

Scrutiny Commission paper on Hackney Council's progress in advancing equality, diversity and inclusion in the arts and cultural sector.

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1. Introduction

This paper summarises the work of the Cultural Development Team in advancing equality, diversity and inclusion in the arts and cultural sector.

As directed by the Scrutiny panel members, particular focus is given to the following two questions:

- How under-represented communities are supported to take advantage of opportunities to participate in arts and cultural activities
- What barriers remain in engaging under-represented groups to take advantage of arts and culture opportunities

The paper is structured as follows:

- Background: Hackney's Cultural Development Team and the Arts and Cultural Strategy
- Local context - key statistics about Hackney's population
- Reported under-representation in arts and culture
- What are the barriers and how can they be overcome?
- Example project summaries
- What barriers remain?

2. Background

2.1 Cultural Development Team

Hackney's Cultural Development Team currently comprises three Cultural Development Managers, one Events and Marketing officer and an apprentice. The team is part of Culture, Libraries and Heritage, led by Petra Roberts, Strategic Service Head.

A new Culture and Heritage Manager is due to start on 27 February 2023.

2.2 Hackney Arts and Cultural Strategy

The team is tasked with delivering the Council's Arts and Cultural Strategy. The strategy is due a rewrite for 2022-26. The strategy has five key themes as follows:

- Community cohesion
- Employment in the cultural industries
- Health & wellbeing
- Education

- Cultural economy

3. Local context; Hackney's population

For context, here is a brief summary of Census 2011 and Census 2021 data that tells us about Hackney's population:

- The 2011 Census estimates that around 40% of the population come from black and minority ethnic groups with the largest group (approximately 20%) being black or black British. 36% the population are white British and 16% are 'other white'.
- Hackney has one the largest group of Charedi Jewish people in Europe who predominantly live in the north east of the borough and represent 7% of the borough's overall population. 6% of Hackney's residents were born in Turkey and live throughout the borough. An estimated 100 languages are spoken in the borough.
- As of 2021, Hackney is the third most densely populated of London's 33 local authority areas.
- In Hackney, there has been an increase of 17.8% in people aged 65 years and over, an increase of 6.3% in people aged 15 to 64 years, and a decrease of 3.3% in children aged under 15 years.
- However, the average age of Hackney's residents remains considerably younger than England and Wales overall. The largest number of usual residents in Hackney (nearly 50% of the population) are aged from 22 - 45.
- Nearly a third of Hackney's households are single-person. The number has declined since the last Census but it is still above the London and England average.
- Hackney continues to have higher than average proportions of individuals in same sex marriages and civil partnerships than the national average.
- A third of households face at least one form of deprivation. This has remained relatively unchanged since 2011, although the proportion of residents facing deprivation on more than one dimension has declined.
- Hackney remains an attractive destination for younger, working-age migrants, with the most common ages of arrival in the borough being 20-44.

4. Reported under-representation in arts and culture

Two reports are briefly reflected upon here to identify current issues relating to under-representation in arts and cultural activities and opportunities in Hackney.

The first focuses on Hackney Carnival. Undertaken by Social Life, Hatch Regeneris and Kaizen Partnership in 2019, the report explored the social and economic impact of the Hackney Carnival.

The second report, commissioned by Create London, is entitled [PANIC](#), Social Class, Taste and Inequalities in the Creative Industries, and focuses on the lack of diversity representation in the cultural workforce. Although access to the workforce is not the main focus of the Scrutiny panel, it is worth mentioning as part of the bigger picture about equalities in the sector.

4.1 Report 1: Hackney Carnival 2019

Hackney Carnival is regarded as the borough's biggest and most inclusive cultural event. In years when a live carnival event is being delivered, the majority of the Culture team's annual budget is invested in the event.

Whilst the event has its roots in the traditional forms of 'carnival' which came out of the Caribbean, most notably from Trinidad and Tobago, today Hackney Carnival celebrates a broad mix of cultures and traditions from around the world, reflecting the borough's diversity. The event regularly includes artists representing the cultures of Bolivia, Brazil, the Caribbean, China and Vietnam, Ghana, Senegal and The Gambia.

The methodology for the Social and Economic Impact report included: a face-to-face and online survey of 551 attendees, 16 in-depth discussions with stakeholders including venue partners, carnival performers, and participating organisations, a literature review, secondary data audit and exploration of Hackney Carnival's image through social and print media representations.

