

annual review | 2019-2020

wasps_



about wasps

Wasps has been supporting the arts community in Scotland for 43 years. We have grown to become one of the UK's largest studio providers. We currently house 1000 creative people, including 33 arts charities and 47 creative businesses at 20 locations, from the Scottish Borders to the Shetland Islands. Their work in turn touches the lives of thousands of people across Scotland and beyond.

Our activities support the regeneration of communities across Scotland. We redevelop redundant, historic buildings into beautiful facilities for artists and creative industries, improving the heritage and economy of the communities in which they are located.

Wasps supports our creative community with an arts enterprise programme, including exhibition, workshop and residencies opportunities, along with professional development support, delivered across our eight galleries and two residency spaces.

Wasps is a financially self-sustaining social enterprise, and proud to support the largest cultural community in Scotland.



wasps mission is to provide space and support activities in which creators can prosper.

wasps vision is to be an inspirational home for creative practice. Through activities and advocacy we will continue to deliver affordable spaces in which the broad artistic community can realise and share its talent and skills.

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Cover photographs: (clockwise from top left): Yelena Visemirska, Inverness Creative Academy Tenant – credit: Paul Campbell; South Block, Glasgow; Wasps Artist and Makers Market – credit: Ingrid Mur; Inverness Creative Academy stonework; 'Protest & Survive: A Love Letter To Argyll and Bute' - Claire Curtin – credit: Alexander Hoyles; The Steeple, Newburgh

Right: (clockwise from top left): David Fallow, Inverness Creative Academy Tenant – credit: Paul Campbell; The Briggart; The Admiral's House, Skye; Rhian Nicholas, St. Andrew's Street Meanwhile Spaces



welcome

Welcome to our Annual Review for 2019/20. I am delighted to report that this year, the second in our Five Year Business Plan, has been another busy and productive one for Wasps. This period preceded the maelstrom that we were all too soon caught up in with the onslaught of the pandemic.

chair's welcome | **andrew burrell**



In February 2020, the Board celebrated the completion of Perth Creative Exchange, Wasps' 20th building and our first in the region. The building was officially opened by the Provost of Perth and Kinross, Dennis Melloy, and was attended by supporters and the thriving artist community now based in the building.

Our project in the Highlands, Inverness Creative Academy, has progressed onto Phase 2 over the year. With almost 40 artist tenants now based in the building, we welcomed in excess of 700 visitors to our first Market and Open Studios event in December, which included 30 stands from local artists and makers, and 12 tenants with open studios available to visit.

With significant developments in our ongoing building work - uncovering some intricate stonework detailing in the process - we look forward to further supporting the creative community in the Highlands in 2021/22. I would like to extend my thanks to our project stakeholders and supporters for assisting us to achieve so much over this year.



The cultural and economic impact of Wasps' tenants cannot be understated, and supporting our existing and future tenants across the country remains at the core of everything we do. We know that the affordable, good quality studio space we provide continues to be in high demand and I'm pleased to report that Wasps' occupancy levels have remained high throughout the year.

Wasps continues to evolve and grow so that we can provide the best support for creative people throughout the country. Much of the direction we have taken as an organisation over the period has been guided by the valuable insight obtained from our 2019 Tenant Survey. Our thanks go to all who responded.

I would also like to express my thanks to fellow Board Members who continue to generously give their time and bring their collective knowledge and skills to Wasps. In the period, we said farewell to Peter McCaughey and Eleanor McAllister, Trustees who have supported the organisation through significant positive change in recent years. We also welcomed two new tenant Trustees, Mhora Samuel and Nikki Kane.

I hope you enjoy reading the highlights of another productive year for Wasps and our tenants.



Wasps continues to support and sustain Scotland's creative community, providing a crucial contribution to the nation's cultural wellbeing and prosperity. But at a time when our collective wellbeing is being challenged, Wasps, like other organisations, is learning, adapting and developing to meet the challenges of this global crisis.

ceo's introduction | **audrey carlin**



As we find new ways of operating in the current climate and assessing what it presents for the immediate future, Wasps maintains its vision and mission, and we look to build on the successes achieved during 2019/20. In autumn 2019 we welcomed 33 new tenants to our 20th property, Perth Creative Exchange. Four years in the planning, Perth Creative Exchange is Wasps' first creative hub outside the central belt. Delivered in partnership with Perth & Kinross Council, this new facility offers previously unavailable creative space in the region.

