

EDI Advisory Group Recruitment Call Out

Easy Read



Part A: Advisory Group Call Out



ALBA | CHRUTHACHAIL

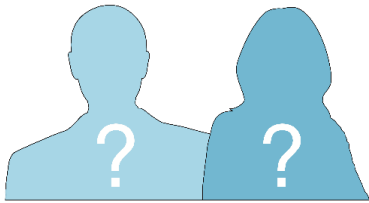


What is in this document?



Introduction

Page 4



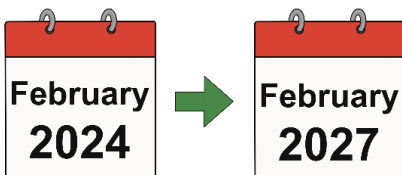
Who we are looking for

Page 6



What the advisory group will do

Page 10



How the advisory group will work

Page 12



How much you will be paid

Page 15



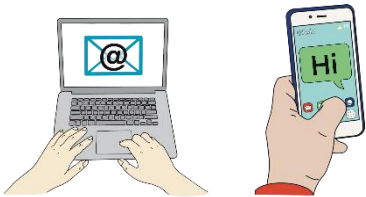
How to apply

Page 15



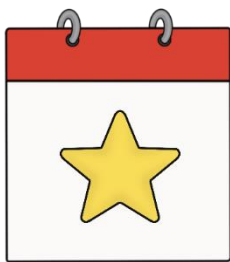
How we will choose

Page 18



Finding out more and
getting help to apply

Page 20



Important dates

Page 22



About this document

Page 23



ALBA | CHRUTHACHAIL

We are Creative Scotland. We help people in Scotland to make and enjoy art.



We think everyone should have the chance to make and enjoy art. You can read more about our plan to make sure everyone has this chance [here](#).



We want people to join our **advisory group**. An **advisory group** is a group of people who come together to give us advice and suggestions.

EDI

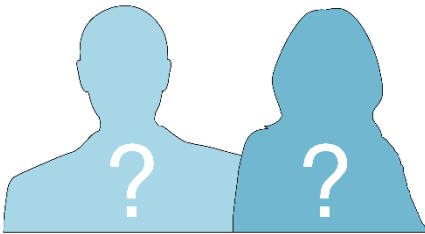


The advisory group will advise us about **Equalities, Diversity and Inclusion**, or EDI for short.



Equalities, Diversity and Inclusion (EDI) is when every person is treated fairly and represented in an organisation.

This document tells you more about the advisory group. It tells you:



- Who we are looking for



- What the advisory group does



- How you can apply.



You do not have to read this document if you do not want to.

You can ask someone to help you read it.

Who we are looking for



We are looking for 12 people to join our advisory group.

EDI



We want people who know a lot about **Equalities, Diversity and Inclusion (EDI)**.

Equalities, Diversity and Inclusion means:



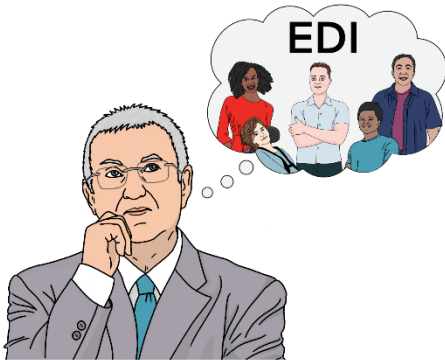
- Treating everyone fairly



- Making sure different kinds of people are represented. For example, disabled people, or People of Colour, or people with different religions.



- Making sure everyone feels welcome and included.

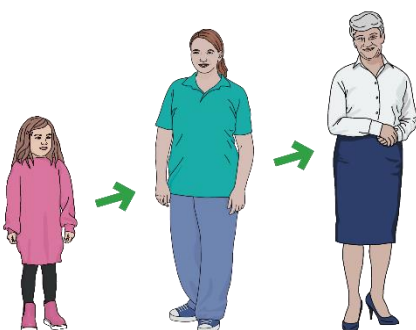


You might know a lot about EDI because it is your job.



Or you might know about it because you have experience of being treated unfairly because of who you are.