The report compared the demographic information from survey data with existing secondary data about Hackney's population to explore whether residents attending Hackney Carnival reflect the demographics of the borough. This analysis suggested that while Hackney Carnival attracts people of all ages, abilities, ethnicities, sexualities and backgrounds, there are lower participation rates among certain communities. The report found the following:

- there was a broadly representative proportion of people by sexual orientation and disability
- adult participants include a higher proportion of people aged between 25 and 54 years old. It should be noted that under 16s were not approached to be surveyed
- slightly more women, than the borough profile, attended the Carnival
- a higher proportion of people who identify as White British/Irish and people from mixed ethnic backgrounds attend Carnival than the borough profile
- the proportion of Black British attendees is similar to the borough profile
- a higher proportion of people with Caribbean heritage participated in the Carnival
- fewer Asian and Asian British people go to the Carnival than are living in the borough
- a lower proportion of people who identify as 'Muslim' or 'Charedi' and a higher proportion of people who practise no religion attend the Carnival

The report also investigated levels of accessibility for attendees and carnival artists.

95% of attendees surveyed said Hackney Carnival is accessible to them, their family and friends. Many attendees indicated that it was important that the carnival stay “free”. Affordability is a cornerstone of Hackney Carnival and contributes to the community feel, accessibility and inclusivity of the day overall.

Organisations and community groups representing children, older people, people living with disabilities, BAME, LBGQTQI+ and other equalities groups also said, for the most part, that Hackney Carnival was inclusive and the council had accommodated their needs appropriately in preparation for and during the event.

One organisation said that while essential access considerations had been made, there could be more in place to allow people of all abilities to participate. These could include: hiring an “access” manager and stewards, offering ear defenders, providing wheelchair access areas, and more signage and wayfinding to improve the legibility of the event.

Conclusion: Under-represented groups at Hackney Carnival

In summary, although the report acknowledged great community cohesion within the audiences and participants of the carnival, it also identified that more could be done to ensure that the following groups are supported to access the event:

- Charedi Jewish communities
- Muslim / Turkish and Kurdish communities
- Asian and Asian British communities
- Disabled people

This feedback has informed plans for the carnival since 2019 and an overview of the work carried out to address these areas is in xxx below.

4.2 Report 2: Representation in the workforce

The ‘PANIC! Social class, taste and inequalities in the creative industries’ report is based on data from the Panic! Survey which took place in 2015, and which received 2,487 unique responses about representation in the creative workforce.

The report shows that the cultural and creative sector workforce is marked by significant exclusions of those from working class social origins. It also aims to demonstrate how it intersects with other characteristics, primarily gender and ethnicity. The report concludes that women, and those from global majority communities, face barriers in addition to those associated with social class origin.

Overall, the findings present a challenge to the sector. It concludes with important questions as follows:

- To what extent are cultural and creative occupations accessible and 'meritocratic' if the demographics of its workers, their social origins, and their networks are relatively homogeneous?
- To what extent is the cultural and creative sector delivering on representing individuals, communities, and the nation if research suggests its tastes, values and attitudes are also relatively coherent?
- How will a sector with such different cultural engagement speak for the rest of a society for whom non-engagement is the norm?
- Looking at our cultural and creative industries as a whole, who is missing from the picture?

5. What are the barriers to participation and how can they be overcome?

5.1 Financial

As observed in the Carnival case study above, entrance fees to events and activities create a barrier to access and participation for people with lower incomes. To date, the Council's Culture team has used the following approaches to address this barrier:

- Holding free, inclusive events / activities in public spaces and cultural venues (all council-led events are free)
- Providing grants for organisations delivering free events / activities of interest to targeted communities, who may not otherwise be able to take part e.g. schools, young people, older people and other communities with protected characteristics
- Providing grants to fund discounted ticket price deals for Hackney residents
- Promoting universal and targeted discounted activities
- Supporting groups to fundraise for their own programmes of free / subsidised activity
- Providing 1:1 surgeries for Culture grant applicants
- Brokering access to free creative workspace / rehearsal space for community groups

5.2 Physical

A wide variety of physical barriers are experienced by disabled people and others with limited mobility, such as older people. To date, the Culture team has used the following strategies to address such barriers:

- Commissioned cultural providers that work with disabled people
- Commissioned cultural activities and workshops in care homes and sheltered housing, to enable house-bound residents to take part
- Provided transport to events for older residents
- Taken basic steps to accommodate the needs of disabled performers and audiences at events

5.3 Digital

Digitally excluded residents are greatly impacted by not accessing listings and booking information online, plus online content itself. The Cultural Development Team has aimed to address this barrier in the following ways:

- Producing printed marketing materials
- Sending accessible postal listings to a mailing list of digitally excluded older people
- Making group bookings and payments on behalf of digitally excluded older residents
- Promoting resources, training in IT and the Digital Buddies scheme to older residents

5.4 Perceptual

If residents cannot find people from their own community represented in a cultural activity / artform / venue / management team they may perceive that cultural activity as not being for them. In addition, what we regard as 'universal' activities may be inaccessible to certain groups due to cultural differences. A lack of arts provision in schools will further exacerbate the issue, as early opportunities to form lifelong habits will be lost.

