

# #CHWA2021 MUTUAL SUPPORT

VICTORIA HUME MAR 16, 2021 08:02AM

## Resources & further reading / watching / listening

### Creative practitioner training

64 Million Artists offers facilitation training for creative practitioners working in community settings, and with vulnerable people, to help ensure a safe experience for all involved.

#### Training & Development - 64 Million Artists

Following a hugely successful pilot in 2020, our day-long workshop for practitioners and engagement leads will walk you through successful models of citizen engagement and co-creation. Practical, experiential and peer-led. Click on the links below to see full details.

64 MILLION ARTISTS



### Working fairly with freelancers

Further to this morning's sessions, South West Museum Development commissioned these much-needed guidelines on working fairly with freelancers. They're not culture and wellbeing focused, but they do include setting fair budgets and expectations.

#### Resources Search Results - South West Museum Development

Please read our updates and practical guidance on Coronavirus (COVID-19) for South West museums.

SOUTH WEST MUSEUM DEVELOPMENT



#### About Schwartz Rounds | Point of Care Foundation

What is a Schwartz Round? Origins of Schwartz Rounds Format of Rounds Differences between Schwartz Rounds and other staff forums Who is running Rounds? Schwartz Rounds provide a structured forum where all staff, clinical and non-clinical, come together regularly to discuss the emotional and social aspects of working in healthcare.

POINT OF CARE FOUNDATION



### Live Music Now blog diary series from musicians on experiencing of living through Pandemic

#### A Musician's Life in Pandemic: the series

Live Music Now musicians have been chronicling their pandemic experiences in our diary series. "...stepping outside of my comfort zone, particularly in caring for my elderly clients, has had a significant impact on my work as an artist.

LIVEMUSICNOW



### Museum Wellbeing Practitioners- a call out

A group of museum wellbeing practitioners in Yorkshire are in the early stages of setting up a space/network for museum wellbeing practitioners. The network will offer peer support, reflection and the chance to reclaim some museum joy for ourselves! If you are interested in finding out more email [Victoria.Ryves@doncaster.gov.uk](mailto:Victoria.Ryves@doncaster.gov.uk).

### Museums and Wellbeing Workshop

On Wednesday 23 June at the Culture, Health and Wellbeing International Conference there is a workshop for museum staff and leaders to explore what support can and should be in place for staff embarking on museum wellbeing projects. Check out the programme.

#### Culture Health & Wellbeing International Conference

Welcome Alex Coulter, Director of Arts & Health South West Professor Richard Parish, Chair of the National Centre for Rural Health and Care Opening Premiere: Cap O'Rushes A commissioned new work by composer Cevanne-Horrocks Hopayian with Inclusive Ensembles in Portugal and UK Keynote: Hon Carmel Sepuloni MP, Minister for Social

CULTUREHEALTHWELLBEING



### Support Hub Pilot

#### Arts Council Grant for the Support Hub - Arts and Health Hub

We are extremely grateful and excited to have received a new Arts Council grant to deliver the Support Hub, looking at practical support for artists. This new grant will support: The delivery of a 6 month project supporting artists with lived experience of mental health difficulties.

ARTS AND HEALTH HUB



### Culture Health and Wellbeing International Conference Panel on Practitioner Wellbeing 23rd June

I will be hosting a panel on practitioner wellbeing titled Self Care and the Collective on 23rd June at CHWI - see below. Panellist speakers include Nicola Naismith, Daniel Reagan, Philippa Forsey and Julia Fortier come along to join a discussion around how we can better support ourselves and, in doing so, improve practice and challenge self-harming environments and practices.

#### Culture Health & Wellbeing International Conference

"I firmly believe that the arts can assist in addressing a number of difficult and pressing policy challenges including ageing, long-term conditions, loneliness and mental health. The arts can help keep us well and be part of creating a healthy society. The time has come to recognise the powerful contribution they can make to our health and wellbeing."

CULTUREHEALTHWELLBEING



### A Grateful Heart- Air Arts



**A Grateful Heart- Air Arts**  
by Air Arts

YOUTUBE

**Research Digest: Training and development of healthcare students**

New resource from the Centre for Cultural Value where we have reviewed literature where arts and cultural programmes are used to help students develop key non-clinical skills that are essential for person-centred care

**Research digest: Training and development of healthcare students - CultureHive**

There are growing examples of cultural organisations and practitioners working with healthcare students (including medical, nursing, midwifery, dental students) to help them develop their practice beyond core clinical skills. In this research digest, we assess the evidence for the value of culture in the training and development of healthcare students.

