



Applied Arts
SCOTLAND

Craft
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Resilience Programme

Peer-to-Peer Co-Mentoring Application Pack

Deadline extended: midnight, Monday 12 April 2021

Updated: April 2021



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Introduction

The Resilience Programme is a mentoring initiative led by Applied Arts Scotland and CraftScotland designed to help makers based in Scotland navigate the particularly challenging circumstances resulting from the Coronavirus (COVID-19) pandemic. The Resilience Programme is funded by Creative Scotland.

Within the Scottish craft community, there is an enormous amount of collective knowledge and experience. We also know that the pandemic has forced makers to be even more innovative, reinvent their ways of working and rapidly learn new skills.

The Resilience Programme will help makers tap into this collective wisdom to gain new perspectives. In a supportive environment, participants will be able to take time to reflect and develop the resilience required to re-energise, revitalise and sustain their practice.

The programme is suitable for makers at any stage of their career and specifically aimed at those keen to embrace mentoring and expand its benefits across the craft community.

Building on a mentoring project developed in 2016, the overall aim of the Resilience Programme is to support and encourage a mentoring culture in the Scottish craft community.

Applied Arts Scotland and Craft Scotland will develop resources to support makers in their understanding of the principles of mentoring and how to get the most out of it. We will also share information about other mentoring programmes across Scotland and the UK. These resources will be freely available through both partners' websites for use by the craft community.

The Resilience Programme has two strands:

Strand	Commencing	Applications
Peer-to-Peer Co-Mentoring	April 2021	Applications are now open Deadline extended: midnight, Monday 12 April 2021
Mentor/Mentee	April/May 2021	Applications will open Friday 9 April 2021

Coronavirus (COVID-19) Statement

We appreciate the potential longer-term impacts of Coronavirus (COVID-19) are currently unknown and we do not know what the landscape will look like throughout 2021.

Applicants should be aware that parts of The Resilience Programme may be subject to change or postponement.

Workshops will be organised online via Zoom. We assume mentoring will also happen online, but we will provide guidance for participants interested in meeting in person that is in line with Scottish Government advice and guidance at that time. We will keep makers up to date with any changes to the programme brought about by new restrictions or other external factors. **With all decisions, our priority is the safety and wellbeing of participants.**

Throughout the application and selection process, and the duration of the programme itself Applied Arts Scotland and Craft Scotland will continue to monitor and follow the most up to date UK Government guidelines.

Should any significant changes arise in relation to Coronavirus (COVID-19), we will endeavour to keep makers informed in a timely manner.

About project partners

Applied Arts Scotland

Applied Arts Scotland is a membership organisation run by makers for makers. We nurture the creative heart and soul of making practice through peer-to-peer learning and knowledge exchange. We connect the craft community through our programme of activities, events and projects, and through our advocacy work we ensure the voice of makers is heard.

Our 'Making Sustainable Livelihoods' strategy, builds on a wealth of project-based experience across Scotland and internationally, and draws on a range of learning resources developed specifically to support makers' professional development.

www.appliedartsscotland.org.uk

Craft Scotland

Craft Scotland is the national development agency for craft. We put makers at the heart of all we do, championing diverse and high-quality contemporary craft. We help people learn about, appreciate and buy craft, promoting the contribution of craft to Scotland's cultural, economic and social well-being.

Through our exhibitions and events programmes, digital platforms and strategic partnerships, we provide leadership for the sector. We create opportunities for makers to develop their creative and business practice, and to exhibit and sell work in Scotland and beyond. We are a registered charity supported by Creative Scotland.

www.craftscotland.org

Resilience Programme overview

The Resilience Programme has two strands: Peer-to-Peer Co-Mentoring and Mentor-Mentee.

Makers can choose which mentoring model best supports their needs and make one application to the strand that fits their needs.

Each strand will be supported by free online workshops and resources that will be available beyond the programme. These workshops will be hosted via Zoom and cover the principles of mentoring - what it is, how it works and how to get the very most out of it.

At each workshop there will be speakers to inspire you, exercises to help put your ideas into practice, and drop-in sessions to offer follow up support. You will also be provided with some practical tools which will help to develop a resilient mindset and keep your plan on track.

Throughout the programme, participants will be offered one to one support by Applied Arts Scotland and Craft Scotland who will steer them through the process and answer any questions.