Understanding this type of barrier takes time and the barriers are unique in every case; this is an ongoing piece of work. To date, the council has taken the following approaches to ensure cultural provision is regarded as relevant and accessible to residents:

- Co-producing events and activities with specific communities
- Commissioning outreach activities and events in familiar, community settings to engage new participants and audiences
- Providing grants to cultural organisations to implement audience development strategies
- Promoting campaigns to support access for specific groups e.g. Dementia Friendly venues
- Raising awareness of local venues and cultural offers for young people and older residents
- Exploring the possibility of creating a cultural referral pathway, to ensure that the borough's cultural offer is well-utilised by people with care plans / personalised budgets
- Inviting people to key cultural events as part of a group, overcoming the barrier of going out on one's own
- Supporting representation within Hackney's Heritage service collections e.g. developing a carnival collection and LGBTQIA+ collection in Hackney Archives
- Addressing inequities in representation in the public realm
- Promoting employment pathways for Hackney's young people

5.5 Lack of brokerage with schools

We know that many cultural organisations would like to work in schools and that schools are inundated with requests to deliver activities by cultural groups. A brokering role is needed, as set out in the Arts and Cultural Strategy, to support this work. To date, the following actions have been delivered by the Culture team:

- Occasional engagement with schools for key projects such as Windrush and carnival

It should be noted that Hackney Music Service and Hackney Museum are embedded in local education and have years of successful partnership working with all of Hackney's schools.

6. Council initiatives supporting under-represented communities

A selection of projects are presented below to illustrate the work of the Culture team in reaching out to Hackney's diverse communities and breaking the above barriers to participation.

6.1	Hackney Carnival 2022
Aim	Increase inclusion in the carnival, particularly from groups not already represented
Measure of success	<p>16 carnival groups take part and engage at least 20 members of their respective communities</p> <p>10 new Hackney-based performers / groups apply for and are programmed for the parade / static stages</p> <p>1 x Turkish group is engaged and presents work at Carnival 2022</p> <p>Faggamuffin continue to have a platform at carnival, representing LGBTQIA+ carnival artists and DJs</p> <p>500 people are engaged in carnival outreach activities, including 5 schools and two older peoples' groups</p> <p>10 members of Hackney Council staff are mentored to take part in the carnival parade</p> <p>Create opportunities post-carnival to showcase the youth stage performers / artwork produced in a key community engagement project</p>
Outputs	<p>16 diverse carnival groups received grants to engage their respective communities in Hackney Carnival. Each group planned to engage between 20–50 community participants.</p> <p>As always, the Council put out a call for new participants to Hackney residents and as a result four new groups were invited to take part in the parade and 45 diverse Hackney acts were contracted to perform on stage or deliver activities, including the following Hackney-based organisations:</p> <ul style="list-style-type: none"> ● Hackney Playbus ● Hackney Showroom ● One Drum Foundation ● Alex Dayo Drumming School and Zantogola Band ● Ministry of Stories

- Core Clapton
- Hackney Herbal
- Flow Space Hackney
- Hackney Youth Voices
- Hackney Chinese Community Services
- Hasret Community Arts
- Connecting all Communities
- Hackney Eastern Asian Arts
- Creative Engagements
- The Majorettes
- Samba Sisters Collective
- Go Africa Community Hub
- Yaram Arts
- Blema Arts
- Gahu Arts
- Hackney Reggae Choir
- Cordwainers Grow
- Reggae Roast
- Dejavu FM
- Adrenaline Dance
- Get a Helping Hand
- Culture Riddim
- Sistah Space
- Caribbean Sessions
- Fraternity Cultural Bolivia UK

Young people were invited to programme a new youth stage and this was developed in partnership with the following organisations:

- Hoxton Hall
- The Crib
- Rising Tide

At least 20 members of Hasret Community Arts (Turkish group) planned to take part as parade participants (prior to the carnival being cancelled).

Due to a reduced footprint for sound systems in 2022, which precluded the involvement of a static sound system by LGBTQ+ led Faggamuffin Bloc Party, the group was invited to develop a presence as part of the parade, with up to 50 costumed performers.

Pre-cancellation activity

Before the carnival was cancelled, 91 council-commissioned engagement workshops took place to promote inclusion, involving 766 people from the following groups:

Young Generation Carnival Camp

63 children and young people attended 54 sessions at an eight day drop-in carnival summer camp held at Colvestone Primary School to take part in costume design, dance, steel pan and DJing workshops.

