

RADICAL CHILDCARE

RESEARCH TRIP TO BIRMINGHAM
APRIL 2019



Awarding funds from
THE NATIONAL LOTTERY®



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Help us to investigate new childcare solutions for the creative community in Scotland.....

Creative Scotland's reports **Understanding Diversity in the Arts** and **Equality Matters - A Review of Equalities, Diversity and Inclusion in Scotland's Screen Sector** both showed childcare and caring responsibilities were a barrier to working in the screen industries, arts and culture, especially for women.

In researching potential solutions to this challenge, the **#radicalchildcare** model, developed by Amy Martin with ImpactHub Birmingham stood out. It offers a useful demonstration of how a coworking space is providing an alternative to current childcare options alongside flexible work space.

Creative Scotland invites representatives from the arts and creative industries in Scotland to join us on a fully-funded research trip to Birmingham in April 2019 to explore innovative solutions to flexible childcare which could be implemented in Scotland.

The opportunity is aimed at professionals who run co-working, studio, rehearsal, workshop or residency spaces and invites them to investigate the practicalities of providing childcare as part of their offer.

The purpose of the trip is:

- collaboratively explore new models which address the structural challenges that create barriers for women's full participation in the creative industries workforce
- to share good practice, offer inspiration and provoke discussion about the possibilities and opportunities of offering childcare to creative workspaces in Scotland
- help to engender, over the longer term, networks of practice and childcare projects/solutions in Scotland that will be financially self-sustaining.

Who is this an opportunity for?

This is an opportunity for five individuals or organisations based in Scotland to learn more about the practice, options and opportunities of including childcare as part of their business model.

Creative Scotland invites applications from individuals or organisations that provide workspace to Scotland's arts and creative industries, including:

- co-working spaces,
- studios,
- incubators,
- workshops,
- creative hubs,
- collectives,
- organisations already working on women's and gender issues, i.e. those whose core business is delivering gender-focused work or those already working on childcare issues for people in the arts and creative industries.

Because the aim of this trip is to learn about practical solutions that could be trialled in Scotland, priority will be given to those who are in a position to make changes to their organisations' offer based on the outcome of the visit.

Organisations in receipt of Regular Funding are eligible to submit an application for a member of their staff to take part. If doing so, RFOs should flag the application to their Lead Officer.

What's on offer?

Creative Scotland will cover the travel and accommodation costs for five people to travel to Birmingham as part of a group research trip. This will take place (including travel time) from 23-25 April 2019. Applications will be limited to one per organisation, and we would aim to support organisations from different locations in order to maximise the benefit across the country.

ImpactHub Birmingham, a coworking space in the city, will host a one-and-a-half-day workshop session exploring how childcare can be incorporated into creative work spaces. This is planned to include a tour to see the ImpactHub creche and co-working space, as well as a range of organisations who offer childcare to arts and creative industries professionals. The workshop will share a range of models for flexible childcare, with presentations from organisations that offer childcare to creative industries professionals such as **ImpactHub**, **MotherHouse**, **V22** and **Grand Union**.

Participants will book their own travel and accommodation – though Creative Scotland will aim to identify a block rate at a nominated local hotel.

Creative Scotland will cover any accessibility costs. We will also cover childcare costs for the duration of the trip if the date falls outside the applicant's normal working days. Please include this requirement in your application. (Note that childcare costs are classed as a taxable benefit, so whilst Creative Scotland will reimburse these costs, you will be responsible for reporting this benefit to HMRC.)

To be eligible to take part in the trip, you will be required to be part of the follow up workshop and activity on your return to Scotland. This includes but is not limited to potential future action research into childcare provision for creative spaces in Scotland.

This opportunity is delivered through the Creative Industries team at Creative Scotland. It contributes toward our **core ambition** *“for Scotland to be the most positive environment globally for innovative creative businesses of all scales.”*

We will give priority to those who demonstrate a commitment to using the trip to take concrete steps following their visit. We will also be looking for a broad spread of individuals and organisations from across Scotland.

How to apply

We ask anyone interested in attending this trip to provide the following information by way of application:

1. A short biography of individual and organisation.
2. Tell us why this trip of interest to you and/or your organisation?
3. What actions would you be able to take following your visit?
How will this trip impact your work?
4. What are your estimated, itemised participation costs? Make sure these include all your travel, subsistence and accommodation costs. Please also include any additional costs to support childcare or other access needs.

Please send your application to:

Ashley Smith-Hammond
Creative Industries Officer

You can apply by email to ashley.smith-hammond@creativescotland.com or by post to:

Creative Scotland
Waverley Gate
2 - 4 Waterloo Place
Edinburgh EH1 3EG

Timeline

Deadline for applications:	9 February 2019
Successful applicants informed:	w/c 4 March 2019
Travel/accommodation plans confirmed with Creative Scotland	w/c 11 March 2019
Travel from Scotland to Birmingham:	23 April 2019
Workshop at Impact Hub:	24 April 2019
Visit creche and return travel to Scotland:	25 April 2019
Target date for follow up workshop in Scotland:	w/c 13 May 2019

Future Development

The trip will be followed by a workshop in Scotland where we will co-create the next steps, planning additional activity for the next six to nine months. We expect this will be based on participants' experience of the trip and how the ideas might impact their work in Scotland. Through this trip, we will develop a cohort of those interested in exploring pragmatic, sustainable solutions for expanding childcare opportunities to those working in the creative industries.

The long-term aim is to help to develop childcare projects or solutions within the sector that will be financially self-sustaining.

More information

For more information about this opportunity or discuss making your application please contact:

Ashley Smith-Hammond

Creative Industries Officer

E: ashley.smith-hammond@creativescotland.com

T: 0131 523 0006

Data Protection:

Creative Scotland (CS) requires some personal information about you/ your organisation to consider your application for this opportunity. Without such CS will not be able to support this activity.

If you would like to see a breakdown of the personal information CS requires, why it is required, what CS does with that information and how long CS keeps it, please refer to CS's Privacy Notice available online at www.creativescotland.com/privacy-policy/funding-privacy-notice.

CS may share your personal information with third parties to comply with the law and / or for the legitimate interests of CS and / or the third parties concerned. Where the personal information you have provided to CS belongs to other individual(s), please refer to CS's Privacy Notice. You are welcome to share this Privacy Statement and CS' Privacy Notice with the respective individual(s).

You have some rights in relation to the personal information that CS holds about you under the General Data Protection Regulation. Information on how to exercise these rights is contained in CS's Privacy Notice or you can contact CS's Data Protection Officer.

If you have any concerns with how CS has processed your personal information, you should contact CS' Data Protection Officer in the first instance, as CS would welcome the opportunity to work with you to resolve any complaint. If you are still dissatisfied, you can submit a complaint to the Information Commissioners Office.



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