



Department for

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Culture, Airts an' Heirskeip A Wie Forrit

Uptober 2022



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A Wie Forrit

Es Meenester fer Commonities A'hd laike tae pit forrit a wie forrit in co-designin' a culture, airts an' heirskeip plen. Hit dusnae ettle tae gie a steer oan content, themes ir specific ections es thon bes fer aa partners tae waark oan thegither an' wrocht oot. Hit's mair mae ain thochts an' notions aboot quhat A heered fae monie stakehaulers fae aa sectors quhan they caa'd fer a co-designed 10 yeir veesion es the waasteids o' a 5 yeir plen fer culture, airts an' heirskeip. A'hm wantin' tae tak' thon co-design process forrit fer tae heft a draft veesion an' plen bae the spring o' 2023 fer pittin oot tae wider public consultin'.

Hooiniver A'hm anxious tae gae farder. A want tae cum aa hit in wies at empouer the culture, airts an' heirskeip sectors an' ither stakehaulers tae taak aboot, catalyse an' embed a shift in hoo thae sectors ir betther recognized, harneshed an' hefted es key enablers o' equality, innovation an' social an' economic change.



Deirdre Hargey
Meenester fer Commonities



Survive, Stabilise, Mak' Stranger

In 2021 ivryboadie wus dalin wi' the impact o' the Covid pandemic an' wi' hannlins adae wi' hit. A caa'd thegither a Culture, Airts an' Heirskeip Recovery Taskforce tae heft wi' the re-appenin an' mendin' o' thae sectors. Hit's report, "The Art of Recovery"¹ - wus brocht oot las' Ageest an' shaped a when o' differ missures tae heft thae sectors tae survive, stabilize an' get stranger.

Amang shoart tim' emergency repones wur 1,433 grants amoontin tae £2.7m tae aloo artists tae cairry oan wi' thair thrade an' daeins aa the tim' o' the lockdown restrictions; an' financial hefts fer organisations at gied oot £14.5M acroass the airts, heirskeip, spoart an' leids an' voluntary/community sectors. The taskforces waark gied a joult fer a £20m employability an' skeels initiative tae farder heft thae sectors. Thon wus started in Janwerry 2022 an' amang schemes peyed fer fer the nex' thrie yeirs ir hefts fer 199 joabs acroass the airts (£4.4m), heirskeip (£2.6m) an' creative industries (£4m) sectors.

Thon spennin hes staired tae shift hit's airtin tae the lang tim' an' wies tae mak' the sector stranger.

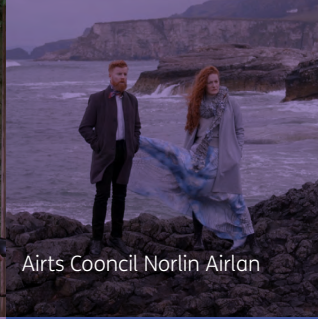
The view o' the taskforce wus at thaire wur structural waiknesses an' hannlins at leemeted an', wor' nor thon, hed a waefu impact oan the sector lang afore the pandemic brocht thae issues tae the fore. The diversity an' intherdependencies in the culture, airts an' heirskeip ecosystem wur better shewn bae the taskforce report. Forebye thon the process heighlited ither voices an' matthers needfu' o' mair speirin intae laike freelancers an' thaim at wrocht in the nicht tim' economy.

The Recovery Taskforce hed a remit "tae identify lang tim' ections at nicht bae thocht aboot in forderin a new maide culture, airts an' heirskeip plen. Hit led wider engagement wi' sectoral airtin curns an' heighlited a when o' issues an' biggin blocks fer the approach gaein forrit.

