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

20 March 2023

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 November 2022 to
February 2023**

1. COVID-19 and Infection Control service update

1.1 A number of the COVID-secure and infection control procedures implemented across Norfolk Museums Service (NMS) sites remain in place, with a focus on keeping staff and visitors safe through minimising the risk of transmission of both COVID and other seasonal infections. Sites continue to provide hand sanitiser stations and some directional signage. The wearing of face coverings remains 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 are largely at pre-pandemic levels.

1.2 COVID-19 and other infection control 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 are 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 (NCC) are operating in a number of spaces across NMS where there is more limited natural/mechanical ventilation. These CO2 detectors are monitored locally by staff using these spaces and 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 Digital resources developed by staff during the pandemic continue to be used to support a hybrid offer e.g. enhanced digital schools resources.

1.5 In line with NCC practice at office hubs, NMS has implemented NCC Smarter Working and Hybrid Working principles across teams.

1.6 Volunteering has recommenced across NMS sites, supported by the NMS Volunteer Coordinator.

2 Exhibitions and events at Lynn Museum

2.1 *Hoard*s: Archaeological Treasures from West Norfolk

Until Saturday 11 November 2023



Visitors are enjoying the new *Hoard*s exhibition which opened on 25 October 2022. It 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 been 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 ACE/V&A Purchase Grant Fund, the National Lottery Heritage Fund and the Headley Trust. *Hoard*s will continue until autumn 2023.

The *Hoard*s exhibition featured in local media including the KL Magazine: [Exploring Norfolk's historic hidden hoards | KL Magazine](#)

The BBC news website for Norfolk: [Lynn Museum: Unearthed treasure hoards go on display - BBC News](#)

And the EDP: [The treasures found buried beneath Norfolk fields | Eastern Daily Press \(edp24.co.uk\)](#)



The image above shows some of the recently acquired Iron Age coins found at Snettisham, now on display at Lynn Museum. These coins were acquired for Lynn Museum through the Treasure process, with generous grant aid from the ACE/ V&A Purchase Grant Fund, the Friends of Kings Lynn Museums and the Headley Trust. This probable votive assemblage was accumulated over a long period, unlike the other hoards on display in the main gallery in which the items were placed in the ground together.

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



The Hoards exhibition has featured on our social media feeds and has been promoted by some of our followers and visitors. This tweet includes examples of Roman glass from the hoard buried at the Hockwold Roman temple site

The museum team draws upon the theme of the exhibition for other public programming including the monthly adult talks programme. One of the hoards on display from Dersingham is from the time of the English Civil War and may have been buried when King's Lynn was under siege in 1643. The February afternoon talk was given by David Flintham, who is leading the current archaeological investigations into the town's defences during the Civil War period.



Afternoon talk at Lynn Museum by David Flintham about the investigation of King's Lynn defences during the English Civil War

Lynn Museum Talks

Friday 27 January, 2-3pm
 Samuel Gurney Cresswell: Arctic Explorer and Artist

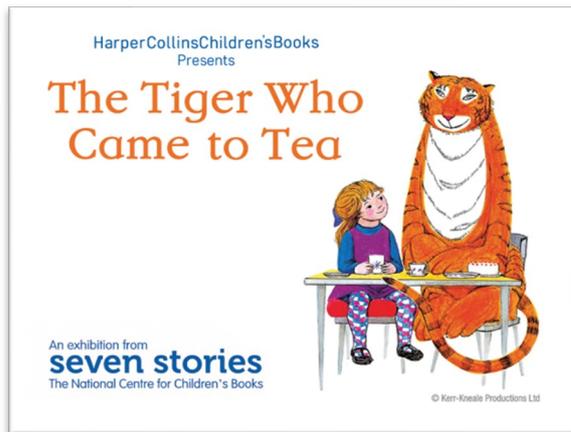
Thursday 2 February, 2-3pm
 Television and heatwave: digging King's Lynn's English Civil War fortifications.

Friday 31 March, 2-3pm
 Tales from the Crypt: Fifty Years Amongst the Dead

Logos for Norfolk Museums, Arts Council England, and Heritage Fund are visible at the bottom.

2.2 *The Tiger Who Came to Tea* exhibition

The Museum team is next planning to show an exhibition based around the children's story book *The Tiger who came for Tea* written by Judith Kerr. The exhibition will be on show in King's Lynn over the winter of 2023-2024



Reading the story was a popular online event during lockdown in 2020. The story and exhibition make a connection with the taxidermy tiger known as 'Horace' who is on display in the museum entrance area. The exhibition has been popular at other venues and is created by Seven Stories, the National Centre for Children's Books. Staff plan to add local tiger-related exhibits to supplement the exhibition.

