





Contents

Welcome from Chief Executive _____	3-4
Our Artists _____	5-6
Partners in our community _____	7-8
Celebrating New Creative Workspaces in London _____	9
Purchase of Three Waters _____	10
Enterprise and Placemaking _____	11-12
The Bow Arts Model _____	13
Social impacts and outcome _____	14
Creative Learning _____	15-17
Nunnery Gallery _____	18-20
Sustainability _____	21
Equality and Diversity _____	22
What's Next _____	23
Financials _____	24



Welcome from Chief Executive

Affordability and sustainability are at the heart of Bow Arts, it is from this that we are able to create inspirational environments where artists and communities can interact, learn and grow together.

2020 was Bow Arts' 25th anniversary, a milestone birthday that we thought we would spend celebrating the thousands of talented people that we have had the privilege to work with over the years. Instead, we spent it in lockdown, worried about the future.

During the pandemic around 80% of our artists, designers and makers lost most of their freelance work and income. An unprecedented situation that could have been the end for the affordable artist studio sector. This would have had a devastating effect on London's status as a world cultural capital. Artist studios are the creative incubators that support the talent that feeds into our galleries, theatres, high streets, television, schools and much more.

Alongside others we made a case for support and raised around £1.4m in emergency grants, directly targeted at helping artists bridge the gap in their income, retain their studios and keep them out of serious financial debt. This support was vital but now we need to focus on the longer-

term impact of multiple world crises, which are rising costs still further and so continue to erode the cornerstone of our work, affordability. Affordability is the key to access, and we need to ensure that all young people are able to access the very best opportunities in the creative sector.

Bow Arts generates over £2.5m worth of subsidy every year to keep studios affordable. We further generate hundreds of thousands of pounds worth of professional opportunities and work for artists and collect around £400k in donations to support our work in the community and in over 90 schools across London. We play an important financial role in many people lives and therefore we need to be part of a solution that rebuilds and kickstarts activity.

We have consistently maintain affordable rents, which means that we are back to nearly 100% capacity. Our affordable guardian live-work scheme houses around 60 people and we plan to double this figure in the next year. During the pandemic we built and opened new studios in Waltham

Forest and in Barking and this June we will celebrate the completion of the iconic Lakeside Centre in Thamesmead.

We have re-established our work in schools and colleges and are rebuilding and growing our opportunities for creative professionals to exhibit and access training. This has appeared to have happened seamlessly, but in truth it is down to the dedication, hard work and enthusiasm of the Bow Arts team, all of whom deserve a special thank you here.

The cost of living in London is a growing challenge and today young artists struggle to afford a place to live, let alone a place to work, resulting in migration out of the capital. This is why, five years ago, we gave ourselves a new challenge, to work in partnerships to learn innovative approaches that ensure the creative sector can be better understood and professionally recognised.

We have built relationships with organisations such as Notting Hill Genesis and Peabody Housing, two prominent social landlords

engaged in regeneration schemes. Through a number of flagship projects we are exploring the impact of affordable creative workspaces within new residential and commercial communities. After five years our 'Creative Placemaking' schemes are proving a success, maintaining affordability for artists and positively impacting local communities. Bow Arts has expanded to incorporate an exciting new department focusing on Enterprise and Placemaking and helping to deliver ambitious projects across London.

By providing affordable workspaces we bring a skilled community into these new developments, and we help leverage their skills to impact the wider community while creating ongoing professional opportunities to work, train and educate. It becomes a circular economy. Affordability allows people the space and time to grow and to be active and, with a little extra support, people start to take ownership and invest in themselves and into their place. This year we turn twenty-seven and Bow Arts remains one of the most consistently affordable

services for artists in London. We manage over 170,000 square feet of creative workspace, supporting around 500 creatives with plans to open 250 new studios by the end of 2024. Over the past five years we have raised almost £4.2m in capital support for new artist spaces, all of which are wheelchair accessible with adapted facilities and meet high sustainability and environmental standards.

I am excited to announce the purchase of our first building, Three Waters Studios at Bow Lock, 26,000 square feet of permanent, affordable creative workspace for east London, ensuring a permanent creative and educational legacy in east London. The studios will open later this year.

Our learning programme continues to grow. Last year we won a major award from the Paul Hamlyn Foundation acknowledging our unique relationships with schools. This award over the next two years will help to explore how we can use creative arts learning in schools to address issues of social injustice for children and young people.

We are thrilled to announce the East London Art Prize. The return of this major award will throw a new spotlight and promote east London talent. We continue to champion STEP (Shared Training and Employment Programme), that gives local young people meaningful access to supportive paid traineeships.

Finally, we are rebranding and renewing our online services, making access to opportunities and to all our services easier and quicker for everyone. We will launch the London's Artist Quarter Newsletter, which will provide access to opportunities and events for creative professionals all over London and we have invested in our free service ArtistStudioFinder.org that still receives over 8,000 views per month - oh and yes, we have a fresh look and logo.

