



When I interviewed for my job in 2021 I expressed my curiosity regarding the future of creative leadership in building-based theatres like TRP. I shared reflections that with a programme as broad as TRP's, with three stages, work in communities and work in urban and rural settings I was increasingly uncomfortable about structures where one person held all the artistic and curatorial power.

When I took up post earlier this year I commissioned six trusted industry colleagues to lead an independent review into TRP's creative leadership. I committed to our trustees, and our staff, that if after the consultation the findings were that TRP needed a new Artistic or Creative Director I would respect those insights and that's what we would do. If something else was encouraged or suggested we would explore those findings further.

Today, in a spirit of openness, we are sharing the key findings of the consultation and the work we have been doing to embark on honouring the report's recommendations. The report has many rich insights and reflections on TRP in the past, now, and the organisation we could be in the future.

Over the past three months, with the support of our trustees, and my colleagues, we have been considering, thinking and implementing a significant organisational change programme. Our re-organisation is about the creative renewal of TRP and fully focussed on our business being orientated to meet the needs of artists, audiences, and those who take-part but mostly about creativity. This has been and still is, a monumental piece of work.

TRP will not be led by one Artistic or Creative Director in the years ahead. We will instead have a team of eight creative artists who, with myself, and the rest of my colleagues, set and deliver the creative direction of TRP. These artists will be:

- Associate Director, Theatre
- Associate Director/Choreographer, Dance
- Associate Director, Children, Young People & Families
- Associate Director, Co-Curated & Outdoor Work
- Head of Artist Development
- Associate, Scenic Design & Construction
- Artist-for-Change, Diversity & Inclusion
- Artist-for-Change, Climate Emergency

Six of these roles will be new recruits to our team. We will share more about these opportunities in the weeks ahead. All of these eight areas of creativity will aim to have similar power, influence and resource in our organisation. All of our work will be supported by one producing and programming team of planning, technical and production staff who will work across all areas of our creativity.

Finally, today I commit to responding to the world around us by being brave and courageous in our creative ambition. We will also be bold and unashamable in our desire to bring people joy, to raise a smile, to release a tear or encourage a giggle. Now, more than any other time I have known, people need access to creativity and we plan to deliver and facilitate it proudly.