

Scottish Government response to the National Partnership for Culture recommendations

September 2022

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Ministerial Foreword

Neil Gray, Minister for Culture, Europe and International Development, and Minister with Special Responsibility for Refugees from Ukraine.

I was pleased to receive the recommendations from the National Partnership for Culture. Our *Culture Strategy for Scotland* is centred on a vision which recognises the intrinsic value of culture, and the power of culture to inspire, enrich and transform people's lives, and our communities. The recommendations delivered by the National Partnership for Culture align with both the vision of the Culture Strategy, and the broader aims of the Scottish Government, as we focus on recovery from the Covid pandemic and the transition to a wellbeing economy.

The recommendations are timely, as work is underway in my portfolio to develop a refreshed Culture Strategy Action Plan. I have heard broad agreement in my discussions with the culture sector that the aims and ambitions of the Culture Strategy remain as relevant as ever. It is also clear, however, that since the Culture Strategy was published in 2020, the combined impact of Covid and EU Exit has highlighted a need to update the actions we take forward in order to deliver on the Culture Strategy's aims and ambitions. Along with significant stakeholder engagement, the report from the National Partnership for Culture is being considered as the refreshed Action Plan develops.

I wish to extend my thanks to the National Partnership for Culture and those who contributed to the themed workshops for their hard work as a voice for the culture sector, and for providing me and my fellow Scottish Ministers with their recommendations.

Introduction

The National Partnership for Culture (NPC) was established to provide a cross-sector, interdisciplinary voice in order to advise and influence Scottish Ministers on matters affecting culture in Scotland ([more information on the National Partnership for Culture including membership, terms of reference, and the output reports from workshops](#)). Their role is to support delivery of the collective vision, ambitions, aims and actions set out in the Culture Strategy; help to inform and influence policy decisions, and continue the national culture conversation in the light of the impact of Covid-19. The NPC provided recommendations to Ministers in February 2022 ([the published report and recommendations from the NPC](#)).

This report sets out our consideration of the recommendations and the next steps on how they can be implemented, building on existing work and good practice.

The NPC recommendations speak to the Scottish Government's commitment to meaningful cross-portfolio working. In developing the response to the recommendations, we have worked across portfolios to ensure that policy synergies are captured appropriately, both in noting planned, or current, workstreams and in the development of next steps.

The NPC presented narrative to support its headline recommendations, which helpfully set the scene for our in-depth policy consideration. Our response takes the NPC's supporting narrative into account, along with its suggestions for delivery.

The NPC and the Scottish Government will shortly undertake a lessons learned exercise, which will help set the direction for the future of the partnership.

1. Education and Learning

1.1 The Scottish Government should guarantee the equitable provision of cultural education both in formal and informal education for young people.

The Scottish Government shares the aspiration that all young people experience high quality education in all the arts. The Curriculum for Excellence framework ([more information on the Curriculum for Excellence framework](#)) is flexible to ensure the expertise of school leaders and education practitioners is valued and allows them to translate the curriculum to meet the needs of their learners. The Scottish Government's commitment to this empowerment agenda means that schools and education practitioners have the flexibility to include the arts. This is complemented by the Scottish Government's support for Youth Music Initiative.

We have committed to begin scoping of the new youth arts strategy over the next year, which will provide an opportunity to explore how to further achieve equitable provision. To ensure sequencing with the programme of education reform, including the review of the curriculum, the Scottish Government will take forward a review of the expressive arts curricular area beginning at the beginning of the 2022/23 Academic Year.

To deliver on this recommendation, we will carry out cross-portfolio engagement to scope where culture may be able to link in to the Place Standard tool ([more information on the Place Standard tool](#)), developed for children and young people to promote equitable engagement in place issues.

1.2 Relevant agencies should be charged with developing a national plan to embed artists and other creative practitioners in all schools, in ways that align with the curriculum.

The Scottish Government cannot fully commit to the development of an additional national plan, as this would require significant additional resource which may be to the detriment of the delivery of other youth arts initiatives. We will explore other opportunities to scope whether any of the established initiatives around the Creative Learning Plan could be scaled up – for example, the National Creative Learning Network and the Creative Learning Network Fund – to coordinate regional collaboration and partnerships and to deliver initiatives and creative activities.

