

FREE training  
FREE mentoring  
HANDS ON experience  
Receive a BURSARY to  
attend  
All costs covered

**Viv GORDON**  
COMPANY

# UPFRONT

## SURVIVORS

VOICE • VISIBILITY • COMMUNITY • LEADERSHIP

### CREATIVE LEADERS TRAINING CALL OUT Info Pack

Are you a Child Sexual Abuse Survivor aged 18+?  
Would you like support to lead creative workshops?  
Are you based within travelling distance of central Leeds?

  
**Coventry**  
University

  
The  
**GREEN**  
**HOUSE**


**SARSAS**  
*Listen.  
Believe.  
Support.*



# Creative Leaders Training Call Out Info Pack

## Contents

What is the UpFront Survivors Creative Leaders Training?	Page 3
What to expect at the training sessions	Page 4
What will I get out of it?	Page 5
Last years' trainees	Page 6
Who will lead the sessions?	Page 7
When & Where do they take place?	Page 8
What do I need?	Page 9
Is this right for me?	Page 10
Financial & Access Support	Page 11
A note about visibility as a CSA Survivor	Page 12
About our partners	Page 13
How to apply & Information Webinar	Page 14
Application questions	Page 15
Signposting	Page 16



# What is the UpFront Survivors Creative Leaders Training?

UpFront Survivors Creative Leaders Training is a supported development programme, designed by Viv Gordon Company, to support adult Child Sexual Abuse (CSA) survivors (aged 18+) to step forward into creative leadership.

The training takes place over 13 sessions; some are full day in-person workshops in Leeds and some are 2.5 hour sessions delivered online. By the end of the course, you will have developed the skills you need to run your own creative workshops. **You bring the talent - we'll teach you how to share it.** Whether you enjoy crafts, painting, writing, performance or something else - we will help you design a workshop to share your passion with others.

This training is part of UpFront Survivors - a 3-year partnership project with SARSAS, The Green House and Coventry University designed to facilitate CSA survivor cultural leadership and increase creative opportunities for our community.

This training programme will have a focus on holding safe creative spaces for CSA survivors but the skills learnt will build your confidence to work with any group or develop other creative projects. At the end of the programme, trainees will be supported to facilitate a workshop for adult CSA survivors.

Areas covered will include:

- Developing communication skills, facilitation skills and confidence to lead.
- Support to plan and develop your own creative workshop.
- Learning about safe and inclusive practice with CSA survivors.
- Practising delivering creative activities with feedback from peers.
- Learning how to evaluate your workshop and be a reflective leader.
- Workshops led by experienced CSA survivor artists to observe different leadership styles and get inspired.
- Delivering your own workshop with our support.
- Thinking about next steps for you as a creative leader.

## What to expect at the training sessions

- Trainees will need to attend all 13 sessions.
- There will be up to 10 trainees on the course.
- Sessions will be led by Viv Gordon and other guest artists/speakers.
- Viv and the team will guide you through different creative, practical and reflective activities that will build your skills and confidence to plan and deliver creative workshops.
- By the end of the course, trainees will be supported to deliver their first workshop.
- The atmosphere will be friendly, informal and supportive.
- We will make agreements as a group about how we want to work together to ensure a safe, respectful environment.
- We will have wellbeing support available at all sessions.
- We will work with you to ensure your access needs are met.

Step by step, week by week, the tools and skills demonstrated, together with the team and the experienced, safe approach they adopted allowed me to thoroughly embrace the course. This gave me the courage, conviction and self belief to take the leap, trust my heart and follow my intuitive career plans to focus more on developing my workshop/retreat leadership for female survivors.

- Anonymous (former trainee)

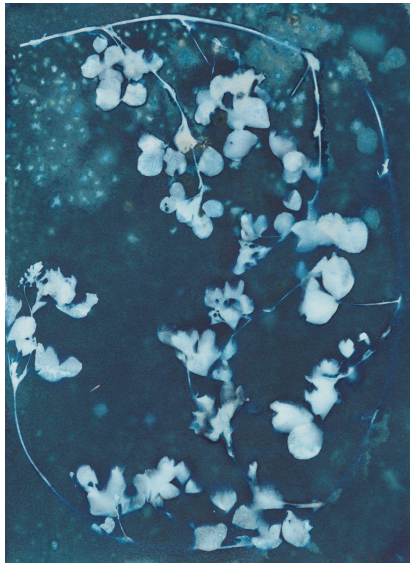


Image created by former trainee

## What will I get out of it?

- Develop new skills such as communication, leadership and workshop planning.
- Build confidence to lead your own creative workshops.
- Make new friends and gain an increased sense of CSA survivor community.
- Learn about safe and accessible arts practice for CSA survivors.
- Support and resources to run your first creative workshop.
- All expenses covered and an attendance bursary of £500.

