

CLEAN BREAK



Image: Tracey Anderson

Creative Associate Recruitment Pack



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Dear Applicant

Thank you for your interest in the new Creative Associate post at Clean Break. This is an exciting opportunity to join the team and play an integral role across all our artistic work.

I have pleasure in enclosing the recruitment pack which includes the following:

1. [Background information about Clean Break](#)
2. [Job description, person specification and terms and conditions](#)
3. [Equality and diversity policy statement](#)
4. [Disclosure and barring service checks statement](#)

Please advise us if you require a copy in large print or an alternative format.

Here are the key dates:

Closing date: 12 noon Monday 10 December

Interview date: Thursday 17 December

To apply, please read the whole application pack including the Job Description and Person Specification and use the link at the end to apply through the online application form.

Please note, you should use the subheadings in the person specification to talk through your relevant experience. Those submitting only CV's or a cover letter will not be shortlisted.

Diversity is one of our core values at Clean Break. We strongly believe that your lived experience is a vital part of who you are and enhances what you bring to a professional setting. We actively encourage women from a variety of backgrounds with a cross section of skills, experiences and narratives to extend and develop how we work. We are particularly interested to hear from women of colour and women who are underrepresented in the theatre sector and, as ever at Clean Break, if you have personal experience of the criminal justice system and can demonstrate that you meet the essential criteria, you will be invited for interview.

Good luck with your application and we look forward to hearing from you.

Best wishes

Róisín McBrinn
Joint Artistic Director

Clean Break, 2 Patshull Road, London NW5 2LB | 020 7482 8600

www.cleanbreak.org.uk | [@CleanBrk](https://twitter.com/CleanBrk) | www.facebook.com/cleanbreak
www.instagram.com/cleanbrk/ | www.youtube.com/user/CleanBrk

1. COMPANY INFORMATION



Amongst the Reads by Chino Odumba

Clean Break – history and future

Producing ground-breaking theatre which puts women's voices at its heart and creates lasting change by challenging injustice in and beyond the criminal justice system.

Theatre company Clean Break is renowned for its track record of producing unforgettable theatre that speaks truth to power. The company has led the way over its four decades in producing new plays with women writers, actors and creatives at the heart of the work. Founded in 1979 by two women prisoners who believed that theatre could bring the hidden stories of imprisoned women to a wider audience, it has remained true to these roots: continuing to inspire playwrights and captivate audiences with award winning theatre on the complex theme of women and crime. The company's leadership within the theatre sector was recognised recently with a Tonic Theatre award - for Clean Break's dedication to changing women's lives through theatre and commitment to new writing.

Clean Break's new refreshed mission underpins our new business model together with our refreshed organisational values: *Creativity, Change, Courage, Compassion, Collaborative and Equity & Fairness*.

The company's new business model will deliver a coherent and integrated theatre offer. There will be a significant emphasis on commissioning, developing and producing increased work, collaborating with a range of partners nationally to reach more audiences. One of the most exciting

developments, is the company's Members (women with lived experience of criminal justice who have trained with us) being at the heart of future productions as performers, writers and in backstage roles. This is part of the company's commitment to placing Members' voices centrestage

which will also see them co-designing and delivering work together with professional artists and partners through responsive and nimble "interventions" in response to issues affecting women in criminal justice.



House by Somalia Seaton

Underpinning the integrated model is a new business strategy with projects being developed and sold to increase earned income and future resilience. Central to this is the company's building, a freehold former piano factory in Kentish Town North London which was refurbished in 1998 as offices, four studios and garden and which delivers a vibrant programme of hires and rental income. This asset, combined with the company's leadership expertise (training and professional development), and improved performance through producing deals and at the box office will enhance our earned income and enable us to amplify development income. A small-scale capital project is planned in years 3 and 4 of the Business Plan to improve the estate and maximise revenue.

We are excited about our new business model. This sees us collaborating with leading theatres across the country, which promises: a significant audience growth for the company; stronger impact within the wider theatre industry for women artists, with a particular emphasis on intersectionality; the development of fresh talent; and the opportunity to increase our reach, through great theatre, to create lasting change for women's lives in and beyond the criminal justice system.

