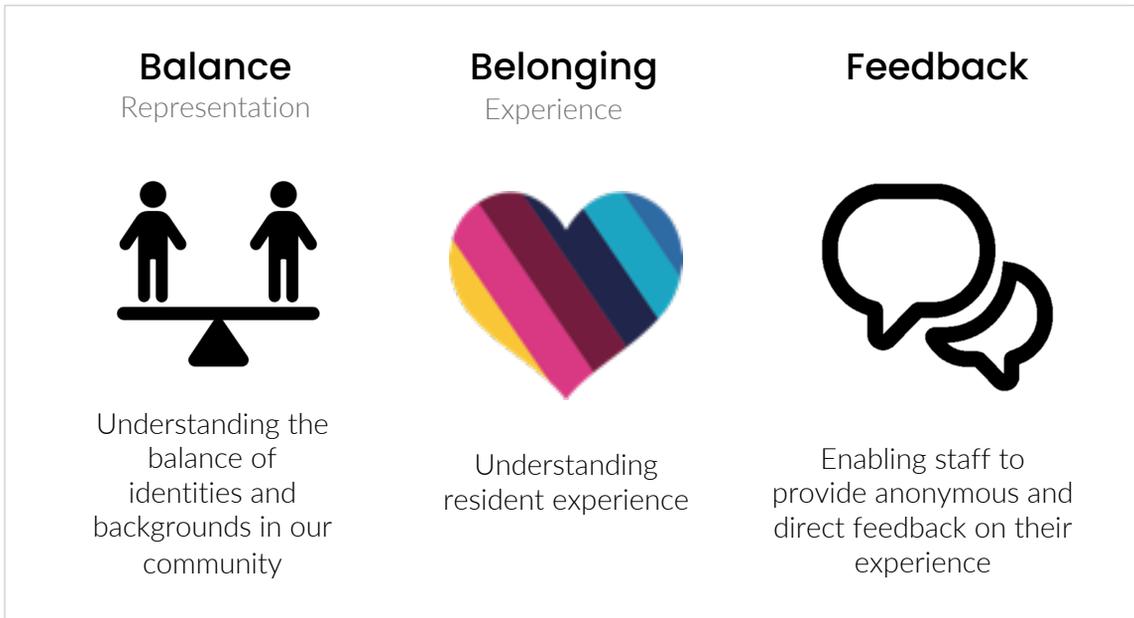
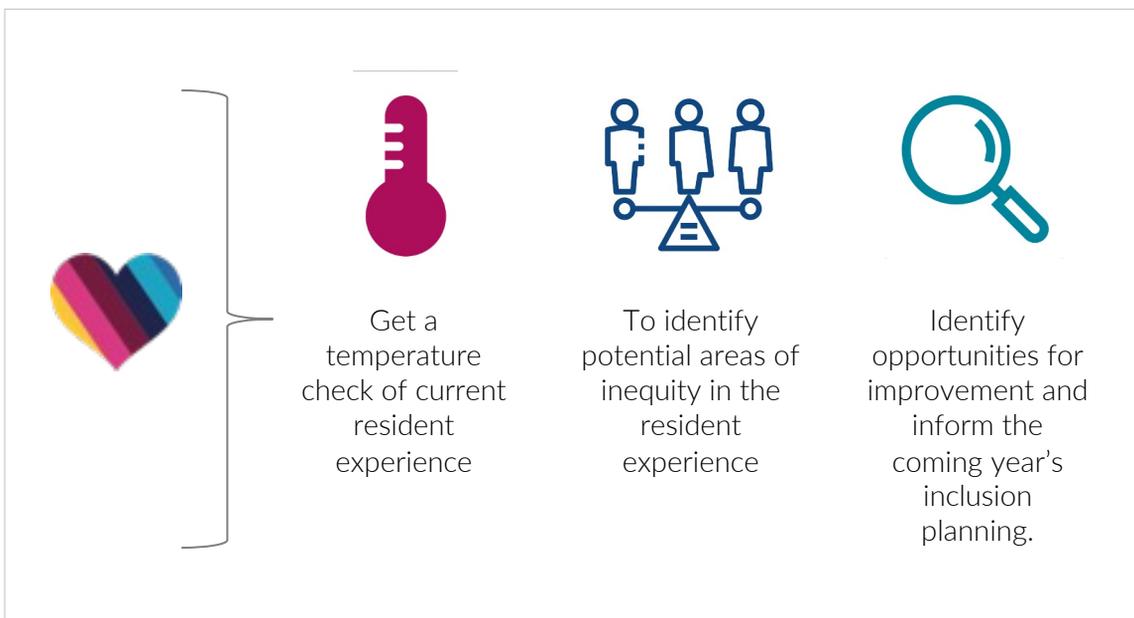




In Summer 2025 we ran our annual resident inclusion survey which had 3 sections:



We use the data from the survey (alongside other feedback) to:



The following pages give a summary of:

- What's happened in the past year
- This year's balance and belonging data
- What we're planning for the coming year

The full report can be found on the [Pervasive Media Studio Website](#)



May 2024

Studio Governance

We launched Resident Advisors. Every six months, we randomly select six Residents who are be paid to help review applications, sit on interview panels and feed into major decisions.