Thank you to everyone that has worked so hard and helped us make all this happen.

Marcel Baettig CEO - Founder





Our artists



We support over 500 artists, designers, and makers

From April 2021 to March 2022 we secured 4.1m of funding towards our affordable workspace programme

Artists delivered 124 contracts through our creative learning programme

There were 2.3 million jobs in the creative industries across the UK for the period October 2020 to September 2021 (DCMS), a substantial proportion of which are in London. The city's art and culture scene is vitally important to the capital's global competitiveness and ability to attract businesses here, because of the creative, dynamic professionals working from a range of sectors.

Since 1994, Bow Arts has nurtured London's diverse creativity and talent. We provide artists and creative practitioners with affordable workspace, connecting them with local communities and supporting their professional development through a dynamic programme of workshops, employment opportunities and networking resources.

We are an arts and education charity and a social enterprise; our services support the growth of sustainable local creative economies. Over 500 artists, designers and makers are affiliated with Bow Arts through our workspace, affordable housing for creatives, and award-winning schools and young people's learning programme.

"I love being part of a creative community and sharing my journey with other business owners to share my journey with. The space has allowed me to expand my practice, work more consistently and has elevated my business to look and feel more professional. I am truly grateful for the opportunity I have been given by being a Bow Arts artist."
Kate Mayer, Bow Arts Artist

Professional development

We provide essential services designed to offer support and guidance to artists. As well as providing affordable studios we work across London, supporting the development of skills, professional networks and careers through our associated programming and creative employment opportunities.

Bow Skills is our dynamic and relevant programme of Continuing Professional Development (CPD), informed by an artist steering group and open to all creative practitioners across London. Our most recent programme of talks, panel discussions, new skills labs and peer crits was open to all, and included sessions on "How to Price Your Artwork" and Sustainable Art Practices.

When I graduated in 2009 with a BA Fine Art Degree, Bow Arts provided me with live/work accommodation and without this I would have had to move out of London. Over the last 7 years my practice has flourished, with exhibitions and residencies including one exhibition alongside Quentin Blake after a curator saw my work at the Bow Arts Open Studios. I can't thank Bow enough! I continue to feel supported and can develop my work as an Artist in London, where I want to be."
Bow Arts studios artist

Advice and training

Our learning team provide support and advice for artist educators who deliver our schools and communities programmes. Alongside this we train and mentor 6 artists each year to learn how to earn a living from working with children and young people on creative learning projects.

Artist Studio Finder

The best way to find a studio in London or in Kent. Our free, digital service enables artists to connect with the affordable studio sector quickly and easily in London. 2021 saw 29,627 people use the website. Endorsed by the GLA, Art Quest and Kent County Council.

Open Studios

Our open studios allow thousands of visitors to explore over 400 artist studios. A key event in our calendar they serve as a great platform for artists to promote their work to curators, galleries, and collectors. The most recent open studios saw over 25% of artists selling their work and 65% reporting that they made new professional contacts or connections.

Our Bow Skills online series, established due to the pandemic, gained a viewership of 915

We supported 45 artist educators with professional advice and services

Artist's Studio Finder





Partners in our community

Bow Arts work with a wide range of partners to make a positive social impact in our communities. We place immense value on working closely with others to improve opportunities for local people. Here are a small selection of our partnerships this year and we would like to say a big thank you to all organisations that are working with us to support creative communities.

- 00 Architecture
- A New Direction
- Arts Council England
- Bexley Council
- Bexley Cultural Board
- Creative Land Trust
- Delvendahl Martin Architects
- Folio London
- Gillard Homes
- Greater London Authority
- Greater London Authority Royal Docks
- Heritage Lottery Fund
- L&Q
- Lewisham Council
- London borough of Barking and Dagenham
- London borough of Newham London
- London Festival of Architecture
- London Legacy Development Corporation
- London School of Fashion
- Mount Anvil
- Notting Hill Genesis
- Paul Hamlyn Foundation
- Peabody Housing
- Poplar HARCA
- Queen Mary University
- Telfords
- University College London
- University of East London
- Victoria and Albert Museum
- Waltham Forest Council
- YMCA
- Artists, Designers and Makers everywhere.



In the last year we provided 437 affordable studios to creatives, at some of the consistently lowest rents in London

Schools

Schools have always been a key partner for Bow Arts. Our learning programme is firmly placed at the heart of the organisation, and schools are therefore a natural partner in addressing our aim of improving young people's and children's life chances. We have worked with 71 schools across London, delivering 124 innovative artist-led projects. Read more about our learning programme on pages 13-14.