CULTUREHIVE



*That's really interesting, thanks Robyn. We've worked with Medical Students on placement from Sheffield University for the past 6/7 years now, and the learning (both ways) about how the Arts (music in our case) can help the understanding of what person-centred care can look like has been really interesting to witness. Always a great pleasure working with these students. I know some of our Music in Healthcare colleagues run similar programmes.* — NICK CUTTS

**Good Practice: How we support and look after our associate artists**

Blog created by Performing Medicine.

**Good Practice: how we support and look after our 'Associate Artists' - Performing Medicine**

Performing Medicine works with 20 freelance Associate Artists with years of experience working in healthcare and social care settings. They bring different skills and expertise to deliver creative training programmes for healthcare professionals, drawing on ideas and techniques from the performing and visual arts.

PERFORMING MEDICINE



**Circle of Care: Animation**

Created by Performing Medicine.

The Circle of Care framework helps us to think about, practice and demonstrate high quality compassionate care.

**Circle of Care - Performing Medicine**

Circle of Care is a framework that helps us to think about, practice and demonstrate high quality compassionate care. Watch the animation above to discover more. Circle of Care re-visions compassionate healthcare by describing a multi-directional flow of care between healthcare professionals and their colleagues, patients and carers.

PERFORMING MEDICINE



such a thoughtful session with really useful resources thank you @heartofgp — ANONYMOUS

**Creative Health and Social Prescribing - workforce development programme**

Created by Performing Medicine, this poster describes a project working with linkworkers, GPs and artists and arts organisations involved in social prescribing across two London boroughs, with a new, simple framework for articulating the value of arts and cultural activities within social prescribing; as a way to support the creation of a shared language across the professional workforce involved in this area.

...talking changes, as well as the broader impacts of the training programme on social prescribing across the boroughs. The immediate pre and post course surveys have not yet been formally analysed but initial impressions are shared in the key findings section below.

**KEY FINDINGS**

By February 2021 we have completed stages 1, 2 and part of stage 3. The final module was delivered on Thursday 25th February, and we are due to complete the final stage of evaluation in April 2021.

**STAGES 1 & 2: SCOPING & DESIGN**

Through the national and local scoping activities the key issues that were highlighted included: a lack of understanding from all sides about how arts and cultural activities could support clients and how to communicate this; uncertainty about client suitability for projects; lack of clarity about referral pathways and mechanisms for social prescribing, including how artists / arts organisations, social prescribers / link workers and GPs could actually communicate with each other.

[Figure 1]

[Figure 2]

©Clod Ensemble (2021)

Through this stage it became apparent that it would be valuable to create a simple framework for articulating the value of arts and cultural activities within social prescribing; as a way to support the creation of a shared language across the professional workforce involved in this area. In the focus groups we were interested to note how often "Maslow's hierarchy of needs" was mentioned by linkworkers and GPs, as a guiding framework for how to make decisions about what support could be offered to clients. In the context of arts and cultural offers, however, we felt this hierarchy was less useful or applicable, and could in fact be limiting - as such arts/cultural offers often work on many of the levels of the pyramid simultaneously, with them feeding in to one another. Equally, whilst research shows\* that these needs are universal - crossing cultures and individuals - the order in which these needs are met had little impact on people's satisfaction with life. With all of this in mind, we reconceptualised the pyramid into a multi-directional circle [Figure 1], with all elements feeding into each other, and with arts and cultural activities in the centre and able to support any one of these elements [Figure 2].

\* Taylor, L. & Diener, E. (2010). Needs and subjective well-being around the world. *Journal of Personality and Social Psychology*, 101(2), 354-365.

\* Wabha, M., Browell, L. G. (1998). Maslow reconsidered: A review of research on the need hierarchy theory. *Organisations Behaviour and Human Performance*, 1(2), 345-365.

Image source: pixabay.com

**Key takeaways for link workers:**

- A broadening understanding of the health benefits of engaging in arts and cultural activities and how these can be meaningful even to clients experiencing acute difficulties
- An awareness of the challenges facing artists and arts organisations when developing social prescribing offers
- Knowledge of socially prescribed arts and cultural activities available both locally and beyond
- An increased confidence in how to start conversations around arts and culture with clients

**"We have learnt about more services that will be added to our Directory and I hope the service will be better for expanding its knowledge and attention towards the type of community service."**

**GPs**

1 participant completed Module 1 and the final, joint module

The timing of this course coincided with the vaccination programme so 6 GPs who had intended to attend were unable to. The GP from Merton attended module 1 and 4.