Image created by Claire (former trainee)



I have been given the tools to create a successful workshop specifically adapted for CSA survivors. Transferable skills such as planning and risk assessment. More confidence in what I do and increased self-belief.

- Claire (former trainee)

It has been an honour to witness beginners and experienced facilitators do their thing with authenticity and courage. That has been the most inspiring part for me, and it has given me the courage to step out of my comfort zone. I've also felt inspired by my fellow trainees' very diverse art forms, and those of the professionals.

- Niki Christansen (former trainee)



## Last year's Trainees

Year 1 UFS Creative Leaders Trainees brought creative interests and talents including writing, upcycling, cyanotypes, drawing, lego superheroes, animation, singing, vocal improvisation and folk arts.

What are the Year 1 Trainees doing now?

- 1 is about to start on MA in Art Therapy
- 2 are making their first Arts Council funding applications
- 2 are doing further development to work with CSA survivors aged 14-18
- 3 are doing further campaigns training
- 3 are running their own courses in the community



Thanks to Viv Gordon Company - I know I am doing the right thing: I am part of something extraordinary. I am part of something. That is changing the way I get to be a survivor and sharing this experience, creates a ripple effect that really helps others.

- Susannah (former trainee)

Previously, people who have completed similar training with Viv Gordon have gone on to:

- Volunteering in community arts contexts.
- Studying in further and higher education.
- Developing self-employed creative careers.
- Gaining employment with other organisations.
- Applying the skills they have learned in other roles/jobs.

## Who will lead the sessions?



Viv Gordon will lead the training course. She is a CSA Survivor Artist Activist and Artistic Director of Viv Gordon Company. Viv has over 20 years' experience of leading creative workshops and courses specialising in working with CSA survivors and adults with mental health needs. She has trained and mentored volunteers, artists, organisations and service providers across the UK.



She will be assisted by Kayla Harkins who is a community dance artist and access support worker. She has assisted Viv on the previous creative leadership training courses.



Kate McStrow, Executive Producer of Viv Gordon Company will be running sessions on risk assessments, budgets and personal access.

There will be a trained counsellor at all sessions to offer wellbeing and listening support as needed as we go through the training together. Other members of Viv Gordon Company, the UpFront Survivors partnership team, as well as some inspiring guest CSA survivor artists, will drop in to lead specific sessions.

### Who are Viv Gordon Company?

Our work is a creative campaign to increase voice, visibility, community and leadership by, for and with adult survivors of Childhood Sexual Abuse (CSA). There's an estimated 11 million of us in the UK or 1 in 6 adults. Despite there being so many of us, CSA remains a taboo subject. CSA survivors are often isolated, unable to speak up and lack support to be able to access opportunities. Our work seeks to remove these barriers for CSA survivors by offering accessible and relevant creative activities like performances, exhibitions, writing workshops, social media campaigns and more.

We believe surviving CSA is a creative act. Our work celebrates the creativity and resourcefulness in our community.

## When and Where will it take place?

Training will take place in Leeds and online over 13 sessions between Dec 2023 and March 2024. Sessions will run in person between 10.30am-4pm and online between 10.30am-1pm. The venue will be shared with you if you are offered a place. It is essential that you are able to commit to the whole course.

You will need to be available for following dates and times:

Date	Time	Activity
Tues 12th Dec 2023	10.30am-4pm	Session 1 - In Person
Wed 13th Dec 2023	10.30am-4pm	Session 2 - In Person
Tues 9th Jan 2024	10.30am-1pm	Session 3 - Online
Tues 16th Jan 2024	10.30am-1pm	Session 4 - Online
Tues 23rd Jan 2024	10.30am-1pm	Session 5 - Online
Tues 30 Jan 2024	10.30am-4pm	Session 6 - In Person
Wed 31 Jan 2024	10.30am-4pm	Session 7 - In Person
Tues 6th Feb 2024	10.30am-1pm	Session 8 - Online
Tues 20th Feb 2024	10.30am-1pm	Session 9 - Online
Tues 27th Feb 2024	10.30am-1pm	Session 10 - Online
Tues 5th March 2024	10.30am-4pm	Session 11 - In Person
Wed 6th March 2024	10.30am-4pm	Session 12 - In Person
Pop-up space dates March 2024 During this 2-week period, all trainees will be supported to deliver their own creative workshop for Adult CSA Survivors at a mutually agreed time.		
Tues 26th March 2024	10.30am-4pm	Session 13 - In Person - Celebration, Evaluation & Next Steps



# What do I need?

## Online Sessions

As some of the sessions will be held online, to attend you will need:

- A device that can access Zoom (tablet, laptop or computer - tablets can be lent if needed)
- Access to the internet
- A safe space to work from

For the safeguarding and privacy of the whole group you will need to participate in online sessions from a private space where others will not see or hear your screen.