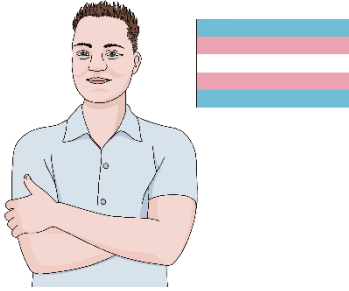
For example, you might have been treated unfairly:



- Because of your age



- Because you have a disability



- Because you are transgender



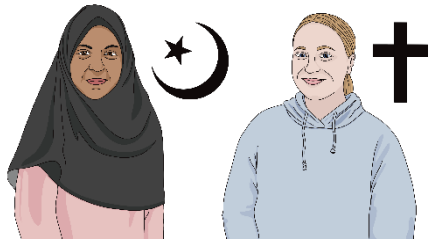
- Because you are married, or not married



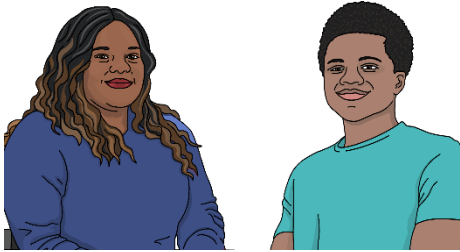
- Because you had a baby



- Because of the colour of your skin, or the country you or your family came from



- Because of your religion



- Because of being a woman, or a man



- Because of being lesbian, gay or bisexual

We also want people who understand things like:



- Money and health differences in different areas and communities



- Mental health

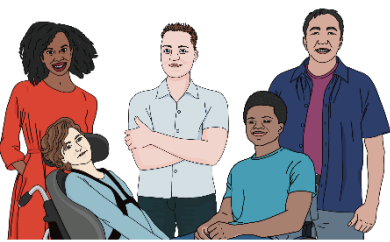


- Problems that **migrants** and **refugees** might face. **Migrants** and **refugees** are people who have come to Scotland from another country.

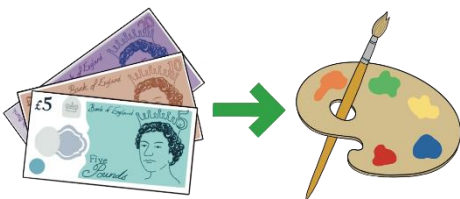


You do not have to work in the arts to join the advisory group. But you should be interested in the arts.

What the advisory group will do



We want to make sure everyone gets the same chance to:



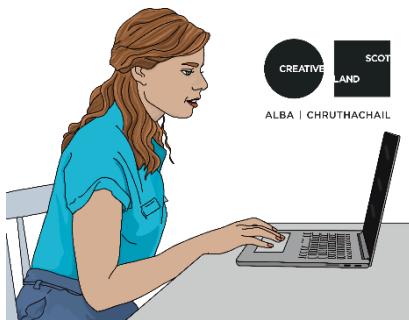
- Get money from Creative Scotland to make art



- Decide what kinds of art projects get money from Creative Scotland

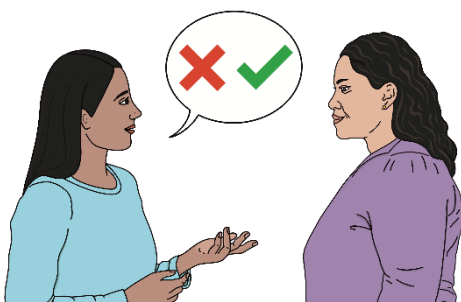


- Tell us if we are making the right decisions

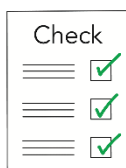


- Work at or run Creative Scotland

The advisory group will help us to do this, by:



- Telling us what you think about our work



- Checking how well we are doing. This will happen once a year

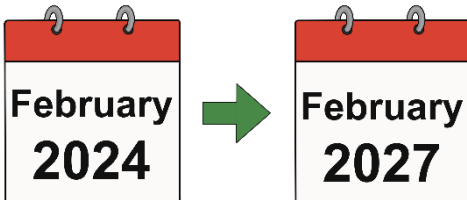


- Helping us learn about what might make things hard for some people to make art, and how we could make it easier

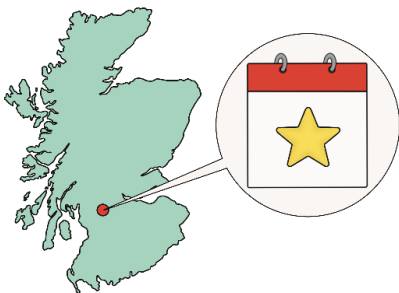


- Helping us find other organisations to work with.