2. CREATIVE ASSOCIATE JOB DESCRIPTION

Job title	Creative Associate
Reports to	Joint Artistic Directors
Working hours	14 hours per week

Job purpose

As Clean Break turns 40, we want a passionate theatre artist to extend the dramaturgical and developmental rigour of the core commissions during and beyond our celebratory year. Clean Break is devoted to creating extraordinary theatre that fuses the work of leading women writers and artists with the work and experience of our Members (women with experience of the criminal justice system and women at risk of entering it). The Creative Associate is a dedicated theatre practitioner with a commitment to ground-breaking artistic output, who believes that theatre can change lives. The role is flexible could work around a busy freelance artist's schedule.

Key responsibilities

- 1 Generate and debate ideas with the Joint Artistic Directors.
- 2 Work dramaturgically with artists (principally writers) on commissioned projects. And to ensure strong, clear and consistent communication with all artists involved with Clean Break.
- 3 Read scripts and feedback on them to the Artistic Team.
- 4 Support the Artistic Directors in the development of new projects from genesis to realisation including development, workshop delivery, feedback on new script drafts, and contributing to ideas to extend the life of small scale in-house work.
- 5 Generate potential new projects and identify potential talent and collaborators for Clean Break.
- 6 Be an active member of the Artistic team, enhancing the creative approach and output of the organisation.
- 7 Contribute to our Members' Programme and participation projects (probably in the form of workshop delivery) and ensure there is a seamless correlation between all artistic elements of the organisation.
- 8 Contribute to our leadership and training offer in accordance with our drive to share best practice and support the development of new artists.
- 9 Contribute to the creation and management of partnerships with creative organisations.

Other

- 1 Attend new plays, workshops, readings and showings.
- 2 Act as an ambassador for Clean Break at events and in collaborations and partnerships.
- 3 Attend team meetings, staff meetings and training workshops, and other meetings as required by the Artistic Directors.
- 4 Respond to requests for regular information and updates for the company website and social media activity from the marketing team.
- 5 Keep up-to-date with company news and activity, and external information circulating which is relevant to our work. Use every opportunity externally to talk about Clean Break's work and share the company's mission, values, strategic aims and impact.
- 6 Actively engage with a culture of fundraising, work closely with the Development Team to support this throughout the organisation. Introduce prospects and pass on leads for research to the Development Team.
- 7 Play an active role in ensuring equality of opportunity, in accordance with the company's equality and diversity policy and action plan.
- 8 Maintain confidentiality and adhere to other Clean Break codes of practice and policies.

3. CREATIVE ASSOCIATE PERSON SPECIFICATION

You will have most or all of these and be able to evidence them in your application/at interview:

Essential

- Proven professional experience in making theatre (at least five years).
- Experience of working dramaturgically with writers to develop and realise ideas and scripts.
- A proven passion and dedication for theatre and artistic collaboration.
- Knowledge of contemporary practice and practitioners in UK theatre.
- A commitment to creating or enable the creation of work that pushes boundaries and aspires to be as diverse and inclusive as possible.
- An optimism for the potential of theatre to make change and alter the status quo.
- A commitment to working for a women only organisation and in an all-female space.
- Digital literacy.

Desirable

- Experience and skill of working with vulnerable groups of non-professionals through theatre.
- A commitment to developing emerging writing talent.
- A strong network of progressive, female theatre artists.

In line with all Clean Break appointments, the post is:

- Open to women only (exempt under Equality Act 2010 Schedule 9, part 1).
- Subject to a Right to Work check.
- Subject to an enhanced DBS check.

Applications are actively encouraged from black and minority ethnic women. Applicants who state they have personal experience of the criminal justice system or are disabled, who meet the essential person specification, will be guaranteed an interview.

Terms

Salary	£32,000 pro rata
Working hours	14 hours per week (flexible time – subject to approval by Joint Artistic Directors)
Contract	1-year fixed term
Annual leave	28 days leave plus bank holidays pro rata
Pension scheme	Scottish Widows pension scheme: Clean Break will contribute 3.5% of your salary when you contribute at least 3% of your net salary
Other benefits	Company childcare vouchers scheme; staff training and development scheme; theatre ticket scheme; Bike 2 Work scheme; Employee Assistance Programme.
Location	Clean Break offices, Kentish Town North London; occasional London-wide and national travel.