1) Peer-to-Peer Co-Mentoring

This strand will be launched through a full day workshop (Thursday 29 April 2021) which will introduce the key principles of Peer-to-Peer Co-Mentoring and its role in developing confidence and resilience.

Within the workshop makers will be brought together to exchange ideas and begin the process of co-mentoring one another.

This strand is particularly suitable for makers who are less certain about the way they want to develop their practice or are looking for broader, more collaborative support.

Applications for Peer-to-Peer Co-Mentoring are now open (see below). **Deadline extended: midnight, Monday 12 April 2021.**

2) Mentor/Mentee

This strand will invite applications from makers who have a clear idea about the direction they want to take and are keen to work with an experienced mentor to support them in their development.

Mentee applications will open in April, with the first workshop running in May.

Peer-to-Peer Co-Mentoring outline

How will it work?

Peer-to-Peer Co-Mentoring connects people who are at the same career stage. It is an accessible form of mentoring as it can be self-directed, and often develops informally through identifying needs and opportunities for skills and information exchange.

Peer-to-Peer Co-Mentoring will help you to develop confidence and resilience. The programme will match up to 15 pairs of makers to form Peer-to-Peer Co-Mentoring relationships.

This strand is aimed at makers who are particularly drawn to working with another like-minded maker, have limited experience of mentoring and are less sure about how the mentoring process would help them.

The pairs will be matched based on the priorities highlighted in the application and introductions will be facilitated through the first workshop.

Participants will undertake their first activity together as part of the workshop and will then be asked to undertake between 4 to 6 further meetings as a pair.

This activity is voluntary and unpaid, participants will be able to make use of free check in sessions with Applied Arts Scotland and Craft Scotland to answer any questions about the process or to resolve any practical issues.

Building Resilience Workshop: 10am – 4pm, Thursday 29 April 2021

In the morning, participants (maximum 30) will be introduced to the principles of Peer-to-Peer Co-Mentoring, highlighting its role in building resilience and addressing each of these three key areas:

- Having clarity of purpose
- Building confidence
- Collaboration, knowledge sharing and building networks

Invited speakers, Sarah Paramor and Jenny Pope, will share their experiences of mentoring and collaboration and the effect it has had on their creative and business development.

Sarah is a basketmaker who uses traditional techniques and unusual materials to make contemporary pieces for exhibition and the catwalk. She will share the experience of collaborative working and its impact in building resilience through lockdown.

Jenny has a BA in Ceramics and an MA in Sculpture from Edinburgh College of Art. She divides her time between being a practicing artist and her mental health and wellbeing work. Jenny is an accredited Life Coach and mentor, and she will lead a session on building confidence.

We will then introduce the Craft Toolkit - an online resource to support makers to develop their practice developed by Applied Arts Scotland for the British Council. Participants will be paired as peer mentors for one another and given time to work together to set goals using the Toolkit.

In the afternoon, everyone will return to discuss what they have discovered about working as peer mentors. Participants will be invited to continue with Peer-to-Peer Co-Mentoring activity and will be given tools to structure their meetings and prompt questions.

To close the workshop, we will highlight the range of mentoring and associated activities being delivered through craft organisations in Scotland and encourage attendees to learn more about opportunities in their immediate location or beyond.

Zoom captioning will be available.

Eligibility & Selection

Who should apply?

For the Peer-to-Peer Co-Mentoring Strand of the Resilience Programme, we are looking for Scotland-based makers who have, or are currently developing, a professional practice or career.

This programme is particularly suited to makers who are interested in exploring skills exchange and working together using tools and resources provided for goal-setting.

It will also be suited to makers interested in collaborative methods of working and who would like to understand more about how mentoring can help them.

