

Creative Scotland's Annual Review of Performance 2022/23



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SCREEN SCOTLAND
SGRÌN ALBA



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Introduction



Scotland's cultural and creative sector remains ambitiously vibrant, consistently delivering an exciting and diverse range of work, all while navigating the complexities of an ever changing and challenging operating environment.

In the year 2022/23, organisations in receipt of Regularly Funding put on an impressive 37,629 public events across the country, marking a notable increase from the 26,545 events held in the previous year. These events included performances, exhibitions, screenings and more, drawing in a total attendance of 4.8m people, up from 4.3m in 2021/22. Throughout the year we provided support through various funding routes. This included 121 awards totalling £33.4 million through our Regular Funding route, 708 awards totalling £15.7 million through our Open Funding route and 802 Targeted funding awards totalling £37.2 million. These funds were distributed to support a diverse array of projects, organisations and creative endeavours spanning across the nation.

In 2023, the Youth Music Initiative (YMI) hit a major milestone, celebrating **20 years of incredible achievements**. Since its launch in 2003, YMI has been dedicated to breaking down barriers and nurturing the talent of children and young people. Thanks to YMI funding, over 360,000 young people have had access to free music and music making projects,

with participation growing steadily over the past two decades. The story of this work and its impacts can be read later in this report.

We also had cause for celebration with the flourishing screen sector in Scotland, supported by Screen Scotland. The Saffery Champness/Nordicity **Economic Value Report for 2019**, published in 2022, revealed that the screen sector contributed a substantial £567.6million to Scotland's economy, providing 10,280 full time equivalent jobs. This impressive contribution increased to £617.4million in 2021.

Throughout 2022/23, our focus remained on delivering against the four ambitions outlined in our Strategic Framework, Equalities, Diversity and Inclusion; Sustainable Development; Fair Work and International while putting in place revised processes for distributing our funding. A key highlight in 2022 was the publication of a new Climate Emergency and Sustainability Plan, outlining ambitious actions to achieve net zero in our operations by 2030. The plan represents a step up in our commitment to addressing the climate emergency as both agents for change and in terms of delivering change ourselves.

Internationally, Scotland's talent continued to shine brightly. Artist Alberta Whittle received critical acclaim for her solo Scotland + Venice show at the 2022 Venice Biennale, drawing unprecedented visitor numbers. Scotland's musicians gained global recognition at major industry events like **The Great Escape** in Brighton, UK; **South by Southwest** in Austin, Texas; and the **World Music Expo** in Lisbon,

Portugal. Dance artists explored new international markets at **Tanzmesse** in Düsseldorf, Germany, while Scotland's publishers were represented at the Frankfurt International Book Fair. Scottish independent films, developed and produced with Screen Scotland, consistently premiered at prestigious festivals, including Cannes, Sundance, and the Copenhagen International Documentary Film Festival, amongst others.

In 2023, we shared an **independent evaluation** of Creative Scotland's COVID-19 emergency funding, covering the period March 2020 to March 2022. During that period, Creative Scotland distributed more than £150m in emergency funding provided by the Scottish Government through more than 18,300 separate awards. The emergency support was a vital and hugely welcome lifeline for many individuals and organisations in the culture and creative sector, helping them to remain solvent through the pandemic and maintain hope for future recovery and renewal.

Despite the significant support provided, both Creative Scotland and the wider culture and creative sector in Scotland continue to face considerable financial challenges. Pressures on public finances are mounting, exacerbated by factors like the cost-of-living crisis, rising inflation, and global uncertainties. This makes long-term financial planning and programming for cultural activities incredibly tough. These challenges were highlighted in Creative Scotland's **submission to the Culture Committee** at the Scottish Parliament; by those from **other**

public bodies and cultural organisations; and by the budget **inquiry report** from the Committee itself.

Recognising these ongoing challenges, we committed to maintaining funding for the current **Regularly Funded Organisations** (RFOs) at standstill levels for 2023/24 and 2024/25 while we continued to develop the new Multi-Year Funding programme to be implemented from April 2025. As part of our ongoing work to reshape our funding approach, we launched two funds in February 2023, a refreshed **National Lottery Open Fund for Organisations**, and a new time-limited **National Lottery Extended Programme Fund**. These funds, made possible by National Lottery players, enable cultural and creative organisations across Scotland to deliver their work. To support the launch of these new funds we ran a series of sector sessions guiding potential applicants through key features and the application process. These funds compliment existing initiatives such as the **Open Fund for Individuals** and **Targeted Funding** like the **Screen Scotland funds** and **Youth Music Initiative**. These funds continued to be delivered through our online applications systems, with volumes of applications, enquiries and awards remaining high.