¹ <https://www.communities-ni.gov.uk/publications/art-recovery-survive-stabilise-strengthen>



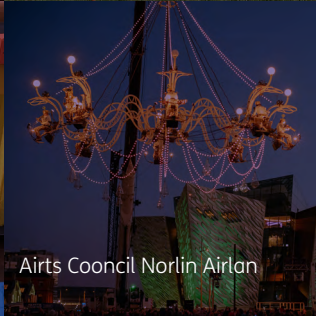
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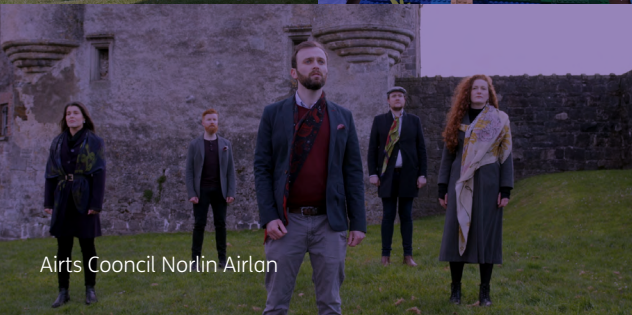
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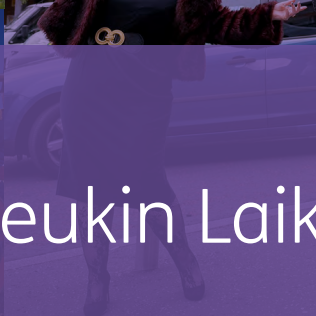
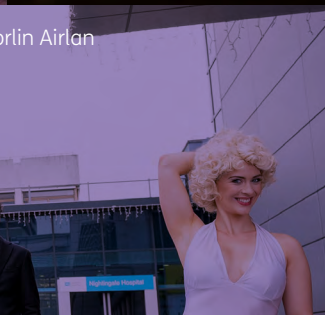
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Ivryquhar bit Leukin Laike oan the Edge



Thaire's a worl' wide boadie o' evidence about the roul o' culture, airts an' heirskeip es key dhrivers o' equality, inclusion an' social an' economic bettherment. Thae sectors ir innovative wi' fowk, organisations, places an' spaces physically, an' organically bedded intae an' bein' pairt o' commonities. Thae sectors stairt ap innovation mair affen an' ir a furst cless wie tae reach thaim at ir haIrdest tae reach. Repones tae the pandemic shewcaased thair roul in reconnectin' the social fabric an' maakin hit stranger an' heftin individual an' community resilience.

Hit's haird tae sim ap thon reach an' velue in a wee when o' wurds. Ayont the waark o' mae ain department the roul an' potential o' culture, airts an' heirskeip can bae saen in baag initiatives laike City Dales an' Peace Plus.

Onie a quaak keek aa daeins fordered acroass central an' locail government wul shew direct an' catalytic inpit in airts, laike mental healtht an' weill bein'; taakin oan educational unnerachievement; tourism; wider economic an' industrial/sectoral innovation; re-engagin' wi' trainin' an' employment; volunteerin'; guid relations; racial equality; cultural identity an' expression; attractin' inby investment; heigh street regeneration; tecklin isolation in kintra pairts; taakin oan violence agin weemin an' lassies; an' heftin sustainable forderin an' pratticks es pairt o' green graith an' ection adae wi' climate change.

Fae mae ain experience, an' thaim shaired bae commonities acroass the islan', A ken hoo hit's culture, airts an' heirskeip at gie ivryboadie thair connection tae quhar an' hoo we lee. Quhan fowk ir gien chansts tae forder betther wies o' heftin yin anither; tae bigg stranger an' hardier commonities; an' tae shaibe an' mak' betther quhar they lee, the innovations at they uise, harness culture, airts an' heirskeip gyely affen. Hooiver sectors here feel thaimselfs tae bae oan the defensive maist o' the tim' an' haein tae bae allus justifyin thair existence. They feel gyely "instrumentalized" bit unner resourced an' unrecognized wi' key pairts o' the culture, airts an' heirskeip ecosystem no bein' richtly unnerstud bae decision makers an' funders.

The Recovery Taskforce heighlighted structural unnerfundin an' hoo hit's needfu' tae teckle regional an' demographic inequalities regairdless o' quhar they ir foun'. Hit unnerlined hoo hit's needfu' fer a strang policy affirmation an' economic defendin' o' the central roul at ir an' can bae played bae culture, airts an' heirskeip.

