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**KING'S LYNN & WEST NORFOLK
AREA MUSEUMS COMMITTEE**

14 November 2022 Item No.

KING'S LYNN MUSEUMS REPORT

Report by the Assistant Head of Museums

**This report provides information on King's Lynn
Museum activities in the period from June 2022 –
October 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. 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 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 including garden volunteers at Strangers' Hall. Since Easter 2022 a phased resumption of indoor volunteering has been facilitated

2 Exhibitions and events at Lynn Museum

2.1 *Gardens, Sowing Seeds, Growing Stories* exhibition (ran until 12 June)

The Gardens exhibition opened on 16 October 2021 and ran until 12 June 2022. The displays told the story of gardens and gardening in the King's Lynn area, including the display of collections from the Taylor's seed merchants business in the town and material relating to the Walks and other public gardens.



Seed shop display at Lynn Museum and members of the Taylor family at their seed shop in King's Lynn

Exhibition themes included garden wildlife (including some of the museum's taxidermy collection), *Dig for Victory*, allotments, things found in the garden, and things inspired by gardens.



Lynn Museum Talk

Taylor's Seed Shop & Orchard

With Jim Taylor
(Guest Speaker)

Thursday 6 October, 4pm

01553 775001 / lynn.museum@norfolk.gov.uk

Seats are limited. Tickets are available via the QR code, or by contacting the museum.

LYNN MUSEUM Norfolk Museums Service ARTS COUNCIL ENGLAND Made possible with Heritage Fund



Jim Taylor gave a talk at the museum on 6 October about the Taylor's seed shop to an appreciative audience

2.2 JMW Turner and the moods of water: rivers, estuaries and the sea 25 June – 15 October 2022

This exhibition was based around Turner's painting *Walton Bridges* of 1806, which was purchased by Norfolk Museums Service in 2019 and is the first oil painting by Turner to enter any public collection in Norfolk, Suffolk or Essex. The painting has been on tour and Lynn Museum has been one of the six East Anglian museums on the tour, with accompanying exhibitions at each museum.

The exhibition had a particular focus on the artist's use of water. Turner has always been especially admired as a painter of earth, air, fire and water, the 'four elements'. Many other artists were also deeply inspired by the ways in which he captured these fundamentals of nature. This show compared how artists who either influenced Turner, or were influenced by him, portrayed the element of water, expressing the many moods of rivers, estuaries and the sea.

The show included a short film created by Museum Learning Assistant Hayley Simmons showing Dr Francesca Vanke, curator of the exhibition and Senior Curator for Norfolk Museum Service talking about the Turner painting.

The painting was acquired due to the generous support of the National Lottery Heritage Fund, also the Art Fund and a private donor.



Museum Trainee Katie Crowson (left) with Assistant Curator Dayna Woolbright installing labels for the Turner and the moods of water exhibition prior to its opening in late June



Tweet from James Wild MP about his visit to Kings Lynn on 8 July with Lord Parkinson DCMS Minister for the Arts including a visit to Lynn Museum to see the Turner and Seahenge exhibits

KICK THE DUST Norfolk

Turner

Tuesdays

**JMW Turner:
Moods Of Water**

FREE drop-in art activities
every Tuesday in August at Lynn Museum

16th: Big Bridge Build
Can you build a bridge strong enough to carry Daisy the cow safely across? Or tall enough to glide a boat underneath..?
#TurnerTuesdays

LYNN MUSEUM

HERITAGE FUND | Norfolk Museums | YMCA | ARTS COUNCIL ENGLAND | Art Fund_ | EAST OF ENGLAND

Related programming for the school summer holidays included *Turner Tuesdays* - drop-in art activities for families.

Mary Blue
@MaryBlueCreates

Just a few snaps of yesterday's Paint at the Museum workshops young artists at work. Hugely proud of their passion and immersion in the experience. Totally focused. Powerful life transforming stuff.

Great day working @WhatQueenieDid as always.

