

Training & Consultancy Overview



THINK. LEARN. DO.



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WHO WE ARE

At Artswork Professional Development, we believe in the power of creativity to unlock new ways of thinking, working, and leading.

We provide high-quality training that equips people with the tools they need to make meaningful change - whether that's in a museum or gallery, a theatre, a charity, or any organisation looking to work more inclusively, confidently, and impactfully.

We specialise in the creative, cultural and heritage sectors, but our approach resonates far beyond them. What sets us apart is how we lead with creativity: our sessions are dynamic, practical, and grounded in real-world contexts.

We offer:

- Live online courses, from bite-size to full-day or multi-day
- Self-guided eLearning to access anytime, anywhere
- Bespoke training tailored to your team, sector and priorities

Whether you're commissioning safeguarding training, growing leadership capacity, or developing inclusive practice, we'll work with you to make it relevant, engaging, and effective.



"Excellent and comprehensive. I learned a lot of new things that will help me formalise my process. It was also great to use the case study, bounce ideas off of other professionals and learn from them. The facilitator was fantastic and really beautifully dealt with the group."

– Participant, Project Management for the Arts, Public Course, November 2025



SAFEGUARDING



Safeguarding for Trustees

Bitesize / Lunch & Learn

Clarify the safeguarding responsibilities of boards and trustees. Includes risk, governance, and embedding safeguarding into decision-making.

Building a Safeguarding Policy: Step-by-Step

Bitesize / Lunch & Learn

Create or review your safeguarding policy with practical guidance on structure, content, and alignment with reporting procedures.

Essential Safeguarding for the Creative, Cultural & Heritage Sector

Half-day

Understand the key principles of safeguarding, and your responsibilities when working with children and adults at risk. Covers categories of abuse, handling disclosures, and embedding safeguarding into organisational culture.

Safeguarding in Leadership

Full-day

Designed for Designated Safeguarding Officers and leaders responsible for safeguarding strategy. Includes leadership responsibilities, ethical decision-making, and embedding a culture of safeguarding across your organisation.

Understanding Threshold Guidance in Safeguarding

Bitesize / Lunch & Learn

Build confidence in when and how to report and escalate safeguarding concerns. Includes scenario-based exploration of thresholds.

Safer Recruitment in the Creative, Cultural & Heritage Sector

Bitesize / Lunch & Learn

Understand how to embed safeguarding into recruitment processes. Includes risk mitigation when hiring staff, freelancers, and volunteers.

Course Length Key

Full-day – 5 hours plus a lunch-break

Half-day – 2.5 or 3 hours

Bitesize / Lunch & Learn – 90 minutes

Two-part – 2 x 2.5 hours



PROJECT MANAGEMENT & EVALUATION



Effective Consultation in the Arts

Full-day

Plan and run inclusive consultations that generate clear insights to inform decision-making. Learn tools for designing accessible engagement, asking effective questions, analysing findings, and sharing outcomes with integrity.

Course Length Key

Full-day – 5 hours plus a lunch-break

Half-day – 2.5 or 3 hours

Bitesize / Lunch & Learn – 90 minutes

Two-part – 2 x 2.5 hours

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Measuring Impact & Evaluation in the Creative, Cultural & Heritage Sector

Full-day

An accessible introduction to evaluation. Learn the essentials of measuring success and capturing outcomes.

Project Management for the Arts

Two-part

A deeper dive into project delivery for professionals with some experience in managing creative projects. Covers tools and methodologies, timelines, accountability and more.

Theory of Change Models for Strategic Project Planning

Half-day

Understand how to use Theory of Change models for goal-setting and impact measurement. Especially helpful for funders and strategic leads.

Logic Models for Project Planning & Evaluation

Bitesize / Lunch & Learn

Learn to map out project elements for clarity and accountability. Perfect for grant applications or internal planning.



YOUTH VOICE & PARTICIPATION

Facilitating Youth Voice in the Creative, Cultural & Heritage Sector

Full-day

Develop your skills in creating meaningful, inclusive spaces for young people to lead and contribute. Includes theory, practical tools, and reflection.

Effective Consultation Tools to Enable Youth Voice in the Arts

Full-day

Explore consultation techniques, safe facilitation, and how to ensure youth voice informs real change. Ideal for youth engagement leads and creative practitioners.

