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**BRECKLAND
AREA MUSEUMS COMMITTEE**

20 June 2022

Item No.

GRESSENHALL FARM AND WORKHOUSE REPORT

Report by the Operations Manager – West

This report provides information on activities at Gressenhall Farm and Workhouse from February to May 2022.

1. COVID-19 Service update

- 1.1** Despite the ending of legal restrictions, a number of the COVID-secure systems and procedures implemented across Norfolk Museums Service (NMS) sites during the pandemic remain in place, with a focus on keeping staff and visitors safe through minimising any risk of transmission. Sites continue to provide hand sanitiser stations and directional signage. The wearing of face coverings is now optional and visitors are requested to follow “respectful distancing”. The pre-booking of tickets is no longer a requirement but remains an option. Site capacity limits have largely reverted to pre-pandemic levels.
- 1.2** In terms of the COVID-19 procedures and systems that remain in place across NMS sites, the priorities remain:
 - Ventilation – maintaining existing ventilation arrangements to maximise fresh air flow including supplementary air purifiers and CO2 monitors at relevant sites
 - Cleaning regimes – maintaining enhanced cleaning arrangements including toilets and regular touch points
 - Hand sanitisation – maintaining existing sanitiser stations and encouraging regular hand sanitisation/hand washing. Additional hand sanitiser stations have been introduced where required e.g. near interactives.
- 1.3** To facilitate increased levels of use of museum spaces by visitors, staff and volunteers, CO2 monitors provided through Norfolk County Council have been introduced into a number of rooms and spaces across NMS where there is more limited natural/mechanical ventilation. At Gressenhall these spaces are the Library, Learning Centre, First

Farmers Gallery, Women's Land Army Gallery, Training Room, Board Room, Environment Hub - Main meeting room, Café and the Chapel. These CO2 detectors can be monitored locally by staff using these spaces and they also link into the LoRaWAN network, facilitating the use of monitoring dashboards to track live data and trends. The use of CO2 monitors in spaces such as these has enabled a number of spaces to be brought back into use by staff and volunteers and increased capacity for schools and other visitors.

- 1.4** Throughout the period of the pandemic, NMS staff developed a broad range of digital resources to support audiences, including resources for children and families. Digital engagement included a significant expansion of social media activity. A number of these digital resources are now being repurposed to support a hybrid offer e.g. enhanced schools resources.
- 1.5** In line with NCC practice at office hubs, non-frontline NMS staff have been able to return to the workplace. NMS has also implemented NCC Smarter Working principles across teams, which identify patterns of home and office-based working on a team and individual staff member level.
- 1.6** Volunteering has recommenced across NMS sites. Outdoor volunteering commenced earlier in the pandemic. Since Easter 2022 a phased resumption of indoor volunteering has also been facilitated.

2. Events and Activities

- 2.1** Following a recruitment campaign, a new Events Officer has been appointed to the Gressenhall role. Fiona Ashley starts on 13 June 2022.
- 2.2** The Gressenhall events programme for the 2022 season has been developed and scheduled. It offers a broad range of events based around four operational models. All events held have followed the COVID-19 guidance and regulations in place at the time and we are looking forward to a busy summer of events this year.
- 2.3** The four operational models include:
 - Special Event days – major events which require full event staffing and set up, including the use of large parking fields. A premium ticket price applies for these event days to reflect the high level of activities taking place. Free admission continues to be provided to Norfolk Museums Pass holders.
 - Days with a Difference – smaller themed events. These require smaller staffing complement and utilise core parking. They are aimed at attracting audiences of 500-800 visitors. Again, they are offered free to Norfolk Museums Pass holders. Bank Holiday

Monday on 2 May featured *Yoga for Kids* - a yoga session for families, getting messy with *Art Attack*, and trying the *I-Spy* trail. Sundays in May featured *Art Attack* sessions including *Make a bookmark* on 1 May, *Discover cottage gardens* on 8 May, *Try your hand a macrame* on 15 May and *Make a peg doll* on 22 May.