Make Shift Camp

Our summer Make Shift Camp specifically encouraged people who identify as working class to apply. This is the first time that we have done a proactive invitation of this kind and was reflected in who participated.

Studio Wayfinding

We worked with Gill Wildman to create new signage and wayfinding maps for the Studio, hopefully making it easier to navigate for people who feel less confident using the space

Home

We used our new Programme Guidelines (which were developed to ensure that our programmes reflect a wide range of knowledge, practice and lived experience) in our Home theme.

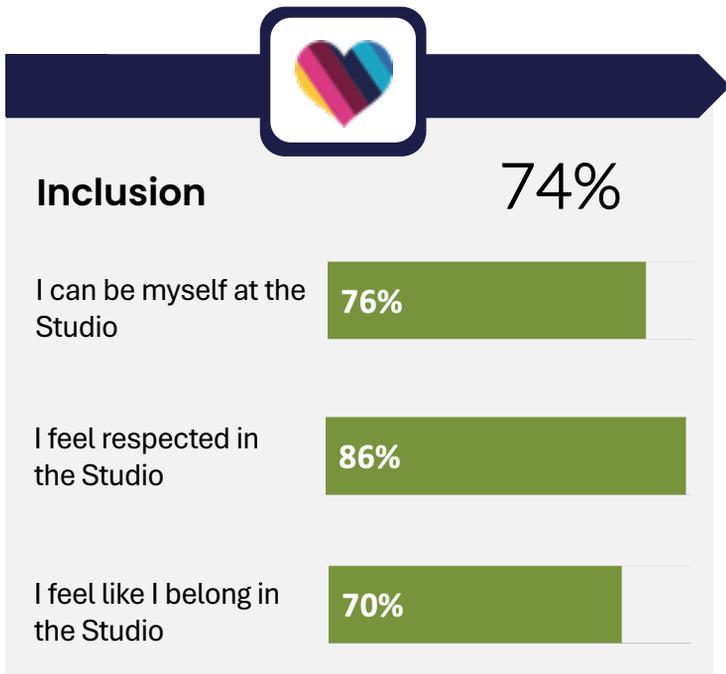
Artist Residencies

We redesigned our long running Artist Residency programme in response to feedback about who the short intense timeframe excludes. We hope that the new flexible track enables more parents and carers, people managing health conditions and/or those juggling multiple commitments to apply.

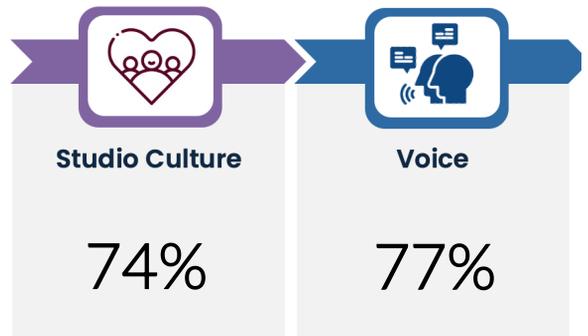
December 2025



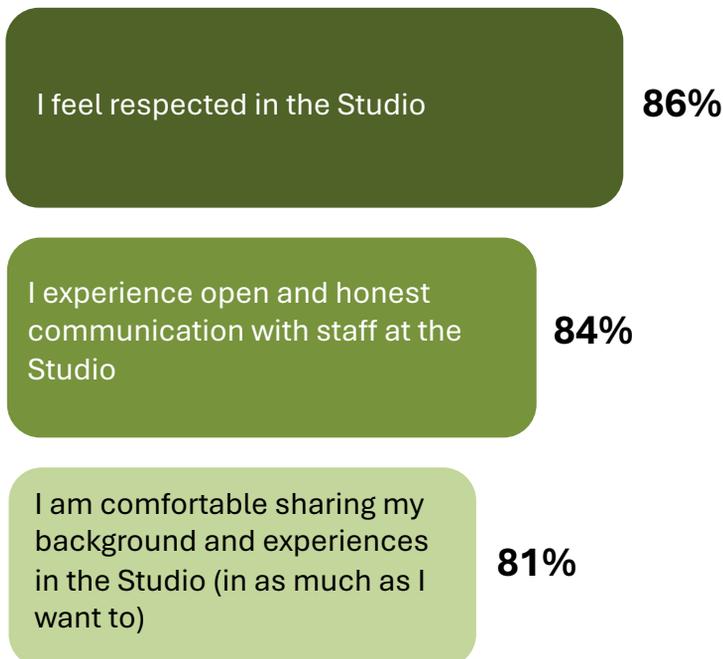
- 70% of our belonging questions showed an increase in favourable scores compared to last year.
- Open and honest communication both with staff and other residents continued to score highly.
- Despite showing significant improvements in favourable scores compared to last year, being able to voice alternative perspectives or respectfully challenge other opinions and feelings of belonging continue to be areas of focus for improvement.



