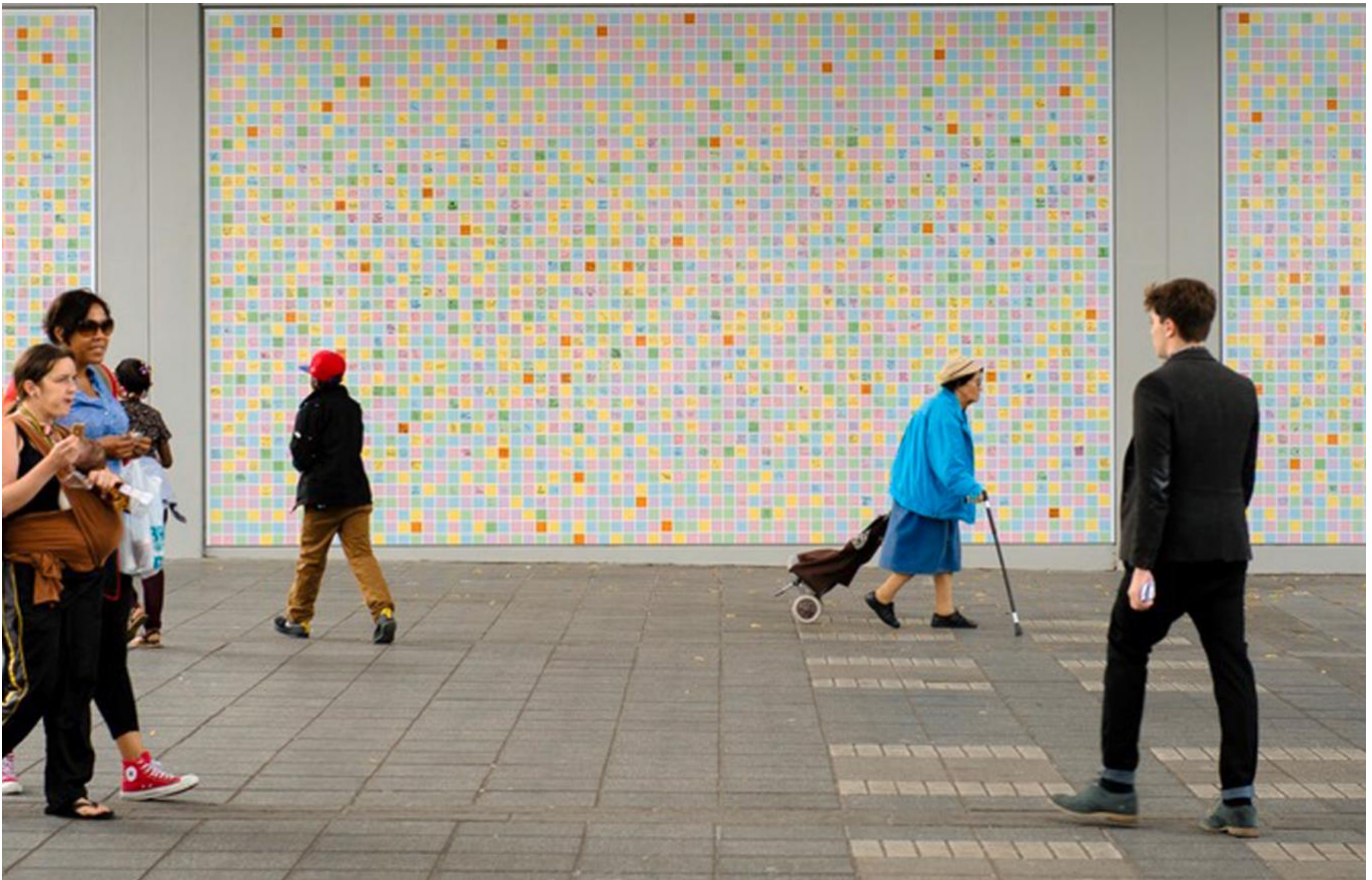


Peckham Platform

APPLICATION PACK HEAD OF CREATIVE PROGRAMME



Peckham Peace Wall 2012. A permanent public artwork celebrating thousands of hopeful messages of peace written by the local community on Post-it notes and pasted onto a wall on Rye Lane following civil unrest in 2011



Lesley Asare and Drew Sinclair performing Body Arcana_ Homebuilding as part of London Gallery Weekend, Peckham Square, Summer 2022. Image Credit, Ruth Sewell

Background Information

Peckham Platform is a cultural organisation with a civic duty. Our vision is of a more connected society and we are dedicated to creating positive change through meaningful social art, delivering projects where local communities and artists work together at each stage to provide a programme that is uniquely responsive and relevant to place. Since 2009, we have fostered new collaborations between our local communities and prominent social artists; to co-produce bold new artworks that create open platforms for civic enquiry.

