

Key Decision Report

Decision maker and date of Leadership Team meeting or (in the case of individual Lead Member decisions) the earliest date the decision will be taken	Leadership Team Meeting: 15 July 2020 Forward Plan reference: 05543/20/K/A Portfolio: Cllr Emma Will, Lead Member for Culture, Leisure and Community Safety	 THE ROYAL BOROUGH OF KENSINGTON AND CHELSEA
Report title (decision subject)	Culture Plan for the period 2020-2021	
Reporting officer	Verena Cornwall Head of Culture and Place, Environment and Communities	
Key decision	Yes	
Access to information classification	PART A - Public	

1. EXECUTIVE SUMMARY

- 1.1 This report introduces the Covid-19 One Year Culture Plan (2020-2021). See Appendix 1 for Covid-19 One Year Culture Plan (2020-2021)
- 1.2 Given the significant impact of Covid-19, original plans to publish a five year Culture Plan for 2020-25 were changed to enable culture to play a key role in recovery plans for the borough. Culture is priority five of our council plan: A Place of Culture to Visit and Explore.
- 1.3 Covid-19 has affected us all, our residents, public institutions, businesses and voluntary and community organisations. The health pandemic and the ensuing economic crisis has had an enormous impact on London in just a few weeks.
- 1.4 In light of recent global events , the Council has recognised that more needs to be done in standing up for racial equality, and bringing to the forefront the diverse creative voices and talents we enjoy in this borough.

1.5 Within this context, the Covid-19 One Year Culture Plan sets out how the Council will work with creative and cultural partners, businesses, employers, communities and residents so that Kensington and Chelsea is a place:

- where all residents can access opportunities
- where businesses thrive and prosper
- that supports good growth to sustain a vibrant local economy where all residents can access and enjoy opportunities

1.6 The Culture Plan has been shaped by:

- what we have heard from our residents, communities, businesses and partners
- audience data about the borough's cultural offer and its wider context
- the commitments made in the Council Plan
- opportunities to work with partners within the borough and beyond
- the financial resources available to the Council
- the impact of Covid-19

It is estimated that the external consultation process has reached 5,000-plus individuals.

1.7 The process to co-create a new Culture Plan with residents, retailers, market traders, cultural providers and creatives began in September 2019 and encompassed the following activity through to February 2020:

- Detailed analysis of the existing data within Kensington and Chelsea Council related to views from residents on relevant topics
- A literature review to fill in any gaps in knowledge, including London and national trends
- A community engagement process involving conversations with residents, retailers, market traders, cultural providers and practitioners through a series of Listening Sessions
- One-to-one conversations with residents, retailers, market traders, cultural providers and practitioners and with relevant RBKC staff
- A "Cultural Conversation" event attended by over 120 cultural providers and practitioners
- A series of focus groups to which residents, retailers, market traders, cultural providers and practitioners and relevant RBKC staff were invited.
- Circulation of the draft document to Resident Associations, cultural providers, arts schools and practitioners, retailers and youth arts organisations, inviting comments to inform the final version
- In April 2020, during Covid-19 lockdown, an on-line virtual conference which 80 cultural partners and practitioners participated in
- In June 2020, further discussions were held with internal departments to ensure joined up working in the delivery of the Culture Plan

RECOMMENDATION

2.1 The Leadership Team is asked:

- i) To approve and adopt the Covid-19 One Year Culture Plan (2020-2021) (See Appendix 1)
- ii) To commit to working collaboratively with our partners and communities to deliver the priorities set out in the plan
- iii) To participate in evidence and data gathering required to shape the next Culture Plan period (up to 2025)

2. REASONS FOR DECISION

3.1 The Council has set out a clear direction for the organisation in the Council Plan. The Culture Plan has been developed to promote a joined-up approach to supporting priority five: 'A Place of Culture to Visit and Explore'.

3.2 The Culture Plan sets out how the Council will work with its partners to harness and support the power of arts and culture to bring communities together, improve health and wellbeing, support our high streets and enhance skills and enterprise to develop the next generation of talent, ensuring individuals have equal opportunity to fulfil their potential.

3.3 The Culture Team are working closely with RBKC colleagues on our Covid-19 recovery plans, following the four workstreams (Economic, Civic and Communities, Health and Wellbeing and Environment.)

3. BACKGROUND

Context for the new plan

4.1 The present Council Arts and Culture Policy runs from 2009-2020. As much has changed in the borough since the Policy was created, from the opening of the Design Museum and Japan House on Kensington High Street, to the creation of new partnership initiatives such as K&C Arts Weekend, in the context of Our Council Plan a revision was required. Importantly, Covid-19 impacted on lives and businesses across the borough.

4.2 Of significance, the Grenfell Tower tragedy, which devastated so many lives in this borough, provided a demonstration of the pressing need to work with all sectors of our community to begin the slow process of recovery. We have witnessed how creativity can contribute to healing for the wider community, and the role of the borough's own creative community in achieving this.