We will have automated captions available. Sessions won't be recorded, to protect the identities of the group, but presentation slides and notes will be circulated each week.

## In-person sessions

You will need to be able to travel to a central Leeds location for the in-person sessions. Travel expenses will be reimbursed.

All in-person materials will be provided, although you are welcome to bring a notebook and pen and folder for handouts should you prefer to have your own stationery.

UpFront Survivors has helped me to see that I have creativity and that I have a powerful voice. It has encouraged me to see beyond what I thought was possible and to believe that I can not just collaborate, but also lead from the front. It is exhilarating and terrifying in equal measure!

- Sarah Douglas (former trainee)



## Is this right for me?

We are looking for up to 10 people who have a creative skill they want to share with others.

You must be a CSA Survivor aged 18+ based within approximately 1 hour's travelling distance of central Leeds for the duration of the course.

The UpFront Survivors Creative Leaders Training aims to develop CSA survivor leadership and support people to develop new skills. We are not looking for people who already know how to do this although you may have led workshops before in other contexts and want support to develop your practice. The course is designed to help you build confidence and feel part of a creative community of CSA survivors. You do not need to have any experience of leading groups or any qualifications to take part. You just need to have a creative passion you want to share with our community.

## Former trainees: What would you say to someone thinking of applying?

Go for it! It may be challenging but the team hold the space, it is a safe space. There is abundant love, care, compassion and encouragement to be yourself. It may be transformative and you have a community cheering you on: Us!

-Claire (former trainee)

This may be the best thing you ever consider doing. I know it's a huge step and you probably feel vulnerable and inadequate reading this, but I am so glad that even though I felt all of these things too, I signed that form. I would love you to feel as proud of yourself as I do now.

-Sarah Douglas (former trainee)

## Financial & Access Support

The course is completely free to access. There are no hidden costs.

We know people face barriers to engaging in training and we work hard to make our opportunities as accessible as possible. If you would like to discuss your access needs prior to applying you are very welcome to.

Please contact [hello@vivgordon.com](mailto:hello@vivgordon.com) to arrange a call with Kate (Producer - leads on Access) to chat about this if this would be helpful

This is the most accepting, genuinely safe space I have ever been in. I tic and dissociate and so I normally only manage small amount of times in groups-I worry I'm too much! The group held everyone in such a way that I am so much happier just being me.

-Susannah (former trainee)

We will cover all the costs for you attending the course. These include: travel, parking, childcare and other care costs, therapeutic support, access support such as BSL interpretation, providing materials in different formats or other support as agreed.

Travel expenses will be paid up to £50 per person per week, for the in-person sessions in Leeds. This can be a contribution to mileage and parking or reimbursement of public transport transport costs. Access costs such as travel for a PA or a taxi for access reasons are in addition to this.

We will also provide a training bursary of £500 to all attendees.

We will need receipts for any expenses. We can only pay for care costs from a registered provider.

We will provide all course materials and light refreshments. Please bring a packed lunch.

## A note about visibility

We know that some CSA survivors want to be visible while for others this is not preferred, possible or safe. This opportunity is only open to CSA survivors so by taking part you are automatically identifying as a CSA survivor to other group members, the Viv Gordon Company team, guest speakers and project partners. You will also need to feel comfortable being identified as a CSA survivor by the participants of the workshop you lead.

Apart from that we can help you manage your preferred level of visibility or anonymity as needed. For example:

- on marketing for your workshop you could use only your first name or a nickname.
- you can opt in or out of photographs documenting the programme or choose to only show certain features such as your hands doing a creative activity.
- you can choose to be profiled as visible CSA survivor creative leader on our social media or have your work profiled while being anonymous
- you will be anonymous to our funders (eg when we report back to them about the programme) unless you choose to be otherwise.

We recognise this is a personal choice that each individual needs to feel in control of and consent to. The aim is not for everyone to be visible. The aim is for everyone to have a choice and feel safe and comfortable. This is something we can support you to think about and manage as we work through the training.

**UPFRONT**  
**SURVIVORS**  
VOICE • VISIBILITY • COMMUNITY • LEADERSHIP

Viv Gordon Company is running this training programme in partnership with SARSAS, The Green House and Coventry University.

