



Future Curators Programme

Easier to Read

Recruitment Pack

Information for Disabled, Deaf and Neurodivergent emerging curators to apply for a paid **Home Based Future Curator (Associate Curator)** position working jointly with **DASH and Wysing Arts Centre.**



Wysing Arts Centre

Future Curators Programme Partners

The **Future Curators Programme** brings together seven partners from across the UK to deliver different opportunities, in different regions, for emerging disabled curators to work within visual arts organisations.

The Programme is designed and managed by DASH. Programme partners Disability Arts Online, Arts Catalyst and Newlyn Art Gallery & The Exchange have already completed recruitment for their curators.

Four partners: John Hansard Gallery, Southampton; Midlands Arts Centre (MAC), Birmingham; Wysing Arts Centre, Cambridge, and Middlesbrough Arts Centre (MIMA) are part of this recruitment round, with this pack offering a '**Home Based Future Curator (Associate Curator)**' position, part of the Future Curators Programme, in partnership between DASH (who work remotely, UK-wide) & Wysing Arts Centre.

John Hansard Gallery and Midlands Arts Centre (MAC) will each have recruited their curators by mid-December 2025. Middlesbrough Institute of Modern Art (MIMA) will recruit their curator in Spring 2026.



Contents

Page 4: Introduction: Future Curators Programme

Page 7: Job Description

Page 13: Application Process

Page 15: Application & Interview Process

Page 17: About DASH and Wysing Arts Centre

Page 20: Important Info

Page 22: Useful Definitions



Introduction: Future Curators Programme

Heather Peak

Artist/ DASH Chief Executive Officer/ Artistic Director

The Future Curators Programme is a residency programme for disabled curators founded and led by DASH in collaboration with our partners:

- Arts Catalyst, Sheffield
- Disability Arts Online, UK-wide
- John Hansard Gallery, Southampton
- Midlands Arts Centre (MAC), Birmingham
- Middlesbrough Institute of Modern Art (MIMA)
- Newlyn Art Gallery & The Exchange
- Wysing Arts Centre, Cambridge

This programme is generously funded by Arts Council England, Esmée Fairbairn Foundation, and the Art Fund.

The support of our funders ensures that we can continue to build sustainable change within the visual arts sector, with a focus on disabled voices and leadership.

Grounded in Disability Justice, the programme brings together disabled curators, institutions, and partners through:

- Action research.

- Critical dialogue.
- System change.

It challenges traditional models of leadership and curatorial practice, creating spaces where access, care, and imagination drive artistic innovation.

The Future Curators Programme envisions a future led by disabled creativity and leadership — a visual arts sector that is equitable, dynamic, and enriched by diverse perspectives.

Our vision is to build a sector that:

- Enables, values, and celebrates disabled curators and artists.
- Centres Disabled, Deaf, and Neurodivergent leadership, aesthetics, and critical thinking.
- Embeds anti-ableism and Disability Justice at the heart of best practice.

We welcome applicants who identify across the broad spectrum of disability, including:

- Disabled
- Deaf
- Chronically Ill
- Neurodivergent

- Crip
- Mad
- Sick
- Spoonie

Through this programme we will:

- **Support and celebrate your professional and creative development.**
- **Work together to shape a future in which disabled leadership is not an exception, but an essential and permanent presence.**

I encourage you to:

Explore the details of the curatorial position within this pack.

Learn about each partner organisation.

Consider how your skills, ideas, and lived experience could shape the future of the visual arts sector.

We are excited to recruit the next generation of curators who will lead, question, and transform the arts sector with vision, creativity and curiosity.

With solidarity and warmth.

Heather Peak

Artist/ DASH Chief Executive Officer/ Artistic Director



Job Description

Job Title: Associate Curator

Location: Home-based (UK), with an optional residency opportunity at Wysing Arts Centre, Cambridgeshire (to be arranged).

Contract Type: Fixed-term, 12 months

Working Days: 1.5 days per week

Fee: £15,000.00 for 75 days across a 12-month period @ £200.00 per day.

Reports to: Heather Peak, CEO/Artistic Director, DASH and Rosie Cooper, Director, Wysing Arts Centre.

About the Role

This new **Home Based Future Curator (Associate Curator)** post is a joint role between DASH and Wysing Arts Centre, created as part of DASH's Future Curators Programme.