Creative Scotland is here to help create the conditions for culture and creativity to thrive. We will continue to work hard using all our resources, and with partners, to enable all of Scotland's communities to feel the benefit of that work.

Iain Munro, CEO, Creative Scotland



2022/23 in Numbers

(1) Respondents to the Annual Statistical Survey have the option of providing actual or estimated figures. 97% provided actual figures for number of public events, 100% for exhibitions, 98% for screenings and 97% for other public events.

(2) North Lands Creative Glass data for FY 21/22 used for this section

Funding Breakdown

1631
total awards

Over all funding routes, in all 32
Scottish Local Authority areas

708 Open
Funding
Awards Totalling £15.7M

69% were made to individuals (490)
31% to Organisations (218)

121 Regular
Funding
Awards Totalling £33.4M

802 Targeted
Funding
Awards Totalling £37.2M

£93.1M
Total Income 2022/23

£59.2M
Scottish Government
Grand-in-Aid

£32.1M
National Lottery

RFO's drew
£123M
additional
income

37,629 events
delivered by RFO's in 2022/23

12,233
performances

408
exhibitions

14,341
screenings

10,647
other public event

360,000
participation opportunities
provided annually over
20 years of Youth Music Initiative

£568M
Contributed by Screen
sector, providing
10,280 FTE's
(Full-time equivalent jobs)

Who we are

Creative Scotland, incorporating Screen Scotland, is the public body that supports the arts, screen and creative industries across all parts of Scotland.

We are a Non-Departmental Public Body, sponsored by Scottish Government and Scottish Ministers and we receive our funding from both the Scottish Government and the National Lottery.

Our remit is set out in Part 4 of the Public Services Reform (Scotland) Act 2010 which describes the general functions of Creative Scotland as:

1. Identifying, supporting and developing quality and excellence in the arts and culture from those engaged in artistic and other creative endeavours
2. Promoting understanding, appreciation and enjoyment of the arts and culture
3. Encouraging as many people as possible to access and participate in the arts and culture
4. Realising, as far as reasonably practicable to do so, the value and benefits (in particular, the national and international value and benefits) of the arts and culture
5. Encouraging and supporting artistic and other creative endeavours which contribute to an understanding of Scotland's national culture in its broad sense as a way of life
6. Promoting and supporting industries and other commercial activity, the primary focus of which is the application of creative skills.

We support culture and creativity in Scotland as a development organisation, a funder, an advocate, and as a public body that seeks to influence others to increase opportunity and maximise the impact our resources can offer.

We work in partnership with Government, Local Authorities, and the wider public, private and voluntary sectors to deliver this support.

We are also a staff team who are passionate about culture and the arts, screen and creativity, using our extensive knowledge and experience, as well as funding, to support creative development across Scotland.