**Key takeaways for GPs:**

- Importance of communication channels between linkworkers and GPs
- Rethink which patients might benefit from being referred to a link worker and arts projects
- Need to raise profile of benefits of arts and culture projects among GPs

**"It's so important that we find the best way of reaching all practices and sharing information."**

**MAKING CONNECTIONS**

The final module brought together all the linkworkers, artists and arts organisations, and the GP who attended the previous modules. 100% of participants expected to make use of the ideas / techniques explored through the full programme (all four modules) in their work. In particular, participants felt they would draw on ideas around prioritising self care; how to communicate information with each other (inter-professionally) about offers; the importance of networking as well as the value of the framework presented in offering a new way to articulate the benefits of arts and cultural activities.

When asked for suggestions of elements or modules within the programme that could change, and why, some participants wanted more break out sessions and some wanted less; they wanted more networking sessions and earlier on, and generally more chances to speak with each other, and for longer.

When asked about the impact of the programme on their professional development as individuals, on their clients and service users, and on social prescribing in their borough as a whole, participants gave the following feedback:

- "I am re-energised for using arts"
- "Better awareness of how to approach arts & health projects, from co-design to recruitment."
- "I will reflect more on my working techniques and whether they are healthy in the long-term... I recognise that I should be more considered with my time and breaks."
- "I think I had written off these sorts of [arts-based] groups for some individuals before these sessions. It has made me rethink and reflect on lots of people who I missed an opportunity to refer out to such groups so far."
- "Better connections between the health and arts sectors in these areas."
- "The Programme was great, thoughtful and generous - wish all these different groups of people could meet and share more often. Thank you Clod Ensemble for organising!"

**KEY TAKEAWAYS**

Whilst the formal evaluation of the programme is still ongoing, it is apparent that there is a great need for inter-professional training of this kind to support the growing social prescribing movement, and to connect the different professional groups involved. Participants highlighted the importance of incorporating self-care practices for both individuals and across team cultures; the value of networking, brokering and co-creating social prescribing offers that best meet the needs of clients whilst utilising local resources; and the use of case studies and participant testimonial as powerful tools when telling the story of social prescribing and its impact.

Creative Health & Social Prescribing: Clod Ensemble | Performing Medicine 2021.

**Creative Health and Social Prescribing - workforce development programme**  
PDF document  
PADLET DRIVE

**Performing Medicine website**

Performing Medicine provides creative training programmes for healthcare professionals and students. We address staff wellbeing and mental health, compassionate care, effective communication, leadership and teamwork.

### Performing Medicine

Performing Medicine provides creative training programmes for healthcare professionals and students. We address staff wellbeing and mental health, compassionate care, effective communication, leadership and teamwork. Our practical, hands-on workshops are led by expert facilitators who draw on techniques from the arts to help healthcare professionals better look after themselves and each other, and to use their bodies and voices for effective communication.

PERFORMING MEDICINE



## Coping with Personal Protective Equipment

Created by Performing Medicine.

Healthcare professionals are reporting feelings of discomfort, isolation, and difficulty communicating when wearing PPE.

Actors are used to wearing restrictive costumes, masks, puppets, animatronics and prosthetics. Here, they offer some simple tips that may be useful when wearing PPE, and share some photos of their extraordinary outfits for your entertainment.



## UNIFORMITY

When you are all in the same gear it is really difficult to tell who is who. Put a name label on your back, as well as your front.



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# NON VERBAL COMMUNICATION

Think about developing a shared physical language with those you communicate with regularly. Agree basic signals before wearing any gear and practise without head gear but with the rest of the outfit on.

Keep your movements assertive. A nod can be mistaken for a panicked shaken head and vice versa.

Lack of peripheral vision is a real issue. If you want your colleague to look at something (if you are both in PPE) take both their hands in yours and turn them to face you. This can save loads of time and frustration.

Try to face colleagues directly to make communication easier.

Eye contact is paramount. The most your colleagues and patients will see of you are your eyes. Engage and enliven them.

Be mindful of the power imbalance between people who have on very little clothing and those fully covered up.

Trust that you are able to connect and communicate beyond the outfit - that your intention will shine through. If you are present and connected the people around you will feel that.

Listen.



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## Coping with PPE - Performing Medicine

PDF document

PADLET DRIVE

## The Recovery Room

Created by Performing Medicine.

In this digital resource, Performing Medicine's Associate Artist Angelika Grohmann leads you through a series of movements that you can do before, during and after work to help you to prepare, energise, refresh, recover and wind down.