4 EQUALITY & DIVERSITY POLICY

Our Principle Commitments

Clean Break is an equal opportunities employer. We oppose all forms of discrimination and believe that all people, regardless of their identity or membership of any group, deserve to be treated equally, consistently and fairly.

We aspire to deliver consistently good practice and to set a high standard of equal opportunities within our service delivery; employment and volunteering; Board and advisory group structures; building and physical access and with the partnerships we forge.

In the case of Clean Break itself, we work with women who have personal experience of the criminal justice system and those at risk of offending as a result of their mental health distress and/or drug/alcohol use. In light of this, we employ only women to deliver our services in accordance with our exemption under The Equality Act 2010, Part 1, Schedule 9.

We recognise that many women are excluded from areas of society (such as employment, services, education) because of society's prejudice and discrimination. Women experience additional discrimination on the grounds of their: 'race, colour, ethnic or national origins, gender, gender-reassignment, disability, sexuality (the legislation uses the term "sexual orientation" but this policy will use the term "sexuality" instead), age, political beliefs, religious beliefs, trade union membership, economic status or class, offending background, marital status or family circumstances. As a Company, our particular priority is working with women who have experience

of the criminal justice system and those at risk of offending as a result of their mental health distress and/or drug/alcohol use.

Within the parameters of the Company's mission, we are committed to being an inclusive organisation which reflects and values the diversity of the women that we work with. We recognise the significant benefits to the Company of working with a diverse team of women. We actively seek the creativity, excellence and different perspectives that individuals of all backgrounds and abilities bring to our work, which is enriched through collective experiences.

We strive to embrace and celebrate a broad definition of diversity within the framework of existing legislation and to develop a comprehensive action plan and provide training in specific areas of the main policy.

Clean Break is committed to consulting with women beneficiaries in relation to new policy development and project activity. We will bring annual plans to our student body for discussion and set up forums, where appropriate, to consult on particular project activity.

5 DISCLOSURE & BARRING SERVICE CHECKS STATEMENT

Clean Break aims to promote equality of opportunity for all with the right mix of talent, skills and potential. Clean Break welcomes applications from diverse candidates, and as such **welcomes applications from ex-offenders** for this post. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant.

This post involves access to vulnerable adults and/or young people. As such, it meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, and an enhanced disclosure form is required by Clean Break before a final recruitment decision is made. An Enhanced Disclosure contains details of an individual's convictions, cautions, reprimands or warnings recorded on police central records and includes both 'spent' and 'unspent' convictions. These are shown on a criminal records check, together with any information held locally by police forces that it is reasonably considered might be relevant to the post applied for. Criminal record information will not necessarily bar you from employment. This will depend on the circumstances and background to your offence(s). Disclosure information **will be interpreted fairly** and discussed openly with you in order to assess job-related risks.

At application stage

Clean Break encourages applicants to declare any convictions, or other matters that might be relevant at application stage. If you would like to meet with the relevant Manager to discuss your disclosure prior to an interview or following a provisional offer of work, please contact Clean Break on 020 7482 8600 and ask to speak to the relevant person. Alternatively, written details and dates can be submitted in confidence to the manager responsible for the appointment using an envelope marked 'private and confidential'. Applicants are encouraged to provide any other information they wish to draw attention to that may improve understanding of their situation and fair decision-making.

The first step in the selection process will always be to assess the applicant's relevant skills, experience, qualifications and ability to do the job. Applicants will be judged on merit, as to whether they meet the requirements in the person specification.

Following a job offer

Clean Break is currently using the disclosure service for DBS checks. Your disclosure information will only be seen by the relevant Manager at Clean Break, and if it requires further discussion, it will be brought to the attention of the Executive Director. In line with the Disclosure & Barring Service's (DBS) code of practice, we will take into account the seriousness

and nature of any offence, the length of time since the offence was committed, the circumstances surrounding the offence and any explanation offered by the applicant. Criminal record information is regarded as sensitive personal information which will be kept confidential in lines with Clean Break's Confidentiality Policy.

For further information please request a copy of our Disclosure and Barring Service Checks Policy.

[Click here to apply for the Creative Associate role](#)