

ALBA | CHRUTHACHAIL

**SCREEN SCOTLAND
SGRÌN ALBA**

Creative Scotland Annual Review of Performance 2021/22

 Awarding funds from
THE NATIONAL LOTTERY®



ALBA | CHRUTHACHAIL

© 2023 Creative Scotland

No part of this publication may be reproduced in any format without prior written permission of Creative Scotland.

Equal opportunities

Creative Scotland operates an equal opportunities policy. Our offices have disabled access. Certain publications can be made available in Gaelic, Scots, in large print, Braille or audio format.

Contact Enquiries:

enquiries@creativescotland.com

This plan is produced in electronic form by Creative Scotland – please consider the environment and do not print unless you really need to. Please note that we use hyperlinks throughout this document (to link to other publications, research or plans) which won't be accessible if the document is printed.

Your feedback is important to us. Let us know what you think of this publication by emailing **feedback@creativescotland.com**

Contents

Introduction	02
2021/22 in Numbers	04
COVID emergency funding delivered in 2021/22	05
Key work delivered in 2021/22	07
Understanding our performance	08
Monitoring our performance	08
Our income and expenditure	09
Performance against our Ambitions:	10
1. Excellence and Experimentation	10
Regular Funding	11
Open Funding	12
Targeted Funding	14
Screen Funding	15
COVID-19 Emergency Funding	16
Breadth of funding	17
Outputs of our funding	17
Summary of progress against Performance Indicators	18
2. Access and Enjoyment	19
Increasing cultural engagement	20
Equalities, Diversity and Inclusion (EDI)	22
Creative learning	23
Touring	23
Digital engagement	24
Gaelic, Scots and Traditional Arts	25
Summary of progress against Performance Indicators	26
3. Places and Quality of Life	27
Geographical funding profile	28
Place Partnerships	31
Cultural infrastructure	32
Environment	33
Perceptions of local creativity and wellbeing	34
Summary of progress against Performance Indicators	35
4. Leadership and Workforce	36
Youth employment initiatives	39
Diversity of Income	39
Sectoral Development	40
Summary of progress against Performance Indicators	41
5. International	42
International engagement	43
Scotland's International Reputation	43
Summary of progress against Performance Indicators	44
6. Our Service and How We Deliver our Work	45
Summary of progress against Performance Indicators	47

Introduction

Introduction

The year from April 2021 to March 2022 remained extremely challenging for the people and organisations that we support, and for society as a whole in Scotland, as the COVID-19 pandemic continued to impact all our lives in many different ways, economically, socially and in terms of health and wellbeing.

As a result, Creative Scotland's priority focus through the financial year 2021/22 was to support Scotland's culture and creative sector address the impacts of, and recovery from, COVID-19, as much as we possibly could.

The Scottish Government provided significant levels of emergency funding support to Creative Scotland for the sector in 2021/22. The total funding awarded was £69.2 million across over 6,500 awards to people and organisations in Scotland's culture and creative sectors.

This significant level of emergency funding sat alongside over 1,400 funding awards made through our existing funding programmes totalling £84.5 million in value. This includes the ongoing provision of Regular

Funding to 121 organisations; the continued availability of Open Funding for Individuals and Organisations; and broad support for different aspects of creative and cultural provision through Targeted Funding support for Scotland's screen sector and the Youth Arts and the Youth Music Initiative.

Looking forward, however, the budget situation for both Creative Scotland and for the cultural and creative sector in Scotland is far from certain. There is growing pressure on public finances; the cost-of-living crisis (which is impacting cultural organisations as much as individuals); rising inflation affecting operating costs; and global uncertainties which mean that long term financial planning, and the planning of future cultural activity and programming, is extremely challenging.

Nevertheless, we continue to support the sector in its fragile recovery from the impacts of the pandemic and in its ability to face current and future challenges. We will work to ensure that everyone recognises the value that creativity delivers for the people of Scotland in terms of its culture, wellbeing, equality, economy and global standing.

2021/22 in Numbers

£153.9m

TOTAL FUNDING AWARDED
(INCLUDING EMERGENCY FUNDS)

£69.2m

EMERGENCY FUNDS AWARDED
(SEE PAGES 5-6 FOR DETAILS)

£84.5m

AWARDED THROUGH REGULAR, OPEN AND
TARGETED FUNDING, INCLUDING...

£33.9m

AWARDED TO 121 REGULARLY
FUNDED ORGANISATIONS

£16.4m

AWARDED THROUGH SCREEN SCOTLAND

£13.8m

AWARDED THROUGH OUR OPEN FUND

OPEN FUND:

1144

APPLICATIONS

627

AWARDS

55%

SUCCESS RATE

66%

APPLICANTS
ARE INDIVIDUALS

34%

ORGANISATIONS

93%

OF ALL OPEN FUND APPLICATIONS PROCESSED INSIDE PUBLISHED TIMESCALES

83%

OF ALL PAYMENTS MADE WITH 10 DAYS OF EXCHANGING CONTRACTS

CREATIVE SCOTLAND:

83%

OF APPLICANTS THOUGHT OUR APPLICATION PROCESS WAS GOOD,
VERY GOOD OR EXCELLENT

91%

THOUGHT OUR ENQUIRIES SERVICE WAS GOOD,
VERY GOOD OR EXCELLENT

89%

RATED OUR WEBSITE AS GOOD,
VERY GOOD OR EXCELLENT

6.3%

THE PERCENTAGE OF OUR BUDGET
SPENT ON OPERATING COSTS

£232m

FUNDING SECURED BY RECIPIENTS
IN OTHER PARTNERSHIP FUNDS

In 2021/22, Creative Scotland continued to support the arts, screen and creative industries with COVID 19 emergency funding provided by the Scottish Government.

£69.2m

AWARDED OVERALL

518 ORGANISATIONS RECEIVED:

£58.7m

IN EMERGENCY SUPPORT VIA:

COVID-19
CANCELLATION
FUND FOR
CULTURAL
ORGANISATIONS

RECOVER
FUND FOR
INDEPENDENT
CINEMAS

CULTURE
ORGANISATIONS
AND VENUES
RECOVERY FUND

RECOVERY FUND
FOR CULTURAL
ORGANISATIONS

PERFORMING
ARTS VENUES
RELIEF FUND

CULTURE
COLLECTIVE

£10.5m

WAS AWARDED TO:

5687

INDIVIDUALS THROUGH THE:

COVID-19
CANCELLATION
FUND FOR
CREATIVE
FREELANCERS

HARDSHIP FUND
FOR CREATIVE
FREELANCERS

93%

OF ALL EMERGENCY FUND
APPLICANTS WERE SUPPORTED.

INDIVIDUALS SUPPORTED
THROUGH THE HARDSHIP FUND
FOR CREATIVE FREELANCERS
HEARD THEIR DECISION WITHIN:

4

WORKING
DAYS
(ON AVERAGE)

FUND	NUMBER OF AWARDS	AMOUNT AWARDED
CULTURE ORGANISATIONS AND VENUES RECOVERY FUND	278	£8.3m
PERFORMING ARTS VENUES RELIEF FUND	54	£8.9m
CULTURE COLLECTIVE	26	£4m
COVID-19 CANCELLATION FUND FOR CREATIVE FREELANCERS	1764	£3m
COVID-19 CANCELLATION FUND FOR CULTURAL ORGANISATIONS	205	£13.1m
HARDSHIP FUND FOR CREATIVE FREELANCERS	3923	£7.5m
RECOVERY FUND FOR CULTURAL ORGANISATIONS	283	£20.8m
RECOVERY FUND FOR INDEPENDENT CINEMAS	26	£3.2m

Key work delivered in 2020/21

The year was again dominated by the ripples and ramifications of the COVID-19 pandemic, and the efforts to support the cultural sectors to recover from it.

As outlined on pages 5-6 we delivered further emergency funding programmes – initially during the Summer months, before the arrival of the Omicron variant in late 2021 led to a further tranche of new emergency funds which were administered as pace in early 2022.

These funds included specific support for individuals and creative freelancers (the **Cancellation Fund for Creative Freelancers**; and the return of the **Hardship Fund for Creative Freelancers**) along with a range of funds for organisations and venues (a further round of the **Culture Organisations and Venues Recovery Fund**, and the **Performing Arts Venues Resilience Fund**; and new funds, the **Cancellation Fund for Cultural Organisations**, the **Recovery Fund for Independent Cinemas**, the **Recovery Fund for Cultural Organisations**, and the **Culture Collective**). These latter funds specifically focused on allowing organisations

to seek support for recovery from the pandemic, and to investigate new approaches and ways of working. The year also saw the delivery of a suite of programmes to support the wellbeing of young people through **Youth Arts Activity**

These funds continued to be delivered through our **online applications systems**, with volumes of applications, enquiries and awards remaining high.

Alongside the emergency funding, this year we also refreshed our popular Open Fund, creating the **new online Open Fund for Individuals** – a ring-fenced fund for individuals seeking support to develop, create and showcase themselves and their work. We piloted a new **Four Nations International fund** – a partnership between all the UK arts funders to support new collaborations across the UK and internationally. And the year also saw much activity returning after a disrupted year in 2020/21 – including new rounds of **the Touring Fund for Theatre and Dance**; **Go See Share**; **Crowdmatch**; **Made in Scotland**; the **Gavin Wallace Fellowship**; **VACMA**; the **Youth Music Initiative** and **Create Inclusion**).

Beyond funding, we **refreshed our Strategic Priorities** creating a stronger focus on prioritising areas such as the environment

Explore more online



Scotland's Creative Digital Initiative

The Creative Digital Initiative aimed to help the creative sector develop digital capabilities in response to the coronavirus (COVID-19) pandemic.

Explore more online



How the Youth Music Initiative (YMI) delivers

Hear from the team behind the YMI on the impact the programme has on young people across Scotland.

and Fair Work. Supporting this we backed a range of programmes and initiatives in the run up to the **environmental summit COP-26**, which took place in Glasgow this year. We also announced new research and development work into how we can better support **Fair Work**. We built on previous work to deliver **Radical Care**, a programme to support action research and solutions for those with care responsibilities in the arts. We introduced the **Creative Digital Initiative**

– a programme to harness learning during the pandemic and support new digital ideas and developments. We also launched **Our Creative Voice** as a refreshed approach to telling stories about the positive impact that the arts has on all aspects of our lives.

Other new work saw us support the **first ever conference for the grime and hip-hop sector**, along with small bursaries for hip-hop artists; and help to develop **In the Frame**, a network and gathering for the comic and zine sector.