Developing Future Leaders

Full-day

Support young people to step into leadership roles. Covers inclusive leadership, wellbeing, and amplifying underrepresented voices.



Mentoring Young People in the Creative, Cultural & Heritage Sector

Half-day

Practical guidance on mentoring relationships and peer mentoring. Build your confidence in supporting youth-led work.

Course Length Key

Full-day – 5 hours plus a lunch-break

Half-day – 2.5 or 3 hours

Bitesize / Lunch & Learn – 90 minutes

Two-part – 2 x 2.5 hours



INCLUSION, WELLBEING & PRACTICE-BASED TRAINING

Managing People & Behaviour Dynamics

Two-part

Discover behaviour theories, motivation, and how to reframe challenging actions and facilitate positive group dynamics within an organisation.

Leadership Models, Communication & People Management

Two-part

Ideal for emerging or new leaders. Explore leadership styles, communication techniques, and conflict resolution strategies to support and inspire your team.

Creative Thinking for Innovative Problem Solving

Half-day

Unlock your capacity for innovation. Develop divergent thinking skills and discover tools to boost creativity in problem-solving, planning, and collaboration.



Equality & Diversity in the Creative, Cultural & Heritage Sector

Bitesize / Lunch & Learn Half-day

Learn how to identify and reduce discrimination in the workplace. Understand how bias operates and what inclusive practice looks like.

Course Length Key

Full-day – 5 hours plus a lunch-break

Half-day – 2.5 or 3 hours

Bitesize / Lunch & Learn – 90 minutes

Two-part – 2 x 2.5 hours



INCLUSION, WELLBEING & PRACTICE-BASED TRAINING



Creative Facilitation

Full-day

Develop facilitation skills to plan and lead inclusive, engaging sessions. Understand how to manage group dynamics, adapt to different learning styles and apply practical facilitation models.

Course Length Key

Full-day – 5 hours plus a lunch-break

Half-day – 2.5 or 3 hours

Bitesize / Lunch & Learn – 90 minutes

Two-part – 2 x 2.5 hours

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Risk Assessment in the Creative, Cultural & Heritage Sector

Half-day

Learn to apply the HSE framework to identify hazards, evaluate risks, and determine controls in arts and heritage settings. Ensure compliance and safeguard staff, volunteers, and visitors.

Health & Safety in the Creative, Cultural & Heritage Sector

Half-day

Explore H&S regulations in creative, cultural, and heritage settings. Topics include legislation, safe working practices, and managing workplace hazards. Ideal for independent practitioners and those in organisations seeking to enhance their safety knowledge.

Creating Trauma Aware Environments

Half-day

Learn trauma-aware approaches to design safer, inclusive creative spaces. Gain practical strategies for activity design, communication, and accessibility.



SELF-GUIDED COURSES (eLearning)

Designed for flexibility: digestible content you can access anytime, anywhere.



Safeguarding: Introduction

 £16.00

Understand the essentials of safeguarding: what it means, why it matters, and how to recognise and report concerns. Perfect for inductions and refreshers across all roles.

Safeguarding: Essentials

 £25.00

For those working directly with children, young people or adults at risk. Build confidence in identifying concerns and responding responsibly.

Safeguarding: Advanced

 £35.00

For DSLs, DSOs, and managers. Explore online safeguarding, consent, policy, and culture to strengthen organisational practice and leadership confidence.

Safeguarding for Volunteers

 £16.00

Tailored for volunteers in creative, cultural, and community settings. Learn how to maintain safe boundaries, recognise concerns, and report appropriately.

Recognising and Responding to Sexual Harassment

 £25.00

Learn how to recognise, prevent, and respond to sexual harassment in creative, cultural and heritage workplaces. Build awareness, understand legal responsibilities, and contribute to safer, more respectful working environments.

Creating Wellbeing Aware Environments

 £25.00

Learn how to design spaces that support physical, emotional and social wellbeing. Explore practical ways to create safe, inclusive, and engaging environments through reflection, interaction, and real-world scenarios.

Youth Voice: Exploring Models of Participation

 £35.00

Explore practical frameworks for involving young people in decision-making. Learn how to apply proven participation models to create more inclusive, youth-led projects and programmes.





SELF-GUIDED COURSES (eLearning)

Designed for flexibility: digestible content you can access anytime, anywhere.