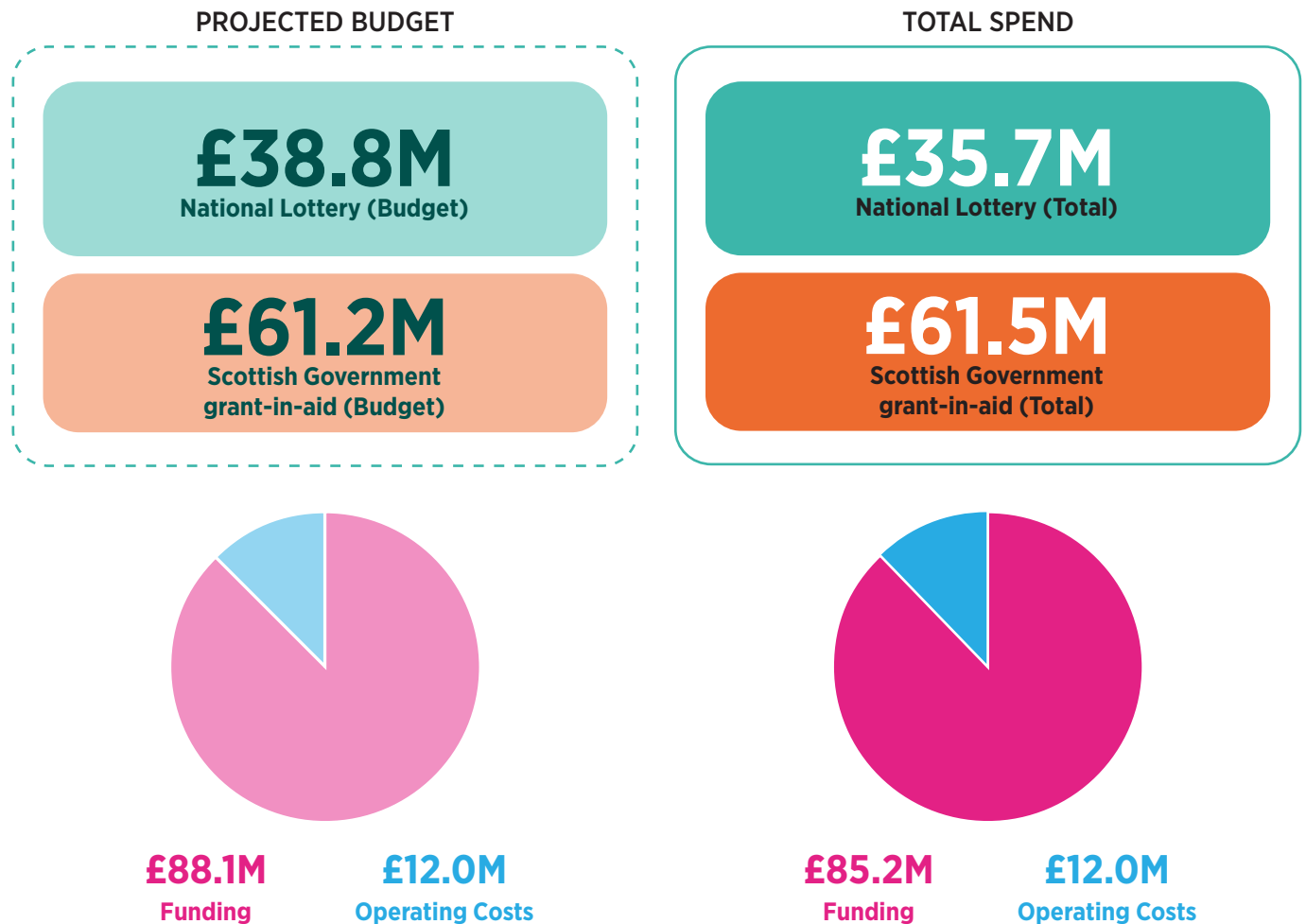
Our Income & Expenditure

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 — and some funding from partner organisations with whom we collaborate on specific projects.

In 2022/23, our income was £93.1 million. Of this £59.2 million was allocated to Creative Scotland from Scottish Government grant-in aid, and £32.1 million was received from UK National Lottery proceeds. Other income of £1.8 million was received, including third party funding and sales proceeds. Our total expenditure in 2022/23 was £97.2 million (**Figure 1**).

Our operating costs in 2022/23 were £12 million, or 12% of our total expenditure.

Figure 1: Summary Expenditure



Understanding our Performance

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 2021 we established a refreshed Strategic Framework to guide our work. This Framework is aligned to our formal remit and legislative duties, setting out our broader aims as well as our priorities for supporting future recovery and renewal of the arts, screen and creative industries across Scotland.

What we want to see:

- People and organisations working in culture and creativity are supported to make work of quality and ambition that enriches life in Scotland for everyone.
- More people from all parts of society access, participate in and value a range of cultural and creative activities.
- Culture and creativity are recognised by people at home and abroad as a central part of our nation.

We will do this by:

- Ensuring that the funding we distribute from Scottish Government and the National Lottery delivers the widest possible public benefit across Scotland.
- Advocating for culture and creativity, promoting policy and practice that enhance their growth.
- Using our skills, knowledge, and expertise to enable creative development.