In the near future we will launch our new venue on Peckham Square, working in partnership with London Borough of Southwark. Our new home will be at the heart of an ambitious new vision for Peckham Platform. With five times our previous footprint and new facilities; we will become a welcoming centre for creative civic engagement and community participation. With new gallery spaces, learning facilities, and a dedicated Social Art Resource we will expand our activities, doubling our audiences, the number of participation opportunities we offer, and increasing our ability to create transformational artistic opportunities for communities facing the greatest need in Peckham and beyond.

We operate in Peckham, with 71% BAME* local residents and over 40% young people - one of the highest ratios in the country. Peckham is changing rapidly, with a borough-led strategy for regeneration providing significant investment in the area in recent years and new businesses and communities moving to Peckham. Within this, a cultural scene is burgeoning, with outstanding cultural spaces and innovative creative industries emerging.

Inequality is growing, existing communities are being displaced and marginalised, and the benefit of new investment is often being felt only by a narrow cross-section of residents. Lower overall deprivation masks the continuing challenges facing Peckham, which is historically one of the most deprived areas in the country; 84% of the population live in the most economically challenged quintile nationally; 34% of children live in low income households; unemployment is at 15%; and it is ranked in the 12% highest crime spots in England. The situation has become critical in the context of sweeping cuts to public services decimating Peckham's support structures.

This inequality of access and opportunity is becoming even more apparent in Peckham at this time of rapid development. Operating within this complex landscape of urban change, Peckham Platform is committed to addressing social inequalities, promoting cultural democracy, and initiating long-term relationships with the arts across communities of need. Young people are at the heart of this process, as collaborators and audiences. Through our learning programmes, we use creative practice to explore alternative pedagogies that place young people at the centre of their educational development.

Our mission is more important than ever as we face a national crisis that spans social, environmental, economic, political and cultural fields. In this challenging context, the social value of art is being given more attention. Cultural organisations are increasingly experimenting with delivering more socially relevant work and look to Peckham Platform as a model of best practice. Our new venue is essential to helping us to expand our work to meet the needs of our community and the sector.

We believe that Peckham's public spaces can be reclaimed by residents as welcoming areas to come together; reinvigorated through performances, exhibitions, artistic interventions, and more. Our locality's vibrancy will be celebrated, recognising the diversity of experiences and histories that contribute to Peckham's unique identity, equally.

***BAME** we recognise that the term BAME is a problematic and we agree with its many critics within the sector and beyond. We use this term here as a reminder that this term remains in use in "official" data such as the census.



Pride of Peckham with Azarra Amoy, 2022. Image by Pavel Burmistrov

Artistic Programme

Our artistic programme strives to be both relevant and supportive to artists and young people and the communities with whom we work, reflecting our values and concerns as a cultural organisation with a civic duty. We are committed to community-led co-commissioning and creating a genuinely collaborative process and co-leadership.

For each commission, we focus our work on engaging communities that are at risk of being marginalised in the cultural mainstream, platforming groups to explore the issues that arise with them. In the past, this has amplified the voices of womens' youth services, disability, mental health, and substance abuse recovery groups. We maintain a joint decision-making process with communities right through to the exhibition, installation or event.

"Peckham Platform has proven itself to be a shining beacon in bringing together artists' practices and community interest to embed contemporary art in a great unfolding programme of productive dialogues in London" Sonia Boyce, MBE, Artist

Our new home will provide a 410sqm, redeveloped cultural venue that welcomes these communities to a permanent and resilient home for our ground-breaking work, building on 15+ years at the forefront of social art. Our current co-commissioning programme includes a two-year project funded by National Heritage Trust titled [Memories for the Future](#).



