



INTRODUCTION

Yorkshire Sound Women Network (YSWN) was founded in 2015 by women working in the sound technology industry who wanted to use their skills and influence to address gender and racial inequality. YSWN enables the artistic and technical development of women, girls and people of minority genders through access to resources, skills sharing, and collaborative opportunities. To date, we have delivered over 350 workshops and events to more than 2,250 attendees and inspired new regional groups across Yorkshire and beyond.

YSWN's mission is to inspire and enable more women, girls and people of minority genders to explore sound and music technology. We want to support a flourishing industry which welcomes, encourages, progresses and respects the inclusion of women and people of minority genders into the workforce at all levels from studio floor to board room and reflects the diversity of its participating communities.

Established as a Community Interest Company since 2018, we are seeking freelance Associates who are committed to the mission and values of YSWN to offer their skills and expertise for the furtherance of YSWN's aims. This includes, but is not limited to: music practitioners, educators, sound engineers, administrators and project managers. We welcome applications from Associates from diverse backgrounds and communities, in line with YSWN's Equality & Diversity Policy, and would particularly encourage applications from people of colour and those identifying as disabled. Members of the Associate pool will also be able to access various networking events and professional development opportunities, including skills exchanges and micro-commissions, that YSWN offers.

This document includes a summary of YSWN's recent activities and future plans (taken from our 2024–27 Business Plan), our values as an organisation, our call for freelance associates to join the YSWN pool, an application form and contact details for further questions.

KEY ACTIVITIES

YSWN's work in recent years has included:

- Supporting grassroots feminist sound collectives to organise their own music activities through the Permission to Play programme – with regional group activity taking place in Huddersfield, Calderdale, Sheffield, Bradford, York, North-East, Wakefield, Derbyshire (not all currently active).
- Delivering education projects in Huddersfield, Leeds, Doncaster, Wakefield, Rotherham, and the East Riding of Yorkshire.
- Delivering workshops in music technology skills across Yorkshire.
- Devising and launching Volume Up, our equity standard for the audio industry.
- Launching the WIRED Toolkit, our set of research-based tools to support inclusion in music technology education.
- Developing artistic activities with our community including creative professional development opportunities and gigs.
- Setting up positive action traineeships giving young women and people of minority genders offering paid work and mentoring within the audio industry.

OUR PLANS

1. INDUSTRY

By 2027, YSWN will have influenced attitudes and behaviours within the sound and music technology industry, championing and improving opportunities for women and people of marginalised genders.

2. COMMUNITY

By 2027, YSWN will have increased creativity, confidence and skills for women and people of marginalised genders in sound and music technology.

3. EDUCATION

By 2027, YSWN will have increased sound and music technology knowledge and the attraction of career paths in the industry amongst girls and young people of marginalised genders.

4. DIVERSITY

By 2027, YSWN will be representing and reflecting the diversity of its participating communities at all levels across the organisation.

5. ORGANISATIONAL SUSTAINABILITY & DEVELOPMENT

By 2027, YSWN will have significantly increased its sustainability through governance, finance and staffing.

OUR VALUES

The following core values underpin all YSWNs relationships and the work it seeks out, manages and delivers:

- We believe in **honesty** at all times about what we can and cannot do and probity in dealing with resources.
- We have **respect** for each other as colleagues, Directors, Associates and non-Associate members; for different cultures, religions, genders, and sexual orientations; for different professionals and organisations we have contact with.
- We are always **willing to ask for help** as we know we do not know everything and we look to co-opt individuals into the network with wide ranging skills for our own personal and professional development.
- We approach our work with **commitment** and work hard to achieve what we want to a good quality, good value and in a way which is efficient and effective.

- We believe in **equity** as a principle in our work and our decision making; involving key individuals and organisations in making the most of opportunities and enhancing working environments.
- We believe in **openness** in our dealings with the public and partners using good communications free from jargon and other impediments to understanding and we have a transparent decision-making process.
- Our overall attitude to work is **positive** as we enjoy engaging with individuals, communities and organisations through our work, even when agendas are challenging.

