

We're gonna do it Our Way!



Three Year Development Plan

January 2016 – December 2018





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DIY is a Community
Interest Company :

Registered No. 07128047



"DIY Theatre's consensual and respectful approach to working with people with disabilities produces fantastic results. They focus on supporting ideas that come out from the group and this brings significant insight.

This model of engagement should be used more widely as it is very effective."

Dr Jessica Symons

Research Fellow, Centre for Sustainable Urban and Regional Futures (SURF), University of Salford

What is DIY?

DIY is an established Theatre Company of learning disabled performers based in Salford, Greater Manchester. The company has been creating entertaining, accessible and thought-provoking theatre since 1994.

DIY is a Community Interest Company with a voluntary Board which meets six times a year to discuss company developments, projects and finances. Over half of Board members are people with learning disabilities.

DIY meets as a full company on Tuesdays at The Angel Centre in Salford. DIY's Friday Group meets for a full day every Friday at the Angel Centre and is made up of DIY members who want to be more involved in the education and outreach activities of the company.

DIY'S DEvised PERFORMANCES AND EDUCATIONAL PROJECTS:

- Challenge stereotypes
- Promote inclusion
- Celebrate creativity

What does DIY do?



DIY's Artistic Programme:

DIY Theatre Company makes plays that:

- are based on our ideas and experiences
- make people think
- use lots of different art forms
- are good quality, entertaining and fun
- are suitable for small scale touring.



DIY tours Special Schools across the region. During 2014 and 2015 the company researched and developed a new performance for audiences with Profound and Multiple Learning Disabilities (PMLD) called Following the Thread. This was piloted in three Special Schools; Delamere Primary School in Trafford, Sandgate School in Kendal and Ladywood Primary School in Bolton.

The company also creates work for community venues and audiences. During 2015 we worked with Wynter Productions to create a film called "Sense of Place". Company members Angela Chadwick and Cathy Rothwell filmed DIY actors taking drama to different spaces, both inside and outside The Angel Centre. "Sense of Place" was shown at Islington Mill the University of Salford and The Angel Centre.

Our performances offer young people opportunities to:

- Experience high quality, accessible theatre and workshop opportunities
- Access positive role models and increase aspirations
- Explore themes and ideas from their own perspective
- Engage in accessible, creative activities which will enable them to participate in their own way and at their own pace
- Broaden their awareness of the arts world and other opportunities available to them

Our performances enable schools to:

- Open up new opportunities for learners
- Develop relationships with a professional Learning Disability Arts organisation
- Enrich and extend the curriculum offer
- Gain practical ideas for follow-up activities with learners.



DIY's Education and Outreach Programme:

DIY Theatre Company has gained a national reputation for its Arts Award training and support; specifically in relation to developing Arts Award with young people with learning disabilities. DIY delivers Arts Award Adviser training and support at all levels.

In 2015 Trinity London launched new Discover and Explore training specifically for those working in SEN settings. DIY is one of only three organisations nationally which runs this new training. We also provide support and advice to Arts Award centres through regular support surgeries and one-to-one support visits.



DIY's education and outreach activities are planned, co-led and evaluated by DIY's Friday Group.

During 2014 and 2015 The Friday Group has been running Arts Award Discover and Explore projects with young people with PMLD. We have begun a new partnership with Salford Community Learning Trust to run regular drama and performing arts courses for adults with learning disabilities at two community venues.

These projects offer young people with learning disabilities opportunities to:

- Develop leadership and creative skills and experiences.
- Explore themes and issues of relevance to them, in a supported environment.
- Practice "taking charge" in a range of situations.
- Gain a sense of achievement and a nationally accredited qualification.
- Raise aspirations, confidence and self-belief.
- Develop life-skills such as communication, decision-making and working with others.

Our education and outreach programme offers adults with learning disabilities opportunities to:

- Develop leadership skills and experiences including planning, self-reflection, communication and group-work.
- Contribute to their own communities in meaningful ways.
- Develop self-confidence and self-worth in their own skills and abilities.
- Achieve recognition of their achievements and skills.

