

Person-centred



People with lived experience have been involved in planning the work.

Resources on coproduction and lived experience include this from NHS England and the Coalition for Personalised Care: www.england.nhs.uk/always-events/co-production/

See also CHWA's critical friend, the LENS (lived experience network):
<https://culturehealthandwellbeing.org.uk/who-we-are/lens>

Equitable

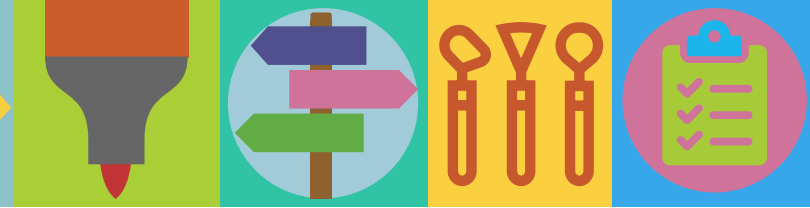


The idea for the work is informed by local health needs, priorities, and inequalities.

Your local council's information on health and wellbeing, including your local Joint Strategic Needs Assessment, may be a good start to understanding more about local health needs, priorities and inequalities. The government's Indices of Multiple Deprivation is the official measure of relative deprivation in England.

The main Indices of Multiple Deprivation resource:
www.gov.uk/government/statistics/english-indices-of-deprivation-2019

And a mapping Indices of Multiple Deprivation resource:
www.gov.uk/guidance/english-indices-of-deprivation-2019-mapping-resources#indices-of-deprivation-2019-explorer-postcode-mapper



Equitable



The project team is informed and appropriately skilled and experienced in relation to equality, diversity, and inclusion, including cultural appropriateness, anti-racism, and anti-ableism.

The project team commits to supporting equity, social justice, and climate justice.

Employment and volunteering policies and practices are equitable, inclusive and accessible.

A culturally appropriate and inclusive approach to developing the work is embedded from the start.

Barriers to access and engagement have been considered and addressed.

The Equality Act 2010 describes our legal responsibility not to discriminate and supports positive action against discrimination – i.e., action that supports a person identifying with one or more protected characteristics if they are at a disadvantage, have particular needs, or are under-represented in an activity or type of work.

Protected characteristics as defined in the Act are “age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation”.

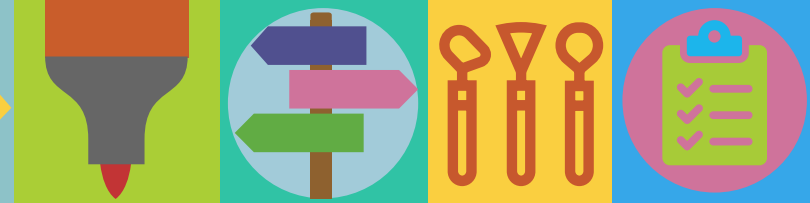
The law also protects carers and people who are breastfeeding, and aims to reduce the impacts of “socio-economic disadvantage”.

The Equality Act 2010 (UK Government): [**www.gov.uk/guidance/equality-act-2010-guidance**](http://www.gov.uk/guidance/equality-act-2010-guidance)

There are many resources available to support equality, diversity, inclusion, cultural appropriateness, anti-racism, anti-ableism, and removing barriers to access. A few are given below but you may wish to find others relating to the specific work you are doing.

Article 27 of the Universal Declaration of Human Rights, which declares that “Everyone has the right freely to participate in the cultural life of the community [and] to enjoy the arts”:

[**www.un.org/en/about-us/universal-declaration-of-human-rights**](http://www.un.org/en/about-us/universal-declaration-of-human-rights)



Equitable



Creativity, Climate and Health: Accelerating Impact (CHWA):

www.culturehealthandwellbeing.org.uk/key-themes/creativity-climate-and-health-accelerating-impact

A brief outline of cultural humility from the Centers for Disease Control and Prevention (CDC):

www.cdc.gov/globalhealth/equity/guide/cultural-humility.html

Cultural competence and cultural humility as described by Tervalon, M. and Murray-García, J. (1998) Cultural Humility Versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education, *Journal of Health Care for the Poor and Underserved*, 9:2, pp. 117-125. Available at:

www.nhchc.org/wp-content/uploads/2020/01/Cultural-Humility-vs-Cultural-Competence.pdf

Discrimination: Your rights (UK Government): www.gov.uk/discrimination-your-rights

The National Council for Voluntary Organisations' guidance on Equity, Diversity and Inclusion:

www.ncvo.org.uk/help-and-guidance/running-a-charity/employing-managing-staff/essentials/employment-law/equity-diversity-inclusion

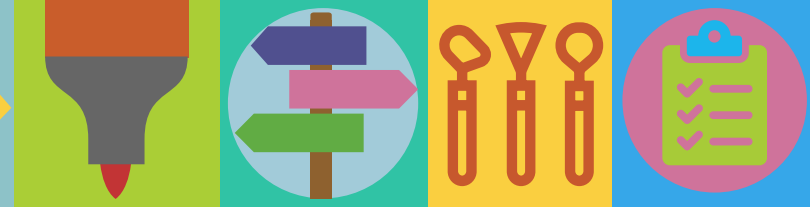
The UK Disability Arts Alliance #WeShallNotBeRemoved: www.weshallnotberemoved.com/

Creative practitioners are paid fair and equitable hourly / day rates in line with those recommended by artists unions and support organisations.