How the advisory group will work



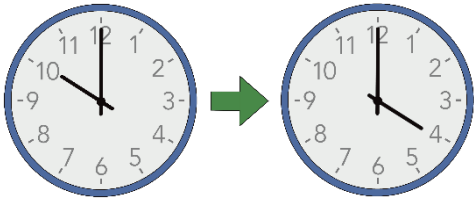
People will join the advisory group for 3 years. This will start in February 2024.



If we choose you to join the advisory group you will need to come to a special meeting day in Glasgow.



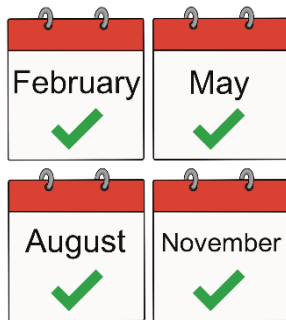
The meeting will be on 20th February 2024.



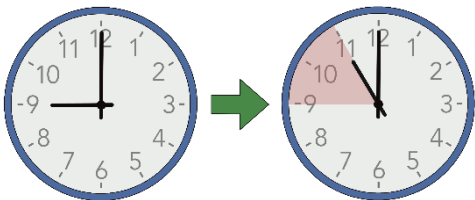
The meeting will be from 10am until 4pm.



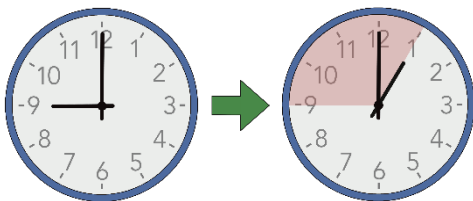
There will be lunch and time to rest.



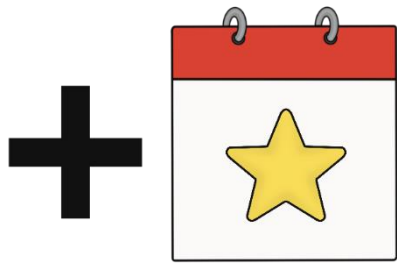
The advisory group will meet 4 times a year:



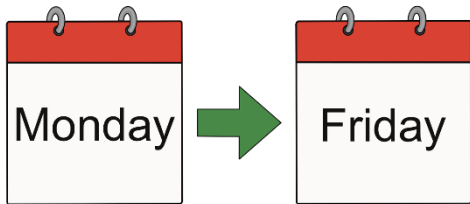
There will be 3 2-hour meetings a year



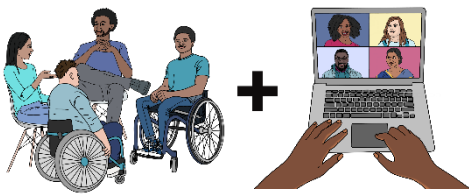
And 1 half-day meeting a year.



We might ask you to come to more meetings if there is something we need to work on.



The meetings will be on weekdays.



The meetings will be **hybrid**. This means they are a mix of online and in-person.



Before each meeting, you will need to read some papers or do some other work.



We will ask about your access needs so we can give you enough time to do the work. We will also make sure meetings are accessible for you.

How much you will be paid



We will pay you £200 for each of the 4 meetings each year. This is for the meeting and the time it takes you to do work before the meeting.

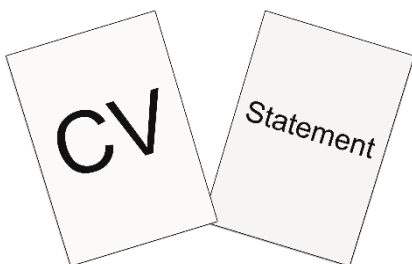


If you need to come to an extra meeting, we will pay you another £200.

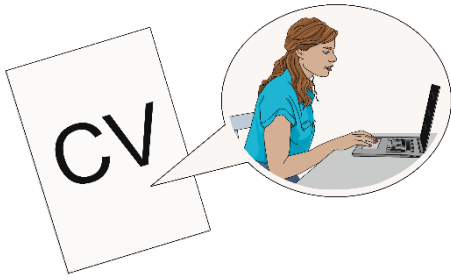


We can pay for your travel or access costs if you need us to. We can talk about this when you join the group.