We will prioritise:

- Equalities, Diversity and Inclusion: Supporting a diverse range of creative people, communities, and activity, promoting an equality of opportunity to create, participate and engage.
- Sustainable Development: Helping tackle the climate emergency and supporting the growth of sustainable creative businesses across Scotland.
- Fair Work: Promoting fair pay, conditions, and employment opportunities across the creative sector.
- International: Developing innovative and sustainable ways of strengthening international collaboration and promoting artistic and cultural exchange.

We will commit to:

- Increasing the diversity of who receives and benefits from our support.
- Ensuring all our support contributes to fair pay, conditions, and employment opportunities.
- Significantly reducing the environmental impact of our work and those we support.
- Responding to local contexts, promoting cultural development and business sustainability across all parts of Scotland.
- Building on our existing support for international collaboration and cultural exchange.

Monitoring our performance

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. We use data from a range of sources, including management information on our funding, commissioned and national surveys of the public and our monitoring and evaluation, including the Annual Statistical Survey of RFOs.

Our [2022/23 Annual Plan](#) includes a detailed performance management framework including a framework of 26 Key Performance Indicators (KPIs). We are committed to reporting against this framework and presenting historical data where appropriate to identify change from previous years. [Appendix 1](#) summarises performance against our 26 KPIs for 2022/23.

In December 2023 we agreed a new set of 12 KPIs with Scottish Government, aligning to our [Strategic Framework](#)*

This Review will therefore be the last to report against the historic set of 26 KPIs and accompanies Creative Scotland's [Annual Reports and Accounts](#) for the same period.

* The new set of 12 KPI can be found in our [Annual Plan 2023-24](#).

Our Funding

Creative Scotland's funding is split into three main types of support:



Regular Funding

Supporting a range of organisations and consortia across Scotland who make an important contribution to the development of culture and creativity

Open Funding

Supporting a range of activity initiated by artists, writers, producers and other creative practitioners across Scotland

Targeted Funding

Supporting specific activities and development needs in an art form, specialism, or place.

Figure 2: Creative Scotland funding awards (Regular, Open and Targeted Funding) by Local Authority area 2022/23

Geographic spread of Funding

1631

Total Awards
(2022/23)

1404

Total Awards
(2021/22)

In total, we made 1,631 awards across all funding routes in 2022/23, including awards to RFOs (Figure 2). This is compared to 1,404 awards in 2021/22.

Awards were made to applicants based in all Scotland's 32 Local Authority areas and across a range of art form specialisms. Details of all **funding awards made during 2022/23** are published on our website.

* 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.

Local Authority area	Applications	Awards	Amount Awarded (£)
Aberdeen City	51	27	1,433,969
Aberdeenshire	25	15	1,395,493
Angus	28	17	475,216
Argyll and Bute	63	27	1,180,243
City of Edinburgh	655	392	28,931,245
Clackmannanshire	3	4	93,841
Dumfries and Galloway	60	30	1,263,014
Dundee City	55	35	3,635,826
East Ayrshire	13	5	258,005
East Dunbartonshire	26	18	454,987
East Lothian	44	27	667,409
East Renfrewshire	21	12	261,101
Falkirk	18	12	484,483
Fife	64	40	1,221,258
Glasgow City	864	576	26,772,470
Highland	114	72	3,688,731
Inverclyde	16	12	604,062
Midlothian	18	14	252,756
Moray	27	11	578,248
Na h-Eileanan Siar	20	13	739,074
North Ayrshire	17	9	485,150
North Lanarkshire	33	17	698,117
Orkney Islands	13	8	535,724
Outside Scotland	103	76	3,879,747
Perth and Kinross	27	13	1,257,293
Renfrewshire	38	21	560,006
Scottish Borders	38	18	603,466
Shetland Islands	20	17	648,801
South Ayrshire	17	8	280,151
South Lanarkshire	45	21	726,955
Stirling	52	38	1,279,990
West Dunbartonshire	15	12	195,984
West Lothian	24	14	724,423
Total	2,627	1,631	86,267,238

Funding Review

Recognising the significant pressures being faced by organisations we committed to maintaining funding for the current RFOs at standstill levels for 2023/24 and 2024/25 while we continued to develop the new **Multi-Year Funding** programme, to be implemented from April 2025.