- 4.3 The Culture Team began internal discussions in the autumn of 2019, which led to the ambition to replace the Arts and Culture Policy with a five-year action-focussed plan covering the strategic areas of Visitors, Place, Markets, Culture and Arts. This process was changed in the spring of 2020 to then create a One Year Covid-19 Culture Plan.
- 4.4 Following an open invitation, in the autumn of 2019, an Arts Consultant was commissioned to undertake the following activity, supporting the work of the Culture Team:
- A detailed analysis of the existing data related to residents around the five strategic topics
 - A literature review to fill in any gaps in knowledge, including London and national trends
 - Design and manage a range of community engagement activities for residents and cultural providers.

Data gathering

- 4.5 As well as utilising data gathered from the extensive consultation exercises on the Council Plan and Live, Work and Learn Plan, the Audience Agency was commissioned to draw together an overall picture of cultural engagement in the borough, pooling audience data and visitor numbers for the last three years periods for ticketed and non-ticketed activity.

Consultation and Community Engagement

- 4.6 From the outset of its inception, the Culture Plan had been produced as a co-designed and co-delivered action plan, shaped and developed through a varied series of engagement events, opportunities, conversations and consultation, through September 2019 to January 2020.
- 4.7 Listening Sessions - 28 and 29 October 2019. Three sessions in venues across the borough, each focusing on a different cross-cutting theme and the role of Culture—Community Involvement, Narrowing the Gap and Prevention and Early Intervention - with an invitation extended to over 300 local cultural and creative practitioners and organisations.
- 4.8 One-To-One Interviews - In person and by phone with 40 Cultural and Creative influencers in the borough, asking a set number of questions including:
- What does Kensington and Chelsea as 'A Place of Culture to Visit and Explore mean or say to you?
 - What would success look like for you from this Action Plan?
 - Is there anything specific you would like to see in this Plan?
- 4.9 Creative Conversation - 6 November 2019 at the Science Museum
An invitation-only event bringing together over 300 people working in cultural and creative sectors across the borough for a fresh conversation about connections and opportunities to work together. Organised by the Exhibition Road Cultural Group

(ERCG), Kensington + Chelsea Art Week (KCAW) and the Council's Culture Service, over 300 attended with commitment from all to continue this style of event

- 4.10 Focus Groups - three sessions 18, 20, and 25 November 2019, one each for residents, workers and Council staff. An open invitation widely promoted through Council and partners networks, invited those passionate about the arts and culture offer in the borough to take part in one-off focus groups to review a first draft of the Culture Plan. In addition, Cllr Hargreaves as Lead Member at that time, chaired an invitation-only focus group with a selection of the borough's significant arts and cultural providers.
- 4.11 Throughout January and February 2020 a further round of consultation on the draft Culture Plan was undertaken to inform the final version. This included:
- Circulation of the draft document to Resident Associations, cultural providers, arts schools and practitioners, retailers and youth arts organisations, inviting comments to inform the final version
 - Hosting further Listening Sessions in seven locations across the borough
 - Attendance/presentations at resident-focused events such as in Notting Dale and at an event run by the Kensington Society
 - Hosting of a Culture Café event for staff at Kensington Town Hall
 - Circulation of the final draft five year Culture Plan to Ward Counsellors
- 4.13 Creative Conversation - (online) 30 April 2020
An invitation-only event bringing together over 80 cultural providers and practitioners during Covid-19 lockdown

Findings

- 4.14 From the many conversations that have taken place over the last six months with more than 5,000 people who live, work or learn in the borough – including residents, children and young people, artists, curators and librarians, retailers, market traders, leaders of cultural organisations, and those working in education – a number of strong messages have been heard, including these examples:
- *“Residents are keen to ensure the benefit of culture is extended to everyone in the borough”*
 - *“Social cohesion is a big issue which can be tackled through culture”*
 - *“How do all residents feel like the whole borough is their home, and explore different parts of their home?”*
 - *“Why not tap into the boroughs’ creative ‘elders’ as mentors and advisors?”*
 - *“Give everyone the chance to celebrate, show and tell people about their cultures - there is a strong desire from people to say ‘This is me/my work’”*
 - *“My growing optimism lies in the hope that artists will be the first to create a new world for us; that's the point of artists! I can't see us going back to the old world anytime soon, so let's make another one”*
- 4.15 Issues and ideas shared have been drawn into three themes in the new Plan:

- **A borough full of world class treasures: to encourage and support all of our residents in being able to** immerse in an international borough of culture
- **Where Culture is at the heart of creating amazing places:** to harness our iconic places and spaces, and animate the borough with culture
- **Enriching our lives by connecting to culture:** to enrich lives by enabling and connecting our community to the cultural powerhouse on our doorstep

