

NEWS RELEASE

Top 40: Graduates kick start careers to challenge inequality in UK arts organisations

Forty of the UK's most talented recent graduates today take up new roles as they join a £1 million bid to end the inequalities of arts recruitment by unpaid internship.

The 40 - all from low income backgrounds - officially start year-long paid placements with arts organisations to kick start their careers in the sector, nurture their leadership talent and help catapult them into senior positions traditionally dominated by graduates from more privileged backgrounds.

They are part of the Weston Jerwood Creative Bursaries programme to promote fairness and opportunity for graduates from low income backgrounds amidst what the Social Mobility Commission calls 'left-behind Britain'^[i] and publication of Arts Council England's Creative Case for Equality and Diversity report^[ii].

The UK's arts sector has traditionally recruited staff via unpaid internships which penalise graduates from low income backgrounds who cannot afford to work for nothing. Surveys reveal that more than 75% workers hail from middle income backgrounds^[iii] and almost 90% of staff have had to work for free at some point in their careers^[iv].

Jerwood Charitable Foundation Director Lilli Geissendorfer said: "The tradition of unpaid internships has for too long meant that UK arts organisations don't reflect the diversity of their audiences or artists.

"The Weston Jerwood Creative Bursaries are about creating a level playing field and empowering a new generation of graduates from low-income backgrounds to claim the arts for themselves. We know it can work because alumni of the programme are already securing significant roles in leading arts organisations and a majority of organisations are changing their recruitment practices after being involved in the programme."

Recent evaluation of the programme's second edition, which completed in 2016, shows that:

- 60% of host employers extended contracts with placements, or made them permanent, once the year-long placement ended^[v].
- 98% of hosts were considering ways in which they can target future job opportunities towards low income graduates.

Alumni are attaining significant senior positions across the arts. They have gone on to become: Executive Director of Chisenhale Dance Space in Tower Hamlets, London; Artistic Director of Birmingham's Fierce Festival; Curator at the Whitworth Gallery in Manchester; Producer with the English Touring Theatre and Classical Music Programme Manager for the British Council.

The programme's insistence on paying a living wage is encouraging host organisations to increase the salaries of existing staff to ensure fairness across the board.

Hosts in this third edition include the Turner Contemporary, Liverpool Biennial and Sage Gateshead – as well as smaller scale arts organisations – and represent 13 of the most disadvantaged areas identified by the Social Mobility Commission. Some of the graduates will also get experience of working in the arts internationally through a partnership with the British Council, new to this third edition.

Graduates who applied for the programme must have received a full maintenance grant throughout university. Those selected are paid according to the Living Wage Foundation's recommended salary, with host organisations paying 25% of the placement's wage, and the remaining 75% coming from the bursary fund.

– ENDS –

i. www.theguardian.com/inequality/2017/nov/28/social-mobility-stark-postcode-lottery-too-many-britain-left-behind-alan-milburn-commission-report

ii. www.artscouncil.org.uk/publication/equality-diversity-and-creative-case-data-report-2016-17

iii. www.theguardian.com/artanddesign/2015/nov/23/middle-class-people-dominate-arts-survey-finds

iv. www.theguardian.com/artanddesign/2015/nov/23/middle-class-people-dominate-arts-survey-finds

v. www.jerwoodcharitablefoundation.org/projects/weston-jerwood-creative-bursaries-2017-19/

Further information from Jon Flinn on 0151 709 0505

Invitation to media: 6pm, Tuesday 27th February

Journalists are welcome to meet the graduates at a formal launch event at the Jerwood Space, 171 Union Street, London SE1 OLN, at 6pm on Tuesday 27 February. Journalists wishing to attend are asked to first contact Jon Flinn: jon@dhacommunications.co.uk.

