

Culture Committee

Tuesday, 28 April 2015 at 14:00

County Hall, County Hall, West Bridgford, Nottingham, NG2 7QP

AGENDA

- | | | |
|---|--|---------|
| 1 | Minutes of the last meeting on 9th March 2015 | 3 - 6 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 4 | Service Update for the period February to April 2015 | 7 - 8 |
| 5 | Annual Review of the County Council Cultural Strategy 2014 | 9 - 58 |
| 6 | Restructure of the Libraries, Archives, Arts and Learning Services | 59 - 74 |
| 7 | Nottinghamshire Rural Touring | 75 - 78 |
| 8 | Nottinghamshire Archives Opening Hours | 79 - 82 |
| 9 | Work Programme | 83 - 86 |

Notes

- (1) Councillors are advised to contact their Research Officer for details of any

Group Meetings which are planned for this meeting.

- (2) Members of the public wishing to inspect "Background Papers" referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact:-

Customer Services Centre 0300 500 80 80

- (3) Persons making a declaration of interest should have regard to the Code of Conduct and the Council's Procedure Rules. Those declaring must indicate the nature of their interest and the reasons for the declaration.

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact Martin Gately (Tel. 0115 977 2826) or a colleague in Democratic Services prior to the meeting.

- (4) Councillors are reminded that Committee and Sub-Committee papers, with the exception of those which contain Exempt or Confidential Information, may be recycled.
- (5) This agenda and its associated reports are available to view online via an online calendar - <http://www.nottinghamshire.gov.uk/dms/Meetings.aspx>

Meeting Culture Committee

Date 9th March 2015 (commencing at 2pm)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

John Knight (Chairman)
Alan Bell (Vice-Chairman)

Chris Barnfather
John Clarke
John Cottee
Sybil Fielding

Alice Grice
A Tom Hollis
Roger Jackson
Mike Pringle

Ex-officio (non-voting)

A Alan Rhodes

OFFICERS IN ATTENDANCE

Pete Barker	- Democratic Services
Judith Dey	- Service Manager, ACLS
Peter Gaw	- Group Manager, Libraries, Archives & Information
Derek Higton	- Deputy Director Youth, Families and Cultural Services
Simon Redfern	- Communications
Heather Stokes	- Team Manager, Conservation

MEMBERSHIP

The clerk to the Committee reported orally that Councillor Mike Pringle had been appointed to the Committee in place of Councillor Grice on a permanent basis, and Councillor Grice had been appointed to the Committee in place of Councillor Allan for this meeting only.

The Chairman welcomed Councillor Pringle to the Committee.

MINUTES OF THE LAST MEETING

That the minutes of the last meeting held on 15 January 2015 were taken as read and were confirmed and signed by the Chairman.

APOLOGIES FOR ABSENCE

Apologies were received from Councillor Dobson.

DECLARATIONS OF INTEREST

Councillor Barnfather declared a private interest in item 6 on the Adult and Community Learning Plan, as he attends a course run by the service, which did not preclude him from speaking or voting on that item.

SERVICE UPDATE FOR THE PERIOD 15 DECEMBER 2015 to 8 FEBRUARY 2015

RESOLVED 2015/010

That the update on a range of initiatives being undertaken to improve and enhance the quality of life for Nottinghamshire people be noted.

PERFORMANCE REPORTING (1 APRIL – 31 DECEMBER 2014)

RESOLVED 2015/011

That the performance of the Council's cultural services during the period 1 April – 31 December 2014 be noted.

ADULT AND COMMUNITY LEARNING ANNUAL PLAN AND FEES POLICY 2015 /2016

RESOLVED 2015/012

That:

- 1) the Adult and Community Learning Service's delivery and outcomes for 2013/14 be noted
- 2) the Adult and Community Learning Annual Plan for 2015/16 be approved
- 3) the expenditure of the anticipated grant allocation from the Skills Funding Agency against the priorities identified be approved
- 4) the Fees Policy for 2015/16 be approved.

INDEPENDENT LIBRARY REPORT FOR ENGLAND

RESOLVED 2015/013

That the recommendations and implications resulting from the publication of the Independent Library Report for England be noted.

ESTABLISHMENT OF A TEMPORARY POST IN THE LIBRARY SERVICE TO DELIVER A CHILDREN'S POP-UP THEATRE IN LIBRARIES PROJECT

RESOLVED 2015/014

That the establishment of a temporary 0.4 fte Library Events Officer (Grade 5) post to support the development and delivery of an externally funded Children's Pop-Up theatre project within the library service for one year be approved.

CO-LOCATION OF COLLINGHAM LIBRARY INTO THE NEW PARISH HUB

On behalf of the Committee the Chairman thanked Councillor Dobson for all her work in this area.

RESOLVED 2015/015

That the co-location of Collingham Library into the new Parish Hub building be approved.

WORK PROGRAMME

Councillor Cottee requested that a report on the National Water Sports Centre be brought to the meeting of the Committee in June.

RESOLVED 2015/016

That the committee's work programme be noted.

The meeting closed at 2.40pm.

Chairman

**REPORT OF THE ACTING CORPORATE DIRECTOR, CHILDREN, FAMILIES
AND CULTURAL SERVICES AND THE GROUP MANAGER, PLANNING****REPORT FOR THE PERIOD 9 FEBRUARY TO 5 APRIL 2015****Purpose of the Report**

1. To update the Committee on a range of initiatives being undertaken to improve and enhance the quality of life for Nottinghamshire people.

Information and Advice**LIBRARIES, ARCHIVES, ARTS, INFORMATION AND COMMUNITY LEARNING****Sensational Science**

2. Fizzix from Mad Science East Midlands visited Mansfield, West Bridgford and Worksop libraries during February to deliver unique, hands-on science experiences for children that were both entertaining and educational. Through a series of experiments he introduced the children to a world of exciting chemistry.
3. Also during the week library staff ran activities at Bingham, Stapleford, Mansfield, Newark, Retford, Sutton-in-Ashfield, West Bridgford and Worksop libraries where children conducted several simple science experiments including chromatography and making a Non-Newtonian fluid. Children were interested too in the science themed books which were available to borrow at all of the events
4. Over 600 children participated in the week's events.

Bingham Library

5. Since re-opening after major refurbishment on 9th January 2015, Bingham Library has experienced a significant increase in business. There have been 39,683 visits made to the library between January and the end of March, an increase of 51% on the same period in 2014. Loans have increased by 28% and there has been a notable increase in borrowing by under 14s of 41%. There has been a big increase in new members of 71%, especially amongst under 12s and over 60s.

COUNTRY PARKS AND GREEN ESTATES

6. Nottinghamshire County Council's country parks proved a popular destination with visitors once again over the Easter weekend.

7. With two Bank Holidays, and warm weather during Easter Monday, thousands of people took time out to enjoy the glorious surroundings of Sherwood Forest, Rufford Abbey and Bestwood country parks.
8. Around 8,500 visits were made to Rufford Abbey over the four days of the Easter break, with the gardens, Abbey ruins and the lakeside areas particularly well enjoyed, and the children's Easter trail helping to swell numbers.
9. Meanwhile approximately 7,000 people visited Sherwood Forest country park through Easter Saturday, Easter Sunday and Easter Monday with the medieval re-enactment group Dogs of War providing a living history encampment and displays.
10. Both parks have recently changed their car park charging period, with the £3 charge now applying every day between Easter and the end of October.

CONSERVATION

Sherwood Forest Landscape Partnership Scheme (minor to Major)

11. This partnership initiative, which is being led by Notts County Council, has been offered a grant of £119,700 towards a total of £149,700 to carry out bid development work for a more detailed second stage application. The partnership board has begun to meet formally to confirm details of its work programme and its funding agreement with the Heritage Lottery Fund (HLF). The partnership has also advertised for a temporary Project Development Manager (PDM) who will be responsible for co-ordinating effort over the next 18 months. The PDM will be employed by Notts County Council on behalf of the Sherwood LPS Board; interviews will take place at the end of April.

RECOMMENDATION

- 1) That the update on a range of initiatives being undertaken to improve and enhance the quality of life for Nottinghamshire people be noted.

Derek Higton
Acting Corporate Director
Children, Families & Cultural Services

Sally Gill
Group Manager, Planning

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C0607

**REPORT OF THE ACTING CORPORATE DIRECTOR, CHILDREN, FAMILIES
AND CULTURAL SERVICES****ANNUAL REVIEW OF THE COUNTY COUNCIL CULTURAL STRATEGY 2014****Purpose of the Report**

1. This report provides an annual review for 2014 of the implementation of the Cultural Strategy for Nottinghamshire County Council that was agreed by Council at its meeting on 15th December 2011.
2. The Committee is asked to note the report.

Information and advice

3. The Cultural Strategy agreed by Council at its meeting on 15 December 2011 made a clear rationale for the County Council's continuing strong commitment to both providing and supporting an extensive range of cultural services for the people of Nottinghamshire and the many visitors who are attracted to the County.
4. The Strategy depicted a direction of travel for the Council's cultural and related services for the next ten years until 2021, though the immediate focus of work was the four year period to 2015, which reflected the Council's current Strategic Plan.
5. The Cultural Strategy provides a high level framework for a number of more detailed, service specific plans which underpin the work of those services that contribute to the delivery of cultural services across Nottinghamshire.
6. The key themes of the Strategy are set out in **Appendix 1**.
7. The Strategy will be used to:
 - underpin the continuing development of key cultural services such as Libraries, Archives and Information, Country Parks and the Green Estate and the Cultural and Enrichment Service
 - emphasise the County Council's continuing commitment to delivering and supporting strong and effective cultural services in Nottinghamshire
 - support efforts to attract investment to the cultural sector in Nottinghamshire

- further develop joint work with key cultural service partners to maximise the range of cultural opportunities available to local people and visitors.
8. A second year review was considered by the Culture Committee at its meeting on 4 February 2014. This report now sets out the achievements of the third year of the Cultural Strategy in **Appendix 2**.
9. This work encompasses not only the main providers of cultural services, ie: Sports, Arts, Libraries, Archives, Country Parks, but also reflects other service areas across the Council whose work has an impact or influence on the wider cultural life of Nottinghamshire. The key cultural achievements can be summarised as:

Arts:

- over 15,000 people participated to make a drawn poppy curtain and a sea of poppy seed ball sculptures. The exhibition at the Rufford Craft Centre Gallery was seen by over 8,000 visitors.
- three Big Draw networks have been established in Hucknall, Manton and Newark and they are developing new projects.

Libraries:

- visitor numbers during 2014 were maintained against the national trend of an average 12% decline
- progress to modernise library buildings was made at Newark and Bingham Libraries
- Bookstart gifting achieved 100% take up rate for all new births and the Summer Reading Challenge 2014 maintained high levels of take up and completion of the scheme
- an Arts Council funded project explored how digital technologies and creative media can be used to engage library audiences
- over 500 people attended the four day Southwell Poetry Festival in 2014. Highlights included Derbyshire Poet Laureate, Helen Mort, and the first ever Southwell Poetry Slam.

Archives:

- the capital project to provide the service with 20 years extra space and gain the new British standard for Archive buildings progressed to an on-site construction project, with completion on schedule and budget during April 2015.

Adult and Community Learning:

- the service overachieved on the learner target of 7,500 by 1,023

- over 50% (52.6%) of learners were on benefits and 69.4% of activity was in the top 250 Super Output Areas, demonstrating effective targeting of resources on those most in need in Nottinghamshire.

Country Parks

- Rufford Abbey Country Park and Sherwood Forest Country Park achieved the Visitor Attraction Quality Assurance Scheme (VAQAS) annual award.

