

## APPENDIX D: FURTHER READING

There are numerous websites offering best practice guidance – here is a selection we are aware of which offer useful information about creating an inclusive environment at work, alongside research, reports and articles on wider issues of equality, diversity and inclusion in the arts.

**ACAS.** (2014) A Guide for Employers: Managing Future Talent: [www.acas.org.uk/media/pdf/h/5/Managing-future-talent.pdf](http://www.acas.org.uk/media/pdf/h/5/Managing-future-talent.pdf)

### **Arts Council England:**

Culture Change Toolkit: [www.artscouncil.org.uk/advice-and-guidance/culture-change-toolkit](http://www.artscouncil.org.uk/advice-and-guidance/culture-change-toolkit)

Outline of their own recruitment practices: [www.artscouncil.org.uk/news-and-jobs/jobs-and-careers-0](http://www.artscouncil.org.uk/news-and-jobs/jobs-and-careers-0)

Changing our recruitment, Darren Henley: [www.artscouncil.org.uk/blog/changing-our-recruitment](http://www.artscouncil.org.uk/blog/changing-our-recruitment)

Changing Cultures: Transforming Leadership in the Arts, Museums & Libraries, Kings College London & Sue Hoyle: [www.artscouncil.org.uk/publication/changing-cultures-transforming-leadership-arts-museums-and-libraries](http://www.artscouncil.org.uk/publication/changing-cultures-transforming-leadership-arts-museums-and-libraries)

Character Matters, with UK Museums Workforce Steering Group: [www.artscouncil.org.uk/publication/character-matters-delivery-plan](http://www.artscouncil.org.uk/publication/character-matters-delivery-plan)

Leadership, workforce development and skills in the arts, creative and cultural sector: Evidence Review: [www.artscouncil.org.uk/publication/leadership-workforce-development-and-skills-arts-creative-and-cultural-sector-evidence](http://www.artscouncil.org.uk/publication/leadership-workforce-development-and-skills-arts-creative-and-cultural-sector-evidence)

**BFI. Diversity & Inclusion:** [www.bfi.org.uk/supporting-uk-film/diversity-inclusion](http://www.bfi.org.uk/supporting-uk-film/diversity-inclusion)

**Bridge Group:** [www.thebridgegroup.org.uk/research](http://www.thebridgegroup.org.uk/research)

(2016) Inspiring policy: graduate outcomes and social mobility

(2017) Social mobility and university careers services

(2018) Socio-economic background and early career progression in the law

**Orian Brook, David O'Brien, and Mark Taylor.** (2018) Panic! Social Class, Taste and Inequalities in the Creative Industries: <https://createlondon.org/event/panic2018/>

**Chartered Institute of Personnel and Development (CIPD).**(2015) Internships that work: A guide for employers: [www.cipd.co.uk/knowledge/fundamentals/people/routes-work/internships-guide](http://www.cipd.co.uk/knowledge/fundamentals/people/routes-work/internships-guide)

**Creative & Cultural Skills/Arts Council England:** Best Practice Guide to Apprenticeships, Internships & Volunteering: <https://ccskills.org.uk/supporters/advice-research/article/a-best-practice-guide-to-apprenticeships-internships-and-volunteering1>

**Esmée Fairbairn Foundation.** (2019) Recruiting for Diversity: <https://esmeefairbairn.org.uk/recruiting-for-diversity>

**Sam Friedman and Daniel Laurison.** (2019) The Class Ceiling: why it pays to be privileged: [www.classceiling.org/](http://www.classceiling.org/)

**Sam Friedman and Daniel Laurison.** (2019) 10 ways to break the class ceiling: <https://policypress.wordpress.com/2019/01/28/10-ways-to-break-the-class-ceiling/>

**Gatsby Foundation.** Good Career Guidance: [www.gatsby.org.uk/education/focus-areas/good-career-guidance](http://www.gatsby.org.uk/education/focus-areas/good-career-guidance)

#### **Government Services and Information:**

Employment Rights and Pay for Interns: [www.gov.uk/employment-rights-for-interns](http://www.gov.uk/employment-rights-for-interns)

