

Open Call

Enfield of dreams

Young Cultural Leaders

Introduction

Leading public art organisation, UP Projects, and their *Enfield of Dreams* partners, Border Crossings, Chickenshed Theatre, DYSPLA, Face Front Inclusive Theatre, and HighRise Entertainment, are pleased to be launching an open call for Enfield-based artists, cultural professionals, artist-educators and young people who are interested and/or working in the arts.

There are four opportunities to get involved in *Enfield of Dreams*:

1. Enfield-based young people, aged 18-30 can apply to take part in a two-year **Young Cultural Leaders** skills and development programme that will enable a diverse group of young people from across the borough to gain leadership skills, experience and confidence in arts programming, and management;
2. Artists and creatives can apply to take part in **Creative Cluster Projects**, a series of ambitious projects for Enfield's public realm developed through a process of co-creation between Enfield's cultural organisations, artists and young people;
3. Artist-educators can apply to take part in a **Creative Learning Programme** that will see artists, young people and teachers co-devising creative learning workshops for students in Enfield Secondary schools that aim to open young minds to creative career pathways;
4. Arts & Culture Professionals can apply to deliver leadership development workshops for the **Young Cultural Leaders**.

We are welcoming applications for all of these opportunities through an open call closing at **midnight on Sunday 8 February 2026**.

Please read on for further information details of how to apply.



This Is Us Festival, Millfield Theatre, July 2025.
Photo: Rudy Farragher.

About Enfield of Dreams

Enfield of Dreams is a transformative two-year project that foregrounds the voices of young people, connecting them with Enfield's Cultural Partners and creative practitioners to create a shared vision for culture in Enfield.

The project is led by UP Projects, working in partnership with Border Crossings, Chickenshed Theatre, Clore Leadership, DYSPLA, Face Front Inclusive Theatre, HighRise Entertainment, Enfield Council, many Enfield-based artists, creative practitioners and young people. The programme is funded by Arts Council England's Place Partnership National Lottery funding and LocalMotion Enfield.

Young people will be supported to take part in a range of ambitious creative initiatives including:

- A two-year *Young Cultural Leaders* skills and development programme that will enable a diverse group of young people from across the borough to gain skills, experience and confidence in arts programming, management, governance, and leadership.
- A series of ambitious creative projects for Enfield's public realm developed through a process of co-creation between Enfield's cultural organisations, freelance creatives and young people.
- An artist-led *Creative Learning Programme* that will see artists, young people and teachers co-devising creative learning workshops for students in Enfield Secondary schools that aim to open young minds to creative career pathways.

With **access, collaboration and ambition** at their core, these initiatives will become action research, driving change in how creatives and young people work together to inform a new cultural strategy as well as a thriving creative network in Enfield.



This Is Us Festival, Millfield Theatre, July 2025.
Photo: Rudy Farragher.



What Is Citizen Power? workshop led by David Jubb,
Citizens In Power. Part of Enfield Culture Network Disassemble
to Assemble workshop series, 27 March 2025. Image: Nat Gee

About the Young Cultural Leaders Programme

The *Young Cultural Leaders* programme is a two-year leadership journey for 17 emerging creatives who want to shape the future of culture in Enfield.

Designed to support the next generation of cultural leaders, the two-year skills and development programme offers hands-on experience, expert-led training and access to influential networks. Participants will gain the confidence, skills and real-world insight needed to progress their careers in the arts and creative industries whilst making a meaningful impact in their local area.

The programme is aimed at Enfield-based young people aged 18-30 who have an interest in or are currently working in the arts and creative industries. You might already be working in the sector, volunteering, freelancing or studying, or you may be looking for an opportunity to step into cultural work for the first time.

Across 2026 and 2027, participants will take part in ten inspiring leadership workshops delivered by cultural organisations, creative freelancers and leadership specialists. These sessions are designed to be practical, engaging and directly relevant to working in the creative sector.

Young Cultural Leaders will develop skills in:

- Curation
- Project management
- Budgeting and finance
- Fundraising and income generation
- Marketing and audience development
- Leadership and public speaking
- Governance

By learning directly from experienced professionals and respected organisations, participants will gain transferable skills that support long-term career development.

UP Projects are pleased to be partnering with Clore Leadership to offer training in authentic leadership exploration and national networking as part of the programme.

