



## **EDUCATION POLICY**

A significant amount of the work of Cartwheel Arts is educational, and takes place in formal and informal learning environments.

Cartwheel aims to develop local people by engaging them in lifelong learning and by ensuring that all learning environments and venues are accessible to all.

Learning is about nurturing and developing local people that engage with Cartwheel projects, activities and events. . Although learning, enjoyment and progression for individuals is vital, education should also be seen as a vital to building stronger, safer communities through greater participation and engagement. Communities, learning and working together to educate themselves play a key role in promoting equality, tackling discrimination and prejudice and in promoting good relationships between diverse groups.

Specific approaches and criteria are necessary when dealing with the statutory educational sector and Cartwheel enjoys productive relationships with many voluntary and community organisations, schools and colleges. However, because of our commitment to broadening participation in the arts and in education, we work with a diversity of age groups, abilities and with communities. Considerable sensitivity and flexibility is required in devising programmes which identify needs, make reasonable adjustments and are accessible and inclusive.

### **Learning skills**

Cartwheel's projects and training programmes aim to offer participants the opportunity to acquire new skills and to further develop skill they have. This may be within the context of a particular project and specific outputs (e.g. a carnival workshop), or a more general programme (e.g. career development in the participatory arts). What we do not offer is specific art form training for exam purposes (e.g. music grades).

Practical skills are usually taught within the context of developing social skills, particularly communication and group working.

We also recognise the importance of developing critical, advocacy and decision making skills. In the end, our input is temporary and a springboard for future development, therefore, participants need to feel empowered and inspired to achieve their true potential. Peer group support can play a crucial role here and therefore our approach encourages working together to achieve successful outcomes.

### **Qualifications**

We are registered as a centre for the Arts Awards and will offer young people the opportunity to take bronze and silver awards as a feature of projects they

are involved in. We do not propose currently to offer them on a stand-alone basis.

### **Partners**

Cartwheel works in partnership with individuals, a variety of statutory bodies and voluntary organisations to deliver lifelong learning experiences in the context of culturally sensitive and participatory arts.

### **Training and Continuous Professional Development**

Cartwheel provides training for employees, volunteers and Trustees, based on their assessed needs and the roles they play in the company. Staff members as part of appraisal are supported to identify a relevant and/appropriate course or conference annually which they have identified (in consultation with the manager) for their professional development. Trustees are encouraged to keep abreast of charity law and are advised of courses available. Staff have quarterly reviews and annual appraisals at which training is a standing item.

Cartwheel is a member of C-PAL, the consortium for participatory arts learning, which promotes professional development in the sector.

This policy will be reviewed annually and monitored as part of the Companies Board meeting quarterly

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