Carnival Earth Dragon

Sponsored by East Bank, an ambitious community engagement activity involved over 500 people in creating an artwork celebrating the borough's waterways and greenspaces, delivered in schools and community groups all over the borough. The following groups were involved:

- 15 members of Hasret community arts
- 25 Vietnamese members of Hackney Chinese Community Association
- 20 residents of Amhurst Court Community Centre
- 390 pupils from Millfields, Springfield, Betty Layward, Gainsborough and Mossbourne Primary Schools
- 113 library users at Hackney Central, CLR James Dalston and Stamford Hill Libraries
- 35 older residents from St Joseph's Hospice and Lime Tree Court Sheltered Housing

Other school workshops

In addition, 90 more children were engaged in a series of workshops held in Colvestone and St Matthias Schools.

Council staff group

15 members of staff from Hackney Council were mentored by Tropical Isles to take part in the carnival as a performing, costumed group.

Mentoring new groups

Mentoring sessions were held with Faggamuffin Bloc Party, Caribbean Session, Culture Riddim and Sistah Space.

Carnival group-led activities

The carnival groups used their grants to deliver their own community engagement activities involving a further **205** members of schools and the general public at **76** sessions. This included:

- 90 pupils benefitted from a residency by Taru at Morningside Primary School
- 90 children took part in a two week summer camp with Tropical Isles
- Pantonic's weekly steel pan sessions for beginners and experienced players (number of participants not known)
- 18 older participants took part in Paracarnival's residency at Uprising Caribbean Elders and St Catherine's Day Centre for Learning Disabled people,

	<ul style="list-style-type: none"> • 25 people took part in Unity’s programme of costume and dance at Hackney Caribbean Elders Association. • Pan Vibration’s carnival sessions at Springfield and St.John of Jerusalem Schools (number of participants not known) <p>Post-cancellation showcases, October 2022</p> <p>Upon the cancellation of the live carnival in September, the carnival engagement programme was extended into both Black History Season and Lunar New Year, to enable three showcases to take place.</p> <p><u>Hoxton Hall Sound Out Carnival Special</u> Delivered in partnership with Hoxton Hall, a three day half term activity ensured that the young people who would have performed at the carnival still had a chance to showcase their talents. A series of workshops culminated in a widely promoted ‘Sound Out Carnival Special’ event held at Hoxton Hall. Photos of these workshop sessions can be found here. A film of the final ‘Sound Out Carnival Special’ event can be found here.</p> <p><u>Shoreditch Town Hall Carnival Showcase</u> Sixteen of the carnival groups from the parade took part in showcasing their work at Shoreditch Town Hall on 30 October. There was a live audience of 350 people and over 1,000 online. In addition, 20 elders from Compassionate Neighbours and Hackney Caribbean Elders Organisation attended, with free transport provided by the Council. A film of the showcase can be found here and photos can be found here.</p> <p><u>Lunar New Year Celebration</u> The community-made Carnival Earth Dragon was finally showcased as a live parade at Hackney Bridge, as part of Lunar New Year 2023. 250 people attended the event, including children from the five participating schools. Photos can be found here.</p>
<p>Outcomes</p>	<p><u>Stronger relationships between the council and community groups</u> Stronger relationships with Hoxton Hall, Hasret Community Arts, Chinese Community Services, Compassionate Neighbours, Hackney Caribbean Elders Organisation, schools and many other community groups are now established and will be developed for future carnival events.</p> <p><u>Educational benefits and a sense of belonging</u> Parents of children at the Young Generations Carnival Camp told us: <i>“It was fantastic. We wish it was all year round. Our child got in touch with her cultural roots - it’s important for a child’s heritage.”</i> Hoxton Hall staff felt that the event and workshops encouraged young people to see Carnival as a creative vehicle and something they can be a part of.</p>

	<p><u>Increased access for older people to the carnival showcase</u> <i>An audience member with limited mobility at the Carnival Showcase told us:</i> <i>“Sitting down I felt like I was a part of the carnival. Well done to the participants.”</i> <i>Compassionate Neighbours told us:</i> <i>“I wanted to let you know that everyone had a fantastic time yesterday and to say a HUGE THANK YOU. Every one of our Community members that attended had a thoroughly wonderful time. They could not stop talking about the event on the way home and I am still receiving WhatsApp’s about it today.</i> <i>The event was a huge success. Thanks again for taking on board the cost of the transport which makes a huge difference.”</i></p> <p><u>New partnerships fostered between community groups</u> Hoxton Hall feels in a better position to start building more connections with other youth organisations. All new parade groups consolidated closer links with the groups mentoring them.</p>
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6.2	Windrush Programme 2022
Aim	Expand the narrative of the Windrush Story to provide an authentic and diverse account of the Windrush Generation in Hackney.
Measure of success	<ol style="list-style-type: none"> 1) Windrush Generation, their descendants and community representation groups are funded to shape and deliver their own events as part of the Council’s Windrush programme that are age inclusive and also support attendance from those with disabilities or facing social isolation. 2) Sharing untold stories of the Windrush Generation and their descendants. 3) Delivery of Hackney Windrush Artwork Commission Stakeholder event and National Windrush Day community event to unveil the new Windrush Artwork by Thomas J Price. 4) Windrush Compensation Scheme promoted to target audience. (Windrush Generation and their families) 5) At least 300 attendees for NWD event and coverage of Thomas J Price sculpture unveiling in local and national press.
Outputs	15 Windrush events and activities delivered.