The position is for a Disabled, Deaf or Neurodivergent curator who works primarily from home or for whom home-based working is essential.

The home — as a lived, material, and imaginative space — will also serve as the curator's primary site of research, reflection and creative practice.

Working 1.5 per week for one year, the Associate Curator will collaborate closely with the DASH Creative Producer, the DASH team, and the Wysing Arts Centre Curatorial Team.

Together they will explore and expand curatorial approaches to home-based and digital practice, grounded in disability justice and contemporary art framework.

The curator will co-develop and curate shared ways of working in digital/online spaces for DASH and Wysing Arts Centre, shaping it as a collaborative, accessible environment for artistic experimentation, storytelling, and international exchange.

The role also includes an optional short residency at Wysing Arts Centre.

There will also be opportunities to connect with national and international artists, partners and audiences online, extending conversations round and visibility, disability justice and home-based artistic practice.

Key Responsibilities

Curatorial Practice

Curate and develop DASH and Wysing Arts Centre's respective digital platforms as evolving spaces for home-based and digital curatorial practice.

This will be informed by disability justice principles and contemporary art thinking.

Treat the home itself as a curatorial site — a place from which to question:

- Access
- Intimacy
- Autonomy
- Creative labour

— recognising that home-based working is both a necessity and a space of artistic possibility for many disabled practitioners.

Through working with Wysing Arts Centre, there will be the opportunity to consider this through the additional lens of rurality, digital/ geographic ‘remoteness’, and environmental sustainability.

- Conceive and deliver curatorial projects, texts or collaborations that foreground the politics and poetics of home, care, and digital presence.
- Contribute to the Home Based Situated Practice (HBSP) and Future Curators programmes, embedding inclusive and justice-led methodologies throughout.

Research, Exchange and International Dialogue

- Lead curatorial research exploring home-based, remote and digital practices through a disability justice lens.
- Build relationships with international curators, artists and collectives, developing cross-border exchanges and digital collaborations.
- Contribute to online symposia, talks and publications that expand international dialogue around disability justice and accessible curating.

Programme Collaboration

- Work with the DASH Creative Producer to support the HBSP residencies and related public programmes.
- Collaborate with Wysing Art Centre's Curatorial Team to co-develop content that bridges both organisations' digital and public platforms.
- Participate in joint meetings, team sessions and cross-organisational planning.

Artist & Community Engagement

- Engage with Disabled, Deaf and Neurodivergent artists, communities and networks across the UK and internationally.
- Contribute to mentoring, talks, digital events or social media takeovers that share curatorial research and amplify artist voices.
- Write or record reflective pieces that explore curating from home, access aesthetics, and the politics of visibility.

Residency (optional)

- Optionally undertake a residency at Wysing Arts Centre (negotiable duration), to further develop curatorial or research strands in dialogue with artists on-site. Wysing's live/workspace is recently refurbished and is accessible.

Access, Reflection & Evaluation

- Work with DASH and Wysing Arts Centre to embed access and care practices throughout the role.

- Participate in reflection and evaluation processes, contributing to the learning and legacy of the Future Curators and HBSP programmes.

Person Specification

Essential

- Identifies as a Disabled, Deaf or Neurodivergent curator.
- Deep commitment to disability justice, equity, and inclusive curatorial practice.
- Awareness of contemporary art, critical discourse, and intersectional approaches to disability and access.
- Experience or interest in digital and/or home-based curating.
- Commitment to environmental sustainability.
- Strong communication and self-management skills.
- Desire to engage internationally and to connect online with artists, audiences and communities.

Desirable

- Experience curating exhibitions, online projects, or public programmes.
- Familiarity with accessible digital tools and platforms.
- Experience working collaboratively across organisations or networks.

- Knowledge of critical disability studies, feminist, or postcolonial theory.

Access and Support

DASH and Wysing Arts Centre are committed to **disability justice, access** and **inclusion** across all aspects of this role.

We understand that many disabled curators face multiple barriers to traditional work environments and career development.

This role is intentionally structured to be home-based, flexible, and responsive — with a focus on the curator's access needs, pace and working style.

Access support will be provided as required (e.g. access riders, digital assistance, mentoring, and flexible scheduling). Applications in alternative formats are warmly welcomed.



Application Process

Deadline for applications: Monday 26 January 2026 by 12 noon.