The programme goes beyond training, offering one to one mentoring as well as opportunities to apply learning in real-life contexts:

- Twelve Young Cultural Leaders will be invited to take part in the [**Creative Clusters Projects**](#), collaborating with established organisations and practitioners in Enfield.
- Five Young Cultural Leaders will also contribute to the delivery of the [**Creative Learning Programme**](#), gaining hands-on experience in planning and delivering creative activity.

Timeline

8 February 2026 (midnight)

Deadline to apply

March 2026

Interviews take place / Young Cultural Leaders selected

April 2026

Ways of Working Core Values workshops

July 2026 - January 2028

Skills and development workshop (bi-monthly)



About the Role

This opportunity is aimed at young people aged 18-30 who have an interest in or are currently working in the arts and creative industries, and is open to all young people who live or work in the borough of Enfield. Please refer to the following eligibility criteria and if you are able to demonstrate that you align with this criteria, this opportunity is for you!

- You have a freelance creative practice (of any medium), or you are currently working in a role within an arts and culture organisation, or you are in full or part time education and have a strong interest in working in the arts and creative industries.
- You are interested in working collaboratively, as part of a wider group of creatives.
- You are open to learning from others and trying new ways of working.
- You are committed to considering access needs of the people you will work with and the audiences your work will be reaching.
- You are committed to environmental responsibility and considering the environmental impact when conceiving projects.
- You can commit to attending all the leadership development workshops, project workshops and meetings required across the two-year programme.

The selected *Young Cultural Leaders* will be paid for their time at a rate of £20/hour* with each person receiving a budget allowance to cover up to 40 hours of their time across the programme to participate in the leadership skills and development workshops.

Twelve of the *Young Cultural Leaders* will also be invited to join the *Creative Clusters Projects*, and will be required to commit approximately 26 hours to participate in co-creating workshops to devise a project proposal. Additional time is likely to be required to deliver the project proposal within the public realm, and this time will be covered by the project production budget held by the host organisation.

Five of the *Young Cultural Leaders* will also be invited to join the *Creative Learning Programme*, and will be required to commit to approximately 55 hours across the programme. To work on the *Creative Learning Programme*, you must have an up-to-date enhanced Disclosure and Barring Service (DBS) certificate or will be willing to complete a check and must provide a copy of your certificate upon starting this project.

*A remuneration policy has been established for *Enfield of Dreams* to ensure that all parties are paid equitably, i.e. the rate is the same but apportioned depending on level of involvement. That is, everyone, whether a company director, freelance artist or young person has the same day rate but are paid for the amount of time spent on the project:

Hourly rate = £20 / Day rate = £150 / FT salary equivalent = £40,000

How to Apply

If you would like to apply to become a *Young Cultural Leader*, please send an expression of interest by **midnight on Sunday 8 February 2026**. This should be no longer than 800 words (approx. 2 sides of A4) including:

- How you meet the selection criteria listed above
- Why you are interested in becoming a *Young Cultural Leader* and why you would be an ideal candidate
- Why this programme would be beneficial to your practice or future career
- Highlighting whether you would be most interested in taking part in the *Creative Cluster Projects* or *Creative Learning Programme* and why you think this would be relevant to your practice or future career. (You are welcome to express your interest in both strands, but please note that we will have to fairly distribute the roles if one strand is oversubscribed.)

Please also provide up to two sides of A4 showcasing relevant work and project examples including project images. Alternatively, you may send a video recording (max 10Mb - max 5 mins).

Once ready please send the following to workwith@upprojects.com:

- Your expression of interest
- Your up-to-date Curriculum Vitae (CV)
- Your completed Self Declaration Form

The deadline to apply

The deadline to apply is **midnight on Sunday 8 February 2026**. We regret we are unable to get back to all candidates that apply and will only be contacting successful applications who are shortlisted for interview.

Questions

Should you have any questions relating to this opportunity please address them via email to workwith@upprojects.com.



Film and Q&A with Enfield Young Creatives Network, Dugdale Arts Centre,
27 March 2025. Photo: Nat Gee.

About

Border Crossings

Border Crossings creates new intercultural, multi-media theatre in response to the contemporary globalised world. The company works across the borders between cultures and art forms, and between nations and peoples.