Perth Creative Exchange, along with our project currently in development in the Highlands, Inverness Creative Academy, is integral to our Five Year Business Plan, to ensure we remain financially self-sustaining for our core operation while reinvesting back into maintaining our studio buildings and supporting our creative community. Phase 2 of our Highland creative hub development went onsite in January 2020, thanks to the wonderful support from many funding partners, and we look forward to completion in 2021. Our ever dedicated property team implemented a space efficiency programme and energy improvements across our estate during the year. This work, to regularly invest in and improve our

established property portfolio, is fundamental to what we do at Wasps, to improve the sustainability of our buildings and keep operational costs low, in turn benefitting our tenants across the country.

Our tenants are at the heart of what Wasps does, so I'm delighted to report excellent progress with our Arts Enterprise programme over the period. This year we showcased 155 fantastic exhibitions in our gallery spaces across Scotland, supporting over 1,000 artists. In addition, retail opportunities provided by our South Block Shop in Glasgow and Wasps' growing series of market events supported the work of over 100 artists from across our tenant network, from the Borders to Orkney.

Our 2019 Tenant Survey findings provided valuable insight into life as a Wasps tenant and as an artist in Scotland today. The survey results show the major cultural and economic impact of Wasps tenants, with almost all respondents – 99% – reporting that they have made work for exhibitions in the last three years, yet over half earn less than £5,000 a year from their creative practice. Wasps is dedicated to supporting our creative community as best we can, and the data provided in the Tenant Survey has proven pivotal as we continue to seek the support needed for our artists while we navigate the COVID-19 pandemic.

Finally, I would like to express my thanks to Wasps Trustees for their commitment and dedication, and to Wasps' small, but very capable, staff team. The work of Wasps would not be possible without their continued professionalism and dedication, for which I am most grateful. I hope you enjoy reading our Annual Review and join me in celebrating Wasps' key achievements over the past year.

numbers

845

artist tenants



47

creative industry
tenants



33

charity/social
enterprise tenants



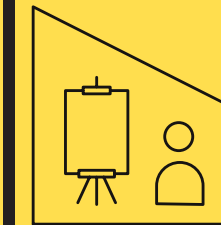
20

buildings



98.53%*

occupancy across
estate 2019-20
*average



£261,926

property maintenance
investment 2019-20



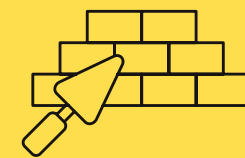
1

completed
capital project
- Perth Creative
Exchange



£695,025

capital fundraising
investment



155

number of exhibitions
and events



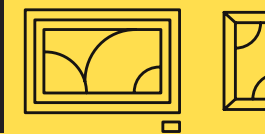
26

visiting artists hosted



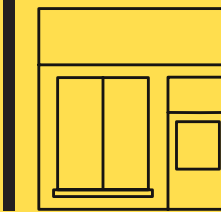
1,026

artists supported in
Arts Programme



31

artists supported in
Meanwhile spaces



2

live capital projects
- Inverness Creative
Academy Phase 2



- Briggait Enabling
Works



Photograph: Wasps Winter Artist and Makers Market, The Briggait – credit: Ingrid Mur

tenants

Wasps surveys our studio holders every three years to understand more about who we support and how we can improve our service. We conducted our third Wasps Tenant Survey in autumn 2019. These surveys are essential in informing changes to how we operate as a staff team, and manage our service as a studio provider and cultural organisation. They provide a better understanding of the creative sector in Scotland as a whole, and what it means to be a creative person working today. From our first survey in 2013 we have been able to track changes to how artists work as well as demonstrate the impact of Wasps' work. These statistics have been used to secure support for what we do across the country, with statutory authorities, creative supporters and funding partners.

We were pleased to report a high survey completion rate from our tenants: 42% artists and 33% creative industries. The following represents some highlights in our findings from our 2019 Tenant Survey.

