

REPORT TO: Cabinet

DATE: 17th December 2009

SUBJECT: Southport Cultural Centre Project
Arts & Cultural Services - Interim service proposals

WARDS AFFECTED: All wards

REPORT OF: Graham Bayliss, Leisure Services Director
Mike Fogg, Personnel Director

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John Taylor, Head of Arts & Cultural Service, Tel: 0151 934 2374
Val Jones, Personnel Manager, 0151 934 3374

**EXEMPT/
CONFIDENTIAL:** No

PURPOSE/SUMMARY:

To seek Cabinet agreement to:

1. Retain the existing Arts & Cultural Services net budget during the period of the closure of Southport Arts Centre and the Atkinson Art Gallery in order to continue to provide a full programme of arts activities throughout the Borough as identified in the body of the report.
2. Deploy the Arts & Cultural Service Staff to provide the interim service described in the report.

REASON WHY DECISION REQUIRED:

The closure of the two principal arts venues will reduce the level of certain activities currently on offer to the public. However, Botanic Gardens Museum, Crosby Civic Hall, Netherton Arts Centre and Orrell Arts Centre will remain open and officers are recommending extending their programmes as well as extending other non venue based programmes to parts of the Borough currently without a service. In order to achieve this, Members agreement to this change in service provision, to changes to the current staff structure and the consequent reformatting of the budget is required.

RECOMMENDATION(S):

That Cabinet:

1. Agree to the retention of the Arts & Cultural Services net budget, allocated to the Service in 2009-10, together with any annual budget uplifts as would have otherwise been applied, until the end of the financial year 2011-12.
2. Agree the proposals for an interim service as outlined in the body of the report.
3. Deploy the Arts & Cultural Service Staff to provide the interim service described in the report.
4. Note the intention to conduct an analysis of the work patterns of Casual workers and to take the appropriate steps relative to the closure of the Arts Centre that are consistent with any employment rights they may have accrued.
5. Note the intention to undertake a full staffing review of Arts & Cultural Services in 2011 in readiness for the new Cultural Centre becoming operational in September 2012.

KEY DECISION: Yes

FORWARD PLAN: Yes

IMPLEMENTATION DATE: Immediately following the call in period.

ALTERNATIVE OPTIONS: Cabinet can claw back all the operational revenue directly attributable to the Arts Centre/Art Gallery, including the staff costs, and run a much reduced service across the Borough.

IMPLICATIONS: The loss of staff would (a) have a dramatic, negative impact on the remaining services, which rely on Arts Centre staff for financial, personnel, operational and technical support, (b) prevent the development of new services and revenue streams being developed in the rest of the Borough and (c) limit the support for community groups with both their independent projects and access to Council services.

Budget/Policy Framework:

Financial:

There are no additional financial implications arising out of this report

	2009/ 2010 £	2010/ 2011 £	2011/ 2012 £	2012/ 2013 £
<u>CAPITAL EXPENDITURE</u>				
Gross Increase in Capital Expenditure				
Funded by:				
Sefton Capital Resources.				
Specific Capital Resources				
<u>REVENUE IMPLICATIONS</u>				
Gross Increase in Revenue Expenditure.	0	0	0	
Funded by:				
Sefton funded Resources.				
Partially funded through savings in salary costs.				
Funded from External Resources				
Does the External Funding have an expiry date?				
How will the service be funded post expiry?				

Legal: None

Risk Assessment: None

Asset Management: None

CONSULTATION UNDERTAKEN/VIEWS

Finance Director – FD 246 the Finance Director's comments have been incorporated into the report.

Personnel Director

Trades Unions representatives

CORPORATE OBJECTIVE MONITORING:

<u>Corporate Objective</u>		<u>Positive Impact</u>	<u>Neutral Impact</u>	<u>Negative Impact</u>
1	Creating a Learning Community	✓		
2	Creating Safe Communities	✓		
3	Jobs and Prosperity	✓		
4	Improving Health and Well-Being	✓		
5	Environmental Sustainability		✓	
6	Creating Inclusive Communities	✓		
7	Improving the Quality of Council Services and Strengthening local Democracy	✓		
8	Children and Young People	✓		

LIST OF BACKGROUND PAPERS RELIED UPON IN THE PREPARATION OF THIS REPORT

None

1. BACKGROUND

- 1.1 Members will be aware following a decision of Cabinet on 12th November 2009 to proceed with the Cultural Centre project the arts centre and art gallery will close for approximately 2½ years, whilst the new Centre is being developed, bringing a temporary end to certain services on that site.
- 1.2 On the 6th August 2009, a report was presented to Cabinet on the personnel issues arising from the potential closure of the Arts Centre and Art Gallery. Members did not accept the report and authorised the Personnel Director to commence negotiations with the trade unions and staff and minimise the potential redundancies arising out of the project. Officers from the Leisure Services and Personnel Department's have therefore looked at options for the continuation of services during the period of closure and the impact this will have on the remaining venues, services and staff.
- 1.3 The following paragraph's set out how an interim Arts Service could be delivered throughout the borough, utilising other existing Council and private and voluntary sector venues.