"Salford City College is very pleased to be working in partnership with DIY Theatre Company to provide stimulating and challenging educational programmes with meaningful progression routes for adults not always able or ready to access mainstream educational provision."

Nicky Vincer,
Salford City College

We're gonna plan it...

Our Way!

This Three Year Development Plan is based on a series of planning sessions, which took place during Autumn 2015. Sessions took place with the full company, The Friday Group and DIY's Board.

Working with facilitators Diane Critchley and Claire Hignett, three pictures were created of how members view the company currently, and what they would like to see happen in the future. Group members worked with card shapes and felt and members of each group drew, wrote and expressed what they thought about a series of questions.



The Full Company looked at:

- What has the company done over the past three years?
- Where have we performed?
- Who was in the audience?
- What has been good?
- What could have been better?
- Who do we want to be in our audiences?
- What ideas do we have for DIY's artistic programme in the future?

The Friday Group looked at:

- What has the Friday Group done over the past three years?
- What has worked well?
- What didn't go as well?
- What could we do better / differently?
- What does the Friday Group want to do in the future?

The Board Looked at:

- Where do we want to be in three years' time as an organization?
- What does the Board need to do to help us to achieve this?
- What skills do we have?
- What skills are missing?
- How can we fill these skill gaps?



This Three Year Plan has been informed by these planning sessions and outlines DIY's ambitions over the next three years in three sections:

- We're gonna do it ... **OUR STYLE!**
- We're gonna lead it ... **OUR WAY!**
- We're gonna do it ... **AS AN ORGANISATION!**

Each section highlights the main ideas which emerged from the planning process, describes DIY's plans for the next three years and offers a timeline of proposed activities.

"DIY consistently model exemplary practice through the leadership of members as facilitators and advocates for arts and culture in mainstream and SEND settings. They have also been a prime mover in the development and delivery of Arts Award across the region. ... DIY is a valuable resource for the region."

Jude Bird

Head of Education Partnerships
Curious Minds



We're gonna do it...

Our Style!

IN OUR PLANNING SESSIONS WE SAID THAT WE WANTED TO:

- extend our work with PMLD audiences.
- tour to more Special Schools and Colleges.
- increase our skills through training and residencies.
- do more filming, more set and costume design, sound-recording, music and singing.
- do a play about travelling through Time and Space.
- see more work by other groups and collaborate with other companies.
- develop skills in creating work with older audiences / people with dementia.



During 2014 and 2015, DIY members have been developing skills and techniques in working with audiences with PMLD.

Bamboozle Theatre Company from Leicester, taught us how to make multi-sensory environments and how to engage with young people with PMLD using theatre, music and sensory props.



"It is inspiring to see adults with disabilities doing something so amazing. Lots of our students have said they would love to be part of the group when they are older! (watch this space!)"

Elms Bank School,
Bury



During 2016, DIY will tour "Following the Thread" to Special Schools in the North West.

The show is designed for children and young people with PMLD and introduces a central character, Woolly, who takes the audience on a water-based adventure. The show includes a set designed with Nerissa Cargill Thompson and an original soundtrack created with Wynter Productions.



JANUARY TO DECEMBER 2016

- "Following the Thread" tour of performances and workshops to Special Schools.
- Development of a film, education resources and a social media campaign alongside the "Following the Thread" tour.
- Skills development with company members in working with older people with dementia.
- Collaborative project with other companies locally.
- Research and Development of a new piece for PMLD audiences "Give me Space, Give me Time".

JANUARY TO DECEMBER 2017

- "Give me Space, Give me Time" developed into a performance.
- An original soundtrack created by company members working with professional artists.
- Original props and costumes created by company members working with professional artists.
- A pilot tour with three partners schools.
- A pilot piece for older people/people with dementia.
- Creative collaboration with other UK companies.

