp groups
- Opportunities for public speaking
- Free or discounted tickets to training and cultural events

Creative Access training

Creative Access offers first-class training to support both individuals and organisations. Workshops are delivered in person or virtually. They create safe spaces to explore topics in the context of current social justice movements, mental health and the constantly evolving DEI landscape in the creative sphere.

All our trainers have lived experiences of underrepresentation and have worked at senior levels in their fields. We are able to create and deliver training that you have a particular requirement for and build in time for planning and co-curation with your team to ensure workshops meet your objectives. All sessions:

- Are accessible, interactive and impactful; including discussion, personal reflection and best-practice sharing
- Can be adapted to ensure relevancy to your particular organisation and industry
- Include a variety of methods such as videos, polls and activities to spark discussion
- Offer plenty of time and opportunity to raise questions and practice responses

Participants are given bespoke hand-out materials after each session. We evaluate each workshop to measure staff engagement and ensure legacy activities.



Equality diversity & inclusion essentials

Introduction to EDI
Unconscious bias
Allyship

Microaggressions & microaffirmation
The class ceiling



Disability & neurodiversity

Embracing neurodiversity
Neurodiversity for managers
Disability equity
Accessibility at work



Personal development

Developing your leadership potential
The power of self belief
Executive coaching



Mental health & wellbeing

Resilience and work-life balance
Mental health awareness for managers
Women's health and wellbeing



The HR life cycle

Inclusive recruitment
Leading inclusive teams
Inclusive line management
Mentor training

"Creative Access have delivered training to more than 400 of our managers, jam-packed with enough wisdom and insight to help us collectively take the next steps on our journey"

"An absolutely excellent session; so relevant, stimulating and thought provoking. I learned a lot about myself as well - and my own biases. It was great to be provoked into radical action"

"This training was invaluable in helping me to think about respect and work values for everyone in a team as a way of making sure that each person feels part of the wider organisation"

"The workshops have made a huge impact on our organisation. Months later, we can still see the effect; people feeling more empowered, able to speak up and to communicate more effectively"



[CreativeAccessUK](https://www.facebook.com/CreativeAccessUK)



[@_creativeaccess](https://www.instagram.com/_creativeaccess)



[@_creativeaccess](https://twitter.com/_creativeaccess)



[Creative Access](https://www.linkedin.com/company/CreativeAccess)



[@_CreativeAccess](https://www.tiktok.com/@_CreativeAccess)