Residencies

At Bow Arts, we understand the value of meeting other professionals, learning new skills, and finding ways to further an artist's development. Through the Almacantar Studio Award we provide three artists with a bursary and a rent-free studio space within our Royal Albert Wharf studio site. Looking to provide a bridge between art school and practice as a professional, we also offer the Chadwell Award, generously



funded by the Chadwell Foundation, providing a recent Fine Art MA painting graduate with a bursary and a free studio at Bow Arts for a year.

Being a Bow Arts artist "means being surrounded by creative energy that catalyses your practice" - Maria Sarkis, Almacantar Studio Award Winner





Celebrating new creative workspaces in London

"It's really important that Bow Arts exists, helping artists live, work and be a part of the community in central London"
Sir Nicholas Serota, Chair of Arts Council England

Lakeside Centre

With the support of Peabody and the Mayor's London Regeneration Fund (LEAP) Bow Arts have repurposed a fifty-year-old brutalist building into a significant cultural centre, with 40 artists' studios, an early year's day nursery, the Y on the Lake Café and a training kitchen. As a thriving cultural hub, the Lakeside Centre has a busy calendar of cultural and education events including local school activities with bespoke, artist-led projects, kid's art club, markets, local film screenings and much more.

Funds were secured via the Mayor's London Regeneration Fund (LEAP) as well as from Peabody, Bow Arts and the Arts Council England. In total £2.8m was raised for the refurbishment of the centre.

We further provide affordable housing for creatives in the area, recognising the need for and importance of affordable housing options for artists and the wider community. A portion of the rental income is used to support cultural enterprises by our artists that provide events for the community, employment opportunities and other benefits.

"Not only will this exciting new partnership put culture right at the heart of the community, it will transform Thamesmead and provide vital creative workspaces and affordable housing for key cultural workers."

A lack of affordable space is one of the biggest threats to London's reputation as a cultural powerhouse and we need more partnerships like this. We recognise the immense value artists bring to the capital's identity and success, and I'm delighted that we are working with Peabody and the wonderful Bow Arts to do just this."
Justine Simmons, deputy mayor for culture and creative industries

Barking and Dagenham

Our newest, purpose-built studio site in Barking, Riverside Mills, opened on March 1st and was filled within the week with an exciting group of artists, designers and makers. This adds to our already thriving site in the area, Ice House Court, forming an important part of Barking and Dagenham's Ice House Quarter. Supported by the London Borough of Barking and Dagenham and the Mayor of London's High Street Fund.

Leyton High Road

Transforming a vacant ground floor commercial space into a thriving creative community our Leyton High Road studios have now opened and are fully occupied, contributing to the legacy created by Waltham Forest being first London Borough of Culture. Consisting of 18 workspaces the site already has a wide range of practices from fashion and fine arts to film makers and sculptors. The fit out of the space was generously supported by Waltham Forest helping ensure they remain affordable to artists.

Purchase of Three Waters

Due to our deepening partnership with Peabody in Thamesmead, we are thrilled to announce that Bow Arts has agreed a deal with joint venture partners Mount Anvil and Peabody to purchase our first building, Three Waters, located where the three waters of Bow Creek, the River Lea and Limehouse Cut meet at Bow Lock. This site will have 100 new affordable creative studios for artists on a 999-year lease. The first of its kind in London - that ensures ongoing support for artists, educational services and inward investment into local communities and the arts for perpetuity in east London. Three Waters will host a

suite of arts programmes and exhibitions open to visitors and residents that will bring world-class artists to the area. This is an exciting undertaking and one which provides an important, permanent legacy for Bow Arts and east London and one on which we can continue to deliver and grow.

26,000 square foot on a 999 year lease





Enterprise and Placemaking

The Royal Docks, Royal Albert Wharf

Through our award-winning placemaking program, we have brought significant activity and enterprise to Royal Albert Wharf, facilitating a creative hub, and enabling a programme of arts, workshops, and events. As well as introducing a great café, chocolate factory, restaurant and free gallery.

Our affordable studios, situated on the vibrant and historic Royal Albert Wharf, allow artists the security and room to develop their own practice while engaging with the local community and creating a strong creative and community presence. We have also expanded our remit within Royal Albert Wharf supporting Notting Hill Genesis with commercial agency work aiming to source suitable, viable long-term tenants. As a result we are pleased to announce that Cyrus Todiwala and family have relocated their flagship Café Spice restaurant to RAW taking over 10,000sqft that will include training and prep kitchens. A leading chef opening a long-term project in the far edge of the docks is a real coup for the development.

Rainbow Bridge

Supporting the idea of local resident Andrew Morris during lockdown in 2020 we helped create an eye-catching

rainbow bridge that aimed to bring residents together in a period when social interaction was limited. The project is the culmination of many years work at RAW and brought together over fifty residents who volunteered to construct the installation. The RAW Rainbow has become the iconic image of Royal Albert Wharf used by all involved in the development to articulate the creative place it has become. There were over 200 individual posts to social media that were engaged with by 300,000 accounts. In addition to this massive reach the project went on to win two international Dezeen Awards taking a clean sweep in the installation category. Over 60,000 people voted in the public competition and they agreed with a judging panel of 40 leading architects from across the globe in selecting RAW Rainbow as best in house.



