

Innovation Studio Residency

A 3-day residency at Cove Park for RCS Staff facilitated by Innovation Studio

31st January - 2nd February 2024

[Innovation Studio](#) is a resource for the RCS community that supports creative experimentation, collaboration and interdisciplinary work.

It is currently in a pilot phase, which began in March 2022 and will run until March 2024.

The Innovation Studio residency is an opportunity for staff members to step away from their busy schedules and connect with their own creative and teaching practice. While this might look different for different people, it could offer the chance to:

- Develop an idea that you don't currently have space for;
- Take time away from your schedule to reflect on your practice and plan for the future;
- Work with others to develop new ideas;
- Refresh your practice and teaching and find new inspiration.

What is it

The staff residency will be facilitated by the two Innovators in Residence [Lora Krasteva](#) and [Leonie Rae Gasson](#).

The residency will give space for:

- Solo research and experimentation;
- Peer to peer sharing on existing innovative practices at RCS;
- Sessions from external, international leaders whose practice engages with the attendees' areas of interest;
- 1-to-1 coaching sessions.

The residency schedule will be designed in response to the needs and areas of focus of the attendees, so the areas above will provide a loose template for the residency.

The residency offers 9 residential places and 3 non-residential places.

Who is it for

The residency is open to all staff who work at least 1 day a week at the Conservatoire (0.2 FTE or 7 hours per week). From our meetings with different staff

and students, we identified that this group faces strong challenges in making time for R&D and considering innovative strategies and that this residency could support them well. All staff are welcome, not just teaching staff.

RCS Work Commitments:

RCS will arrange cover for the time participants are away in order to free their time to attend and avoid a pileup of work on their return. This will be agreed between the participant and their line manager.

How to apply

If you would like to apply for the residency, please [submit an expression of interest here](#), before **Friday 6th October 2023 at 17:00**.

This will ask you for:

- Name, contact info and confirmation that you can make all of the dates.
- Whether you would like to be residential, non-residential or no preference.
- An option to select that you identify as from a historically marginalized background.

- 50% (6) of places will go to applicants who identify as being from a historically marginalized background:
 - people from the global majority and those from the global south
 - Romany/travellers
 - people from working class backgrounds
 - those who are neurodiverse and/or disabled people
 - members of the LGBTQIA+ community;
 - care-experienced people
 - migrants
 - people who are or have been homeless
 - those with lived experience of the criminal justice system
 - those who face barriers to opportunities due to mental health issues, substance misuse, and unpaid caring duties.

9 places will go to those who will be residential, 3 to those who will be non-residential. All other data will be anonymized, and the attendees will be selected using random selection software.

Selected participants will be informed by the 12th October.

They will then be asked to fill out a form by the 24th October to confirm their attendance and answering

- What they will focus on during their solo study
- Particular areas of interest in innovation
- What structures or activities they would find useful on the residency
- Access requirements

These will be followed up by short 1-to-1 conversations with the Innovators in Residence over the months leading up to the residency.

Access

We will work with participants to build a schedule that meets the needs of the group and bring in any additional support needed to facilitate their engagement with the residency. For example, access provisions could look like:

- Childcare friendly working hours
- BSL interpretation
- Hourly breaks
- Visual guides to cove park
- Breakout spaces
- Use of hearing loop systems
- Language translation
- Wearing of masks
- Covid testing prior to attendance
- Financial contribution to childcare costs

Cove Park Working Spaces

- Has gender neutral toilet facilities
- The main building is entirely wheelchair accessible
- There are 3 large working spaces to choose from: the Monument Trust room (also a dance studio), the main space (also the dining area), and the Robertson Trust Building. The first 2 rooms look onto Loch Long. All of the spaces are wheelchair accessible.
- For solo research time we can spread across these different spaces. There is also an office, which has a desk and 2 chairs.
- Accommodation
- There is accommodation at Cove Park for 9 attendees on the residency.
- One room is wheelchair accessible. The others have stairs.
- Accommodation will be single occupancy rooms with a double/single bed with en suite bathrooms and a small kitchen.
- If participants would rather not stay over or have responsibilities at home, which they need to return for, we will also offer an additional 3 spaces for people who would like to travel to and from the venue each day.

Travel

- Travel to and from the residency will be provided from the RCS building if required, participants are also welcome to make their own way there and travel costs will be reimbursed. Public transport routes are detailed here: <https://covepark.org/contact>

Background

Through the course of their time at the Conservatoire, the two Innovators in Residence met with over 30 staff, students, and graduates. In these loosely structured conversations, they asked what innovation means to people; how Innovation Studio can help them achieve their innovation goals and what that might look like in the future.

There was a clear message that space and time for connections, research and peer exchange would be beneficial to all, in particular staff who are juggling multiple responsibilities, both in regard to delivering against the curriculum, and developing and applying their own creative practice/research, making developing innovative practice very challenging.

We are excited by the residency format specifically because it can create distance between the day-to-day work of staff and their longer-term interests. This coincided with the understanding of how innovation happens: in dialogue with others and/or with time & space to think and experiment.

Last but not least, the idea of a residency adds a new format to the interventions proposed so far by the Innovation Studio. Its implementation before the end of the pilot (followed by robust evaluation) will provide the Innovation Studio team with enough intelligence to decide if this is something that will become an integral part of the Innovation Studio offer in future.