Scotland’s Creative Learning Plan ([more information on Scotland’s Creative Learning Plan](#)) is in place to promote more creative teaching practices and provide support for creative initiatives within local authorities, schools and places of learning. Creative Scotland, as part of the review of the plan, are improving how arts organisations, artists and creative practitioners see themselves reflected in, and relate to, the current plan and improving stakeholder accountability to the vision, aims and outcomes. We will work closely with Creative Scotland and Education Scotland on the delivery of the Creative Learning Plan.

Three recent pieces of sector-led research, commissioned by Creative Scotland, which explore the broader arts education and delivery in Scotland across different art form areas, have a broad degree of commonality with the NPC recommendations. We will scope the potential to take forward the learnings and recommendations from these reports.

We will also explore what opportunity there is to strengthen links between Architecture and Design Scotland and the cultural education agenda, in terms of working with young people and promoting cultural excellence.

1.3 Greater support and guidance should be provided to education professionals and young people to help demonstrate accessible pathways into careers in culture.

The Scottish Government will build on existing strong links with other workstreams, such as Developing the Young Workforce ([more information on Developing the Young Workforce](#)) and we will seek ways to further promote culture based education and career pathways. This recommendation should also be considered by the Scottish Funding Council as the national strategic body for funding teaching and learning, and by Skills Development Scotland in their role in delivering Scotland’s national careers service. We will facilitate a discussion with each stakeholder.

We will engage with work already underway on further strengthening partnerships between schools and the tertiary sector, which is being taken forward as part of the Scottish Funding Council report 'Co-Creating the Learner Journey' ([more information on Co-Creating the Learner Journey](#)).

We will also commit to exploring opportunities, through multiple reform programmes, to ensure the sectors we promote through, for example, Foundation Apprenticeships ([more information on Foundation Apprenticeships](#)), are in line with current skills priorities. This will be evidence based, closely linked to the skills agenda and in line with the planning for Skills Audit Scotland Report.

2. Community and Place

2.1 National initiatives should be joined up and both inform and be influenced by local and regional initiatives.

This recommendation aligns with a wide range of our ongoing policy actions, for example, in the draft National Planning Framework 4 (NPF4), which aims to embed culture in planning policy. This will help link the national, local and regional work, supporting the implementation of the Place Principle, and will foster a greater focus on the strategic delivery of the benefit that culture offers to communities, such as regeneration projects, initiatives from *Our Place in Time - Historic Environment Strategy* ([more information on Our Place in Time](#)) and Local Place Plans.

To take this forward, we will identify areas of best practice that have been developed, for example within the Creative Industries, Major Events and through the National Planning Framework ([more information on the National Planning Network](#)), and apply learnings from these examples within relevant policy initiatives. By working across the Culture and Economy portfolios, we will ensure that culture is represented at existing working groups, including Regional Economic Partnerships, and recognise the value that culture can offer to Community Wealth Building ([more information on Community Wealth Building](#)).

2.2 Equity of access to culture should be prioritised at a national level to support local, grassroots delivery.

Equity of access to culture is prioritised at a national level to support local, grassroots delivery, in many policy initiatives across the Scottish Government. These include the Agent of Change principle ([more information on the Agent of Change principle](#)), designed to safeguard existing cultural venues and facilities; the development of 20 minute neighbourhoods; and the New Scots refugee integration strategy ([more information on the New Scot refugee integration strategy](#)), which has a theme of Communities, Culture and Social Connections.

To continue to deliver on the recommendation, we will work with each of Planning, Architecture and Regeneration, New Scots and Planning and Development teams to understand how culture is considered in relevant policy and ensure culture is represented in the development of initiatives. The

development of a refreshed Culture Strategy Action Plan will allow any policy compacts developed as a result of these cross-portfolio discussions to be captured and taken forward.

2.3 Local authorities should use culture as part of their delivery across wider local authority services.

Whilst setting the strategic direction of local authorities is not facilitated by the Scottish Government, nor does the Scottish Government provide direct funding for local authority culture facilities, we are working with partners to develop actions that support national and local organisations working together to support culture, which will be captured in the forthcoming Culture Strategy Action Plan. This work will complement meetings between Ministers and the Culture Conveners group, to identify ways to strengthen and review models of co-operation around the principals of recovery and renewal and through key workstreams such as education, health and wellbeing.

