**Public Service Reform (Scotland) Act 2010 disclosures**

**Year ending 31 March 2013**

Creative Scotland is an executive Non Departmental Public Body of the Scottish Government and was formed on 1 July 2010. Its main activities are in support of the arts, culture, film, TV and creative industries.

The Public Services Reform (Scotland) Act 2010 introduced duties to publish information for public bodies in Scotland. This report summaries the information required to be disclosed by the Act for Creative Scotland for the financial year ending 31 March 2013.

**Disclosures**

| **Category** | **Expenditure 12 months to 31 March 2013** | **Comments** |
| --- | --- | --- |
| Public relations | Staff costs = £634,000  External costs = £773,000 | Staff costs relate to the salaries, employer’s national insurance and employer’s pension contributions for the External Relations and Communications directorate of Creative Scotland.  External costs for the Public Relations category includes expenditure on marketing, advertising, website, media relations and PR, events, print and design, photography and promotional materials.  This activity is aimed at supporting the work of Creative Scotland corporately, the promotion of Scottish arts and culture at home and internationally, promotional activity around specific projects, and communications work to increase awareness and public engagement with arts and culture. |
| Overseas travel | £46,000 | Due to the nature of our activities, there is a requirement for Creative Scotland staff to attend events and functions overseas. Expenditure reflects expenses of Creative Scotland staff and funding provided to third parties for overseas travel. |
| Hospitality and entertainment | £30,000 | Due to the nature of our activities, Creative Scotland incurs expenditure on promotional events. Expenditure here includes the costs of running events internally and sending staff on external courses. |
| External consultancy | £776,000 | Consultancy expenditure in 2012-13 reflected the use of IT consultants for 2 significant projects: the new ICT system, and project management for the development of events space at Waverly Gate. In addition consultants continued to be employed for policy and research purposes. |

**Payments in excess of £25,000**

See attached [file](http://www.creativescotland.com/__data/assets/excel_doc/0005/33467/Payments-over-25K-2012-13-FINAL.xlsx) for payments in excess of £25,000.

**Staff earning over £150,000**

Andrew Dixon, Chief Executive of Creative Scotland to 31 January 2013 received remuneration of between £160,000 and £165,000. This includes salary (full time equivalent of £125,000 to £130,000), and salary in lieu of notice. In addition benefits in kind of between £10,000 and £15,000 relating to legal expenses and re-employment counselling and outplacement costs were paid.

No other employees earned over £150,000 in 2012/13 financial year.

Details of the remuneration for senior staff and board members can be found in the Remuneration Report published in the Annual Report and Financial Statements for the year ending 31 March 2013.

**Statement on Sustainable Growth**

Creative Scotland is committed to promoting and increasing sustainable growth through the exercise of its functions. During, 2012/13, Created Scotland invested more than £74 million, from both grant-in-aid and lottery funding, in artists and cultural organisations across nearly 1,500 different projects. This includes direct investment in organisations and individuals that are core to a thriving arts and culture sector; a sector which makes a vital contribution to the well-being of the people of Scotland, both socially and economically.

Some examples of how Creative Scotland supports sustainable growth include:

**Cultural Economy**

A three year programme which aims to develop the cultural economy by building the long-term organisational resilience and financial sustainability of the cultural and creative sector in Scotland. Across 2011/12 and 2013/14 a total of £7.5m has been allocated to support this. More details can be found at <http://www.creativescotland.com/funding/cultural-economy>

**Youth Employment Initiative**

During 2012/13, Creative Scotland supported a new funding programme, the Youth Employment Initiative which provided funding of £624,000 for young people to gain vocational qualifications and to work in the arts and creative industries. A total of 80 paid graduate internships and up to 23 Modern Apprenticeships will take place under the Youth Employment Initiative.

Further information can be found in the management commentary to our financial statements for the year ending 31 March 2012.

**Innovation Programme**

This Programme aims to foster distinctive and engaging work which is using digital technologies where they interact with music, film, publishing, visual arts or other creative industries. The Innovation Fund offers finance to creative projects and examples include: a publisher developing a new model for creating illustrated books; a technology company developing an online music creation service; and an app developer creating a social distribution network for film fans. The Innovation budget for 2012/13 was £1 million.

**Steps taken by Creative Scotland to improve efficiency, effectiveness and economy**

For the year ending 31 March 2013, Creative Scotland reported total outturn efficiencies of £1.5 million. These efficiencies were achieved without any reduction in output or impact on quality of services delivered.

Efficiency savings in the year have arisen from:

* Changes in the recharge methodology from the Lottery Distribution Fund
* Procurement efficiencies through competitive tender exercises
* Leasing out excess office space to a third party
* Operational efficiencies

Creative Scotland continues to be focused on efficiency savings, and the implementation of a new ICT system is expected to improve productivity and efficiency in future years.