JANUARY TO DECEMBER 2018

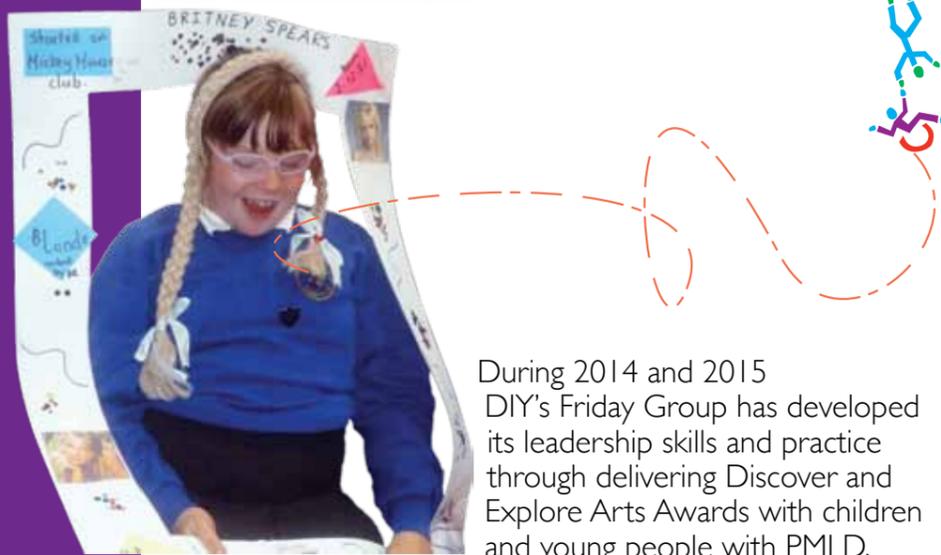
- "Give me Space, Give me Time" will tour Special Schools across the region.
- A film, education resources and a social media campaign alongside the "Give me Space, Give me Time" tour.
- "Give me Space, Give me Time" culminates in a celebratory performance / sharing event in a mainstream venue.
- Further creative collaborations with other UK based and international companies.
- Research, development and fundraising towards DIY's next Our Style production.

We're gonna lead it...

Our Way!

IN OUR PLANNING SESSIONS WE SAID THAT WE WANTED TO:

- build up the skills and experience of DIY's Friday Group through training and volunteering opportunities.
- continue to develop innovative ways of planning and evaluating projects.
- get better at documenting and promoting the Friday Group's activities.
- promote inclusive approaches to Arts Award and creative evidencing through training, research and publications.
- build on our work with children and young people with PMLD
- continue to deliver Arts Award training and support.
- work in more Special Schools and Colleges with Post 16 Learners in transition to adulthood.
- do more work with adults with Learning Disabilities.



During 2014 and 2015 DIY's Friday Group has developed its leadership skills and practice through delivering Discover and Explore Arts Awards with children and young people with PMLD.

We ran Discover projects in partnership with Bury College, Delamere School and Chatsworth School and Community College and Explore projects at Bury College and Chatsworth School and Community College.

These projects offered fantastic opportunities to explore multi-sensory approaches and to develop our skills and expertise in this specialist area.



"There are not many people who are used to working with people with special needs and actually know what to do with them. Whereas, you came in, worked with them, you adapted, we talked, liaised, planned together, so it was a real sharing of ideas and I do think it was very productive."

Chatsworth High School and Community College, Salford



During 2014 and 2015 DIY has increased our offer to adults with learning disabilities.

With support from Salford Community Learning Trust we have developed weekly performance skills sessions at Langworthy Cornerstone and regular drama skills sessions at the Rainbow Rooms in Eccles.



The Friday Group received an Adult Learner Award in 2015 for Community Learning.

All members received a Certificate of Recognition for giving over 100 hours volunteering.

JANUARY TO DECEMBER 2016

- Performing Arts Courses at Langworthy Cornerstones and Rainbow Rooms.
- Discover projects at four partner Special Schools.
- A volunteering course and Arts Award Advisors / Assistant training for adults with Learning Disabilities.
- A film about DIY's leadership activities and Arts Award with children and young people with PMLD.
- Research into leadership in Learning Disability Theatre.
- Arts Award Training at Discover, Explore, Bronze, Silver and Gold levels, including specialist SEN training.
- Ten Support Visits and three Support Surgeries.