We maun stairt fae thaire.

Thaire isnae an' unnerpinnin plen ir veesion fer culture, airts an' heirskeip in this jurisdiction. Thon bes differ fae mair heftin statin' o' the roul, impect an' velue o' thae sectors bae ither administrations acroass Airlan, Britain an' in ither kintras.

Hooiniver stakeholders here seem tae waark wi'in an environment hooved wi' strategies, among thaim corporate strategies fae a lang leet o' apt airm's lenght boadies at ir owresaen bae mae ain Department an' ithers. Oan tap o' thaim thaire ir culture, airts an' heirskeip plans independently fordered bae the 11 locail councils across this pairt o' Airlan. Hit shud bae noted hoo the creative industries ir richtly gien priority in this region's economic veesion bit creative talent an' innovation cums ootae the unnerpinnin culture, airts an' heirskeip ecosystem. In the saime wie oor historic places an' spaces an' heirskeip ir richtly hel' ap es dhrivin tourism, community regeneration an' social cohesion; hooiniver grawin fundin pressures waark agin the mensefu' need tae bield, keep ap an' heft thae cultural assets.

New Decade New Approach (NDNA) ir bein tuk forrit bae mae Department bae forderin key plans adae wi' anti-poverty, disablement, gender, sexual airtin an' ective agein. Laikewies an' Airish Leid Plen an' an Ulster-Scots Leid, Heirskeip an' Culture Plen ir bein' co-designed an' a refreshed sign leid framewaark wul bae brocht forrit. Thaire ir clatters o' ither apt airts laike the review o' the 'Boadies an' Airt' plen; community wealtht biggin an' the waark o' ither public boadies in airts laike hoosin, spoart an' thaim wi' remits heftin weans, young fowk, aulder boadies an' fowk wi' disablements. The culture, airts an' heirskeip infrastructure o' organisations, venues, airts, fowk,

netwaarks an' daeins wul, nae doot, gie key mechanisms, innovative wies o' waarkin tae heft wi' realisin' thae ambeetions an' wies tae mak' the maist o' thair impact an' reach. Hit can gie the space, catalyst an' connectivity tae shape hoo we want this airt tae bae an' hoo we ir wantin' tae bae saen bae yin anither an' bae the worl'. Hooiniver skeels in culture an' creativity, assets an' resources dinnae jist cum intae bein'. Onie environment wul thrive wi' the richt pairts an' resources; bit imbalances an' hannlins wul strip awa' the ootcums at shud flow ootae a thrivin airts, culture an' heirskeip ecosystem.

Thae sectors sairly feel the want o' a veesion an'a cohesive roadmap at bes fit tae dhrive joined ap wies o' waarkin wi' an' across central an' locail government. Thon bes' a hannlin tae ettlins tae prioritise ections, tak' awa hannlins an' mobilise ettlins tae heft the potential o' this ecosystem. The Recovery Taskforce infoarms fower unnerpinnin wies o' waarkin tae hoo we gae forrit:

1) Policy Reaffirmation an' aa o' Government Wie o' Waarkin

A veesion an' plen fer culture, airts an' heirskeip, cannae bae onie fer yin pairt o'

Government ir onie yin airm's lenght boadie. Hit maun enable alignments at get maist heftin fer the sectors. Hit'll aloo thaim tae reciprocate an' maximise an' keep ap impacts an' benefits in ither airts.

Possibilities shudnae bae leemeted bae organizational, sectoral ir geographic boundaries.

Policy reaffirmation an' navigation o' thon strategic an' policy lan'scape gaes ayont a paiper based statement o' apt synergies. Hit taks in designin' structural mechanisms alignment an' pairtnerschip at mak' the culture, airts an' heirskeip ecosystem fit tae waark betther thegither an connect wi', infoarm, benefit fae, mak' baager the impact an' reach ither initiatives.