The new Multi-Year Funding process draws extensively on the **Funding Review** that we concluded in early 2020 and which had significant input from the cultural and creative sector. The Multi-Year Funding Programme is a two-stage application process, with criteria linked to our Strategic Framework and an underlying ambition to ensure all Regular Funding relationships are managed through a common approach.

As part of our ongoing work to reshape our funding approach, we launched two funds in February 2023, a refreshed **National Lottery Open Fund for Organisations**, and a new time limited **National Lottery Extended Programme** Fund. To support the launch of these new funds we ran a series of sector sessions walking potential applicants through the key features of these new funds and the application process in March 2022.



Young Quines by Stellar Quines
Courtest of Jupiter Art Land
Credit: Jassy Earl

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 total, 121 awards were made through the **Regular Funding** programme. In total, these organisations received £33.4 million, with awards ranging from £60,000 to £2.3 million (**Figure 3**).

The aim of Regular Funding is to provide funding support for a range of organisations that make a vital contribution to the current health and future development of the arts, screen and creative industries in Scotland. Funding through this programme facilitates essential operational costs, the successful delivery of work programmes, enhanced provision for the public and the expansion of professional networks.

Recognising the significant pressures being faced by organisations, Regular Funding contracts were extended until 31 March 2025. This funding will remain in place until the new Multi-Year Funding approach is implemented on 1 April 2025.

Figure 3: RFO Funding: Regular Funding Programme 2022/23



In 2022/23 RFOs were 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](#).

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. Numbers of applications to this programme varied by Local Authority area, from over 800 to fewer than 10 in some cases.

Across the group of RFOs, 70% delivered their activity in their Local Authority area, 24% in other Scottish Local Authority areas, 3% in the wider UK, and 3% internationally. This compares to 2021/22 when RFOs reported 71% of their activity in their Local Authority area, 19% in other Scottish Local Authority areas, 5% in the wider UK and 5% internationally.

Figure 4:
RFO Funding: Art Form Specialism of organisations in receipt of Regular Funding awards 2022/23



Outcomes from Regular Funding

All organisations in receipt of Regular Funding from Creative Scotland are required to complete an Annual Statistical Survey in July of each year. 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 July 2023 (reflecting activity for the year 2022/23) shows that RFOs:

- delivered 12,233 performances, 408 exhibitions, 14,341 screenings and 10,647 public events*
- produced 46,056 publications (including over 2,732 electronic publications) and over 5,782,576 video and audio plays.

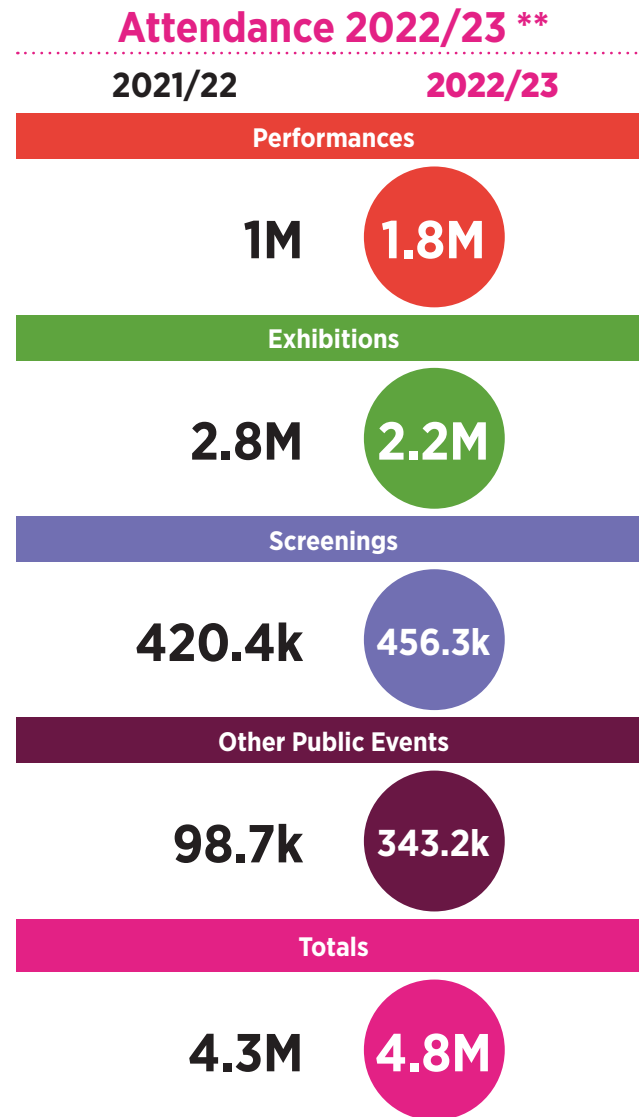
In total, these organisations reported that they delivered 37,629 public events in 2022/23 (**Figure 5**), an increase from 26,545 in 2021/22. This reflects the lifting of all restrictions on public events relating to the COVID-19 pandemic in this year.