In Screen Scotland, we published the **first ever report into the full economic value of the screen sector** – a major piece of work that profiled the full impact the screen sector has on the Scottish economy.

We also commissioned a research report **‘How we work now’**, which explored how **parents and carers are increasingly excluded from the screen sector** – along with **further research looking at building a better understanding of Artists Film and Moving Image**.

We **consulted on what the future of Screen Scotland’s Film Development and Production Fund** could look like. We also partnered with the BFI in **introducing the BFI Diversity Standards** as a pilot into this fund, and the **revised Film Festivals and Screening Programme Fund**. These standards aim to tie funding decisions to projects which increase the diversity of the sector in front of, and behind, the camera.

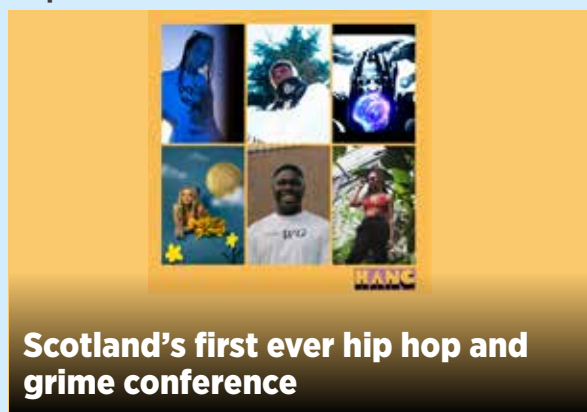
Alongside the continuation of a full suite of Screen funding programmes we also supported a slate of skills and talent development activities, including a **further round of traineeships on Outlander**; the continuation of **Short Circuit (supporting new and emerging filmmakers)**; and fresh rounds of **Less is More, Format Lab, Supersizer, TV Accelerator, Screen Nets and Film G**.

Explore more online



In the Frame was a brand-new event dedicated to supporting emergent comics creators, helping them to navigate the publishing landscape.

Explore more online



Scotland's first ever hip hop and grime conference

Read more about our support for this showcase, conference and bursary scheme for Scotland's hip hop and grime scene.

Understanding our Performance

Creative Scotland is the national body that supports the development of Scotland's arts, screen and creative industries.

Our work is based on a set of ambitions and priorities that provide a focus for our work and reflects what we want to achieve. We have five shared ambitions for the arts, screen and creative industries over the next 10 years::

Excellence and experimentation across the arts, screen and creative industries is recognised and valued

Everyone can access and enjoy artistic and creative experiences

Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity

Ideas are brought to life by a diverse, skilled and connected leadership and workforce

Scotland is a distinctive creative nation connected to the world.

As well as our ambitions, there are four connecting themes that run through all aspects of our work:

- Creative learning
- Equalities and diversity
- Digital, and
- Environment.

Monitoring our performance

Under each of our five ambitions we have identified priorities to inform our work. These priorities inform our funding guidelines and decisions, as well as our own development, advocacy and influencing activity. Each year we publish an Annual Plan, which sets out how we will achieve our ambitions and priorities for that year, and summarises our planned income and expenditure.

In order to show the difference that we make, we monitor a range of measures that help us to understand our own work and the health of the arts, screen and creative industries in Scotland. Our [Annual Plan 2021-22 | Creative Scotland](#) includes a detailed performance management framework including performance indicators. We are committed to reporting against this framework and presenting historical data where appropriate in order to identify change from previous years.

This review, for the financial year 1 April 2021 to 31 March 2022, accompanies our [Annual Report, Accounts and UK National Lottery Accounts](#) for the same period. It describes key activity undertaken against our five ambitions, including how our funding is being used, and sets out quantitative and qualitative evidence against our Performance Indicators (PIs).

We review our PIs annually and amend them if necessary as our operating context changes and as we become more sophisticated in our approach to gathering qualitative as well as quantitative data. We use data from our Annual Statistical Survey of Regularly Funded Organisations (RFOs). This year, despite the challenges posed by the COVID-19 pandemic, we received returns from 120¹ organisations.

We aim to achieve success across all our ambitions and priorities subject to any necessary adjustments should our overall levels of funding vary over this period.

¹Centre for the Moving Image (CMI) ceased trading in 2022

Our Income and Expenditure

Creative Scotland receives its funding from two principal sources: grant-in-aid funding from the Scottish Government and UK National Lottery funding. We also receive restricted grant-in-aid funding from the Scottish Government — money that is ring-fenced for specific activity such as the Youth Music Initiative (YMI) and the Made in Scotland programme at the Edinburgh Festival Fringe — and some funding from partner organisations with whom we collaborate on specific projects.

In 2021/22, our income was £167.8 million. Of this £133.6 million was allocated to Creative Scotland from Scottish Government grant-in-aid – including significant additional emergency support specifically provided to tackle the impacts of the COVID-19 OMICRON variant – and £32.2 million was received from UK

National Lottery proceeds. Other income of £2million was received, including third party funding and sales proceeds.

Our total expenditure in 2021/22 was £164.2 million (**Figure 2**). Of this:

- £134.9 million was allocated from Scottish Government grant-in-aid and £29.3million from National Lottery funds.
- In 2021/22, we committed £153.9m to funding the arts, screen and creative industries in Scotland. This includes grant funding of £152.4m and project expenses of £1.5m, and accounts for re-charges and de-commitments.
- Our operating costs in 2021/22 were £10.3million, or 6.3% of our total expenditure.

Figure 2: Summary Expenditure 2021/22

	Total	Budget
National Lottery	£29,308,000	£36,224,000
Scottish Government Grant in Aid (GIA)	£134,862,000	£134,862,000
Total expenditure was allocated as follows:		
Funding	£153,890,000	£160,335,000
Operating Costs	£10,280,000	£10,751,000

Performance against our Ambitions

1.

Excellence and Experimentation

We support individuals and organisations across Scotland to develop and produce high quality work, both through funding and by helping them to create time and space to develop their practice. The first of our 10-year ambitions is that **excellence and experimentation across the arts, screen and creative industries are recognised and valued**. As part of our Performance Management Framework we currently measure our progress against the following outcome:

Outcome 1:

More diverse high quality artistic and creative work is produced and developed across Scotland.

Regular Funding

We are committed to providing long-term, sustainable funding for as many organisations as possible within the context of the overall budgets available to us. In January 2018, we announced [an expanded network of Regularly Funded Organisations \(RFOs\)](#) to receive three-year funding for the period April 2018 to March 2021. The RFO network now comprises 120² organisations, including sector development

organisations, and received £101.6m in funding from April 2018 to March 2021. The RFO contracts were then extended for a fourth year to cover 2021/22. In 2021/22, we funded the RFOs to support core running costs, deliver work programmes, deepen engagement with the public and broaden professional networks. In total, RFOs received £33.9m of funding in 2021/22 with awards ranging from £60k to £2.3m (**Figure 3**).

Figure 3: Awards to Regularly Funded Organisations 2021/22

	Number	Grant in Aid	National Lottery	Total
Total Awards	121³	£33,874,167	£0	£33,874,167

The RFOs are based in 21 Local Authority areas. They include a mix of organisational scale as well as reflecting Scotland's social diversity. The organisations work across crafts, creative industries, dance, digital, literature/publishing, music, screen, theatre and visual arts (**Figure 4**) and include strong representation for youth arts and Gaelic language. A full list of the RFOs and their funding is available in the [funding section of the Creative Scotland website](#).

Figure 4: Art form specialism of organisations in receipt of Regular Funding 2021/22

Principal Art Form	Count
Craft	4
Creative Industries	4
Dance	9
Digital	1
Literature/Publishing	8
Multi-Artform	21
Music	19
Screen	4
Theatre	28
Visual Arts	23
Total	121

Explore more online



Read how ArtUnlocks, a campaign organised by SCAN (Scottish Contemporary Arts Network) aimed to encourage people back to arts spaces post-pandemic.

Explore more online



Luminate celebrated 10 years in 2021/22. Read more about the Regularly Funded creative ageing organisation.

² Centre for the Moving Image (CMI) ceased trading in 2022

³ Includes Centre for the Moving Image (CMI) as award made prior to organisation closure

Open Fund

Open Project Funding was introduced in November 2014, replacing most of our project-based funding programmes which operated at that time. It supported a broad spectrum of activity including: creative and professional development; research and development; production; small capital requirements; touring and collaborations; festivals; arts programming; and audience development.

In 2020 as an urgent response to the COVID-19 pandemic the fund changed to the Open Fund: Sustaining Creative Development – pausing support for in-person activities and offering much greater support for developmental activity for artists and organisations.

In 2021, a new separate and standalone [Open Fund for Individuals](#) was launched to support the wide range of activity initiated by

artists, writers, producers and other creative practitioners in Scotland. Individuals can apply for between £500 and £100,000.

Organisational support continued to be via the [Open Fund: Sustaining Creative Development](#). The fund is for organisations and groups based in Scotland whose work or project involves the arts, screen and creative industries and organisations can apply for between £1,000 and £100,000, for activity lasting up to 12 months.

We received 1,144 eligible applications to the Open Funds between 1 April 2021 and 31 March 2022 and made 627 awards through this route, distributing a total of £13.8m (Figure 5). Of these awards 66% were made to individuals (414) and 34% to organisations (213).

The overall success rate for the Open Fund in 2021/22 was 55%:

- The success rate for applications was 53% for individuals, and 58% for organisations.

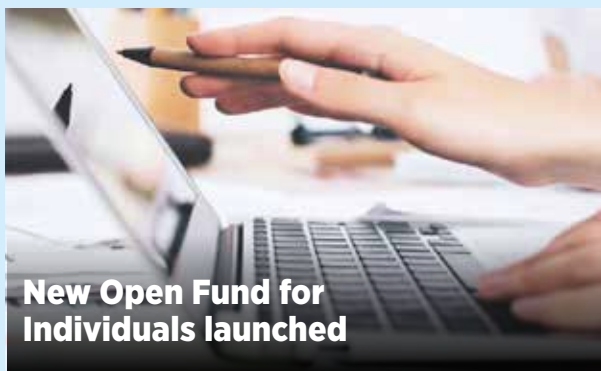
Figure 5: The Open Fund from 1 April 2021 to 31 March 2022

	Number of awards	Grant in Aid	National Lottery	Total
Open Funding	627	£4,153,317	£9,659,612	£13,812,929

Awards were made to applicants based in 31 of Scotland's 32 Local Authority areas and active across a range of art form specialisms (**Figure 6**). Details of all [funding awards made during 2021/22](#) are published on our website.

The number of awards made through the Open Fund decreased from 659 in 2020/21 to 627 in 2021/22, and the overall funding level increased from £12.6m to £13.8m. The average award through this funding route has increased from £19,200 in 2020/21 to £22,030 in 2021/22.