- Norfolk School Holiday activities – extra themed activities delivered each day of the Norfolk School holidays, with minimal increase in staffing. Free to Norfolk Museums Pass holders. During the Easter holiday period in April the theme was *Senses in Nature* – based on getting outside and discovering the wonders of the natural world. This included trails and activities, making a musical shaker and exploring the musical woods and the adventure playground. May half-term (28 May – 5 June) activities were Jubilee themed. *Create Like a Royal* celebrated the Queen's Platinum Jubilee and activities included making a medal, creating your own flag and crown, riding a hobby horse, completing the royal stamper trail and making a paper flower to decorate the chapel.
- Ticketed Events – pre-booked and pre-paid events. These events, held outside of standard opening hours or out of the main season, offer a reduced charge to Norfolk Museums Pass holders.
- Gressenhall organises several leisure learning short courses throughout the year. There have been none for this reporting period, however, for the month of June we have several *Talks with an Expert* scheduled, each focusing on a different aspect of Norfolk from the history of beer to collections care.

2.4 On Sunday 12 June the *Open Farm Sunday* event takes place. This will be a free admission day for all visitors and is part of the national event run by LEAF (Linking Environment and Farming) annually. The day gives visitors the opportunity to learn more about farming and the countryside. We are working in partnership with the Norfolk Smallholders Training Group to showcase the best of farming practice in Norfolk. There will be animal demonstrations, local produce for sale and on the Gressenhall Farm visitors will be able to see our Suffolk Punch Horses at work, learn more about traditional farming methods, visit the new community tree nursery and hear about the work of the Environment Hub.

2.5 During this reporting period we continue to focus on digital delivery as an alternative means of engaging with both existing and new audiences. This included social media posts following a dedicated programme of themes. Digital resources created by the Events, Learning and Curatorial teams are continuing to be uploaded on a regular basis to social media platforms and the Gressenhall website.

- 2.6 The costs of delivering and marketing the Gressenhall event programme continues to be subsidised with funding from Arts Council England (ACE) as part of the 2018-23 Norfolk Museums Service ACE business plan as a National Portfolio Organisation.
- 2.7 The Gressenhall events programme is promoted in print, as well as an increased programme of digital marketing including Facebook and Google adverts and the museum's own social media presence. The Gressenhall events programme is communicated via social media, Art Tickets and the Gressenhall web pages.

3. Other Museum Developments

- 3.1 The new temporary exhibition, *Georgie Meadows: Stitched Drawings*, opened officially on 14 May 2022 and will run until the end of the 2022 season. This Wellcome Collection touring exhibition brings together 24 pieces of textile art which explore the personal experience of ageing and dementia. Meadows is an artist and occupational therapist who crafts uniquely affecting and compassionate portraits, translating line drawing of people she knows or has cared for into stitched works. The artist will be giving an online talk and introduction to the work on display on 17 June.



- 3.2 Gressenhall events trainee, Gaby Copeman, organised the community response to the exhibition, *Stitched Together*. Participants created stitched portraits of people who care for them which were brought together to create a community blanket. This, and an accompanying zine, is on display in the adjacent gallery. Next to the blanket, visitors can leave their own response by drawings symbols or portraits to represent caring people in their lives. A pop-up display titled *Nothing about us without us* is also on show, linked to the themes in Meadows' work. The display is about the History of Disability told through 13 objects in Norfolk Museums' collections. It was created by young and disabled people living in Norfolk through the Kick the Dust project and has toured libraries and other venues. Other opportunities for young people to engage with the exhibition will take place throughout the summer, through Kick the Dust and summer holiday family activities. Alongside the exhibition, a trail of additional interpretation labels highlights stories behind selected textile objects on display throughout the museum.
- 3.3 Online versions of previous temporary exhibitions have been created and these have been uploaded to the Google Arts and Culture

platform. These simple PDF files allow online visitors to explore the objects and images at their own pace and to review areas of interest. The online tours available include:

