

## **Creative Freelancers: Shaping London's Recovery**

### **Advisory Group Information**

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#### **About the programme**

Creative freelancers, particularly those in the performing arts, have been hit hard by COVID-19. From the very start of restrictions, up to 60% of freelancers had lost all of their work, and it is estimated that at least 200,000 Londoners have been excluded from any Government support. The pandemic has also highlighted existing inequalities facing creative freelancers – including a lack of security at work, unequal access to freelance opportunities, and a lack of a basic safety net.

This new programme from the Mayor of London will enable a diverse group of freelancers in the culture sector to come together to explore and make recommendations on the future of freelancing. It will support the Mayor's ambitions to improve working conditions and training, as well as advocating for the statutory changes needed for freelancers.

Creative Freelancers: Shaping London's Recovery will amplify the voices of the self-employed in the culture sector, giving space for freelancers to shape and demonstrate their role in the recovery of London's creative and cultural industries, as well as in wider civic spaces.

The programme brings together up to 50 diverse freelancers from across the performing arts, including performers, directors, writers and designers, with up to 50 leaders of cultural organisations, funders, councils and other key decision makers.

#### **How will it work?**

Each freelancer will receive a bursary, match funded by a cultural organisation, and collaborate on a six-month research project in targeted working groups, supported by a freelance facilitation team. They will feed into the Mayor of London's work to improve job creation and retention for freelancers, as well as skills and training, and take part in advocacy and lobbying.

The programme will be facilitated by a freelance team, enabled by Fuel, funded by LEAP, the London Economic Action Partnership, and co-designed by the Mayor of London. It builds on the first national Freelance Task Force initiated by Fuel as a pilot in April 2020, in which 150 organisations sponsored 169 freelancers across the country. It will build on the evaluation and recommendations by Morris Hargreaves McIntyre, which highlighted the positive impact of the pilot, its promising potential, and suggested that external funding would improve future work in this area.

#### **Programme aims**

This project will empower creative freelancers in the performing arts sector to make recommendations for London's recovery from COVID-19 in distinct areas:

- Improving job conditions, creation and retention for creative freelancers
- Advocating for an improved statutory position for creative freelancers
- Establishing skills and training opportunities for creative freelancers

This programme will support the civic role of creative freelancers in London's recovery from COVID-19, in policymaking and in delivery.

### **Responsibilities**

The responsibilities of the Advisory Group include but are not limited to:

- Selecting the 50 partner organisations for the programme, following an Open Call for Expressions of Interest
- Selecting the 50 freelancers who will form the membership of the cohort, following an Open Call for Applications
- Providing a sounding board for the cohort through formal and informal meetings as required through the process
- Making recommendations and introductions to the cohort to support their work
- Reviewing progress reports and providing feedback to the cohort
- Providing a perspective on the progress of the project to key stakeholders e.g. the GLA
- Providing advice and support, where required, to the Facilitation Team
- Reviewing recommendations prior to publication where appropriate and providing feedback to the cohort
- Contributing to the independent evaluation of the programme.

### **Frequency**

The Advisory Group are expected to meet fortnightly from late March until November 2021. A working outline for key meetings is as follows:

- March: introductions and induction (Fuel, GLA, MHM); introduction to Facilitation Team; selection of partner organisations
- April: selection of freelance cohort members; first meeting with partner organisations
- May-Jun: first two meetings with freelance cohort – 'Understand' Phase
- Jul-Aug: second two monthly meetings with freelance cohort – 'Vision' Phase
- Sep-Oct: final two monthly meetings with freelance cohort – 'Propose' Phase; Oct - review outcomes and outputs
- Nov: support round-up/legacy phase of programme; contribute to independent evaluation.

### **Duration / Time Commitment**

It is anticipated that fortnightly meetings will be scheduled for 1 hr 30 minutes (to be confirmed once Facilitation Team are in place). In late March and April, the selection process for partner

organisations and the freelance cohort may require a slightly longer session, depending on the volume of interest, and it is anticipated that more preparation for these meetings will be required.

It is anticipated that, including preparation, the time commitment will be approximately 15 days in total between March/April and November.

### **Remuneration**

Freelance members of the Advisory Group will be paid a fee of £3,000 to cover their time. Members of the Advisory Group who are in employment are asked to contribute their time in kind.

### **Attendees / Members**

The Advisory Group will have up to 7-9 members. Meetings will be facilitated and attended by either the Facilitator or Comms / Admin Co-ordinator.

If members wish to propose a delegate attend a meeting that they are unable to make, this needs to be agreed in advance with the other members.

### **Chair**

One of the Members will be nominated as the Chair by the other Members. We recommend the Advisory Group appoint a Delegate Chair for when the chair cannot attend. If the Advisory Group wishes to have a rolling chair with each Member taking a turn, we recommend a clear schedule is set out at the first meeting.

The Chair is responsible for ensuring that the agenda is followed. That members and attendees have the opportunity to be heard and ensure that the meeting remains within the terms of reference for the meeting.

### **Secretary**

The programme's Facilitator will act as Secretary for this group, ensuring that all meeting materials are available in a timely manner, and that key points from the meeting are captured together with actions and decisions. The programme's Communications/Administration Co-ordinator will support the Facilitator in this.

### **Inputs**

The Facilitator will provide papers prior to each meeting, to include monthly updates from the freelance cohort, any updates from partner organisations, and minutes of the previous meeting.

### **Outputs**

The Advisory Group will deliver:

- the final selection of partner organisations and freelance cohort, with reserve selections should any not be able to take up their places;

- advice, recommendations, introductions and responses to the cohort directly, as well as where useful via the Facilitator;
- perspectives to the partner organisations and stakeholders directly and where useful via the Facilitator;
- feedback on Recommendations in a timely manner to the cohort;
- input into the Evaluation in a timely manner to the independent evaluators.

Access support will be made available according to the needs of Advisory Group members.

### **Recruitment Criteria**

The GLA and Fuel are recruiting 6-9 individuals to form the Advisory Group.

The final Advisory Group will include a combination of:

- London-based freelancers in the performing arts
- Leaders of London-based performing arts organisations who work with freelancers
- Representatives of sector support organisations and/or research bodies, engaging in this area

We are looking for representation across:

- Different art forms and types of activity in the performing arts
- The diversity of London's population

### **Deadline for Expressions of Interest:**

10am on 12 March 2021

### **Expression of Interest Form**

[Click here to complete your form.](#)

We are committed to accessibility and inclusion. If you have any access requirements or questions which we have not considered, please email [cfslr@fueltheatre.com](mailto:cfslr@fueltheatre.com) and we will do all we can to help.