@Lynn_Museum
@ace_national

10:48 am · 25 Sep 2022 · Twitter for Android

The two Kick the Dust 'Paint in the Museum' events for young people run by artist Mary Blue were fully booked

The Turner oil painting was carefully packed and transported on to Ipswich for exhibition at Christchurch Mansion. The other accompanying artworks were all safely returned to their normal locations at Norwich and King's Lynn.

2.3 Hoards: Archaeological Treasures from West Norfolk 25 October 2022 – 11 June 2023



The Sedgeford Hoard of Iron Age Gold Coins found in a cow bone

This new exhibition which opened on 25 October explores the stories of ancient hoards in West Norfolk, their significance and burial. The exhibition features hoards buried in the area from the Middle Bronze Age until the time of the English Civil War. The exhibition has also provided an opportunity to display examples of coin hoards from the Iron Age and early medieval periods purchased in recent years with the support of the Museum Friends, the V&A/ ACE Purchase Grant Fund, the National Lottery Heritage Fund and the Headley Trust. The exhibition has been well received by visitors. *Hoards* will continue until autumn 2023.

Norfolk Museums Service colleagues in conservation, marketing, archaeology and display have helped us with the display. Dr Adrian Marsden, Numismatist with the Norfolk Historic Environment Service has been part of the exhibition team and we have made a short film of Adrian explaining the significance of two hoards of Roman radiate coin hoards found at West Acre and East Wynch. The exhibition programme at Lynn Museum receives funding from Arts Council England.

The Mayor of Kings Lynn and West Norfolk, Cllr Lesley Bambridge opened the exhibition on Tuesday 25 October. Also in attendance were Chair of the Kings Lynn and West Norfolk Area Museums Committee, Cllr Elizabeth Nockolds, Chair and Deputy Chair of the Norfolk Joint Museums Committee Cllrs John Ward and Cllr Robert Kybird and other members of the area museums committee.



The Mayor and Chairs and Deputy Chair of Museum Committees with Curator and Assistant Curator at the opening event for the Hoards exhibition at Lynn Museum, 25 October 2022



Bronze Age weaponry hoard from Fincham, Norfolk

3 Other Museum developments

3.1 The Lynn Museum continues to develop its social media presence, with Twitter and Facebook accounts being actively used and maintained by staff.

The museum's Twitter and Facebook accounts may be seen here:

https://twitter.com/lynn_museum?lang=en

<https://www.facebook.com/LynnMuseumNorfolk/>



Retweet by Lynn Museum of a tweet by author Elly Griffiths who has included local history and archaeology in her novels

3.2 On-site volunteering has been paused since March 2020 due to limitations in room capacity arising from the need to maintain strict ventilation controls to mitigate the spread of COVID-19. It is planned to revisit on site volunteering in the coming months once work space becomes available again at the Town Hall offices.

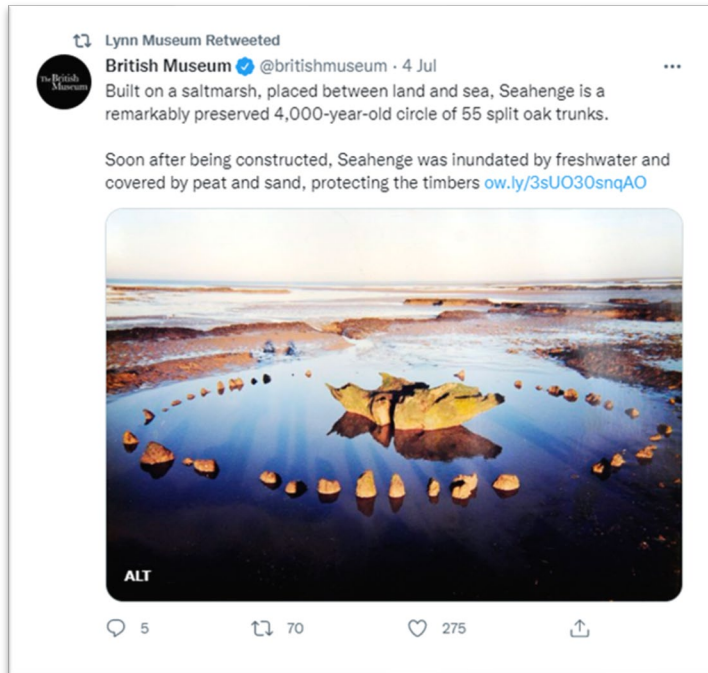
3.3 As well as digital delivery, the museum has maintained strong links with local media outlets including the *Lynn News*. Staff continue to contribute to a fortnightly *Picture This* column, with a focus on local drawings, engravings and paintings.

