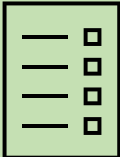
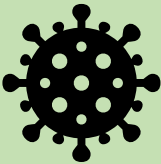





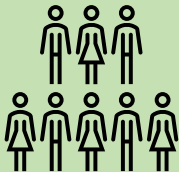
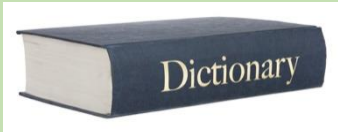








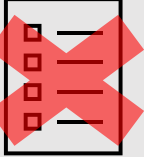
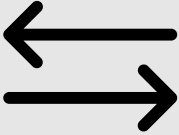

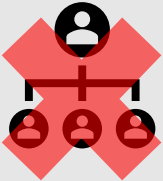
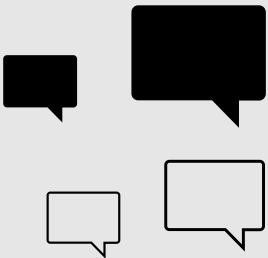


	<h2>Making Connections</h2>
	<p>This is an <b>evaluation</b> of the Freelance Task Force Initiative</p>
	<p>The <b>Task Force</b> was created in April 2020 because of the <b>Covid-19 pandemic</b></p>
	<p>Started by Fuel, <b>150</b> organisations joined together to support freelance theatre and live performance makers</p>
	<p>The Task Force offered <b>paid work</b> for 13 days over 13 weeks for <b>169 freelancers</b> across the country</p>
	<p>This evaluation was done by Morris, Hargreaves, McIntyre (MHM)</p>

	<p>It contains <b>successes</b> and important things that were <b>learnt</b></p>
	<p>It also contains <b>recommendations</b> for the future</p>
	<p><b>100</b> Task Force freelancers, <b>116</b> other industry freelancers and <b>66</b> organisations took part in this evaluation</p>
	<p>At the end of the evaluation there are <b>definitions</b> for some of the words that are used in this document</p> <p>These words are <b>purple</b></p>

	<p><b>Executive Summary</b></p>
	<p><b>1.</b></p> <p>The <b>Task Force</b> brought many freelancers from across the country and disciplines together for the first time</p>
	<p>Lots of people felt that this made the freelance community and <b>relationships</b> between freelancers <b>stronger</b></p>
	<p><b>2.</b></p> <p>The Task Force gave lots of freelancers <b>financial support</b> during the Covid-19 crisis</p>
	<p>Awareness on how to access support <b>increased</b></p>

	<p>This information <b>did not reach</b> freelancers who were not part of the Task Force in the same way</p>
	<p>3. The Covid-19 situation happened very <b>fast</b> which meant that the Task Force had to be set up very quickly</p>
	<p>It was widely agreed that the set up needed <b>more time</b> to make the recruitment process fairer</p>
	<p>Goals and priorities were <b>not</b> set up</p>
	<p>This meant there was some <b>tension</b> and some <b>different points of view</b> about which was more important</p> <p>The current crisis or Tacking bigger, long-term issues</p>

	<p>It's important that <b>realistic</b> short and long-term goals need to be set in the future</p>
	<p>4.</p> <p>When the group began they did <b>not</b> want a <b>hierarchy</b></p>
	<p>However the group was <b>very big</b> and <b>communication</b> became more <b>difficult</b>, especially for people with additional needs</p>
	<p>A hierarchy formed but some people felt that this meant <b>some voices went unheard</b></p>
	<p>This also meant that <b>no one took full responsibility</b> for some things that the Task Force needed</p>