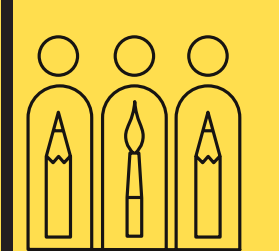
earnings

- 76% of artists we support earn under £10,000 per year from their practice and 54% earn less than £5,000
- 72% also have a second job to support their creative career
- 90% earn less than Scottish Living Wage



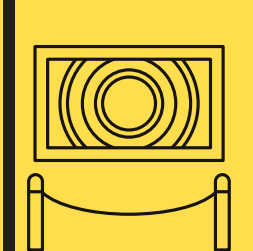
artistic community

Wasps is a well established artistic community, 78% of artists have been active for 10 or more years



exhibitions

Almost all (99%) respondents have made work for exhibitions in the last three years



web and social media

Wasps artists are increasingly using the web and social media to present their works

- Instagram use up to 63% from 34% in 2016
- Increase in online sales, 36% up from 28% in 2016



creative industries turnover

59% of creative industries say that turnover has increased since moving to Wasps

- being at Wasps has helped 61% to create jobs



size

78% of creative industries are micro-enterprises with 0-4 staff

- 52% work in design
- 48% trade in Europe or internationally



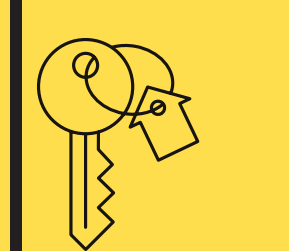
overall service

75% rate the overall service provided by Wasps team as excellent or good



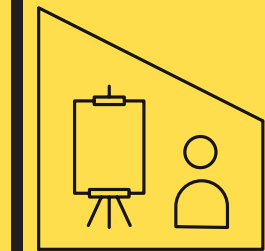
lettings

83% of respondents agree that the lettings procedure was smooth and well managed



artist residencies

90% of respondents felt it important that Wasps support artist residency programmes



“The benefit of what Wasps is doing for artists in Scotland cannot be overstated. It is a well-run organisation that employs really motivated and talented staff, who make being a tenant a secure, stable, easy experience.”

“My studio is essential for the creative process and making of my work. It has provided stability and a professional outlook.”

“It’s a lifeline for artists of all kinds, providing affordable space that can help to develop a full-time practice. The security of tenancy is also very valuable in assuring the stability to concentrate fully on our practices, now and in the future.”

perth creative exchange

This year in partnership with Perth and Kinross Council we delivered Perth Creative Exchange, the first creative hub in the region and Wasps' 20th building in Scotland.

With a total investment of £4.5 million the former St John's School building was transformed into a vibrant home for artists, makers, creative industry professionals and the general public, delivered by Robertson Construction through the 'hub East Central' framework.

Our first artist tenants moved into their studios in November 2019, and we welcomed our first creative industry tenants in January 2020.

Working closely with Perth and Kinross Council, Elevator and Perth College UHI, as well as providing great studios and creative offices, the hub offers access to state of the art digital equipment and business support, with our sponsored facility "The Famous Grouse Ideas Centre". The facility was officially opened in February 2020 and we launched our first exhibition in The Gannochy Project Space, Fair Exchange, featuring 44 works from 13 Perth tenants.

Perth Creative Exchange will encourage creative and artistic growth whilst retaining and attracting talent to the City of Perth and has already been greeted with great enthusiasm from the general public and creative community.

facilities

- 26 studio spaces
- 13 workspaces for creative industries and cultural social enterprises
- The Famous Grouse Ideas Centre
- Creative business incubation space
- The Gannochy Project Space - Gallery
- The Forteviot Charitable Trust Room - Workshop space
- Public café
- Staffed reception
- Meeting rooms
- Hot-desking 'Work-Space' zone



support

Construction was managed by Perth and Kinross Council and the project was funded by: Perth and Kinross Council; European Regional Development Fund; Scottish Government Regeneration Capital Grant Fund; Tay Cities Deal; The Gannochy Trust; The SSE Sustainable Development Fund; The Forteviot Charitable Trust; The Thomson Charitable Trust; The Alexander Moncur Trust

completed projects



Credit: Newsquest/Herald and Times

meanwhile

During 2019/20, we created short term studio space for artists in a series of former shop and office properties under our Meanwhile Space initiative. Trialling three different types of Meanwhile Space initiatives across four locations, and working with a range of property owners in Glasgow and Edinburgh, we supported over 30 artists. Our St. Andrew's Street Meanwhile Spaces in Glasgow (pictured) have supported five creative practices to develop into successful businesses, while invigorating a whole street with vibrant, creative activity.