3.4 NMS Learning Officer Melissa Hawker has continued her regular slot for Radio Norfolk to discuss local history and promote forthcoming events.

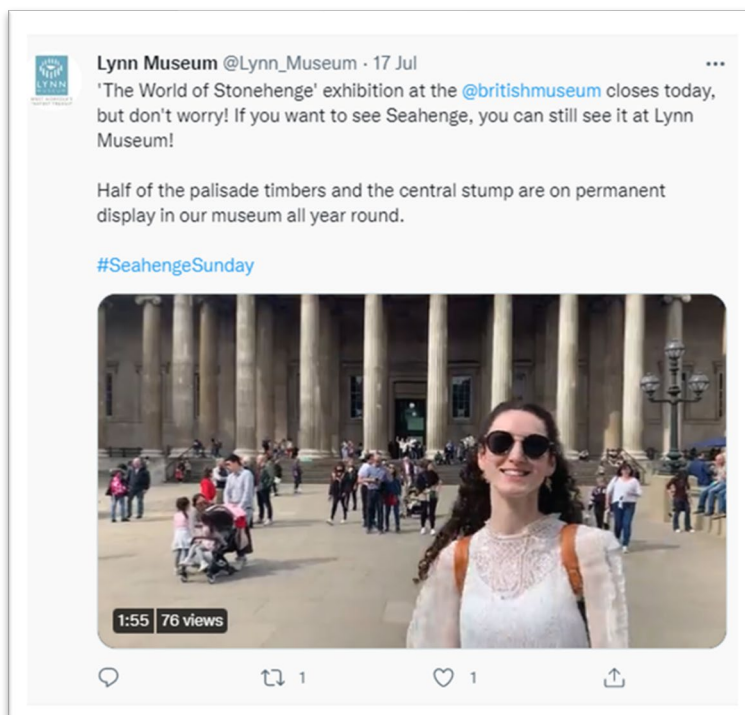
3.5 Engagement work through the *Kick the Dust: Norfolk* project has continued with the young people via Zoom since the spring. Assistant Curator, Dayna Woolbright continues to work with Stories of Lynn Learning & Engagement Officer Rachael Williams and the young people.

4. Loan to the British Museum

4.1 Norfolk Museums Service has lent 15 timbers from Seahenge to the British Museum for their major exhibition *World of Stonehenge* which ran until 17 July 2022. The exhibition covered highlights from the Neolithic and Bronze Age of Britain, Ireland and north-west Europe. Exhibits include the Nebra Sky Disc from Germany and several star loans from regional and national museums across Europe.



Tweet from the British Museum about Seahenge which featured in their recent World of Stonehenge exhibition



Tweet by Lynn Museum with a film made by Museum Learning Assistant Hayley Simmons about a visit to the World of Stonehenge exhibition and the Seahenge display in Lynn Museum

4.2 NMS Senior Conservator, Debbie Harris helped with the deinstallation and packing of the timbers after the close of the exhibition. The timbers returned safely to King's Lynn in late July. All relevant decant and additional conservation costs have been paid for by the British Museum.

4.3 This partnership with the British Museum has proved a significant opportunity for NMS and Lynn Museum to give prominence to Seahenge for an international audience. The exhibition has received excellent 5 star reviews. The Guardian newspaper in its glowing review stated "Seahenge is the physical and emotional heart of the British Museum's moving journey to the lost world of European prehistory." Museum staff have noticed additional visitors coming to Lynn Museum having seen the exhibition at the British Museum in London.

4.4 The British Museum commissioned artist Rose Ferraby to create artworks about Seahenge. The exhibition features a sound piece and a film <https://www.britishmuseum.org/stonehenge-resources#seahenge> . For the film, Rose spent time with the community of locals and archaeologists involved in the discovery and display of Seahenge. She made a film to explore the stories that emerged from their conversations. Weaving together sound, landscape images and personal stories, it reflects the wonder of the discovery and what it tells us about the people who built Seahenge.