Note to editors

1. See our policy briefing here:

www.jerwoodcharitablefoundation.org/wp-content/uploads/2018/01/Policy-Briefing-Weston-Jerwood-Creative-Bursaries-Programme-2017-19.pdf

2. The 40 graduates joining the programme include:

- **Lauren Walsh.** Lauren has wanted to work in theatre since seeing the Fringe whilst at university in Edinburgh and has landed a placement at the other end of the country, working as Production Assistant at Theatre Royal Plymouth. She says: *"I have some experience working within arts organisations, but as I have been unable to afford to volunteer for long I have not gained the depth of knowledge or skills that I am hoping for. This opportunity is exactly what I have been looking for."* Lauren is recording her placement experiences at www.laurenwalshblog.wordpress.com
- **Chris Lloyd.** Chris has been taken on as a Social Media Assistant at the Sherman Theatre, Cardiff, after proving his passion for communication with an incredible video setting out his application - www.youtube.com/watch?v=wMXLQ7A1TAE&feature=youtu.be. He says: *"Growing up in various council estates, I always thought that 'The Arts' were for other people and unobtainable to me. There were no resources where I lived and little opportunity to go further afield to see anything. I took a huge risk of leaving a full time job in retail to attend University to study film. This role is an invaluable opportunity for me."*
- **Mandeep Glover.** Mandeep is swapping work as a receptionist at Mercedes Benz to become Resident Assistant Director at Curve Theatre, Leicester. She said: *"I wish to play a leading role in the development of diversity in the industry on a national scale as it is a topic that has affected me a great deal as a member of the British South Asian community and being from a lower socio-economical background. Mandeep is documenting her placement: <https://mandeepstheatreblog.wordpress.com>*
- **Jonny Goode.** Former BT Customer Sales Advisor Jonny Goode is working on delivery of the 2019 Turner Prize in his new role as Audience Development Assistant at Turner Contemporary, Margate. He said: *"Attempting to enter the arts workplace since graduating has been extremely difficult and opportunities like these are few and far between. But by breaking down the socio-economic barriers that recent graduates like myself are facing, Weston Jerwood Creative Bursaries grants us the opportunity to make an impact within the industry."*

3. The 40 selected graduates are:

Participant	Placement	Organisation
Amy Sutters	Producing Assistant (Cook Up & BAC Moving Museum)	Battersea Arts Centre
Hamish Young	Programme Assistant	Berwick Film & Media Arts Festival
Priyanka Mistry	Festival Assistant	Bradford Literature Festival
Sianna DeCoteau	Programmes Coordinator	British Ceramics Biennial
Callum Sayer	Assistant Music Producer	Cambridge Junction
Alice Tomlinson	Audience Development Assistant	Capsule
Vicky Moran	Assistant Facilitator	Cardboard Citizens
Maxine Clarke	Special Projects Coordinator	Cockpit Arts
Mandeep Glover	Resident Assistant Director	Curve
Bakani Pick-Up	Graduate Dance Artist	Dance4

Athenoula Bartley	Junior Producer	Duckie Ltd
Georgia Green	Audience Development Assistant	Dundee Rep & Scottish Dance
Jennifer Murphy	Theatre Administrator	Farnham Maltings
Christina Poku	Digital Content Producer	Fevered Sleep
Freya Monk-McGowan	Assistant Curator	Glasgow International
Georgia Bate	Engagement Officer	In Between Time
Della Hill	Development and Communications Officer	Literature Wales
Kayt Hughes	Education Assistant	Liverpool Biennial
Jacqui Barnes	Camerata in the Community: Assistant Music Producer	Manchester Camerata
Ellie Stanton	Programme Assistant	Marlborough Productions
Naomi Scott	Assistant Music Producer	Metal
Ross Dickinson	Trainee Digital Associate	National Theatre of Scotland
Simon Panayi	Assistant Director	New Wolsey Theatre
Clare Ferris	Projects and Promotions Assistant	Oh Yeah Music Centre
Louis Palfrey	Programme Assistant	Open School East
Laurèl Hadleigh	Learning Assistant	Peckham Platform
Lara Costello	Creative Marketing Coordinator	Poet in the City
Gina Donnelly	Production Manager	Prime Cut Productions
Tom Kitching	Production Assistant	Royal Lyceum Theatre
Maddie Sinclair	Public Programme Assistant (Great Exhibition of the North)	Sage Gateshead
James Ashfield	Fundraising Assistant	Sheffield Theatres
Chris Lloyd	Social Media Assistant	Sherman Theatre
Callum Berridge	Programme Assistant	Site Gallery
Reece McMahon	Assistant Producer	The Place
Lauren Walsh	Production Assistant	Theatre Royal Plymouth
Emma Baskeyfield	Engagement Officer	Theatre Royal Plymouth
Bryan Beresford	Curatorial & Community Engagement Assistant (Contemporary Forward)	Touchstones Rochdale Art Gallery
Jonny Goode	Audience Development Assistant: Turner Prize	Turner Contemporary
Paige Lyons	Programme Assistant	Whitstable Biennale
Megan Hamber	Creative Projects Assistant (Producing)	Yorkshire Dance

