



TONIC

PARTICIPATE

**A programme of training and support
for students of the performing arts and
their teachers**

Since 2011, Tonic has been supporting the arts and cultural sector to achieve greater equality, diversity and inclusion. We are pleased to present a new programme of training and support for students of the performing arts and their teachers.



“Amazing, thought provoking, the most useful workshop I have ever participated in.”

Workshop Participant

“I feel I have gained the tools to navigate my way through difficult situations in the industry. Being able to communicate assertively and stand by my morals is absolutely necessary practice not just for work, but life.”

Third-Year Acting Student

We offer sessions for staff and students on the following topics:

For students:

- ❖ Boundaries & Respect
- ❖ Managing Fear & Developing Resilience
- ❖ Power Dynamics & Constructive Communication
- ❖ Consent
- ❖ Race and Allyship

For teaching staff:

- ❖ Unconscious Bias
- ❖ Race and Allyship
- ❖ Introduction to Equality Diversity and Inclusion
- ❖ Creating Inclusive Environments

Sessions can be booked individually or as part of a longer term support package.

To learn more or to book sessions, please contact
Charlotte de Paeztron,
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Student Sessions

A programme of sessions to help students understand and navigate issues around power, consent and respect. Covering a range of thought exercises, discussions and role play, these sessions are designed to help give students the knowledge, skills and space to cultivate a healthy attitude and approach towards their future careers.



"I have really enjoyed this course. It has changed my views, it has made me feel calmer and it has really hit the nail on the head when it comes to affirming the importance of life outside the industry.

Student participant

Boundaries and Respect

This session is designed to explore what boundaries are, how to recognise them in others, and why it's crucial to respect them. The session will also look at how you can collectively make small changes to create a safer, more inclusive learning environment for everyone.

Students will leave the session:

- Able to identify what a safe, respectful and inclusive working environment looks like
- Able to recognise others' boundaries
- Able to understand why ensuring professional boundaries and respect is important, and how this looks in practice.

Session length = 2 hours

Fear and Resilience

In this session, students will focus on the importance of being able to identify fear, to acknowledge its impact on their lives, careers and wellbeing, and to gain tools with which to manage that fear. The session includes thought exercises and discussions centering on how to take an objective view of the industry, in order to support them to make reasoned choices about their conduct and careers moving forwards.

Students will leave the session:

- Able to recognise warning signs of fear and stress and deal constructively with them
- Better equipped at dealing with uncertainty
- Having gained practical tips and skills to boost their personal resilience and ability to deal with pressure

Session length = 2 hours

Power Dynamics & Constructive Communication

In this session, students will explore the concept of power; what a productive and healthy power dynamic looks like, versus abuse of power and the different forms that may take. Once this has been explored, students will work through a series of role plays and exercises designed to equip them with the skills and tools they need to better deal with different situations constructively, and in the moment.

Students will leave the session:

- Able to identify the various forms 'power' may take and what an abuse of it could constitute
- With an understanding of different language and behavioural models that may be used to navigate difficult scenarios they may encounter
- With practical skills, tips and tricks to deal with tricky situations
- Able to consider what the impact of certain behaviour, language and content may be on other people

Session length = Half a day (3 ½ hours)

Consent

This session covers what is meant by consent; within students' personal lives, but also in learning and working environments. Sessions include a range of exercises designed to get students thinking about what consent in the arts industries means to them, and how to create safe, consensual spaces.

Students will leave the session:

- With a stronger understanding of consent; how to ask for, give and withhold it.
- Having gained a greater understanding of how to navigate a career in the arts whilst maintaining integrity when it comes to creating consensual environments.

Session length = 2 hours

Staff Sessions

These sessions are designed to raise awareness of teaching staff to ensure they best serve their students and the industry. From what unconscious bias is to what we really mean by creating an inclusive environment. These sessions give staff the tools they need to embed equality, diversity and inclusion across all aspects of their work.



"I found the trainer very engaging, and it was great to have a course led by someone who understands our industry and therefore ties unconscious bias into the environment we know so well."

Training Participant

Unconscious Bias

Our session on Unconscious Bias is aimed at those who are new to the topic or who are keen to refresh/increase their knowledge and spend time thinking about how our unconscious bias impacts our interactions with students and fellow staff alike.

The training will provide staff with a clear understanding of what unconscious bias is, the impact it can have on how we make choices and interact with one another, and the role it can play in negatively impacting the diversity of an institution's workforce, student body, and quality of training.

Participants are guided through a structured process of thinking around how unconscious bias can begin to be addressed, providing tools and actionable 'takeaways' so they can start making progress immediately.

Session length = half day (3 ½ hours)

Introduction to Equality, Diversity and Inclusion

Crafted specifically for the staff within educational institutions in the performing arts, this session is for those at the outset of exploring Equality, Diversity and Inclusion, or who are keen to fill gaps in their existing knowledge. Providing a clear and concise introduction to the basics, Tonic's Introduction to Equality, Diversity and Inclusion will provide participants with:

- Understanding of the core principles: what the terms 'equality', 'diversity', 'representation' and 'inclusion' mean; how they differ and how they interconnect
- Safe space to ask any questions
- The chance to consider the impact on their individual area of responsibility at work

Using examples specific to the performing arts to illustrate points and deepen understanding, the training seeks to dispel common misconceptions about Equality, Diversity and Inclusion and embolden staff to make real change within their work.