Tweet by the British Museum about artist and archaeologist Rose Ferraby's Seahenge inspired artworks.

5. Partnerships

5.1 The delivery of NMS services in King's Lynn & West Norfolk continues to operate under the terms of the current Service Level Agreement (SLA) with the Borough Council. Under an extension to this agreement, NMS continues to provide curatorial and conservation advice, support and an enquiry service for those Borough collections currently held in the Town Hall including fine art and Civic Regalia.

5.2 NMS staff continue to support Borough Council colleagues with the development and delivery of relevant cultural and heritage project across the borough, including ongoing support for Towns Fund projects including the Guildhall. Assistant Curator, Dayna Woolbright has contributed to the work on the St George's Guildhall project Interpretation Strategy.



Publicity photograph with Learning and Engagement Officer, Stories of Lynn, Rachael Williams (left) and Assistant Curator Dayna Woolbright for the summer's successful programme of activities for children and families at the Guildhall. Over 100 people attended these events. In October Half Term there was a drop-in Tudor event with over 50 attending. This including food, games, object handling, writing with a quill pen, and jousting. Feedback has been very positive.

5.3 The Lynn Museum free admission period starts in October and runs until the end of March. This free admission period is provided under the terms of the SLA between the Borough Council and NMS.

5.4 NMS continues to support the Borough Council with the delivery of the NLHF-funded *Stories of Lynn* project focussed on King's Lynn Town Hall. NMS manages the Stories of Lynn Learning & Engagement Officer post, which is co-funded by the Borough Council and the NLHF Kick the Dust: Norfolk project. The postholder Rachael Williams works closely with colleagues from the Borough Council and the Norfolk Record Office.

5.5 NMS Assistant Curator, Dayna Woolbright leads on supporting the Borough Council and Festival Office on collections management advice and support. Recent contributions have included advice on museum display maintenance at Stories, and assistance with the regular revaluation of the King's Lynn collections for insurance. A recent example is assistance with an incident at the Stories of Lynn exhibition at the Town Hall, where NMS staff assisted with an emergency caused by torrential rain. A team from the NMS conservation department came at short notice to ensure that collections were deinstalled where necessary and packed for safe storage until they could be reinstalled.

6. Learning & Events

6.1 During 2022 the Lynn Museum continues to host an NMS Teaching Museum traineeship provided through the NMS Teaching Museum programme and funded through the Arts Council England National Portfolio Organisation 2018-2023 Business Plan. Our Trainee for 2022 – 2023 is Katie Crowson. As in previous years, the trainee is learning about and contributing to museum work at both Lynn Museum and Ancient House, Thetford.

6.2 Will Mars undertook a Kick The Dust Traineeship based at Lynn Museum. This traineeship has helped Will find a job as a collections assistant at the British Museum.

6.3 Lynn Museum has again seen much interest from local schools in visiting. Typical sessions include Seahenge and the Bronze Age, Fairground and Victorians.

Nigel Amies (right) at the fairground exhibit at Lynn Museum. Nigel is one of the team of freelancers who work with museum staff for delivery of sessions for schools at the museum



6.4 Events

The museum continues to offer regular family trails during holiday periods. 284 trails were completed over the summer.