3. Health and Wellbeing

3.1 The Scottish Government should be charged with ensuring that culture is employed as a key part of delivering Health and Social Care priorities and contributing to an overall wellbeing economy.

This recommendation is in alignment with the Scottish Government's priority to develop a wellbeing economy and commitment to improve physical and mental wellbeing. This is outlined through the National Strategy for Economic Transformation ([more information on Scotland's National Strategy for Economic Transformation](#)), which articulates a vision for Scotland of a wellbeing economy, thriving across economic, social and environmental dimensions.

There is significant work underway in this area across the Scottish Government, through programmes such as the Communities Mental Health and Wellbeing fund ([more information on the Communities Mental Health and Wellbeing Fund](#)) for adults which has been allocated £21 million in 2021-22 and £15 million 2022-23. The Fund aims to promote wellbeing, mitigate and protect against the impact of distress and help tackle the impacts of social isolation, loneliness and mental health inequalities on adults. It has been used to support almost 2000 grassroots mental health and wellbeing projects across Scotland, many of which involve arts based activities.

Bilateral discussions between the Culture and Health and Social Care Cabinet Secretaries have highlighted and consolidated areas of tangible crossover between health and culture priorities. The result of these bilateral meetings is a reinforced commitment for continued and strengthened collaboration to develop policy links across both Culture and Health and Social Care.

We are committed to continuing strengthening links at a Ministerial level to ensure culture is considered, and where appropriate featured, in the development of Health and Social Care initiatives. Where it is possible, we will take evidence and learning from existing projects in this space and work across the Scottish Government to share and promote the benefits of culture.

3.2 The Scottish Government should make connections at Ministerial and policy level to highlight the impact that social prescribing can play and identify the role of culture in nurturing and scaling work in this area.

The Scottish Government recognises the value of cultural initiatives and the benefits that they can bring to physical and mental wellbeing.

We are supportive of social prescribing through programmes to develop dedicated capacity in primary care and other key settings to provide integrated support to patients. These include the Community Link Worker programme which looks to improve patient health and well-being by working with patients to help them navigate and engage with wider services. There is a commitment in the 2021-22 Programme for Government that by 2026, every GP Practice will have access to a mental health and wellbeing service, funding 1,000 additional dedicated staff who can help grow community mental health resilience and direct social prescribing.

We will continue to work jointly across the Health and Culture portfolios to ensure culture is represented in social prescribing discussions, and is considered and featured in social prescribing initiatives where appropriate.

3.3 A dedicated funding stream for culture initiatives should be developed within the health portfolio.

The Scottish Government fully recognises the role of culture in helping to deliver health outcomes. However, the publication of the Resource Spending Review in May 2022 highlighted the challenging fiscal context and the Scottish Government is not in a position at this point to establish a funding stream dedicated entirely to culture initiatives within the health portfolio.

There are existing ongoing initiatives, and provision made for dedicated funds for social prescribing and community mental health. For example, the Scottish Government allocated £21m to the Communities Mental Health and Wellbeing fund for adults in financial year 2021/22, and £15m in 2022/23, which supports the development of an integrated culture of mental wellbeing and prevention within local communities across Scotland, developing and building on existing capacity within community organisations and grass roots groups, supporting the mental health and wellbeing of individuals.

In addition, we support social prescribing through programmes to develop dedicated capacity in primary care and other key settings to provide integrated support to patients. There is support for the development of interfaces between healthcare practitioners and community-based initiatives,

including the online 'A Local Information System for Scotland' (ALISS) service ([more information on ALISS](#)) which seeks to provide up to date information to general practices and people with long term conditions about available community services including culture opportunities.

We will work with delivery partners, and across other policy portfolios, to ensure culture is represented in health and wellbeing initiatives.

4. Fair Work

4.1 A national network of free support should be available for freelance artists and creative practitioners, providing training opportunities and HR support comparable to what would be available to those in salaried employment.