Arts and Music Services for Young People

- whole class programme - Royal Concert Hall event in June where 1,553 young people took part alongside The Hallé Orchestra
- increased performance opportunities for young people, including the Winterlight Concert at Southwell Minster and County Youth Arts showcase events
- schools concert in commemoration of the 100th anniversary of the outbreak of the First World War called 'Dark Clouds are Smouldering into Red' developed in partnership with Sinfonia Viva.

Cultural Services

- all participation targets for Arts and Sports for Children and Young People for academic year 2013-14 were exceeded with 42,994 people participating in arts and swimming activities
- term time occupancy targets of 80% were exceeded at all day visit and residential centres including occupancy at Hagg Farm at 100% during term time
- National Water Sports Centre capital improvements programme was completed by April 2014.

Other Options Considered

10. This report is for noting only.

Reason/s for Recommendation/s

11. The Council's Strategic Plan for 2010-14 had a specific action to prepare a Cultural Strategy and there was a key commitment when this was approved to carry out a review of service performance.

Statutory and Policy Implications

12. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such

implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

13. The Cultural Strategy will be delivered within the financial resources available to the Council.

Public Sector Equality Duty Implications

14. An Equality Impact Assessment has been undertaken for the Cultural Strategy. Individual actions contained within **Appendix 2** will each have their own Equality Impact Assessments as appropriate.

RECOMMENDATION/S

- 1) That the annual review for 2014 of the Cultural Strategy for Nottinghamshire County Council be noted.

Derek Higton
Acting Corporate Director, Children, Families and Cultural Services

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Constitutional Comments

15. As this report is for noting only, no Constitutional Comments are required.

Financial Comments (SS 13/04/15)

16. There are no financial implications arising directly from this report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

A Cultural Strategy for Nottinghamshire 2011-2021
Cultural Strategy Equality Impact Assessment
Children, Families and Cultural Services Business Plan 2013-14
Service Specific Cultural Action Plans

Electoral Division(s) and Member(s) Affected

All.

C0609

The Strategy sets out four key themes for delivery and implementation:

Theme 1: Creating opportunities for everyone to learn new skills, enjoy and participate in culture and have fun

- Our cultural services will work to provide opportunities, both formal and informal, for individuals to extend and challenge themselves, develop their creative thinking, build confidence and learn new skills.
- *At the end of 4 years we will have:*
 - increased the participation and involvement of people in the enjoyment, organisation and development of cultural activities
 - contributed to improved life chances and achievement by our young people, and increased opportunities for older people to share their existing skills and develop new skills
 - sought out opportunities to enhance Nottinghamshire as a tourist and cultural destination.

Theme 2: Improving the social fabric and participation in community life

- Cultural activities can have a direct, positive influence on health and community well-being. Our cultural services will provide opportunities for people, especially those facing barriers, to play an active role in their communities and lead cultural development locally.
- *At the end of 4 years we will have:*
 - increased volunteering opportunities in the cultural sector
 - supported communities to develop new 'big society' opportunities to improve their local area
 - worked with partners to improve communities health & aspirations
 - ensured equality of opportunity and fair access to culture and sport.

Theme 3: Conserving and providing access to our history and heritage and supporting environmental sustainability.

- The historic and natural environment is key to unlocking and celebrating the story of Nottinghamshire. The County Council is the custodian of a wide variety of important cultural assets. A number of these are in need of substantial maintenance and improvement in order that they may continue to operate to meet customer expectations. There are also cultural assets that the County Council may wish to acquire in order to improve and enhance its stock, while at the same time dispose of other sites that are less critical to the implementation of the Strategy. The Council recognises that our facilities provide tremendous cultural and economic opportunities, so the Council will make best use of them, maintained and enhanced for the understanding, appreciation and enjoyment of communities and visitors.

- *At the end of 4 years we will have:*
 - responded to the needs of Nottinghamshire's natural and historic environment and heritage to ensure it is conserved and managed in a sustainable manner
 - encouraged local communities to value and make best use of our cultural resources, facilities and assets
 - created new opportunities for our communities to actively engage with our cultural assets to preserve them for future generations
 - reviewed our strategic cultural asset acquisitions and disposals.

Theme 4: Supporting the economic prosperity of the County

- Culture is a key economic driver and helps drive inward investment and regeneration by contributing to the fabric of local communities, stimulating local economies through the creation of jobs, encouraging social regeneration and the development of sustainable partnerships between local people, statutory and voluntary agencies and the private sector, and supporting the development of Nottinghamshire as a tourist destination. Cultural activities also provide a significant income source for the County Council.
- *At the end of 4 years we will have:*
 - increased skill levels in the cultural sector
 - improved the sustainability of the cultural sector
 - Increased the commercial opportunities and income of the County Council
 - encouraged more visitors to Nottinghamshire.

SERVICE AREA: LIBRARIES

KEY ACTIONS 2014

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
1	<p>Increase participation in cultural activities</p> <p>Enhance Nottinghamshire as a tourist and cultural destination</p> <p>Ensure equality of opportunity and fair access to culture</p>	Investing, developing and remodelling the library network	<p>HLF, TNA, ACE, Local Community</p> <p>NCC services</p>	Capital and project resources		Newark Library was refurbished and re-opened in June 2014
1	Increase participation in cultural activities	Locate library services in the best location for the local community and library users	Parish Council and Community Organisations	Capital and project resources		Bingham Children's Centre will be co-located with Bingham

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
	Ensure equality of opportunity and fair access to culture	Seek further opportunities for co-location of services				<p>Library from January 2015, Sutton in Ashfield and Southwell Libraries to undergo remodelling to improve access and use.</p> <p>Development of Library Access Points (LAP), small deposit collections reflecting individual community needs.</p> <p>Supported by the library service, they are administered and made accessible by organisers within the local community.</p> <p>Progress potential</p>

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
						Community Partnership Libraries (CPL) Progress at: Misterton Tuxford Sutton on Trent Collingham Jacksdale Edgewood
1	<p>Increase participation in cultural activities</p> <p>Ensure equality of opportunity and fair access to culture</p>	<p>Providing resources and access to services in partnership with local communities and customers</p> <p>Provide a comprehensive information service accessed through all channels</p> <p>Signpost and refer customers wanting to access County Council</p>	<p>NCC communications</p> <p>Cultural and Information agencies</p>			<p>PLUIO training</p> <p>The Library service now supports the Families</p>

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
		<p>services</p> <p>Be a key face-to-face channel for County Council communications, consultations and campaigns</p> <p>Support customers using hard copy and digital resources</p> <p>Host information and advice services for local agencies</p>				Information Service and has trained local library staff to deal with face to face enquiries.
1	<p>Increase participation in cultural activities</p> <p>Contribution to improved life chances and achievements by our young</p>	<p>Continue developing the core library offer to provide inspiration to read, create knowledge through access to information, learning, and the Nottinghamshire story, enhance community life and stimulate cultural activity</p>	Wide variety of local, regional and national partners	All Library teams	Ongoing	<p>Strategic Programmes for Worksop, West Bridgford and Mansfield established</p> <p>Over 198,500 people attended cultural and learning events in libraries during</p>

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
	people	<p>Ensure our informal adult learning service fully exploits library venues</p> <p>Ensure the quality of library book stock is maintained, and that the selection is both relevant to the community and includes a wide range and depth of choice across the whole collection</p>				<p>the year</p> <p>Increased use of libraries for delivery of adult and family learning provision, for example a very successful pilot 6 week Astronomy course held at Newark Library</p>
	<p>Increase participation in cultural activities</p> <p>Ensure equality of opportunity and fair access to culture</p>	<p>Maximise use of new technology</p> <p>Maintain free access to online resources and the internet via both public computers and WiFi</p>	IT suppliers and e content providers	<p>Library Resources Team</p> <p>NCC IT and Communications Teams</p>	2014	Extension of WiFi to all level 1 and 2 libraries and Archives scheduled

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
		<p>Innovate to achieve improved customer services and efficiencies</p> <p>Integrate online users and content as a core part of service development and delivery</p>		Online content suppliers		
1	<p>Increase participation in cultural activities</p> <p>Contribution to improved life chances and achievements by our young people</p>	<p>Ensure libraries are child and young people safe and friendly</p> <p>Develop the core collections with consultation with children and young people</p>	<p>Wide variety of partners across local cultural landscape</p> <p>Booktrust; local health providers; self-help groups The Reading Agency; Booktrust;</p>	Principal Librarian Children	Ongoing	<p>Maintain participation in national Summer Reading Challenge</p> <p>Bookstart gifting targets met</p> <p>Future Libraries ACE funded</p>

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
	Ensure equality of opportunity and fair access to culture	<p>Provide regular activities and events at level 1 libraries, and support the developments at all libraries in line with community demand and available resources</p> <p>Ensure libraries' contribution to literacy is made</p> <p>Exploit national reading initiatives such as Bookstart and the Summer Reading Challenge to encourage reading for pleasure as a key intervention to improve literacy</p> <p>Develop good relationships between</p>	<p>schools</p> <p>Children's centres, services and schools</p>			project – completed (included MILO tour)

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
		local libraries and their catchment schools, facilitating regular visits where possible				

SERVICE AREA: ARCHIVES and LOCAL STUDIES

KEY ACTIONS 2014

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
1 4	Notts as Tourism and Cultural destination More visitors to Notts	Coordinate and contribute to centenary commemorations of World War 1	Trench to Trenches, Nottingham City Museums, Experience Notts, IWM		Events programme 2014	Participation in the Trent to Trenches project to commemorate the centenary of the outbreak of WW1 established Events programme for 2014 delivered including major contribution to the WW1 Notts exhibition at Nottingham Castle
2	Increase volunteering opportunities	Promote Archives Volunteering and support the Friends of Nottinghamshire	Archive users	Staff time	2014	Increased number of remote volunteers converting archive

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
		Archives				catalogues at home achieved. Friends of Nottinghamshire Archives established, ongoing recruitment of members and involvement in Archives.
3	Preserve our cultural assets	Maximise the use of the Nottinghamshire Archives site to preserve and provide public access to the County's archival heritage	Nottingham City Council Archives Users	£2.5 million	2014	On site progress with completion due March 2015, reopening 2 May 2015. PD5454 standard achieved
3	Create new opportunities to engage	Develop new audiences through a programme of archives and local studies events		Staff time	Ongoing	Events undertaken during the year were very limited due to the capital project. A number

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
						of successful events were held across the libraries network. Before closure of the archives building a WW1 heritage open day received over a 100 visitors

SERVICE AREA: LIBRARY AND COMMUNITY LEARNING

KEY ACTIONS 2014

CULTURAL THEME	CULTURAL OUTCOME	ACTIONS	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
1	To deliver an inviting and broad curriculum offer	To work with delivery partners to develop the curriculum offer to encourage engagement of residents and local communities in learning through cultural, local heritage and the arts	ACLS, Delivery Partners and Stakeholders	SFA Budget	Reviewed on an annual basis	Through wide consultation with Nottinghamshire County Council Service representatives and Notts Love Learning (Community Learning Trust that includes delivery providers), 6 theme areas have been identified as most able to contribute to meeting the wider needs of Nottinghamshire through Adult Learning. Commissioning of activities for

						academic year 2015/16 will be under the themes of Employability; Health and Social Wellbeing; Community and Individual Capacity Building; Equality, Inclusion and Citizenship; Family Learning; and Learning Difficulties and Disabilities
2	To engage Nottinghamshire residents in learning activity	<p>ACLS team and Library Services to encourage increased participation in learning activities</p> <p>Engage with local stakeholders, including cultural, voluntary and community groups, to identify development areas</p>	ACLS, Delivery Partners, Stakeholders, Learning Champions	SFA Budget	Reviewed on an annual basis	Target number of 7500 achieved for 2014/15 financial year