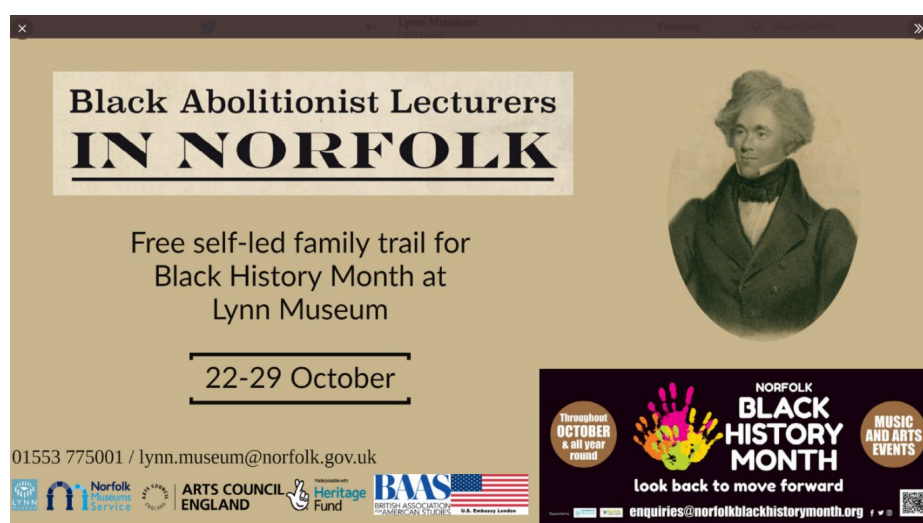
A poster advertising one of the summer holiday trails – *Stonehenge Secrets*

The Lynn Museum offered four in-person family events through August. These were attended by a total of 232 visitors:

- Egyptians 04/08/22 – 71 visitors
- Romans 11/08/22 – 26 visitors
- Vikings 19/08/22 – 72 visitors
- Bronze Age 25/08/22 – 63 visitors

For the *Turner Tuesdays* (part of the Kick the Dust programme), 57 children/young people attended four events on 2, 9, 16, 23 August (self-guided activities).

The *Paint at the Museum* Kick the Dust sessions on Saturday 30 July were fully booked with 17 children/young people attending.



139 people enjoyed the October Half term trail which was themed around Black History Month and featuring the stories of people who lectured about abolition of slavery in Norfolk, including in Kings Lynn.

Return of Coffee Mornings

After a long hiatus, the coffee morning have returned to Lynn Museum with the first one taking place on 28 October. Participants could also enjoy striking a replica King John penny as well as cake and a hot drink.



Heritage Open Day



Tweet about the Heritage Open Day event at Lynn Museum on 2nd October 2022

The delayed Heritage Open Day in the town on October 2 was a beautiful sunny Sunday. The good weather brought out the crowds and over 500 people visited Lynn Museum. Our theme was the Bronze Age and people enjoyed chatting with Mark Taylor, our costumed interpreter. It was also a good opportunity for visitors to see the Turner exhibition.

7. Kick the Dust Norfolk – project update

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 our partners YMCA Norfolk. The team is delivering a blended approach with three quarters of sessions being delivered face-to-face and online engagement for those groups where this has been the most effective in particular for gaining a valuable insight into the workplace. This is the case for our online work experience programme which removes access barriers for those wishing to engage in this acclaimed programme but where travel would be a barrier.

This report compares our data with that of the other 12 national Kick the Dust projects through the Renaisi data produced for the National Lottery Heritage Fund from Oct 2020 to September 2021. This will be updated in January 2023.

Current number of interventions with young people:

From the start of lockdown to the 6 October 2022 there were a total of **6657 interventions, involving 2361 individual young people** taking part in **3355 hours** of quality digital activity. Following reopening and access to groups on site and in outdoor settings, the team has delivered **761 face to face sessions** (77% of all delivery) with young people across the county, out of a total of **988** sessions delivered between March 20 and 6 October 2022. This equates to 77% of all activity now being delivered face to face and 91% of this being face to face in September 2022. This blended approach offers a more diverse range of opportunities for young people to engage in heritage. Total numbers from October 2018 are 12,729 interventions, involving 4083 individual young people taking part in 6487 hours of quality activity, taking us beyond the initial target of 8000 interventions. As more young people take the lead in projects this is shifting the percentage of activity at each of the 4 levels. In September, of all activity delivered only one session was at pre-player level showing that the YMCA young people are more confident and taking part in longer term projects as they engage on site. At Player level this represented 30% of all activity, Shaper 9% and Leader 62%. More importantly, of these activities, 71% of all the activity in September involved 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:

- 48% (1387 opportunities) in the West (covering Kings Lynn, Thetford and Gressenhall),