Below shows the % of agreement for questions in each of the other sections:



Highest Agreement

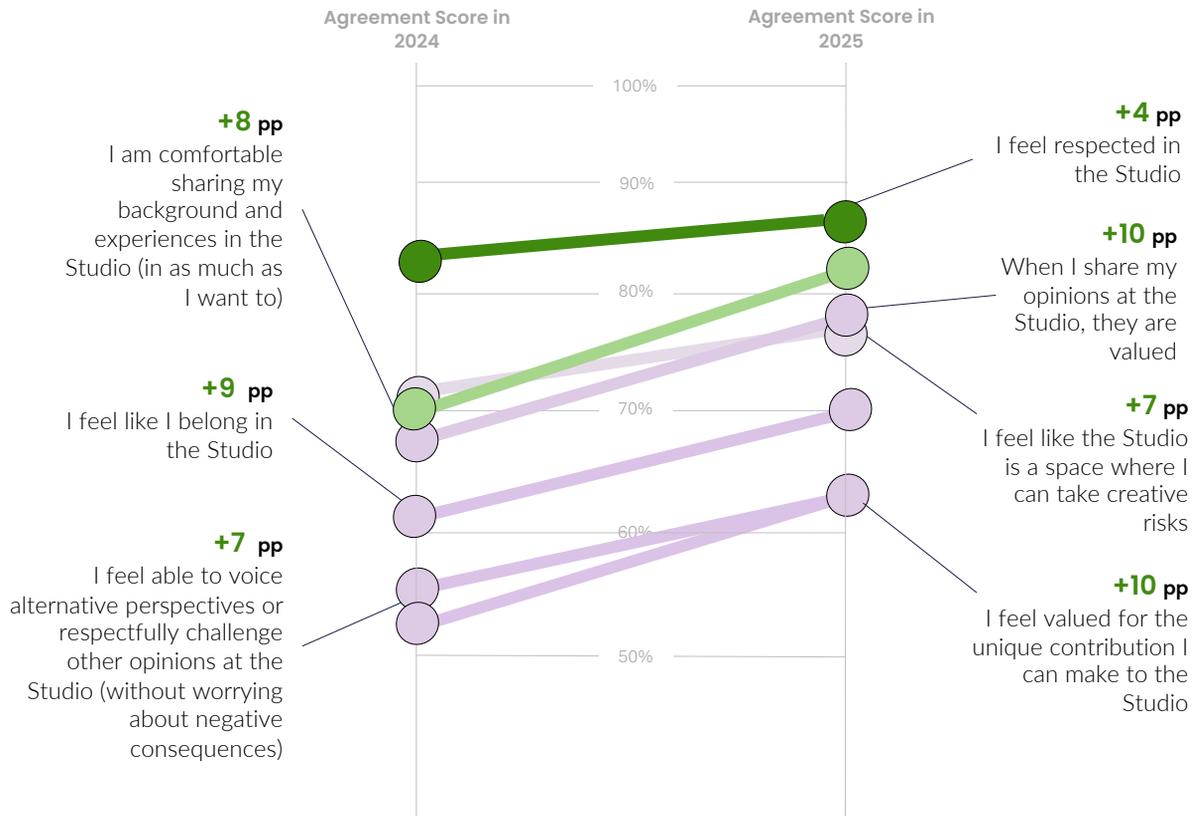


Lowest Agreement