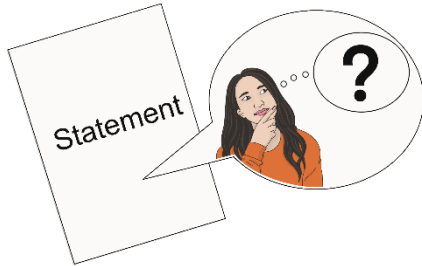
How to apply



Send a **CV** and a **statement** to Kim Simpson. Kim is in charge of EDI at Creative Scotland.



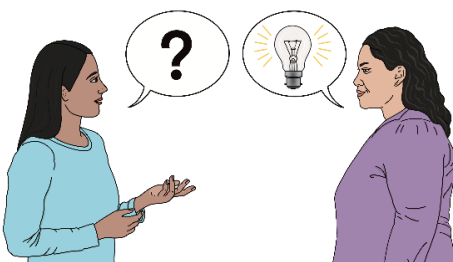
A **CV** is a list of where you worked before and all the good things you can do.



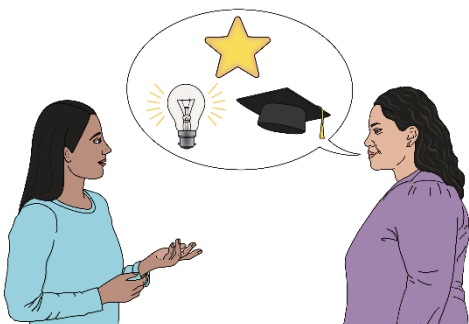
A **statement** is like a letter telling us about you, and why you would be good for the advisory group.



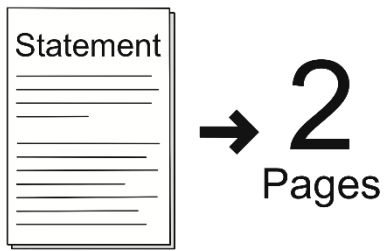
In your statement you should tell us **1 or 2 important things** you want to work on in the group.



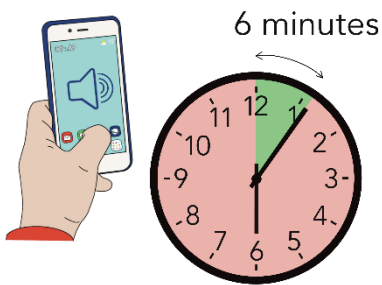
Tell us why you want to join the advisory group.



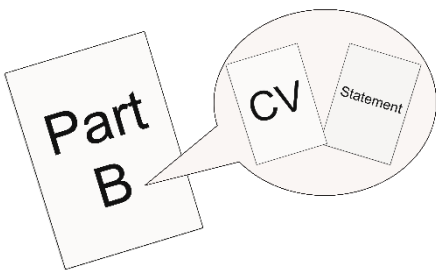
Tell us about what you are really good at and interested in.



Your statement should be short – no more than 2 pages.



Or if you record it, it should be no more than 6 minutes long.



In Part B of this document we tell you more about what you should put in your CV and statement.



You can send your CV and statement in writing, in a sound recording, or in a video

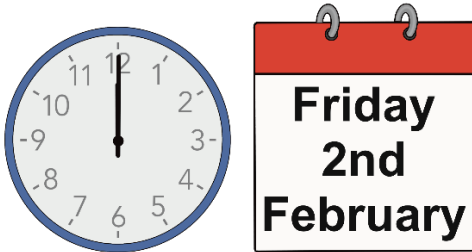
English
Gàidhlig
Scots

You can write or record your CV and statement in English, Gaelic, or Scots.

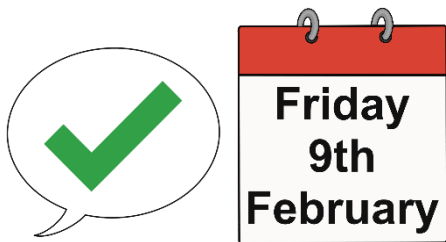


You must send your CV and statement by email to

kim.simpson@creativescotland.com



You must send your CV and statement by **12 noon on Friday 2nd February 2024.**



If we choose you for the advisory group, we will tell you by Friday 9th February 2024

How we will choose

We will look at each application to see if it is a good fit based on 3 things:



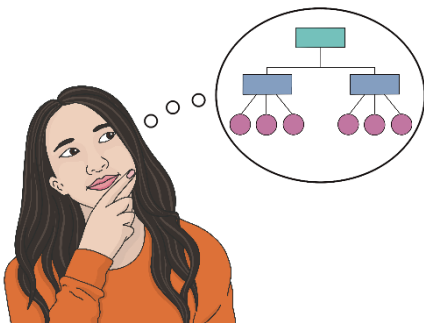
- **Knowing About Equal Rights:**
If you know a lot about treating everyone fairly and equally.