* Respondents to the Annual Statistical Survey have the option of providing actual or estimated figures. 97% provided actual figures for number of public events, 100% for exhibitions, 98% for screenings and 97% for other public events.

Figure 5: RFO Funding

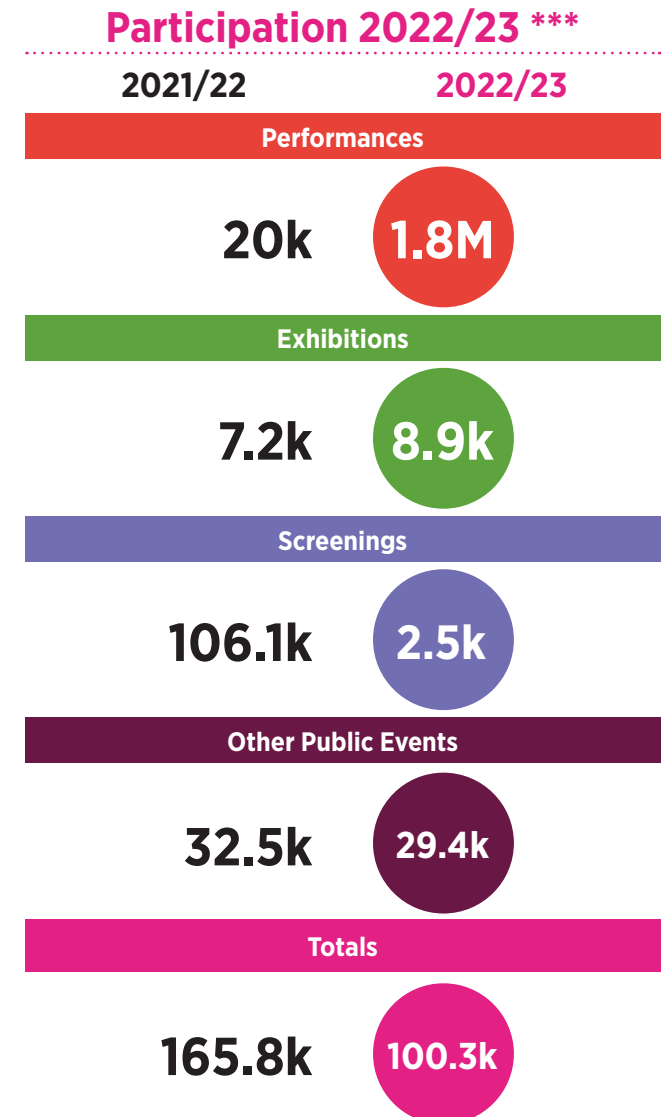


Figure 6: RFO funding:



** Respondents to the Annual Statistical Survey have the option of providing actual or estimated figures. 66% provided actual figures for attendance, 53% for exhibitions, 75% for screenings and 57% for other public events.

Figure 7: RFO funding:



*** Respondents to the Annual Statistical Survey have the option of providing actual or estimated figures. 73% provided actual figures for participation, 74% for exhibitions, 83% for screenings and 75% for other public events.

