

Artist Access & Assistance Policy

(Pilot Policy – 2025)

Arts Council EDI Policy Statement

The Arts Council of Ireland EDI Policy, first published in 2019 and updated in 2023, asserts that everyone in Ireland has an equal right to engage with and participate in the arts, irrespective of age, civil or family status, disability, gender, race, religion, sexual orientation, or socioeconomic status. The Arts Council is committed to eradicating barriers that prevent full access and participation in the arts in Ireland, believing that promoting EDI leads to richer artistic outcomes and a more accurately reflective arts sector.

Artist Access & Assistance Programme

This policy establishes the principles and procedures for delivering the *Access & Assistance Programme*, which aims to support members facing challenges in participation and inclusion in a studio practice. It ensures equitable access to resources, technical assistance, and opportunities for peer collaboration in line with the Studio's commitment to inclusion and artist wellbeing.

Scope

This policy applies to:

- All participating members of Graphic Studio Dublin
- Programme facilitators
- Artist assistants
- Studio facilities and programme-related activities

Policy Objectives

- To reduce or eliminate access barriers and challenges that prevent members from fully engaging in studio practice.
- To provide one-to-one artistic and technical assistance in a respectful, person-centred manner.
- To foster intergenerational and peer learning through structured mentorship and knowledge-sharing.
- To promote a culture of dignity, autonomy, and artistic continuity for all members.

Eligibility & Participation

- **Members Seeking Support:** Any current Studio member experiencing access difficulties or requiring additional assistance- physical, sensory, cognitive, or situational-may apply for tailored assistance.
- **Supporting Artists:** Graduate or early-career artists may apply to be paid as assistants under this programme.
- **Participation** is voluntary, and pairings will be made based on needs, compatibility, and availability.

Access Support Principles

- **Equity of Access:** Members will be offered support based on their individual circumstances and access requirements, not on a one-size-fits-all basis.
- **Consent & Confidentiality:** Participation in the programme will respect the privacy of all members. Support will only be offered with informed consent.
- **Respect & Dignity:** All support interactions must be respectful, artist-led, and non-intrusive.
- **Responsiveness:** The programme will remain flexible, adapting to changing needs where possible.

Responsibilities

Programme Facilitator / Access Assistant

- Manage applications and match participants.
- Maintain open channels for feedback and concerns.
- Ensure funds and resources are allocated appropriately.

Supporting Artists

- Technical, Making and Printing assistance.
- Uphold Studio values- equity, professionalism, and confidentiality.
- Participate in feedback and training sessions.
- All one-to-one work must adhere to the Studio's Code of Conduct and safeguarding principles. Any concerns related to boundaries, conduct, or wellbeing should be reported to the Programme Coordinator.

Members Receiving Support

- Outline access needs with the Coordinator in confidence.
- Participate voluntarily and set their own creative goals.
- Provide feedback to help shape future developments of the programme.
- All one-to-one work must adhere to the Studio's Code of Conduct and safeguarding principles. Any concerns related to boundaries, conduct, or well-being should be reported to the Programme facilitator.

Access Fund & Resources

- Funding is limited, and all expenditures will be reviewed by the Programme facilitator and tracked for transparency. Supporting Artists will be remunerated at a fair fixed rate per session, in line with the programme's developmental and peer-support ethos. Rates will be communicated in advance.

Monitoring & Evaluation

The programme will undergo a formal review at the end of the pilot. This will include:

- Anonymous feedback from all participants.
- Review of accessibility outcomes and unmet needs.
- Recommendations for future funding and permanent policy development.
- If a pairing is not working for either party, support arrangements may be reviewed, adjusted, or concluded in consultation with the Programme facilitator. Feedback will be treated confidentially.

Related Policies & Documents

- GSD Equality, Diversity & Inclusion Statement
- Studio Code of Conduct
- Artist Assistant Role Description
- Risk Assessment & Safeguarding Policy (if applicable)

Review Schedule

This is a pilot policy and will be reviewed at the end of the 2025 programme cycle. Any amendments will be brought to the Board for approval.