Future exhibition plans for Lynn Museum include *The Moon, our Nearest Neighbour* and a multidisciplinary exhibition *Woof!* celebrating dogs and drawing upon natural history, archaeology, art and social history.

2.3 Family events

The museum continues to offer events and regular family trails during holiday periods. Ancient Egypt took centre stage at Lynn Museum in February half-term, with visitors of all ages attending to learn about life among the pyramids. The *Ancient Egyptians* Family Event Day on Tuesday 14 February saw 350 people enjoying storytelling, crafts and object handling with the Lynn Museum learning team. Over the week, an *Egyptian Boggle* family trail was available for visitors and 260 children took part.



Egyptian storytelling, part of the popular Egyptians family event day at Lynn Museum in February Half Term



Tweet from a visitor to Lynn Museum over February Half Term

The Lynn Museum learning team delivered a digital version of the *Ancient Egyptians* event for a family whose daughter is in treatment for cancer and therefore unable to leave home. The family were delighted we were able to offer this digital engagement using the skills learnt during lockdown.



A range of family events and trails were also offered to mark the Christmas period.

2.4 Mini Museum

Lynn Museum continues to provide regular activities for our youngest visitors through the monthly mini museum programme. Activities are delivered by the museum's learning team. The mini museum activities have proved very popular, with at least 20 under 4s and their adults attending each time and with some sessions seeing over 40 children attending.

2.5 Coffee Mornings

The monthly themed coffee mornings continue to be offered at Lynn Museum. These offer a chance for people to enjoy the museum and an informal activity. The coffee mornings take place on the last Friday of the month.



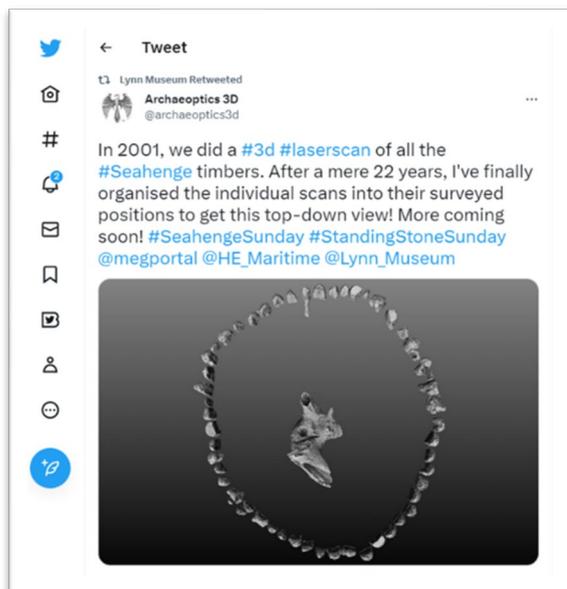
3 Other Museum developments

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/>

Popular social media features have included #SeahengeSunday. This series of tweets has enabled the museum team to link up with Archaeoptics 3D who scanned the timbers from Seahenge as part of the detailed study of the Bronze Age monument. The scans revealed the axe marks on the timbers which showed that over 50 different Bronze Age axes were used.



Tweet from the people who scanned the Seahenge Timbers. The illustration provides a new perspective on the monument on display at Lynn Museum

Social media streams provide a good way to link with important stakeholders such as the National Lottery Heritage Fund (NLHF). The *#ThanksToYou* promotion offered a chance to support NLHF's campaign to thank people who buy lottery tickets.



Front of House Supervisor Beth Kierman with costumed interpreter Mark Taylor with fingers crossed, in support of the National Lottery's *#ThanksToYou* promotion.

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 workspace 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 The Lynn Museum's Seahenge display featured on a BBC radio piece in the Open Country Series. Presented by artist and archaeologist Rose Ferraby it included conversations with Francis Pryor, Maisie Taylor, John Lorimer and Oliver Bone.



Lynn Museum was included in BBC's Open Country in January 2023 in a programme about Seahenge

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

3.6 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.

3.7 The Lynn Museum has benefited from a legacy given specifically for the museum's use by the late Eric and Rita Newman. The Newman's were siblings who had retired to Congham near King's Lynn with interests in local history and helping children learn. NMS is very grateful for their generosity.

3.8 Staff Training

Staff training for the museum team includes on-line provision offered through the Norfolk County Council's Learning Hub on areas such as data protection, fire safety and security. In the period covered by this report team members undertook the 3 yearly first aid training course.