Well Bean Company

Charlie Claydon founded Well Bean Co from his back garden shed and with the support of Bow Arts he was able to expand into new premises in Royal Albert Wharf, take on staff and start stocking across London. They won three Newham Business Awards including Business of the Year and have attracted thousands of pounds in investment.

"I wouldn't want to be anywhere else other than RAW Labs, it's undoubtedly been key to our success. There are so many benefits! Bow Arts has provided a beautiful space that we can actually afford, and with that comes the amazing artists in residents and the wonderful people that walk into the café every week."

Charlie Claydon Founder of Well Bean Company.



Thamesmead

To support the development of The Lakeside Centre we have started to extend our placemaking programmes in and around the building. Although due to Covid this programme is still in its infancy we were part of the Estuary Festival, started a 12 bed gardening club, an affordable darkroom club has moved in and a series of artist led projects continue to grow.

Thamesmead Texas

Thamesmead Texas, a nomadic artist run initiative based in Thamesmead, began operating from a living room in one of our 40 flats rented by artists from Peabody via Bow Arts. They set up to unite the community of artists based in Thamesmead. Anchored by an art bar, the group is led by the necessity to be social and organise public exhibitions and events. They have now built the Thamesmead Traveling Cinema which is based within our courtyard. They have run hugely

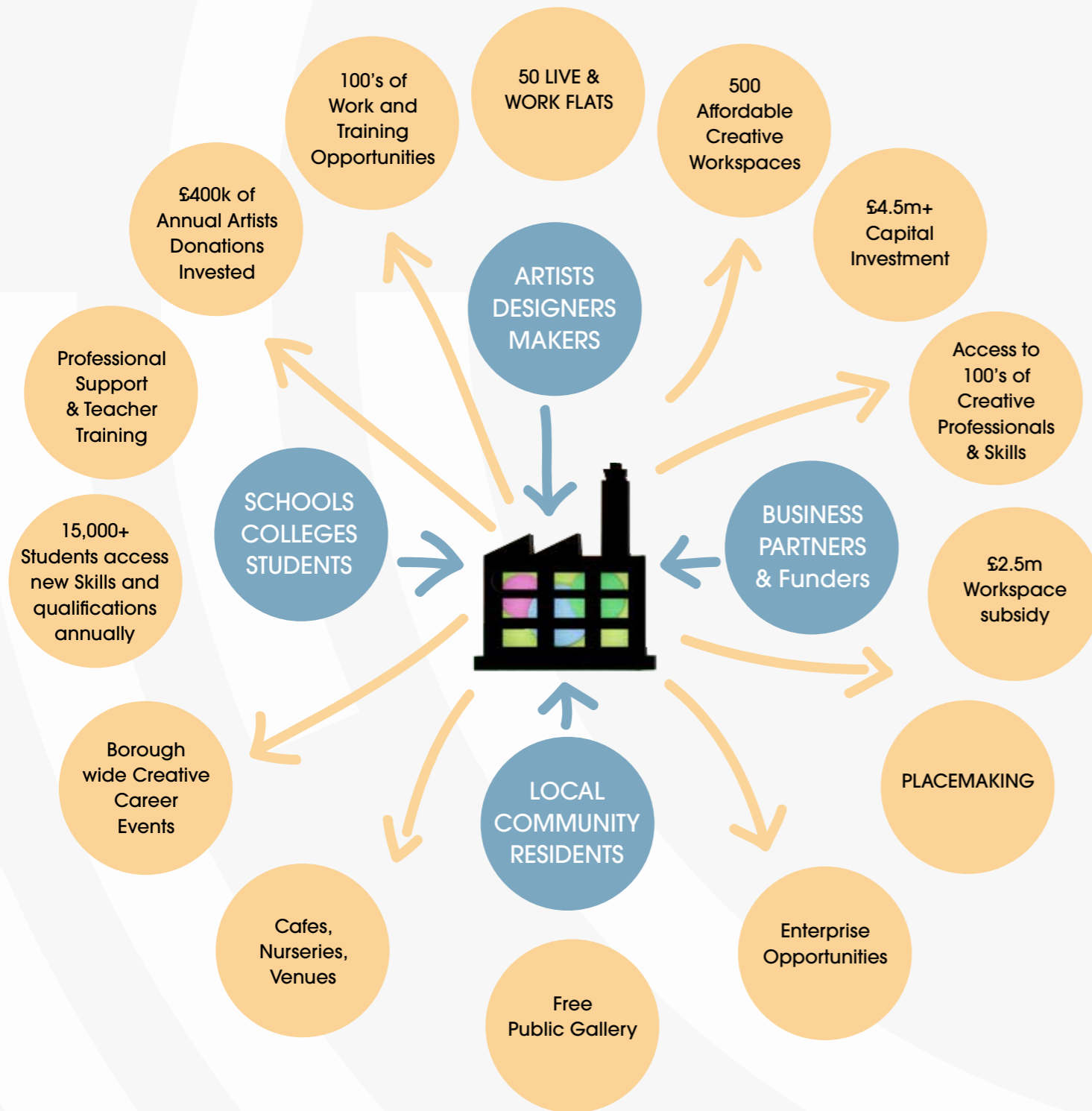
successful monthly film nights that link in with local food traders and plan to grow this offer in the future. We have also supported them with funding to run a training programme for aspiring film makers and event planners.