	<p>1,050 attendees</p> <p>Four Hackney edition Windrush stories podcasts created.</p> <p>6,000 downloads in first three months of publishing.</p> <p>3 Windrush films commissioned, 2 screened to date to an in-person audience of 350 people.</p> <p>Both events delivered, attended by diverse audiences ranging in age, ethnicity and physical abilities.</p> <p>Windrush Compensation Scheme advisory stall hosted at National Windrush Day community event.</p> <p>100 attendees at HWAC stakeholder event.</p> <p>350 attendees at NWD community event.</p> <p>At least 15 articles in national and local press.</p> <p>2 pieces on national radio.</p> <p>1 piece on prime time news on national television.</p>
Outcomes	<p>Education: Attendees reported a greater awareness of the history of the Windrush generation and their contribution to the borough. <i>"initiatives such as this are essential for us to all understand the struggles of migrants to the UK and amazing representation of our community expressing the struggles of first migrants"</i></p> <p>Community building: Combating social-isolation in the older generation in the borough on Estates and in Sheltered Housing. <i>"The night was amazing there's nowhere for us to go anymore to spend time with each other I haven't left the house for a few weeks but I am glad I came, I feel so good thank you"</i></p> <p>Pride and celebration: Windrush generation and their descendents pride in their history shared with event attendees. <i>"The whole event was inspiring, bringing back many memories of our youth. Black culture needs to be indoctrinated into the new generation coming up to know their historians to understand values "</i></p> <p>Inclusion and Increased access to representative art and culture. Engagement included a wide range of ethnicities, ages and mental and physical abilities.</p> <p>Education: Listeners provided with a greater awareness of the diverse history of the Windrush generation descendants in the borough and their contribution to shaping the borough to what is today.</p>

	<p>Public reinforcement of the Council's commitments to the Windrush generation.</p> <p>Demonstrated to funders and key arts organisations of the Council's ability to commission impactful and groundbreaking public art and how this has brought communities together, celebrated our local heroes and honoured the contribution of those that have shaped Hackney.</p> <p>Increased access to representative art and culture. A permanent piece of public art and community event to celebrate, commemorate and honour the Windrush generation installed for residents and visitors of the borough to enjoy.</p> <p><i>"Great! History being made and witnessed by lots of first, second, third and fourth generations of the people who first came here from the Caribbean"</i></p> <p><i>"It was a truly amazing event, beautifully organised. Please pass on my thanks to all the team. I loved the steel band, poets, choir, speakers, statues and especially the VIP guests of honour sat at the front. I feel very proud of Hackney!"</i></p> <p>Increased access and awareness of the Windrush Compensation Scheme.</p>
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6.3	Hackney Circle
Aim	<p>To improve health, quality of life and overcome loneliness in Hackney's older generation by connecting them with Hackney's thriving cultural life, as part of the wider Ageing Well Strategy delivery.</p> <p>To sustain contact with digitally excluded members</p> <p>To support Hackney's cultural organisations (cultural partners) in reaching out to the 55+ population, becoming an integrated part of our service and developing the cultural economy</p>
Measures of success	<p>50 new members join</p> <p>Weekly Hackney Circle listings are emailed to 250 members</p> <p>Monthly postal listings are sent out to 150 digitally excluded members</p> <p>5 new partner organisations join</p> <p>Hold a summer social event and provide transport for isolated older people</p> <p>Raise £30,000 for engagement projects for isolated older people</p> <p>Deliver a project with 20 Anchor Hanover residents</p>