Explore more online



New Open Fund for Individuals launched

In 2021 we developed a new, simplified fund for individuals, and move the application online for the first time.

Explore more online



Wellbeing focus in Open Fund awards

Read more about how Open Funding supported a focus on health and wellbeing projects.

Figure 6: Principal Art Form or Specialism of Open Funding awards 2021/22

Principal Art Form	Awards through Open Fund	Value of Awards made
Arts and Health/Wellbeing	3	£12,917
Children and Young People	1	£54,402
Crafts	16	£284,084
Creative Industries	3	£131,300
Creative Learning	3	£73,966
Dance	32	£877,680
Design	8	£213,262
Digital	14	£452,047
Interdisciplinary Performance	2	£21,624
Literature/Publishing	78	£1,510,733
Multi-Artform	39	£1,674,785
Music	195	£3,852,287
Theatre	117	£2,490,712
Traditional Arts *	1	£2,269
Visual Arts	115	£2,160,861
Total	627	£13,812,929

* see Page 24 for details of all awards made for projects which involved Traditional Arts

While £13.8m represents the commitment from Creative Scotland, the total predicted budget for the activity we funded through these programmes was £29.2m. Successful applicants drew on partnership funding from

a range of sources including Local Authorities, Trusts and Foundations and the Private Sector, as well as earned income. In 2020/21 the total predicted budget for projects funded through the Open Fund was £23.3m.

Targeted Funding

In 2021/22, we operated 45 Targeted Funding programmes focussed on delivering shared strategic goals with partners. These were a combination of both application-based and ring-fenced funding and included Screen Scotland funding as well as funds operating in our Arts and Engagement, Creative Industries and Strategy directorates. See more information on our 2021/22 targeted programme of work in our [Annual Plan 2021-22 | Creative Scotland](#).

In total, we made 617 awards through Targeted Funding in 2021/22 and distributed £34.4m. Of this £34.8m, £15.1m was restricted funding from the Scottish Government to deliver programmes including the Youth Music Initiative (YMI) and supporting the Edinburgh Festivals (through the EXPO Fund).

In 2020/21, we delivered 43 Targeted Funding programmes and made 704 awards to the value of £48.4m.

Screen Funding

In 2021/22, our Targeted Screen funding was delivered through a range of programmes including support for Film Development and Production Funding, as well as funding routes to support filming in Scotland, Film Festivals, Audience Development and funding for cinemas and venues to upgrade or install cinema screening equipment.

In total, across all our funding routes, our screen expenditure was over £16.4m in 2021/22 (**Figure 7**). This figure includes the four screen RFOs (Alchemy Film and Arts, Centre for the Moving Image⁴, Glasgow Film Theatre and Regional Screen Scotland) and a proportion of funding to RFOs that are multi-arts venues with cinema provision. These figures are not the full expenditure for Screen Scotland in 2021/22, which include operating costs and budgets for research and communications.

Figure 7: Total Screen funding 2021/22

	Grant in Aid National Lottery		Total
Audience	£2,307,805	£1,191,068	£3,498,873
Business Support and Market Development	£84,578	£176,431	£261,009
Film and Screen Education	£24,966	£447,860	£472,826
Infrastructure Development	£350,000	-	£350,000
Production Finance	£4,483,624	£2,850,545	£7,334,169
Project Development	£577,990	£749,421	£1,327,411
Skills Development	£1,205,926	£764,867	£1,970,793
Talent Development	£106,000	£1,096,545	£1,202,545
Grand Total	£9,140,889	£7,276,737	£16,417,626

⁴ Centre for the Moving Image (CMI) ceased trading in 2022

COVID-19 Emergency Funding

At the start of 2021/22, restrictions across the UK started to ease, and the Coronavirus Job Retention Scheme (CJRS) which supported many cultural and artistic organisations ended on 30 September 2021. However, the Omicron

variant came to light towards the end of 2021 and, as such, The Scottish Government provided further emergency and recovery support for the creative sectors in Scotland.

In total, £69.2 million of new funding, was allocated for COVID-19 emergency programmes across 2021/22 and split as shown in **Figure 8** and **Figure 9**.

Figure 8: COVID-19 Emergency Funding 2021/22

	Value of Awards
Culture Organisations & Venue Recovery Fund	£8,331,000
Performing Arts Venue Relief Fund	£8,949,000
Cancellation Fund for Organisations	£13,150,000
Independent Cinemas Recovery Fund	£3,197,000
Recovery Fund for Cultural Organisations	£20,840,000
Culture Collective	£4,242,000
Total	£58,709,000

Figure 9: COVID-19 Emergency Funding for Organisations 2021/22

	Value of Awards
Cancellation Fund for Creative Freelancers	£2,989,000
Hardship Funds for Creative Freelancers	£7,547,000
Total	£10,536,000

Explore more online

£54m in emergency funding distributed in early 2022

Read more about the emergency funding administered in response to the Omicron variant in early 2022.

Explore more online

COVID-19 Population Survey

We continued to survey and publish findings on the attitudes of the general population in relation to cultural participation and attendance during the COVID pandemic.

Breadth of funding

Not including the COVID-19 emergency funding, overall, in 2021/22 we received 2,175 applications across all our Open, Targeted and Touring Funding programmes and made a total of 1,283 funding awards through these two routes, to a total value of £50.6m.

Across Open, Targeted and Touring Funding routes we have continued to make awards to all of Scotland's 32 Local Authority areas and across all the art form areas we support. In 2021/22, 40% of awards were made to individuals and 60% to organisations, compared to 36% of awards to individuals and 64% to organisations in 2020/21.

Analysis of applications in 2021/22 show 13% of applicants were based in the 20% most deprived areas in Scotland, as defined by the Scottish Index of Multiple Deprivation (SIMD)⁵, and 13% of awards made through these routes were to applicants based in these areas: 171 awards to a value of £6.9m.

In 2020/21, 15% of applicants were based in the 20% most deprived areas in Scotland and 17% of awards made through these routes were to applicants based in these areas: 227 awards to a value of £10.3m.

Outputs of our funding

All organisations in receipt of Regular Funding from Creative Scotland are required to complete an Annual Statistical Survey in October of each year⁶. This return includes information about the organisations and their work with artists as well as financial, environmental, audience and equalities information. Collectively, this data generates shared intelligence about the organisations we support and enables us to advocate on behalf of the arts, screen and creative industries.

Analysis of the Annual Statistical Surveys received in October 2022 (reflecting activity for the year 2021/22) shows that Regularly Funded Organisations:

- Delivered 9,238 performances, 414 exhibitions, 10,234 screenings and 6,659 other public events.^{7/8}
- Produced 32,611 publications (including over 1,967 electronic publications) and over 7,635,991 video and audio plays.⁹

In total, these organisations reported that they delivered 26,545 public events in 2021/22 (**Figure 10**). This is a sharp increase from 2020/21 - but well down on the pre-pandemic figures (56,818 in 2018/19, and 43,944 in 2019/20).

Figure 10: Regularly Funded Organisations: number of public events 2021/22¹⁰

	2020/21	2021/22
Number of performances	3747	9238
Number of exhibitions	158	414
Number of screenings	3736	10234
Number of other public events	2807	6659
Total number of events	10,448	26,545

⁵ The Scottish Index of Multiple Deprivation (SIMD) is the Scottish Government's official tool to identify areas of multiple deprivation in Scotland

⁶ In 2020/21, we received returns from 120 of the 121 Regularly Funded Organisations

⁷ Respondents to the Annual Statistical Survey have the option of providing actual or estimated figures. 91% provided actual figures for number of public events, 100% for exhibitions, 98% for screenings and 95% for other public events

⁸ CMI data for FY 20/21 used for this section

⁹ CMI data for FY 20/21 used for this section

¹⁰ CMI data for FY 20/21 used for this section

Figure 11: Summary of progress against performance indicators for Outcome 1

More diverse high quality artistic and creative work is produced and developed across Scotland.

Three-year Indicator*	Measure	Source	Status
1.1 Maintain the breadth of organisations supported through Creative Scotland Regular Funding	The count of organisations in receipt of Creative Scotland Regular Funding and value of funding by type of organisation, core activity, primary art form and geographic location	Creative Scotland funding operations data	121 Organisations received multi-year Regular Funding in 2021/22. These RFOs covered a geographic spread of 21 Local Authorities and cover all art form areas.
1.2 Extend the breadth of artistic and creative work by individuals and organisations supported through Creative Scotland Targeted and Open Funding	The range and type of work by organisations and individual practitioners in receipt of Creative Scotland Targeted and Open Funding and value of funding by core activity, primary art form and geographic location	Creative Scotland funding operations data	<p>In 2021/22, we made 627 awards through Open funding to the value of £13.8m. In 2020/21 across equivalent funding routes we made 659 awards to the value of £12.6m. Open Fund awards were made across 31 Local Authority areas.</p> <p>In 2021/22, we made 617 awards through targeted funding to the value of £34.4m. In 2020/21, we made 704 awards to the value of £48.4m. Targeted awards were made across all 32 Local Authority areas.</p>
1.3 Increase in number of events supported through Creative Scotland funding	The count of performances, exhibitions, screenings and publications delivered through Creative Scotland funding	Creative Scotland annual returns and project monitoring forms	Organisations in receipt of Regular Funding reported they delivered 26,545 public events in 2021/22. This compares to 10,448 in 2020/21.

Performance against our Ambitions

2.

Access and Enjoyment

We are committed to increasing the quantity and quality of opportunities for people of all ages to experience and learn from the arts, screen and creative industries, wherever they are in Scotland. The second of our 10-year Ambitions is that everyone can access and enjoy artistic and creative experiences. As part of our Performance Management Framework we currently measure our progress against the following outcome:

Outcome 2:

Increased public engagement through stronger touring networks, digital distribution and exhibition platforms across Scotland.

Increasing cultural engagement

As a Non-Departmental Public Body (NDPB), Creative Scotland is required to align to the [Scottish Government's National Performance Framework \(NPF\)](#). This framework is a series of measures that collectively report on how Scotland is performing and includes 55 national indicators.