"It's very exciting to land in Thamesmead and immediately become a part of such an important project such as the reimagining of the Lakeside Centre. We know the centre will become a catalyst for unlocking the talent that already exists in the area." - Marcel Baettig



The Bow Arts Model

CREATIVE PLACE MAKING



Social impacts and outcome

Bow Arts is an investment model that generates its income by working with partners and from the rents and generous donations made by the artists, designers and makers that utilise our services. 100% of the income we generate is reinvested in leveraging the presence and skills of the artist, designers and makers in their local areas. Our funding makes this activity sustainable, this

creates the lasting social impact within these neighbourhoods that helps strengthen the fabric of community life.

The Trust delivers creative workspaces, affordable housing and educational and cultural services. Working with local schools, colleges and communities, it offers both training and employment for creative professionals. It manages

placemaking and enterprise programs and delivers a free public gallery and events programme. Ancillary to our core activity sit cafés, nurseries, enterprise and training kitchens as well as hire venues.

The circular economy - Investing locally in talent and skills means that over 60% of the investment made is retained locally.





Creative Learning

Bow Arts works with artists to deliver an innovative programme of workshops, projects and training in schools. We work collaboratively with schools to create bespoke projects that meet the needs of their students, making arts learning accessible and inclusive.

from our studio artists, we provide high quality programmes and excellent value for money.

"It has been wonderful to see our children grow in confidence and take a lead in developing their own ideas and interests."
Deputy Headteacher

Our programme creates impactful learning experiences that improve attainment, confidence and wellbeing for all students.

"Our children are making exceptional progress, learning new skills and developing positive attitudes. They are encouraged to think independently and apply their learning." - **Teacher**

Social Justice Project

An important new and exciting project is our Social Justice Project, a response to the social injustices that have been

Across our 5 consortia we worked with 32 schools, impacting 18,200 students

highlighted by recent global events. Funded by the Paul Hamlyn Foundation, across the next two years we will be working with five schools to help students creatively address some of the social issues affecting them, from mental health to racism. Working on this project are five artist educators, all of whom have a social justice-based practice and lived experience of the challenges faced by the young people we are working with.

From April 2021 to March 2022 we delivered 1,542 artist-led sessions in 71 schools across 14 boroughs.

We believe in the value of arts and culture in our society and that it is the right of every child and young person to have access to it. With at least 25% of costs subsidised by donations

Collaborative working

At Bow Arts our Consortia Model brings schools together to create inspirational learning opportunities for young people.

Working in partnerships allows schools to pool resources to create a more robust arts education offer for their students. It supports relationships between neighbouring schools, creating a network of collaboration and support.

This year we have consortium in Newham, Barking and Dagenham, Poplar, Lewisham and a newly formed consortium in Thamesmead. Formed of eight primary schools, this will be our first working in partnership with these schools, in close collaboration with the Lakeside Centre.

"The collaborative approach with Bow Arts has brought real financial benefits to our schools. Pooling resources creates an economy of scale." **Partnership Manager, Poplar Partnership**



Artist Trainee Programme

Our Artist Educator Trainee Programme is for artists without the necessary experience looking to become lead artist educators with Bow Arts. We have introduced a new Thamesmead specific trainee programme, training artists living in Thamesmead to deliver high quality learning experiences to young people in the area.

Below: Artist educator, Amy Leung working with year seven students to visually explore their English and Drama project topic 'Visionary Woman' and learn screen printing. One of 20 projects with Sarah Bonnell this year.





Teacher's professional development

520 teachers benefitted from our professional development sessions

We are committed to supporting the professional development of teachers with hands-on sessions with professional artists that equip staff with the skills and confidence to lead arts-based activities in the classroom.

The focus of our teacher CPD (Continuing Professional Development) ranges from specific skill development - training staff to use new tools, mediums or techniques - to strengthening their delivery in the classroom.

"My practice tomorrow will be different because of what I have learnt today" - Primary Art Lead



The Nunnery Gallery

Housed in a former 19th-century convent building, surrounded by our artist studios, the Nunnery Gallery is our not-for-profit art space. Our programme pushes boundaries with an original and creative approach that explores the stories of east London and celebrates today's artistic talent. Open to the public six days a week, all exhibitions are free to enter.

