

Peckham Platform

Learning and Communities Engagement Manager Application Pack



Emotional Mapping exercise with Resolve Collective, 2021. Image by Sadé Elufowoju.

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 2010, 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 2023, 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

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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** is a problematic term 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.

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Attendees of Birungi Kawooya's Mindful African Art Class, 2021. Image by Sadé Elufowoju.

Artistic Programme

Our artistic programme strives to be both relevant and supportive to artists 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.

For each commission, we focus our work on engaging communities that are at risk of being marginalized 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.

Our new home will provide a larger, redeveloped gallery that welcomes these communities and more to a permanent and resilient home for our ground-breaking work, building on 10 years at the forefront of social art.

Our current co-commissioning programme includes a three-year project funded by Catalouse Gulbenkian Foundation, Esmée Fairbairn and Big Lottery titled Create Civic Change. A cross-generational, cross-cultural project capturing our community's response to a rapidly changing Peckham.

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Visit to Tate Modern led by artist Beverley Bennett with Leaders of Tomorrow and Peckham Park Baptist Church Youth Group, 2019. Image: Ruth Sewell.

Learning Programme

Our work with young people currently includes Arts Awards and Youth Platform, a creative in-house initiative that develops agency in young people facing multiple factors of disadvantage in Peckham. Funded by Charterhouse Southwark and the Portal Trust, in the last 3 years, we have nurtured 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.

"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

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Company Information

Peckham Platform is a registered charity and company limited by guarantee. Its annual turnover is around £380,000 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 6 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 ten 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

Our workforce reflects the demographics of Peckham and 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 to everyone we interview. 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

Job Title: Learning and Communities Engagement Manager

Salary: £28,000 pro rata at 3 days per week (fixed term, 7 month contract, with possibility to extend)

Accountable to: Artistic Director, Peckham Platform

Location: Peckham with remote working

Peckham Platform is a creative and educational charity that brings together local communities with leading artists to co-produce art projects with impact. This is an exciting opportunity for an experienced Learning and Community Engagement Manager to join a civic minded arts organisation at an exciting new phase of its development.

Purpose of Role:

As Learning and Communities Engagement Manager you will lead Peckham Platform's creative learning strands, engaging local youth, families and children through co-developed programmes. Key focus areas include the development of partnerships and opportunities with local and national community and arts organisations.

Managing a small but dedicated learning team and freelancers you will form engaging, accessible, sensitive and ambitious learning experiences that are replicable and scalable across contexts including online and in person and hybrid activities. Peckham Platform currently operates off-site and online as we prepare to move into our new gallery space in 2023. You will be responsible for delivering programme elements such as talks, packs and workshops and drive engagement and awareness through effective communications. A key component to this role will involve evaluation, ensuring that our learning activities are relevant, inclusive and of high quality, reaching our target audiences. The role will oversee the delivery of the Youth Platform and Arts Awards, ensuring the team delivers a thriving youth and families offer to young people with protected characteristics.

As Learning and Communities Engagement Manager you have proven learning and engagement experience within the arts and cultural sector, and or transferable skills, as well as an appreciation of the lived experiences of our core audiences. You should be in your element working collaboratively with our learning team and programme across programme strands to embed learning and engagement throughout projects to support the artistic vision and mission of the organisation.

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Duties and Responsibilities

Learning Activities

- To manage a small team, ensuring the Learning offer is run effectively and meets required objectives and aims
- To manage, develop and support developing new learning activities for families, children and young people
- Deliver and embed a Public Talks and Workshop programme into our overall programme of activities
- To increase positive creative learning experiences for all our audiences with a focus on people with protected characteristics
- To support volunteers to participate and fully understand the commissioning process and create positive learning experiences
- To actively support the development and recruitment of young people to join the Youth Platform
- Engage in wider debates on gallery learning programmes in liaison with networks, artists and the Peckham Platform team.
- Report on planning, implementation and delivery of learning activities at weekly team meetings.
- Ensure all learning and visitor data is captured and filed on a quarterly return spreadsheet.

Community Engagement

- To develop relationships with local schools, networks, youth programmes and arts organisation establishing strategic partnerships for engagement and growth
- To attend local and national networking meetings and forums with a focus on creative learning
- To keep up to date contacts with schools and planned communications with them for the purposes of engagement with the wider programme.
- Coordinate Community consultation events, online or/and in person feeding into our capital project

Communications & Marketing

- Create positive connections with various local community groups and schools through marketing, attending events and meeting key local community professionals
- Deliver effective communications through all our marketing channels, to local audiences, schools and partners, creating content for our website, newsletters and socials
- Managing our database of contacts; filing and storing following GRPR regulations
- Report writing, data collection and management to deliver funding requirements
- Work closely with our Marketing Officer to plan content for marketing
- To ensure that volunteers and front of house staff are an informed and professional point of contact at all times

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General

- Support where possible to keep all IT software and hardware up to date so smooth running of the office can take place, ordering materials and updating IT software as required.
- Undertake health and safety duties and responsibilities appropriate to the role
- You will be expected to at all times work in accordance with the organisation's Safeguarding policy and Equal Opportunities Policy promoting equality and diversity in your work.
- You will conduct all financial matters associated with the role in accordance with the organisation's policies and procedures
- Manage project budgets
- Other duties as assigned from time to time by Directors

Person specification

Essential:

- A commitment to equality, diversity and inclusion
- Evidence of working with young people and children as well as parents and schools
- Experience and/or transferable experience of managing a creative learning programme in an art organisation
- Excellent communication skills and confidence to speak to people one-to-one, in groups and for public events to a broad range of audience
- Ability to strategise, plan, prioritise and work independently in a small team
- Experience of managing a team to offer support and enable team members to work effectively thrive in their roles
- Strong interpersonal skills, and ability to develop positive working relationships with a range of colleagues and external partners
- A good understanding of Peckham and Southwark, and the communities that work and live in the area
- Budget management and delivery of funding requirements
- Demonstrable enthusiasm and aptitude for a role in cultural engagement

Desirable:

- Have previously worked in an ACE NPO Arts organisation and/or with a registered charity
- Experience or keen willingness to learn about marketing
- Experience of holding talks via Zoom, or the willingness to learn how to deliver events online
- Good knowledge of other art organisations learning programmes

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How to apply

To apply, please send us your application

1. As 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. We would really like to hear why this role is an exciting move for you and what skills you would like to develop.
2. A supporting CV no longer than 2 pages, that demonstrates your skills, knowledge and experience.
3. Please also include earliest start date and names of two referees (only contacted after seeking permission)

Complete the [Equal Opportunities Monitoring form](#) (this is for monitoring purposes only and will 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

Application Deadline: Midday, Monday 20th December