the briggait enabling works

During 2019/20 we moved forward our plans to bring two undeveloped market halls at our Briggait complex back into flexible productive use. With designs, surveys and cost information now in place we are progressing with feasibility studies and fundraising to transform these spaces into a vibrant creative facility fronting the River Clyde in Glasgow City Centre.



live projects



inverness creative academy

Inverness Creative Academy is our £5.7 million project to restore the beautiful Category-B Listed Midmills buildings in the centre of Inverness, and transform them into an inspirational arts facility. The project is being delivered in two phases and we are delighted to have made significant progress during this period.

Phase 1, our Artist and Makers Wing, opened in 2018, and has supported 40 artists with studio space this year. With a successful public engagement programme Inverness Creative Academy hosted 15 events and exhibitions, and multiple community and educational visits in 2019/20. We hosted our first Highland Wasps Artist and Makers Market and Open Studios event in November 2019 with 30 stall holders and 12 studios open to view. Graduate transition from education into creative careers has been supported by partnerships with the Inverness College UHI and Code Clan, both taking space in Phase 1. In 2019/20 we welcomed over 4,300 visitors, providing over 100 opportunities for our artist tenants, offering us with a clear indicator of the fantastic things to come with the completion of Phase 2.

Phase 2, our public and most significant phase of the project, costed at a total of £3.3m, went on site in January to transform the oldest of the former Inverness Royal Academy buildings. Up to March 2020, led by our contractor Bancon Construction Ltd, all modern interventions had been stripped out to bring back the original proportions of the grand assembly hall. External scaffolding has allowed stone, roof, lead and window works to commence, providing access to view up close the original stone carvings. At the end of March 2020 works were paused for a 15-week period as a result of the Covid-19 lockdown. Works recommenced safely in July 2020 with Phase 2 now due for completion in Summer 2021.

As this major capital project progresses we have welcomed two new staff members to our Highland based projects team - our Funding and Partnerships Assistant, and our Heritage Activity Officer.



facilities

Phase 1:

- 32 studio spaces
- Community run traditional darkroom
- Designated workshop space
- Events/exhibition space in the restored gym hall

Phase 2:

- 54 workspaces for creative industries and cultural social enterprises
- Flexible co-working spaces for 26 creatives
- Public exhibition and events space over two levels
- Fully accessible meeting room and facilities for hire
- Public café within the restored assembly hall

support

Fundraising for this phase of Inverness Creative Academy is ongoing with over 90% of project costs gratefully received from the following supporters: The National Lottery Heritage Fund; Historic Environment Scotland; Highlands and Islands Enterprise; The Highland Council; Inverness City Heritage Trust; The Foyle Foundation; The Garfield Weston Foundation; SSE Sustainable Development Fund; The Hugh Fraser Foundation; The Pilgrim Trust; The Turtleton Trust; The Architectural Heritage Fund; Inverness Common Good Fund; McCarthy & Stone Retirement Lifestyles; The Gordon and Ena Baxter Foundation; Creative Scotland; The Town Centre Fund; The Sylvia Waddilove Foundation UK; The Dalrymple Donaldson Fund; The Scottish Landfill Communities Fund; The William Syson Foundation; The Scottish Government Regeneration Capital Grant Fund; And our private donors who wish to remain anonymous.

The Briggait Enabling Works has received funding from: Glasgow City Council; Architectural Heritage Fund; and Glasgow City Heritage Trust

studio management

Supporting our creative community through the provision of accessible and affordable studio workspace remains at the core of what Wasps does. We now manage 20 buildings across our estate, from the Borders to the Shetland Islands, equating to 212,467 sq. ft. with over 702 lettable spaces. Our buildings are unique, each one different from the next, and many of them old with complex management requirements.

Wasps is self-sustaining through rental income, and our dedicated property team works hard to keep our buildings in operation through a comprehensive repairs and maintenance programme. Working on and delivering the aims in our 5 year business plan to increase annual 'Planned and Preventative' activities and reduce 'Reactive' maintenance activity, we spent £261,926 on repairs and maintenance this year.

