

Training & Consultancy Overview



THINK. LEARN. DO.



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WHO WE ARE

At Artswork Professional Development, we design practical, participatory learning experiences that are rooted in real working contexts. Our approach gives people space to think, test ideas, and apply learning directly to their work.

We provide high-quality learning experiences that equip 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 is relevant across many different settings. Our sessions are active, reflective and grounded in real-world examples, helping people apply learning directly to their own roles, teams and organisations.

We offer:

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

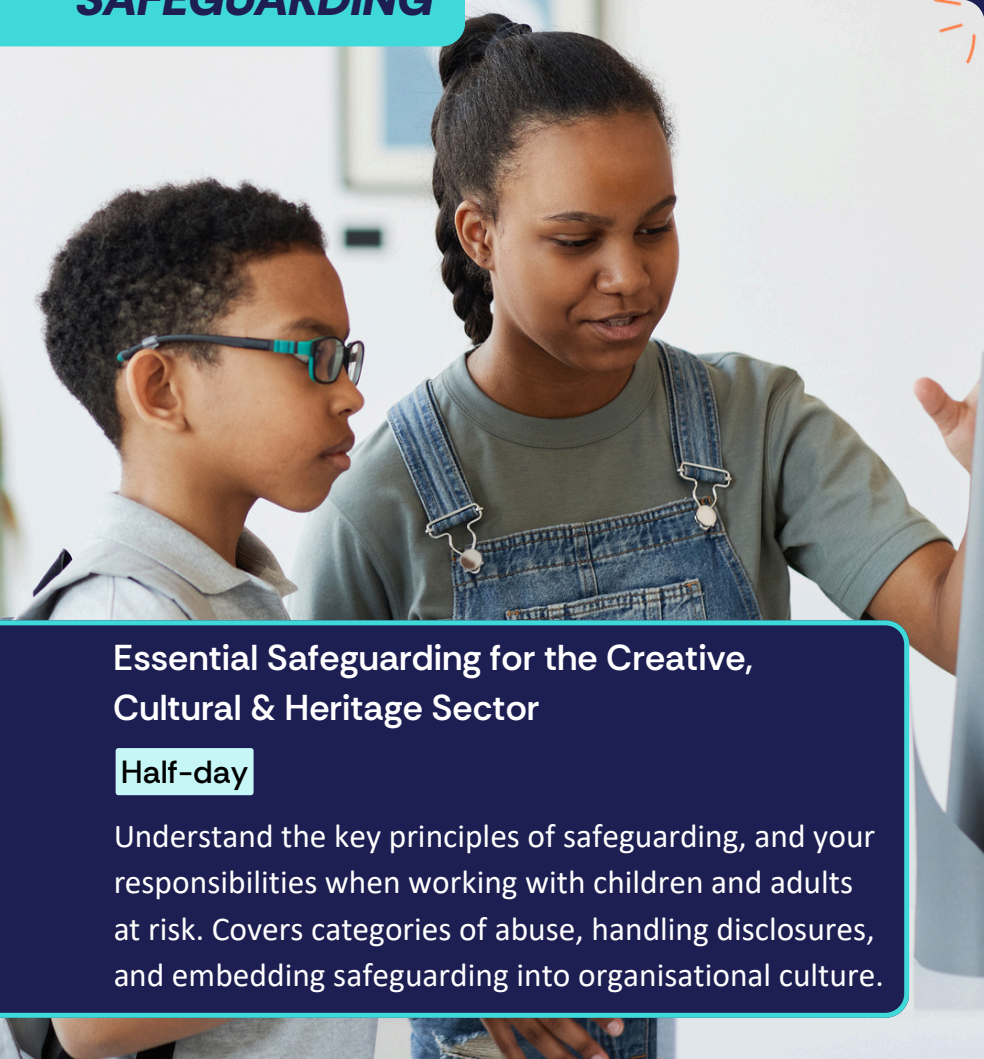
Whether you're commissioning safeguarding training, growing leadership capacity, or developing inclusive practice, we'll work with you to make it relevant, engaging, and effective.



"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



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.

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.