Providing quality internships: guidance for employers and interns: [www.gov.uk/government/publications/providing-quality-internships-code-and-guidance-for-employers](http://www.gov.uk/government/publications/providing-quality-internships-code-and-guidance-for-employers)

Guidance: Socio-Economic Background: [www.gov.uk/government/publications/socio-economic-background/socio-economic-background-seb](http://www.gov.uk/government/publications/socio-economic-background/socio-economic-background-seb)

Social Mobility in Britain: Fifth State of the Nation Report: [www.gov.uk/government/news/social-mobility-in-great-britain-fifth-state-of-the-nation-report](http://www.gov.uk/government/news/social-mobility-in-great-britain-fifth-state-of-the-nation-report)

Office for National Statistics: Labour Force Survey: [www.ons.gov.uk/surveys/informationforhouseholdsandindividuals/householdandindividualsurveys/labour-forcesurvey](http://www.ons.gov.uk/surveys/informationforhouseholdsandindividuals/householdandindividualsurveys/labour-forcesurvey)

**Institute for Public Policy Research.** (2017) Internships as Opportunity: How Employers Should offer Accessible High Quality Placements: [www.ippr.org/files/publications/pdf/internships-as-opportunity-employers-guide\\_Apr2017.pdf](http://www.ippr.org/files/publications/pdf/internships-as-opportunity-employers-guide_Apr2017.pdf)

**Maya Productions.** (2017) The Pocket Guide to Black, Asian and Minority Ethnic Role Models and Leaders in the Performing Arts: <http://mayaproductions.co.uk/wp-content/uploads/2017/11/Pocket-Guide-to-BAME-Role-Models-and-Leaders-in-Performing-Arts.pdf>

**National Theatre.** (2013) Celebrating 5 years of Step Change:  
[www.nationaltheatre.org.uk/sites/default/files/5-years-of-step-change.pdf](http://www.nationaltheatre.org.uk/sites/default/files/5-years-of-step-change.pdf)

**RNIB.** Employing a Blind or Partially Sighted Person: [www.rnib.org.uk/services-we-offer-advice-professionals/employing-blind-or-partially-sighted-person](http://www.rnib.org.uk/services-we-offer-advice-professionals/employing-blind-or-partially-sighted-person)

**Scientific American.** (2014) How Diversity Makes Us Smarter:  
[www.scientificamerican.com/article/how-diversity-makes-us-smarter](http://www.scientificamerican.com/article/how-diversity-makes-us-smarter)

**Social Mobility Foundation.** (2018) Employer Index:  
[www.socialmobility.org.uk/index/](http://www.socialmobility.org.uk/index/)

**Society of London Theatre:** Dignity at work guidance:  
<https://solt.co.uk/about-london-theatre/press-office/society-of-london-theatre-and-uk-theatre-announce-new-plans-to-support-dignity-at-work/>

**Sutton Trust.** (2018) Pay as you Go? Report on Internships:  
[www.suttontrust.com/research-paper/internships-pay-as-you-go/](http://www.suttontrust.com/research-paper/internships-pay-as-you-go/)

**University of the Arts London (UAL).** Internships Advice: [www.arts.ac.uk/students/student-careers/find-jobs-and-internships/part-time-job-fair/internships-advice](http://www.arts.ac.uk/students/student-careers/find-jobs-and-internships/part-time-job-fair/internships-advice)

**Weston Jerwood Creative Bursaries Evaluation 2017-19**  
<https://jerwoodarts.org/projects/weston-jerwood-creative-bursaries-2017-19/>

**Weston Jerwood Creative Bursaries Evaluation 2014-16:**  
<https://jerwoodarts.org/wp-content/uploads/2017/09/Weston-Jerwood-Creative-Bursaries-2014-16-Evaluation-Report.pdf>

**Weston Jerwood Creative Bursaries Evaluation 2010-12:**  
<https://jerwoodarts.org/projects/dcms-jerwood-creative-bursaries-scheme/>



Laurèl Hadleigh  
Weston Jerwood Creative Bursaries, 2017-19  
Photo: Tim Dickeson