Full Steam Ahead

Once Upon a Time

LGBTQ+ Stories

Behind the Scenes Collections Store Tour

- 3.4** The refurbishment and access improvement works on the ground floor of the Environment Hub wing are now completed and these spaces will begin to be utilised to highlight the environmental works being showcased at Gressenhall, including the new community tree nursery. There will also be a range of environment-focussed school sessions and other engagement activities, delivered by the Environment Hub's Learning and Engagement Officer, Ben Earle.
- 3.5** The newly restored Farmer's Foundry portable steam engine is now operational, and volunteers will be demonstrating the engine at *Open Farm Sunday* on 12 June and on the *Heritage Open Day* on 11 September. Additional checks are taking place to pipework indoors due to the increased power of the new engine, following which the Farmer's Foundry will also be used to power and demonstrate stationary engines in the Engineering Gallery. A new interpretation panel has been installed, with input from Kick the Dust project trainees. Additional volunteering opportunities linked to the restoration project have also taken place. Young people are creating pop-up interpretation looking at the social and environmental impacts of steam. Craft volunteers are creating an artistic response inspired by engineering and agricultural union banners. These items will be displayed during the *Heritage Open Day* event.
- 3.6** Essential volunteering has continued, including gardening, Farmer's Foundry engine restoration, Panhard car maintenance and Landscape Conservation. Collections volunteers also undertook a deep clean of the village row shop area and collections displayed outdoors throughout spring.
- 3.7** The two new Suffolk Punch colts Jack (2 years old) and Kingsman (1 year old), purchased with donations from the Friends of Gressenhall, have settled in well at the farm. They are getting used to visitors and the sights and sounds of the working environment and are becoming used to being handled and groomed. During the coming months they will be introduced to the harness and to being led around the site in readiness to start the next phase of their training. The older horses are all enjoying the spring and early summer and continue to carry out work and demonstrations on the farm.
- 3.8** The community tree nursery which forms part of the Gressenhall Environment Hub has evolved from a small grass paddock to a defined area with the infrastructure being put into place. Raised beds have

seedlings growing on from seed gathered in the autumn and a team of new volunteers lead by project officer Emma Cross are making an important contribution to the project. The long-term aim is to supply young trees to be planted at various sites around the county and ties in to the NCC ambition to plant a million trees for Norfolk as well as the DEFRA Trees Outside Woodlands scheme.

- 3.9** NCC are working in partnership with our neighbouring landowners in the creation of the Wendling Beck exemplar project which links to the Gressenhall Environment Hub work. This is an exciting project with many different themes from managing a wetland, creating an arboretum, regenerative farming practices as well as improving public access to the whole area. We have been actively working with colleagues from the NCC Environment Department and the landowner partners looking at the farm site to identify opportunities to improve and develop the physical spaces for the future in an environmentally sustainable way. The project work is progressing with ecological and topographical surveys of the site undertaken recently and maintenance works to some of the farm buildings being planned.
- 3.10** During this season the farm will be leading on some larger events starting with *Open Farm Sunday* on 12 June. In September, during the *Heritage Open Day* event on Sunday 11 September, a working horse day will take place on the farm in conjunction with the Suffolk Horse Society. Various seasonal tasks will be carried out by horses brought to site by the society and this will be complimented by the work of our own horses.
- 3.11** Maintaining and growing a strong social media presence remains as a key priority for Gressenhall Farm and Workhouse and a digital report for the period will be circulated at the meeting.
To connect with Gressenhall, please visit:
<https://www.facebook.com/GressenhallFW>
<https://twitter.com/GressenhallFW>
<https://www.pinterest.com/gressenhallfwh/>
https://www.instagram.com/gressenhall_fw/?hl=en
<https://gressenhallfw.wordpress.com/>
[http://www.tripadvisor.co.uk/Gressenhall Farm and Workhouse](http://www.tripadvisor.co.uk/Gressenhall_Farm_and_Workhouse)
- 3.12** The private Facebook group for Gressenhall staff and volunteers remains a valuable communication tool. It provides a link to the museum for staff and volunteers who are not currently able to attend or work on site and regular updates are posted to keep them updated.
- 3.13** Gressenhall continues to investigate a range of commercial activities as a means of generating income in the future, including room and venue hire.

4. Friends and Volunteers

- 4.1 The Friends of Gressenhall remain very supportive and are now exploring new ways to support Gressenhall. This includes funding the purchase of the two new Suffolk Punch horses. The Friends continue to operate the Gressenhall second-hand bookshop and this space has been open to visitors again since April 2022.
- 4.2 The gradual re-introduction of indoor and non-essential volunteering began from 25 April 2022. Rachel Kidd, Gressenhall Curator, is in the process of reinstating wider teams and updating room capacities, safe systems of work and individual risk assessments as needed. Farm volunteers and Workhouse Trails volunteers have recommenced activities. Collections volunteers will start indoor work from 9 June 2022. Other teams will start across the following weeks and procedures for teams who had previously been doing essential work will be updated. Remote research and transcribing opportunities will continue, with some sessions taking place on site as required.