To Apply, please send:

- 1) A CV, in any format.
- 2) A written text, film or audio recording answering the 3 questions below.
- 3) The names of 2 people who can provide references (to be contacted after appointment).

To accompany your CV, please consider the following 3 questions:

- Why are you applying to the Future Curator/ Home Based Curator Programme?
- How does your experience make you suitable for the role?
- What areas of interest would you look to explore in this role?

Please respond using one of these formats:

- A written text (max. 1000 words)
- A film (max. 7 mins)
- An audio recording (max. 7 mins)
- A visual collage or drawing* plus written (max. 400 words) or audio (max. 3 mins) text

** **Please provide** a digital photo of your collage/ drawing or a WeTransfer link to your audio recording or film since we are unable to accept physical submissions in the post.*

Please complete our Equal Opportunities Monitoring Form. This form will be viewed alongside your application and made available to the selection panel.

Please email your CV & text/film/ audio/ drawing or collage/ drawing to info@dasharts.org using 'Home-Based Future Curator Application' as the subject header.



Application & Interview Process

Do you have any questions about the application process?

Please email DASH Executive Director Peter Bonnell: peter@dasharts.org

A dedicated Q&A page will be available on the DASH website for inquiries about the role.

We will update the content in response to incoming questions. Please keep checking the website: www.dasharts.org

If you would like to speak with someone in confidence about the role, and to learn more about what DASH and Wysing Arts Centre do, the following individuals are available for a Zoom/ Teams or telephone conversation:

- Heather Peak (CEO/ Artistic Director, DASH)
- Rosie Cooper (Director, Wysing Arts Centre)

To book a meeting, please email Peter Bonnell at peter@dasharts.org with the subject header 'Home Based Future Curator Confidential Chat' and the name of the individual – Heather or Rosie - you would like to speak with.

- If selected for interview you will be notified by **Thursday 29 January 2026**.
- Interviews to take place: **w/c 2 February 2026**.
- The panel will include 3-4 people from the DASH and Wysing Arts Centre teams.

- Questions will be provided 1 week before the interview.
- Interviews will take place online on either Teams or Zoom.
- Contact us if there are issues with the interview date.
- Please tell us about any additional accessibility requirements.
- Feedback will be given to all applicants on request.
- Decisions will be made **w/c 9 February 2026.**
- The successful applicant will be in place in Spring 2026.

Thank you and good luck!



About DASH & Wysing Arts Centre

About DASH

DASH is a disabled-led visual arts charity that creates opportunities for Disabled, Deaf and Neurodivergent artists to develop their creative practice.

Our vision is a society in which Disability Art is core and equally valued in the arts sector.

Over the past twenty years DASH has delivered pioneering programmes — now including:

- **Future Curators Programme**
- **Disclosure**
- **The Quiet Room**
- **Home Based Situated Practice (HBSP)**

— that have reshaped how the sector supports disabled artists and curators.

We work with artists, audiences, communities and organisations to challenge inequality and implement systemic change across the arts.

For more information visit: www.dasharts.org

About Wysing Arts Centre

Established in 1989, Wysing Arts Centre is a leading centre for artistic experimentation and learning, in a rural setting ten miles from Cambridge city. There is:

- 20 subsidised studios
- Accommodation for up to 80 visiting artists a year
- Recording and ceramics studios
- Flexible space to experiment, present and learn
- Fields
- Woodland
- Several outdoor outworks

Wysing's mission is to support artists, and to be leading in the way we do it.

We provide artists, curators and the public with time and space to expand their creative practice.

Our rural site is a creative sanctuary. We believe that everyone should have time and space away from the pressures, habits, and conventions of daily life. Wysing supports:

- Artistic experimentation
- Research

- Risk-taking
- Skills development

We do this through national and international artist residencies, commissions, innovative partnerships and civic connections, events, a youth-led learning programme and affordable studio provision.

In 2026, Wysing will complete a capital project focused on making Wysing's rural site more:

- Accessible
- Welcoming
- Environmentally sustainable
- Biodiverse

For more information visit: <https://www.wysingartscentre.org/>





Important Information

DASH is a disabled-led visual arts organisation. Our values and those of our partners are based upon equality of opportunity and the **Social Model of Disability**.

To show our commitment to be truly disabled-led, **the role in this pack is primarily open to Disabled, Deaf and Neurodivergent applicants.**

This is because lived experience and understanding will help us to achieve our aims of creating opportunities for disabled artists to develop their creative practice.