Creative Scotland is a partner for the delivery of the national indicator for Cultural Engagement. The key source for national level data on cultural participation and attendance is the Scottish Household Survey (SHS), which asks the public about their cultural activity in the previous 12 months.¹¹ The 2021 SHS survey found 89% adults engaged in culture in 2021 (up from 86% in 2020), either by attending or visiting a cultural event or place, or participating in a cultural activity. It is important to note that attendance levels at cultural events and places continued to be significantly impacted in 2021 due to the COVID-19 pandemic and related restrictions. A summary of headline findings can be found below:

- 59% attended a cultural event or place. The most popular activity was visiting historic or archaeological places (28%) and watching films at a cinema (30% of adults).
- 84% of adults participated in a cultural activity in 2021. By far the most popular form of cultural participation was reading for pleasure (72%) followed by viewing performances online (27%).
- As in previous years, the data presents divergence in cultural engagement according to socio-demographic characteristics; women, younger people, people with degrees or professional qualifications, those with good physical and mental health and people living in less deprived areas are more likely to attend cultural events.
- There is also variation in cultural engagement by age. 71% of adults aged 16 to 24 had attended a cultural event or place of culture, including the cinema, compared to 34% of adults aged 75 or over.

Explore more online



Read about the launch of a new initiative aimed at promoting the value that art and creativity contributes to all our lives.

- Only 32% of adults with a disability had attended a cultural event or place of culture, compared to 48% of non disabled adults, in 2020.
- 50% of adults living in the 20% most deprived areas had attended a cultural event or place of culture, including the cinema, compared to 66% of adults living in the 20% least deprived areas.
- Cultural engagement remains lowest for those aged over 75, those with long-term physical or mental health conditions and people living in more deprived areas, suggesting that multifaceted barriers to engagement persist.

To complement the results of the SHS, Creative Scotland places a set of questions in a national omnibus survey in order to better understand public attitudes to arts and creativity, motivations for taking part in arts and culture and any barriers to engagement that individuals face. Longitudinal analysis of the results shows consistently high levels of engagement in arts and creativity, with time, costs and other commitments identified as key barriers to engagement. The 2021/22 Survey¹² found that:

- 65% of respondents undertook creative activity at least once a week, a 3-percentage point increase from 2020/21.
- 70% consider themselves to be creative, a 5-percentage point rise from 2020/21.
- 65% see arts and culture as an important part of their life, a 2-percentage point increase from 2020/21.
- 64% would like to take part in creative activities more often, a 2-percentage point increase from 2020/21.

Analysis of the Annual Statistical Survey returns for 2021/22 shows that Regularly Funded Organisations (RFOs) reported:

- Attendances at performances, exhibitions, screenings and other public events was 4.3m, compared to 2.8m in 2020/21¹³ (**Figure 12**).
- The public participated more than 165,829 times, with participants defined as those actively learning, being trained or taking part in creative activity (**Figure 13**)
- Working with 2,079 volunteers, who on average contributed over 24.5 hours of their time.

Figure 12: Regularly Funded Organisations: attendance 2021/22¹⁴

	Attendances 2020/21	Attendances 2021/22
Performances	1,955,620	1,020,713
Exhibitions	332,759	2,797,500
Screenings	373,436	420,355
Other Public Events	184,684	98,699
Total	2,846,499	4,337,267

Figure 13: Regularly Funded Organisations: participation 2021/22¹⁵

	Participants 2020/21	Participants 2021/22
Performances	7,476	20,088
Exhibitions	802,669	7,187
Screenings	3,297	106,051
Other Public Events	31,491	32,503
Total	844,933	165,829

¹¹ The Scottish Household Survey is a continuous survey based on a sample of the general population in private residences in Scotland. It is conducted on behalf of the Scottish Government each year and time series data is available from 2012. The survey method moved to a telephone survey in 2020 [Scottish Household Survey: publications - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications-scottish-household-survey/)

¹² 56 Degree Insight Scottish Opinion Survey, Base: Scottish Adult Population (n= 1,100), fieldwork was carried out between 23rd February and 9th March 2022

¹³ A further 2m viewers and listeners were engaged through Hands Up for Trad's Scots Trad Music Awards and Young Traditional Musician of the Year

¹⁴ Respondents to the Annual Statistical Survey have the option of providing actual or estimated figures. 52% provided actual figures for attendance, 52% for exhibitions, 73% for screenings and 54% for other public events.

¹⁵ Respondents to the Annual Statistical Survey have the option of providing actual or estimated figures. 67% provided actual figures for participation, 82% for exhibitions, 88% for screenings and 71% for other public events

Equalities, Diversity and Inclusion (EDI)

Equalities, Diversity and Inclusion (EDI) is embedded in Creative Scotland through our plans and strategies, our funding and our advocacy for access to arts and creative activity.

In 2021/22 we worked closely with our Regularly Funded Organisations (RFOs) in the ongoing implementation of EDI Action Plans, which were specific and responsive to the challenges and characteristics of each organisation. RFOs reported a diverse range of programming and outreach activities. They have supported inclusivity through programming and targeting work for a range of groups in society (**Figure 14**).

Explore more online



Unlimited commissions

The Unlimited arts commissioning programme supports disabled artists to create and present their work across all art forms.

Explore more online



Read about our support for POWER UP which aims to address racial disparities in the music sector and break down barriers to create a fairer, more equitable UK music industry.

Explore more online



Breaking down barriers for neurodivergent artists

Read more about this artist collective who have come together to advocate for changes that better support neurodivergent artists.

Figure 14: Regularly Funded Organisations: focus of programming, engagement and marketing work 2021/22 – percentage of RFOs reporting a focus in each area

Has your work had a specific focus on any the following groups?	Through programming	Through targeted engagement or outreach work	Through marketing or audience development work
Minority Ethnic Groups	67%	62%	59%
Children and Young People	85%	90%	82%
Disabled People	66%	73%	70%
Faith / Religious Groups	10%	12%	7%
Gender Groups	47%	50%	39%
Health / Wellbeing	69%	79%	61%
LGBTI Groups	54%	46%	48%
Looked After Children	32%	37%	19%
Older People	55%	61%	49%
Refugees / Asylum Seekers	34%	49%	33%

Creative Learning and Young People

Figure 15: Regularly Funded Organisations (RFOs): participation in learning and outreach events 2021/22¹⁶

	2020/21 (121 organisations)	2021/22 (121 organisations)
Number of early years participants (0 - 4 years old)	151,098	363,495
Number of children (5 - 12 years old)	372,053	431,180
Number of children (13 - 17 years old)	37,344	39,276
Number of young people (18 - 25 years old)	7,762	12,006
Adult learners (26+)	376,892	579,777
Other participants	2,933	975
Total	948,082	1,426,709

Explore more online



COVID emergency youth arts funding

Read more about how hundred of young people benefited from youth arts projects aimed at helping young people access the arts during the pandemic.

Explore more online



This summer programme was designed to help young people and their wellbeing.

Explore more online



Youth Climate Film Project

This project provided free film-making training to youth workers, who in turn supported young people to produce short films, exploring how they feel about the climate emergency and what action can be taken.

Explore more online



Youth Arts Bursaries

Support offering early career creatives the space, support, and platform to research, instigate, develop and share their creative projects.

Touring

During 2021/22 productions visited 584 venues across Scotland and the wider UK, compared to 305 in 2020/21. Of these, 547 venues were in Scotland, compared to 302 in 2020/21.

In 2021/22, Creative Scotland made 116 awards through Open and Targeted Funding to help facilitate touring, with total funding of £4.8m, in comparison to 33 awards with total funding of £1.1m in 2020/21 – this is primarily due to the return of the Touring Fund for Theatre and Dance which was paused due to the COVID pandemic in 2020.

- 49 awards through Open Funding had a touring element, with total funding of £1.7m, compared to 24 awards with a total value of £646k in 2020/21. These awards were made to organisations working across Scotland and in a range of art forms (**Figure 17**).
- 67 awards were made through Targeted funds to the value of £3.1m compared to 9 awards to the value of £493k in 2020/21.

For more information on international touring, go to **Page 43**.

Figure 17: Open Fund and Targeted awards to support touring 2021/22, by art form

Art Form	Number of Awards	Total value of awards
Creative Industries	1	£7,707
Creative Learning	1	£18,680
Dance	19	£1,118,884
Design	1	£13,871
Digital	2	£68,066
Literature	2	£122,500
Multi	6	£431,511
Music	20	£561,890
Screen	18	£387,718
Theatre	45	£2,091,795
Visual Arts	1	£8,620
Grand Total	116	£4,831,242

Explore more online



Touring Fund returns

As restrictions eased, read more about the return of the Touring Fund to support high quality dance and theatre to venues across Scotland.

Digital engagement

We have continued to support the use of digital tools and media in three main areas: for creating and sharing stories and content – through artworks such as games and installations; reaching and understanding audiences through online channels; and in business systems such as improved data capture and management.

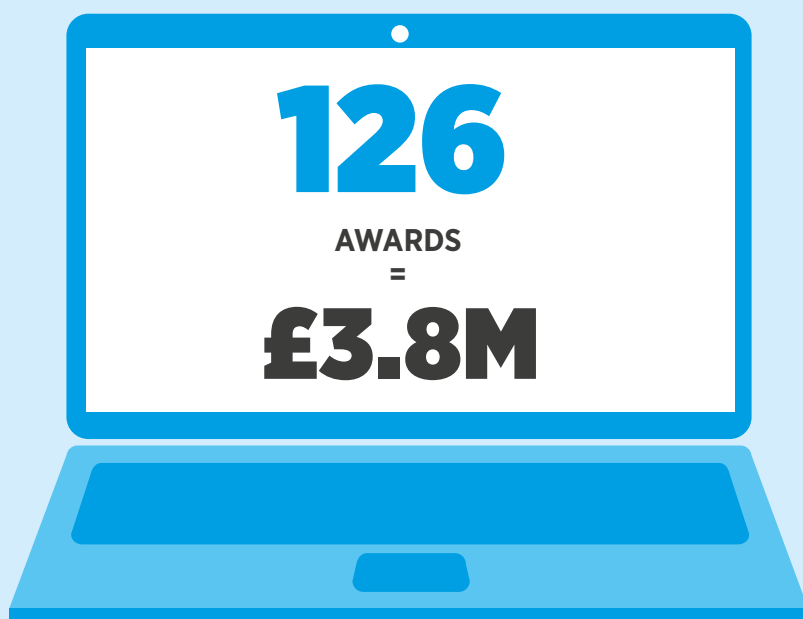
In 2021/22 Creative Scotland funded 126 projects which had some focus specific on digital activity, with a total award of £3.8m. This is a decrease on 2020/21 – when we funded 188 projects with a focus on digital activity, to a total of £5.2m.

