



UKON Careers CIC

Disability, Carnival Access, and Inclusion
Sharing Our Experience



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Who We Are!

Established in 2014

UKON Careers CIC uses carnival arts to support positive achievement in education, employment and training.

The Japanese UKON cherry tree symbolises our work and philosophy.

The UKON Cherry Tree when left to its own accord grows like a shrub so not achieving its full potential and beauty. Once it's cared for it grows into a majestic tree giving much pleasure to the community.



Video



- ▶ <https://www.facebook.com/ukoncareers/videos/512748876170988/>

What do we do?



We deliver practical arts & craft workshops and seminars to prepare pupils for further learning, employment, and training opportunities, particularly within the cultural industries.



UKON developed and manages the annual Barking & Dagenham Carnival which brings all communities within the Borough together in a celebration of its ethnic and cultural diversity. Our delivery in all areas is ALL inclusive, which means regardless of ability, disability, age all are included.

WORKSHOPS

CARNIVAL MASK MAKING AND DESIGN

- Design a carnival mask and costume based on a theme



STEEL PAN

- Learn a traditional piece of music using steel pan



WORKSHOPS

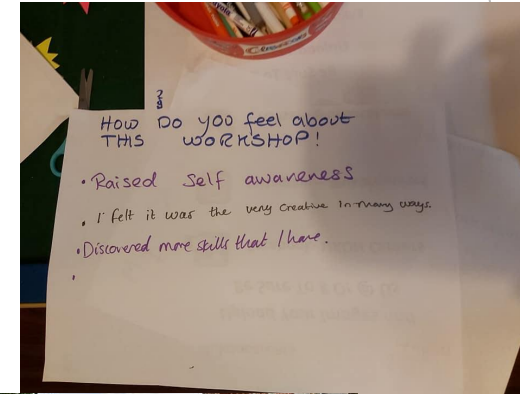
DANCE

- Build creativity skills and improve fitness and health



CREATIVE THINKING

- Developing emotional resilience and problem-solving skills



Where & Who do we work with?

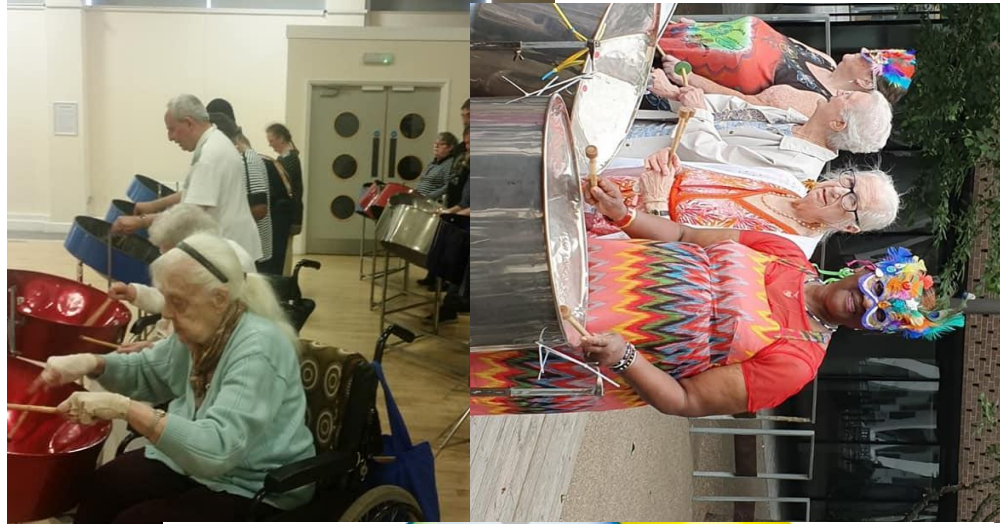
We regularly work with the following:-

- ▶ Local Schools e.g., Gascoigne Primary School
- ▶ Community organisations e.g., B&D Volunteer Bureau
- ▶ Social Care & Housing organisations e.g., Look Ahead -The Vineries
- ▶ Colleges & Universities e.g., Barking & Dagenham College
- ▶ Community Events e.g., Becontree 100 Festival



Who are our benefactors?