We are also encouraging and prioritising applications from people who face the highest barriers to accessing careers in the arts.

This includes people whose access requirements are less likely to be met in other spaces and who also experience racist and classist barriers.

DASH and our partners are equal opportunities employers.

Applications are welcome from all suitably qualified persons regardless of:

- **Age**
- **Gender**
- **Sexual orientation**
- **Religion**

- **Nationality Ethnic origin**
- **Disability**
- **Marital status**
- **Pregnancy**

GDPR

Personal data notice

As part of our recruitment process, DASH and our partners collect and processes personal data relating to job applicants.

We want to be clear about how we collect and use data to meet our data protection obligations.

To carry out the recruitment process the partners will internally to their organisations share the personal data received from you in your application with the relevant shortlisting and interview panels for the organisation you are applying to.

This information will be restricted to those involved in the recruitment process.

DASH and our partners are committed to the safeguarding and welfare of adults, children and young people with care needs and expects its staff and volunteers to share this.

All positions at DASH and with our partners require a DBS check, either enhanced or basic, depending on the specific role.



Useful Definitions

Social Model of Disability

The social model of disability says that people are disabled by barriers in society and not by their impairment or difference. Barriers can be physical, or they can be caused by people's attitudes and prejudice.

Using the social model helps to recognise these barriers. By removing these barriers, we can create more equality and equity for disabled people.

Learn more about the Social Model in this short film available on the Shape Arts website: **[Social Model of Disability - YouTube](#)**

Neurologies

Neurologies are the diverse ways that people think and the ways they experience and understand the world.

Neuroaffirming

Different neurologies can be unfairly, or wrongly considered a problem. For example, autism, ADHD or dyslexia.

Neuroaffirming means that all neurologies are seen to be of equal value.

Psychological safe space

A psychological safe space is a place where you feel comfortable to share your ideas, concerns and to make mistakes. You feel safe to be honest and speak truthfully without a fear of punishment, rejection, being mocked, or judged.

Intersectionality

Intersectionality refers to the overlap of social identities.

Usually these are protected characteristics, (protected in law) such as race, gender, disability, class, and sexuality. Discrimination experienced by a person is increased when they have more than one protected characteristic.

Intersectional critical thinking

Intersectional critical thinking is the understanding that the various social identities of a person will result in different experiences of discrimination. An intersectional approach to critical thinking will present a wider range of opinions and understanding of different situations.

Critical Thinking

Critical thinking is the ability to analyse information and form a judgment. To think critically, you must be aware of your own prejudices and assumptions.

Protected Characteristics

There are nine protected characteristics:

- **Age**
- **Disability**
- **Gender reassignment**
- **Marriage and civil partnership**
- **Pregnancy and maternity**
- **Race**
- **Religion or belief**
- **Sex**

- **Sexual orientation**

It is against the law to discriminate against someone because of a protected characteristic.

Systems Change work

Systems change is about changing how our society is structured.

We believe that barriers, prejudice, and exclusion by society is disabling.

By understanding the systems we are part of; our partners and networks will be more successful in challenging them to create a fairer world.

Net Zero

Net zero means no longer adding to the total amount of greenhouse gases in the atmosphere. Greenhouse gases include carbon dioxide (CO₂) and methane.

These gases increase global temperatures by trapping extra energy in the Earth's atmosphere.

Access Requirements

Access requirements are the adjustments or changes needed to remove or reduce a disadvantage related to a person's impairment.

For example, BSL, audio description, clear directions, quiet space, regular breaks.

Theory of change

Theory of Change is when an idea or ideas of how to make social change help to inform activity such as programmes, projects or strategies.

The outcomes of work undertaken contribute to the intended result.

Theory of change frameworks

Theory of change frameworks are the systems that are put in place to capture and evaluate these ideas, and the effectiveness of the activity undertaken in achieving the predicted/ desired outcomes.

Lived Experience of Disability

The lived experience of disability is the first-hand knowledge and understanding gained by people who have a personal, embodied experience of a disability.

This includes people identifying with a broad definition of 'disabled' E.g:

- **Disabled**
- **Deaf**
- **Chronically ill**
- **Neurodivergent**
- **Crip**
- **Mad**
- **Sick**
- **Spoonie**