Family activity on Peckham Square 2023

Learning Programme

Central to all our work is learning and young people. Our work with young people includes our Schools Programme with Arts Awards and Youth Platform, a creative in-house initiative that develops agency in young people facing multiple factors of disadvantage in Peckham. We nurture an effective model of progressive participation, from often first out of school arts engagement, to becoming creative leaders with the skills and confidence to pursue pathways in the creative sectors. This work will be central to our organisational growth moving forwards. The learning programme is currently going through a development process to increase our offer for more people across the ages.

“The chance to be myself, both by being who I am and being encouraged to be creative and arty in a way that is very freeing”.

“The Youth Platform team have managed to create a fantastic community and atmosphere; I feel wonderfully supported and part of an amazing and special group of people”. - Youth Platform participants



Visual representation of Peckham Platform's new home on Peckham Square

Company Information

Peckham Platform is a registered charity and company limited by guarantee. Its annual turnover is around £480,000 with over 20% of its budget allocated to artistic programme. A National Portfolio Organisation of Arts Council England (receiving £75k pa), the organisation relies on fundraising and commercial income generation to deliver its creative and business plans.

Peckham Platform has a core part time staff of six with a further people working on project funded contracts, equating to a team of four as a full time equivalent. We are committed to creating a diverse workforce, offering flexibility within employment contracts, widening access to careers in the arts for volunteers, interns, apprentices and placements, and ensuring all staff have personal development plans to enable them to progress their career.

The Board of Trustees consists of voluntary members who lead the Charity and oversee the organisation in many ways. Trustees each bring unique skills and lived experiences to the organisation and contribute to the success of Peckham Platform.

You can read more about who we are; our vision, mission and values and learn more about our team on our [website](#).

Access support

We are committed to meeting reasonable adjustment, to meet access requirements and supporting all team members to apply to Access to Work to cover relevant costs. Access support is available for all applications, including alternative formats. If you prefer to meet one of our team or talk through this job pack please contact recruitment@peckhamplatform.com or call 020 7358 9645

Equal opportunities

Peckham Platform is an equal opportunities employer, and actively encourages applications from groups currently underrepresented irrespective of gender identity, sexual orientation, marital status, race, religion, nationality, ethnic origin, disability or age. This applies whether in relation to terms of

employment, conditions of service or opportunities for training. Individuals are selected and treated on the basis of their relevant merits and abilities, and no one is disadvantaged by conditions or requirements that cannot be shown to be justifiable.

Our Anti-racism pledge and action plan

We actively support the anti-racism agenda. In terms of recruitment, we do this by ensuring that; all our roles are advertised, at least one person of colour attends every interview panel; people that are interviewed will get a chance to meet someone from the team to give insight to the organisational culture, as well as a chance to ask questions outside of the interview. We will offer feedback and we strive to hire people with lived experience represented in the communities that we work with. We have relevant policies and procedures in place to ensure that our workplace is safe and welcoming.

JOB DESCRIPTION AND PERSON SPECIFICATION

Role Title: Head of Creative programme

Salary: £38,000 Pro-rata (£15,200 annually)

Hours of Work: 2 days per week. Flexible hours available.

Monday as a potential regular week day.

Contract: Permanent Contract

Annual Leave: 28 days (pro-rata)

Pension: Employer contribution of 3%

Other benefits: Wellbeing services through Health Assured, Individual Training & Development Plan

Responsible to: Director

Location: Hybrid. Remote and in-person office at Peckham,

Responsible for: Project based freelance producers, managers and artist

Quay House, Queens Road Peckham.

Peckham Platform is a creative and educational charity that connects art, people and place. Bringing together local communities with leading artists to co-produce art projects with impact. This is an exciting opportunity for an experienced, passionate and driven individual to join a civic minded arts organisation at an exciting new phase of its development.

Purpose of Role

As the Head of Creative Programme, you will bring specialist expertise in artist commissioning, development and public engagement. You will work closely with our Director and Head of Learning and Community Engagement to shape an internationally relevant artistic programme that is co-developed through direct collaboration between social artists and Peckham communities. You will help shape the future of our public programme as we transition into our expansive new 400sqm home on Peckham Square. Your passion and knowledge of social art practice will be instrumental in ensuring the quality and responsiveness of our artistic programme.

