

GROW is November Club's commitment to supporting freelancers and contributing to a flourishing and representative workforce for theatre in the North East.

Inspire

We want to inspire people to work in theatre, changing perceptions of who can, the roles available, and the value placed on creative careers.

We will partner with secondary schools, further and higher education institutions to provide careers presentations, work experience, industry placements, and workshops.

Alongside the co-creation within our artistic programme, we'll offer open rehearsals and site visits during productions, highlighting production, technical and backstage arts.

Ignite

We want to help ignite careers and support individuals to develop skills and build confidence.

We will create paid assistant or trainee roles within our productions, with development packages including:

- External mentoring
- Personal CPD budgets
- Facilitated introductions to regional contacts.

Sustain

We want to help individuals to sustain and continue their practice in the North East.

Recognising the difficulty of investing in continuing professional development whilst sustaining a freelance career, we will offer development packages alongside freelance contracts including:

- Development bursaries to support CPD, training or creative development of own work.
- Free hot desk space
- Facilitated introductions within a national network of contacts.

Who is GROW for?

GROW is for individuals at all stages of their career working across performance, creative and production roles, and those who support individuals to understand and navigate their careers options.

You'll notice that we haven't defined the programme by career-level, age or years of experience. Conversations with freelancers who attended our focus groups highlighted that these definitions aren't always useful or inclusive.

By incorporating GROW into our creative programme we aim to both support individuals' personal development and build dynamic teams that enable us to realise our artistic ambitions. Each opportunity will therefore be bespoke according to the scale and needs of the production.

Supporting d/Deaf and disabled individuals

The North East has the highest proportion of disabled people in England. 1 in 5 people.

In our 2023 survey of North East theatre freelancers, 80% of respondents who identified as being D/deaf or having a disability (including long-term health conditions) cited lack of support for their situation as a barrier to career development.

"As a disabled creative I have lived experience of barriers to developing and sustaining a career in theatre. I want November Club to break these barriers down."
Joe Hufton, Artistic Director & CEO

As a Disability Confident Committed organisation we are committed to:

- Ensuring our recruitment process is inclusive and accessible.
- Communicating and promoting vacancies.
- Offering interviews to disabled applicants that meet the minimum criteria for a role.
- Anticipating and providing reasonable adjustments as required.
- Supporting any existing employee/freelancer who acquires a disability or long-term health condition, enabling them to stay in work.