- 4.16 Some *examples* of digitally delivered actions in the One Year Culture Plan include:
- Support a safe and spectacular digital Notting Hill Carnival, ensuring cross Council team working to assist in the delivery
 - Assist the expansion of Youthquake to further engage with young people in the borough and support their creative ambitions
 - Ensure Council owned cultural assets offer opportunities for residents to engage online
 - Create a Public Art Trail and develop with partners Public Art initiatives across the borough
 - Create a culture passport programme to enable each resident child to experience 11 cultural activities by the age of 11 years

4. FUNDING

- 5.1 An additional £100,000 for 2020-2021 has been allocated towards assisting our cultural partners and individuals to reimagine culture in a post COVID/lockdown world, delivering new activity identified in the Culture Plan.
- 5.2 The Council will continue to explore opportunities for external funding and work in partnership to maximise the potential to achieve the outcomes in the Culture Plan.

6. EQUALITIES IMPLICATIONS

- 6.1 The borough is an area of huge social and cultural diversity so, ensuring that all residents have access to the breadth and range of opportunities that are available in the borough, from arts participation to creative start-up initiatives, is key.
- 6.2 The Culture Plan sets out the Council's role in working with partners to maximise the benefit for all residents by connecting them to activities that are presently being delivered in the borough, supporting partners with future initiatives, and enabling job and volunteering opportunities for local people to reach out beyond those already actively engaged with culture.
- 6.3 An equalities impact assessment has been undertaken.

6 LEGAL IMPLICATIONS

7.1 With reference to the recommendation in this report, section 1 of the Localism Act 2011 subject to sections 2 - 4, provides that, the Council is permitted to do anything that individuals generally may do. Such powers are conferred to be exercised in any way whatever, which include the power to do it for, or otherwise than for, the benefit of the authority, its area or persons resident or present in the its area. The Equality Act 2010 requires public authorities to have due regard to the need to eliminate discrimination and advance equality of opportunity. Therefore, the council should consider its wider Public Sector Equality Duty (PSED) under s149 of the Equality Act 2010 (“the Act”) when making decision under the Covid-19 One Year Action Plan. Section 149 of the Act requires the council, when exercising its functions, to have “due regard” to the need to: eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act, advance equality of opportunity between those who share a “protected characteristic” and those who do not share that protected characteristic and foster good relations between persons who share a relevant protected characteristic and persons who do not share it (this involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding).

7.2 The protected characteristics to which the PSED applies include age as well as the characteristics covered by previous equalities legislation applicable to public authorities (i.e. disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, sexual orientation, religion or belief and sex).

Legal Comments: Sharon Cudjoe, Senior Solicitor - sharon.cudjoe@rbkc.gov.uk 020 7361 2993

8. FINANCIAL, PROPERTY AND OTHER RESOURCES IMPLICATIONS

8.1 The Culture Plan sets out how the Council will work with partners, creative and cultural organisations and businesses, communities and residents to realise the aim for Kensington and Chelsea as an extraordinary Place of Culture to Visit and Explore.

8.2 The delivery of the Culture Plan will have some direct financial implications for the Council and will require both additional revenue and capital budget.

8.3 For 2020/2021, the existing Culture Service budget of £1,577,100 is committed and will fund the continuation of actions that already underpin the Culture Plan, including awarding £60,000 each year in the form of arts grant.

8.4 This budget includes income budgets for Notting Hill Carnival, Museums and Filming/ Events totalling £837,800 which are expected to be severely impacted by Covid-19. The digital delivery of Carnival will yield nil income on street trading pitches although these losses are expected to be more than mitigated by reduced expenditure on the event. Museums income will be impacted by both the planned

closure of Leighton House Museum whilst capital works are underway and the closure of Stafford Terrace over the lucrative spring/summer season. Filming and Events income will also be significantly reduced due to the restrictions on movement and the requirement for social distancing for the foreseeable future although officers are seeking opportunities to reduce expenditure in these areas whilst activity remains suppressed.

- 8.5 A further £5.43m is budgeted to deliver Leighton House Museum’s “Hidden Gem” capital project. This project is jointly funded by the Council (£2.715m), Heritage Lottery Fund (£1.250m) and the Friends of Leighton House (£1.465m).
- 8.6 Delivery of the One Year Covid-19 Culture Plan (2020-2021) is underpinned by relationships with external Partners. An additional £100,000 has been secured. This will lever funding from additional sources in order to achieve the actions listed.
- 8.7 The Council will continue to explore opportunities for external funding and working in partnership to maximise the potential to achieve the outcomes in the Culture Plan.
- 8.8 Comments provided by Lucy Varenne, Head of Finance Environment and Communities - lucy.varenne@rbkc.gov.uk 020 7341 5777

Sue Harris

Executive Director, Environment and Communities

Local Government Act 1972 (as amended) – Background papers used in the preparation of this report: NONE

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Mandatory clearance requirements for all Key and Executive Decision reports

Cleared by Finance (officer’s initials)	LV
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