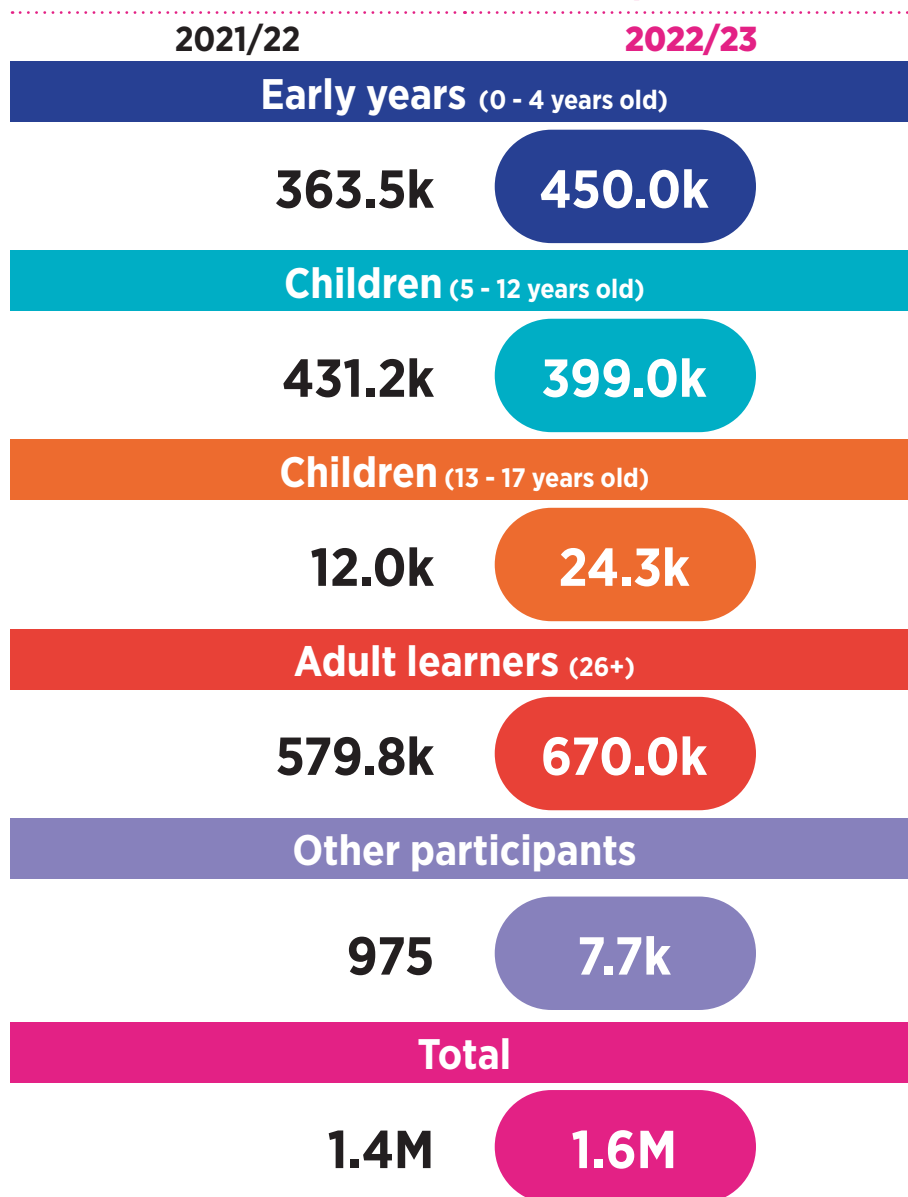
Analysis of RFO Annual Statistical Survey returns for 2022/23 shows that:

- attendances at performances, exhibitions, screenings and other public events were over 4.8m, compared to 4.3m in 2021/22* (Figure 6)
- the public participated more than 100,000 times, with participants defined as those actively learning, being trained or taking part in creative activity (Figure 7)
- people engaged more than 1.6m times in learning and outreach activities (Figure 8)
- RFOs worked with 2,429 volunteers, who on average contributed over 32 hours of their time over the year.