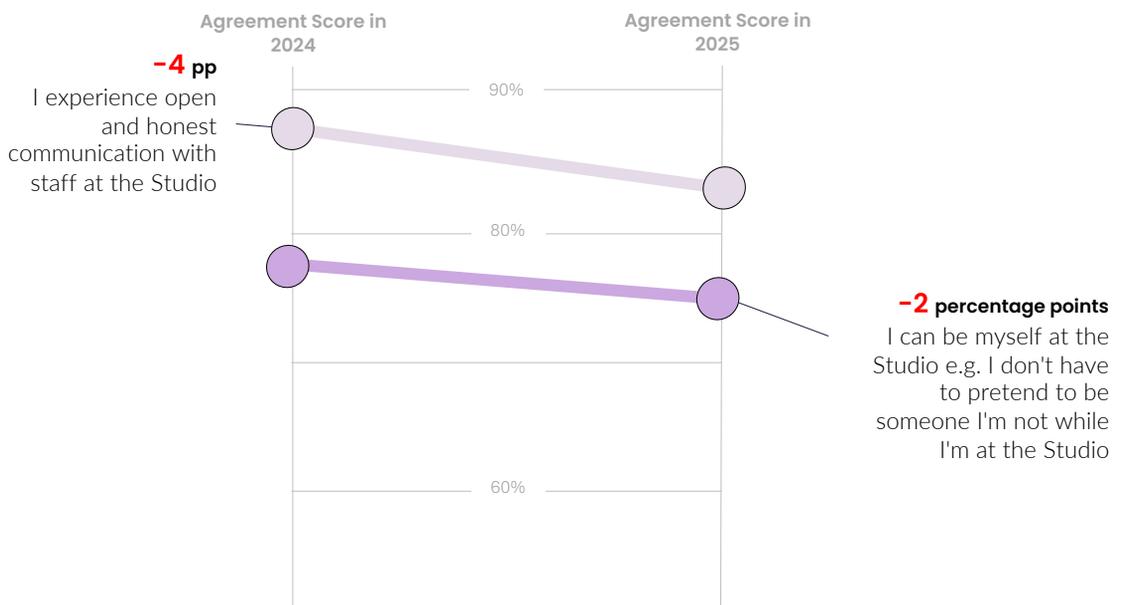


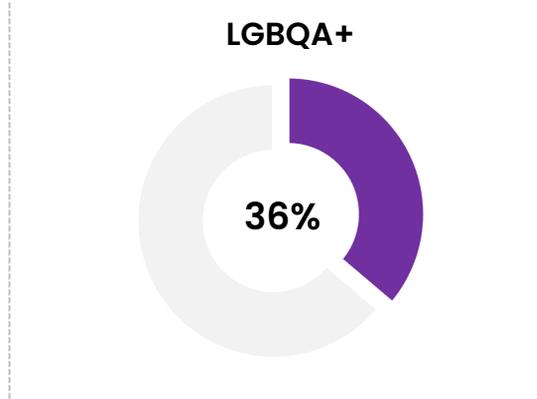
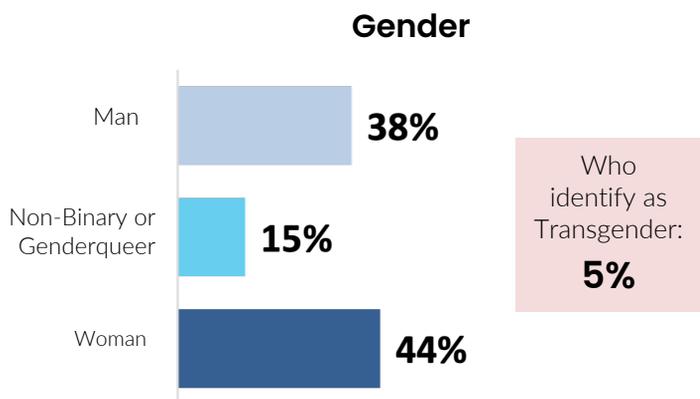
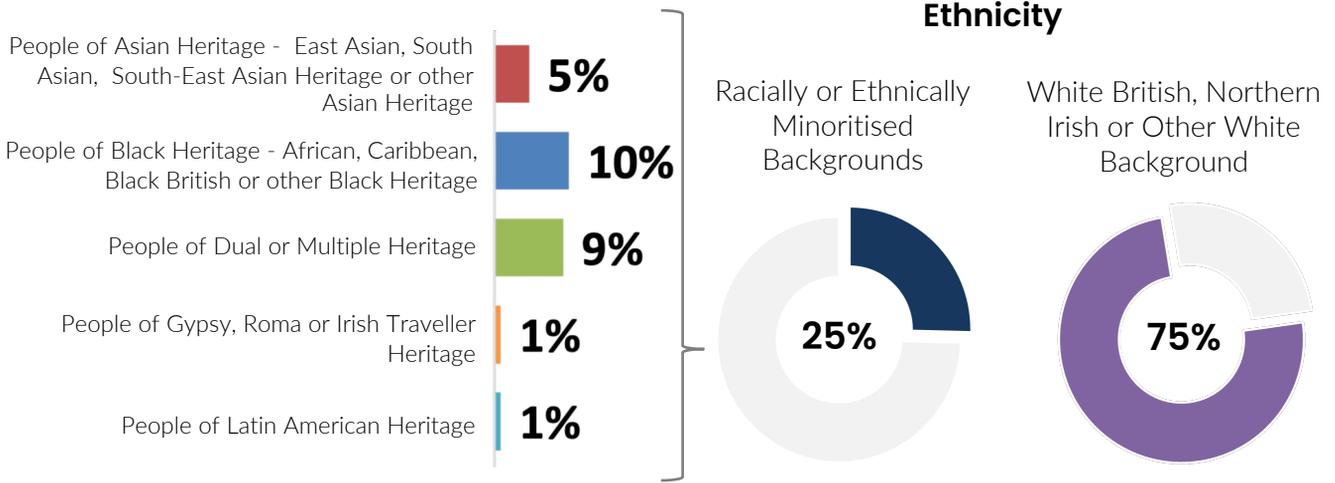