5. Learning & Outreach

5.1 School visits

We have had visits from just over 1,900 school children and students during April and May. With school visits well booked for June and July, there are promising signs of recovery to something approaching pre-Covid numbers. Evaluation has remained excellent. One example from a KS1 Dereham school:

'Every part of the day was managed and organised effectively and enabled a smooth transition to all activities. The entire visit was worthwhile and such a valuable experience. Every staff member helped the visit to run effectively. Thank you for such a wonderfully entertaining visit. We had a superb time and it could not have been better organised. We would recommend this trip to all.'

Recent school visits have included a local school who used the Platinum Jubilee as an opportunity to bring the whole school to look at change during Elizabeth II's reign. They compared our 1930's Cherry Tree Cottage and 1950's room with their own homes.

5.2 Environment Hub

As part of the Environment Hub's school offer we have re-worked our *Homes or Habitats* KS3 Geography event (in which students have to decide if a fictitious application to build houses on the Gressenhall farm site should go ahead). The new version will include a session which uses the new community tree nursery to focus upon the broader impacts of climate change. We continue to work with local schools; Beetley St. Mary, Swanton Morley and Northgate High School –

providing information and developing skills to enable them to create their own in-school environmental projects. In a significant new development, we are working in partnership with the SAW Trust and John Innes Centre on their Forest Gardens for Schools projects. The project will be launched at Gressenhall. A flyer for this project will accompany the committee report pack.

The Environment Hub will also host the Sixth Form Biodiversity Conference at the start of Autumn term 2022-23, providing hands on activities that will help students with their studies and explore careers options within environmental science. This will be an excellent opportunity to work with our local partners, the Wendling Beck Environmental Project and Norfolk Wildlife Trust.

5.3 Partnership working

Events in partnership with the Virtual School Sensory Support, Dad's Matters, Monument and NCC Family learning, referenced in the previous report, were all successful and we are developing plans for future engagements. These include working with Family Learning on a regular Early Years offer, to be trialled in the Autumn term.

The Family Fun Day, held in partnership with NCC's Fostering and Adoption Service, will run again on 16 July 2022 after a two-year gap. The event is an opportunity for carers to meet each other and council staff in a safe and neutral environment, and for us to say thank you for the work that they do. This year's theme will be *Once Upon A Time*, with Cinderella, the Wicked Witch and Peter Pan amongst other characters running a series of accessible activities. Any councillors wishing to attend the day will be most welcome, please contact jan.pitman@norfolk.gov.uk to be added to the invite list.

- 5.4** Gressenhall continues to be registered with NCC as a Care Farm. Work-based placements to adults with learning difficulties have been temporarily suspended during the pandemic. Placements will be reviewed and re-introduced gradually.

5.5 Kick the Dust Norfolk – project update

The Kick the Dust: Norfolk project, funded through the National Lottery Heritage Fund (NLHF) delivered in partnership with a range of organisations including YMCA Norfolk, continued to engage with young people aged 11-25 throughout the period of the pandemic. The project team adapted their activities to support existing groups across Norfolk, in particular YMCA groups, using digital means.

The following report highlights the work of the Kick the Dust team in terms of how it has adapted its approach to accommodate activity since the start of lockdown in March 2020 enabling us to continue to support all groups across Norfolk, including YMCA, through digital and increasingly through face-to-face engagement. The team is now

delivering mostly face-to-face sessions which continues to have a positive impact on the young people. This report compares our data with that of the other 12 national NLHF Kick the Dust projects through the Renaisi evaluation data produced for the NLHF.

Current number of interventions with young people:

From the start of lockdown to the 6 June 2022 there were a total of 5,848 interventions, involving 2,190 individual young people taking part in 2,931 hours of quality digital activity. Following reopening and access to groups on site and in outdoor settings, the team has delivered 336 face to face sessions (40% of all delivery) with young people across the county, out of a total of 856 sessions delivered between March 20 and 6 June 22. This equates to 70% of all activity now being delivered face to face.

