

TOOLKIT FOR PARENTS WORKING IN THE ARTS

Created by Jesse Meadows for Theatre Bristol (2023)

Financial support

Maternity allowance from government for self-employed mothers

<https://www.gov.uk/maternity-allowance/eligibility#:~:text=You%20can%20get%20Maternity%20Allowance,not%20have%20to%20be%20together>

Child benefit

<https://www.gov.uk/child-benefit>

The Actors Children's Trust - Offers financial, practical and emotional support to actor parents. Grants are offered to cover a range of costs, including childcare, school fees, school uniforms and SEND support.

<https://actorschildren.org>

Help Musicians – One off grants for support in a crisis

<https://www.helpmusicians.org.uk>

Dance Professionals Fund – provides one off grants to dancers to support living costs, medical costs, retraining costs and crisis costs.

<https://www.dancefund.org.uk/>

The Theatrical Guild – offers grants to backstage and front of house workers. These can be in the form of long term or short term financial help, and contributions towards the costs of studying.

<https://ttg.org.uk/>

Directors Charitable Foundation - Their Directors Support Scheme offers emergency help to Directors and dependants of deceased directors in acute need.

<https://www.directorscf.org/>

More links and information here:

<https://pipacampaign.org/resources/financial-aid-non-government-for-performing-arts-professionals>

Things that you might want to ask for to make working possible/easier - request in advance or get written into your contract

Tips from PIPA on communicating your needs

<https://pipacampaign.org/resource/5-top-tips-for-talking-about-your-caring-role-at-work?referrer=/news-resources>

Does venue/company have an access rider?

- Ask if they have an access rider (this is more widely used now and should have space for you to write caring responsibilities)

Pregnancy

- Being clear about your boundaries and what you do/don't feel comfortable doing
- Being clear about your energy levels and practical things that would make working easier/safer
- Conversations in advance/in contract about midwife/hospital appointments

Returning to work

- Longer/enough extra breaks so you can express milk (20 mins twice a day?)
- Private room to be able to express milk, ideally with a fridge
- Private room to be able to spend time/feed baby in breaks/lunch
- Access to a fridge to store expressed milk
- Partner or other caregiver being involved in show meet and greets so they feel part of the team and comfortable/welcome in the environment eg can they have their own lanyard?
- Baby to be able to be in space when appropriate eg. for notes sessions
- Older children being being able to be in space when needed
- Being called to rehearsals only when necessary
- Shorter hours to work around childcare schedule

- Negotiate rehearsal times that would benefit your schedule (start and finish earlier?) Need to leave early for childcare?
- Schedule technical sessions so not 12hr days. More tech sessions with shorter days?
- Makeshift bed in dressing room
- Negotiate rehearsal location if needed so it's easily accessible
- Changes to schedule discussed far in advance
- Need private/additional dressing room to have separate space with child?
- Clear about accommodation needs eg. close to venue, separate apartment/two bedrooms with kitchen, access to washing machine etc
- Meetings on zoom if/when necessary
- Flexible working hours when possible
- Request for extra travel costs due to seeing child/ren be included as expenses

-end-