Figure 16: Awards with a focus on digital activity 2021/22*

Art Form	Number of Awards	Total value of awards
Arts and Health/Wellbeing	1	£5,000
Crafts	1	£11,688
Creative Industries	6	£445,043
Dance	5	£54,219
Design	5	£162,080
Digital	23	£1,054,810
Literature	10	£345,454
Multi-Artform	5	£456,275
Music	23	£346,192
Place and Communities	2	£10,600
Theatre	23	£477,196
Visual Arts	22	£459,352
Total	126	£3,827,909

* These are Open or Targeted awards/projects that have selected 'Digital' as the primary art form/specialism

Awards made to Digital activity: 2021/22



¹⁶ CMI data for FY 20/21 used for this section

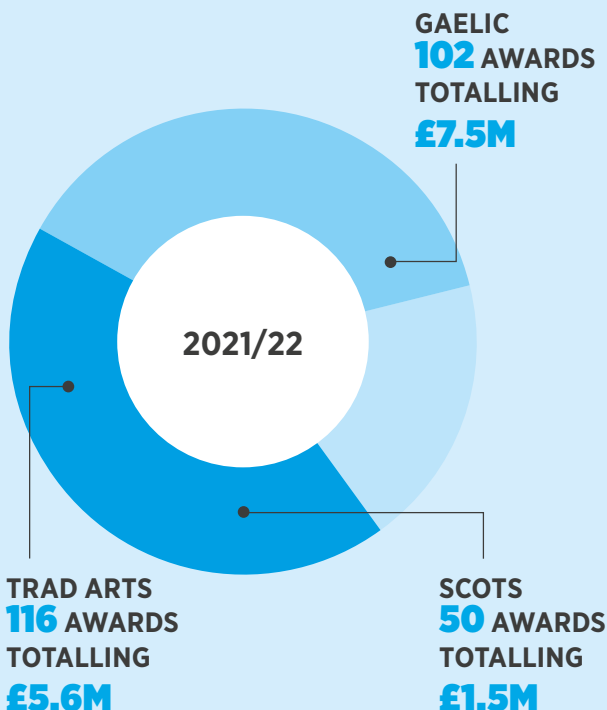
Gaelic, Scots and Traditional Arts

Scotland's smaller indigenous languages of Gaelic and Scots are a key part of our diversity and distinctiveness and provide a significant contribution to the cultural life of our nation.

Overall, we made 102 awards with a focus on Gaelic (up from 53 in 2020/21), 50 awards with a focus on Scots (up from 24 in 2020/21) and 116 awards with a Traditional Arts focus (up from 103 in 2020/21).

Figure 18: Awards with a focus on Gaelic, Scots language and Traditional Arts 2021/22

	Awards	Amount Awarded
Gaelic	102	£7,507,139
Scots	50	£1,533,769
Trad Arts	116	£5,615,147



Explore more online



Read about this project to celebrate and promote Tiree's stories, heritage, culture and Gaelic language.

Explore more online



Read about this prestigious competition to support films by the next generation of Gaelic filmmakers.

Explore more online



This one-year Scriever residency was created to celebrate the richness of the Orkadian dialect, acknowledging the islands as a stronghold for the Scots language.

Figure 19: Summary of progress against performance indicators for Outcome 2

Outcome 2:

Increased public engagement through stronger touring networks, digital distribution and exhibition platforms across Scotland.

Three-year Indicator	Measure	Source	Status
2.1 Contribute to maintaining high level of adult cultural engagement across the breadth of Scotland through our funded work	The % of adults engaging in arts and culture across Scotland by type of cultural activity and frequency of participation	Scottish Household Survey (SHS) Annual Report	89% of adults engaged in culture in 2021. This is defined as those adults who have either participated in a cultural activity or who have attended at least one type of cultural event or place in the previous 12 months. 86% of adults engaged in 2020.
2.2 Contribute to increasing children's cultural engagement across the breadth of Scotland through our funded work	The % of children engaging in arts and culture across Scotland by type of cultural activity	Scottish Household Survey (SHS) Annual Report	In 2016 ¹⁷ the SHS found that 26% of young people took part in music or drama (unchanged from 2014) and 8% in other arts activities (up 1 percentage point from 2014). The 2021 SHS found that 71% of 16 to 24 year olds had attended or visited a cultural event or place, a reduction on previous years. It should be noted that attendances have been impacted by COVID-19 in 2021.
2.3 Increase in the number of digital opportunities through Creative Scotland funding	The count and value of Creative Scotland funded activities with a focus on digital exhibition, distribution	Creative Scotland funding operations data broken down by postcode, art form and areas of deprivation	In 2021/22, we made 126 awards through our Open and Targeted Funding programmes with a focus on digital exhibition, distribution or participation, to the value of £3.8m. In 2020/21, we made 188 awards through our Open and Targeted Funding programmes to the value of £5.2m.
2.4 Increase in the amount of arts touring and distribution across Scotland	The count and value of Creative Scotland funded activities with a focus on distribution, touring and festivals	Creative Scotland funding operations data broken down by postcode, art form and areas of deprivation	In 2021/22 Regularly Funded Organisations (RFOs) toured to 584 venues across Scotland and the wider UK, compared to 305 in 2020/21. In 2021/22 Creative Scotland made 116 awards through Open and Targeted funding to help facilitate touring, with a total award of £4.8m, compared to 33 awards with a total value of £1.1m in 2020/21.

¹⁷ 2016 is the last year that the SHS had a question on young people's participation in arts activities

Performance against our Ambitions

3. Places and Quality of Life

We work in partnership with Local Authorities and others to embed creativity and culture in communities and ensure locally distinctive work is valued and encouraged. The third of our 10-year Ambitions is that places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity. As part of our Performance Management Framework we currently measure our progress against the following outcome:

Outcome 3:

Increase in artists and creative people working with communities and addressing local needs.

Geographical funding profile

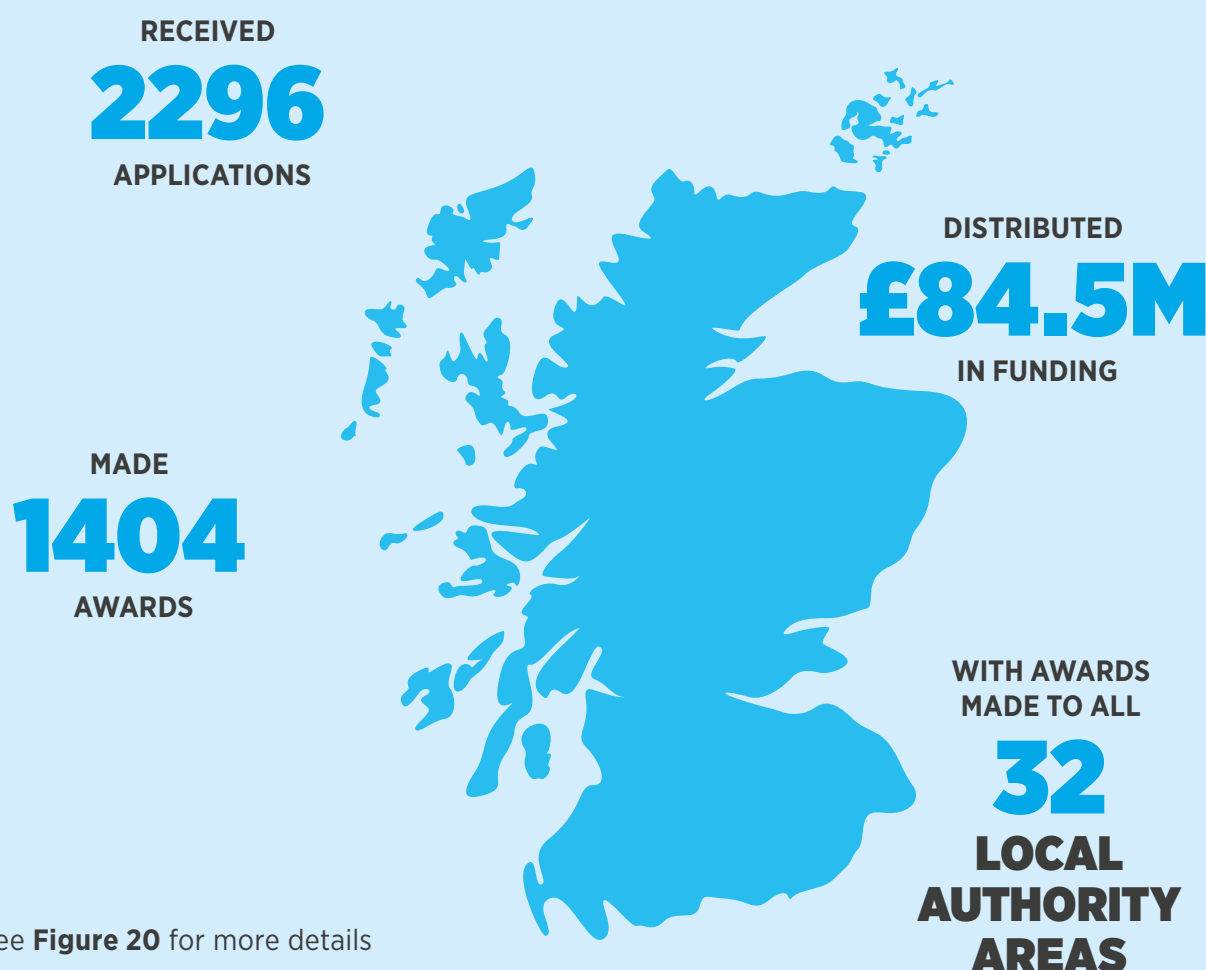
Awards are made by postcode of applicant and it should be noted that the base of the applicant does not necessarily indicate where the project or work takes place. The number of applications varied by Local Authority area, from over 600 to fewer than 10 in some cases.

Across all organisations in receipt of Regular Funding, 71% focussed the delivery of their activity in their Local Authority area, 19% in other Scottish Local Authority areas, 5% in the wider UK, and 5% internationally. This compares to 2020/21 when RFOs reported 58% of their activity in their Local Authority area, 10% in other Scottish Local Authority areas, 7% in the wider UK and 25% internationally¹⁸.

In 2021/22, Open and Targeted Funding was awarded to recipients in all 32 of Scotland's Local Authority areas. In total, we made 1,404 awards across all of our funding routes in 2021/22, including the 121¹⁹ Regular Funding awards to our RFOs (**Figure 20**). In 2020/21, we made 1,484 awards across all of our funding routes, including to those receiving Regular Funding.

Across the Open and Targeted Funding programmes successful applicants indicated a total of £232.4m in partnership funding, based on data provided during the application stage (**Figure 21**). In 2020/21 successful applicants indicated a total of £266.8m in partnership funding.