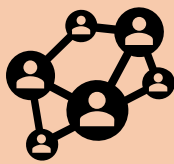
	<p>5.</p> <p>The <b>smaller groups</b> were more <b>positive</b> and there were more <b>personal connections</b></p>
	<p>The <b>small groups</b> allowed for</p> <ul style="list-style-type: none"><li>Peer support</li><li>Listening</li><li>Idea building</li><li>Progress</li></ul>
	<p>The people in the smaller groups were able to <b>contribute</b> more easily which made them <b>feel good</b></p>
	<p>The people who were only part of the <b>bigger group</b> found it <b>more confusing</b> and could not see what was being achieved</p>
	<p>6.</p> <p>A lot of useful <b>information</b> and <b>recommendations</b> came out of the Task Force</p>
	<p>This information was really <b>helpful for organisations</b> who plan to use these recommendations</p>

	<p>Not everyone in the Task Force knew about this information</p>
	<p><b>Individuals</b> also said they gained a lot from the Task Force such as  Improved <b>confidence</b></p>
	<p>Discovering <b>different ways of thinking</b></p>
	<p>Learning more about <b>accessibility</b> needs</p>
	<p>This network of freelancers could last for a <b>long time</b> and <b>benefit lots of people</b> after the Covid-19 crisis has ended</p>



## Recommendations

for future versions of the Task Force



1.

Any future work of the Task Force could reach **more freelancers** and give them more stability



2.

There should be a **longer recruitment process** which is open and fair



The system that was used to make sure that the group was **diverse** was successful and this should be used again



3.

It's important to find a way to **set aims and goals** which is accessible and **democratic**

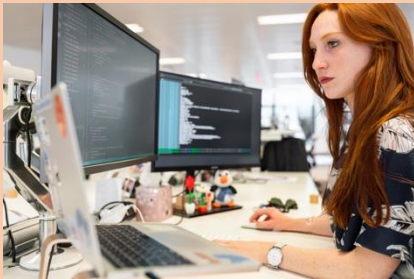




**All voices** should have equal opportunity to be **heard**



One idea is to **elect leaders** or **vote** on key aims



**4.**

There needs to be a **better structure** and more **administration support** to make sure that the Task Force can work



A structure is also needed to help with **decision-making** and **discussion** in larger groups



**5.**

There needs to be a difference between **important information** that Task Force members need to know

and

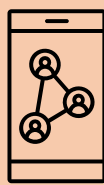


**other discussions** that Task Force member can choose to get involved with

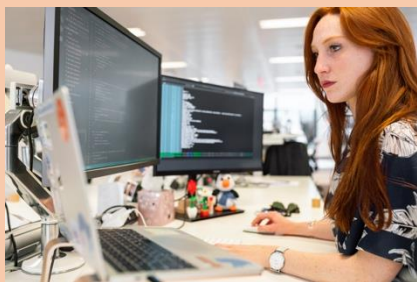


Important information needs to be **communicated** in an **accessible** way

Maybe through a **weekly email**



Something else can be used for the optional discussions



**Administrative support** would really **help** with communication



6



Having an **Access Manager** was really positive



This **support** should be **available** from day one and **access needs** always considered in communication



**Accessibility toolkits** could also be considered



7.

There should be more opportunities for **personal connections**



The **small groups worked well** for discussions, shared experiences, listening and support

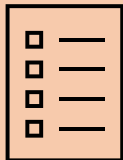


Freelancers should be **encouraged to join** small working groups to gain more from the Task Force personally



8.

Organisations should still be involved to build on relationships and solidarity, but **more funding** would help to empower freelancers



9.

Make a **plan** for Covid-19 crisis and a plan the longer-term



This will mean that the work will continue to **build** and have a long-term impact

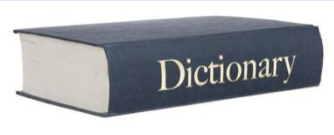
10.



There was a lot of **excellent work** from the Task Force but it is **too much** to be shared, recognised and built upon



An **accessible online platform** for all of this work to be shared in is needed

	<b>Definitions</b>
<b>Task Force</b>	A group which is specially organised to respond to a situation
<b>Recommendation</b>	A suggestion for how to make something work better
<b>Hierarchy</b>	A system where some people have more power or influence than others
<b>Democratic</b>	When everyone gets a say in decisions