See for example Artists' Union England www.artistsunionengland.org.uk/rates-of-pay/

Musicians Union <https://musiciansunion.org.uk/rates>, Equity's campaign on low pay

www.equity.org.uk/campaigns-policy/professionally-made-professionally-paid



Equitable



A range of perspectives have been considered in shaping the evaluation aims. Care is taken to ensure that the process of evaluation doesn't diminish or disrupt participants' experience.

The following describe inclusive approaches to evaluation:

Race Equality Tools (US) www.racialequitytools.org/resources/Evaluate/Getting-Ready-for-Evaluation/Inclusive-Evaluations

The Sensory Trust www.sensorytrust.org.uk/projects/evaluation

Resources relating to recruitment practices (including for freelance commissions):

IncArts Unlock's Anti-racism toolkit supporting recruitment www.incartsunlock.co.uk/

Creative Access <https://creativeaccess.org.uk/>

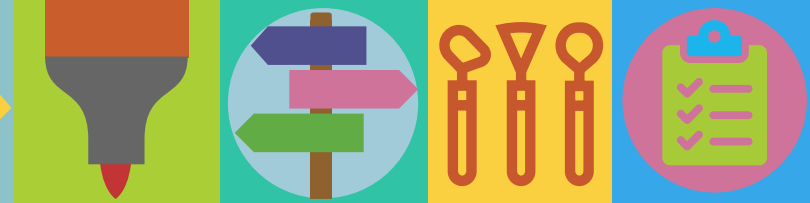
Unlimited's ten top tips for accessible recruitment

<https://weareunlimited.org.uk/blog/ten-top-tips-for-accessible-recruitment/>

Appropriate physical, emotional, and practical support is available for participants, creative practitioners, and support staff.

Resources on support for creative practitioners: Culture, Health & Wellbeing Alliance practitioner support resource

www.culturehealthandwellbeing.org.uk/key-themes/practitioner-support-wellbeing



Safe



A trauma-informed approach ensures the work is designed to minimise harm and ensure physical, emotional, and social safety.

The government's working definition of trauma-informed practice

www.gov.uk/government/publications/working-definition-of-trauma-informed-practice

Kazzum Arts' description of a trauma-informed approach to creative practice

www.kazzum.org/trauma-informed-approach

Safeguarding measures, risk assessments, and appropriate insurances are in place.

NCVO resources on Safeguarding **www.ncvo.org.uk/help-and-guidance/safeguarding/#/**

and Insurance **www.ncvo.org.uk/help-and-guidance/running-a-charity/insurance/#/**

The Health & Safety Executive's resources on Risk Assessment, which includes templates you can download and use

www.hse.gov.uk/simple-health-safety/risk/risk-assessment-template-and-examples.htm

Public Liability Insurance for freelance creatives is often provided by discipline-specific Unions; see for example Artists' Union England **www.artistsunionengland.org.uk/PPL-insurance-for-members**, Musicians Union **<https://musiciansunion.org.uk/insurances>**, Equity **www.equity.org.uk/advice-and-support/insurance**.

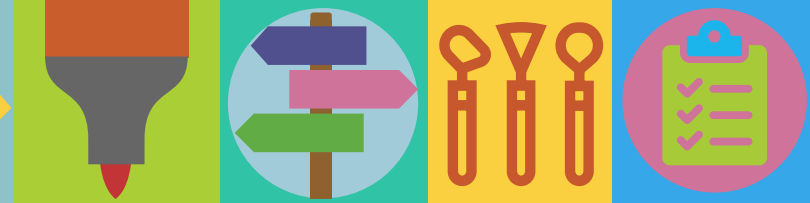
More information on Unions you can join is available via Creative Lives In Progress here

www.creativelivesinprogress.com/article/resources-creative-unions

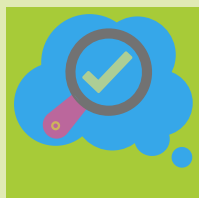
Creative practitioners are clear about the intent and remit of the activity and are able to work safely within these boundaries.

A Kids in Museums resource on setting boundaries in creative health work from Ali Coles will be available here from late 2023

www.culturehealthandwellbeing.org.uk/key-themes/practitioner-support-wellbeing



Reflective



The idea has been informed by evidence and learning from previous work (your own and others').

CHWA's resource on research and evaluation

www.culturehealthandwellbeing.org.uk/resources/research-and-evaluation

Sustainable



Policies and processes are in place to support environmentally sustainable practices.

CHWA's resource hub on climate, creativity and health, which includes case studies and external toolkits www.culturehealthandwellbeing.org.uk/key-themes/creativity-climate-and-health-accelerating-impact