Safeguarding: Managing People & Practice

2 x Full-day

A two-part course for senior leaders and managers with organisational responsibility for safeguarding. Explore oversight, safer recruitment and embedding safeguarding practice across teams within creative, cultural and heritage organisations. Designed for those leading safeguarding systems, not individual case decisions.

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

SAFEGUARDING

Embedding a Culture of Safeguarding across People, Places & Practice

Full-day

Explore how safeguarding principles are applied in the contexts of creative and cultural work. Reflect on contextual risk, safer practice, and decision-making across creative, cultural and heritage settings. Ideal for those responsible for safeguarding in day-to-day programmes and activities such as practitioners.

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.

Safeguarding for Trustees

Bitesize / Lunch & Learn

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



Safeguarding Decision-Making: Strengthening Professional Judgement

Full-day

A focused course for Designated Safeguarding Officers and safeguarding leads responsible for decision-making and referrals. Develop confidence in applying thresholds and professional judgement within creative, cultural and heritage organisations.

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



LIVE ONLINE COURSES

All available as bespoke sessions for organisations

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.

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.

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

training@artswork.org.uk

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.



Designing Learning for Accessibility

Full-day

Design inclusive, engaging learning experiences that support participation and wellbeing. Explore practical frameworks including UDL and experiential learning to create accessible environments in creative, cultural and heritage settings. Ideal for educators and facilitators.

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



Mentoring in the Workplace

Half-day

Build core mentoring skills to support professional growth and constructive workplace relationships. Explore mentoring principles, communication approaches and boundary management in creative, cultural and heritage organisations. Ideal for managers, supervisors and workplace mentors.

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.

Effective Facilitation in Creative, Cultural & Heritage Settings

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

INCLUSION, WELLBEING & PRACTICE-BASED TRAINING

Enquiry-Led Practice: Reflective Questioning

Half-day

Explore how reflective questioning can deepen thinking and strengthen collaboration. Develop practical enquiry-led approaches for learning and workplace conversations, with examples drawn from creative and cultural contexts. Ideal for facilitators and managers.

Leading Through Positive Communication

Full-day

Develop positive communication skills for clear, confident and emotionally intelligent practice. Explore practical frameworks to strengthen clarity, reduce defensiveness and support psychologically safe dialogue in teams and learning environments.

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.



Understanding Conflict & How to Resolve It

Full-day

A practical course on conflict resolution and communication within teams. Explore evidence-informed models to diagnose root causes, de-escalate tension and facilitate constructive conversations in creative and cultural workplaces. Ideal for managers, facilitators and team leads.

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



SELF-PACED 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.

Clear and Confident Communication: Skills for Leaders, Mentors, and Facilitators

 £35.00

Develop practical communication skills for shaping messages, guiding conversations, listening actively, and communicating with greater clarity and impact.

Understanding Behaviour at Work: Emotional Intelligence, Leadership & Conflict Management

 £35.00

Understand how behaviour, emotion, and group dynamics shape workplace interactions, and explore practical ways to lead, respond to conflict, and support positive working relationships.

Equality & Diversity

 £35.00

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





SELF-PACED COURSES (eLearning)

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



Understanding and Reducing Unconscious Bias in Creative, Cultural, and Heritage Workplaces

 £35.00

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

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.

Exploring Youth Voice: An Introduction

 £35.00

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

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.

"The course was clear and well structured. The practical examples really helped, and I liked the interactive elements and the variety of ways information was delivered."

– eLearning Participant, Safeguarding: Advanced, May 2026

CUSTOM PROFESSIONAL DEVELOPMENT 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.



"The trainer was excellent! She made a difficult subject matter feel a lot more approachable and comfortable to discuss. She was very animated in her presentation style which made the training engaging. The way the topics were presented was done with compassion, and built confidence and trust."
– Participant, Safeguarding at the V&A, March 2026





SELF-PACED ELEARNING – TAILORED FOR YOUR ORGANISATION

As well as our individual self-paced 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-paced courses to reflect your organisational context, and include:

- Hosting on your organisation's own LMS through SCORM packaging
- 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-paced 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