3	To improve community cohesion, social inclusion and Equality & Diversity	<p>To ensure that learning activity is offered in venues and locations which aid inclusion</p> <p>To support national celebration days e.g. Black History Month</p>	ACLS, Delivery Partners and Stakeholders	SFA Budget	Reviewed on an annual basis	<p>Approx 300 venues used during 2013/14 including libraries, day centres, schools, children's centres, community centres</p> <p>ACLS activities supporting Together for Newark, Together for Worksop and focused activities in Stapleford</p>
5	To deliver a curriculum offer that encourages participation by non-traditional learners	To work with delivery partners to develop the curriculum offer to encourage engagement in activities that promote physical and mental health and well-being through cultural, local heritage and art activity	ACLS, Delivery Partners, Stakeholders, Learning Champions	SFA Budget	Reviewed on an annual basis	The team continues to identify those who are under-represented in learning e.g. families with disabilities, dads, those confined to their homes and commissions activities to engage these

						groups Family Learning activities in Newark have engaged Traveller families
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SERVICE AREA: COUNTRY PARKS AND GREEN ESTATE

KEY ACTIONS 2014

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
1, 4	<p>Sought out opportunities to enhance Nottinghamshire as a tourist and cultural destination</p> <p>Increased the commercial opportunities and income of the County Council</p> <p>Encouraged more visitors to Nottinghamshire</p>	Develop a new visitor centre at Sherwood Forest	Private sector partner	<p>Private sector to be confirmed</p> <p>County Council contributions to be confirmed</p>	July 2015	Following withdrawal of Discovery Attractions from previous agreed partnership arrangements, a new tendering exercise is underway. A preferred partner should be agreed in July 2015
2	Develop volunteer engagement in the country parks and green space managed by	Better co-ordinate response to volunteering requests to the country parks and green estates	<p>Sherwood Forest Trust</p> <p>"Friends of" groups at various parks</p>	Revenue budgets	April 2016	Community Liaison Officer has now created Volunteer Warden programme for

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
	NCC. Worked with partners to improve communities' aspirations	teams. Work to support and develop community groups e.g. The Friends of Cotgrave Country Park. Work on future options for increased community involvement in management of Bestwood Country Park Encourage volunteer effort in parks.				Cotgrave Country Park Attends and supports Bestwood Development Group. Works actively with Friends of Bestwood Country Park. Has worked with communities at Manton to help regenerate a former troubled ex colliery green space Recruited 10 volunteers to help staff Robin Hood Festival 2014 Heritage Officer post at Bestwood Winding Engine House has been

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
						retained for one year following expiry of HLF funding, in order to assist with work of Bestwood Development Group and "Redefining Your Council". Achievements of Heritage Officer post have included supporting establishment of a Community café on Saturday mornings, regular children's activities and extended opening of the Winding Engine House by volunteers

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
3	Responded to the needs of Nottinghamshire's natural and historic environment to ensure it is conserved and managed in a sustainable (and financially sustainable) manner	Set up Rufford Development Group to prepare a new masterplan for the Rufford Abbey site leading to a major grant application to improve the range of services on offer	English Heritage Heritage Lottery Fund Rufford Parish Council External Heritage consultants	Revenue	July 2015	Rufford Development Group re-formation deferred A key to any further development at Rufford Abbey is to have in place a Conservation Management Plan, agreed and ratified by English Heritage Staff working with external consultants to finalise plan. Will be submitted for English Heritage approval in summer 2015

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
3	Responded to the needs of Nottinghamshire's natural and historic environment to ensure it is conserved and managed in a sustainable manner	Prepare and implement a long term Green Estate Policy and Strategy	Notts Wildlife Trust Sherwood Forest Trust Forestry Commission	10 Year Capital Programme to be prepared	March 2012	Original timetable rescheduled for spring 2013. Scope of strategy has changed
4	Increased the commercial opportunities and income of the County Council Encouraged more visitors to Nottinghamshire	Prepare and implement a broader programme of events and activities on the country parks and green estate sites	Other tourist/visitor operators	Develop new self-financing activities	March 2013	Very successful Robin Hood Festival 2014, and living history events at Rufford Abbey (1940s weekend and Historical Bazaar) Programme of events must reduce somewhat due to deletion of Events Officer post to meet

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
						<p>Business Case budget reductions. But Rufford Living History events 2015 scheduled and booked</p> <p>Robin Hood festival 2015 planned. Event will logically transfer to new operator of Sherwood Forest Visitor Centre at culmination of current ongoing tendering exercise there</p>

SERVICE AREA: CULTURAL SERVICES - ARTS

KEY ACTIONS 2014

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
1	<p>Increased the participation and involvement in the enjoyment, organisation and development of cultural activities</p> <p>Contributed to improved life chances and achievement by our young people.</p>	<p>Develop links with national & regional initiatives to provide increased opportunities e.g. National Campaign for Drawing,</p> <p>Support the development of arts opportunities for young people and adults with specific needs</p>	<p>Independent Arts organisations, individuals, communities</p> <p>Other NCC departments and services</p>	<p>County Council Budgets plus external funding sources</p> <p>Soundlincs & Youth Music</p> <p>Special Schools budgets</p>	2011 - 2014	<p>Worked with partners to involve over 15,000 people in Big Draw 2014 including training for librarians, teachers, care workers and community activists</p> <p>Worked with early years practitioners to develop resources for</p>

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
						creative work Development of a programme of artist residencies in special schools with a celebration day at the Craft Centre
2	Increased volunteering opportunities in the cultural sector Supported communities to develop new 'big society' opportunities to improve their local area	Work with partners to increase opportunities to volunteer Research the development needs of the amateur arts sector Further development of the Rural touring network	Independent Arts organisations, individuals, communities	County Council Budgets plus external funding sources including: Arts Council	2012-14	A partnership with Voluntary Arts England has resulted in a dedicated development worker for Nottinghamshire being appointed to support and develop the amateur arts sector in Notts Audience and Promoter development

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
	Ensured equality of opportunity and fair access to culture	Developed a programme of work with REACH, an organisation working with adults with learning disabilities in Newark & Mansfield				<p>programme with the rural touring network supporting promoters to develop marketing plans</p> <p>Creative sessions with Big Draw and a pilot project as part of the visual literacy development</p> <p>Training programme for activity co-ordinators in care homes for the elderly</p>
4	Increased the skill levels of the cultural sector	Develop appropriate training and resources for volunteers and creative businesses	Independent Arts organisations, individuals,	County Council Budgets plus external funding sources	2012 - 2014	Membership of the Creative Greenhouse network increased to

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
	Improved the sustainability of the cultural sector	<p>and individuals</p> <p>Work with partners to develop a sustainable future for the Creative Greenhouse Network and Open Studios Development</p> <p>Partnership with the Crafts Council, NTU & Harley Gallery as part of the National Hothouse programme</p>	<p>communities</p> <p>Nottingham Trent University</p> <p>Crafts Council</p>	<p>including:</p> <p>Crafts Council</p> <p>NTU</p>		<p>1,000.</p> <p>Programme of training sessions and networking events programmed</p> <p>The County-wide Open Studios event increased participation by creative businesses by 25%. Developed by the Arts Service this programme is now run by independent artists</p> <p>Intensive training to support a cohort of 15 new creative businesses. Development of a second cohort of</p>

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
						businesses underway
4	<p>Increased the commercial opportunities and income of the County Council</p> <p>Encouraged more visitors to Nottinghamshire</p>	<p>Develop a more effective and fit for purpose web presence which meets the needs of our customers and provides easy access to arts</p> <p>Ensure the quality of events and programme at Rufford Craft Centre</p>	<p>Independent Arts organisations, individuals, communities & clubs</p> <p>Arts Council</p>	<p>County Council Budgets plus external funding sources including:</p>	2012-14	<p>No action on website</p> <p>The Arts Service has developed a specific Facebook page which has 800 active members</p> <p>Evaluation by visitors to the exhibition programme shows a 100% good to excellent rating</p> <p>Evaluation by visitors to Earth & Fire shows a 100% good to excellent rating</p> <p>Evaluation by</p>

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
						<p>stall holders at Earth & Fire shows a 100% good to excellent rating</p> <p>Evaluation of the hires programme shows a 100% good to excellent rating</p>

SERVICE AREA: CULTURAL ENRICHMENT SERVICES – ARTS AND MUSIC FOR YOUNG PEOPLE

KEY ACTIONS 2014

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
1	<p>Increase participation and involvement in cultural activities</p> <p>Contributed to improved life chances and achievement by our young people</p>	Increase the numbers of children and young people taking part in arts	Range of artists and arts organisations	<p>County Council budget plus</p> <p>external project funding in some areas</p>	2015	<p>Example - Able Orchestra with disabled young people drew in £17,000 of funds from Orchestras Live and BBC. Increased Participation of Physically disable young people from Fountaindale School and Portland College to perform at Showcase event Feb 15</p> <p>Pride (learning disability) performance group secured</p>

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
						<p>£15,000 from The Mighty Creatives Award winning project at National Kidscount Awards event at House of Commons</p> <p>Increased performance opportunities for young people. Inc Winterlight Concert and CYA showcase events</p> <p>Xzibit Young Choreographer project. Increased skills, employability and progression</p>
1	Increase participation and involvement in cultural	Lead a successful music education hub which enables all children and young people in	Other Local Authority service areas plus schools,	Central Government funding	2014	Successful application to ACE to lead Nottinghamshire Music Education

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
	<p>activities</p> <p>Contributed to improved life chances and achievement by our young people</p>	Nottinghamshire to access high quality learning opportunities in music which are relevant to their own musical interests and starting points	community music organisations, venues and festivals			<p>Hub and sign-off of business plan with challenging targets for increase in number of children and young people learning to sing and play a musical instrument</p> <p>CYA delivered 15 out of school projects to targeted groups showcased for the first time ever at the Royal Concert Hall in 2014</p>

SERVICE AREA: YOUNG PEOPLE'S SERVICES

KEY ACTIONS 2014

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
1	Increase participation in Cultural activities	Establish and maintain annual music festivals in all the districts	Young People's Service, Libraries, County Youth Arts (Arts Sports)	Staff from all partners, use of premises, Youth Service Budgets	Ongoing.	Music festivals completed in Ashfield Bassetlaw, Broxtowe, Gedling, Mansfield, Newark & Sherwood, and Rushcliffe
1, 2 & 3	Increase participation in cultural activities and have fun	Increase positive use of Bestwood Country Park by young people through joint provision of activities and work with young people discouraging negative behaviour	Youth Service & Country Parks	Staff from both services, mobile youth work units.	This work ended on 30/9/14 as part of the Services agreed restructure	From April 2014 2 part-time youth workers have been involved in developing provision in Bestwood Country Park. This was provision 1 day per week

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
						(Saturday)
1 & 3	Create opportunities for young people to learn new skills, enjoy and participate in culture and have fun	<p>Groups of young people from the youth service participate in the annual Shadow overnight orienteering exercise in Sherwood Forest</p> <p>Youth Service staff provide activities for young people to participate in</p> <p>Young people to learn new skills such as orienteering and have fun</p>	Youth Service and Outdoor and Environmental Education team	<p>Youth Service staff</p> <p>Outdoor and Environmental Education team</p>	Autumn 2014	20 teams from Youth Service entered in the Shadow event in 2014
1	Increase participation in cultural activities, young people learn new skills and	Prepare and encourage young people to take part in annual Showcase performing arts event	Youth Service and County Youth Arts team (Cultural and Enrichment	Youth Service staff and premises	Spring 2015	Young people from the Young People's Service Disability Support team, the Looked After Children

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
	have fun	Young people learn new skills in areas such as dance, drama, music etc.	Services)	County Youth Arts resources		team in 2015