Total participation numbers from October 2018 are 11,920 interventions, involving 3,905 individual young people taking part in 6,063 hours of quality activity, taking us beyond the initial target of 8000 interventions. Of this activity 4% has been at Pre-Player level (YMCA), 26% has been at Player level, 42% at Shaper level and 28% at Leader level. More importantly, of these activities, 82% involve young people in leading and designing projects, taking on the role of Young Ambassador and playing a leading part in the Youth Board. Breakdown of activity taking place in each area since October 2018:

- 47% (1,282 opportunities) in the West (covering Kings Lynn, Thetford and Gressenhall), (56% face to face in May)
- 28% (764 opportunities) in the East (covering Great Yarmouth, Cromer and Sheringham) (100% face to face in May)
- 25% (661 opportunities) in Norwich (57% face to face in May),
- 282 volunteering opportunities have been provided to 142 individual young people.

We continue to develop and deliver an online training offer for all staff and volunteers who support youth engagement in NMS. In total 308 staff have taken part in training since October 2018, with 151 having taken up opportunities in lockdown. As we have opened the opportunities to volunteers, a further 37 young volunteers have taken part in training. Kick the Dust has supported a total of seven young people on its bursary traineeship programme, the last cohort finishing on the 31 May 22. One Kick the Dust participant progressed onto the NMS Teaching Museum traineeship programme. We have recruited a further seven Young Ambassadors to support Institutional Change within NMS and to join the strategic Youth Board and Project Board. Staff from our Front of House and Visitor Services teams have taken part in Autism Awareness training *Removing Barriers for young people* and we have arranged further onsite training in June for front of house teams to consider how their spaces can be made more inclusive. A front of house supervisor based at Norwich Castle stated *'It's been great to see customer focused enthusiasm again from the team, as a result we plan to have a small group who will regularly look at ways in*

which we can improve access, be more aware and more inclusive as a team.'

Our offer to support staff and volunteers around the important theme of mental health and wellbeing is on-going and additional training to support staff working with young people facing more complex needs is to be delivered in conjunction with colleagues from Leicester YMCA, Y-Heritage, as we embark on a potential new partnership bid to the National Lottery Heritage Fund. The new training programme accommodates the needs of staff and includes opportunities for front of house staff to take part, linked to the new outcome in our Institutional Change evaluation findings focusing on equipping staff to feel confident in working with young people facing more complex barriers to engagement as well supporting front of house and visitor services staff to have increased awareness of the opportunities to engage with young people.

NMS and NCC colleagues continue to work together through the 'Making Creative Futures' group where members from across NCC Children's Services identify ways to engage the hardest to reach and most vulnerable children and young people through a joint effort. The group continues to play a key part in the delivery of activity as part of the DfE funded Holiday Activities and Food (HAF) project through the Big Norfolk Fun programme ([Big Norfolk Holiday Fun - Active Norfolk](#)) and through our own contributions to this through our Kick the Dust offer. The focus is now on mental health and wellbeing, with activity taking place across the county in support of Creativity and Wellbeing week in May.

Breakdown of respondents

The age ranges reflect the way the team is currently working and having access to young people through partners. We continue to work with a higher number of older young people as we work with YMCA clients and those from the University of East Anglia and Norwich University of the Arts who are aged 18-25 years of age. Whilst the number of young people aged 11-16 years is lower than the older age groups, this allows this group to progress through the programme.

The comparison with the Renaisi national data is in brackets and highlights the changes since the last Renaisi report in 2020. Across all 12 Kick the Dust projects, the largest proportion of participants were from the 17-19 category (24%), while the largest proportion in Years 2 and 3 of the project came from the 14-16 category (32%). Approximately half of participants (49%) were aged 11-16 in Years 2 and 3, compared to 32% in this final year. The reasons cited by Renaisi for this change is that young people are engaging in deeper levels of engagement than in previous years which in turn could explain why participants are from the older age groups. Whilst this is the case for Kick the Dust Norfolk, we are providing a range of shaper and leader opportunities for young people across all age groups participating although the older age groups tend to be engaged at Leader level.