Improvements in our repairs and maintenance programme were welcomed in our 2019 Tenant Survey, with an increase in tenants rating repairs and maintenance 'excellent or good' at 60%, and an increase in tenants rating communications around repairs and maintenance as 'excellent or good', up to 68%.¹

We are proud that the quality of studio provision, and the hard work from our team, is reflected in our occupancy rate, which remained high this year at an average of 98%. We manage our lettings through an active registered waiting list and we managed 297 studio moves in 2019-20. We are happy to report that 83% of respondents to our 2019 Tenant Survey agreed that the lettings procedure was smooth and well managed.

With our estate and operations growing, our property team grew this year to welcome an additional part time Property Manager to our Head Office in Glasgow, and a Property Manager in Perth Creative Exchange.

¹ In comparison to our 2016 survey

maintenance projects this year include:

Updated signage with Wasps branding at Cannonwalls and Claverhouse, Langstane Place, The Briggait, Hanson Street, South Block



Health & Safety Advisor - 3 year contract renewed



Fixed wire testing and associated electrical upgrades at Langstane Place



Reinstatement of partitions to create office space at South Block



Major rot works in original timberwork at South Block



Rafter replacement and rainwater goods upgrade at The Briggait



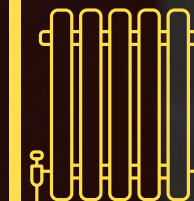
Roof and downpipe works at East Campbell Street



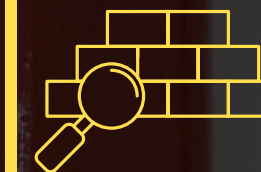
Boiler pump replacement at West Park Place



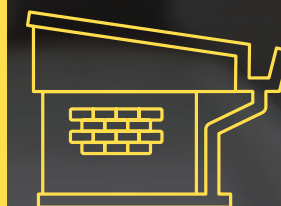
Start process of replacement heaters in studios at Meadow Mill



South Block full stone work inspections and urgent repairs



Remedial works to gutters and external wall at Patriothall



Rainwater maintenance goods/pointing works at West Park Place



South Block reception refurbishment



Joinery works to windows at Links Studios, Nairn



Introduction of LCD noticeboards at Perth Creative Exchange and The Briggait



arts programme



We at Wasps are dedicated to supporting our artists, makers and the wider arts economy. Our active Arts Enterprise Programme aims to boost the sector, allowing us to both showcase the incredible work our tenants make, and collaborate with the arts community in Scotland and further afield. Our extensive programme of exhibitions, markets, fairs, open studios and enterprise opportunities helps to bring our buildings to life while supporting our tenants. In turn these events welcome the general public into our vibrant spaces to engage with our creative community.

exhibitions

This year we hosted 155 exhibitions and events across our network, supporting over 1,000 artists in total. Over 65% of artists exhibited in our curated gallery programme this year were tenants. Showcasing tenants from across our network can give those in more rural areas the opportunity to exhibit in the central belt.

Circus – this year Wasps worked in partnership with Circus Artspace through providing them with use of the refurbished gym hall in Phase 1 of Inverness Creative Academy. Circus are an Inverness based arts collective committed to making contemporary art accessible to a broader Highland audience. Many of Circus' members are also artist tenants.

Test Space – in 2019 we launched a brand new initiative 'Test Space'. Facilitating use of the 'sunken space' in the heart of the Briggait, Test Space gives recent graduate artists and curators the opportunity to develop and experiment with ideas and exhibit new works.

open studios

Open Studios events are hosted by Wasps tenants. Around 70 artists participated in 6 Open Studios events across our buildings this year. These events are a fantastic opportunity for our artists and makers to engage directly with the public, and for the public to see behind closed doors into the artists' working spaces.

selling events

Wasps Artist and Makers Markets

Our Artist and Makers Markets continue to be some of our most popular events. Following the success of previous years, we were thrilled to hold an additional summer market in Glasgow, and our first ever winter market in Inverness. We supported 87 tenants plus 68 external makers and brought in approximately 3,500 visitors.

South Block shop

Our South Block shop selling tenants work from across Scotland also continued to be a success. We supported 32 tenants in the shop this year.

