

# ARTISTIC POLICY

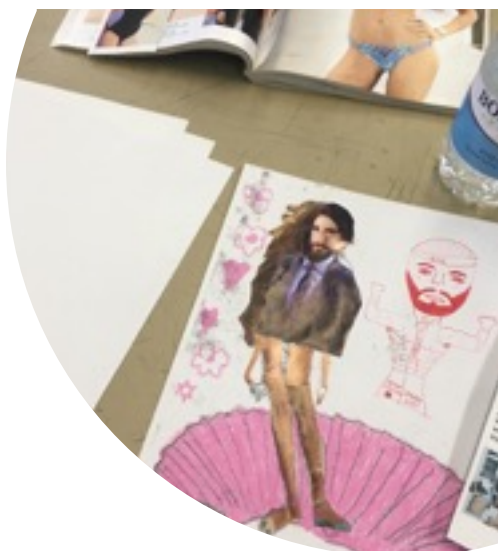
## ART FOR SOCIAL ACTION

Changing Relations' aim is to create and produce art that uses [social engagement](#) as its primary medium, inviting [collaboration and co-production](#) with individuals, communities and institutions, creating [participatory art](#) that exists both within and outside of the traditional gallery and Museum.

As [cultural producers](#), Changing Relations uses the arts to transform the way people think about [gender stereotypes](#) and [relationship behaviours](#), giving a voice to those who have been affected and generating public and professional understanding.

We produce community-based participatory arts projects and deliver education and training to schools, businesses and organisations and aim to:

- break down [gender barriers](#);
- foster [healthy relationships](#);
- and [transform lives](#).



**CHANGING RELATIONS**  
[Creative methods.](#) [Challenging thinking.](#)

The participatory arts approach [engages the public in participation in the creative process](#), letting them be [co-authors, editors and observers](#) of the work. It requires a dynamic collaboration between the artists, audiences and their environment.

We are a [social enterprise](#) and care about our [social impact](#). We create opportunities for artists to engage in social practice to [co-create](#) their work with a specific audience or propose critical interventions within existing [social systems](#) to inspire debate or catalyse [social change](#). Through the art we produce we aim to create a safe and accessible way for people to discuss and explore sensitive and overlooked issues.

The social interaction component inspires, drives or completes a project, for example, with our project 'A child's view', we want to successfully challenge negative assumptions and boldly and creatively give voice to children and young people who have experienced and or witnessed domestic abuse.

# ARTISTIC POLICY

## OUR PROGRAMME

We often take work into spaces and environments that [challenge perceptions](#) of what the arts might usually look like, offering audiences a different kind of experience to more traditional forms of theatre and visual art.

Changing Relations embraces a [multidisciplinary](#) approach to creating and producing art. We work with diverse artists, communities and experts to produce powerful content in a range of art forms to engage audiences and participants, commissioning film, sound, theatre, dance, creative writing and visual arts.

We are committed to supporting professional artists to make brilliant work, with a particular focus on artists working in the North of England.

Changing Relations is committed to supporting work which is [contemporary](#) in its approach and [relevant](#) to people's lives today. We want to make sure that our programme is [representative](#) of our community, and that our audiences get to hear stories that resonate with them.

We are cultural producers and don't generally book work that has already been made. We prefer to work with artists and companies during the development of work, which enables us to find ways of

engaging audiences alongside the creative process, before presenting the final work.

## ARTISTS AND CREATIVE PRACTITIONERS

We believe that the arts have an important role in all our lives and that a safe stimulating environment to engage with them, has the power to communicate ideas, challenge unhealthy or unhelpful perceptions and transform lives.

We care about the artists we work with and our artistic policy has been developed in response to things artists have told us they need. We [value creativity](#) and recognise the vulnerability of freelance artists.

We advertise opportunities to work with us as broadly as possible, providing [equal opportunities for recruitment](#) and we are committed to offering work to artists and practitioners at different stages in their career, including emerging artists and recent graduates alongside established arts practitioners. We pay our artists on time and offer [fair pay](#) that recognises and values individuals' experiences.

We dedicate time, space and resources to supporting artists at Changing Relations because we want artists to make work that is relevant for our audiences. This includes supporting the development of work by local and regional artists.

# ARTISTIC POLICY

## ASSOCIATE ARTISTS AND COMPANIES

Changing Relations has a number of enhanced relationships with selected artists and companies whose work we feel is valuable to Changing Relations' artistic programme. 'Associate' relationships are regularly reviewed, usually at the end of each project or production, to ensure that they remain of mutual benefit.

## YOUNG PEOPLE AND EDUCATION



We regularly work with Universities to create [paid opportunities for students](#) to work with us to gain valuable experience working in a range of fields. We have supported students from The Northern School of Art with a range of roles, including working alongside our artists and practitioners to gain experience with facilitating workshops, curating, photography, as well as supporting students from Durham University with roles more linked to working behind the scenes of an arts organisation such as research, evaluation, operational policies and Human Resources.

We respect our interns and volunteers, advocate training them properly and don't ask them to take on responsibilities that are beyond their experience.

We champion the arts and are an [Arts Award centre](#), creating opportunities for young people to create and participate in the arts and gain Artsmark accreditation.

We are committed to creating opportunities for young people to engage with and enjoy the arts, particularly those facing adversity. Our programmes offer young people the chance to discover and participate in arts activities often creating opportunities for young people to share and exhibit their work publicly.

Many of our projects take place in schools or alternative education settings. Our participatory arts projects [provide opportunities for young people to work with and alongside professional creative practitioners](#) developing their practical skills and creativity and gaining insights into the professional arts world, thereby increasing their knowledge about future career and employment opportunities in the cultural sector.

Young people have told us that taking part in our creative programmes has been ["unique," "perfect" and "empowering."](#) Someone who never thought they were good at anything grew in confidence through being given chance to try stitching. Another ["learnt ways to help people."](#)

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If you are interested in learning more about our arts programme or getting involved in working with us, please email details to [info@changingrelations.co.uk](mailto:info@changingrelations.co.uk)

If you are responding to an advertised position or commission, let us know why you would want to work with Changing Relations and how you can support us to engage and develop audiences using the arts.