- 7% aged 11-13 years (15%)
- 13% aged 14-16 years (17%)
- 29% aged 17-19 years (24%)
- 27% aged 20-22 years (22%)
- 24% aged 23-25 years (23%)

Data is collected around ethnicity through the Young People's Feedback form (should they choose to answer this question) and is based on the descriptions used by the NLHF: (Renaissi data is shown in brackets)

Breakdown of ethnicity:

- Asian – 3% (5%)
- Black- 1.5% (7%)
- Arab – 0.7% (1%)
- Irish traveller – 0.7% (1%)
- Mixed ethnic – 4% (5%)
- White – 90% (70%)

Those who chose to respond to the question on whether they had a physical or mental disability which can be a barrier to engagement is as follows:

- Disabled – 21% (9% in Renaissi data)
- Non-disabled – 15%
- Preferred not to answer – 64%

A large number chose not to answer this question but a further 6% of young people added that additional barriers to their engagement included transport and finances.

How young people are finding out about Kick the Dust has changed since the beginning of the project with 16% coming to us through social media posts and the new Kick the Dust web pages, 10% through flyers and posters, 19% through friends or a family member and 12% from having taken part in a previous Kick the Dust activity. Strong partnerships with NCC Children's Services and other cultural and youth organisations accounts for 43% of young people being signposted to Kick the Dust

Target audiences: (some young people fall into more than one category)

- FE/HE – 35%
- YMCA clients – 34%
- Secondary schools – 24%
- Young people with mental health issues – 20%
- SEND – 9%
- Outside of mainstream education – 7%
- Looked after children and adopted living those at home - 5%
- NEET – 6%
- Young Offenders and those at risk of offending – 4%
- Care Leavers – 3%

- Young Carers – 2%
- New arrivals and refugees – 2%
- Pregnant young mums and teenage parents – 1%

As part of the feedback, young people are asked how aware they are of the range of job roles available within NMS and the heritage sector and how they perceive museums in terms of being spaces for young people.

- Before taking part in a KTD programme, 77% of young people stated they had little or no knowledge of job roles in NMS or the heritage sector. After their engagement 61% of these young people stated they now had a good understanding of the different job roles available in the sector and a further 36% felt more knowledgeable. 91% stated that the skills they had learnt would be useful to them in the future (Renaisi 92%). This shows that Kick the Dust as a programme enables young people to gain a greater understanding of the opportunities within the heritage sector and develop transferable work skills.
- Following their engagement, 88% felt that museums were a space they would use in the future.

When we compare all our data to the Renaisi findings, (which uses data from October 2020 to September 2021 across all 12 national Kick the Dust projects), it shows we are in line with other Kick the Dust projects, scoring higher in 9 of the 13 areas. (The Renaisi responses can be found in the brackets).

Following their engagement:

- 80% of young people felt that there were jobs for young people like themselves to work in heritage with 13% not sure and needing to find out more. (Renaisi 67%).
- 90% of young people said they had learnt new and interesting things about heritage (Renaisi 85%); 85% of young people felt that heritage represented young people like them (Renaisi 73%)
- 81% of young people said they were more likely to become a volunteer because of their involvement in KTD (Renaisi 78%) and 81% stated they would be looking to take part in other local heritage events as a result of their engagement (Renaisi 73%).
- 96% of young people stated they felt welcomed and respected by staff (Renaisi 95%) and 84% felt a sense of achievement (Renaisi 82%).
- 90% felt heritage delivered in this way would engage other young people (Renaisi 92%) with 81% of young people stating they now had a better understanding of heritage having taken part in the programme although 19% weren't sure and needed more engagement. (Renaisi 85%)
- 64% of young people felt they had the opportunity to influence decisions. (Renaisi 64%)

- 92% stated there was something for everyone irrespective of background (Renaissi 91%) although this needs to be put into context of other demographic data for Norfolk.
- 98% of young people felt that the programme was easy and affordable to get involved in but had concerns that they may not be able to do this in the future if there was a significant cost to them with 50% of this number stating financial concerns as a barrier. (Renaissi 93%).
- 78% of young people said they had found heritage more relevant than they had before embarking on their Kick the Dust journey with 19% neither agreeing nor disagreeing (Renaissi 81%).