Team members refreshing their first aid knowledge of CPR as part of a first aid course at the museum

3.9 Retail development at Lynn Museum

The staff at the museum continue to develop the shop stock for visitors working with NMS retail manager Harriet Johnson. Recent examples of new lines include Seahenge fridge magnets and mugs.



Part of a shop display at the museum with new mugs and magnets. Seahenge is included in the *Crossing Places* novel by author Ellie Griffiths

4 Partnerships

- 4.1 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.
- 4.2 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 continues to work with the Guildhall project team on the Interpretation Strategy and through supporting the events and exhibitions programme.
- 4.3 The Lynn Museum free admission period started in October and runs until the end of March. This free admission period is provided under the terms of the Service Level Agreement (SLA) between the Borough Council and NMS.
- 4.4 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.
- 4.5 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 the repair of a damaged civic mace and the safe return of a long case clock lent to the first floor displays in the Custom House.
- 4.6 The restoration of the displays in Stories of Lynn at the Town Hall following an emergency caused by torrential rain is another example of partnership working in support of the town's heritage. In the autumn a team from the NMS conservation department attended site at short notice to ensure that collections were deinstalled where necessary and packed for safe storage until they can be reinstalled. Support has continued to be provided around the refurbishment of the display cases, mounts and screens.



Custom House Clock Move on 21.02.23 arranged by Assistant Curator, Dayna Woolbright. The long-case clock was collected by a conservator and horologist from Edmund Czajkowski & Son Ltd and safely returned to the lender in Swaffham following a period of 30 years in King's Lynn

5 Learning & Outreach

5.1 Teaching Museum Trainee

During 2022-23 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. The Trainee for 2022 – 2023 has been Katie Crowson. As part of her traineeship Katie researched and gave a public talk on Samuel Gurney Cresswell. As in previous years, the trainee has also been learning about and contributing to museum work at both Lynn Museum and Ancient House Museum in Thetford. Katie has succeeded in getting a job as an Assistant Curator at the Science Museum starting on 27 February 2023.

5.2 The Wild Escape Teacher Event

Lynn Museum ran a digital information event for teachers in February about the Art Fund's *The Wild Escape* project. *The Wild Escape* is a UK wide project that asks children to explore the creatures in your museum and create an artwork imagining one creature's journey to a natural habitat rich in life. The stories and pictures children make will be brought together in a collective work of art, unveiled during a weekend of activities for all ages on Earth Day 2023. It is Art Fund's major new project uniting hundreds of museums and schools in a celebration of UK wildlife and creativity. *The Wild Escape* is inspired by *Wild Isles*, a landmark BBC series exploring the flora and fauna of the UK. The project invites primary school children to creatively respond to art and nature. It is run in partnership with Arts&Heritage, The Audience Agency, Carbon Literacy Project, Museum Development England, and Museum Development

UK. All pupils who participate with the project at Lynn Museum will receive a free family admission ticket to the Earth Day celebration at Gressenhall Farm and Workhouse during the Easter holidays 2023.

5.3 School visits

Lynn Museum continues to offer a range of school workshops run flexibly to accommodate teachers' needs. During this period topics have included Anglo-Saxons, Vikings, Romans and Iceni, Bronze Age and Seahenge, Stone Age, the Second World War, Ancient Egyptians, and Homes Long Ago. Schools are struggling with rising transport costs so we are seeing an increased use of public transport option and request for days where more than one topic is covered to get the best use out of the coach.



Tweet from Howard Junior School, Gaywood King's Lynn. The children had visited the Lynn Museum to learn about the Romans, including making Roman mosaics

Lynn Museum continues to work closely with Stories of Lynn running joint school workshops on topics such as Maritime Life, Lord Nelson, Captain Vancouver, Crime and Punishment, Frederick Savage and the Lynn Mart, the Great Fire of London, Floods and Flooding and for the first time after a special request – the French Revolution.

5.4 Home Education Provision at Lynn Museum



Costumed interpreter at Lynn Museum

Norfolk County Council has reported that there has been a 33% increase in the number of children being educated at home in Norfolk. NMS already offers free museum admission to home educated children and offers workshops for Home Education groups as for schools. During this period Lynn Museum has experimented with a new model of Home Education provision involving workshops which can be individually booked by Home Educating families. To keep costs down, these workshops were planned for the afternoon of a school workshop. The topics were Romans and Icenis and Bronze Age and Seahenge. The response has been overwhelmingly positive. Families have appreciated the educational provision, appropriate style of delivery, and opportunity to meet other home educating families and make new friends. The Learning Officer liaises regularly with the Norfolk County Council Elective Home Education Team and the museum will continue to evaluate its provision for this group.