A'hm fer taakin forrit a 'Hale o' Government' wie o' waarkin an leuk fer endorsement fae a restored Executive fer a veesion an' strategic framewaark at althers hoo the sectors ir recognized, harneshed an' hefted tae deliver PfG ootcums. Thon wul gie the policy an' strategic wal'steid fer stakeholders tae waark across organizational, sectoral an' geographic boundaries tae mak' the culture, airts an' heirskeip ecosystem stranger, amplify hit's impact an' reinforce hit's direct

2) Heft the Ecosystem

This wie o' waarkin shud betther explain, heft an' mak' betther a culture, airts an' heirskeip ecosystem an' identify chansts fer croass-fertilisation an' collaboration. Hit'll ettle aa alignin' an' amplifyin' sub-sectoral wies o' waarkin at ir plenned ir in place aaready. Amang thaim ir corporate plens an' policy initiatives described afore led bae

departments, airm's lenght boadies an' local government. Es leuked fer bae the Recovery Taskforce hit taks in articulatin', co-ordinatin' an' heftin the inpit an joults gien bae culture, airts an' heirskeip across wider social an' economic policy airts.

3) Waark Thegither tae Align an' Amplify

Collaborations, pairtnerships an' alignments shud unnerpin ivry effort bit A'hm gyely anxious tae heighlitch the roul o' local government. The Recovery Taskforce caa'd fer strategic pairtnerships wi' local councils; culture, airts an' heirskeip plens an' wies o' waarkin ir bein' tuk forrit bae aa 11 local councils an' they heft commonity plennin in ivry airt. Thae plens wur fordered bae mich co-design an' commonity based engagement. Hit's mensefu tae shew thae airts based perspectives harness existin' stakeholder an' public engagement netwaarks, align ambeetions an' co-ordinate ettlines o' localised an' joined ap wies o' waarkin across central an' local government.

A'hm wantin forebye tae heighlitch thae public boadies an' responsibilities owresaen an' hefted bae mae Department. Thon taks in oor museums, libraries an' thaim heftin the airts, heirskeip, historic environment, leid sectors an' screen industries. In ither jurisdictions thae sectors collectively mak' ap the "Cultural Institutions". Hit's mae notion at the maakin an' cultural

infrastructure here ir key “Centres o’ Gravity” along wi’ the pairtners, netwaarks, venues an’ places at they heft. They can hae thair collective mandates maide stranger an’ betther enabled across government bae a culture, airts an’ heirskeip; veesion an’ plen.