SERVICE AREA: ADULT SOCIAL CARE

KEY ACTIONS 2014

CULTURAL THEME	CULTURAL OUTCOME	ACTION	PARTNERS	RESOURCES AND COSTS	TIMESCALE FOR COMPLETION	PROGRESS UPDATE
1	Opportunities for older people to share existing skills and develop new skills	Within the Adult Social Care Outcomes Framework (ASCOF) for national reporting there is a new indicator relating to the proportion of service users and their carers who reported that they had as much social contact as they would like.	Voluntary sector, independent sector, Health, Public Health, District and Borough Councils	Staff within the department	Ongoing	For service users we have a 13/14 figure and some benchmarking, Nottinghamshire scored 41.3%, the England average was 44.6%
	Contributed to improved life chances and achievement by our young people	To increase the number of people with a learning disability in paid employment To increase the number of people with learning disabilities in settled accommodation (moving from residential	Health, Housing, District/Borough Councils, business sector, employment services		Ongoing	For carers we have a provisional 2014/15 figure of 32.3% but no benchmarking As at December 2014 6% of people with a learning disability were in paid employment and 72% of people with a learning disability were

		care) To support young carers through implementation of Carers' Personal Budgets	CFCS		Ongoing	<p>living in their own home or with a family. Targets were amended for these indicators in 2014/15 and at this point they are both slightly off the respective targets of 8% and 73%</p> <p>From April to December 2014 186 carers under the age of 18 received an assessment and of these 122 were provided with a personal budget. 73 young carers aged between 18 and 24 were assessed and 48 received a personal budget</p> <p>In order to provide additional support to this area of work, 3.5 Community Care</p>
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						Officer posts have just been approved to work with young carers
2	Work with partners to improve communities' health and aspirations	Support and development of early Intervention and Prevention services, including support, information and advice.	Wide range of partners, including Health, District Councils, Public Health, voluntary sector etc.	Staff within the department/ funding contributed to Notts Help Yourself website	Ongoing	Critical elements of the approach include ensuring that people who are at risk of losing or reducing their independence are supported to self-manage their health, are connected to their local communities and are supported to become active contributing members of the community. Practical examples include the commissioning of a countywide early intervention support service in 2015, in

						<p>conjunction with local health services, to support people with long term conditions to manage their own health</p> <p>The Council has also prioritised the themes of promoting independence and connected communities in awarding grant aid to community and voluntary groups for the period 2015-18</p> <p>The Notts50+, Notts4U, Notts Info script and Choose My Support are all incorporated into www.nottshelpyourself.org.uk. This is a new online directory for Nottinghamshire</p>
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	Supported communities to develop new 'big society' opportunities to improve their local area	<p>Development of community resource at Middle Street Resource Centre in Beeston</p> <p>Ongoing support and development of micro-providers (small enterprises that provide support or care to people in their own community with five or less paid or voluntary staff) to develop a diverse market place for people to have choice in the support they buy</p>	<p>Property Services, Voluntary Sector, community groups</p> <p>Public, voluntary sector</p>	Staff in the department	<p>Ongoing</p> <p>Ongoing</p>	<p>residents who can find out about help and support at the touch of the button</p> <p>Nottinghamshire Help Yourself website has four sections listing services for adults, families, communities, and children and young people with special needs or a disability</p> <p>Older people can use the site to find out about information on housing, carers support, transport and self-help services in the county, etc.</p> <p>Information on schools, children's centres and local clubs for children are</p>
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						<p>available for parents and people aged up to 25 with a special educational need or disability can view local services such as health and social care support, independent living and transport</p> <p>The management of the non-office accommodation at Middle Street Resource Centre is being transferred to a new charity called Beeston Community Resource CIO from 1.4.15. This is an innovative new partnership for the Council, and will be closely reviewed to see if it can be replicated</p>
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						<p>elsewhere in the future</p> <p>There are currently 60 micro providers operating in Nottinghamshire. Following a project and external support to set this up, it is now embedded in the work of the Council. There is a micro provider 'champion' who is the first point of contact for these organisations. The Micro provider webpage on the Council's website includes a provider enquiry form which enables a potential provider to make initial contact with Council</p>
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**REPORT OF THE ACTING CORPORATE DIRECTOR, CHILDREN, FAMILIES
AND CULTURAL SERVICES****RESTRUCTURE OF THE LIBRARIES, ARCHIVES, ARTS AND LEARNING
SERVICES****Purpose of the Report**

1. To seek approval to implement a revised staffing structure for the Libraries, Archives, Arts and Learning services.

Information and Advice

2. The Libraries and Archives service provides a comprehensive service across a network of 64 buildings and 3 mobile library vehicles. The Arts service develops arts and cultural opportunities and capacity across Nottinghamshire. The Learning service provides adult learning opportunities and targeted skills service for young people aged 16-19 years and is externally funded.
3. This review is as a result of two approved budget options for change for Arts to save £149,000 and Libraries and Archives to save £350,000.
4. The review identified a total of 55.18 fte posts (Arts 7 fte and Libraries and Archives 48.18 fte) for review, which were published in November 2014 within the corporate Section 188 notice. The Libraries staffing review undertaken in 2010/11 reduced frontline staffing significantly therefore the local operational teams were excluded from the scope of the review.
5. A full staff briefing and consultation process has taken place with all staff having a supported opportunity to hear about the review from the group manager on 5 November 2014 and with the publication of review proposals presented on 12 February 2015.
6. A revised staffing structure and new job descriptions were made available on 12 February 2015 and, following feedback from staff and trade unions, a revised set of proposals were issued on 9 April 2015.
7. An active and positive engagement with trade unions has taken place alongside staff consultation and feedback from individuals.
8. An enabling process and competitive interview process has taken place as appropriate and within the policies of the County Council in advance of the approval of the structure to ensure full implementation on 2 May 2015.

9. The number of staff at risk of compulsory redundancy is likely to be zero as there have been a number of resignations and requests for voluntary redundancy.
10. **Appendix 1** shows the current structure, **Appendix 2** shows the proposed new structure and **Appendix 3** summarises the proposed change in the staffing establishment. This includes the following proposals:
- a small team of three posts retained to deliver the Arts function which will report to a Team Manager Development. It will consist of 1 fte Principal Arts Officer, 1 Arts Officer and 0.5 Arts Assistant posts.
 - reduction in 3 fte Team Manager posts, and the reduction of a 0.8 fte Principal Archivist post.
 - creation of a 1 fte Principal Librarian Community Partnership Libraries post and a 1 fte Principal Librarian Local Studies post, the increase of the Library Building Project officer (Grade 5) from 0.5 to 0.8 fte and the creation of a new 1 fte Information Assistant post.
 - deletion of 16.69 fte Librarian, Event Officer and Archivist posts and the creation of 14 fte generic Development Officer posts, with the allocation of line management and areas of work to meet the requirements of the service business plan.
 - reduction in the number of Archive Assistant posts from 3.64 fte to 2.83 fte.
 - creation of a 0.81 fte Archives Customer Service Manager post to ensure the search room service is able to meet customer needs. This post will also act as the nominated property client (NPC) for non British Standard aspects of the Archives building.
 - deletion of the Acquisition Officer post and reduction of the Acquisition Assistant posts by 1 fte, with some retained resource retained for casual staffing to meet peak periods.
 - creation of a 1 fte Acquisitions and Database Manager post.
11. The review also considered the roles of Book Collectors and Van Drivers / Dispatch Assistants. The book collector function requires further review to consider other options to recover non return of library books. The delivery and dispatch function also requires a detailed further review to consider:
- a. options for changed working methods
 - b. potential for centralisation with other County Council courier functions
 - c. market testing with a commercial provider.
12. A full LEAN + review and options appraisal will be undertaken in order to ensure the delivery system of Libraries and Records Management Service is able to meet customer needs and offer value for money. A report will be presented to Culture Committee in Autumn 2015 to approve proposals for both stock recovery and delivery services. Therefore no reduction will be made in these posts until the further reviews are completed.

13. The review also establishes an integrated structure for adult learning and skills for employment service.
14. A matrix line management arrangement will link the MIS and Data Manager post to the Information and Systems functions in the Team Manager, Business Support. This arrangement will be reviewed six months after implementation.
15. A 1 fte Workforce Development post will be created to ensure the whole group is able to develop and train staff to meet the changing needs of learners, customers and stakeholders. Initially this post will report to the Team Manager – Change, with a matrix line to the Team Manager, Learning and Skills.
16. The creation of Lead Tutor posts will provide capacity to ensure improved co-ordination of the distributed team of tutors.

Other Options Considered

17. The service management team considered a number of alternative staffing models.

Reason/s for Recommendation/s

18. The staffing structure presented in the report delivers both savings and a good level of management capacity to meet the operational and developmental needs of the service.

Statutory and Policy Implications

19. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Implications for Service Users

20. Service users will see changes in their local library management and some reduced capacity to respond to initiatives outside of key priorities for the service

Financial Implications

21. The reduction in staffing establishment, alongside savings from previous reviews and service efficiencies, enables the service to meet its 2015/16 budget reductions. Libraries, Archives and Arts staff savings are estimated to be £322,000. Community Learning and Skills Service staff savings are at nil cost to the Council and are contained within the grant allocation.

Human Resources Implications

22. These are detailed within the report and appendices.

RECOMMENDATION/S

- 1) That the new staffing structure of the Libraries, Archives, Arts and Learning services be approved as set out in the report.

Derek Higton
Acting Corporate Director, Children, Families and Cultural Services

For any enquiries about this report please contact:

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Constitutional Comments (AK 07/04/15)

23. The Culture Committee has delegated authority within the Constitution to approve the recommendations in the report. In accordance with the Employment Procedure Rules, it is recommended that reports include HR comments and evidence of trade union consultation. Trade Union consultation is reported at paragraph 6.

Financial Comments (CS 07/04/15)

24. The financial implications of the report are set out in paragraph 21 above.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Annual Budget 2015/16 – report to Full Council on 26 February 2015