One parent commented: *"We've loved the last two events, thank you so much for running them 😊"*

Another said: *Another wonderful event thank you*

6. 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, continues to engage with young people aged 11-25. The project provides a structured progression pathway for young people: Player-Shaper-Leader. The team continues to deliver 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 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 March 2023.

Current number of interventions with young people:

From the start of lockdown to the 1 March 2023 there were a total of 7,354 interventions, involving 2,632 individual young people taking part in 3,714 hours of quality digital activity. Following reopening and access to groups on site and in outdoor settings, the team has delivered 857 face to face sessions (78% of all delivery) with young people across the county, out of a total of 1,099 sessions delivered between March 2020 and 1 March 2023. This equates to 78% of all activity now being delivered face to face. This blended approach offers a more diverse range of opportunities for young people to engage in heritage.

Total numbers from October 2018 are 13,425 interventions, involving 4,354 individual young people taking part in 6,846 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. As we move to the end of the current project, we are no longer delivering at Pre-Player level showing that the YMCA young people are more confident and taking part in longer term projects as they engage on our sites.

- 25% of all activity was at Player level
- 40% at Shaper level
- 35% at Leader level.
- 86% of all activity in January 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:

- 47.5% (1421 opportunities) in the West (covering Kings Lynn, Thetford and Gressenhall),
- 27% (817 opportunities) in the East (covering Great Yarmouth, Cromer and Sheringham)
- 25% (748 opportunities) in Norwich
- 316 volunteering opportunities have been provided to 172 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 384 staff have taken part in training since October 2018, with 151 having taken up opportunities in lockdown. In addition, 45 young volunteers have taken part in training. Kick the Dust has supported 7 young people on its bursary traineeship programme, the last cohort finishing in May 22, all of whom have secured permanent employment within the heritage sector. A further 6 young people have completed the pre-traineeship programme. One Kick the Dust participant progressed onto the NMS Teaching Museum traineeship programme. Our 7 Young Ambassadors support Institutional Change within NMS and are on the strategic Youth Board and Project Board. Staff from our Front of House (FOH) and Visitor Services teams continue to engage in training such as mentoring and coaching and creating autism friendly spaces which forms part of the training offer to support the new pre-traineeship pilot programme for YMCA clients and other vulnerable groups. 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 the Youth Board have been working with Public Health and the Audience Agency to incorporate the framework to measure mental wellbeing into the new evaluation tool to be in place for April 2023. Data from the young people's feedback forms shows that 25% of young people up to 1st March 2023 identified as having a mental health issue. 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 supported 3 YMCA clients onto the pre-traineeship programme and Stories of Lynn took

on a young person with complex learning needs to support the Learning and Engagement Officer. The second cohort started in January at Norwich Castle and the Museum of Norwich and a further young person with complex needs at Stories of Lynn. Feedback from the 3 trainees has been extremely positive with comments such as:

'This traineeship has given structure to other areas of my life. I now have a routine which will help me achieve other things in my life. Having structure has had a massive positive impact on my mental health' (Trainee Norwich YMCA)
'Being in a working environment and watching staff work has made it easier for me to interact with people and school children. Having to manage my bursary payments has also helped me with finances and I am finding that easier now'. (Trainee Great Yarmouth YMCA).

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 and now has representation from the NCC Public Health team.

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 17-25 years of age (54%). Whilst the number of young people aged 11-16 42(%) years is lower than the older age groups, this allows these young people to progress through the programme. The comparison with the Renaisi data is in brackets and highlights the changes since the last Renaisi report in 2021. 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%)
- 12% aged 14-16 years (17%)
- 29% aged 17-19 years (24%)
- 29% aged 20-22 years (22%)
- 22% 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 - 1.5% (7%)
- Arab – 0.2% (1%)
- Irish traveller – 0.5% (1%)
- Mixed ethnic – 4% (5%)
- White – 91% (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 – 22% (9% in Renaisi data)
- Non-disabled – 28%
- Preferred not to answer – 48%

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) as of 1/3/2023

- FE/HE – 33%
- YMCA clients – 35%
- Secondary schools – 22%
- Young people with mental health issues – 25%
- SEND – 12%
- Outside of mainstream education – 9%
- NEET – 9%
- Looked after children and adopted living those at home - 5%
- Care Leavers – 4%
- Young Offenders and those at risk of offending – 3%
- Young Carers – 3%
- New arrivals and refugees – 2%
- Pregnant young mums and teenage parents – 2%

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. (Updated 1/3/23)

- Before taking part in a KTD programme, 61% of young people stated they had little or no knowledge of job roles in NMS or the heritage sector. After their engagement 55% of these young people stated they now had a good understanding of the different job roles available in the

sector and a further 40% felt more knowledgeable. 95% 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, 85% felt that museums were a space they would use in the future with 83% stating their engagement had been 'as expected or better than they expected'.