The Head of Creative Programme is a new role within the Leadership Team at Peckham Platform alongside the Director and Head of Learning and Community Engagement. You will work across the team to deliver and strategically develop all areas of commissioning, creative production, artist development, research and residencies, alongside a programme of talks and symposia.

The central focus during the first year of this role will be to develop the scope, relevance and themes of this role and our programme through community consultations and engagement. The research and development phase will shape our engagement and co-creating model and feed into the fundraising and strategic positioning of our socially engaged programme.

Artistic Commissioning: The Head of Creative Programmes will work with the Leadership Team to develop and deliver Peckham Platform's current and future artistic programme. They will draw on close working knowledge of socially engaged artists and their practice to connect the most relevant artistic voices to our local communities to co-deliver exceptional outcomes for Peckham. This will include annual major commissions alongside a series of micro-commissions and artist-led projects.

Peckham Platform's creative programme is co-developed with communities. You will work closely with the Head of Learning and Community Engagement to lead the curatorial and production elements of key community-led programme and projects, understanding best practice in co-design and co-creation. This will focus particularly on working with our priority audience groups including young people at critical risk of marginalisation and displacement in a changing Peckham, particularly: global south heritage and working-class people, and those with intersecting protected characteristics around age, disability, self-identification and/or sexual orientation.

Artist Development: You will lead our artist development programme, building opportunities to support artist development across all areas of our programme. This will include artistic progression that progresses participation from our learning and community programmes all the way to early-mid career support, commissioning and residency opportunities. You will work closely with Global Majority and working-class artists to design this programme ensuring that it is tailored to the need of artists who have been traditionally underrepresented in the arts sector.

Talks and Public Programme: You will lead the design and delivery of a programme of talks, symposia and other public events that bring audiences, researchers and peers into regular discussion and exchange on social art, co-created practice and other topics relevant to Peckham Platform's programme and approach.

Spokesperson: The Head of Creative Programme will act as a public spokesperson to engage people across our programme and organisation supporting the Director to build and maintain relationships across academic, artistic, and funding sectors. They will proactively promote Peckham Platform's social art, debate, and dialogue.

KEY RESPONSIBILITIES

Co-Commission Programme

- Connect artists and communities to co-created a series of major and micro commissions that respond to community voice and create world class creative experiences that reflect and resonate with more diverse audiences
- Oversee all creative production from commissioning to public events and projects
- Develop and maintain a nuanced understanding of the latest thinkers, creatives, and practices that enable Peckham Platform to draw on the best creative minds and experts across multiple genres – from contemporary arts and history; geo-politics and climate change; equalities and democracy and more.
- Develop and deliver original content that has variety, breadth, and depth, identifying the most appropriate structure for building relationships with partners, commissioning new work, contracting artists, identifying thought leadership opportunities and utilising a wide range of formats – live and digital - to implement ideas.
- Draw on the expertise within the team, their networks and creative content, convening a holistic programme in line with Peckham Platform’s strategic priorities, income generation priorities and brand.
- Support on developing, nurturing and administering relationships with strategic partners
- Maintain existing and develop new audiences, identifying programme strands that respond to and anticipate the needs and interests of diverse communities, introducing new ideas, innovative content and inclusive talent pathways.
- Seek out, develop, and sustain networks, stakeholders and partnerships at local, regional and global levels, and explore new ways for the charity to grow and develop at the cutting edge of ideas
- Identify project funding to develop audiences, increase diversity and meet equalities objectives.
- Deliver and build upon current UK funded projects and contribute to developing funding bids.
- Oversee the delivery of Peckham Platform’s marketing and communications functions, including our public relations, website and social media accounts, ensuring that they are updated, relevant and archived appropriately.
- Lead on safeguarding, equalities, diversity, inclusion and access across the organisation’s programming.

Impact & Evaluation

- Lead on development and delivery of the Monitoring, Evaluation and Impact related to the programme with the associated plans and systems
- Develop and deliver Peckham Platform’s social purpose agenda, ensuring alignment with our strategic objectives.