Session length = half day (3 ½ hours)

Race and Allyship

In association with Maya Productions



Designed specifically for educators, this training is for those looking to give space to conversation about race within the arts, to consider what privilege means in this context and how we can all be better allies for each other to change the industry for the better.

This training takes place in two parts:

Part I will provide participants with:

- A clear definition of the roots of race and racism
- An understanding of how it feels to be written out of history presented through the performing arts

This session will be facilitated with a great level of care to ensure that both participants who have and have not experienced racism will come to a shared level of understanding and awareness of this topic before progressing to Part II.

Part II Builds on participants' understanding of racism in the context of the performing arts, invites participants to consider what privilege looks like in this context and starts to explore the structures that uphold racism in the arts.

Then using scenarios specific from within the performing arts to illustrate points and deepen understanding, the training seeks to bring all participants together in a shared definition of allyship and provide the necessary tools to have constructive conversations and support each other to achieve lasting change.

Sessions take the form of interactive workshops, featuring a combination of group, pair, and solo working that encourage active learning through participation and engagement in structured discussions and exercises. Our training is designed to produce 'lightbulb moments', along with offering 'slow burn' provocation and food for thought that participants can explore over time.

Session length = Part 1 (2 hours) Part 2 (3 ½ hours)

Creating Inclusive Environments

Creating environments that are genuinely welcoming, enabling and are flexible to the varying needs of different students is vital to any institution achieving greater equality, diversity and inclusion. Whether focusing on environments used by their students or by visiting artists, this course gives participants the tools to make them more inclusive.

Taking the concept of an 'inclusive mindset' as a central concept, the training encourages participants to consider how, by reframing their thinking about their working environments, they can be more attentive and responsive to the needs of others.

Looking across both organisational culture and the practical realities of how environments operate, the training uses specific examples from the performing arts, guiding participants through a structured process of thinking around the necessary steps needed to build truly inclusive environments.

Session length = half day (3 ½ hours)



“It was wonderful how the trainer created a relaxed atmosphere, in which different members of the company who don't always interact, were able to voice their opinions and share their experiences.”

Training Participant

Consultancy and Facilitation

Tonic's Consultancy and Facilitation can focus on short-term immediate change for conservatories and colleges or involve research and implementation of a longer-term strategy in response to a specific challenge.

“I think this was really useful for us all to take stock and look at the way we teach and how that can affect the students not only whilst in our lessons but also for the rest of their lives.”

Training Participant

Consultancy

Tonic, as an impartial party, can offer a fresh perspective on your mission, supporting you and facilitating change. We give clients the tools needed so they can progress their aims and create buy-in for new ways of working to maximise the chances of success.

Consultancy sessions are either held one-on-one, or in smaller groups, typically up to six participants.

Tonic's Consultancy has supported organisations in many areas including:

- Reviewing audition and application processes through a diversity lens
- Creating Equality Action Plans
- Resolving leadership challenges related to Equality, Diversity and Inclusion

Facilitation

As with Tonic's Consultancy, these sessions can be for long or short-term projects and are all run by skilled, impartial facilitators who are able to ensure all voices are heard.

Facilitation can be one-on-one, or involve smaller groups in workshops and discussions. Tonic also has experience of running larger workshops of 70+ people.

Tonic's Facilitation includes:

- Running focus-groups, discussion groups and in- depth interviews as part of consultation processes
- Chairing meetings designed to re-establish positive relationships between different parties after some kind of conflict or break-down of trust
- Running Board Away Days

Our team of skilled and experienced facilitators have themselves all trained in and/or taught in performing arts colleges and conservatoires and so understand the challenges to and opportunities for greater equality, diversity and inclusion that exist in the sector.

“It was thought provoking and supportive and has been described by members of our team as the best training we've ever had.”

Training Participant

What our industry colleagues say about us:



“What’s great about Tonic is that it’s not superficial. The work it’s doing is subtle, nuanced and in depth and that’s what I really appreciate about Tonic.”

Indhu Rubasingham, Artistic Director, Kiln Theatre

“Working with Tonic never feels ‘off the shelf’. They take time to really understand your organisation, helping you to focus on what you are trying to achieve and working back from your goal to create learning interventions that will affect real change.”

Greg Jauncey, HR and Training Manager, Royal Opera House

“The Tonic team have an incredible knack of hitting just the right note, navigating us seamlessly and intelligently through often sensitive subject matter and adopting a conversational and open approach to facilitate real change within our organisation.”

Katy Winter, Senior Partner - People, Charcoalblue

“The work that the National Theatre has been doing with Tonic is enhancing our understanding with nuance and vision. In fact, Tonic has become increasingly pivotal in helping the entire industry, through organisations and individuals, raise its game.”

Rufus Norris,
Artistic Director, National Theatre

“In one session with Tonic, you feel you take a step forward on something you thought would take months.”

Paul Briottet, Deputy Director of the Academy and Concert Programming, Festival d'Aix-En-Provence

FOR ALL ENQUIRES ABOUT **TONIC**
PARTICIPATE
PLEASE CONTACT:

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