In 2021/22, across our Regular Funding, Open Fund and Targeted Funds (excluding COVID-19 emergency funds) we:



See **Figure 20** for more details

¹⁸ CMI data for FY 20/21 used for this section

¹⁹ CMI data for FY 20/21 used for this section

Figure 20: Count and value of all Creative Scotland funding awards (Regular, Open and Targeted Funding) by Local Authority 2021/22

Local Authority Area	Applications	Awards	Amount Awarded (£)
Aberdeen City	42	20	£1,341,442
Aberdeenshire	34	21	£1,270,506
Angus	20	13	£588,204
Argyll and Bute	41	28	£1,233,397
City of Edinburgh	612	376	£28,597,546
Clackmannanshire	5	2	£61,181
Dumfries and Galloway	55	29	£1,120,355
Dundee City	46	24	£3,362,279
East Ayrshire	12	6	£248,245
East Dunbartonshire	21	8	£308,301
East Lothian	36	22	£782,421
East Renfrewshire	18	10	£224,593
Falkirk	13	8	£618,672
Fife	75	32	£998,774
Glasgow City	675	443	£23,629,887
Highland	85	60	£4,673,144
Inverclyde	11	10	£457,895
Midlothian	18	6	£198,841
Moray	24	12	£637,646
Na h-Eileanan Siar	22	15	£1,065,420
North Ayrshire	23	14	£612,015
North Lanarkshire	26	14	£1,180,702
Orkney Islands	14	12	£625,910
Outside Scotland	168	99	£4,936,852
Perth and Kinross	24	14	£1,485,760
Renfrewshire	25	12	£384,006
Scottish Borders	41	18	£654,530
Shetland Islands	14	10	£489,804
South Ayrshire	9	6	£184,693
South Lanarkshire	27	13	£463,924
Stirling	33	27	£1,325,268
West Dunbartonshire	11	8	£210,490
West Lothian	16	12	£538,657
Grand Total	2,296	1,404	£84,511,359

Please note - these awards do not include COVID-19 emergency funding issued during 2020/21

* Awards made to applicants outside Scotland are to support activity that benefits audiences, artists and people in Scotland; to facilitate international touring exchange; to showcase Scottish artists internationally; and to allow organisations with a UK-wide remit to deliver work in Scotland.

** This figure does not include project expenses for Targeted Funding programmes.

Figure 21: Count and value of partnership funding secured through Open and Targeted funding programmes by Local Authority area 2021/22

Local Authority Area	Awards	Total Partnership Funding (£)
Aberdeen City	17	£212,427
Aberdeenshire	17	£247,379
Angus	12	£3,336,476
Argyll and Bute	26	£1,403,248
City of Edinburgh	335	£15,999,781
Clackmannanshire	2	£33,400
Dumfries and Galloway	27	£2,751,481
Dundee City	20	£265,524
East Ayrshire	6	£229,968
East Dunbartonshire	7	£31,045
East Lothian	21	£688,278
East Renfrewshire	10	£106,896
Falkirk	8	£2,582,800
Fife	31	£343,861
Glasgow City	403	£25,793,359
Highland	51	£5,175,437
Inverclyde	9	£237,741
Midlothian	6	£75,723
Moray	11	£127,372
Na h-Eileanan Siar	13	£1,695,261
North Ayrshire	14	£370,600
North Lanarkshire	13	£479,368
Orkney Islands	10	£407,952
Outside Scotland	99	£161,698,656
Perth and Kinross	12	£191,621
Renfrewshire	12	£111,652
Scottish Borders	17	£986,501
Shetland Islands	9	£150,200
South Ayrshire	6	£382,656
South Lanarkshire	13	£102,151
Stirling	26	£5,611,152
West Dunbartonshire	8	£108,355
West Lothian	12	£455,243
Grand Total	1,283	£232,393,562

* Awards made to applicants outside Scotland are to support activity activity that benefits audiences, artists and people in Scotland; to facilitate international touring exchange; to showcase Scottish artists internationally; and to allow organisations with a UK-wide remit to deliver work in Scotland.

Place Partnership Programme

The Place Partnership Programme supports collaboration between Creative Scotland, Local Authorities and other regional partners to develop the arts, screen and creative industries across Scotland. It provides targeted funding and in-kind support which brings local creative sectors together to address specific challenges and opportunities in their area. The programme offers space to experiment, develop partnerships, build capacity, and ultimately deliver activity which will help each area to unlock its creative potential.

Since 2011, Creative Scotland has provided £3m of funding to the programme, matched by an estimated local investment of £3.2m in cash and in-kind. In 2021/22 there were 10 Place Partnerships operating across Scotland, each at a different stage in planning or delivery: Aberdeen, Aberdeenshire, Angus, Highland, Moray, North Ayrshire, Renfrewshire, Scottish Borders, South Ayrshire and Stirling.

Each Place Partnership has its own distinct set of priorities and programme of activity which responds to local need. These are agreed through a process of local consultation and described in delivery plans, which typically span three to four years. Each plan is unique

Explore more online



Driven by the local Place Partnership, a much-needed shot in the arm for culture arrived with the launch of a brand-new cultural strategy for Angus.

to its place but some common themes recur, including: raising the profile of the arts, screen and creative industries as a key strength in local social and economic development; strengthening leadership within the creative sector; increasing levels of engagement in culture; enabling arts organisations to increase capacity and sustainability; and growing and retaining creative talent. Examples of activity supported through the Place Partnership Programme include support for establishing artists' studios, training opportunities for local artists' and small businesses, joint marketing activity and artist commissions. During 2021/22, some Place Partnerships were able to pivot to continue to support artists through the impact of the COVID-19 pandemic, while others had to put a hold on development work to focus on other priorities supporting communities.

Creative Scotland is a supporter of SURF (Scotland's Regeneration Forum), working with them on cultural and creative regeneration projects, advocacy and research. We are the sponsor of SURF's Best Practice in Community Regeneration -Creative Regeneration Award, won in 2021 by RIG Arts.

Explore more online



Read about Spirit 360 - the Highland Place Partnership fund to support the creation of new work inspired by stories that reflect the theme of the 'Spirit of the Highlands'.

Environment

We published our first Environment Action Plan in 2018, setting out in detail the ways in which we would seek to fulfil our responsibilities under the Climate Change (Scotland) Act 2009, through mitigation, adaptation and acting sustainably. We have recognised since the publication of our environmental policy in 2012 that the principal environmental impact of our activities, and the bulk of carbon emissions, come from the work we fund rather than from our own direct emissions. Thus we required all Regularly Funded Organisations (RFOs) during 2015-18 to monitor and report their emissions, but an additional requirement for RFOs awarded from April 2018 was to develop Carbon Management Plans, specifying actions that they would take to be taken to reduce emissions. All RFOs produced these, will report the outcomes, and have reviewed and revised their plans for the 2019-20 year.

Explore more online



Black Black Oil

This feature documentary funded by Screen Scotland examines the interconnection between oil, finance and the challenges for the UK to keep its emissions at 1.5%, according to the Paris Climate Agreement.

Explore more online



BECTU Screen Sustainability for Scotland

Screen Scotland supported this post to help the screen industry make the transition to a net zero waste and carbon economy.

Creative Carbon Scotland was awarded regular funding for the first time as part of the RFO cohort, a recognition of the organisation's success and expertise in engaging the creative and cultural sector with the urgent environmental issues facing us. Gaining increasing profile and reputation nationally and internationally, Creative Carbon has secured project funding from a wide range of other sources to connect creative and environmental organisations and initiatives. This included leadership of the major three-year Cultural Adaptations programme, a partnership with Belgium, Ireland and Sweden, exploring culture's role in adapting to climate change. The organisation also supported other RFOs in the development of their Carbon Management Plans.

Explore more online



Cultural and climate groups come together to profile projects and priorities in the run up to COP26 in Glasgow.

Explore more online



COP26 taken by Storm

Read about Storm, a 10m tall puppet by Edinburgh-based visual theatre company, Vision Mechanics, rose from the oceans to walk on land and into COP 26.

Perceptions of local creativity and wellbeing

The 2021 Scottish Household Survey asked respondents about satisfaction with their Local Authority culture and sport and leisure facilities. It found that:

- 44% were very or fairly satisfied with Local Authority museums and galleries.
- 41% were very or fairly satisfied with Local Authority theatres and concert halls.

Satisfaction levels are considerably higher among those who indicate they have used these facilities in the past year, with rates of those saying that they were very/fairly satisfied at 87% with museums and galleries and 85% with theatres or concert halls.

In our 2021/22 omnibus survey, 84% of respondents indicated that they felt Scotland is a creative nation, the same as in 2020/21. 58% of respondents agreed that their local area is a creative place (a slight increase on 56% in 2020/21) and 65% agreed that people in their local area would lose something of value if the area lost its arts and cultural activities (down from 66% in 2020/21).

The survey reported that 65% of people in Scotland take part in creative activity every week and identified a range of wellbeing, social and learning benefits:

- “Helps me to relax” was the most cited benefit of creative activity (68%) followed by “makes me feel good” (64%).
- Respondents felt creative activity helped them to be more socially active: “spending time with friends and family” (37%); “getting them out of the house” (47%) and “meeting new people” (2%).
- Other reported benefits included “learning something new” (46%), “improving wellbeing” (67%) and “visiting new places” (35%).

Figure 22: Summary of progress against performance indicators for Outcome 3

Outcome 3:

Increase in artists and creative people working with communities and addressing local needs.

Three-year Indicator	Measure	Source	Status
3.1 Broader spread of Creative Scotland funding by geographic location	The count and value of Creative Scotland funding awards including supporting new or enhanced cultural infrastructure	Creative Scotland funding operations data	<p>In 2021/22 Regularly Funded Organisations (RFOs) were based in 21 of Scotland's 32 Local Authority areas.</p> <p>In 2021/22 Open and Targeted funding was awarded to recipients in all of Scotland's 32 Local Authority areas.</p> <p>In 2021/22, we supported 10 Place Partnerships across Scotland. In 2020/21, we also supported 10 Place Partnerships.</p>
3.2 Increased range of partnership income leveraged through Creative Scotland funding, across Scotland	Value and range of partnership funding secured through Creative Scotland funding across Scotland broken out by Local Authority areas	Creative Scotland funding operations data	In 2021/22 successful applicants to Open and Targeted funding indicated a total of £232.4m in partnership funding. In 2020/21 successful applicants indicated a total of £266.8m in partnership funding.
3.3 Improved public perceptions of national and local creativity	% difference between agreement that 'Scotland is a creative nation' and % agreement that 'my local area is a creative place'	Creative Scotland omnibus survey	<p>In our 2021/22 omnibus survey, 84% of respondents indicated that they felt Scotland is a creative nation, the same as in 2020/21.</p> <p>58% of respondents agreed that their local area is a creative place, a slight increase on 56% in 2020/21.</p>
3.4 Improved public perception of the value of local cultural offer	% agreeing that people in my local area would lose something of value if the area lost its arts and cultural activities	Creative Scotland omnibus survey	In 2021/22, 65% of survey respondents agreed that people in their local area would lose something of value if the area lost its arts and cultural activities, an increase of 1 percentage point on 2020/21.