It is part of our 3-year national partnership developed and delivered together, called UpFront Survivors. You can read more about the project [here>>](#)

**SARSAS**

*Listen.  
Believe.  
Support.*

Somerset and Avon Rape and Sexual Abuse Support (SARSAS) is a Bristol-based charity operating across the South West to support those aged 13+ impacted by all forms of sexual violence. They offer a confidential helpline; counselling; specialist psychoeducational support work; group work; and work targeted to specific communities. In 2021, SARSAS won a GSK Impact Award from The King's Fund, a national award for excellence. [www.sarsas.org.uk](http://www.sarsas.org.uk)



The Green House is a survivor-led organisation and the only specialist provider of creative-arts therapies to children and young people impacted by CSA in Avon & Somerset. TGH offers counselling, parents' groups, trauma-informed yoga and nature-based group therapies. <https://the-green-house.org.uk>



A small team of researchers at the Centre for Healthcare and Communities (Coventry University) was invited to support us in documenting the impact of UpFront Survivors. Trainees will have the option of sharing their experiences of the course if they wish. This is invited but not expected and is not part of the selection process.

UpFront Survivors is funded through the Home Office Support for Victims and Survivors of Child Sexual Abuse (SVSCSA) Fund 2022/25.

## How to apply

To apply, please fill out the online application form [linked here](#)  
Or alternatively record a video or audio file (approximately 5 minutes long) of yourself answering the questions and email to [hello@vivgordon.com](mailto:hello@vivgordon.com) Please be yourself and don't worry about spelling or grammar or "getting it right" - we just want to know a bit more about you.

If you wish to discuss any additional needs for application or have any questions please contact [hello@vivgordon.com](mailto:hello@vivgordon.com). We can arrange a phone or Zoom call if preferred.

The deadline for applications 5pm on Tuesday 24th October 2023.

### Information Webinar

We will host a webinar presentation and live Q&A (Q&A via the chat box) on Zoom on Monday 9th October, 11am . 12n.

This will be recorded and available to view on our website afterwards.

All attendees will join Zoom as 'Guest of Viv Gordon' automatically, to protect the identity of all attendees.

### What happens after you apply?

- We will let you know whether you have been shortlisted by 5pm Thursday 26th October 2023. We will want to have a mixture of people from different areas across the North East.
- Shortlisted applicants will be invited to meet us in-person on Tuesday 7th November 2023, 10.30am - 4pm, at a central Leeds venue.  
This will be a group workshop-style interview, led by Viv Gordon (Artistic Director), Kate McStraw (Executive Producer) and Kayla Harkins (Training Co-Facilitator) with creative activities to get to know each other as a group and time for you to ask any questions about the training.
- We will make final offers to applicants via email/phone/text (depending on your preferred contact method) by 5pm Thursday 9th November. .

# Application Questions

Here are the application questions so you can think about your responses. We are looking for the headlines of your experience and want to make the application process as straightforward as possible for you, so please try keep your answers to a couple of paragraphs or less for each question. Please fill out the online form [linked here](#) or alternatively record a video or audio file (approximately 5 minutes long) of yourself answering the questions and email it to [hello@vivgordon.com](mailto:hello@vivgordon.com)

- Name
- Email address
- Mobile Phone number
- Preferred way to be contacted about the outcome of this application:  
Email/Text/Phone call
- Postcode (so we know you are based within 1 hour travel time of central Leeds)
- Please confirm you are a CSA survivor aged 18+
- Are you available for all the dates listed?
- Why are you interested in attending the UpFront Survivors Creative Leaders Training Programme?
- Tell us about the creative skill you would like to share.  
You might want to include information about:
  - How long you've been doing it
  - Whether you are self taught or have done courses or have qualifications
  - What you enjoy about it
  - Something you have created that you are proud of
- Tell us more about your experience of leading. Maybe you have led creative workshops before or led in other contexts. Maybe leadership is very new to you, which is fine too.  
You might want to tell us about:
  - Any professional experience you have of leading - this could be running a workshop, leading a team at work, leading a community group.
  - Any community organising roles you have done such as directing an amateur dramatics play, organising a community event, book group or sports club or being on a committee for a community space.
- Is there anything else you would like to tell us?



# Signposting

24/7 Rape and Sexual Abuse Support Line

Online Chat: <https://247sexualabusesupport.org.uk/>

Phone: 0808 500 2222 Open 24/7

**The Survivor's Trust (National)**

Website: <https://www.thesurvivorstrust.org/> (Has a list of local services)

Helpline: 08088 010 818

Helpline opening times:

Monday- Thursday: 10am-12.30pm, 1.30pm-4pm & 6pm-8pm

Friday: 10am-12.30pm & 1.30pm-4pm

Saturday: 10am-12.30pm

Sunday: 6pm-8pm

**Support after Rape & Sexual Violence Leeds**

Website: <https://supportafterrapeleeds.org.uk/>

Helpline: 0808 802 3344

Helpline opening times:

Mondays 12-2pm

Tuesdays 8-10pm

Wednesdays 6-8pm

Thursdays 2-4pm

Sundays 6.30-8.30pm