Bow Open Show

Our highly anticipated annual exhibition presenting the work and talent of our artist community, selected from Bow Arts studio or affordable housing holders and artist educators. Selected by a notable guest curator each year, most recently we have worked with Leyla Reynolds, artist curator and gal-dem founder with her brief Aboutface: regroup, reorganise, reimagine (2021), and London-based art collective Baesianz with their title ME 2 U: A collective manifesto, their ode to care, healing, tradition, and preservation. Every Bow Open is accompanied by a unique events programme, including talks, performances and participatory creative workshops, led by our artists.



"The standard of the submissions for this year's Bow Open has been truly exceptional; the innovativeness shown in fulfilling the brief has been truly inspiring, with the artist responses demonstrating the variety of thought housed in Bow Arts Studios. - Leyla Reynolds

Raw Materials

Our ongoing research project exploring the rich industrial history of the River Lea Valley, one material at a time. Generously supported by The National Lottery with funds awarded through the Heritage Lottery Fund, Raw Materials is led by members of our community, who explore stories of our local area's past and remember the businesses that have shaped the evolution of east London. Beginning with wood in 2017, textiles in 2018 and most recently we explored plastics in 2019. RM: Plastics celebrated the little-known invention of the very first man-made plastic Parkesine in Hackney Wick, supported by University College London and their Institutes of Sustainable Heritage and Making.

Each year, Raw Materials commissions contemporary artists to respond to the newly unearthed history. RM: Plastic's film commission PHX (X is for Xylonite) by resident artist Frances Scott was subsequently shown at the 57th New York Film Festival, while resident maker designer Peter Marigold made a cabinet inspired by early plastic mould-making techniques with his bioplastic FORMcard, an award-winning mouldable reusable plastic.

Other supporting partners of RM: Plastics include MoDiP (Museum of Design in Plastic, Arts University Bournemouth), the Plastics Historical Society, V&A, the Science Museum, Vestry House Museum, and Barking & Dagenham, Hackney, Suffolk, Newham and Waltham Forest archives.

On average we welcome around 7000 visitors to the Nunnery Gallery every year



Visions

Our renowned showcase of moving image, digital and performance art, with works selected from across the world. The biennial exhibition offers an informed overview of the provocative and quick-changing nature of these mediums. Despite the challenges of the pandemic, Visions 2020 took place in the Nunnery Gallery and online between UK lockdowns, bringing some much-needed art, creativity and international collectivism to our visitors. Presenting works from over 34 countries, the show was headed by lead artists **Hetain Patel** (winner of the 2019 Jarman Award), **Nye Thompson** (2021 Lumen Prize gold winner) and **Benedict Drew**, and was supported by Arts Council England. Visions is curated by Tessa Garland and Sophie Hill.

Doreen Fletcher | A Retrospective

In 2019 we presented a retrospective of works by painter Doreen Fletcher, curated by The Gentle Author, which drew a record number of over 7,000 visitors to the gallery.

For twenty years Doreen Fletcher painted the streets of east London until, discouraged by lack of recognition, she gave up in 2004. A chance meeting with The Gentle Author of Spitalfields Life brought her painting to public attention in 2015. For the first time, this exhibition revealed the

full breadth of Fletcher's work between 1983 and 2004, showing the largest selection of her paintings together, and including many previously unseen pictures from private collections.

Fletcher's paintings reveal the drastic changes of east London's streets across three decades, remembering forgotten businesses and the buildings that have since been knocked down. Celebrated across national press, the exhibition fascinated visitors, drawing many old east Londoners back to the gallery who remembered the places immortalised in her paintings.

"I am an artist interested in the pockets of life others ignore".
Doreen Fletcher

East London Art Prize

The new East London Art Prize is a biennial prize for visual artists, headed by Bow Arts and funded by Minerva Search, the highly regarded education and cultural recruitment specialists. With an open call aimed at both established and early-career

artists working or living within any E Postcode area of London, the prize celebrates and promotes the incredible talent and diversity of art made in the cultural hive of east London. Taking place every other year, the winner receives a £15,000 cash prize and a solo exhibition at the Nunnery Gallery, with a runner-up winning a year's studio space with Bow Arts. The Prize will also uniquely support and provide opportunities for submitting artists through an associated events programme and network of east London-based partners including the LLDC, UCL and V&A East.

Nunnery Gallery Shop

Our shop offers artists the opportunity to promote and sell their work to a wider audience and lets our visitors 'buy local', supporting local makers. The shop stocks affordable items including prints, cards, pottery, jewellery and clothing, as well as books from local publishers exploring the history and quirks of east London. Housed in our Nunnery Café, goods can also be browsed and bought online on the new Bow Arts website.