About the Weston Jerwood Creative Bursaries: The Weston Jerwood Creative Bursaries programme provides talent development opportunities for recent graduates from low-income backgrounds. Through it, Jerwood Charitable Foundation and its partners seek to change the socio-economic barriers that skilled graduates entering the arts workplace are facing. The programme provides paid entry-level jobs at leading UK arts organisations, supported by a structured programme of ambitious professional development and peer mentoring.

The Weston Jerwood Creative Bursaries 2017-19 programme is designed and managed by Jerwood Charitable Foundation in partnership with the British Council. It has been made possible through the combined support of Arts Council England's Ambition for Excellence Fund, Garfield Weston Foundation, Jerwood Charitable Foundation, CHK Charities Limited and PRS Foundation. www.jerwoodcharitablefoundation.org/projects/weston-jerwood-creative-bursaries.

Jerwood Charitable Foundation: Jerwood Charitable Foundation is dedicated to imaginative and responsible revenue funding of the arts, supporting artists to develop and grow at important stages in their careers. The aim of its funding is to allow artists and arts organisations to thrive; to continue to develop their skills, imagination and creativity with integrity. It works with artists across art forms, from dance and theatre to literature, music and the visual arts. www.jerwoodcharitablefoundation.org

The British Council is the UK's international organisation for cultural relations and educational opportunities. We work with over 100 countries in the fields of arts and culture, English language, education and civil society. Last year we reached over 65 million people directly and 731 million people overall including online, broadcasts and publications. We make a positive contribution to the countries we work with – changing lives by creating opportunities, building connections and engendering trust. Founded in 1934 we are a UK charity governed by Royal Charter and a UK public body. We receive 15 per cent core funding grant from the UK government. www.britishcouncil.org

Arts Council England champions, develops and invests in artistic and cultural experiences that enrich people's lives. We support a range of activities across the arts, museums and libraries – from theatre to digital art, reading to dance, music to literature, and crafts to collections. Great art and culture inspires us, brings us together and teaches us about ourselves and the world around us. In short, it makes life better. Between 2015 and 2018, we will invest £1.1 billion of public money from government and an estimated £700 million from the National Lottery to help create these experiences for as many people as possible across the country. www.artscouncil.org.uk

Garfield Weston Foundation: Celebrating its 60th anniversary in 2018, the Garfield Weston Foundation is a family-founded charitable grant-making foundation which supports causes across the UK with grants totalling over £60million each year. 2018 also marks its £1billionth donation since it was established. One of the largest and most respected charitable institutions in the UK, the Weston Family Trustees are descendants of the founder and they take a highly active and hands-on approach. The Foundation's funding comes from an endowment of shares in the family business which includes Twinings, Primark, Kingsmill (all part of Associated British Foods Plc) and Fortnum & Mason amongst others - a successful model that still endures today; as the businesses have grown so too have the charitable donations. www.garfieldweston.org

CHK Charities Limited: CHK Charities is a family foundation which derives from the wish of Sir Cyril Kleinwort and his descendants, who make up the members of the company, to devote some of their time and resources to charitable activities. The grant making trust supports a wide range of charitable causes throughout the UK and last year donated over £2million. www.chkcharities.co.uk

PRS Foundation: PRS Foundation is the UK's leading funder of new music and talent development. Since 2000 PRS Foundation has given more than £29.5 million to over 6,300 new music initiatives by awarding grants and leading partnership programmes that support music sector development. Widely respected as an adventurous and proactive funding body, PRS Foundation supports an exceptional range of new music activity – from composer residencies and commissions to festivals and showcases in the UK and overseas. www.prsfoundation.com

JERWOOD CHARITABLE FOUNDATION

BRITISH COUNCIL

ARTS COUNCIL ENGLAND

Garfield Weston FOUNDATION

CHK Charities Limited

PRS Foundation