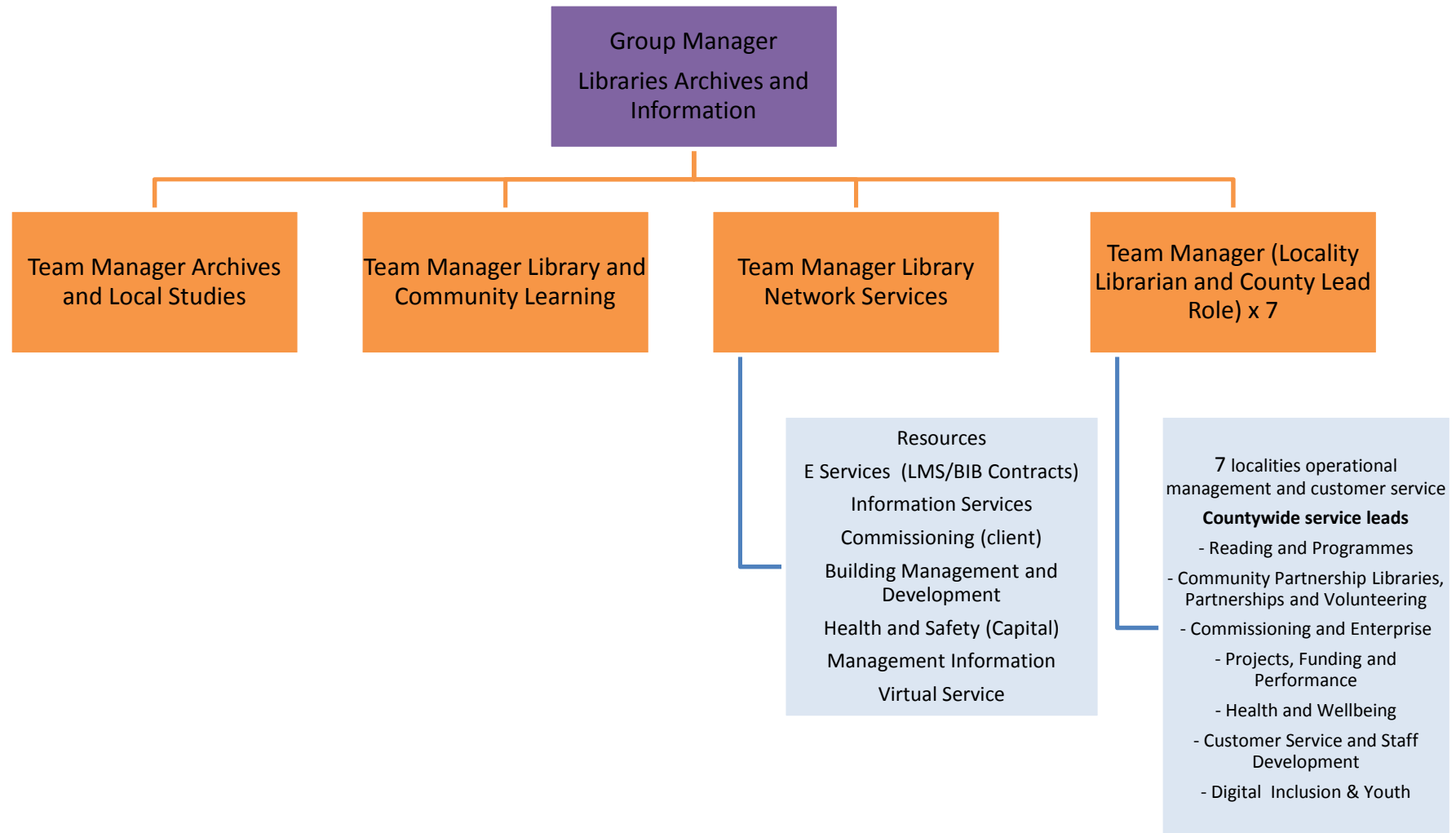
Electoral Division(s) and Member(s) Affected

All.

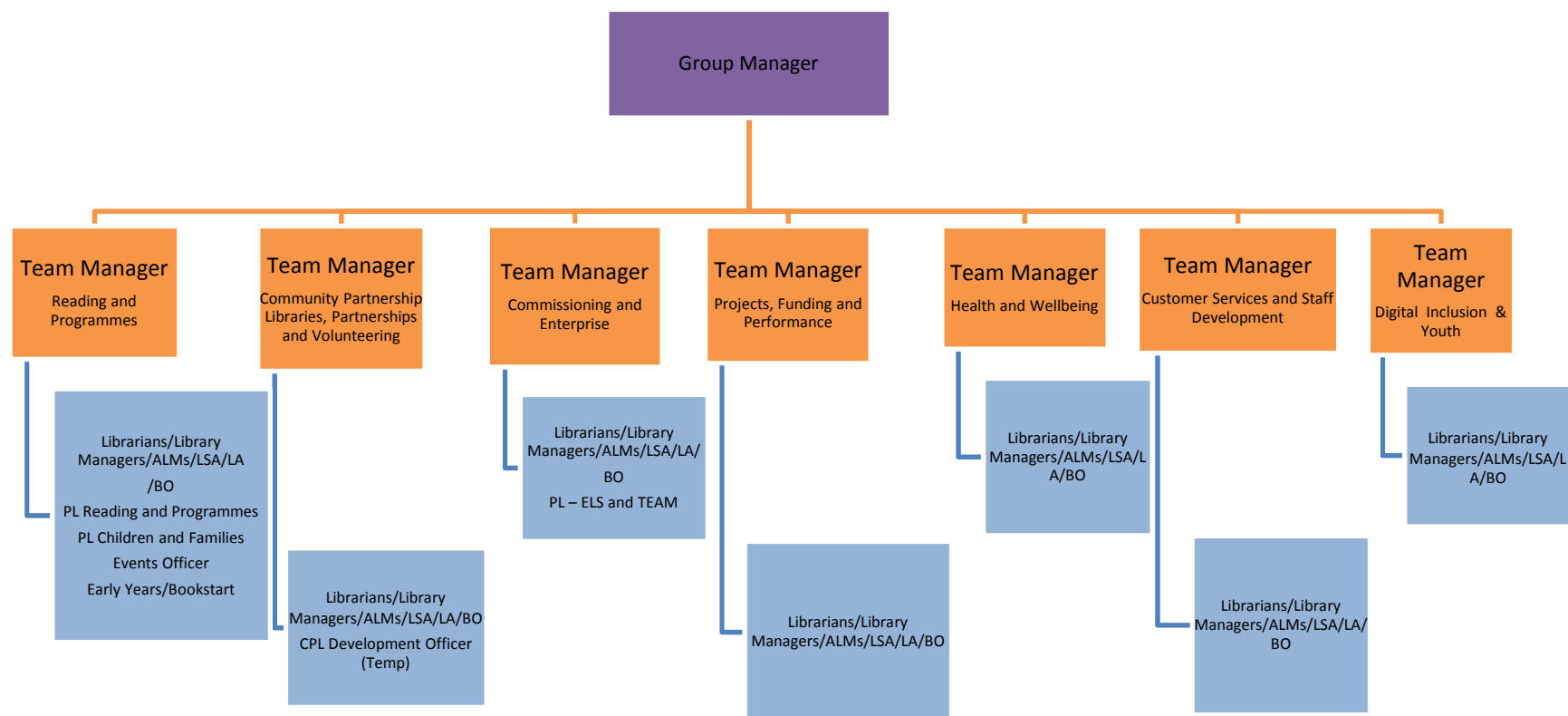
C0608

Current Structure - Libraries Archives and Information

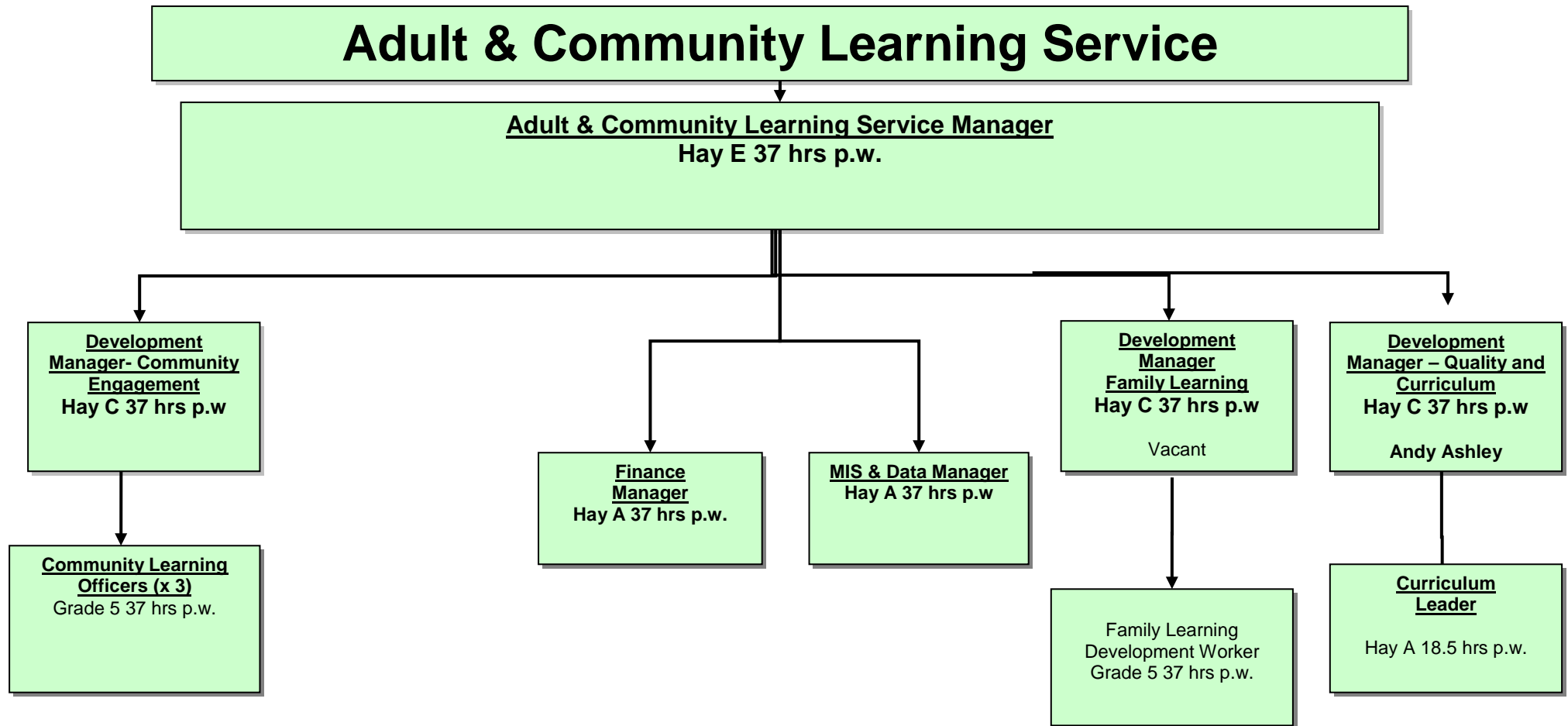
Appendix 1

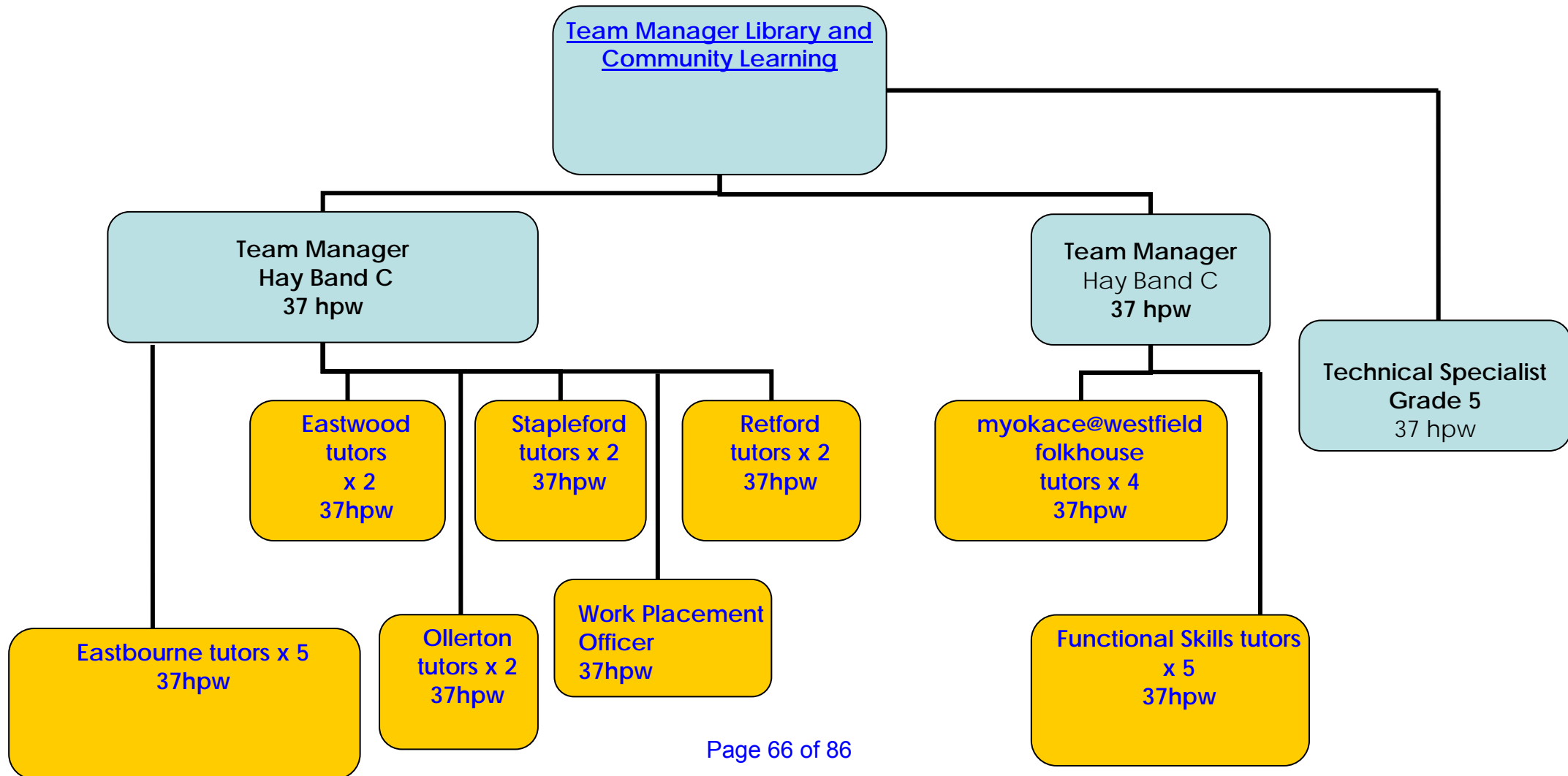


Current Structure - Public Library Service – Team Managers – Countywide Lead Area