Performance against our Ambitions

4. Leadership and Workforce

We work to support the development of sustainable business models in the arts, screen and creative industries and to strengthen the talent and skills needed to develop sustainable careers through sectoral partnerships. The fourth of our 10-year Ambitions is that ideas are brought to life by a diverse, skilled and connected leadership and workforce. As part of our Performance Management Framework we currently measure our progress against the following outcome:

Outcome 4:

Leaders across the sectors are more confident, knowledgeable, connected and developing more sustainable business models.

We have continued to deliver the Creative Industries Strategy, which presents the overall ambition for Scotland to be the most positive environment globally for innovative creative businesses of all scales. The Strategy has four headline aims:

- Investing together to grow sustainable creative businesses through collaboration and partnership working.
- Innovating for the wider economy across all areas of business including the public sector
- Increasing inclusivity; creating opportunity for emergent creative forms and recognising the value of local trading and place-based partnerships.
- Increasing international profile and status; opening pathways to global marketplaces.

Explore more online



Report published into economic value of Screen sector

This major report presents a full-scale economic impact study to assess the value of the Scottish screen sector.

Explore more online



Building a skilled, inclusive, and fair creative and cultural sector

A new programme supporting Scotland's creative industries to offer fair work opportunities.

We actively pursue a collaborative, partnership approach to working with other public sector agencies and in developing the workforce in the creative sector. In particular we support Skills Development Scotland in delivering the Skills Investment Plan for the Creative Industries.

The Scottish Government Growth Sector Statistics for the Creative Industries (including Digital) measure the economic footprint of the Creative Industries. Pre-pandemic, in terms of employment, business turnover and Gross Value Added (GVA)²⁰, the Creative Industries had seen a steady increase in employment since 2010. However, from 2020 onwards this has fallen slightly. The **2022 growth sector statistics** showed²¹:

- The Creative Industries included 14,515 registered enterprises in 2021, an 8% decrease from 15,730 in 2020.
- The sector is dominated by small enterprises; 57% of registered enterprises have zero employees (i.e. are sole traders) and 30% have between 1 and 4 employees.
- In 2021 the most recent year available, 78,175 people worked in the Creative Industries, a decrease of 10% on 2020, and 13% less than in 2019.
- The GVA of the creative industries was £4.4bn in 2020²², the most recent year available. This represents a 3.2% increase on 2019 figures when GVA stood at £4.2bn.

Explore more online



Radical care for creative workers

Read about Radical Care - supporting creative organisations and businesses to pilot new initiatives to improve working conditions for people with caregiving responsibilities.

²⁰ Gross Value Added or GVA is the common measure of aggregate value generated for the economy

²¹ Growth Sector statistics from 2022

²² The latest data available in financial year 2021/22

Leadership and Workforce

The work of Regularly Funded Organisations (RFOs) reaches across Scotland and, importantly, supports the individuals working in the arts, screen and creative industries, both as artists and in vital production, presentation and operational roles. These organisations also, in turn, collaborate with and support the work of other organisations across Scotland, the UK and internationally.

Of the 121 RFOs, 76 actively take a national leadership role in their sector and 69 play a key leadership role in their locality. Of these, 31 organisations were performing both roles.

Analysis of the Annual Statistical Survey returns from RFOs for the year 2021/21 shows that RFOs employed 5,282 full-time-equivalent (FTE) staff members, of whom the equivalent of 3,146 FTE (60%) were employed on a freelance or contractual basis (Figure 23). This compares to 3,649 FTE staff reported in 2020/21, of whom 50% (1,844 FTE) were contractual or freelance staff.

In returns to our Annual Statistical Survey for 2021/22, RFOs reported that they organised 7,320 events supporting artists, artistic development or professional training, attracting over 11,637 participants. In total, they commissioned 1,932 artists and creative practitioners to create new work, delivered 1,217 residencies and provided support-in-kind to a further 2,309 artists and creative practitioners. In 2020/21, RFOs reported that they organised 3,543 events supporting artists, artistic development or professional training, attracting over 15,876 participants. They commissioned 1,713 artists and creative practitioners to create new work, delivered 389 residencies and provided support-in-kind to a further 2,350 artists and creative practitioners²⁴.

In 2021/22 Creative Scotland made 88 awards through Open Funding to support leadership training opportunities, professional development and work placements, to the value of £2.3m. A further 138 awards (to the value of £5.4m) were made through Targeted routes to support professional development. These awards include Visual Artist and Crafts Makers Awards (VACMA), devolved funding to local authorities to enable creative development and support in local areas.

In 2020/21 Creative Scotland made 129 equivalent awards through Open Funding to the value of £2.7m and 88 equivalent awards through Targeted routes to the value of £2.3m.

Explore more online



Read about our commissioning of a review of Fair Work, leadership, workforce and skills development across the arts, screen and creative industries in Scotland.

Explore more online



Read about this commissioned survey aiming to identify and resolve barriers experienced by carers and parents working in the screen industries.

Figure 23: Organisations in receipt of Regular Funding: workforce 2021/22²³

	Full-time (FTE)	Part-time (FTE)	Number (FTE)
Permanent	1,102	1,035	2,137
Contractual/Freelance	706	2,440	3,146
Total	1,808	3,475	5,282

²³ CMI data for FY 20/21 used for this section

²⁴ CMI data for FY 20/21 used for this section

Youth employment initiatives

Analysis of returns from the Annual Statistical Survey also shows that Regularly Funded Organisations (RFOs) collectively employed more than 96 young people²⁵ through youth employment initiatives, compared to 78 in 2020/21 (**Figure 24**).

Analysis of these returns suggests that the relatively high numbers of individuals working with organisations on an unpaid work placement are doing so as part of structured work experience programmes with schools, universities and colleges. Creative Scotland is committed to ensuring that all organisations and projects that receive public funding are demonstrating best practice with regard to fair pay.

Diversity of income

RFOs drew on a range of additional income sources in 2021/22, to a total of £119m. This included £26.1m in donations, gifts and legacies and £15.3m from Trusts and Foundations. Organisations reported a total of £23.7m in earned income.

This compared to a total of £111.5m in 2020/21, including £25m in donations, gifts and legacies, £13.49m from Trusts and Foundations and £16m in earned income.

Figure 24: Organisations in receipt of Regular Funding: FTE youth employment initiatives 2021/22²⁶

Income stream	Number (FTE)
Paid work placements	47
Unpaid (ie school) work placements	21
Paid apprenticeships / traineeships	13
Unpaid apprenticeships / traineeships	0
Paid internships	14
Unpaid (ie FE/HE) internships	2
Total	96

Figure 25: Additional income streams: 121 Regularly Funded Organisations (RFOs) 2021/22 and comparison to 2020/21²⁷

Income stream	2020/21 (£)	2021/22 (£)
Public: Local Authority	£13,590,433	£13,980,540
Public: Other	£13,439,556	£13,409,533
Public: Creative Scotland other	£13,722,616	£15,021,855
Private: Donations, gifts and legacies	£24,980,296	£26,136,588
Trusts and Foundations	£13,406,652	£15,315,892
Other Funding	£16,334,983	£11,608,642
Earned Income	£15,981,472	£23,749,812
Total	£111,456,007	£119,222,862

²⁵ For recording purposes, the age range when capturing data around young people covers ages 0-25 yrs.

²⁶ CMI data for FY 20/21 used for this section

²⁷ CMI data for FY 20/21 used for this section

Sectoral Development

We have a number of development organisations in the network of Regularly Funded Organisations (RFOs) that will support the arts and creative sectors to strengthen their networks and resilience. These organisations play an important role in the cultural infrastructure and are:

- Arts and Business Scotland (now Culture and Business Scotland)
- Craft Scotland
- Creative Carbon Scotland
- Creative Dundee
- Creative Edinburgh
- Federation of Scottish Theatres
- Publishing Scotland
- Scottish Contemporary Art Network (SCAN)
- Scottish Music Industry Association
- Voluntary Arts Scotland (now called Creative Lives).

Figure 27: Summary of progress against performance indicators for Outcome 4

Outcome 4:

Leaders across the sectors are more confident, knowledgeable, connected and developing more sustainable business models.

Three-year Indicator	Measure	Source	Status
4.1 Maintain the breadth of organisations taking a leadership role in their sector and/or locality	The count of organisations in receipt of Creative Scotland Regular Funding that provide a leadership role in their sector or locality	Creative Scotland funding operations data including funding agreements	Of the 121 Regularly Funded Organisations (RFOs), 76 actively take a leadership role in their sector and 69 play a key leadership role in their locality.
4.2 Increase in the number of professional development opportunities through Creative Scotland funding	The count and value of leadership training opportunities, professional development, work placements, apprenticeships or internships supported by Creative Scotland funding	Creative Scotland funding operations data, annual returns and end of project monitoring	In 2021/22 Creative Scotland made 88 awards through the Open Fund to support leadership training opportunities, professional development and work placements, to the value of £2.3m. A further 138 awards (to the value of £5.4m) were made through Targeted routes to support professional development. In 2020/21 Creative Scotland made 129 equivalent awards through Open Funding to the value of £2.7m and 88 equivalent awards through Targeted routes to the value of £2.3m.
4.3 Improve youth employment opportunities in Creative Scotland funded organisations	The count of young people employed by Creative Scotland funded organisations through youth employment initiatives and type of employment	Creative Scotland funding operations data, annual returns and end of project monitoring	RFOs collectively employed more than 96 young people through youth employment initiatives, compared to 78 in 2020/21.
4.4 Broaden range of income streams across the sector	The count, value and type of income streams of Regularly Funded Organisations, including earned income and voluntary giving	Creative Scotland funding operations data and annual returns	RFOs drew on a range of additional income sources in 2021/22, to a total of £119m This included £26.1m in donations, gifts and legacies and £15.3 from Trusts and Foundations. Organisations reported a total of £23.7 in earned income. This compared to a total of £107.8m in 2020/21, including £24.7m in donations, gifts and legacies, £13.2m from Trusts and Foundations and £15.2m in earned income.

