



## curriculum vitae

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### Introduction

Independent consultants Karen Bell and Kate Gant also work in partnership as *creativityteam*. Between them they have more than 35 years experience of working in the public sector, with extensive knowledge of the cultural, health and community sectors. They also have unrivalled experience of the Arts and Health field in the West Midlands region.

*creativityteam* uses a variety of approaches in a range of contexts. Although much of the work is at a strategic level, where planning, overview and evaluation are paramount, it is normal practice for the team to work collectively with a diverse range of individuals and communities. Work is therefore always delivered for the client with a commitment to accessibility, inclusivity and creativity. By applying social models to address a range of issues, the team's work enables people to have a voice, values and celebrates cultural diversity, and is of the highest possible quality.

*creativityteam* communicates effectively at a range of levels with staff, management and external stakeholders. Karen and Kate are excellent

listeners, negotiators and advocates, who always function with the utmost tact and diplomacy.

## **Specialist Areas of Work**

- Arts and Health
- Evaluation
- Research and Development
- Creative Consultation and Community Regeneration
- Change Management
- Personal and Organisational Development
- Project Management

## Relevant Experience and Client Base

### Arts and Health

***Praxis:***

Creation, development and management of a new Arts and Health Learning Network for the West Midlands (2008-09)

***Creative Health CIC:***

Development of stage three of a major Arts into Health Joint Commissioning programme for the Black Country. Focused on visual arts (*'What is Happiness?'*). Includes establishment and management of a new Community Interest Company. (2008 -09)

***Artist Professional Development Programme:***

Planning, development and facilitation of a training programme for arts, health and community workers in Arts and Health practice, accredited by Staffordshire University (2008 -09)

***Live Well:***

Birmingham - Research project on Arts and Health within four Birmingham constituency areas. Commissioned by Birmingham City Council Arts Team and Birmingham Health and Wellbeing Partnership. (2008)

***Walsall Council Creative Development Team:***

Research and workshop facilitation to prepare for arts delivery in NHS Practice Based Commissioning.

***Arts Council England:***

Planning and facilitation of a meeting of national and regional arts and health fora.

***The Black Country Arts Partnership:***

Creation of phases one and two of a major Arts into Health Joint Commissioning Programme. The projects were creative writing (*'Chewing It Over'*) and dance-led (*'Move It!'*), in order to develop and pilot a model for commissioning arts and health work. Commissioned by a group of four local authorities.

***Birmingham and Black Country Workforce Development Confederation:***

Development of *cre-8*, a regional Arts in Health strategy to support health care staff and to use creativity and the arts to promote and manage change. Leading a team of consultants to provide advice and support to the Confederation to implement the action plan.

***Halton Borough Council:***

Leading a team of consultants to consult with local people about their views on the arts, health, and quality of life. Production of a strategic framework for the Borough's Single Regeneration Budget-funded project.

***Manchester Metropolitan University (Arts for Health), Department of Health Public Health Team North West and Arts Council England North West:***

Work to develop a Programme Planning Framework which clarified the purpose and key outcomes of the *Invest to Save Arts in Health* Programme.

***North Staffordshire Hospitals NHS Trust:***

Lead Arts and Health Consultant for *'Fit for the Future'*. Work to develop Arts and Health strategy for the *Fit for the Future* scheme, a £350million project to develop a new acute hospital serving the whole of the city and a new community hospital in the north of the city providing community services and specialised rehabilitation.

***Walsall Primary Care Trust:***

Development of Walsall's Arts into Health Strategic Framework

**Warwickshire County Council Arts Team:**

Research, consultation and production of an arts and health mapping study for Warwickshire.

**Stafford Borough Council's Culturegen Service:**

Feasibility study for the inclusion of arts within a Forensic Mental Health Service secure unit at St. George's Hospital, Stafford.

**North Staffordshire Combined Healthcare NHS Trust:**

Development of a funding bid around creative training of health professionals

**Sound It Out Community Music:**

National and regional research study exploring the options for expansion of music activity in health settings.

## Evaluation

**Warwickshire Arts & Mental Health:**

Evaluation of five Adult Social Care Services creative projects and presentation of options for future models of delivery (2009)

**Place, Space, Identity:**

Evaluation of a programme of creative public realm interventions in an area of housing market renewal (in partnership with Staffordshire University) (2009)

**South Staffordshire Healthcare NHS Foundation Trust:**

Evaluation of a project at Norbury House, supported by the King's Fund's *Enhancing the Healing Environment* programme.

**Cannock Chase Primary Care Trust:**

Independent evaluation of HEALTHNET, a Healthy Living Centre in Cannock which provides a support and advisory service to families and individuals.

***Cannock Chase District Council:***

Independent evaluation of 'Reality Check' (Cannock Chase District Council / PCT Arts and Health programme)

***Telford & Wrekin Council:***

An evaluation of the work of the Arts Team, in relation to their work with vulnerable and at risk Children & Young People.