Own Art

The Own Art scheme is a Creative United initiative making it easy and affordable to own high quality contemporary art and craft by providing interest free loans for purchases. Following the trial last year, we have been offering Own Art at the majority of our programmed exhibitions and events, giving tenants greater opportunities to sell their work.

Photographs: (left to right): Emma Hislop & Matthew Rimmer - 'Viridescent Epiphyte' – credit: Alexander Hoyles; Yumin Shin - 'The Elephant Vanishes' – credit: Alexander Hoyles; Nicola Gear, Circus Artspace - 'Waterscape' – credit: Paul Campbell

communications & marketing



2019/20 saw the team undertake a programme of focussed activity as well as make substantial progress with our online engagement. Focussed activity highlights included:

tenant survey

The successful completion of our third Wasps tenant survey, conducted by Social Value Lab, one of our tenants, in autumn 2019. With content approximately 80% comparable to previous years, this year's survey allowed us to examine multiple trends and changes from the findings over the period. These have contributed to assessing and adjusting our communications strategy, how we can support our tenant network, and will lead us to develop more frequent and subject-specific surveys in future.

perth creative exchange

The launch of Perth Creative Exchange, Wasps 20th building, was a major event in Wasps' history. This year marketing of studios and offices available within Perth Creative Exchange was undertaken, with targeted partner outreach, promotional print material, online content, advertising and a wide-reaching press campaign. The press campaign was amplified for the official launch in February, which was attended by 145 invitees.



rebrand roll out

Wasps developed a new brand identity in 2018, rolled out in stages across the Estate. This year, working with the property team, we updated new and clearer signage and branding in: Hanson Street, Glasgow; Langstane Place, Aberdeen; South Block, Glasgow; the Briggait, Glasgow; and Cannonwalls and Claverhouse, Kirkcudbright. We delivered a cohesive brand presence and appearance in our new developments: Meanwhile Spaces at St Andrew's Street and City Wall House, Glasgow; Perth Creative Exchange; and continuing in Inverness Creative Academy Phase 1 and 2.

arts programme marketing

This year the team has been working to improve promotion for the extensive Wasps Arts Programme, increasing awareness and footfall. In January we implemented a new top-level 'Arts' page to display and promote the programme on our website. We introduced an LCD screen and billboard poster advertising partnership in the Briggait. Also produced was our first printed Arts Programme, advertising exhibitions and events, produced by Wasps tenants 'Sundays Print' in our Glasgow Meanwhile Spaces. Another first came at the end of March when we moved our exhibitions online, following gallery closures due to COVID-19.

wasps website

In 2020/21 we will be planning, developing and implementing a new core website to improve navigation and reflect the diversity of Wasps and our network, while providing a private tenants' community area as a valuable resource for our members, with a view to also providing ecommerce potential. Analysis of our website traffic for 2019/20 reveals that the majority of current users come to our website to find out about our spaces and how to apply for them.

social media

We are driven to cultivate an engaged audience with a healthy growth rate for our 'Wasps Studios' social media channels. Over this period we have seen audience growth of 37.92% on Instagram, 13.79% on Facebook, and 3.2% on Twitter. Following direct and organic searches, Facebook is the third most popular channel leading social traffic to Wasps' website.

Photographs: (left) Perth Creative Exchange Official Opening – credit: Fraser Band; Sarah Cameron, Squid Ink Co and Terri Hawke, Flowers Vermilion, St Andrew's Street Meanwhile Spaces – credit: Newsquest/Herald and Times

wasps ltd

	31 March 2019	31 March 2020
income		
Rental Income	1,524,265	1,744,075
Arts Programme: Income	49,684	74,772
Interest Receivable & Other Income	939	106,657
Grant receivable from Wasps Trust	500,000	650,000
Donations from Wasps Creative Industries CIC	147,378	161,987
Effect of Change in Accounting Policy (note 3)	14,609	-
total income	2,236,875	2,737,491
expenses		
Rental payable	812,100	877,087
Artists' Studio Expenditures (excl. rent payable)	734,831	877,549
Arts Programme: Expenditure	23,855	37,051
Staffing Costs	547,264	612,389
Overheads	104,224	103,393
Interest & Bank Charges	3,459	4,085
Depreciation	59,306	56,668
total expenses	2,285,039	2,568,222
net (deficit)/surplus on operations	(48,164)	169,269