2. THE REMAINING VENUES

- 2.1 Botanic Gardens Museum, Crosby Civic Hall, Netherton Arts Centre and Orrell Arts Centre will not be directly affected by the closures. However none of these facilities are fully independent in terms of their staffing or operational budgets. The impact of not having access to financial, technical and operational services based at the Arts Centre would immediately result in closure and cessation of services. The staff that are located at the Arts Centre, work across the service undertaking everything from procurement and personnel management, repairs and maintenance, staging shows and events and marketing. Therefore, the retention of staff is essential if these services are to continue. However, all four venues have the capacity to extend their programmes and to accommodate some of the services lost from the other two sites. An indication of how these venues' programmes can be developed is shown below, although Members' attention is drawn to the fact that any proposals will be subject to budget availability and therefore it is unlikely that they can all be progressed: -

i) Crosby Civic Hall

- An extension of opening hours to accommodate an enhanced day time community programme.
- A programme of popular entertainment and events designed to be self-financing within the first three years of operation.
- The transfer of some of the Arts centre's standard programme including the professional music and comedy.
- The creation of display space in order to show some of the Authority's arts and artefacts' collections.
- A programme of recreational arts classes such as painting, dance and drama.
- A daytime programme for older people including activities and events.
- Youth theatre and music and performances of interest to young people.

ii) Botanic Garden Museum

- An extension of opening hours especially during term time to encourage school visits.
- The further expansion of the loan box scheme to schools. (Boxes containing a selection of items from the collection relevant to the national curriculum)
- Additional temporary exhibitions from both the Council's own collections but also from community groups and other museums.
- A base for an artist in residence
- The provision of activities for young people during holiday breaks.
- Further family workshops for those with interests in both arts and a wider cultural agenda.
- Collections management including further work on the digitisation of the records and the preparation of on line access facilities.
- An extended programme of activities organised by the 'Friends'.
- Increased repair and maintenance work to maintain the building ready for reallocation.

iii) Netherton and Orrell Arts Centres

- An increase in the number of arts related courses and classes and an extension of the service to other sites such as Formby, Hightown and Maghull, Bootle and Southport.
- A youth arts centre including a youth theatre, recorded and live music events and possible public art projects.
- A possible local 'cinema' using the digital technology removed from the arts centre and linked to workshops in film making.
- The provision of specialist activities such as ceramics production, music tuition and rehearsal, creative IT facilities and photography.
- A base for an adult version of the successful band development programme for those interested in being in a classical/jazz/swing orchestra.
- The base for the Creative Alternatives team and one of the venues for their activities and events

iv) Additional venues

- With financial assistance from the Arts Council, an audit of alternative venues has been undertaken. This includes other Council buildings such as the town halls, community and faith based venues and suitable commercial venues such as pubs and clubs. The intention is to look for opportunities to extend the service to areas currently not served and to communities who are underrepresented in the service's user statistics.

3. MAINTAINING OTHER EXISTING SERVICES AND DEVELOPING ADDITIONAL ONES.

Existing community and amateur programme

- 3.1 Virtually all the programme of amateur exhibitions and performances, have found alternative accommodation and officers have been very grateful to the management of these groups for their positive and constructive approach to this temporary loss of service. The marketing team will continue to support

them when ever possible especially in ensuring their audiences remain with them until they return.

Tourism

- 3.2 The Section supports the Tourism Department in the delivery of a number of their major events throughout the year. This includes technical support, stewarding and the management of box office and other marketing functions. In addition, an increasing amount of arts activities are being requested in order to support economic initiatives such as the promotion of retail facilities and other community based programmes.

Festivals and events

- 3.3 The Sefton Festival of Writing, Play-Up (drama for young people), the Big Read and Big Draw events, the Brouhaha Street Festivals and a number of other events are already using more than one venue across the Borough and others will be identified and used where possible.

