

Arts Programme

Promoting the role of creativity in the lives of people with mental health problems from ethnically diverse backgrounds

Application Guidelines February 2021

Purpose of this call

- to fund activity to redress the under-representation of participatory artists from ethnically diverse communities in offering creative opportunities to people living with mental health problems.

Background to this call

The Baring Foundation is an independent funder which promotes human rights and inclusion in all our work. We have decided that we wish to pay particular attention to racial justice within this overall approach.

Since 2020 our arts programme has focused on offering creative opportunities to people living with mental health problems. As part of this work we have published a report *Creatively Minded and Ethnically Diverse*. In it expert practitioners with lived experience explore a range of issues and suggest good practice when engaging creatively with people with mental health problems from ethnically diverse communities.

There was considerable agreement among the writers and in our other consultations that an important issue is the under-representation of participatory artists from ethnically diverse communities in this field. There is also a large body of research about the experience of people from ethnically diverse communities of mental health problems and the mental health system. Importantly we acknowledge the systemic and intersectional characteristics of racism.

Therefore, in our first funding round focusing on this area we have decided to both fund arts organisations to encourage the involvement of participatory artists from these communities and specific creative activities for these communities. In using our funding grantees need to be certain that they are complying with the provisions regarding positive action in the Equality Act 2010. Positive discrimination is illegal. Examples of activity permitted under the Act can be found in a number of places including here <https://bateswells.co.uk/2021/02/diversity-in-action-a-guide-for-charities-taking-positive-action/>

A note on language

We recognise that language in the areas of both mental health and racial justice is contested and evolving. There is no strong consensus on acceptable language. This is explored more fully in our publications. Understanding this we have chosen to use the terms 'mental health problems' and 'ethnically diverse communities' but respect that there are a range of terms in use that others will prefer. By 'ethnically diverse communities' we mean communities that experience racism including refugees and asylum seekers.

'Participatory artist' is defined in a number of our publications. We use it to mean a creative practitioner (in any art form) who uses his or her skills to facilitate the creativity of people without that training or experience. We define arts very broadly including a wide range of art forms and to embrace all types of creative activity.

Type and size of grant

Grants will be made to support this work of £10k - £40k. They can fully or partially fund the work. Work should take place over at least one year and preferably longer. The work must take place in the UK. Our resources cannot support work that is already funded but can support the extension or expansion of work.

Our funding can support two approaches:

- The first approach is around positive action and is to find ways to attract participatory artists from ethnically diverse communities into this area of work and to support them. Examples might include shadowing, internships or apprenticeships, or mentoring or free training opportunities. Always ensure that you stay within the guidance of what is permissible under the law for positive action. If you feel unclear about what is legally permissible, our funding can pay for reasonable legal fees.
- The second is to undertake activity to offer creative opportunities to members of specific ethnically diverse communities who have mental health problems. There are a number of examples of such work in our report [Creatively Minded and Ethnically Diverse](#). Our funding is not for qualified arts therapy.

Finally, any combination of these approaches is acceptable.

We anticipate that this fund will be highly competitive and oversubscribed. We will have at least £500k available and may well make 15 or more grants. Our funding in the field of arts and mental health will continue for many years and will evolve as we

go along. Please consider carefully if this current round is a priority for your organisation.

Eligibility of applicant

Applications will only be considered from arts organisations with all the following characteristics:

- an established arts organisation of any kind (including museums) whether a charity or a regulated social enterprise, e.g. a Community Interest Company. By arts organisation we mean an organisation whose primary purpose is around the arts and creativity broadly defined. Importantly some applicants will wish to work in partnership with relevant community groups and to share resources which we encourage;
- arts organisations that have delivered creative opportunities to people with mental health problems for at least two years;
- arts organisations that are committed to striving for racial justice in their work;
- an arts organisation which has an extensive track-record in working with ethnically diverse communities or an arts organisation with less experience but a commitment to improve.

Application process

We have tried to keep the application process as simple as possible, with a single written expression of interest. In order to consider your application, we need you to:

1. Complete a grant [application form, which can be found here](#).
2. Write an expression of interest in 2,250 words or less, telling us:
 - A short description of your organisation including how it meets our eligibility criteria.
 - How and when you intend to use the grant, making your plans as clear as possible, including any challenges you foresee. For instance, show us that you have the experience or relevant advice for setting up a mentoring scheme or other training. Why would artists be attracted to your offer? How are you reaching out to communities that are under-represented in your activities? What activities will you be running and why will they be of interest to people from ethnically diverse communities? And so on. If you are working with other organisations please tell us about them and why they are included. Will the work be able to continue after our funding and if so how?
 - How you already express and make practical your commitment to racial justice or how you intend to improve on this in the future. Are

those with power in your organisation willing to make this change? Have you already started this process? If so, what have you done? There are many examples of good practice in our report [Creatively Minded and Ethnically Diverse](#). Examples can include in governance, employment practices, relationships with ethnically diverse communities and numerous concrete approaches about how you offer your work. Our funding can be used for you to take advice or to support your journey, for instance through mentoring. We need to be convinced that this is a commitment to make enduring change within your organisation and not tokenistic.

- Overall what will have changed at the end of our grant and how will you know? Give us a timeline and budget.
3. Attach your most up-to-date safeguarding policy. We will not be able to make grants to organisations which do not have a safeguarding policy.
 4. Finally attach your most recent audited accounts.

If you have any questions, please put them in writing to baring.foundation@ing.com Note that all Baring Foundation staff will be working remotely throughout this application period; please do not phone our office.

Your expression of interest, safeguarding policy and accounts should be separate documents. You will be directed to upload these documents in the grant application form. If you encounter any issues using our online form email us at baring.foundation@ing.com and a member of the team will get back to you as soon as possible.

We may follow up applications with a phone call if we require further information or clarification.

We expect successful applicants to submit a short monitoring report at the end of the grant period sharing their activities, learning, and expenditure. Full details of the conditions of any grant will be provided following its award.

Timetable

Deadline for applications is **12pm midday on Wednesday 21 April**. Final decisions on grants to be awarded will be made by trustees and you will receive the outcome of your application by early July.

Published 24 February 2021