wasps creative industries cic

	31 March 2019	31 March 2020
income		
Rental Income & Service charges	397,813	411,852
Café Sales (note 4)	46,892	-
Interest Receivable & Other Income	7,135	7,496
total income	451,840	419,348
expenses		
Rental Payable	108,960	114,409
Tenant Service Costs (CIC Commercial Tenants)	123,804	138,655
Café Expenditure	48,006	-
Overheads	3,970	3,711
Interest & Bank Charges	1,350	192
Depreciation	3,803	3,344
Charitable Donation to Wasps Limited (note 3)	14,609	-
total expenses	304,502	260,311
distribution		
distribution to wasps ltd (note 3)	147,378	161,987
net surplus on operations	(40)	(2,950)

Photograph: Viv Lee & Gabriela Silveira - 'TERRA' – credit: Gabriela Silveira

financial overview

the wasps trust

	31 March 2019	31 March 2020
income		
Rental Income	749,979	814,913
Interest Receivable & Other income	309	1,637
Grant Income & Donations (note 1)	2,436,822	461,778
total income	3,187,110	1,278,328
expenses		
Overheads	53,730	68,846
Interest & Bank Charges	41,353	35,376
Grant to Wasps Limited	500,000	650,000
Loss on Revaluation (note 2)	2,245,911	230,789
total expenses	2,840,994	985,011
net surplus on operations	346,116	293,317

the wasps group

total surplus on all operations	297,912	459,636
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Wasps Trust and its subsidiary undertakings continue on a self-financing basis that does not require public sector revenue subsidies to meet its core cultural charitable mission. At the year end the Group was in a stable and solid financial position. The 2019-20 financial year saw completion of year two of the 2018-2023 Business Plan. The plan remains broadly on target to deliver sufficient additional resources by the end of year 5 to fund the commitments under the 25 year Planned Preventative Maintenance plan.

note 1
During the 2019-20 financial year the following capital grants were received:
Perth Creative Exchange:
£44,700 - Forteviot Trust
£2,000 - Thomson Charitable Trust
£2,000 - Alexander Moncur Trust
Inverness Creative Academy:
£25,000 - Turtleton Charitable Trust
£150,000 - Garfield Weston
£100,000 - The Foyle Foundation
£3,000 - Sylvia Waddilove Foundation
£25,000 - Gordon & Ena Baxter Foundation
£30,000 - Hugh Fraser Foundation
£25,000 - The Pilgrims Trust
£49,078 - National Lottery Heritage Fund
£6,000 - private donors

note 2
On completion of a capital project the refurbishment costs in excess of the final valuation are written off. All costs in relation to capital projects are fully funded via capital grants from a variety of sources. The write off in the 2019-20 financial year relates to Perth Creative Exchange.
note 3
As a result of an update to FRS102 the donation from Wasps CIC to Wasps Ltd is now treated as a distribution from reserves rather than an expense item. As a result of this change the previous year figures had to be restated to reflect this.

note 4
During the previous financial year the decision was taken to cease the operation which is now run by an independent third party operator.

wasps team

senior management

Audrey Carlin – Chief Executive Officer
Stuart McCue-Dick – Executive Director - Corporate Services
Sam Richardson – Head of Property (from April 2020)
Chris Cowie – Head of Projects (from October 2019)
Daniel Pollitt – Marketing and Communications Manager (from October 2020)

arts and marketing

Tavienne Bridgwater – Arts Enterprise Officer
Tara Marshall-Tierney – Admin and Marketing Assistant

development

Claire English – Fundraising and Partnerships Manager
Vacancy – Project Development Manager (October 2020)
Kirsten Body – Heritage Activity Officer (from April 2020)
Cait Gillespie – Fundraising and Partnerships Assistant (from May 2020)

finance

Sinclair Curdie – Management Accountant
Evelyn Alexander – Finance Assistant (from April 2019)

property

David Cameron – Senior Property Manager
Tinsel Edwards – Property Manager (part time)
Sarah Wilkinson – Property Manager (part time)
Lois Green – Studios Administrator
Catherine MacNeil – Inverness Creative Academy Property Manager (part time)
Moirá Gavin – Perth Creative Exchange Property Manager (from October 2019)
Ishbel Mackenzie – South Block Reception Team (part time)
Katie Eyre – South Block Reception Team (part time)

cleaning team

Anna Geerdes – The Briggait
Lorraine Lamond – Hanson Street
Lorraine McCandlish – South Block

