

# ARTISTIC POLICY

## ART FOR SOCIAL ACTION

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

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

We produce community-based participatory arts projects & deliver education & training to schools, businesses & communities 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 & their environment.

We are a **social enterprise** & 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, accessible way for people to discuss & explore sensitive & overlooked issues.

The social interaction component inspires, drives or completes a project, for example, with our project '**Sometimes it Hurts**', we sought to challenge negative assumptions & boldly & creatively give voice to young people who had experienced & / or witnessed domestic abuse.

Our commitment to making a positive impact on local communities means we cannot ignore our responsibility to becoming more sustainable as an organisation. This is something we aim to

# ARTISTIC POLICY

embed into all areas of our work, recognising that our position as an arts organisation means that we not only have the responsibility to make sustainable choices in the procurement of materials, we must also use our educational tools to further discussions on the pressing need for environmental sustainability.

## OUR PROGRAMME

We often take work into spaces & 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 & producing art. We work with diverse artists, communities & experts to produce powerful content in a range of art forms to engage audiences & participants, commissioning film, sound, theatre, dance, creative writing & 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 & [relevant](#) to people's lives today. We want to make sure that our programme is [representative](#) of our community, & that our audiences get to hear stories that resonate with them.

We are [cultural producers](#) & don't generally book work that has already been made. We prefer to work with artists & 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 & that a safe stimulating environment to engage with them has the power to communicate ideas, challenge unhealthy or unhelpful perceptions & transform lives.

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

It is important to us that the artists we work with share our values, including our commitment to [sustainability](#).



# ARTISTIC POLICY

In line with this, we encourage our artists to make sustainable choices wherever possible in their work, advocating for the procurement of materials which are versatile in order to decrease our waste whilst fostering [creativity & imagination](#).

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

We dedicate time, space & 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 & regional artists.

## ASSOCIATE ARTISTS AND COMPANIES

Changing Relations has a number of enhanced relationships with selected artists & companies whose work we feel is valuable to our 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 & 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 & Human Resources.

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

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

# ARTISTIC POLICY

We are committed to creating opportunities for young people to engage with & enjoy the arts, particularly those facing adversity. Our programmes offer young people the chance to discover & participate in arts activities, often creating opportunities for young people to share & 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 & alongside professional creative practitioners, developing their practical

skills & creativity & gaining insights into the professional arts world, thereby increasing their knowledge about future career & employment opportunities in the cultural sector.

Young people have told us that taking part in our creative programmes has been “unique,” “perfect” & “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.”



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 & how you can support us to engage & develop audiences using the arts.