JANUARY TO DECEMBER 2017

- Four Discover and Explore projects with young people with learning disabilities.
- Two Bronze / Silver projects focusing on Post 16 learners in transition to adulthood.
- A good practice guide for inclusive approaches to Arts Award and creative evidencing.
- Development of courses for adults with learning disabilities.
- Research and establishment of another course for adults with learning disabilities.
- Arts Award Training at Discover, Explore, Bronze, Silver and Gold levels, including specialist SEN training.
- Ten Support Visits and three Support Surgeries.

JANUARY TO DECEMBER 2018

- Four Discover and Explore projects with young people with learning disabilities.
- Two Bronze / Silver projects focusing on Post 16 learners in transition to adulthood.
- Dissemination of our innovative approaches to planning and evaluation.
- A series of online workshop resources for Arts Award projects with young people with learning disabilities.
- Support for courses for adults with learning disabilities to develop as independent groups.
- Arts Award Training at Discover, Explore, Bronze, Silver and Gold levels, including specialist SEN training.
- Extend the number of Support Visits and Support Surgeries we offer.

We're gonna do it...

as an

Organisation!

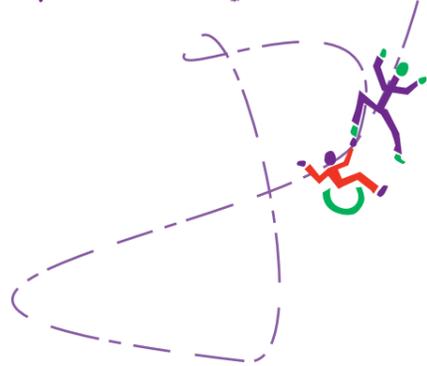


IN OUR PLANNING SESSIONS WE SAID THAT WE WANTED TO:

- make DIY stronger and more resilient as an organisation.
- secure more regular and sustainable funding.
- celebrate and demonstrate the benefits of our work in clearer and stronger ways.
- increase the skills available to DIY through training, new Board members and volunteering.
- keep up to date with changes in local and national policies and developments
- extend and improve our member-led structures and ways of working.
- develop our external communications – in particular through Social Media profile.
- develop our networks locally, regionally, nationally and internationally.

"DIY have been selected for this work because of the expertise of their organisation and their nominated trainer. DIY have offered SEN training as part of the Bronze/Silver training package for a number of years and in April 2015 this offer was extended to the Discover and Explore Arts Award training offer. Trinity can confirm that the SEN training offer delivered by DIY have seen good participation in the courses that have run at both levels so far during 2015. Trinity are committed to ensuring Arts Award training is accessible to a range of young people and we value the expertise provided by DIY."

Carrie Wootten
Head of Arts Programmes,
Trinity College London



Over the past three years DIY has strengthened our policies and procedures. We have networked locally, through local projects like Ideas4Ordsall and have started to make more national networks through the national Creative Minds initiative.

We have consolidated a number of strategic relationships including those with Trinity London, Curious Minds and Salford Community Learning Trust.



During 2015 DIY increased our Communications and our Social Media profile and have become more familiar and confident with Social Media.

We have started making regular posts on Facebook and have created a series of short video Tweets with Wynter Productions.

JANUARY TO DECEMBER 2016

- Strengthen DIY's Board by co-opting new members and creating clearer role descriptions.
- Develop a more sustainable fundraising strategy – including researching charitable status.
- Linking with organisations and specialists who can help us strengthen our member-led approaches.
- Improve communications through our website, newsletters and Social Media.
- Develop approaches and tools to help us measure and express Social Value more effectively.
- Research other potential bases for the organisation, with the possibility of moving if necessary.

JANUARY TO DECEMBER 2017

- Strengthen the Board, with a focus on member-led approaches, fundraising and communications
- Develop links regionally through Curious Minds, Arts Award, Salford CVS, Universities and a northern Creative Minds initiative.
- Continue to improve communications through Social Media, newsletters, website and At Home events.
- Continue to strengthen our approaches to measuring and expressing the social, economic and environmental benefits of our work.
- Seek new patrons who can offer more active involvement in the company.