## Recovery Room

PDF document

PADLET DRIVE

## Circle of Care: Brochure

A framework to help us think about, practise and demonstrate the high quality compassionate care to which we all aspire.



Circle of Care  
PDF document  
PADLET DRIVE

## Who cares? At what price? The hidden costs of socially engaged arts labour and the moral failure of cultural policy

[Eleonora Belfiore](#)

First Published January 9, 2021 Research Article

### Who cares? At what price? The hidden costs of socially engaged arts labour and the moral failure of cultural policy - Eleonora Belfiore, 2021

Abstract In the broader context of research into cultural labour, this article focuses analytical attention on working conditions within socially engaged arts practice, which have been under-researched to date. In particular, the article aims to uncover the unacknowledged costs shouldered by socially engaged practitioners working on publicly subsidised participatory projects.

SAGE JOURNALS



## Nicola Naismith

### Nicola Naismith

As a visual artist with over 20 years experience I explore topics of labour, the workplace and value through self initiated collaborations and working to commission. I create visual artworks, talks, writing and events which explore the importance of context and connection in both art-making and leadership practice.

NICOLA NAISMITH



## Arts & Health Hub COVID Impact Report

### Arts and Health Hub - COVID Impact Report

During June & July 2020 we collected information on how the pandemic has affected artists in the arts & health sector. It is no surprise that during the coronavirus pandemic a number of artists were instantly affected by a change in circumstances.

ARTS AND HEALTH HUB



## Case Study - Tracing Autonomy

Blog post outlining how Tracing Autonomy was developed by two artists and a philosopher, its aims, methods, motivations and context.

### Tracing Autonomy: a reflective approach in support of a person's autonomy in life

Tracing Autonomy explores autonomy, creativity and end of life. The project is a collaboration between two artists who work at The Prince & Princess of Wales Hospice (PPWH) in Glasgow, Jeni Pearson and Kirsty Stansfield, in consultation with philosopher Prof. Ben Colburn from the University of Glasgow.

ARTSANDHEALTH



## Kate Genever

### Kate Genever - Artist

KATEGENEVER



## Arts Culture Health Well-being Scotland

A relatively new and growing network sharing practice and supporting those working and interested in the arts, culture, health and wellbeing.

### ARTS CULTURE HEALTH WELLBEING SCOTLAND

Visit the post for more.

ARTS CULTURE HEALTH WELLBEING SCOTLAND



## Scottish Artists Union

<https://www.artistsunion.scot/>

### Scottish Artists Union

Scottish Artists Union is a members-led trade union representing artists and makers living in Scotland, campaigning for better rights & working conditions for its members.

SCOTTISH ARTISTS UNION



Artists Union England (AUE) Good Practice Charter for Artists



## AUE Good Practice Charter for Artists

'Business' refers to employers, commissioners, creative producers, arts organisations that are publicly funded.

Principles	Valuing and Rewarding Artists Business commit to:	Health & Safety Business commit to:	Workers Collective Voice Business commit to:	Diversity & Equality Business commit to:	Mental Health & Wellbeing in the workplace Business commit to:	Social Responsibility Business commit to:	Organisation provides examples of how each principle is met or being worked towards.
<b>Routes to Achieve this</b>	<b>Using contracts.</b> - Clarity of fee & payment schedule within a budget. - Clarity of obligations for artist & business. - Clear schedule of work. -Grievance & disputes procedure. - copyright  <b>Pay</b> Recognise AUE rates of pay guidance. Exhibition payment  <b>Extending Secure</b>	Providing safe and healthy working.  COVID-19 RA published.  Provide H&S training.  Artists & business to recognise & work to HSE Management Standard Approach.	Ensuring artists have a voice through a trade union.  Artists' input at early stages of employment, commission or project  Clear route of communication.	Recognising and promoting Equality & Disability Acts.  Inclusive recruitment throughout every level in the organisation.  Paid Mentoring opportunities.  Training and Development for Freelance staff.  Training for staff: Unconscious Bias Institutional Racism	Demonstrate effective practices in supporting artists with health conditions & disabilities to maintain employment.  Identify mental Health First Aiders in an organisation.  Mental health policy.	Working with community stakeholders for Support Empowerment Advocate Promote (SEAP)  Paying artists for networking & skills share.  Selection procedures to have parity with other employment.  Green policies  Volunteer guidelines  Paid Internships	

13.09.2020 GPC Working Group

### GPC\_13\_09\_2020.pdf

PDF document

WWW.ARTISTSUNIONENGLAND.ORG.UK

### Arts and Health Hub

The Arts & Health Hub is an in-person and online space for artists and cultural producers interested in arts and health to connect, learn & share.