Since 1995, Border Crossings has collaborated with artists and companies from Australia, Brazil, Canada, China, Croatia, France, Germany, Ghana, Hungary, India, Ireland, Lebanon, Mauritius, Mexico, New Zealand, Nigeria, Palestine, Sweden, the USA and Zimbabwe, as well as the diverse communities of the UK.

Border Crossings productions have toured the UK, Brazil, China, Egypt, France, Hungary, India, Mauritius, Mexico, Palestine, the Seychelles, Sweden and Zimbabwe.

www.bordercrossings.org.uk

Chickenshed Theatre

Chickenshed is a theatre for absolutely everyone. For over fifty years, Chickenshed has created bold and beautiful work from a limitless belief in each other. Through productions, performance training, education courses, and outreach projects, Chickenshed's mission is to create wonder out of chaos and change out of challenge.

We succeed together or not at all. This is Chickenshed's vision of how the world should be - a society where everyone can flourish. Chickenshed is here to shake things up by supporting people to share their experiences with each other, with those who hold power, and with those who feel they have none. This happens on stage, off stage, and wherever people come together.

Chickenshed – theatre changing lives.

www.chickenshed.org.uk

DYSPLA

DYSPLA CIC – a London based award-winning neurodivergent led arts organisation and winner of the Saatchi Gallery Digital Artist of the Future Prize 2025, are known for their pioneering digital art narratives and for expanding the conversation around 'neurodivergent aesthetics' - which DYSPLA advocates is culturally significant, intellectually rigorous and central to contemporary art discourse. Supported by the Arts Council England, DYSPLA makes art with innovative technologies to produce Sculpture, Digital Art, Virtual Reality and XR Installation to elucidate the new artistic aesthetic defined by the cognitive difference of neurodivergence.

DYSPLA have been awarded commissions to create artworks and exhibited globally with The British Council, The Victoria & Albert Museum, The Wellcome Collection, Sónar+D, The Museum of London, Cultura Inglesa, Compton Verney Art Gallery, Mayor of London's Liberty Festival, The Stephen Lawrence Gallery & the Crawford Art Gallery, to name but a few. Funded by the London Arts and Humanities Partnership (LAHP) DYSPLA are currently embarking on a PhD research program into the Neurodivergent Aesthetic with the Royal Central School of Speech and Drama. As thought leaders DYSPLA have been invited to write papers and speak at prestigious organisations such as The Wellcome Collection, The Victoria & Albert Museum, The Royal Television Society, The Institute of Art, Design + Technology, Dublin, British Film Institute, Durham University, London South Bank University, Lincoln University and Meta.

www.dyspla.com

Face Front Inclusive Theatre

Face Front has been creating inclusive theatre since 1998. They became an independent company in 2004 and registered charity in 2007.

They create inclusive, accessible theatre for schools and the public, with disabled and non-disabled arts practitioners. Their shows and activities transform the lives of disadvantaged people, improving emotional well-being and addressing social injustice.

They are based in Edmonton (North London), working across London and touring nationally with their innovative shows.

www.facefront.org

HighRise Entertainment

HighRise Entertainment is an award-winning, multi-arts collective dismantling barriers in the creative industries. Founded in 2014 by CEO & Artistic Director Dominic Garfield, HighRise amplifies unheard voices from contemporary Inner-City Britain through rap, theatre, subculture, politics and heritage. Specialising in immersive musical productions & community engagement consultancy, HighRise designs authentic pathways for those excluded from the arts to access, participate and thrive. Trusted by both young people and institutions, the company tackles inequalities linked to race, class, religion, sexuality and the criminal justice system - and exists to change them.

Its work spans four strands: productions sharing inner-city stories, talent development for marginalised creatives, outreach and consultancy with schools, universities & cultural organisations, and advocacy driving systemic change. Partners include Nike, Hoodrich, The National Theatre, The Barbican, The V&A, Vogue & Centre point alongside collaborations with East 15 Acting School, Central School of Speech and Drama, Middlesex and Northampton Universities. Featured by the BBC, GQ, The Guardian, The New York Times, Reuters and The Evening Standard, HighRise continues to redefine what British theatre and entertainment can look and sound like.