Summary

The Kick the Dust project is clearly demonstrating a positive impact on young people and staff engaging in activity. As we deliver activity through our new blended offer of face-to-face activity and online engagement, this impact is increased further as more staff engage in the co-delivery of activity and see the benefits to their own development. This has been seen in the delivery of current exhibitions, curation, and collections.

Kick the Dust was set up as a three-stage journey, with young people developing transferable work-related skills and gaining experiences that they would struggle to find elsewhere, to support them in securing employment. Whilst young people cite being involved in curation and creating exhibitions as the main areas they have enjoyed, it is through these activities that they hone their skills and understanding of the workplace, which will help them secure employment longer term. Our aim as we move forward is to support more working age young people to progress into employment, training or further learning and long-term volunteering. We have seen young people move through the programme, gaining the confidence to take on volunteering roles within NMS, others securing their first job through the Government's Kick Start 6-month placement programme; three young people who have taken up positions within NMS front of house teams, eight young people progressing onto the Teaching Museum and Kick the Dust bursary traineeship programme following their engagement in Kick the Dust, one young person progressing onto Teacher Training, and seven young people taking on the Young Ambassador and Young People's Champion roles, one of whom has recently secured a position with Norfolk and Norwich Festival. Others have stated that their involvement has helped them make choices around subjects and options at school and college.

Quotes from participating young people

'Make Yarmouth & Saturday Art Club have influenced me to do more creativity and thanks to Kick the Dust for helping and supporting us. I was really shy when I started and didn't speak much. I feel quite confident and have improved a lot more by being here and learning and artists and the history of Time and Tide' (Young Carer in the East).

'M chose film production after a National Saturday Club taster session at East Norfolk Sixth Form. She is now applying for a volunteering role as a result.' (Project Worker East)

'I still thought it was worth emailing to say thank you for the photos of the museum club enjoying the trail, it's so lovely to know they gave it such positive feedback as well! It was a lovely project to be involved in and I feel I have learned a lot about creating heritage projects in more practical terms, so thank you for that. I also hope that when I have the time there are more Kick the Dust projects I can get involved in!'

(Young Person on the Faith and Ritual YAF project)

'It was a wonderful opportunity to be able to be a part of the SHARE organising group, so thank you for having young people, like myself, involved at an organising capacity at this event. It was very insightful and I learnt a lot. Thank you also for being so patient and helpful with my questions!' (Lily - Young Ambassador KTD)

Following the event Lily secured a job with Norfolk & Norwich Festival in Kings Lynn – 'I have been successful in a job application (which I'm so happy about!!), to work at Kings Lynn Festival as their 'events and communications intern'

'Kick the Dust has helped me to gain real-life experience within the museum and heritage sector. I was able to curate, organise and develop my own creative project which has since been on display in numerous venues in Norfolk. As a result of this, I have been able to kick start my career as a project coordinator within the arts and culture sector. Without the hands-on experience that Kick the Dust gave me, and the help and knowledge of the scheme's organisers, I wouldn't have had the experience or confidence to start applying for the jobs I once dreamed of.' (Young person on the online work experience programme.)

Take up continues to expand through the establishment of new partnerships with schools, colleges, Children's Services, and other cultural organisations as well as Job Centre Plus and Norfolk and Waveney MIND. The launch of the new Kick the Dust web pages on the NMS site <https://www.museums.norfolk.gov.uk/join-and-support/kick-the-dust> is bringing traffic and enquiries from young people who would not ordinarily come to us through our existing partnerships which will support this growth and solidify the way NMS approaches youth engagement going forward.

Planning is now in place to consider the next steps for Kick the Dust and Norfolk Museums Service Youth Engagement strategy. Work with Y Heritage, another Kick the Dust project based in Leicester YMCA, has started with the first exchange visit to our region between 23-25 May. This legacy work will support a new bid and highlight the need for a new project based around the principles of Kick the Dust but embedding our work with SHARE Museums East to embed learning within a wider range of museum and heritage organisations across the East of England building on our current successes and approach to youth engagement.

6. Visitor numbers

6.1 Visitor figures for the period will be circulated at the meeting.

7. Recommendations:

That the Area Museums Committee notes the report

Originator of report:

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