You may be one or more of the following:

- A recent graduate (of any craft discipline) newly entering the craft sector
- A self-taught maker or one who has come to the profession via informal education routes (for example, community education, evening classes, or maker-led workshops)
- A maker moving into a craft profession later in life, or as a second / third career.
- An established maker who is now looking for new ways to develop their craft business

Eligibility criteria

Essential:

- Makers must be living and working in Scotland
- Applicants should be running, or have ambition to run, a professional making practice
- Makers should be working in one or more of [Craft Scotland's eligible disciplines](#) (see FAQ section for more information)
- Makers can be at any stage of their career
- Makers must show a commitment to equality, diversity and inclusion

Desirable:

- Able to work remotely
- Flexibility and adaptability

Selection process

Selection for the Resilience Programme will be based upon the following criteria:

- Areas of support applicants require in their practice or career. Examples include, but are not limited to:
 - Specific material process
 - Developing connections with a specific audience
 - Building confidence in talking about work
- Skills or knowledge that applicants could share through co-mentoring. Examples include, but are not limited to:
 - Experience of delivering community-based workshops/events
 - Specialist craft processes
 - Managing a studio facility
- Demonstration of ambition and commitment to the programme

Selection will be managed by Applied Arts Scotland and Craft Scotland with an external selector. Feedback will be offered to unsuccessful applicants upon request.

Equal Opportunities & Access

We are committed to equality and opposed to all forms of unfair discrimination. We believe that embracing diversity enriches the craft sector and sparks new interpretations of contemporary craft.

We welcome applications from underrepresented makers: including but not limited to makers with lived experience of being Black, Asian, Mixed Heritage and/or a Person of Colour, Refugee, D/deaf, Neurodivergent, Disabled, and/or LGBTQIA+.

Resources: Applied Arts Scotland's [Equal Opportunities & Diversity Policy](#) and Equality, Diversity and Inclusion Action Plan

Support with your application and programme participation

Please do get in touch, if you are interested in this opportunity but feel there are barriers limiting your ability to apply and/or participate. Examples include, but are not limited to:

- Caring responsibilities
- Financial
- Accessibility
- Travel
- Slow internet and/or devices

This application form is available in large and word formats and we are happy to accept video applications.

Please get in touch if you would like to discuss any other support requirements you may have. Email the Craft Scotland team at hello@craftscotland.org.

Timescales

Activity	Dates
Applications close	Deadline extended: midnight, Monday 12 April 2021
Applicants notified of the outcome of their application	w/c Monday 12 April 2021
Building Resilience Workshop	10am – 4pm, Thursday 29 April 2021
Peer-to-Peer pairings host their co-mentoring sessions	May – October (suggested)

Responsibilities

Maker responsibilities

We expect the following of makers participating in the programme:

- Attend the Building Resilience Workshop (10am – 4pm, Thursday 29 April 2021)
- Commit to 4 - 6 Peer-to-Peer Co-Mentoring sessions
- Maintain communication with Applied Arts Scotland and Craft Scotland throughout the programme
- Contribute to any case studies, articles, written pieces as requested by Applied Arts Scotland and Craft Scotland regarding the programme
- Provide feedback as requested after the Building Resilience Workshop and at the end of the programme
- Always comply with current Scottish Government advice and guidance on Coronavirus (COVID-19), and any guidance for participants interested in meeting in person provided by Applied Arts Scotland and Craft Scotland

Applied Arts Scotland and Craft Scotland responsibilities

The programme managers will:

- Provide support for potential applicants prior to the application deadline
- Fund the costs of the programme for participating makers

- Provide support and guidance for participants throughout the programme
- Provide a co-mentoring agreement for all participants
- Provide access to resources including Craft Toolkit and introduction to using it
- Communicate any Coronavirus (COVID-19) disruptions to the programme in a timely manner
- Evaluate the programme

How to apply

Application process

1. Applicants should apply through the Craft Scotland [online application form](#).
Deadline extended: midnight, Monday 12 April 2021.
2. Additionally, please complete our [Equal Opportunities Applicants Survey \(voluntary\)](#).
 - a. This survey can be completed anonymously. It does not form part of your application and will not be used in any part of the selection process; it provides information about the craft sector that feeds into our Equalities, Diversity and Inclusions plans.

Before applying

Before starting your application, please be aware that you will need to submit:

- A maker statement of no more than 300 words. This can be submitted as a video
- A one-page CV
- 2-3 images that are representative of the type of work you are currently making
- Tell us in no more than 300 words why you are interested in this opportunity and what you would hope to get out of Peer-to-Peer Co-Mentoring
- Outline the areas of skills and/or knowledge you would hope to gain, or offer through the programme (no more than 300 words per section)
- Let us know about any previous mentoring programmes you may have been involved with

Advice for applying

We recommend you prepare your answers on a separate document before beginning your online application form, to make sure you have a back-up of your responses. Make the most of your application with these top tips:

Maker statement

This is your chance to tell the story behind your practice. We are looking for information about your process, inspiration, materials, professional journey and ambitions.

