



## Job Role: Artist in Residence

Gloucestershire Gateway Trust and Together Gloucester

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Gloucestershire  
Gateway  
Trust

# Job Title: Community Artist in Residence

**Reports to:** Gloucestershire Gateway Trust - Children and Family Centres in Gloucester with support from Gloucester Culture Trust

**Supported by:** Gloucester Culture Trust & Together Gloucester Partnership

**Location:** Community-based / Various sites across Gloucester

**Contract:** Part-time Freelance - 1.5 days a week (5 hour day) - work flexibly, on basis of 48 weeks a year

**Salary:** £7,500

**Contract Length:** 1 year

**Materials budget:** You will be provided with a materials budget of circa £2,500

## What we are looking for?

We are seeking two Creative Practitioners to work as Artists in Residence across Gloucester's seven Children and Family Centres. The residency will be for 1 year to help children and families access creativity and culture. We use the term "artist" in its broadest sense. We are looking for creative practitioners working across a wide range of disciplines, including (but not limited to):

- Visual Arts - painting, sculpture, photography, drawing and printmaking.
- Performing Arts - theatre, dance and music.
- Literacy Arts – poetry, storytelling and spoken word.
- Applied Arts - architecture, graphic design, fashion design, and ceramics.
- Digital Arts - digital painting, animation and video art
- Crafts - Textiles, woodwork and pottery.

**Role Purpose:** Everyone has a right to culture and this role will work creatively with Gloucester's Children and Family Centres to support and engage children, young people and families to engage with creativity and culture that is relevant to them. Led by local communities, the artist will listen, understand and engage with local people, co-creating projects and events that realise the ambitions of communities, bringing families together, building community connections and promoting well-being. Developing a way of working that puts communities at the heart of decision making, about 50% of the time will be spent working directly in Children and Family Centres with the remaining work undertaken in community spaces connected with the centres. The role will be supported Gloucester Culture Trust's work through the Together Gloucester partnership, providing advice, networks and links to creative activities that communities want to see happening.

There are multiple barriers to creativity and culture not least the words themselves. This is an opportunity to work with children and families to find out what is important to local people and gently use creativity to respond to ideas and ambitions.

**About Together Gloucester:** is an ambitious programme putting communities at the heart of decision making on arts and culture. It connects people through creative activities and empowers communities to create and take part in range of projects and events that reflect Gloucester's unique identity. Rooted in the diverse neighbourhoods of Gloucester, we want to collaborate with everyone to put Gloucester on the map so that it will be recognised for celebrating the creativity of the people who make the city. Gloucestershire Gateway Trust is a strategic partner in Together Gloucester and committed to supporting creativity in their community.

**About the Children and Family Centres:** Gloucestershire Gateway Trust were awarded the children and family centre contract in April 2025 and are working with partners to reshape support for families across Gloucester and the Forest of Dean. This is a wonderful opportunity to be part of a project that makes a real difference in the lives of children and their families in Gloucester. The aim of the family hub model is to ensure all families have access to support, at the right time, in the right place.

What is a Family Hub? A network of community spaces including Children & Family Centres where families can access a range of services, including parenting support, health services, adult education, advice, and more. They provide a one-stop shop for families to not only receive help but to also connect with others in their community.

The seven Children and Family Centres located in Gloucester are:

- Finlay Children and Family Centre – White City and Tredworth
- The Beacon Children and Family Centre – Kingsway
- The Link Children and Family Centre – Matson
- The Oaks Children and Family Centre – Tuffley
- Kaleidoscope Children and Family Centre – Kingsholm
- Bartongate Children and Family Centre – Barton and Tredworth
- The Lighthouse Children and Family Centre - Linden

They are the home of a range of services and connections to support, advise and guide families who are able to influence what happens in their local centre. Once both roles are appointed, we will work with artists to decide how you deliver across the geography of Gloucester.

## Key Responsibilities

### Community Engagement

- Listen to communities you engage with so you can realise the ambitions of local residents.
- Build positive relationships with families, local residents, community groups, and partners.
- Create safe, welcoming environments where participants feel supported, valued, and able to express themselves creatively.
- Adapt sessions to meet the needs of diverse communities, including those experiencing barriers to participation.

### Creative Delivery

- Co-create creative workshops and events that respond to communities needs are inclusive, engaging, and accessible to families.
- Use a range of art forms (e.g. visual arts, performance, storytelling, digital media) to engage diverse audiences.
- Co-create community artworks, events, installations, or exhibitions in local areas that reflect local voices and celebrate community identity.

### Partnership Working

- Collaborate with Together Gloucester to align activity with city wide initiatives.
- Work with local artists to bring more artists and opportunities to the Children and Family Centres.
- Work with local artists, organisations and stakeholders to enhance the programme.