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 11 of the 13 areas. (The Renaisi responses can be found in the brackets and will be updated at the end of March 2023).

Following their engagement: updated 1/3/23

- 80% of young people felt that there were jobs for young people like themselves to work in heritage with 14% not sure and needing to find out more. (Renaisi 67%).
- 86% of young people said they had learnt new and interesting things about heritage (Renaisi 85%); 84% of young people felt that heritage represented young people like them (Renaisi 73%);
- 79% 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 96% felt a sense of achievement (Renaisi 82%).
- 93% felt heritage delivered in this way would engage other young people (Renaisi 92%) with 98% of young people stating they now had a better understanding of heritage having taken part in the programme although 7% weren't sure and needed more engagement. (Renaisi 85%)
- 84% of young people felt they had the opportunity to influence decisions. (Renaisi 64%)
- 91% 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.
- 86% 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%).
- 88% of young people said they had found heritage more relevant than they had before embarking on their Kick the Dust journey with 12% neither agreeing nor disagreeing (Renaisi 81%).

Summary

The 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 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, the pre-traineeship programme and through 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. Feedback from those taking part in the pilot shows that this adds real value to the overall offer and that the process has helped them have the confidence to put themselves forward. The 10 hours a week posts meets the needs of the young person and the participating team and will be used to demonstrate to smaller museums that they can support a young person from a more challenging background in a meaningful way as well as provide opportunities for professional development for their own staff.

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 roles, one of whom has recently secured a position with Norfolk and Norwich Festival another on a Teacher training programme. Others have stated that their involvement has helped them make choices around subjects and options at school and college.

Take up continues to grow through the establishment of new partnerships with schools, colleges, Children's Services, and other cultural organisations as well as Job Centre Plus, Prospects (Shaw Trust) and Norfolk and Waveney MIND. The 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.

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).

'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 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.)

Lily who completed the 6 month Kick Start programme apologised for not being able to apply for the new Project Worker role saying: *'I was starting my application when I received a job offer regarding a role at the GroundWork Gallery in King's Lynn. I have accepted this so will no longer be applying for the Project Worker position. Which is bittersweet as the role breakdown excited me. Thank you so much for sending it over, I really appreciated it as I hadn't seen it.'* Lily – Young Ambassador

One of our complex needs young people who had previously applied for a traineeship has been successful on his work experience with Norfolk Library service. The project worker stated: *'I am sitting S who was one of the Time Turners and former College of West Anglia students. He has just completed his job placement with the library and has done brilliantly. He is applying for a permanent part-time post with the library service and has successfully been accepted onto their Casual staff list and hoping for a job in the library permanently'*. R Williams Project Worker and mentor

Working on the Baedeker project Aug to Nov 22 one young person stated: *'I feel that working on this project has been a new experience which has really helped me to develop some new skills and gain some new knowledge'*

Future funding

Whilst the NLHF-funded Kick the Dust project will be ending in March 2023, NMS will be maintaining the *Kick the Dust: Norfolk* brand as the vehicle for our ongoing youth engagement programmes.

NMS has secured 3 years of funding from 2023-26 to support Kick the Dust activity through Arts Council England National Portfolio Organisation uplift funding. This will see the Kick the Dust team further developing the existing partnerships with libraries to support the development of young people's cultural and digital skills and provide pathways to employment in the cultural sector.

Additional funding has also been secured in 2023-24 from NCC Public Health to support Kick the Dust activity focussed on young people's mental health and wellbeing.

A National Lottery Grants for Heritage Round 1 application has now been submitted to the NLHF for the 'Your Heritage Your Future' project. The application was submitted by YMCA Leicester, with NMS as Lead Partner. This complex application was put together by a joint project team of staff from YMCA Leicester and NMS.

7. Visitor figures

For the period will be circulated at the meeting

8. Recommendations:

That the Area Museums Committee notes the report

Report Contact:

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