Maker CV

Ensure your maker CV is up to date with your latest events, exhibitions, stockists, education, publications and training. This helps us understand more about your creative and business practice and allows us to understand how this professional opportunity fits with your career aspirations.

Images of your work

Please include 2-3 images that are representative of the type and range of work you are currently making.

Applied Arts Scotland and Craft Scotland may use these images in the promotion of this programme. Please ensure you have permissions to use. Additionally, please provide captions for your images and credit for the photographer.

How do you think you/your business will benefit from being part of the programme?

We would love to hear how you think you might benefit from this opportunity in both the short and long term. You should consider how this might impact you both personally and professionally.

Why are you interested in this opportunity?

It is important for us to understand why you would like to take part in this opportunity. Please tell us what made you apply and what you hope to get out of the programme. We ask this to be sure that what you are looking for is in line with what the programme and partners can potentially offer.

Frequently Asked Questions

How do you define a maker?

Please see the Application & Eligibility criteria section of this application pack above. If you are still unclear if you are eligible, please contact the Craft Scotland team at hello@craftscotland.org.

I work in a material discipline that is not listed on the Craft Scotland website. Can I still apply?

We support a range of [craft materials and disciplines](#) defined within our funding remit. If you are unsure about whether your practice is eligible, please contact the Craft Scotland team at hello@craftscotland.org.

Is this programme just for young makers?

No, the Resilience Programme is for anyone who is already working as a professional maker or who wishes to establish their practice and career. We know that the craft sector is very diverse in terms of the ages of makers and this opportunity is open to all eligible applicants regardless of age.

How do I know which mentoring strand would suit me best?

The Peer-to-Peer Co-Mentoring strand is for makers who want to work more collaboratively with a fellow maker and who want to an introduction to the potential benefits of this form of mentoring.

The Mentor/Mentee programme is for makers who have a clear idea of the support they need and well-articulated ambitions for their practice.

Can I participate in both mentoring strands?

The strands are designed to support different needs, makers should decide which strand best suits their current requirements and future direction.

Can I apply to participate in the Mentor/Mentee workshops?

Yes, Peer-to-Peer participants can apply to participate in the two workshops for the Mentor/Mentee Programme although priority will be given to those who have not already taken part in the Peer-to-Peer Co-Mentoring Programme.

I can't commit to the mentoring but would like to participate in the online workshop(s).

The Peer-to-Peer Co-Mentoring Programme has been designed to provide a holistic learning experience through a range of methods. Every element of this programme is important and each is linked.

We appreciate that individuals may not feel able to commit to the time required for unforeseen reasons however, we are looking for participants who can benefit from and contribute to the whole process. If you do not feel you can commit to the full range of sessions at the outset it may not be right for you at this time.

Can I apply if I have participated in a mentoring programme elsewhere, or if I am currently participating in a similar programme?

Yes, the aim of the programme is to provide makers with a range of tools and knowledge which will support a mentoring culture within the craft sector so we would be delighted to add to existing knowledge.

I'm not on the Craft Scotland Maker Directory or a member of Applied Arts Scotland. Will that disadvantage my application?

No, this is not a requirement for this opportunity and all applications will be assessed on an equal basis.

I have never worked with Applied Arts Scotland or Craft Scotland before. Will that be a problem?

No. Both organisations work with a wide range of makers and are always looking to make new connections with people we have not worked with before.

We actively welcome applications from eligible makers who have yet to work with us.

Why do I need to participate in evaluation?

The Resilience Programme is a pilot sector development project developed in response to needs and interests of the craft sector as identified by the project partners Applied Arts Scotland and Craft Scotland.

By participating in the evaluation, you are helping the project partners, and our funders Creative Scotland, understand the impact of the programme. We want to understand how we can best support the craft sector and the evaluation helps us to identify future priorities.

This information is available in large print or as a word document upon request.

Cover image: work in progress on “Shoes for Mary”, a collaborative piece by basketmaker Sarah Paramor in Scotland and weaver Jennifer Green in Canada. © Sarah Paramor