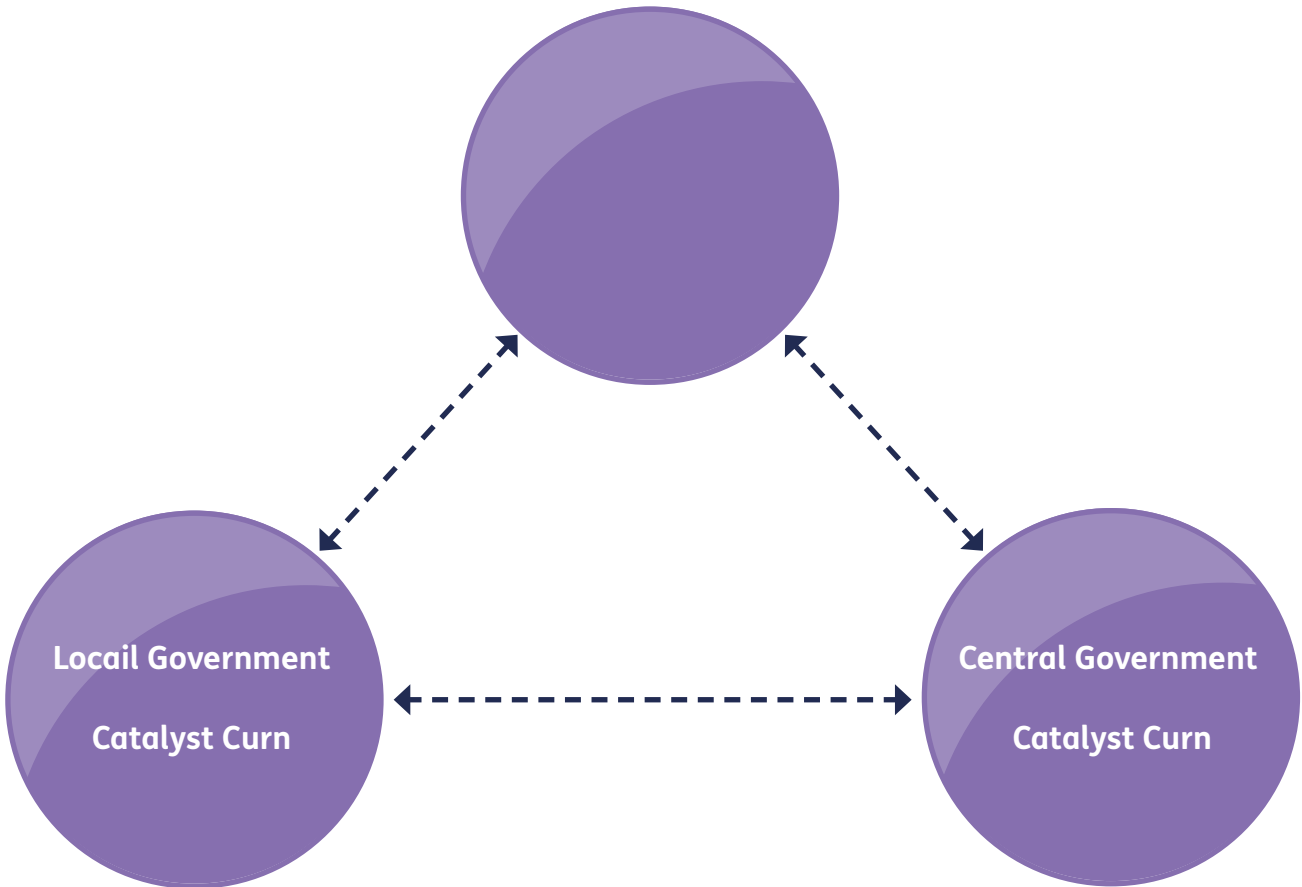
4) Engage Fowk an’ Commonities

The Recovery Taskforce allooed at “Thaire shud bae a clear commitment tae grawin public unnerstannin an’ heftin the positive impact an’ benefits o’ culture, airts an’

heirskeip in shewin a mair an’ mair diverse, modairn culture an’ tae heft equality”. Hit’s a gien at a draft plen wul bae pit oot tae laafu public consultation bit, es the Recovery Taskforce leuked fer, enhancin’ public engagement an’ voices richt fae the stairt maun mak’ a co-design process betther an’ bigg momentum fer the cless o’ policy reaffirmation, recalibration an’ hale o’ government approach we ir ettlin fer. Let’s shew quhat bes possible an’ amplify thae voices.



Nex' Steps



A wulnae lay doon ections ir predetermine themes bit A dae houl at the unnerpinnin wies o' waarkin an' gaein forrit gie uisefu framin' an' scaffoldin' tae bigg oan the waark o' the Recovery Taskforce. The inherent creativity an' innovation among stakehoulders wul bae fit tae imagine betther wies tae mak' thae ambeetions happen.

The model abeen sims ap uisefu structures tae tak' waark forrit aa this tim'. Continuity fae the Recovery Taskforce an' hit's established sectoral engagement an' co-design wal'steid bes guid fer farder forderin pairtnerschip waarkin an' delivery.

Oan accoot o' thon A'hm fer re-convenin' thon curn an' altherin hit's terms o' reference tae gae forrit es the Culture, Airts an' Heirskeip Plen Taskforce. Thon sectoral expertise maks ap the primary co-design curn infoarmin forderin o' the veesion an' plen. Pas' membership wul bae kept oan wi' mair representatives shewin the altheration in operational purpose. The taskforce wus baag aaready bit delivery in forderin hit's report shewed hoo hit's fit tae harnish wider netwaarks an' bring in ither voices. Thon wul cairry oan bae self organisin'o' specific waark threads an' wider engagement. The taskforce structure

Wul gie a cohesive focal point an' meet aa thegither es apt.

