

## **Research Intern (Find a Solution 2024)**

**This internship is part of the Find a Solution programme which brings together current students and local Third Sector organisations to tackle issues of strategic importance through projects that will have a lasting impact.**

**The role will be for a total of 160 hours, to be worked flexibly between June and August (to be discussed with successful candidate). The role is only open to PGR students from the College of Social Sciences.**

### **About Us**

We are a small charity and highly respected member-led network, representing a growing number of contemporary visual art organisations and individual artists at a time when public funding arts funding is tight and the cost of living crisis is impacting on cultural workers.

As part of our ongoing commitment to equitable working our SCAN Sparks programme is committed to identifying barriers to entry to, or progression in, our sector and developing a programme of responses such as research reports, recommendations and resources for employers and employees.

In 2020 the Creative Differences report by Universal Music identified that: "It's widely accepted that around 15% of the UK population has one or more of the neurodiverse characteristics... In the creative sector, the figure may be double that. We also know that many people do not disclose a neurodiverse condition to their employer or indeed are undiagnosed."

In 2024 The Scottish Artists Union's annual survey found that 25% of their respondents identified as neurodivergent.

SCAN has therefore identified Neurodiversity as a key priority for EDI work through our SCAN Sparks programme in 2024-2026.

## **The Role**

A recent survey by Neuk Collective on behalf of Creative Scotland highlighted that neurodivergent artists face significant additional barriers to working in the arts, from financial insecurity to social difficulties and additional support needs around funding and administrative tasks.

Our proposed SCAN Sparks programme in 2024-2026 will address the following:

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- How can we help our sector improve support for our neurodivergent workforce?
- What steps can we all take to make the visual arts a more inclusive environment for neurodivergent people?
- How can we make the career pathways and entry points into the sector more flexible and open to neurodivergent people?
- And how can we share best practice with cultural employers, supporting them with training, resources and helping them develop neurodiversity policies and practice.

The challenge we face is that much of the evidence that we have around the issues highlighted above are anecdotal. We have limited capacity, and need to gather data, identify appropriate resources and build partnerships to support future SCAN Sparks programmes supporting neurodiversity in the creative community.

The Find a Solution role would help us to carry out this research, from desk research identifying benchmark data for the general population in Scotland, to more focused information about the creative community, helping us to utilise existing equalities monitoring by partners and funders such as Creative Scotland and Scotland's art schools.

## **The Impact**

This project will have a considerable positive impact on our organisational development and EDI work in 2024 – 2026. The outcomes will support us in developing our SCAN Sparks project, support our fundraising efforts in this area and map our work on neurodiversity for the next two years. The insights from data collated will help us to promote resources and support for neurodivergent practitioners and audiences within our Contemporary Art

community. As a sector development organisation, the work will help us to grow capacity and understanding within the visual arts across our national membership across Scotland for more equitable working. SCAN also has a significant role in policy development in Scotland.

This project will help us identify policy goals and partnerships in relation to the visual arts workforce.

Our Find A Solution colleague will help us to carry out our research on neurodiversity in the visual arts sector, including:

- Analysing and sourcing UK and Scottish data to provide benchmarking on neurodiversity in the population
- Analysing and sourcing UK and Scottish data to provide benchmarking on neurodiversity in the cultural workforce.
- Supporting primary research around neurodiversity in the creative community
- Identifying expertise, potential partners and funders that SCAN could work with to develop our programme in this area
- Collating relevant resources on neurodiversity that would be useful for the SCAN team and for members.
- Assessing where provision or support exists for neurodivergent people including within access to work schemes and within the benefit system
- Carrying out a survey with SCAN members and other members of the creative community
- Arranging meetings with our colleagues at Scottish Artists Union and other sectoral bodies to share knowledge and look at ways to collaborate.
- Through working closely with the Membership and Advocacy Lead, the candidate will advise on the best method to present and analyse this information to the SCAN team, our trustees and the SCAN membership.

### **The Outcomes**

The outcomes of this research will be compiled into a report highlighting key findings around neurodiversity in the creative community. Our Find a Solution colleague will create a folder with neurodiversity resources that the SCAN team can access when working with members, funders and other partners. This will include a database of

provision and support that currently exists across Scotland and the UK. The outcomes of the survey carried out with SCAN members will also be collated into a report which will be shared and presented to our working party, made up of SCAN team, board and members.

**What makes this internship stand out? (training, benefits etc)**

This internship offers the opportunity to make a difference by working closely with a small dedicated team with national reach. Our organisation is rooted in advocacy work in the cultural sector. SCAN is committed to bringing the contemporary art community together and linking in with wider conversations that shape the kind of world we want to live in. Working with us can help make a real difference to practice and policy.

The successful candidate will bring together research and presentation skills alongside an interest in the charitable/cultural sector to deliver an important piece of research which will help us to develop our future programme supporting neurodivergent voices within the contemporary art community.

**Length of Internship (in weeks)**

8

**Starting month**

June

**Paid or voluntary**

Paid

**Is the internship part-time or full-time?**

Part time

**For part-time roles, how many hours will the student work per week?**

20 hrs per week

**Registered charity?**

Yes

**Charity Number:**

SC043016

**Required Year Group**

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Postgraduate researcher

**Targeted College**

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College of Social Sciences

**Required Degree Discipline**

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Business, Marketing, Media or Sociology Based Studies

**The essential criteria for the role are**

E1. An interest in, and a working understanding of desk-based research and the presentation of information; this could be through social science, business, marketing or media

E2. Experience in collecting and analysing information and presentation of research outcomes

E3. Familiarity with common computer packages particularly Microsoft

E4. The ability to work independently to set deadlines

E5. The flexibility to work within a small, friendly team

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