

CLEAN BREAK

Anti-Racism Consultant



Welcome!

Thank you very much for your interest in the role of Anti-Racism Consultant at Clean Break.

Clean Break is looking to appoint an experienced anti-racism consultant or organisation to provide expertise and additional capacity to support us in designing and implementing our anti-racism commitments.

Timescale of project: 1 March 2021 – September 2021

Consultancy budget: £4,200 (exclusive of VAT but inclusive of travel, expenses etc)

Proposal deadline: 10am, 1st February 2021

Because our work is about highlighting women's experiences and providing services to women, all of our positions are open to women only (exempt under Equality Act 2020 Schedule 9, part 1). If you are an organisation the key personnel involved should be women.

Registered charity number 1017560
Company number 2690758



Supported using public funding by
**ARTS COUNCIL
ENGLAND**



Background

Clean Break has been working towards equity, fairness and anti-racism since its inception over forty years ago. In the past decade we have actively pursued and achieved representation of women from different ethnic backgrounds across Board, staff, volunteers and artists. We have piloted positive action in both production arts and in playwrighting schemes, and in 2020 over fifty percent of our commissioned playwrights are from African, Caribbean and Asian diasporas.

Prompted by the killing of George Floyd and the subsequent activism of the Black Lives Matter movement, Clean Break is undertaking a thorough internal review of its anti-racism practices and policy framework. We are seeking the expertise of an external consultant to support us in our endeavour to improve understanding and rectify the systemic ways in which racism exists in our organisation and implement change that drives out inequality in our structures and processes. We want to build on our existing good practice and alter our future to the benefit of all women, enabling us to actively behave in an anti-racist way.

Background continued

We have a number of actions already underway that we have been progressing at Board and senior management level.

These include improving our recruitment strategy, succession planning and reviewing our data collection and analysis. We have also recently embarked on an initiative to create safe spaces for our staff team, and have convened a monthly group for staff impacted by racism and a second group for staff interested in allyship and learning. Our focus here is to build trust amongst our staff and build spaces for members of our team to share together their lived experiences of racism and/or to learn about systemic racism, allyship, white privilege and how it manifests both within society and within Clean Break.

We are thinking through how we replicate these conversations for Trustees and for our Members (women with lived experience of the criminal justice system). From these conversations we seek to build a robust, timely and trusted action plan with full organisational buy-in and ownership. We are currently engaged with Inc Arts theatre industry wide work on anti-racism and are looking to embed learning from this forum at an organisational level. We are also involved in a Trustee recruitment programme, led by Beyond Suffrage to increase the numbers of women from Black and minoritised communities with lived experience of criminal justice entering into Trustee roles.

Consultant's brief

We are looking for a professional consultant or organisation with demonstrable experience of developing and delivering anti-racism work in the cultural and/or charity sectors. The brief is as follows:

- To work iteratively with the Joint Artistic Director and Head of Participation supporting them to lead this work effectively, offering guidance to help wise decision making and being accessible to address issues which may arise.
- To facilitate conversations with the whole staff team, both to build staff trust and confidence in the process and to create the right culture for advancing this work collaboratively.
- To liaise with the Chair and Trustees to ensure active engagement in this work at Governance level and to devise an effective mechanism to ensure accountability and ownership.
- To facilitate monthly groups - one for our staff team impacted by racism and a second to advance learning and allyship of other colleagues.
- Following all of the above points, to support the shaping of a comprehensive and SMART anti-racist action plan which has full organisational ownership and engagement.

Application Process

Please apply in writing, with the subject header Anti-Racism Proposal to maya.ellis@cleanbreak.org.uk including the following:

- Details of methods or approaches proposed
- A detailed breakdown of how you would expect to utilise the £4,200 budget
- Details of relevant knowledge, skills and experience
- CVs of key project personnel
- Contact details for two referees

Proposal documents should not exceed 4 sides of A4 excluding CVs.

If you would like an informal conversation about applying before submitting your proposal, please email maya.ellis@cleanbreak.org.uk to arrange to speak with Anna Herrmann, Joint Artistic Director.

Timescale:

The closing date for receipt of proposals is 10am on Monday 1st February

Selection notification by Friday 5th February 2021

Interviews (online) week of 8th February 2021

Delivery from 1st March 2021

Completion by 1st September 2021