Ah'll ax locail cooncils an' thair representative boadies tae tak' pairt in a Locail Government Catalyst Curn. Thon recognizes the key roul at they pley an' the insicht an' heftin they can gie an' get in maakin alignments an' designin' mensefu an' sustainable mechanisms an' community airted initiatives tae realise the ambeetion o' locail an' regional approaches tae culture, airts an' heirskeip.

Mae Offaice wul set ap a Central Government Catalyst Curn tae leuk aa the mak' ap o' an' ection plen an' resources at wul betther speir intae betther wies fer Depairtments tae waark alang wi' yin anither, wi' locail cooncils an' wi' the cultural, airts an' heirskeip ecosystem owre the langer term'. Thon waark wul proectively assert the aptness an' impect the noo an' potential fer tims tae cum o' culture, airts an' heirskeip tae enhance Depairtmental programmes an' airtins. Thon wul bae hefted bae caase studies gat fae stakehaulder an' public engagement an' pu'in thegither ap tae date research an' evidence fae sectoral pairtners an' inthernational comparators.

Thae thrie structures gie focal points at gie access tae mich wider netwaarks, notions an' a clatter o' evidence an' insichts fae the community. Ah'll ax ivryboadie taakin pairt tae uise thon in creative, new minted an' inclusive wies. A aloo at they wul. The central an' locail government catalyst

curns wul waark langside an' alang wi' the culture, airts an' heirskeip plen taskforce tae forder a veesion an' 'gree ections an' milestanes in a draft plen at ir airted, missurable an' aligned tae PfG an' community plennin ootcums. A want the fu' co-design process tae stairt in Uptober 2022, wi' a draft veesion an' plen pit in bae the spring o' 2023. Thon shud lead tae a subsequent laafu public consultatioin an', aa the verra enn, Executive endorsement wi' the veesion an' plen bein' launched laiter oan in 2023.

Thon tim'scale 'grees wi' the yin foreseen bae the Recovery Taskforce; A aloo hit bes daeable oan accoot o' hoo hit'll Harnish an' bigg oan co-design processes an' ootpits staired aaready through the Recovery Taskforce an' locail government. Hit shews forebye hoo hit's intended tae set ap a veesion an' strategic pletfoarm at connects wi', aligns an' amplifies the impect an' reach o' wheens o' plens, initiatives an' ections bein' tuk acroass central an' locail government.

Ye hae staired the grunwaark tae shape oor shaired ambeetion an' noo, thegither, we hae the the scope an' chanst tae catalyse "aa o' Government" reaffirmin o' quhat ye dae an' recognize, harness an' heft thon in differ wies. Monie fowk in the culture, airts an' heirskeip sectors wul min' the furst days o' devolution an' the inpits o' worl' renowned teacher an' creativity advocate Sir Ken Robinson. The launch o' Creativity a Plen fer Forderin in 2000 hed an approach broch toot bae fower

Executive departments waarkin thegither. Hit wus the stairt o' a when o' daeins, amang thaim a creativity seed fund heftin educational projects, existin' digital skeels initiatives an' the Creative Lairnin Centres at ir, richt ap tae theday, hefted bae mae Department through fundin' tae Norlin Airlan Screen.

Monie wants at wur heighlichted then ir likesey still apt theday. Hit wus afore the PfGs ootcums based approach an' formal recognition at waarkin thegither an' acroass boundaries an' subjects bes the onie effective

wie tae tak' oan the hannlins tha' we ir faced wi' the noo. The wie o' waarkin beck then kent quhat we ir still preachin' theday – at culture, airts an' heirskeip bes a dhriver an' enabler o' equality,, inclusion, innovation an' economic change.

This waark alloed at creativity taks in connectin things at wurnae connected afore ir wurnae connected enough. A newmaide veesion fer culture, airts an' heirskeip here can, aa last, connect an' unlock in fu' oor creative potential.

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