**Questions submitted – Zoom Q&A Clore Leadership Fellowship 2024**

Q - Do you suggest that freelancers step away from their work (Ie more than half-time), and for past freelance Fellows how has this worked? (As a freelancer, saying ‘no’ to opportunities implies future costs).

A – We don’t stipulate how and when a Fellow dedicates their time to a Fellowship. The £14,000 bursary is there to help support with costs associated with taking time away from work. There is also some flexibility about when you choose to undertake your own development activity, so there is some possibility of flexing around work commitments.

Q - On average, what percentage of your Fellows are freelance creatives and (separately) what percentage self-identify as being from working-class backgrounds?

A – On average over 2020-2023 32% of cohorts are freelance creatives. We don’t currently monitor how Fellows identify in terms of class. We do request data on socio economic status.

Q - When is it possible get exact dates and timings for the in person courses and workshops

A- Dates for all the 2024 residential elements are on the Clore Leadership website. Timings will be provided as part of your induction but with the exception of the Online Climate Assembly the sessions are all day and residential.

Q - Are international applicants eligible?

A – Yes, from countries in whom our funding partners operate. International applications from the countries are through our partnerships with the Chevening Secretariat and Hong Kong Arts Development Trust, details of the eligible countries and application process are on our website.

Q- I’m curious about the types of impacts people experienced following their participation in a Clore Fellowship. I’m sure there’s a wide ran here but it would be helpful to hear a few examples.

A- Impacts vary from person to person. It may be new confidence, a new job, a wider network, taking a change in career direction.

Q - First time considering this programme. I’ve worked in the sector for 10 years but only been a head of department for two years - would I still qualify?

A- Yes – leadership can happen anywhere in an organisation (or out of it if you are freelance).

Q I lead a digital innovation team at BBC News combining technology and editorial innovation. Does the fellowship include a role like this?

A- Broadcast is not an area supported by the Arts Council so you would need to consider a non ACE funded Fellowship to be eligible. Do check the criteria carefully to ensure you met the requirements.

Q - What advice would you give fellows to get the most out of their placement?

A - We encourage Fellows to choose an opportunity that creates opportunities to step out of their usual area of work, experience and develop a different side of their leadership. There is no one way of undertaking the secondment, it can be face to face, remote or a bit of both. The timing of the secondment and how this scheduled is up to the host and Fellow to negotiate.

Q -To what extent have policy development and advocacy professionals been included in the programme in previous years?

A- We have had previously Fellows from a range of areas in arts and culture, including policy and advocacy.

Q- What sort of leadership experience do you expect applicants to have before starting the program?

A - There is no ‘type’ of experience we expect, but you do need to be able to demonstrate 7 years of making change as a leader (or 5 if you are applying to the Excellerate Fellowship).

Q- I’ve just taken four months off after stepping down as CEO of the arts charity I founded in 2012. I’m transitioning into a new phase of my career where in some ways there are still a lot of unknowns as I figure out my direction of travel. The Fellowship has always been something I’ve thought about applying to. What advice would you give someone in this position when applying?

A - The Fellowship is a deeply reflective programme and one which is helpful for many in clarifying future paths. It is fine to speak to this crossroads in your application as an area for reflection as part of your Fellowship.

Q- As a previous participant on the Experienced Social Leader programme am I eligible to apply for a Clore Fellowship?

A- If you are working in arts and culture and meet the criteria of the Clore Fellowship then yes.

Q- What level in an organisation counts as leaders?

A- Leadership, we believe, happens at any stage of an organisation. You can be working within an organisation, in senior management, or indeed outside of an organisation as a freelancer.

Q- I have an access query. My long term condition means that I need more time to process, to rest between activities and to complete assignments.

Would it be possible to have an application deadline of 10 Feb as a reasonable adjustment.

I don’t need help completing the forms. I just need more time to ensure I don’t exacerbate my symptoms and put my health at risk.

During the programme if I was selected I might need support with travel and research/length of reports because of the above.

 I have been given such extensions by bodies like ACE previously for NPO reporting. #

A - We are happy to consider requests for reasonable adjustments made in advance of the deadline.

Q- I'm interested to know how many fellowships have been undertaken by older leaders - I'm 56. Due to a family career break and medical time out, I'm older than most applicants will be. I had a senior role pre-career break, and worked my way back to other senior roles post-career break.

A- Since 2018 we have had ranging from 5%-19% of the Fellowship cohort identify as within this age bracket.

Q- What are the changes which have occurred internally within Clore over the years to keep Clore relevant and open to new diverse leaders coming into the fold?

A- We have reviewed and expanded our range of programmes, offer targeted programming focused on the needs of specific leaders and include exploration around leadership conversations around diversity, equity, power and privilege as part of programming. We review the contributors on the programme and themes explored regularly reflecting the shifts and challenges within the sector for diverse leaders. There have been shifts too in the support we offer on residential, as well as training for team and contributors around diversity and access.

Q- I have 4 years recently in the world of directing physical theatre and circus and doing an. MA in directing circus, then collaborating with Disability Arts Online to create a show on circus and psychosis, arts council funded, at Jacksons Lane in 2023. A film was also made of the show to gain a big reach. Before this I was focussed on being a cranial osteopath and healthcare educator while bringing up my children as a single parent. Previously I was a dancer and Artistic Director of a contemporary theatre company of adults with learning disability resident at Windsor Arts Centre for 10 years. My question is whether my 7 years has to be concurrent or whether having a gap will be a problem. I am 70 and want to research and create innovative practice for diverse performers and to dive more deeply into the often paradoxical world of diversity and inclusion, thereby taking the field forwards.