ARTS & HEALTH HUB

ARTS AND HEALTH HUB

### Artists Practising Well Research Report - Nicola Naismith

1 May 2019 My Artists Practising Well research report, published on the the Robert Gordon University Open Air research repository, is now available to read and download. The research is focused on affective support for creative practitioners working in participatory arts for he

NICOLA NAISMITH



## Tracing Autonomy

Tracing Autonomy is for practitioners working within healthcare, and arts and healthcare settings.

It offers a reflective holistic framework for thinking about how we interact and relate to others. It asks what the threats to a person's autonomy are and what are the ideals that would support their autonomy

### Resources

Introduction to resources Tracing Autonomy is not a form to fill in, but instead offers a systematic way of reflecting on practice that is appropriate, efficient and focused. Download Tracing Autonomy Framework This resource outlines the key ideas relating to autonomy and reflective practice....

TRACING AUTONOMY

Tracing Autonomy

## Circle of Care Animation

Circle of Care is a framework that helps us to think about, practice and demonstrate high quality compassionate care. The Circle of Care framework was co-created by Performing Medicine and Guy's and St. Thomas' Trust.

### Circle of Care

This animation shows the Circle of Care - a framework to help healthcare professionals think about, practise and demonstrate high quality compassionate healthcare. Circle of Care was created by Clod Ensemble's Performing Medicine programme - [www.performingmedicine.com](http://www.performingmedicine.com) - and The Simulation and Interactive Learning Centre, Guy's and St Thomas' NHS Foundation Trust - <http://sailcentres.kcl.ac.uk> .

VIMEO



## For your table discussions

### Please add your thoughts and responses below this question:

How can we build a culture of care in this work that supports health and care workers, creative and cultural practitioners, and other participants?

By paying artists to deliver it? — HELEN DEARNLEY

## Catch up: Panel Recording



### CHWA Conference 2021: Mutual Support Panel

by Culture, Health & Wellbeing Alliance

YOUTUBE

## Head back to the General Noticeboard

### #CHWA2021 General Noticeboard

by Victoria Hume

PADLET



## CHWA Awards: Practising Well in collaboration with Nicola Naismith

### CHWA 2021 Awards: Practising Well

Learn more about the Practising Well shortlist...

#### CHWA 2021 Awards Shortlist: Practising Well

Practitioner wellbeing is a recurring concern and priority for us all. Working in collaboration with Nicola Naismith (Artist/Researcher and author of the 'Artists Practising Well' Report), this award aims to focus on practice that is leading the way in championing, delivering and embedding practitioner care into project design, commissioning and management.

CULTUREHEALTHANDWELLBEING



### CHWA 2020 Awards

Practising Well Winners: Plymouth Music Zone  
Highly commended: Music for Life, Wigmore Hall

### CHWA 2020 Awards: The Results

We are very excited to finally be able to announce the winners and highly commended organisations/projects of the CHWA 2020 Awards. Selected from over 80 exciting applicants from across the country and sector, these examples of practice demonstrate real commitment to nurturing and shaping cultures of care for each other, their communities and the planet.

CULTUREHEALTHANDWELLBEING



## Practitioner Support Opportunities

### Wellbeing Practitioner Support Programme

Supporting artists to nature their own wellbeing and creativity, and deliver high quality, accessible participatory sessions with a wellbeing element.

**Venue:** Derby QUAD, DE1 3AS

**Proposed dates :** September/October/November 2021

This programme has been developed in response to the concerns of artist who tell us they often feel unsupported, isolated, overwhelmed, stressed, unprepared or in need of inspiration.

Taking place over 5 days, the initial course will build on your skills, offering an opportunity to reflect on your practice, identify your strengths and achievements but also any changes you might want to make.

We will look at the process of creativity and how to support this within ourselves and others. Each day of the course will include a creative workshop, an opportunity to relax and enjoy a session delivered by an exemplary practitioner, then reflect on the experience from the perspective of a participant but consider the practitioner delivery.

The course will also address the foundations of delivering participation sessions – health and safety, contracts, boundaries, expectations etc. We will explore wellbeing, mental health, neurodiversity, accessibility and LGBTQ+.

By the end of the course, you will have a personal plan for your continued practice in which we hope you will feel more supported and have an improved sense of wellbeing. There will be an option to continue to monthly half-day peer-support sessions.

**To express an interest in the course and/or receive further information please email:**

[creativewellbeing@derbyquad.co.uk](mailto:creativewellbeing@derbyquad.co.uk)



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