- ▶ Families
- ▶ Senior Citizens and Adults
- ▶ People with disabilities
- ▶ People with drug and alcohol challenges
- ▶ People experiencing mental health problems
- ▶ Refugees
- ▶ Children and Young People



Disability, Access, and Inclusion - How UKON Resolves These!

- ▶ **Getting the Message Out** to our community that all are included - To support this we highlighted this on our social media platforms, made connections with grassroots organisations, press releases in The Barking and Dagenham Post.
- ▶ **Real Active Commitment - Policies and Procedures** - Actively including access and the ways in which we can address this in our policies and procedures. Pro-Active in all areas of planning and delivery.
- ▶ **Including Access** - in event management Plans.
- ▶ **Including those with disabilities** at the planning stage of our events to find out how we can best meet their needs. It is difficult to imagine the needs of others if you the organiser do not experience the challenges.
- ▶ **Risk Assessments** - Addressing the needs identified
- ▶ **Venue/location** - Ensuring your venue meets access needs and/or adaptations are made to increase access.

Why do we do what we do?

"We truly did learn a lot!...
We felt empowered....Also
the workshop allowed us to
see a customer coming out of
his shell through this activity
... it really enhanced his
confidence"

"Our elderly members have
loved every minute being
part of such a fantastic
project the time and effort
that Ros and her
volunteers put into the
project is true dedication"

"Amazing class -
so informative. Session
leaders were very
passionate, knowledgeable,
accessible, friendly and
encouraging... Would love
to know more"

"Interesting,
informative, useful.
Better understanding
of heritage history"

"This is
amazing...you
brought carnival
to Barking..."



Barking And Dagenham Carnival Arts Development Project 2020 - 2021

- ▶ Despite COVID-19, this project provided valuable professional development opportunity's, better equipping us to deliver & support high-quality carnival arts in the future.
- ▶ It also allowed us to test & develop relationships, tools & techniques for practice-based carnival arts learning which we will take into the future.
- ▶ We learned from our further experience of flexible adaptive planning and logistical management more about meeting the challenges of uncertain and rapidly changing government and Council requirements for delivering the project safely during the continuing pandemic. We learned how to better engage with the vulnerable and those with access needs, and how to think outside the box to enable access.
- ▶ We learned more about how to deliver large online interactive carnival projects which are inclusive.

Access Opportunities Created By Barking and Dagenham Carnival Arts Project

Opportunity	2019	2020	2021
Volunteering	25	07	07
Participants	30	10	10
Audience	70	28	28
Total	125	45	45

Examples of opportunities with UKON - (Paid, Voluntary, Work Experience, Internships)



- Event Manager & Event Assistant
- Production and Operations Manager & Assistant
- Publicity, Marketing and Digital Manger & Assistant
- Security Manager & Security Assistant
- Stewarding
- Customer Service
- Reception & Administration
- Social media monitoring
- Social Media and Design
- Carnival Workshop Assistant
- Administration & IT
- Website support Technician
- Stage Management
- Teaching Assistants
- Electrical and Electronic Assistants
- Safeguarding Officers

Impact Of COVID-19 On Delivery



Concerns for health and safety by grass routes organisations and community.



Reduced Access for working directly pre-carnival events



Move from direct employment and job roles to remote employment and job roles



More Monitoring and Micromanagement

Our aims and vision

- ▶ Increase attendance of those with access needs – Support benefactors in recognising they have a place in our carnivals and events.
- ▶ Increase understanding of UKON's vision in the community
- ▶ Increase numbers with access needs in all aspects of our work
- ▶ UKON wants to be seen as an organization that is all-inclusive and which makes the adjustments to enable this.

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**Thank you for
listening**