	<p>Explore referral pathways between Hackney Circle, libraries and lunch clubs</p> <p>Develop group booking and payment methods to support digitally excluded members</p>
Outputs	<p>There are 416 members i.e. residents of Hackney aged 55+. 70 new members joined in 2022.</p> <p>Members are contacted by weekly emails, and by monthly letters to those without email, with information about cultural events and activities being delivered in Hackney by the Circle's 'cultural partners' e.g theatres, cinemas, community gardens, music venues etc.</p> <p>40 cultural partners are currently sharing their offers through Hackney Circle, of which some create special offers and events specifically for HC members.</p> <p>The HC information environment includes a website with listings platform and accounts for cultural partners, enabling them to upload their own event information.</p> <p>The website attracted 3,700 page views, and 1,900 unique visitors in 2022. Over 75% of these visits / views were from a desktop and the majority of views were due to the direct email to members (1,757) but also came via Google (572), Bing (57) and Love Hackney (10). One 'Summer Social' event was held at Eastern Curve Garden, to promote the Hackney Circle to existing and new members. Over 100 people attended.</p> <p>Strategic partnerships have been developed with Mortar, Queen Mary University, ACE, Unlimited and Partnerships for People and Place, raising £43,500 of funding for the Hackney Circle in 2022, (applied for by the Hackney Circle's strategic partner Mortar), enabling further engagement activities to be delivered to targeted communities of people at risk of social exclusion.</p> <p>A six week, targeted engagement project (funded with £7,000 from Unlimited) involved 38 isolated older residents of Anchor Hanover Housing Estates, who have limited mobility. 24 creative workshops were delivered in the common rooms of the estates and 4 estate managers were supported.</p> <p>A programme of live puppet performances of <i>Anansi and the Lost Sun</i> delivered by Swallow Wings puppetry at Hackney Lunch Clubs and housing estates. The programme involved live music, storytelling workshops and the production of a radio show.</p>

	<p>A consortium approach to communications and fundraising is being developed with Lunch Clubs (run by HCVS) and Libraries.</p> <p>A pilot project is currently being delivered in Homerton led by Hackney Circle and involving the library, the lunch club and the Castle Cinema, funded by the Council's Partnerships for People and Place programme. Supported group bookings and payments are being made to Castle Cinema on behalf of digitally excluded members.</p>
Outcomes	<p>The targeted engagement work with Anchor Hanover residents delivered by Mortar, led to the following outcomes:</p> <ul style="list-style-type: none"> ● Participants grew in confidence over the weeks ● A group of participants attended the Hackney Circle Summer Social; for some this was their first trip out of the home for two years ● Two art clubs for Anchor Hanover residents have been created as a legacy of the project, enabling participants to stay engaged, creative and sociable <p>Anecdotally, members have told us that they highly value the Hackney Circle listings service, supporting them to enjoy life in Hackney. Access to this kind of social activity contributes to sustaining independence into old age. An up to date evaluation of the service is required, but previous feedback about the impact of the Hackney Circle has been as follows:</p> <ul style="list-style-type: none"> ● <i>"feels good that something is being done for my age group"</i> ● <i>"there is more going on than I realised"</i> ● <i>"I hardly went out before Hackney Circle"</i> ● <i>"makes me revisit places"</i> ● <i>"(it's a) reminder of my connection"</i> ● <i>"(makes me) feel they would like to see us"</i> <p>Hackney Circle is also involved in a new partnership with researchers from Queen Mary University and together we have applied for funding to carry out research into the efficacy of existing referral pathways to culture for older people. This will identify groups of older people at risk of exclusion from participation and, pending the success of the funding bid, some case studies with up to four Hackney cultural venues will develop best practice in making culture more accessible to older people at risk of exclusion. In addition, a tool kit will be created to support the wider cultural sector in improving the accessibility of their venues and offers.</p>

6.4	Hello Again Hackney (Cultural venues reopening fund)
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<p>Aims</p>	<p>The project was created to support cultural businesses in re-engaging with their Hackney-based audiences as Covid restrictions lifted, to support their financial sustainability and also to provide free or low cost tickets to cultural events for Hackney residents, fostering new audiences for arts and culture and supporting mental health.</p>
<p>Outputs</p>	<p>The total fund was £450,000 distributed in two rounds, to a total of 51 cultural organisations, in grants of £5,000 and £10,000 (some were successful in both rounds)</p> <p>29,612 free or low cost tickets / engagement opportunities were taken up by residents, with the fund covering an average cost per head of £15.00. This breaks down as follows:</p> <ul style="list-style-type: none"> ● 13,205 free or subsidised tickets to cultural events accessed by local residents ● 16,407 other residents engaged in free, targeted outreach projects <p>975 events / engagement opportunities took place</p> <p>1367 artists were employed</p>
<p>Outcomes</p>	<p>95% of participating businesses told us that the fund consolidated relationships with existing community members, who benefited from reduced ticket prices.</p> <p>Hackney Empire: <i>The Hello Again Hackney enabled us to both encourage more people to book tickets and subsidise the discount we could offer to them, increasing ticket sales without losing any of their vital margin. As well as providing vital box office revenue it allowed us to underline our commitment to the people of Hackney.</i></p> <p>Arcola Theatre: <i>We have been blown away by the success of Arcola for Free, made possible by Hello Again, Hackney. The scheme gave free theatre tickets to Hackney residents for Arcola Outside, our new covid-safe outdoor venue, with time dedicated to trying to reach those who are disadvantaged and marginalised in the local community.</i></p> <p>The fund also created many opportunities for developing new partnerships and audiences. Funded organisations told us:</p> <p>Headway: <i>Enabled the development of a partnership with Cafe Oto. Supported us to develop a new audience for our music activity for brain injury survivors.</i></p>