Own Art

Own Art is a national initiative that makes buying contemporary art and craft affordable by providing interest-free loans for the purchase of original work. As a member of Own Art, Bow Arts can process loans from £100 to £2,500, encouraging original artwork sales for our artists. We offer Own Art on all sales through the Nunnery Gallery, and process sales on behalf of Bow Arts studio artists, flat holders, and artist educators.

Nunnery Café

We've run the Nunnery Café 'in-house' since 2019, to better serve our locals and raise money for the Nunnery Gallery programme. Open every day, the café is known for its amazing coffee and lovely welcoming atmosphere. For much of the pandemic lockdowns, the Nunnery Café was the one public window of Bow Arts that remained open and the space has become a regular stop and haven for local residents and artists, as well as a welcome discovery for new gallery visitors. The Nunnery Café exhibitions present affordable artwork from Bow Arts artists, and the space hosts evening events as part of the gallery programme.

The Café serves HeySister Coffee, a female-led hand-crafted, sustainable coffee roastery founded by our Café Manager Maliha Haider and supported by Bow Arts.



Sustainability

The last few years have presented some difficulties to sustainability; the impact of Covid-19 produced an increased reliability on fast hygiene through disposable cleaning products, and the hike in energy bills made sourcing renewable energy even more financially challenging. Bow Arts has since reflected on

the changes we can make to continue our journey to increasing our organisation's sustainability. To make these changes, we have reformed our Green Team with additional staff, and have become members of the Gallery Climate Coalition, with a shared goal of reducing our industry's carbon emissions by at least 50%

by 2030. Since establishing our Green Team in 2012, we have successfully reduced our carbon emissions by an average of 12% across our sites. While our studio portfolio and projects continue to grow, as will our application of environmentally thoughtful procedures to strive towards a more sustainable future.



Equality and diversity

Bow Arts strives to be inclusive and representative of the communities in which we exist. Staff from across the organisation contribute to an overarching Action Plan to instil equitable processes and culture to make taking part in our organisation accessible.

We set annual targets for development in a number of priorities. Governance and policy ensures accountability for implementation of targets. Recruitment and progression of workforce is addressed across the organisation to ensure fair recruitment processes and support development of all staff. We also facilitate specific Access to Creative Careers placements and programmes to create work opportunities for a wider range of people. Projects, exhibitions and events are being influenced and created by our audiences ensuring a plurality of voices in our work.

Bow Arts is invested in making the art and creative sector an inclusive space for underrepresented groups at every level of our work.

We acknowledge that this is a work in progress and our approaches will constantly be evolving to meet the needs of our communities.





What's Next

Permanent affordable homes for artists

We are working in partnership with Peabody Housing, the GLA and DM Architecture to try to tackle the issue of permanent affordable housing for artists. We hope to be able to develop a viable scheme within the next 5 years, one that delivers a working model that will provide permanent affordable long term live and workspace for artists within our communities. At Bow Arts we know we need to offer artists a realistic solution. We value artists, their ideas and their talent, and together we can deliver wider community impact.

Bow Arts Labs

Bow Arts are introducing and growing the concept of our Bow Arts Labs, a creative industry incubator supporting recently formed businesses in their early stages. After the success of RAW Labs, in Royal Albert Wharf, which saw the introduction of a successful gallery, café and

restaurant we are expanding our reach, offering more businesses the opportunity to test their ideas in a project space and community centre. This in turn improves the cultural offer in an area, making them better places to live and work.



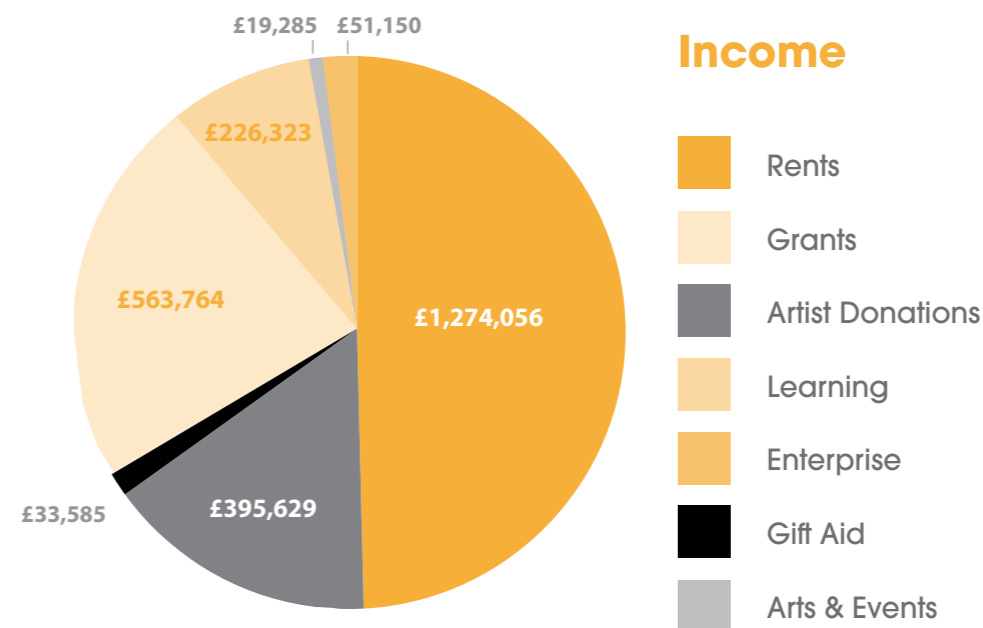
Financials

Bow Arts main income stream continues to be licence fees and rents from the provision of studios and affordable housing for artists, designer and makers. This is supported through donations from our studio and residential tenants and earned income from