Education, Extended Schools and Youth Services

- 3.4 Where possible, artists and performers will work in schools in conjunction with the Extended Schools programme or directly in support of the national curriculum. The promotion of an 'entitlement' card for young people is being evaluated which will encourage active participation in after school activities and the Sefton Young Advisers are consulting young people on what services and activities they would like to see and how they can get involved

Express Sefton

- 3.5 The Express Sefton programme, started in 2008, identified hundreds of people interested in undertaking cultural activities. This will be further developed and as in 2008/9 the delivery of this programme will be offered on a commission basis.

Arts & Health

- 3.6 The Arts & Health programme has been very successful in treating people with mild to moderate depression and now represents a national model of good practice recognised by the Department of Health. This temporary change in the Section's service delivery plan creates an opportunity to extend it into other parts of the Borough.

Economic Development

- 3.7 Arts activities are being requested to encourage footfall through a number of retail facilities as well as addressing a number of social issues across the Borough. The use of community groups and the involvement of local artists address both these issues together with others.

Volunteering

- 3.8 The volunteer programme was started in 2008, this is a National Indicator and the programme will continue to provide support to the service.

Marketing.

- 3.9 The marketing of events within venues and across the Borough will still be essential if the Section is to meet its targets for visitor numbers and income generated.

As with the venues, this level of service can only be maintained if the staff is retained.

4. STAFFING MATTERS

- 4.1 For the reasons outlined above, officers are recommending that the current establishment of staff at the Arts Centre is retained, and that staff is deployed to provide the interim services as described above. Due to the change in services, there will need to be a flexible approach by the staff to the roles they will be requested to undertake. Every effort will be made to match the existing roles of staff to the interim service requirements, and, broadly speaking, there will be no fundamental changes to the duties of the employees. Where required, appropriate training and support will be provided to individuals. Current grades and contracted hours will remain unchanged, but there will be a need for changes in work location, and, in some cases, the times at which hours are worked. Discussions will be held with each member of staff about their individual situation, and discussions are also taking place with the Trade Unions, who have welcomed the proposed continued employment of staff, and have indicated their acceptance that a degree of flexibility will be needed to make the interim service workable.

- 4.2 In respect of the staffing requirements when the proposed new Cultural Centre opens, it is too soon at this stage to anticipate the exact needs. It is likely that the existing number of staff will be required, but exact roles and responsibilities cannot yet be defined, and a full review of Arts & Cultural Services will be undertaken. Consultation on this matter will take place with staff and Trade Unions, and a further report will be submitted to Members in 2011.

- 4.3 The operation of the Arts Centre is supported by up to 60 casual workers, undertaking work such as ushers, bar workers, and box office duties, as and when required. An analysis will be undertaken of the work patterns of the casual workers, and, in the event that any of them have built up employment rights, the appropriate steps will be taken in recognition of this. It is the intention to meet with the casual workers to discuss the impact of the closure on them.

5. FINANCIAL IMPLICATIONS

- 5.1 Members will be aware that within the current £1,899,250 budget for Arts and Cultural Services, provision is made to meet the costs of operating all of the services buildings, which include items such as utilities costs, cleaning and repairs and maintenance. With the closure of two of the six arts facilities, some savings might have been anticipated. However, with the proposed Interim Service staff will still need to be accommodated elsewhere and this will incur the same kinds of costs that at this time, it has not been possible to accurately determine because the location has yet to be agreed.

The proposed Interim service includes an increase in programme at the remaining venues, principally Crosby Civic Hall, which will also increase their costs. The additional 'wear and tear' on the building, utilities and extra cleaning costs will also need to be found.

- 5.2 The continuation of the service, as far as is possible, in the north of the Borough will involve the hire of venues from the independent/commercial sector, a cost for which there is no provision within the existing budget. There will be other costs associated with this, such as the cost of transporting staff to and from them.
- 5.3 Therefore, should Members agree to the interim service recommended above, there are unlikely to be any direct savings available within the existing budget.

RECOMMENDATIONS

That Cabinet:

1. Agree to the retention of the Arts & Cultural Services net budget, as allocated to the Section in 2009-10, together with any annual budget uplifts as would have otherwise been applied, until the end of the financial year 2011-12.
2. Agree the proposals for an interim service as outlined in the body of the report.
3. Deploy the Arts & Cultural Service Staff to provide the interim service described in the report.
4. Note the intention to conduct an analysis of the work patterns of Casual workers and to take the appropriate steps relative to the closure of the Arts Centre that are consistent with any employment rights they may have accrued.
5. Note the intention to undertake a full staffing review of Arts & Cultural Services in 2011 in readiness for the new Cultural Centre becoming operational in September 2012.