This is the most important thing we will look for.



- **Knowing about the arts in Scotland:**
If you know about art, theatre, cinema and crafts in Scotland.

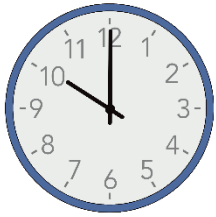


- **Knowing how to solve problems:**
If you have experience solving problems and thinking up good solutions.

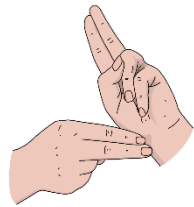
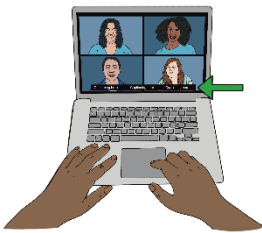


We will also make sure there are lots of different kinds of people on the advisory group.

Finding out more and getting help to apply



We will have a meeting at 10am to 11am on Monday 22nd January 2024. You can come and find out more about the advisory group.



The meeting will be online. There will be BSL and captions.

Join a Meeting



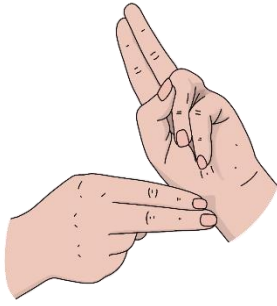
You can sign up for the meeting here:
[Book a place](#)




If you want to apply but you need help, you can also ask us for **access support**.



Access support means we can pay for someone to help you apply.



If you are D/deaf or use BSL, **Contact Scotland-BSL** can help you to speak to us.

 **Contact Scotland-BSL**



Go to

www.contactsotland-bsl.org/deafcallers

for more information.



If you need access support, or if you have a question about joining the group, you can email or phone us.

Use this information:

Kim Simpson, Head of EDI

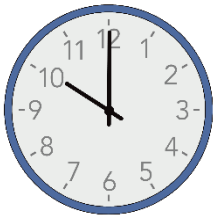
Email:

kim.simpson@creativescotland.com

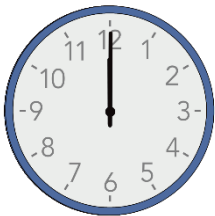


Phone: 07970 196 905

Important dates



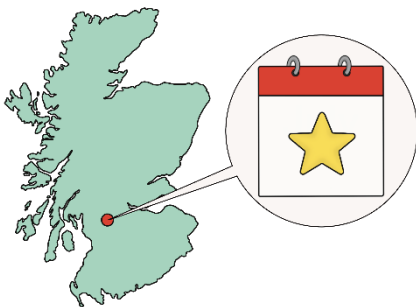
The meeting to find out more about the advisory group will be on **Monday 22nd January 2024**, from 10am to 11am. The meeting will be online and have BSL and captions.



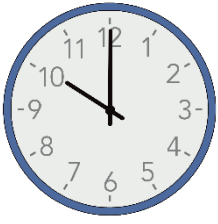
You must apply to join the advisory group by **12 noon on Friday 2nd February 2024**.



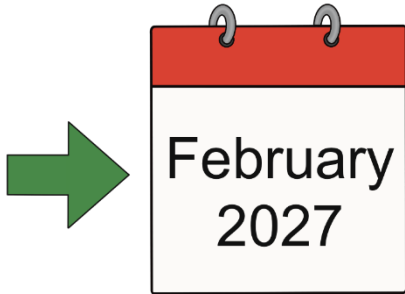
If we choose you for the advisory group, we will tell you by **Friday 9th February 2024**.



If we choose you for the advisory group, you must come to a special meeting day in Glasgow.



The meeting will be on Tuesday 20th February 2024. It will be from 10am until 4pm.



If we choose you for the advisory group, you will stay on the group until the end of February 2027.

About this document



This information was made into Easy Read by Door in the Wall Arts Access C.I.C.



The call-out was published in December 2023