- 28% (790 opportunities) in the East (covering Great Yarmouth, Cromer and Sheringham)
- 24% (685 opportunities) in Norwich
- 294 volunteering opportunities have been provided to 154 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 320 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 39 young volunteers have taken part in training. Kick the Dust has supported a total of 7 young people on its bursary traineeship programme, the last cohort finishing on the 31 May 22, all of whom have secured permanent employment within the heritage sector. One Kick the Dust participant progressed onto the NMS Teaching Museum traineeship programme. We have recruited a further 9 Young Ambassadors to support Institutional Change within NMS and to join the strategic Youth Board and Project Board, with 3 of these young people coming through from the YMCA. Staff from our Front of House and Visitor Services teams have taken part in Autism Awareness training—‘Removing Barriers for young people’ which has ‘creating an autism friendly space’ at Norwich Castle in July 2022 and Mentoring and Coaching in September 2022 which forms part of the training offer to support the new pre-traineeship pilot programme for YMCA clients. The Supervisor 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 our new colleagues from Leicester YMCA, Y Heritage, as we embark on a new bid to the National Lottery Heritage Fund entitled ‘Your Heritage Your Future’. Data from the young people’s feedback forms shows that 22% of young people up to the end of September 2022 identified as having a mental health issue, a slight decrease on the previous month where it was 23%.

As we have more FOH staff taking part in training to gain confidence in working with young people facing more complex barriers to engagement these Teams are offering opportunities to young people to gain further experience. The team at the Museum of Norwich and Time and Tide Museum have recruited 2 YMCA clients onto the new bursary pre-traineeship programme and Stories of Lynn have taken on a young person with complex learning needs to support the Learning and Engagement Officer. This programme will run until the 1 December 2022 and will be evaluated to inform the new ‘Your Heritage Your Future’ bid.

NMS and NCC continue to work together through the ‘Making Creative Futures’ group where members from across 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 on mental health and wellbeing.

Breakdown of respondents

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 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%)
- 10% aged 14-16 years (17%)
- 30% aged 17-19 years (24%)
- 29% 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: (Renaisi data is shown in brackets)

Breakdown of ethnicity:

- Asian – 3% (5%)
- Black - 2% (7%)
- Arab – 0.3% (1%)
- Irish traveller – 0.7% (1%)
- Mixed ethnic – 5% (5%)
- White – 89% (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 Renaisi data)
- Non-disabled – 15%
- Preferred not to answer – 64%

A large number chose not to answer this question but a further 7% 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 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 – 23%
- Young people with mental health issues – 22%
- SEND – 11%
- Outside of mainstream education – 8%
- NEET – 7%
- Looked after children and adopted living those at home - 5%
- Young Offenders and those at risk of offending – 4%
- Care Leavers – 3%
- Young Carers – 3%
- 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 (Renaissi 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 Renaissi 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 Renaissi 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 (Renaisi **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. (Renaisi **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 (Renaisi **81%**).

Summary

The NLHF-funded Kick the Dust project is due to end in March 2023, with evidence clearly demonstrating the 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. The introduction of the 10 hour per week pre-traineeship programme allows those young people who have been developing their skills through the Kick the Dust programme but who lack the confidence to put themselves forward for job roles, to go through a supportive recruitment

process and receive mentoring support to help them progress after the programme ends.

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. The new pilot for the bursary pre-traineeship programme will allow us to gauge the need and success of this entry level pathway into the sector. 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, four of the last cohort of trainees securing permanent employment in the sector, one with NMS; two young people progressing onto Teacher Training, and nine 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

'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).

'I 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 F 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 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.

The Y Heritage, another Kick the Dust project based in Leicester YMCA, who undertook a 3-day visit hosted by our young people in May, held a Young Peoples' Conference in September where the feedback from our Kick the Dust young people and those who took part from Leicester was well received. Feedback shows that this cross-fertilisation of ideas and peer mentoring approach allows young people and their partner organisations to develop the skills and knowledge to implement in their own youth engagement programmes. This legacy work will support a new funding application to the NLHF, highlighting the need for a new project based around the principles of Kick the Dust but embedding our work with SHARE 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.

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

9. Recommendations:

That the Area Museums Committee notes the report

Report Contact:

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