***Lost Chord:***

Evaluation of a programme of music, song and dance designed to stimulate responses from people with dementia. Assessing the impact of this work on the priorities of health and cultural stakeholders.

***Lindsworth School:***

Evaluation of Arts Council-funded drama programme with students at a Pupil Referral Unit.

***Telford & Wrekin Council:***

Oakengates Theatre and Lawley Plus Sure Start - Evaluation of the impact of work to involve parents and their children to identify ways of increasing their participation in arts activities.

Arts and Education Partnership - Evaluation of the Partnership's first year's programme of work.

***Walsall Primary Care Trust:***

Review and evaluation of Public Health Development programme of work  
Review and evaluation of training and development needs of the community members of Walsall's four local Health Action Zones. Evaluation of Health Action Zone Patient Referral scheme. Work to introduce staff from the PCT to project cycle management, creative tools and techniques, to involve stakeholders in project planning and development.

***Sandwell & West Birmingham Hospitals NHS Trust:***

Review and evaluation of PALS (Patient Advisory and Liaison Service) Programme, plus mentoring support for PALS Manager and facilitation of a series of awaydays for PALS staff.

**Research & Development**

***Staffordshire University:***

Developing an Open College Network accredited training programme and University certificate in Community Consultation. Production of 'Get Talking' tutor pack, training materials and participant resource pack. '*Communities and Change*' - Workshop Programme and Conference Lead facilitator.

***Telford & Wrekin Council:***

Oakengates Theatre - Feasibility study to explore opportunities to develop Arts and Learning Centre at the theatre. Work resulted in a successful ERD funding application to refurbish existing arts space and relocate the local library and nursery to the site.

## Creative Consultation and Community Regeneration

### ***Oxfam UK:***

Developing and piloting a national Training the Trainers programme in Participatory Approaches. The Programme focused on Participatory Learning and Action (PLA). PLA is a way of enabling people to work together to identify and prioritise community issues, decide what action needs to be taken to address them and take action to implement their ideas.

### ***Hyde Rd Sure Start Manchester:***

Work with Sure Start Evaluation Team to develop a PLA training programme for staff and parents. Delivering the accredited training and supporting a Team of local workers and staff to use PLA to review and evaluate services.

### ***Cheetham Sure Start Manchester:***

Work with Sure Start Evaluation Team to develop a PLA programme.

### ***Central Manchester Primary Care Trust:***

Creative Consultation: Participatory Learning and Action. Work with public health workers from Manchester PCT to develop a community consultation training and development package for staff and local residents. This work included training over 50 workers and residents and providing ongoing support, to enable them to develop skills to involve users in identifying needs, reviewing services, and developing new initiatives.

### ***Greater Easterhouse Community Health Project:***

Creative Consultation: Participatory Learning and Action. Work with the Project and their local partners to develop a community consultation training and development package, for staff and local residents.

***MARIM Manchester:***

Work with staff to develop a PLA training programme for refugee and asylum seeking communities in Manchester. Delivering the accredited Training Programme.

***Walsall Primary Care Trust:***

Developing Patient and Public Involvement Strategy. Piloting programme of action learning to support staff across the PCT to implement strategy, and develop skills to involve patients

**Change Management**

***Birmingham and the Black Country Strategic Health Authority:***

Coaching support for managers implementing skills and knowledge competency framework.

Mentoring support for managers developing Training and Development Programme for the Chairs of the Birmingham and Black Country Trusts. Facilitation of a series of away-days for managers and PALS staff.

***East Staffordshire Borough Council:***

Work with the Arts Development Team to review the Arts Development Strategy and develop a three-year plan.

**Personal and Organisational Development**

***Birmingham City Council:***

Commissioned by Regeneration Services to develop and run a support programme for officers in Project Cycle Management (PCM).

***Aston Pride:***

Work with managers staff to develop a Project Management Learning Programme. Ongoing mentoring work with staff team to support them during the Programme.

***Play Train:***

Organisational review of voluntary sector arts project specialising in children's play work.

***Letting In the Light:***

Organisational development support for a West Midlands-based artists' collective

**Project Management**

***Walsall Council:***

Experience of managing complex regeneration initiatives.

***Arts Council England West Midlands:***

Introducing a new disability development programme with client organisations: used as model of good practice within the national New Audiences programme and in the Southern region

Devising and managing a Leader II programme for the Arts in North Staffordshire, resulting in £30,000 of non-arts funding for remote rural areas

***Staffordshire Moorlands District Council:***

Co-ordination of range of community-based arts projects, particularly within large rural areas

Collaborations with a range of internal and external partners to develop a community arts programme, including management of all associated publicity. Planning and management of annual summer activity programme for children

***Arts Alive, Worksop:***

Management of community arts organisation and gallery space (including retail outlets)

Curating and managing gallery programme and all related educational and community activity, including management of publicity and editing of quarterly arts magazine