This recommendation aligns with the Scottish Government's priorities as set out in the National Strategy for Economic Transformation, Bute House Agreement and Programme for Government. We will explore ways to strategically scale up existing initiatives, or learn from other sectors that have achieved success as a way for taking this forward.

We recognise that there is a sensitivity in applying these principles only to artists and creative practitioners, as the culture sector includes freelance workers across many disciplines.

We have asked Creative Scotland to commission an independent review of Fair Work in the culture sector. This will be published shortly. The review will identify specific areas for action which the Scottish Government will fully consider when the report is finalised. We are also engaged with the Creative Industries Policy & Evidence Centre on its 'Good Work Review', an independent review of working conditions in the creative sector, to ensure the Scottish creative industries context is reflected in its findings. The Scottish Government looks forward to receiving the final review later this year.

As part of the refresh of the Fair Work Action Plan and commitment to making Scotland a Fair Work Nation by 2025, employers in receipt of grant funding are asked to commit to Fair Work principles. We will take forward work with Creative Scotland on implementing Fair Work First amongst the organisations that they fund. We have included in the grant letters for the five National Performing Companies conditions regarding Fair Work First. We will also work with Historic Environment Scotland to evaluate their grant framework refresh on Fair Work.

4.2 The Scottish Government must commit to enforcing and monitoring the Fair Work practices of any organisation in receipt of public funding.

As employment legislation is reserved, the Scottish Government is not able to legally enforce what is considered Fair Work practices. However, through the Fair Work First approach, as set out in the Fair Work Action Plan (2019) ([more information on the Fair Work Action Plan](#)), Fair Work First criteria is being applied to grants, public contracts and other funding where relevant and proportionate to do so. Although employment legislation is reserved, there are many examples of how this is being taken forward effectively by the Scottish Government.

Fair Work First has been applied to over £2.4bn worth of public sector funding between April 2019 and March 2021. This includes £619.8m worth of contracts. The Bute House Agreement between the Scottish Government and Scottish Green Party commits to strengthening conditionality yet further. Specifically, by Summer 2022 to introduce a requirement on public sector grants recipients to pay at least the real Living Wage to all employees and to provide appropriate channels for effective workers' voice, such as trade union recognition, subject to limits on devolved competence.

The Scottish Government is engaging with public sector stakeholders, including the enterprise and skills agencies, COSLA and SCVO, on the implications of implementing the real Living Wage requirement in public sector grants. Officials will work across the Culture and Fair Work portfolios to ensure the appropriate monitoring of awarded grants. In the context of Covid recovery and renewal, and the cost of living crisis, the Scottish Government acknowledges that it will take time to implement this agenda in a sustainable way.

5. Data and Evidence

5.1 The four National Performance Framework indicators for Culture should be reviewed, to better encapsulate the spirit and priorities of the Culture Strategy.

The Scottish Government is currently reviewing and further developing the definition and measurement of culture and the creative industries for the existing National Indicators on the creative economy and those working in arts and culture. Work so far has engaged the Measuring Change Group (a sub-group of the NPC), and the Scottish Cultural Evidence Network.

The Review of the National Outcomes is due to commence in 2022 and decisions on updating the indicator set will be considered as part of this.

5.2. The primary generators and users of cultural data should be asked to standardise, manage, and share current, ongoing and future data sets so that cultural organisations and artists are not required to provide the same data repeatedly and a wide range of cultural organisations and bodies can easily access, use and contribute to them.

We will work with the Measuring Change group to scope this recommendation. Significant feasibility work is required across the Scottish Government, public bodies and local authorities in order to identify if this is possible to deliver. As a first step, we will identify current good practice and any areas for improvement.

5.3 The Scottish Government should commit to undertaking a meaningful evaluation of the Culture Strategy for Scotland and the extent to which the Strategy has produced change.

We will develop a monitoring and evaluation framework for the Culture Strategy and its implementation. This will be influenced by the timing and content refresh of delivery plans and consideration of proportionate and appropriate methods and data gathering approaches.

In the meantime, a refreshed Culture Strategy Action plan is underway and will be published later this year. Scoping will include review of the recommendations from the NPC and Creative Industries Leadership Group and significant stakeholder engagement.



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