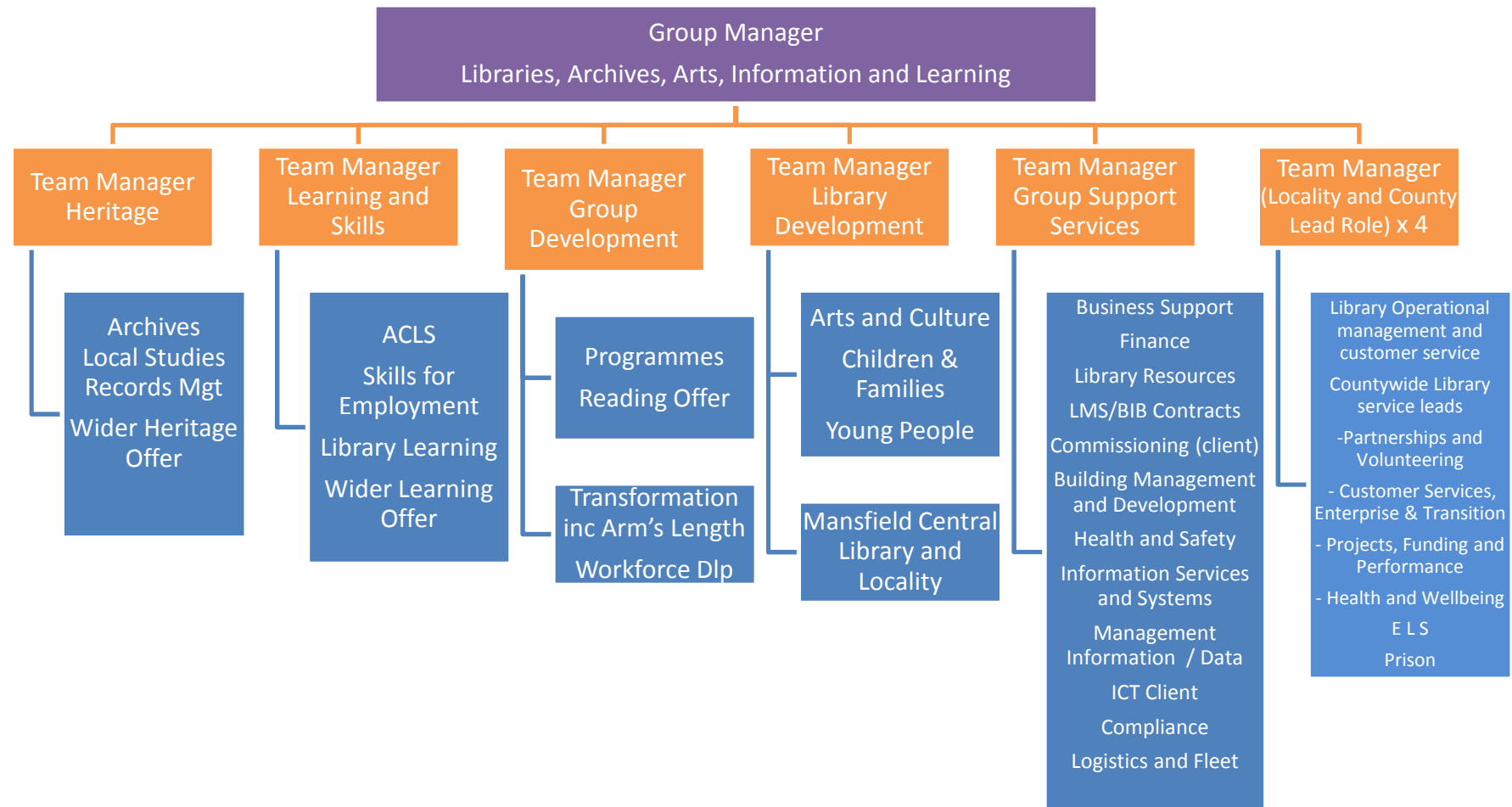
CURRENT STRUCTURE



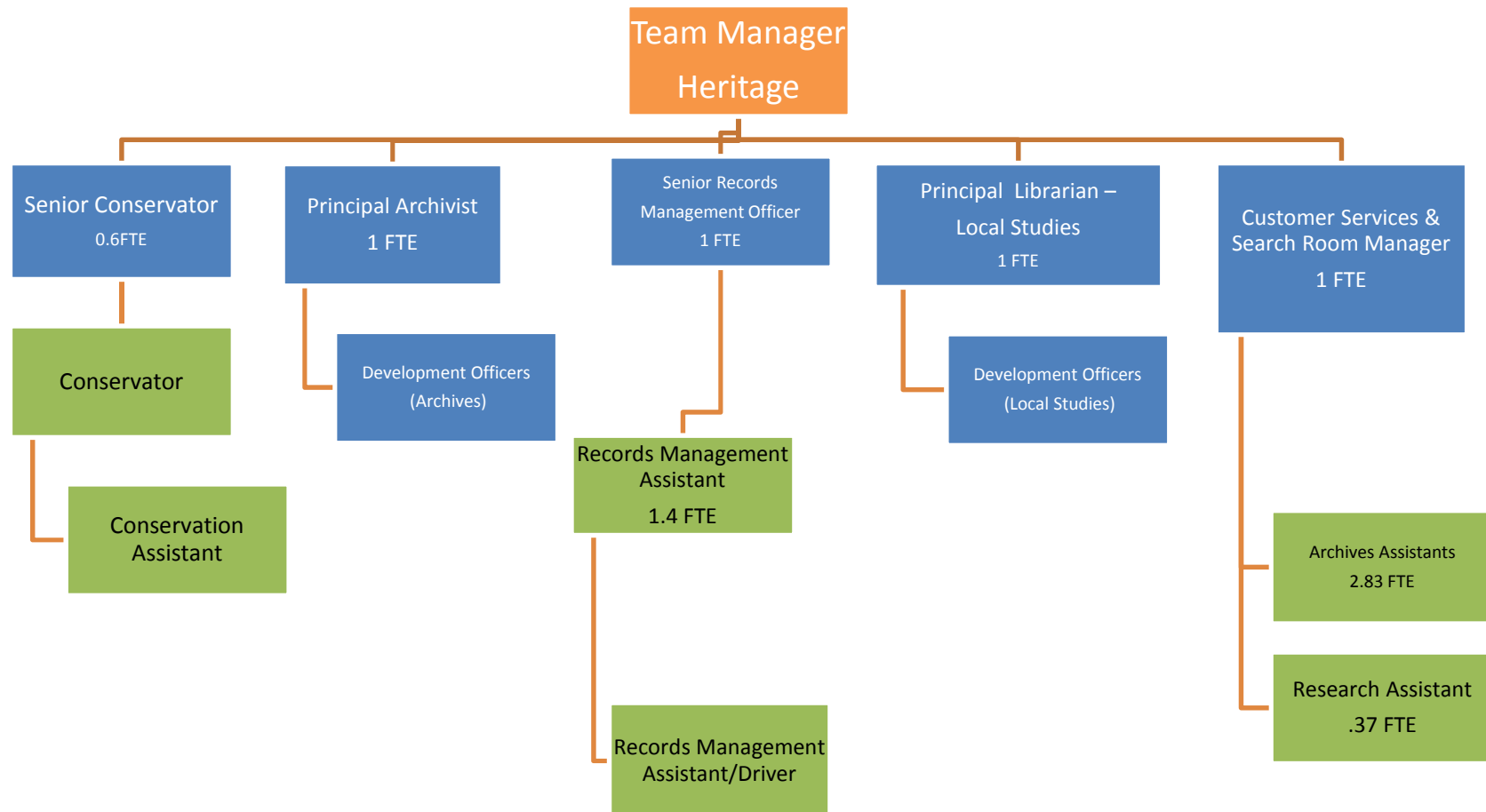


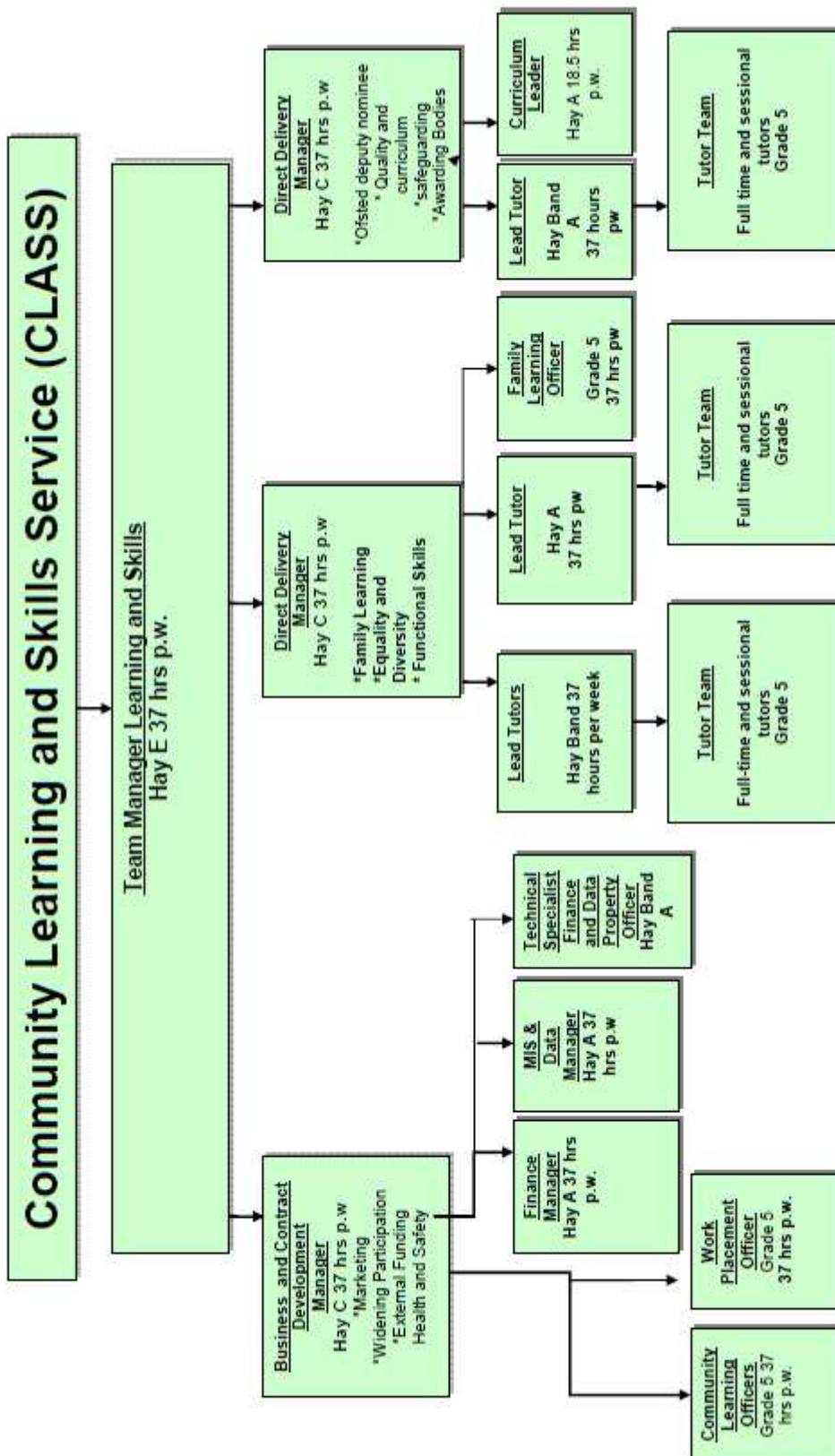
Libraries Archives, Arts, Information and Learning – Proposed