Operational

- Line manages the commissioning programme, team, recruiting, as necessary, skilled persons to support the delivery of commissions
- Manage the delivery of contracts and partnership collaborative efforts, ensuring that contracting is delivered to the highest standards at all times to protect the reputation and financial standing of the charity and to meet contractor’s expectations.
- Contribute to writing business plans demonstrating a seamless relationship between content, programmes, events, audiences, and the core business activities

- Support the work of the Director in developing and delivering the fundraising strategy and the Finance Manager on delivering Peckham Platform's financial plans

Compliance & Budgets

- Write quarterly progress reports for the board as and when required by the Director in a timely and appropriate manner
- Work with the Director to ensure the financial health and sustainability of the charity in delegated budget area(s), adhere to Peckham Platform's Financial Regulations and Procurement Policy.
- Ensure that all artist contracting is undertaken within Peckham Platform's procurements and contracting policies observing all other required policies and statutory guidelines e.g., Equalities, Safeguarding, Health and Safety, Intellectual Property, GDPR, Finance and Procurements etc.
- Maintain accurate records on Peckham Platform's document management system and databases.
- Respond to general enquiries by email or telephone, manage own workload and maintain an online diary, using agreed Peckham Platform's systems.
- To promote and comply with current legislation including Peckham Platform policies on Equality and Diversity and Health & Safety, Safeguarding, in the delivery of services
- Uphold the Peckham Platform's brand and reputation.

Leadership

- Be a vital, collegiate member of the Peckham Platform's leadership team
- Reporting to the Board and sub-committees as required.
- Represent the organisation at appropriate internal and external events and meetings, locally, regionally and globally.

SKILLS AND EXPERIENCE

Essential

- A clearly-evidenced long-standing passion for social art: co-producing programmes with communities.
- A deep understanding of equity and inclusion
- 3 - 5 years working in a similar role
- Excellent understanding of strategic planning and Programme Management experience with excellent budget management skills
- Excellent communication and networking skills, adept at effectively engaging people across a range of settings – from school children to senior leaders
- Team player, able to work cross disciplinary with artists, experts, academics, key stakeholders, and audiences in a programming function working with diverse audiences
- Specialist knowledge of audience development gained through 3 years' experience
- Agile approach to work, recognising the limitations and challenges of running a small charitable organisation and willingness to work flexibly to get things done, apply effort and integrity at all times. Some weekend and evening work will be required.
- Experience of working with an operations team to deliver events (production, tech requirements, artist management)
- Experience of delivering to funder obligations (Arts Council England, Trusts and Foundations/Public and Private Funding)

- Excellent network in cultural and creative sector; or other relevant sectors
- Proficient with Microsoft Office Suite, Google Docs, et al.

Desirable

- Understanding and experience of digital content production
- Masters level qualification or equivalent
- Awareness of how to use emerging technologies including AI to develop impactful programming and engagement.
- Experience of working within a grant management organisation.
- Experience of positive action activity to deliver inclusive Programmes (equalities, diversity, inclusion, and access)

How to apply

To apply, please send us your application

1. Written Statement

This is a new and exciting role at Peckham Platform. In your first year, you'll work closely with our team, stakeholders, and Peckham's communities to develop co-creation methodologies and collaborative strategies, shaping the future of our new venue on Peckham Square. Your contributions will also be essential in strengthening our fundraising efforts and supporting the growth of our socially engaged programme.

Provide a written statement of no longer than 2 pages; and/or an audio/video presentation of up to 5mins.

Please tell us:

- How you meet the person specification for the role exemplified through your past work
- Please also include earliest start date

Please outline:

- How you would develop the scope, relevance, and themes of this role and our programme through community consultations and engagement.
- The research and development you would undertake to shape our engagement and co-creation model.
- How you would connect this work to our fundraising efforts and strategically position our programme for success.

2. CV

A supporting CV no longer than 2 pages. Please include:

- Skills, knowledge and experience that demonstrate your suitability for the role
- Names of two referees (only contacted after seeking permission)

3. Equal Opportunities

Please note that all applications are subject to a 'blind' recruitment process. This means that identifying information such as name, gender and schools attended are removed before being read by the selection panel. Complete the [Equal Opportunities Monitoring form](#) (this is for monitoring purposes only and will be anonymous and be detached from your application).

If you would find it more accessible to complete any part of this application in a different format, please email recruitment@peckhamplatform.com

Further information

If you would like to discuss the role and your application, please send an email with your available date and time to recruitment@peckhamplatform.com

Application Deadline: Midday, Monday 6 January 2025

Interview Dates: 13-20th January