	<p>Peer: <i>We engaged a diverse group of participants, some of whom had never tried art activities before and had never visited PEER. Through PEER Exchanges, we developed a good relationship with Holly Street Lunch Club, taking time to visit them on site and deliver workshops related to our exhibition programme. This engaged diverse needs including people with Autism and Dementia. We also developed a brilliant relationship with Hackney Circle who we liaised with about our upcoming programme. They then supported us to recruit participants for artist-led exhibition tours, workshops and the Creative Diaries project via their networks.</i></p> <p>Activiteens: <i>Before we secured this funding the young people on our waiting list waited in suspense as they knew that without funding we would not be able to deliver this project. One commented "Thanks for giving me a chance to taste the green of the grass on the other side of the fence. Can I already register for next year?"</i></p> <p>Rio Cinema: <i>Rebuilding regular audiences who have lapsed during lockdown and bringing new audiences in and attracting young audiences to archive/history projects and entertaining low income pensioners and the homeless, and using local performers and suppliers</i></p>
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6.5	Hackney Pride
Aims	<p>To celebrate the borough's historic, diverse and boundary-breaking LGBTQIA+ community.</p> <p>To relaunch the programme since the hiatus caused by the Pandemic in 2020/21 that is sustainable with less officer resources.</p> <p>LGBT+ History month microgrant programme for 2023; to support community groups and organisations focused on LGBT+ history and sharing of it, combining the value of traditional research with that of lived experiences.</p>
Outputs	<ul style="list-style-type: none"> ● Queer night Pride and fender bender event (Aug 2021) Numbers ● Inquiring Festive (young people/DYH) - (Nov 2021) ● Business and professional development for Faggamuffin (Dec 2021 over 12 months) ● Flag raising with communications and photography: LGBT+ History month - supports Hackney's inclusive identity

	<ul style="list-style-type: none"> • Understanding LGBT+ and Queer histories at Hackney Archives - show and tell event (Feb 2022) • Rio & Hackney Archives & screening and panel discussion, attendance 250 (Feb 2022) • VDF LGBT+ history programme of film screenings and walks with Lavina Coop intersection of Working Class and LGBT+ history, attendance 23 in-person (Feb 2022) • Three podcasts: a collaboration between Hackney Archives and Staff network (Proud Hackney) • Proud Hackney (Staff network) and members attended the London Pride parade with LGBTQIA+ merchandise distributed (Summer 2022) - 50 wristbands and the rainbow fleet (electric) vehicle (plus allies as wheel stewards) • Faggamuffin - Queerness at carnival events, target support for LGBT+/POC practitioners and audiences. (Summer 2022)
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6.6	Discover Young Hackney
Aims	<p>To introduce arts and culture to young people, with a view to them considering a career in the sector</p> <p>Young people develop relationships with organisations in arts & culture, and start to form their own network</p> <p>Activities and events nurture talents, train in new skills and boost young people's confidence</p>
Measures of success	<p>300 young people are engaged in the programme</p> <p>10 cultural organisations take part, including 50 % organisations new to DYH</p> <p>Two new art forms are introduced to the programme, diversifying the offer and keeping it relevant to developments in the cultural sector</p> <p>Make all activities accessible to SEND young people</p>
Outputs	<p>330+ young people participated in DYH (a record number of participants)</p> <p>DYH partnered with 11 cultural organisations, seven of whom were new to the programme</p> <p>New / trending activities included DJing for girls, skateboarding, community activism and fashion photography</p>

	Every activity was inclusive, with at least one participant with SEND participating (although not every event was specifically targeted to young people with SEND)
Outcomes	<p>Quotes from two participants demonstrate the impact the programme had on their confidence, sense of belonging and ambition:</p> <ul style="list-style-type: none"> • <i>“I feel I have a support network that I can discover my ever-changing self with. The community we have made encourages me to go after dreams of a creative career I previously thought were unattainable.”</i> Hackney Empire project participant • <i>“If you're creative, and performing arts is one of your loves then go for it, because you honestly don't know what you'll get back. And it doesn't have to be in the form of money, but networks that can help you get to the next stage.”</i> Yard Theatre participant

6.7 Supporting Orthodox Jewish-led cultural activity

As observed in the Social and Economic Impact Report on the Carnival, Orthodox Jewish communities currently do not benefit from some of the Council's universal cultural offers. The Culture team has provided support to the Charedi community in other ways, as set out below. This work creates the foundations for more regular support and resources in the future from Culture, Libraries and Heritage.