The following team members worked for the organisation over the report period:
Helen Moore – Marketing and Communications Manager (until June 2019)
Mary Beaton – Head of Projects (until December 2019)
Alan Simpson – Head of Property (until January 2020)
Alison Lynch – South Block (until July 2020)
Emma Callaghan – Project Development Manager (until August 2020)
Margaret Smith – Marketing and Communications Manager (until October 2020)

Wasps is a charity and social enterprise, consisting of three entities, governed by a single Board of Trustees.

trustees of wasps trust and board members of wasps limited

Chair – Andrew Burrell (AA) Dip Arch, Dip UD+RP, FRIAS, AOU:
Vice Chair – Peter McCaughey – Artist and Director of Wave Particle Ltd (until March 2020)
David Bankier LLB – Solicitor
Hugo Burge – Director, Marchmont Ventures Limited
Audrey Carlin BSc (Hons), MRTPI – Chief Executive Officer, Wasps
Erin Forster MSc – Senior Associate Retail Lending, FCA (from September 2020)
Nikki Kane MRes Creative Practices, MA (Hons) History of Art - Curator, Wasps Tenant (from March 2020)
Alison Lefroy Brooks BA (Hons), ACA, MCT – Chartered Accountant
David Logue – Partner, Gardiner & Theobald LLP – Property and Construction Consultants
Calum Macaulay – Consultant
Eleanor McAllister OBE FRIAS FRSA – Consultant at Eleanor McAllister Ltd (until December 2019)
Stuart McCue-Dick BAcc, CA – Executive Director - Corporate Services, Wasps Studios (Secretary of Wasps Trust)
Hilary Nicoll – Associate Director, Look Again Festival & Creative Futures Programme, Gray's School of Art, Aberdeen
Dyan Owen BA (Hons) – Account Director, Weber Shandwick
Seona Reid DBE – Chair – National Theatre of Scotland (from September 2020)
Leslie Robb FFA – ex Partner, Baillie Gifford and Co, Global Investment Company (until September 2020)
Mhora Samuel - Creative Industries Consultant, Wasps Tenant (from March 2020)
Karyn Watt – Partner & Head of Infrastructure, Anderson Strathern LLP
Mary Wilson BEd DPE Mlod – Director, AMW Property Ltd (until September 2020)

All Trustees and Board Members are volunteers from a variety of professions.

patrons

Tom Laurie OBE
Professor Ian Wall FRSE FRICS DSc HonFrias
Eleanor McAllister OBE FRIAS FRSA

covid impact

While the coronavirus pandemic did not impact the period we are reporting on, it would be remiss not to address it, as it continues to be at the forefront of many of our minds. The impact of the pandemic on Wasps tenants, the organisation, and the wider arts sector in Scotland has been – and continues to be – significant.

As the country went into lockdown, Wasps closed all of our buildings from 24 March 2020, in line with the UK and Scottish Government advice. Following a period of intensive fundraising, cost saving and budget review, we were able to provide all tenants with a two month rent free period.

We worked hard to provide safe access to our studio buildings for our tenants from mid-May, with risk assessments, signage, guidance and hand hygiene measures put in place across all of our facilities. We continue to follow Scottish Government guidance for creative workspace providers to ensure the safety of tenants and staff from the spread of the virus, while enabling our creative community to continue to produce work.

To understand the impact of COVID-19 on our artists we undertook a survey in June 2020 revealing valuable information on how our tenants are being affected by the pandemic, their work, their income, their exhibition plans, their selling opportunities and their health and wellbeing. We are now steering our activity, and most significantly our Arts Enterprise programme, to support tenants to survive the pandemic and ultimately thrive!

Wasps' financial outlook as an organisation continues to be challenging, however we continue to lobby for ongoing support for Wasps and the 1,000 mainly self-employed creatives we are home to, as an essential element in the economic and social recovery of our nation in the year to come.

Photograph: Perth Creative Exchange Official Opening – credit: Fraser Band

supporters

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The National Lottery Heritage Fund
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SSE Sustainable Development Fund
The Sylvia Waddilove Foundation UK
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wish to remain anonymous.*