CALL FOR ASSOCIATES

This call is for Associates who wish to be considered for paid work, as well as to access the networking events and professional development opportunities including skills exchanges and micro-commissions that YSWN offers to the Associate pool.

YSWN Associates will be offered paid opportunities in the first instance, but YSWN will contract non-Associates if the required skills or expertise does not exist in the Associate pool. Becoming an Associate of YSWN is not a guarantee of paid work.

YSWN is committed to fair remuneration practices. Fees for paid work will be agreed in advance with the Associate, commensurate with skill and experience and the work to be undertaken. Our fee scale for freelancers is £200-£300 per day according to the type of work and level of expertise required.

Individual contracts for paid work will set out reporting and supervision arrangements between the Associate and YSWN CIC. From time to time we may also share freelance work opportunities presented to us by other organisations with our Associates; in these cases the contract and fee is to be negotiated between the hiring organisation and the Associate.

Associates can leave the YSWN pool at any time, but will be required to complete any contractual obligations in place first.

Prospective Associates will be contacted by YSWN after applying, to confirm whether or not they have been accepted into the Associate pool.

YSWN FREELANCE ASSOCIATE APPLICATION

1. **Name:**
2. **Email address:**
3. **Phone number:**
4. **Please confirm your commitment to YSWN's mission and values and outline why you would like to become an Associate (150 words max)**
5. **Please list your main areas of expertise for which you want to be considered for paid work.** Please note you'll also be asked to complete a more detailed Skills & Diversity Audit – see attachment.
6. **Please tell us about any professional insurance policies you currently have in place, and their renewal date e.g. public liability.** It is not a requirement of becoming an Associate to have your own insurance policies in place, but please tell us if you have any.
7. **Websites & Social media channels**
Please include below any links to your professional websites and social media accounts for cross-promotion purposes:
8. **Short Biography*** 100 words max
9. **Contact details of two referees to be contacted by YSWN**

You can find YSWN at:

Website: www.yorkshiresoundwomen.com
X: @YSWN_
Facebook: @Yorkshire Sound Women Network
Instagram: @yorkshire_sound_women_network
Threads: @yorkshire_sound_women_network
BlueSky: @yswn.bsky.social
LinkedIn: <https://www.linkedin.com/company/yswn>

By signing this agreement, you confirm:

- Your understanding that becoming an Associate of YSWN is not a guarantee of paid work.
- That you have self-employed status and that you are responsible for all your tax liabilities and National Insurance contributions.
- That you will adhere to Yorkshire Sound Women Network's [Policies & Procedures](#). A summary of these policies for Associates highlighting the key points and signposting to sources of information is available.
- That if you are contracted to undertake work with children, young people or vulnerable adults that would be defined as regulated activity, you will undertake a DBS check (paid for by YSWN) or provide details of a recent check in line with YSWN's Child Protection & Safeguarding Policy & Procedures.
- You consent to YSWN storing and processing the data in your application and any subsequent correspondence in accordance with UK GDPR legislation, including sharing relevant information with third parties for the purposes of the contracted work (for example, organising a workshop). As part of this consent you have the right: i) to request amends to this data at any time to maintain accuracy; ii) to request a copy of the data which YSWN will provide within 30 days; iii) to request deletion of your data. Although you may contact YSWN for these purposes at any time, in addition YSWN will contact all Associates on an annual basis to check the data held is up to date and that each Associate wishes to remain in the pool. If you do not respond to this contact then we will keep your information on file and you will remain in the pool unless we subsequently hear otherwise.

Signed (applicant):

Date:

Please attach the following:

- Current CV
- Completed Skills & Diversity Audit

*To be used on the YSWN website, for Associates actively undertaking work for YSWN. You will also be invited to provide a photograph, should you be happy for your photo to be used on the YSWN website.

Please return this form and attachments to info@yorkshiresoundwomen.com.

Please also get in touch if you have any questions on info@yorkshiresoundwomen.com