### Project Development & Administration

- Contribute to the planning, promotion, and evaluation of community arts activities.
- Produce activities and events inside our centres and in community spaces.
- Manage materials, equipment, and workshop spaces effectively.
- Document sessions through photos, notes, and participant feedback to support reporting and funding requirements.

### Safeguarding & Inclusion

- Maintain high standards of safeguarding, ensuring the wellbeing of children, young people, and vulnerable adults.
- Promote equality, diversity, and inclusive practice throughout all project activities.

## Person Specification

### Essential Skills & Experience

- Proven experience delivering co-created activity in community, education, or outreach settings.
- Strong arts practice with the ability to adapt techniques for family-friendly sessions.

- Excellent communication and interpersonal skills, with the ability to listen generously, and respond to needs of people from varied backgrounds.
- Organised, self-motivated, and able to manage multiple projects.
- Experience working with children, young people, or intergenerational groups.
- Living or strongly connected to Gloucestershire.
- Available for work during the year with no longer than two consecutive weeks of holiday planned.

### **Desirable Skills**

- Experience of facilitating community arts projects.
- Understanding of community development, social wellbeing, and creative engagement strategies.
- Ability to collaborate with partner organisations such as schools, charities, libraries, and cultural venues.
- Commitment to inclusive, trauma-informed, and strengths-based approaches.

### **Additional Requirements**

- Enhanced DBS check (or willingness to obtain).
- Flexibility to work some evenings or weekends as required for community events.
- Willingness to participate in training and reflective practice.

## **Outcomes & Impact**

- Children and families take part in creative activities that are meaningful to them.
- Removal of barriers that prevent communities from accessing cultural and creative life.
- Vibrant creative hubs that host regular events and become focal points for local activity.
- Improved wellbeing, confidence, and social connection among local people.
- Local people supported to develop the skills and confidence to lead and co-create cultural activity.
- Stronger integration of arts within family support services.
- Connection between Children and Family Centres with other community and arts organisations, supporting networks and engaging more people in community cultural activity.
- A more inclusive cultural ecosystem in Gloucester, connecting to wider opportunities for arts engagement.

## **Additional Information**

**Deadline:** 29<sup>th</sup> May

**Interviews:** Week commencing 15<sup>th</sup> June

**Start Date:** July or asap depending on availability

## **Outline plan of work**

**Month -1-3** – listening to communities, with sessions in centres and community spaces.

**Month 4** – developing project ideas in response to what communities want.

**Months 5-12** - co-creating projects with communities with wrap around support from GCT.

## **Sample Activity Plan**

- Spend time getting to know residents, school communities, and local people – 2 months to include some sessions in the Centres as well as outreach and listening in communities.
- Deliver – regular weekly interaction, activities within the centre or other neighbourhoods.
- Work towards a bigger goal – showcase, event, exhibition, book of stories, participation in a school event, or participation in a national event. Involvement in the life of the local community.
- We would like the AiR to help to show the community what they are capable of, help them to build their talent and skills.
- We will support the AiR by giving them the space and time to find that direction and the support to deliver.

- We have weekly Community Cafes, Stay and Play and Young Parent Sessions – this is likely to build over a year with ante natal classes, family parenting classes and play activities

## Contact

For more information or to discuss the role please contact:

**Alex Cooke – [Alex.Cooke@ggtrust.org](mailto:Alex.Cooke@ggtrust.org)**  
**Sarah Rawlings - [sarah@gloucesterculture.org.uk](mailto:sarah@gloucesterculture.org.uk)**

If you would like to book a session to discuss the role in more detail, we will be available:

- Monday 11<sup>th</sup> May – 10am-1pm – Bartongate Children and Family Centre
- Thursday 21<sup>st</sup> May – 12pm-3pm – Bartongate Children and Family Centre

Please book a slot by emailing Alex and Sarah.

## How to apply

To apply you need to complete the Gloucestershire Gateway Trust Artist in Residence Application Form and Monitoring Equality and Diversity Form Word Documents and prepare any supporting documents before visiting the following website to complete the application and upload relevant documents.

<https://hr.breathehr.com/recruitment/vacancies/46525>

You must upload:

- A completed application form
- A completed Monitoring Equality and Diversity Form
- Any documented examples of your work, a link to your website, an audio file, or any other relevant documents you would like to share which highlight your work.

If you require a paper copy or would prefer to submit a video application, please contact us on the email above.

**Deadline:** 29th May

## Decision Making Process

**Eligibility Check:** All applications will be checked to ensure they are eligible

**Panel Scoring:** Applications will be sent to a panel of community members who will score the applications against the following criteria:

- Genuine community-first mindset
- Creative background
- Experience working with families/diverse groups
- Innovative approach to tackling this role

**Interview:** Once the applications have been scored the top scoring candidates will be invited to interview in the week commencing 15<sup>th</sup> June

**Balancing:** After interview, a final part of the process will be to balance the skills of the two candidates, e.g. might be one musician and one artist.

**Notification:** All candidates will be informed of final decisions by the end of June