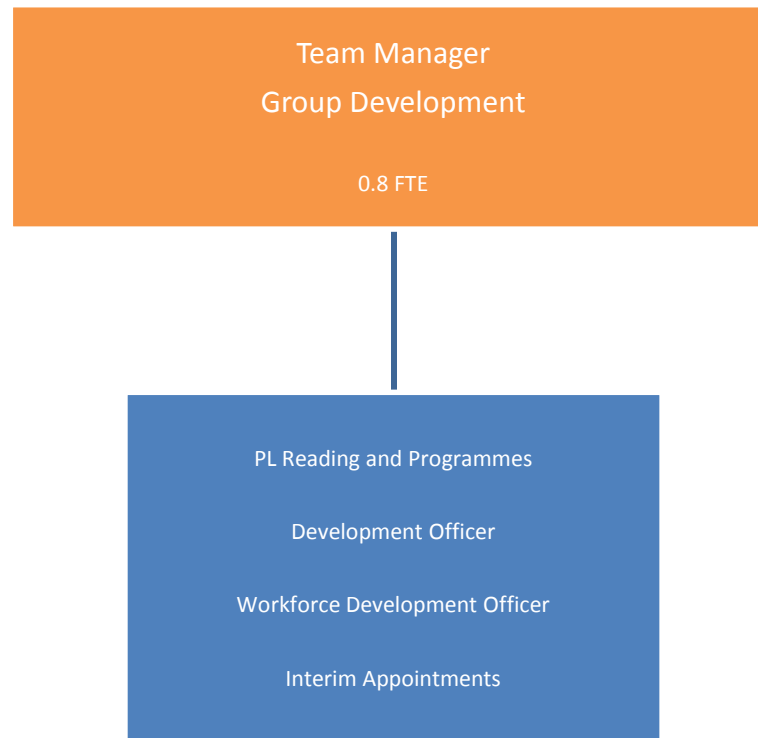
APPENDIX 2

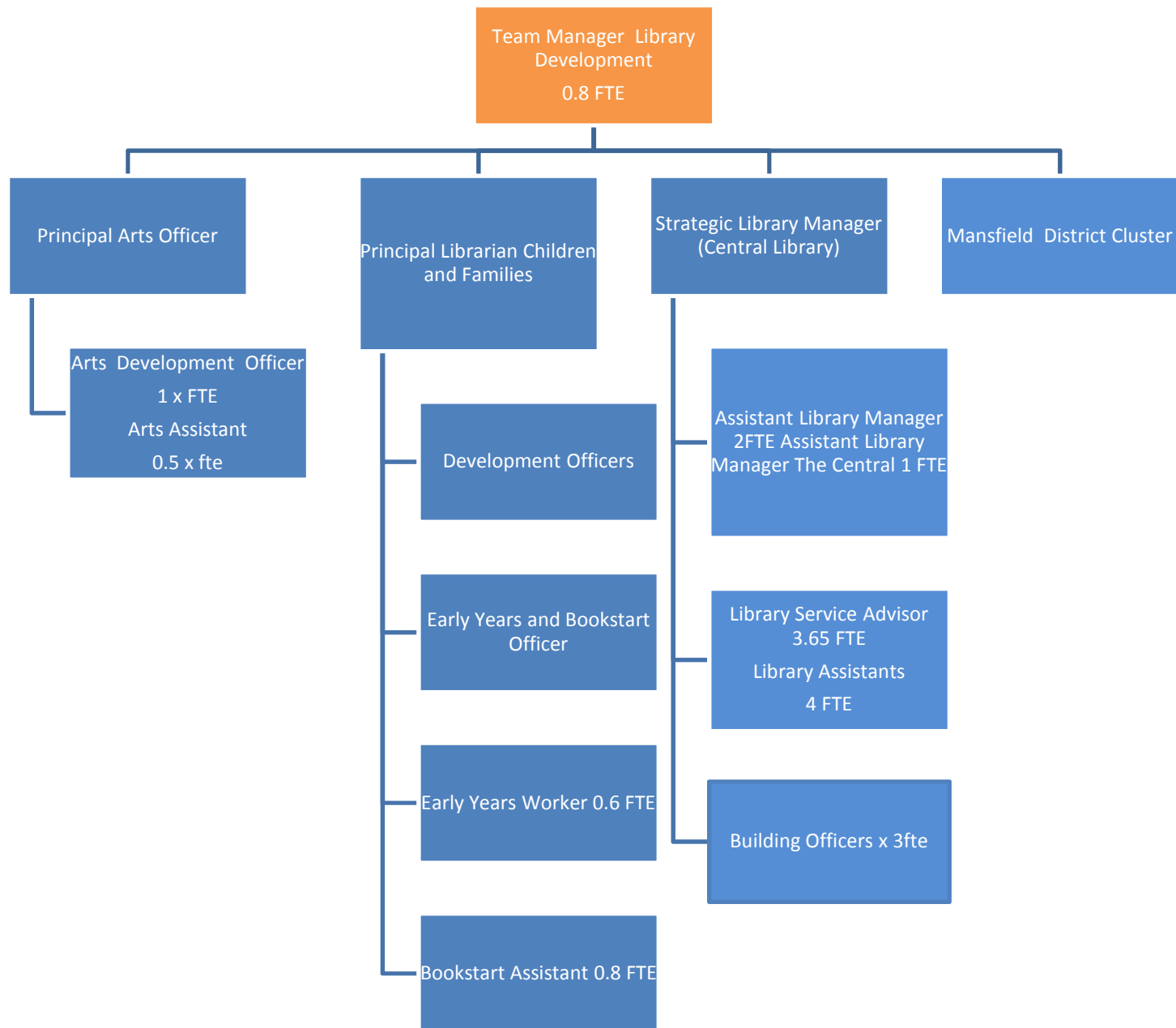


Heritage Services

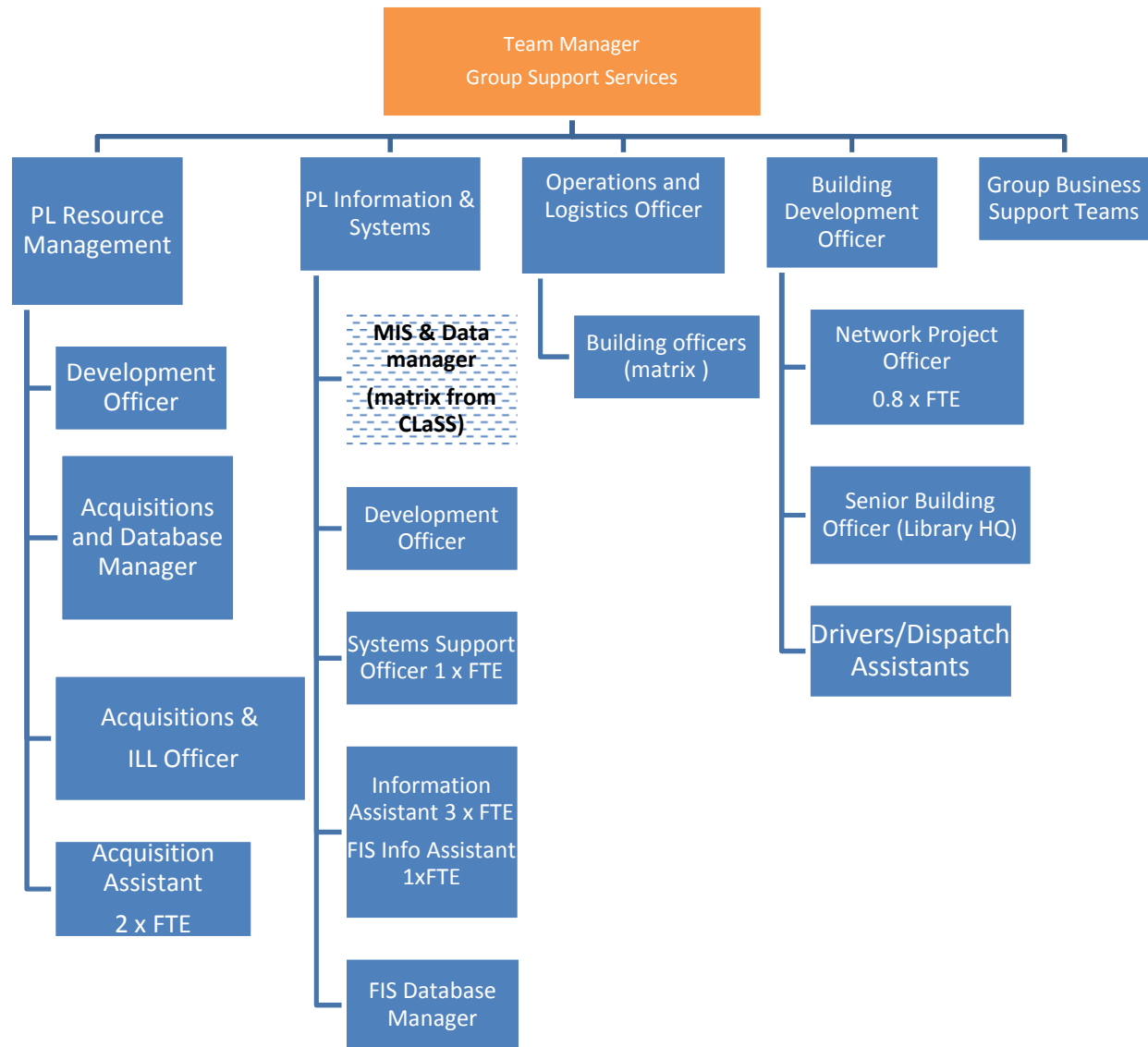








Group Support Services



Changed Staffing establishment – by post

Appendix 3

Post Title	Grade	FTE Current	FTE New	New Structure Posts
Team Manager	HAY D & E	11.6	8.6	Team Manager x 8.6 fte
Librarians	HAY A	12.07	0	Post deleted
Principal Librarian	HAY B	4	6	Principal Librarians x 6
Development Officer (Libraries/Archives)	HAY A	0	14	Development Officer (Libraries/Archives)
Events Officer	5	1	0	Post deleted
Library Projects Officer	5	0.5	0.8	Library Projects Officer
Information Assistant	3	2	3	Information Assistant
Acquisition Officer	5	1	0	Post deleted
Acquisition and Database Manager	HAY A	0	1	Acquisition and Database Manager
Acquisition Assistants	2	3.2	2	Acquisition Assistants
Principal Archivists	HAY B	2	1	Principal Archivist
Archivists	HAY A	3.62	0	Post deleted
Archives Customer Service Manager	5	0	0.8	Archives Customer Service Manager
Archive Assistants	4	4	3.2	Archive Assistants
Arts Development Officer	HAY B	4	0	Post deleted
Arts Technician	4	1	0	Post deleted
Education and Outreach Officer	5	1	0	Post deleted