Performance against our Ambitions

5. International

Creative Scotland operates in a broader national and international context, working closely with our partners to provide leadership and advocacy for the arts, screen and creative industries in Scotland. The fifth of our 10-year Ambitions is ensuring that Scotland is a distinctive creative nation connected to the world. As part of our Performance Management Framework we currently measure our progress against the following outcome:

Outcome 5:

More of Scotland's artists and creative people are engaging with international artists and creative practice

International Engagement²⁸

In 2021/22 Regularly Funded Organisations (RFOs) toured to 36 international venues across Europe, Asia, North America and Oceania²⁹ compared to 4 international venues in 2020/21.

Our funding programmes for 2021/22 supported 84 awards enabling international exchange, with a total value of £1.2m. We made 60 awards that specifically supported the showcasing of international work in Scotland, to the value of £4.1m.

In 2020/21 our funding programmes supported 64 awards enabling international exchange, with a total value of £1.7m and 39 awards supporting the showcasing of international work in Scotland, to the value of £4.4m.

Explore more online



Four Nations International Fund

Read about Four Nations - new funding for innovative models of international cultural exchange and collaboration.

Scotland's International Reputation

As part of the Government's National Performance Framework (NPF) Creative Scotland is a named partner contributing to for the delivery of the indicator to 'improve people's perceptions, attitudes and awareness of Scotland's reputation'. This indicator is measured by the Anholt Ipsos Nation Brands Index (NBI)(formerly the Anholt-Gfk Roper Nation Brands Index©), analysing people's attitudes and perceptions of countries' reputations. The most recent data is from 2022.

Scotland's overall score on the NBI was 65.3 in 2022, slightly higher than 2020 (62.6), ranking Scotland 15th across 60 evaluated countries around the world, very similar to other Western nations of similar size.³⁰

The Culture dimension of the NBI measures three elements of a nation's cultural reputation: its cultural history and heritage; its contemporary culture; and its sporting excellence. The Contemporary culture score remained at 4.8 in 2022, a slight increase from 4.6 in 2020, ranking Scotland 12th across all the countries included.

²⁸ The Creative Europe programme officially ended on 31 March 2021

²⁹ Italy, South Korea, USA, Canada, Ukraine, Singapore, Norway, Germany, Portugal, Australia, Finland, Slovenia, France, Ireland, Taiwan, Austria, Japan

³⁰ The Anholt-Ipsos Nation Brands Index (NBI) 2022

[The Anholt-Ipsos Nation Brands Index: 2022 Report for Scotland \(www.gov.scot\)](http://www.gov.scot)

Figure 27: Summary of progress against performance indicators for Outcome 5

Outcome 5:

More of Scotland's artists and creative people are engaging with international artists and creative practice

Three-year Indicator Measure	Measure	Source	Status
5.1 Improve the quality and impact of international engagement opportunities through Creative Scotland funding	The count and value of Creative Scotland funding awards with a focus on international exchange and creative development	Creative Scotland funding operations data	In 2021/22, we made 84 awards enabling international exchange with a total value of £1.2m. In 2020/21, we made 64 awards enabling international exchange with a total value of £1.7m.
5.2 Increase in the amount of international touring across Scotland through Creative Scotland funding	The count, value and geographic spread of individuals and organisations in receipt of Creative Scotland funding to showcase international work in Scotland	Creative Scotland funding operations data including annual returns	In 2021/22 we made 60 awards that specifically supported the showcasing of international work in Scotland, to the value of £4.1m. In 2020/21 we made 39 awards that specifically supported the showcasing of international work in Scotland, to the value of £4.4m.
5.3 Increase in the % of positive international perceptions of Scotland's culture	% of positive perceptions of Scotland's nation brand across six areas of national competence, characteristics and assets (exports, investment, tourism, governance, people and culture)	The Anholt-GFK Roper Nations Brand Index. The Index is based on yearly interviews with approx. 1,000 adults who are internet users in each of the 20 panel countries	Scotland's overall 2022 score was 65.3, ranking 15th on the NBI. The Contemporary Culture score remained at 4.8 in 2022 (a slight increase from 4.6 in 2020) ranking Scotland 12th for Contemporary Culture. The most recent data is from 2022.

Performance against our Ambitions

6. Our service and how we deliver our work

Creative Scotland is committed to providing an effective and efficient service to those we are here to support and to effectively manage the public funds for which we are responsible. As part of our Performance Management Framework we currently measure our progress against the following outcome:

Our Service:

Creative Scotland is a more effective and accountable organisation.

We continue to develop partnerships with others to create the best conditions for the arts, screen and creative industries to thrive. This includes working with economic development agencies, trusts and foundations, Local Authorities and other public and private sector organisations to address strategic needs in the arts, screen and creative industries. Our strategic partnerships include those with the BFI to support Short Circuit, Local Authorities involved in Place Partnerships and VACMA awards (Visual Artist and Crafts Makers Awards).

In 2021/22 our strategic partnerships secured £1m of leveraged funding. This includes partnership funding from the BFI, Creative Europe and City of Edinburgh Council funding for the Platform for Creative Excellence (PLACE) programme³¹. This compares to £1.4m in 2020/21.

In 2021/22, we received and processed 1,144 applications to our Open Funding programme. This fund operates two processing times: eight working weeks for applications up to £15,000 and 12 working weeks for application over £15,000, these timelines apply to both individuals and organisations. Overall, 93% of applications to the Open Fund were processed within the specified time frame (91% for the individual fund and 95% for the organisation fund). In 2020/21 93% of applications to the Open Fund were processed within the specified time frame.

In 2021/22, 83% of all initial award payments were made within 10 working days of the exchange of contracts. Creative Scotland paid 70% of valid invoices within 10 working days (86% in 2020/21). Overall, the average payment period for invoices this year was 10.8 days.

In order to better understand the service we provide, we undertake an annual survey of both successful and unsuccessful applicants to our funding routes. In the March 2022 survey, those expressing trust in Creative Scotland was 72%, up from 50% in Feb 2021 survey. Creative Scotland's knowledge and specialist expertise, support and development and overall quality of service remain highly rated aspects of our service.

We ask a number of survey questions to gauge applicants' satisfaction with our services. Survey responses for March 2022 show that:

- The percentage of respondents either very or fairly satisfied with communications with Creative Scotland was 93%, up from 77% in 2021
- The percentage of respondents rating the Creative Scotland website as good, very good or excellent was 89%, a 7% increase on February 2021.
- The percentage of respondents rating the Enquiries service as good, very good or excellent was 91%, compared to 70% in February 2021.
- Those rating the application process as good, very good or excellent was 83%, an increase of 29 percentage points from 54% in February 2021.

Our digital channels continue to be our primary means of communication and engagement with the majority of our stakeholders and have had an increasing reach across all platforms. In 2021/22, creativescotland.com had 1.8m views, with 863k users. Our Opportunities site is also key for the sector, with 3.5m pageviews and 294k users in this time period. Creative Scotland's social channels have a combined following of 188k - we have a significant audience on Twitter and Facebook, with LinkedIn and Instagram having high follower growth rates as newer and rapidly growing channels.

Our most recent Staff Engagement Survey was undertaken in 2017 by ORC International and we received a response rate of 78%. The aim of the survey was to hear staff views on organisational culture, communication and management to help us to develop the organisation and its support structures, and ensure the successful delivery of the organisation's goals and strategic objectives.

³¹ Project income for the Creative Europe programme is received from the European Commission via the British Film Institute. The project ended on 31 March 2021. City of Edinburgh Council funding relates to the Platform for Creative Excellence (PLACE) programme

Figure 29: Summary of progress against performance indicators for Our Service

Our Service:

Creative Scotland is a more effective and accountable organisation.

Three-year Indicator	Measure	Source	Status
6.1 Increased applicant satisfaction	% of surveyed funding applicants reporting positive interaction with Creative Scotland	Creative Scotland Applicant survey	In 2021/22, the number of respondents satisfied with communications with Creative Scotland was 93%, compared to 77% in 2020/21. Those rating the application process as good, very good or excellent was 83% compared to 54% in 2020/21.
6.2 Maintain applicant satisfaction with Creative Scotland website	% of surveyed funding applicants reporting all aspects of website as good or excellent	Creative Scotland Applicant survey	In 2021/22, the percentage of respondents rating the Creative Scotland website as good, very good or excellent was 89%, compared to 82% in 2020/21.
6.3 Minimum of 90% of funding applications processed within published timeframe	% of applications processed within agreed timeframe	Creative Scotland operational funding data	Overall, 93% of applications were processed within the specified time frame in 2021/22. In 2020/21 93% of applications were processed within the specified time frame.
6.4 Minimum of 90% of initial payments to successful funding applicants made within published timeframe	% of initial award payments made within 10 working days of exchange of contracts	Creative Scotland operational finance data	83% of award payments in 2021/22 were made within 10 working days of the exchange of contracts. In 2020/21 88% of award payments were made within 10 working days of the exchange of contracts.
6.5 Minimum of 90% of invoices paid within published timeframe	% of valid invoices paid within 10 working days	Creative Scotland operational finance data	In 2021/22, 70% of valid invoices were paid within 10 working days. In 2020/21, 86% of valid invoices were paid within 10 working days.

6.6 Increase the range of funding for the arts, screen and creative industries leveraged through Creative Scotland strategic partnerships	Value and source of additional funding opportunities in the arts, screen and creative industries sectors established as a result of Creative Scotland partnerships	Creative Scotland operational funding data	In 2021/22 our strategic partnerships secured £1m of leveraged funding. This compares to £1.4m in 2020/21.
6.7 Maintain high level of applicant satisfaction and resolution levels of enquiries	% of satisfaction with enquiries service	Creative Scotland Applicant Survey	In 2021/22, The number of respondents rating responsiveness to enquiries and requests as good, very good, or excellent was 93%, compared to 77% in 2020/21. For those who had used our dedicated Enquiries Service, satisfaction was 91%, compared to 70% in 2020/21.
6.8 Improve level of staff engagement and satisfaction	% of staff agreeing that Creative Scotland is a good place to work	Creative Scotland staff survey	Our 2017 staff survey, the latest commissioned, found that 60% of staff would recommend Creative Scotland as a good place to work, representing no change from the 2015 survey.



ALBA | CHRUTHACHAIL

Waverley Gate
2-4 Waterloo Place
Edinburgh EH1 3EG
Scotland UK

The Lighthouse
Mitchell Lane
Glasgow G1 3NU
Scotland UK

Reception +44 (0) 330 333 2000
enquiries@creativescotland.com

www.creativescotland.com

[@creativescots](https://twitter.com/creativescots)

June 2023

 Awarding funds from
THE NATIONAL LOTTERY®