JANUARY TO DECEMBER 2018

- Develop links nationally and internationally.
- Continue to improve communications through Social Media, newsletters, website and At Home events.
- Continue to strengthen our approaches to measuring and expressing the social, economic and environmental benefits of our work.
- Company members, Friday Group members and DIY Board undertake person-centred forward planning.
- Create a new Three-Year Plan.



Who's Who!



"DIY have succeeded in raising the standard, innovating in community theatre to a level where it can be taken much more seriously."

Disability Arts Online



David Austin

David has been with DIY since 1994. He comes to DIY every Tuesday because he likes doing shows and performances. He likes being the narrator. In 'Don't Call me Babe!' David performed with Martin as a sparkly holiday rep for FAB Travel. They asked people where they would like to go on holiday.



Sue Caudle

Sue is DIY's Artistic Director. She has been involved with DIY almost from the beginning and has directed or co-directed all of DIY's performances. She works with members and artists to plan what DIY wants to achieve and to turn these visions into reality.



Angela Chadwick

Angela is a founder member of DIY and a Friday group member and on the board. She works in schools and also in the sessions which DIY leads at Langworthy Cornerstone on Thursdays.



Robert Chadwick

Rob is on the DIY Board and helps with policies. He is part of the Friday group as well as a member of the main company. Rob is glad he decided to work with DIY because he believes in what DIY does. He thinks everyone at DIY can make a difference to the people they work with. Robert says "If you're scared of failing you're never going to succeed"



Mark Dennison

Mark joined DIY Theatre Company in 2002. He is also a member of DIY's board. Mark likes drama. He liked the scene in "Don't Call Me Babe!" when he was the waiter putting the tablecloth on the table. He likes films like James Bond and Robin Hood. His favourite actors are Clint Eastwood, Steven Seagal and Jean Claude Van Damme.



John Doyle

John is DIY's administrator and the company secretary of the board. He does the company's paperwork and keeps track of the money.



Alex Glenn

Alex is the newest member of DIY and also the youngest. Her first show with the company is "Following the Thread". She likes our song 'Follow the Thread' and Woolly!!



Jenny Harris

Jenny is the Education/Outreach officer at DIY. She loves working with the Friday group and is learning from them all the time. Jenny is a board member too. She thinks DIY are great to work with.



Debbie Kelly

Debbie supports DIY on Tuesdays and Fridays. She thinks DIY are hard-working, professional and committed. She gets a lot of joy from seeing the company's achievements.



Carol Kubicki

DIY's Treasurer; Carol oversees the finances; providing advice and help with budgeting and financial planning. When Carol isn't at work she can usually be found touring in her campervan, walking or cycling. Carol enjoys playing her part in making DIY Theatre the excellent company it is.



Joan Lavin

Joan is on our board, a member of the Friday group as well as being part of the main company. She enjoyed being in 'Strange Capers' best, because she played Juliet and Mark played Romeo. She also enjoyed playing Adele in 'Don't Call Me Babe'.



Joanne Mason

Joanne enjoys working with the group. She loves coming to DIY on Tuesdays and Fridays. Joanne also enjoys working at The Rainbow Rooms on Thursdays.



Martin Riley

Martin joined DIY in 1999. He is the Chair of DIY's Board. He enjoys doing drama. What he really likes is comedy and making people laugh. Martin has a job three days a week making boxes.



Cathy Rothwell

Cathy is a member of the main company, the Friday group and also sits on the board as Vice Chair. Cathy likes doing the plays. She loves working with her friends and thinks this is the best thing about DIY Theatre Company.



Anna Ward

Anna is a member of the main company and also the Friday group. She likes doing the workshops. She likes it when we're all in a circle. Anna likes doing shows and also performing at the Lowry.



"Because drama as such seems such a massive idea and the big thing I think we got from it was how simple it could be. And how simple was most effective."

Delamere School, Trafford



Facebook:

 DIY Theatre Company

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