our Learning, Arts and Events and new Enterprise and Placemaking Department, as well as Grant support from community and national funders.

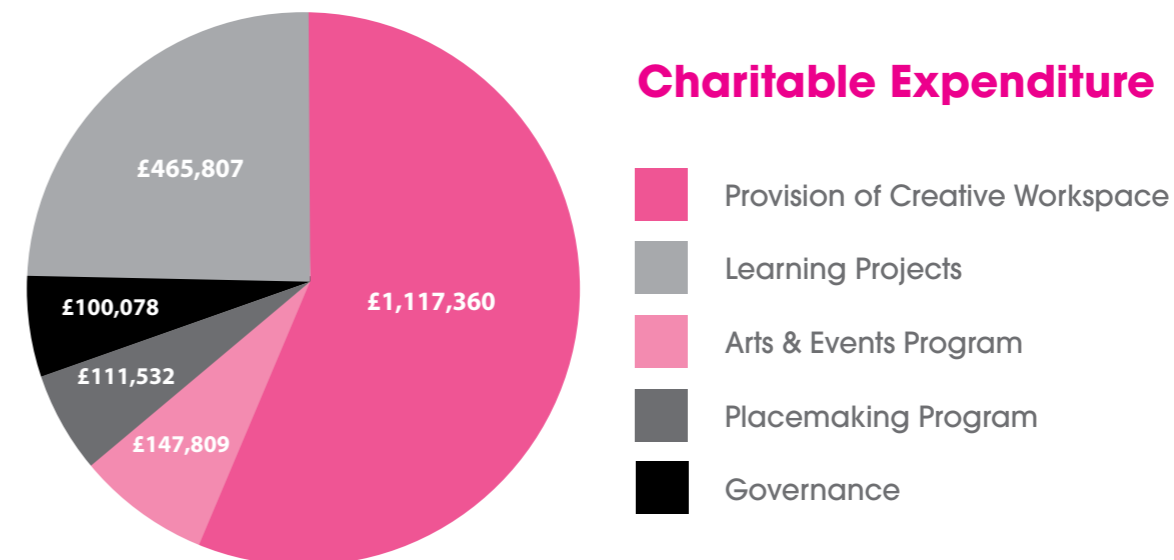
The figures below are based on the 2021-22 financial year, in which

the ongoing effects of COVID on the way we were able to run our programmes of activity were noticeable – reduced earned income from our Arts and Events & Learning departments, supported by additional emergency grant funding.



Income

- Rents
- Grants
- Artist Donations
- Learning
- Enterprise
- Gift Aid
- Arts & Events



Charitable Expenditure

- Provision of Creative Workspace
- Learning Projects
- Arts & Events Program
- Placemaking Program
- Governance



Our trustees

Martyn Coles (Chair)
Rajen Madan (Vice chair)
Elizabeth Hall
Brian D Smith
Nick Smales
Cath Smith
Claire Smith
Stephen Pallister
Dr Michael Owens

Our staff

Marcel Baettig (Chief Executive)
Jen Pringle (Business Manager)
Shirley McNeill (Office Manager)
Subramaniam Balachandran (Head of Finance)
Hazel Hepner (Finance Assistant)
Emma Rumford (Marketing Officer)

Enterprise and Placemaking team

Joss Taylor (Head of Enterprise and Placemaking)
Adonis Fuyana (Enterprise and Placemaking Officer)

Creative workspace team

Glen Moxon (Property Team Manager)
Henry Jones (Studio Manager)
Rose Maltezos (Studio Manager)
Henry Walter (Studio Manager)

Learning team

Michelle McGrath (Head of Learning)
Helen Bradbury (Learning Manager)
Liz Jeal (Learning Project Manager)
Laura Lloyd (Learning Project Manager)
Tom Sherriff (Learning Project Manager)
Sophie Langsford (Learning Administrator)

Arts and events team

Sophie Hill (Director of Arts and Events)
Seung Sing Sou (Arts and Events Coordinator)
Vita Shaw (Gallery Assistant)
Maliha Haider (Café Manager)

Donate option

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<https://mydonate.bt.com/charities/bowarts>

With thanks to all trustees, staff, community partners, volunteers and, of course, our artists for all their support and encouragement





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