

Recruitment – Access Statement

We aim to provide an anti-oppressive environment for people from all backgrounds.

We do not discriminate against people based on: race, nationality, ethnic background, citizen status, hair texture/hair style, sex, sexual orientation, gender(s), gender expression, age, religion, language, deaf/disability, neurodiversity, chronic conditions, mental health, socio-economic status, skin tone, educational background, pregnancy or maternity/paternity, marriage or civil partnership, class, immigration status, cultural markings and/or tattoos.

As language changes, we will review this statement.

Staff Recruitment

Core staff are based in an office at our creative centre, Rockvilla, in North Glasgow.

Our building has:

- two disabled parking spaces close to the building
- a step free, level entrance
- single & multi-occupancy gender-neutral toilets on all floors
- accessible shower and toilet facilities
- a lift between the ground and first floor
- two designated chill out spaces
- a hearing loop
- visual/light fires alarms
- a push button to exit the main entrance

It does not have:

- a changing places toilet
- push button access to all doors
- braille signage
- a tactile line guide

We are a dog friendly environment. If you wish to bring a non-assistance dog to work, you will need to let us know in advance and read and sign our Bring Your Dog to Work Agreement.

We develop hybrid office/working from home plans with each staff member to support their needs. All staff members are required to be in the office on occasion.

We will work with you to identify what access support you need through all stages of the recruitment process and when you come to work with us.

All core staff roles will be advertised in the following places:

- Our website
- On our social media channels
- Federation of Scottish Theatre website
- Creative Scotland website
- Creative Edinburgh website
- Find a Job (gov)
- The Mandy Network

- Disability Arts Online
- UK Theatre website

We will also advertise jobs on other online platforms, dependent upon the role.

Application deadlines will be no less than 3 weeks after a role is advertised. Interview dates will be advertised in the recruitment information.

Alternative formats are available on request, however we cannot provide alternative formats if this significantly delays the recruitment schedule.

We are an English language led organisation so all staff will be required to write and read English. Unless specifically stated, we therefore ask that all applications for staff roles are submitted in English, in writing or as an audio file, so we can better understand a candidate's proficiency. Applications must be made via the online platform Jotform. A link to this can be found on the job's webpage .

Information about other roles and opportunities may be created in alternative formats, if we are looking for artists and ideas from specific communities.

Plan

Available as audio file with captions and BSL interpretation.

These versions should appear on our website and specifically on/linked to each job advert.

We should also create an audio guide to Rockvilla for our buildings page