

COVE PARK

Fair Selection Policy

Adopted April 2025 – Reviewed October 2026

Cove Park is committed to a fair selection process for all our various opportunities, including Awarded and Open residencies, facilitation of our engagement workshops and community events, and advisory roles. We acknowledge the responsibility we hold as a publicly funded organisation and the impact our role as an institution has on providing these opportunities, which are scarce in an increasingly challenging creative sector.

Our Fair Selection Policy aims to:

- Ensure a fair and transparent selection process.
- Avoid favoritism and monopolisation within the Scottish and UK arts sector.
- Prevent the possibility of nepotism by requiring staff and programme advisors to declare any relationships or affiliations with applicants and the extent of their connection. If conflicts of interest arise, we will involve additional individuals in the selection process to ensure that nepotism does not influence the outcome.

Residencies, commissions, workshop facilitator positions, and roles on special projects at Cove Park are distributed through several different routes:

1. Applications received for Awarded Residencies go through a rigorous review process. The size of the call and the available funding determine whether the selection is managed internally by the programme team or with the added expertise of external advisors, including trustees, former residents, and colleagues from across the sector. In some cases, we do not disclose in our application guidelines who will serve on the selection committee, as advisor invitations are based on the artistic disciplines or geographical context of the applicants. Given the broad scope of creative practices we support, we aim for advisors to complement the expertise or lived experience not already represented within the programme staff. If applicants have privacy concerns regarding who has access to their submissions, we encourage them to contact us before applying. This allows us to create a bespoke process to ensure their comfort and security throughout the selection process. At the interview stage,

we always share the questions, as well as the names and affiliations of those on the interview panel, well in advance of the scheduled interview.

2. For some shorter Awarded Residencies—often funded on a one-off or annual basis by small trusts, institutional partners or individual patrons—we may appoint artists directly rather than issue an open call. In this case, we often return to artists interviewed or shortlisted in previous open calls, recognising the time and effort they have already invested in applying. We receive many outstanding applications and cannot offer places to all shortlisted candidates. Direct appointments allow us to support artists and projects we are enthusiastic about sooner, without asking them to repeat a time-consuming application process.
3. For commissions, engagement workshops, or roles on special projects, including paid advisor positions, we often invite former residents to participate. Our Associates programme, a membership scheme for Cove Park alumni, offers artists the opportunity to work with Cove Park as trustees, advisors, and contributors to our programme of workshops and public events. We believe it is very important for former residents to help shape our programme, and we consider it a unique and exciting benefit to welcome them back to lead workshops and run events.

Within any of our selection processes, Cove Park does not use AI tools to assess submissions. Every application is read and reviewed by a member of the programme team. For transparency, we inform all applicants of the outcomes of their application, including whether they have been longlisted, shortlisted, or selected for an interview. Due to the limited capacity of our programme team, we cannot always offer individual feedback. Our general calls can receive hundreds to over a thousand applications, depending on the opportunity, making individual feedback infeasible.

If applicants have any further questions about our Fair Selection Policy, they are welcome to contact Alex Marrs (Senior Producer – Awarded Residencies): alex@covepark.org

This policy supports our commitment to fair work, transparency, and accountability, ensuring that we uphold the immense responsibility we have as a cultural organisation that provides opportunities for artists and freelancers.

Acknowledgement

This policy was developed with inspiration from Generator Projects' Fair Selection Policy.

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