Improvements

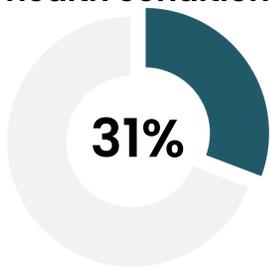


Declines

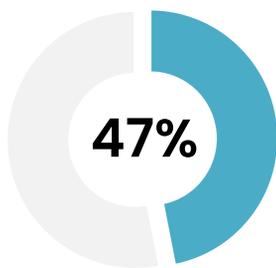




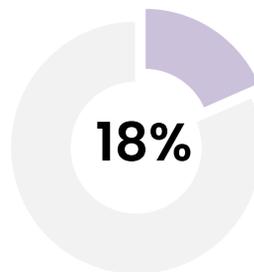
Disabled, Deaf or have a long-term health condition



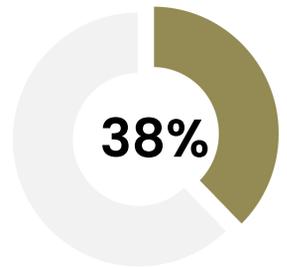
Neurodivergent



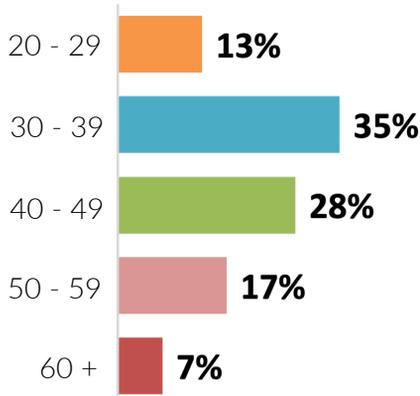
Residents with Religion or Faith



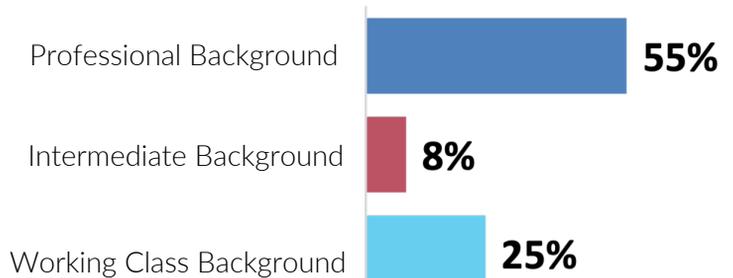
Carers



Age



Socio-Economic Background





January 2026

Staff Development

We will complete a series of Reparative Justice workshops, exploring how we responsibly welcome lived experience, recognise intersectionality and make things together while maintaining safe boundaries for all involved.

Consistency of Support

We don't always want to prioritise new things, so this year will also be about consistency of support. We will continue to run our Resident Advisor, Community Conversation and time bank offers to support belonging in the community.

Research

With a few years of Balance and Belonging data and insight to work with, we can look deeper at the impact of our work. We will explore the pathways that people take through the Studio and how this varies for people of different backgrounds.

Communications Review

We will do a review of Studio voice, messaging and comms to ensure that our writing is accessible to a wide range of people – particularly considering class and educational background. We were unable to do this last year due to budget and capacity limitations.

Careful Change

The year ahead may bring some changes at Watershed – as we care for our old leaky building and ensure that we are financially sustainable for the future. We will consult residents along the way, drawing on their ideas and feedback to minimise harm.

March 2027