Principal Arts Officer	HAY B	0	1	Principal Arts Officer
Arts Development Officer	5	0	1	Arts Development Officer
Arts Assistant	3	0	0.5	Arts Assistant
Workforce Development Officer	HAY B	0	1	Workforce Development Officer
ACLS Development Manager	HAY C	3	0	-
SFE Team Manager	HAY C	1	0	-
CLASS Delivery Managers	HAY C	0	2	Direct Delivery Managers
CLASS Business and Contract Manager	HAY C	0	1	Business and Contract Devlp Manager
Lead Tutors	HAY A	0	3	Lead Tutors
Tutors	5	3	0	-
<u>Totals</u>		<u>57.99</u>	<u>49.9</u>	

**REPORT OF THE ACTING CORPORATE DIRECTOR, CHILDREN, FAMILIES
AND CULTURAL SERVICES****NOTTINGHAMSHIRE RURAL TOURING****Purpose of the Report**

1. To seek approval for a change to the management of the Rural Touring Scheme in Nottinghamshire from April 2015.

Information and Advice**Background**

2. Managed by the Arts Service, Village Ventures, the rural touring scheme for Nottinghamshire, works with local volunteer promoters to bring high quality performance from professional companies and artistes to village halls and other community venues across the County.
3. Supported by district council partners, over 100 performances take place in the County every year. In addition to co-ordinating the Village Ventures scheme, the Arts Service also runs two other similar schemes, under contract, for Lincolnshire and Leicestershire.
4. Financially the scheme is multi-faceted with support from all three county councils, nineteen district and borough councils together with investment from Arts Council England. Additional income is raised from promoter fees and box office receipts. Arts Council England (ACE) funds the schemes on a three year agreement whilst the local authorities express support in principle and confirm their contribution annually. The current three year agreement with the Arts Council ends on 31 March 2015.
5. Following our application to Arts Council England (ACE) in March 2014, the three schemes were awarded funding as a National Portfolio Organisation (NPO). The funding award of £395,602 over three years, beginning in April 2015, will support the continued development of the programme and the network of over 600 volunteer promoters over the three counties. This application, submitted following consultation with all partners, was based on status quo in terms of support from the local authorities. This funding success was reported to the Culture Committee on 9 September 2014.
6. Each of the three county schemes is charged £25,000 pa to cover all the management including programming, contracting, marketing, promoter support, audience development and financial management. Leicestershire and Lincolnshire County Councils contract the Arts Service to provide this service outside of Nottinghamshire.

Current Position

7. Despite involvement in the new ACE application the increasing financial pressures on all local authorities has impacted on support for the schemes in 15/16 and beyond. In Nottinghamshire and Lincolnshire the county councils and all the districts and borough councils have confirmed their support at the current level but in Leicestershire the picture is very different.
8. In October 2014 we were informed that Leicestershire County Council and two of their district councils were to cut all support for the scheme resulting in a 65% reduction in provision in Leicestershire and a loss of £25,000 to the management contract. This has made the management of the schemes by the Arts Service unviable in its present form and has put in jeopardy the ACE funding at its current level.

Proposal

9. Working with the Arts Council the Arts Service has been exploring alternative models which will protect the Nottinghamshire provision together with the scheme in Lincolnshire.
10. Similar schemes operate with local authority and Arts Council support in Derbyshire and across the West Midlands managed by an independent non-profit organisation, Live & Local. We have explored the amalgamation of the schemes across the East and West Midlands and the Arts Council has agreed to continue funding the schemes in Nottinghamshire and Lincolnshire under this new arrangement.
11. This amalgamation will allow savings to be made on administration whilst ensuring the volunteer promoters receive the same level of support and the level of provision is not reduced in Nottinghamshire or Lincolnshire. It is believed that this model will also help to secure the longer term sustainability of the schemes.
12. The new management model would require no additional financial support beyond the current level of £21,000 per annum for which there is an allocation within the Arts Service budget for 2015/16.
13. The Council has worked with Live & Local on various joint projects over the last five years, and have always found them to be a highly professional organisation, with extensive experience of rural touring. As current clients of the Arts Council they adhere to all financial regulations and are committed to equality and to supporting capacity building within local communities.
14. We are confident that the Nottinghamshire promoters will receive the same professional level of support they have enjoyed under the Council's management and we will be working with the Arts Council and Live & Local over the next six months to ensure the handover is seamless.

Other Options Considered

15. There are a limited number of options available. Reducing the programme to cover the shortfall in administration costs was deemed unacceptable and was not seen as value for money by the Arts Council funding.

16. Reducing the scope of the schemes and focussing solely on provision in Nottinghamshire did not meet the Arts Council criteria for funding and would result in the loss of Arts Council investment and a further reduction in provision.

Reason/s for Recommendation/s

17. The new management arrangements will ensure continued investment by the Arts Council in rural touring in Nottinghamshire and protect the quality and level of provision offered to the volunteer network across the County.

Statutory and Policy Implications

18. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

19. The financial implications are detailed in paragraph 12.

RECOMMENDATION

- 1) That the proposed new management arrangements for the Arts Council funded Rural Touring Scheme be approved.

Derek Highton
Acting Corporate Director, Children, Families & Cultural Services

For any enquiries about this report please contact:

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Constitutional Comments (LM 20/03/15)

20. The Culture Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (SS 20/03/15)

21. The financial implications of the report are set out in paragraph 12 above.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Service Update for the period 9 June to 17 August 2014 – report to Culture Committee on 9 September 2014

Electoral Division(s) and Member(s) Affected

All.

C0604

**REPORT OF THE ACTING CORPORATE DIRECTOR, CHILDREN, FAMILIES
AND CULTURAL SERVICES****NOTTINGHAMSHIRE ARCHIVES OPENING HOURS****Purpose of the Report**

1. To seek Committee approval of a change to Nottinghamshire Archives' opening hours following a customer consultation exercise.

Information and Advice

2. A reduction in Archives opening hours following a full service review and public consultation in December 2010 were implemented on 4 April 2011. Part of these changes to Nottinghamshire Archives' hours included its closure on Mondays and an extra hour of opening on Tuesday evenings.

3. Current opening hours are as follows:

Monday	Closed
Tuesday	9.00am – 8.00pm
Wednesday	9.00am - 4.45pm
Thursday	9.00am – 4.45pm
Friday	9.00am - 4.45pm
Saturday	9.00am - 12.45pm
Sunday	Closed

4. Since its implementation and following an assessment to track customer demand, a need has been identified to review the opening hours, in particular the opening pattern on Tuesday evenings.
5. A customer consultation exercise was undertaken from 31 March 2014 to 26 April 2014 with the Friends of Nottinghamshire Archives, the Nottinghamshire Archives User Group and the Nottinghamshire Local History Association. This consultation provided two options and a free text space for comments. Nottinghamshire Archives was closed to the public for refurbishment and extension at the time of the consultation.
6. Option A was to maintain existing opening hours whilst Option B was to close one hour earlier, at 7.00pm on Tuesday evening with opening hours on Wednesday, Thursday and

Friday being extended by 15 minutes until 5.00pm, with Saturday opening being extended by 15 minutes to 1.00pm.

7. Of those who responded 100% were in favour of Option B as detailed below:

Monday	Closed
Tuesday	9.00am – 7.00pm
Wednesday	9.00am - 5.00pm
Thursday	9.00am – 5.00pm
Friday	9.00am - 5.00pm
Saturday	9.00am - 1.00pm
Sunday	Closed

Other Options Considered

8. A number of patterns of opening were considered but data gathered from the previous extensive public consultation, local experiences since April 2011, and use of management information sources informed the proposal as detailed above.

Reason/s for Recommendation/s

9. Following a detailed process of analysis the proposal above is the most cost effective way of meeting customer demand and local operational needs.

Statutory and Policy Implications

10. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

11. There are no additional staffing costs.

Human Resources Implications

12. Staff have been consulted on the need for changes to the opening hours to meet customer demand. Staff have agreed to make minor changes to their timetables and the changes have no impact on terms and conditions.

RECOMMENDATION/S

- 1) That the new opening hours for Nottinghamshire Archives, as proposed in Option B, are implemented with effect from 28 April 2015.

Derek Higon
Acting Corporate Director, Children, Families and Cultural Services

For any enquiries about this report please contact:

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Constitutional Comments (SLB 07/04/15)

13. Culture Committee is the appropriate body to consider the content of this report.

Financial Comments (SS 13/04/15)

14. The financial implications of the report are set out in paragraph 11 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C0615

**REPORT OF CORPORATE DIRECTOR, POLICY, PLANNING AND
CORPORATE SERVICES****WORK PROGRAMME****Purpose of the Report**

1. To consider the Committee's work programme for 2015.

Information and Advice

2. The County Council requires each committee to maintain a work programme. The work programme will assist the management of the committee's agenda, the scheduling of the committee's business and forward planning. The work programme will be updated and reviewed at each pre-agenda meeting and committee meeting. Any member of the committee is able to suggest items for possible inclusion.
3. The **attached** work programme has been drafted in consultation with the Chairman and Vice-Chairman, and includes items which can be anticipated at the present time. Other items will be added to the programme as they are identified.

Other Options Considered

4. None.

Reason for Recommendations

5. To assist the committee in preparing its work programme.

Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

That the Committee's work programme be noted, and consideration be given to any changes which the Committee wishes to make.

Jayne Francis-Ward
Corporate Director, Policy, Planning and Corporate Services

For any enquiries about this report please contact:

Pete Barker
Democratic Services Officer
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Constitutional Comments (HD)

7. The Committee has authority to consider the matters set out in this report by virtue of its terms of reference.

Financial Comments (NS)

8. There are no financial implications arising directly from this report.

Background Papers

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

None.

Electoral Division(s) and Member(s) Affected

All.

CULTURE COMMITTEE - WORK PROGRAMME 2014-15

<u>Report Title</u>	<u>Brief summary of agenda item</u>	<u>Lead Officer</u>	<u>Report Author</u>
9 June 2015			
Service update	For noting	Derek Highton/Sally Gill	Various
Performance reporting (2014/15)	For noting	Derek Highton	Maggie Pape
Arm's Length operating model – Libraries, Archives, Arts and Learning – Contract Award		Derek Highton	Derek Highton
National Water Sports Centre - annual update	For information	Derek Highton	Steve Bradley
Outside bodies report	For noting	Derek Highton/Sally Gill	Various
Update on Sherwood Forest Regional Park	For noting	Sally Gill	Sally Gill
Work programme			
21 July 2015			
Service update	For noting	Derek Highton/Sally Gill	Various
Future management arrangements for Rufford Country Park		Derek Highton	Steve Bradley
Work programme			
To be placed			
Heritage Tourism – Year 1 update		Sally Gill	Heather Stokes
Biodiversity Offsetting – final report		Sally Gill	Heather Stokes
Sherwood Forest Visitor Centre – progress reports			
Idle Valley Management Board	Report from officer group	Sally Gill	Heather Stokes
Heritage Plan		Sally Gill	Sally Gill
Green Estate Strategy – progress reports on delivery		Derek Highton	Steve Bradley
Conservation Management Plan for Rufford Park		Derek Highton	Steve Bradley