Examples of existing support include:

- Holding a celebration of the Menorah lighting at Hanukkah
- Supporting a Charedi girls' annual show at the Hackney Empire
- Commissioning activities from the Lubavitch Childrens' Centre at the celebration of the reopening of Springfield Park / Queen's Platinum jubilee event
- Providing Hello Again Hackney funds to support a programme of creative activities for girls, as lockdown restrictions lifted
- Funding St.Michael's church to undertake a collaboration with the Jewish community to produce a documentary for Windrush

7. What barriers remain in engaging under-represented groups to take advantage of arts and culture opportunities

The existing strategies to overcome barriers outlined in 5 above will be developed and built upon, to incorporate ideas and suggestions from the panel.

Some barriers are systemic and will require major redesigns in ways of working, including the following:

7.1 Financial barrier: commissioning models and grant applications

The Culture team currently invites funding proposals from the community in the form of written applications, which can be submitted on a Google form or by Word doc. In some cases, 1:1 surgeries are held with applicants to provide advice on completing the application form. Community stakeholders are invited to join panels to select the best proposals to take forward.

However, this approach can create a barrier to people who may have other communication preferences. The Culture team will explore alternative commissioning models.

7.2 Physical barrier: accessibility of venues and event spaces

Many venues and events spaces pre-date modern accessibility regulations and may not meet DDA requirements. Others require updating as new technologies support better accessibility.

Access audits of cultural venues and event spaces would help to identify the scale of this issue. An achievable quick win would be to commit to addressing physical accessibility at the next live carnival, for both artists and audiences.

7.3 Digital barrier: lack of access to training, devices and wifi

While the strategies employed by the Culture team to overcome digital barriers to inclusion for older people are effective, they are yet to be rolled out across the whole service, and they are a work-around to the broader issue of digital exclusion.

Working more closely with our libraries and digital inclusion services, a long term approach to overcoming digital exclusion can be developed.

7.4 Perceptual barrier: lack of representation in the public realm / calendar / workforce

As mentioned in 5 above, if residents cannot find people from their own community represented in a cultural activity / artform / venue / management team, they may perceive that cultural activity or venue as not being for them.

The Culture and Heritage teams are proactively working on projects that actively address the imbalance of cultural representation in historic collections and in the public realm:

Hackney's Review Rename Reclaim project was launched in September 2020 in response to BLM and considers changing contested names across Hackney's Street and building/estate names that represent racist history. Kit Crowley Gardens is the first public space to be renamed as part of the programme.

Hackney's Heritage team plans to collaborate with Housing Regeneration to name new blocks and streets, focusing on women's history, LGBTQIA+ , Jewish History and other hidden histories.

The establishment of more moments in the cultural calendar dedicated to communities and traditions that we do not currently celebrate can be explored, to achieve greater community cohesion.

The Employment theme of the Arts and Cultural Strategy also aims to address this issue. Currently, the Discover Young Hackney programme aims to introduce young people to potential careers in the sector. There is much more work to be done on this strand of work, in collaboration with Hackney Works and related networks such as Hackney 16+ and Hackney's Youth Theatre Alliance. Partnerships with East Bank organisations and the borough's film industry may also create further opportunities.

There is scope for the Culture team to also address this through Hackney Carnival. Currently a community panel is convened when selecting the next Hackney Carnival Artistic Director and the participating carnival groups have the majority vote to ensure that the postholder is their choice. However, through the provision of training programmes, more can be done to ensure that opportunities exist for diverse local people to work on the event.

7.5 Capacity barrier: lack of brokering with schools

There is much work to be done in this area, to build on the one-off engagement led by the Culture team, and develop that into a longer term, more embedded approach to engagement with schools.

A brokering role is required, between schools and cultural organisations, as set out in the Arts and Cultural Strategy. The new Engagement & Development Team as part of the emerging restructure of the library service may help to deliver this by providing additional officer time to focus on a more strategic, joined up approach to our work with schools.

The Culture team proposes to invest in the Museum's Black History Month Schools programme in 2023-24, to facilitate the continuation of the heritage service's well established partnership with schools.