A- Your experience can be gathered over many years. Oftentimes experience takes a convoluted route!

Q- Is Clore Leadership only for those in the Arts and Culture sector?

A- Yes. You can be working in any area of arts or culture.

Q- I would like to find out more about the specific eligibility criteria for the different funded fellowships - and how they might differ from the eligibility criteria listed on the main fellowship page.

A- The specific criteria relate to the funders of a specific fellowship. There may be criteria about what artform they will fund, or the geographic area you need to work in, or it may be targeted at specific groups of leaders.

The general criteria are ones that we expect all candidates to be able to meet. You can find the details in the ‘Funded Fellowships’ section on our website <https://www.cloreleadership.org/programme/clore-fellowship/>

Q -is it possible to get help/supervision with writing the application before submitting to know whether it is along the right lines?

A- We aren’t able to provide support with writing an application. But are able to offer a 1:1 call if you want to sense check your thinking for your application.

Q - "Unfortunately I am unable to attend the online Q&A session on the 16th Jan live however the question I did want to ask is in relation to Stage 1 Q4. A leadership challenge I have recently been involved with lasted a year and came to a close last November (although I am still dealing with some ramifications from that challenge). Could this still count as a 'live' challenge and would it be acceptable to talk about it in my application?

A- Yes! We would consider that the learning is live.

Q - I have caring responsibilities and would like to know if the residential includes activities over the weekend or can fellows return home?

A- The first residential does cross over the weekend, however activity will wrap on the Friday and recommence Sunday evening so if you wished to travel back for caring responsibilities you would be able to. We are only able to cover the cost of one journey to and from the first residential.

Q - My leadership experience is predominantly in the commercial sector of the theatre industry. Is this likely to effect the assessment of my suitability for the fellowship?

A- No. Experience of leadership in publicly funded and commercially funded activity would all be considered relevant experience.

Q - It would be really to helpful to understand what the 5-7 months away from the workplace might look like other than the residentials and placement. I realise it's probably different for everyone depending on how they approach the fellowship but it would be helpful to get an idea for discussions with my employer.

A - The time away looks like different things to different people. Some fellows choose to take a dedicated time, fully away. Others maintain some contact work, and may go part time. It depends on your context and employer. You will undertake activity as part of your own plan. This might be courses, events, study visits, online learning. The timing of this is chosen by you. Obviously some course/ events have set dates. But there is also the option to commission training with other Fellows if you have a common learning / training need.

Q - How many cultural learning fellowships?

A - One cultural learning Fellowship is available.

Q- What kind of support you offer to apply for an AHRC research grant? Can you give us practical steps explanation for a previous successful fellow / grant? Thanks

A- The AHRC scheme is open to those who undertake the Fellowship only. We offer a Q&A around the application process for Fellows prior to the round including details of what is required and how to put together a submission.

Q - If my project is across a number of disciplines, does this limit me to the Cultural learning fellowship?

A – There are some Fellowships which are cross artform, including the Cultural Learning. Do check the criteria carefully to ensure you meet the requirements before applying.

Q- And do temporary exhibitions count as ‘learning’ for the ‘Cultural Learning Fellowship’ or not really?

A – The focus of the cultural learning Fellowship is on learning activity so your role or practice needs to focus on that. The type of activity, context and who the learners are and the role you have is flexible, but the focus does need to be consistently on learning so a temporary learning activity/ exhibition as part of a wider portfolio of non-learning related work is unlikely to be eligible.

Q - Are we applying with a group of leaders or project ideators?

A – You apply as an individual as the programme focuses on your individual leadership learning. You will undertake some of your Fellowship activity as a member of a cohort.

Q - Is the same the case of the climate fellowship? Are you expecting someone who has been in a leadership role in climate work for seven years, or is it appropriate that this has been a strand of your work (I am keen to make it my career priority going forward)?

A – The main focus for your work needs to be Climate related. If the 7 years has included other focuses that is fine, but if you have only undertaken one recent climate related project and we can’t see a clear track record in this area this would be ineligible.

Q - Thanks for the answer. Do you know of Creative Scotland are keen to support applicants if they are successful via their existing funding programmes? I recall they had offered this explicitly in the past.

A – We contacted Creative Scotland for guidance. They responded that an applicant was offered a Fellowship they would be eligible to apply to Creative Scotland for the full costs of the Fellowship, however you do need to note their grant turnaround times. We don’t expect to be able to finalise the Fellows until June 2024.

Q- How much does self-funded/employer funded fellowship cost?

A - £21,500 + vat

Q - How do we get in touch for a conversation individually regarding where we might sit?

A – You can email us fellowships@cloreleadership.org

Q - I couldn’t find the breakdown of who all the different partners fund on the website - will I find it in the application porthole?

A – the list of the Fellowships available this year and their respective funders are listed on the Fellowships webpage <https://www.cloreleadership.org/programme/clore-fellowship/> see the ‘Funded Fellowships’ section.