Wellbeing Strategies: Addressing Imposter Syndrome & Supporting Others

 £25.00

Practical approaches to managing imposter syndrome, improving wellbeing and supporting healthier team cultures.



Embracing Failure in Practice: Seeing the Bigger Evaluation Picture

 £18.00

Reflect on failure as a natural part of project development and evaluation. Learn to use it as a learning tool, not a setback.

Developing Personas to Understand Your Audience

 £12.00

Learn how to design with your audience in mind using persona mapping tools and strategies.

Equality & Diversity

 £35.00

Explore foundational principles and learn how to create more inclusive working environments.

Exploring Youth Voice: An Introduction

 £35.00

Understand the value of youth voice and how to start embedding it meaningfully.

Managing Unconscious Bias

 £35.00

Identify how bias operates and develop practical ways to reduce its impact on communication and decision-making.

Survey Mastery: Creating & Harnessing Data-Driven Insights

 £25.00

Learn to design effective surveys and interpret results to inform your strategy and practice.





CUSTOM TRAINING FOR YOUR TEAM

Every course in this brochure can be commissioned as a bespoke session, tailored to your organisation's goals, participants, and sector-specific needs.

Whether you want to build an inclusive safeguarding culture, train emerging leaders, or strengthen project management across your team, we can help.

Contact us at training@artswork.org.uk to discuss options – from one-off sessions to full development programmes delivered across multiple formats.

Best safeguarding training I've ever had! It was really useful to have safeguarding training that was specific to our environment. It was useful, engaging and informative, with the facilitator drawing on their experiences to help our working practice."

– Participant, Safeguarding - Sheffield Theatres,
August 2025





SELF-GUIDED ELEARNING – TAILORED FOR YOUR ORGANISATION

As well as our individual self-guided courses, we also offer the option to create bespoke versions for whole teams or organisations, tailored to your setting and priorities.

This is an ideal and cost-effective way to ensure that a large number of staff, volunteers, trustees or freelancers can access high-quality training at a time that suits them. It's particularly valuable when scheduling live sessions is challenging - whether due to staff availability, shift patterns, or capacity.

Whether you're aiming to ensure a shared understanding of safeguarding, support inclusive practice, or build skills in evaluation and feedback, our custom eLearning options allow you to reach your team consistently, flexibly, and with real impact.

We can adapt any of our existing self-guided courses to reflect your organisational context, and include:

- Your logo and branding throughout the course
- A section outlining your policies and procedures, with links or downloads
- The names, photos and contact details of your safeguarding leads, HR contacts, or designated persons
- Organisation-specific case studies or examples
- A custom end-of-course assessment
- A tailored evaluation form to gather feedback on the areas that matter to you most
- Monthly progress reports, showing who has completed the course, how far each participant has progressed, and overall engagement metrics



Interested in creating a bespoke self-guided course for your team?

Get in touch with us at training@artswork.org.uk to explore what's possible. We'll be happy to talk through your needs and provide a no-obligation outline of what we can offer.

We offer flexible, tailored consultancy services across all our areas of professional development. We work collaboratively with organisations to explore challenges, unlock ideas, and support meaningful change.

Our team brings particular expertise in:

- Safeguarding policy and development
- Creative facilitation
- Youth voice and leadership
- Evaluation frameworks
- Inclusion strategies
- Creative project management
- Wellbeing strategies and trauma awareness
- Leadership development
- Behaviour management

We know that sometimes a fresh, external perspective can make all the difference. Our approach is rooted in partnership - acting as critical friends who create space for reflection, ask bold questions, and help shape solutions that genuinely work for your setting.

Whether you're reviewing current practice, developing strategy, or finding new ways to embed inclusive approaches, we bring a balance of sector insight and practical understanding. Our ongoing work with creative and cultural organisations keeps us closely connected to the realities of the environments we support, ensuring that our consultancy is not only thoughtful, but grounded in real-world experience.

We've supported museums, theatre companies, libraries, galleries and others on their professional development journeys, and we'd love to support you too.

To find out more or arrange a conversation, email training@artswork.org.uk

"Really insightful. The facilitator was excellent and kept what can be quite a daunting subject accessible and supportive. I didn't know how to create a risk assessment before this training, but I now feel confident creating one. Never thought learning about risk assessment documentation could be fun!"

– Participant, Risk Assessment in the Creative, Cultural & Heritage Sector, Public Course, November 2025