www.highrisetheatre.co.uk

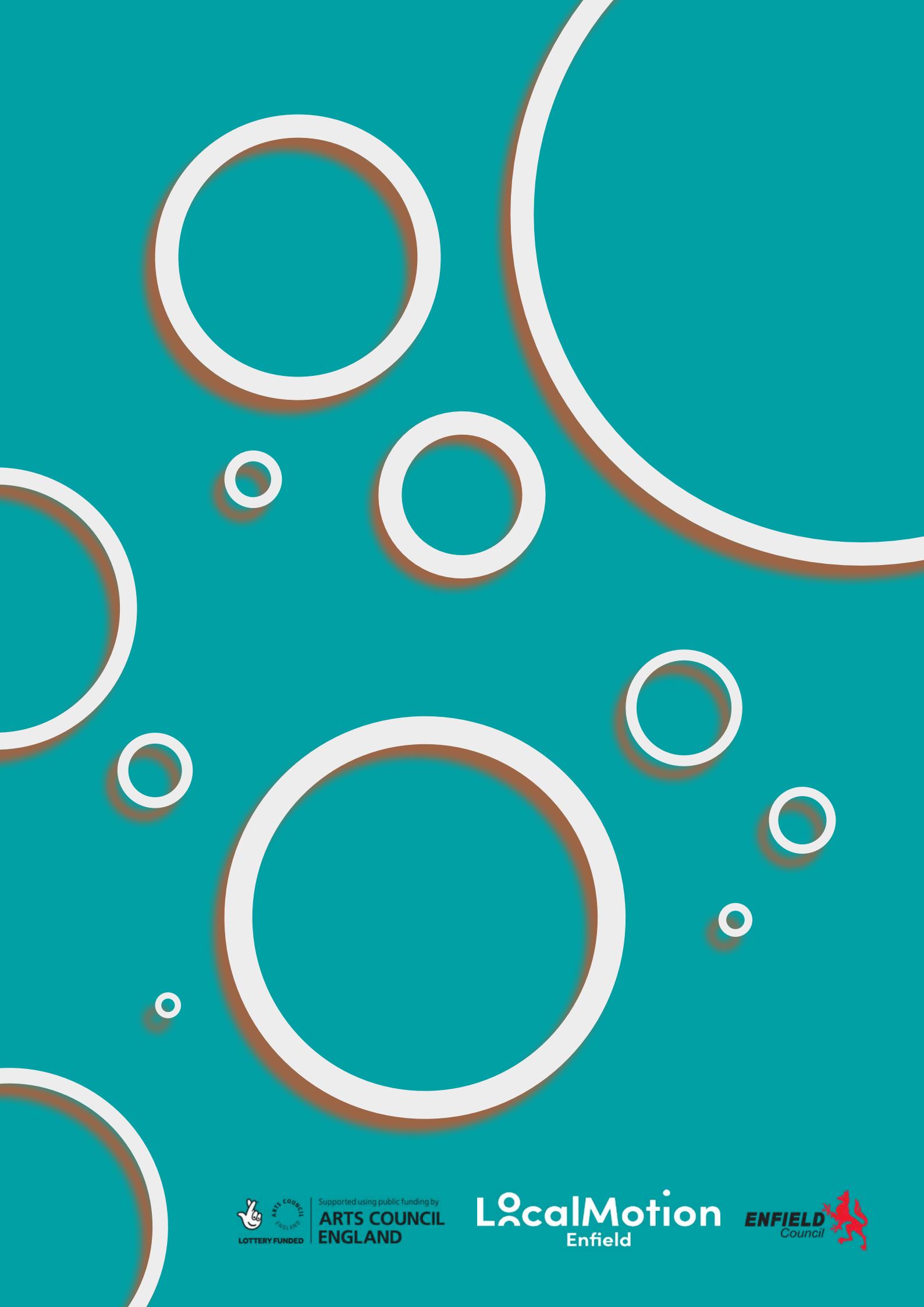
UP Projects

UP Projects is the UK's leading public art organisation specialising in socially engaged public art commissioning. They bring world class artists out of the gallery and into public spaces to create new work with communities across the UK and beyond. Their work is always responsive to context, often activating unexpected corners of the public realm. UP Projects is based in Enfield, London but works nationally. They deliver projects that respond to some of the most pressing issues of our time as well as work with partners to create extraordinary, ambitious and risk-taking work that communities can shape, actively participate in and relate to.

www.upprojects.com



This Is Us Festival, Millfield Theatre, July 2025.
Photo: Rudy Farragher



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