

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

**Year ending 31 March 2014**

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 2014.

**Disclosures**

| **Category** | **Expenditure 12 months to 31 March 2014** | **Comments** |
| --- | --- | --- |
| Public relations | Staff costs = £650,853  External costs = £607,343 | Staff costs relate to the salaries, employer’s national insurance and employer’s pension contributions for the External Relations and Communications Directorate.  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 | £90,043 | 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 | Creative Scotland staff expenses = £25,217  Events for the arts, screen and creative industries = £46,441  Communication events = £40,827 | 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 | £684,794 | Consultancy expenditure in 2013-14 included evaluation work (totalling £350,000) for a number of projects at the end of their lifecycle. |

**Payments in excess of £25,000**

See attached [file](http://www.creativescotland.com/__data/assets/excel_doc/0010/30898/Payments-Disclosure-List-2013-14.xlsx) for payments in excess of £25,000.

**Staff earning over £150,000**

No other employees earned over £150,000 in 2013/14 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 2014.

Senior staff salaries disclosure can be found at the following link <http://www.creativescotland.com/who-we-are/our-people/senior-leadership-team/disclosure/disclosure-of-senior-staff-names-and-salaries> .

**Statement on Sustainable Growth**

Creative Scotland is committed to promoting and increasing sustainable growth through the exercise of its functions. During, 2013/14, Created Scotland invested more than £91 million, from both grant-in-aid and lottery funding, in artists and cultural organisations over 2,000 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 was allocated to support this. More details can be found at <http://www.creativescotland.com/funding/cultural-economy> **[NEED NEW LINK]**

**Youth Employment Initiative**

During 2013/14, Creative Scotland provided funding of £562,000 for young people to gain vocational qualifications and to work in the arts, screen and creative industries. The project supports the Scottish Government’s over arching Youth Employment Strategy.

The project includes:

* Creative Business Start Up Fund- a new partnership with The Prince’s Trust, Youth Business Scotland offers much needed support to young entrepreneurs in Scotland who are keen to start businesses within the creative industries
* Creative Internships- the Arts and Creative Industries Graduate Internships Programme (‘Creative Internships’) was created by Creative Scotland and the Scottish Council for Voluntary Organisations (SCVO) with support from Scottish Government.
* Modern Apprenticeships- Created in 2013 as a partnership with Young Scot, Creative & Cultural Skills Scotland, Creative Skillset and Skills Development Scotland, around 15 young people are placed with arts organisations across Scotland.

For more information, please see <http://www.creativescotland.com/what-we-do/major-projects/creative-learning-and-young-people/youth-employment-programme>

**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 2013/14 was £1 million.

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

For the year ending 31 March 2014, Creative Scotland reported total outturn efficiencies of £1.1 million, which meets our target of achieving at least 3% efficiency savings. These efficiencies were achieved without any reduction in output or impact on quality of services delivered.

Efficiency savings in the year have arisen from:

* 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 following activities are being taken forward to continue improving efficiency, effectiveness and economy:

* Shared services- working with other government bodies on sharing certain costs, including staffing costs.
* Procurement- working with the Scottish Government’s Central Government Procurement Shared Services to continue to deliver savings and efficiencies in the purchase of goods and services.