* 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

Figure 8: RFO funding:

Participation in learning and outreach events 2022/23



UNCON Edinburgh
Credit: Andy Caitlin

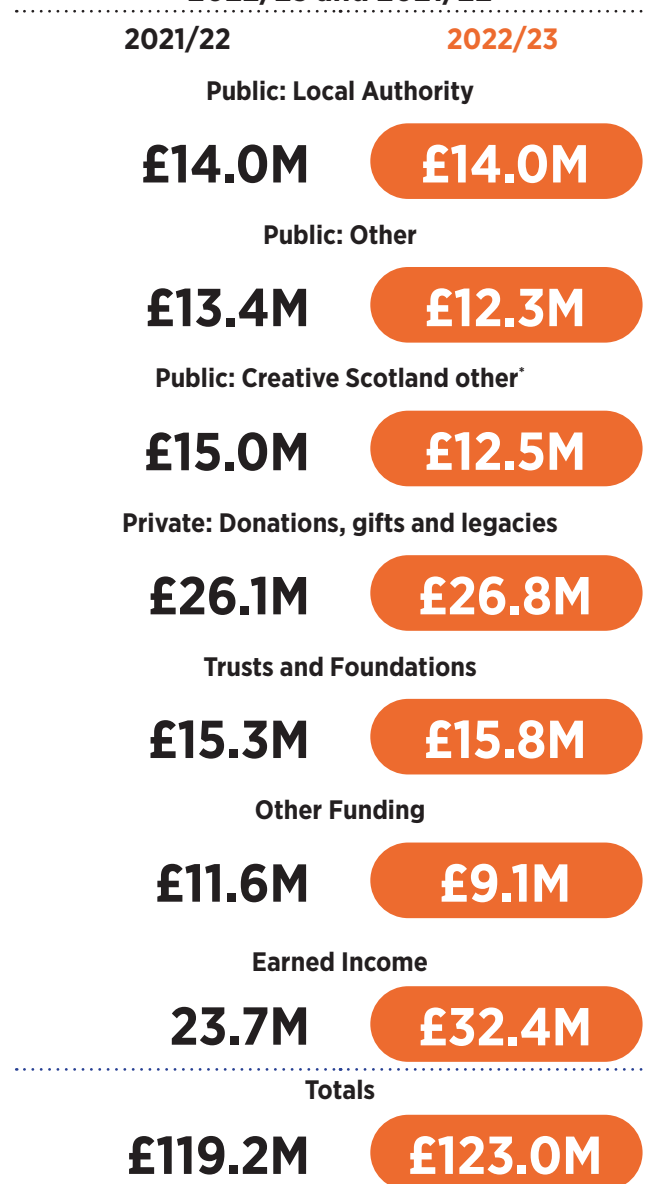
Diversity of RFO income

RFOs drew on a range of additional income sources in 2022/23, to a total of £123m (**Figure 9**). This included £26.8m in donations, gifts and legacies and £15.9m from Trusts and Foundations. Organisations reported a total of £32.4m in earned income.

This compared to a total of £119m in 2021/22, including £26.1m in donations, gifts and legacies, £15.3m from Trusts and Foundations and £23.7m in earned income.

Figure 9:

RFO funding: additional income streams 2022/23 and 2021/22



* Relates to CS funding via Open or Targeted routes and is separate from grants via the Regular Funding route

Funding for Projects and Individuals

We operate a standalone **Open Fund for Individuals** 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. The majority of this funding is from our National Lottery income.

We received 1,474 eligible applications for Open Funding between 1 April 2022 and 31 March 2023 and made 708 awards through this route, distributing a total of £15.7m (**Figure 10**). Of these awards 69% were made to individuals (490) and 31% to organisations (218). The principal art form of these awards is shown at **Figure 11**.

The overall success rate for the Open Fund in 2022/23 was 48%. The success rate for applications from individuals was 46% and the success rate for organisations 52%.

The number of awards made through the Open Fund increased from 627 in 2021/22 to 708 in 2022/23, and the overall funding level increased from £13.8m to £15.7m. The average award through this funding route has remained broadly the same (£22,030 in 2021/22 and £22,160 in 2022/23).

While £15.7m represents the commitment from Creative Scotland, the total predicted budget for the activity we funded through these programmes was £33.7m. 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 2021/22, the total predicted budget for projects funded through the Open Fund was £29.2m.

Figure 10:
Open Funding: 1 April 2022 to 31 March 2023



£647.9k
Scottish Government
Grant-in-Aid

£15.0M
National Lottery

£15.7M
Total

Figure 11:
Opening Funding: principal Art Form or Specialism of awards 2022/23

Principal Art Form	Awards through Open Project Fund	Value of Awards made (£)
Arts and Health/Wellbeing	8	222,035
Children and Young People	2	17,845
Crafts	28	368,220
Creative Industries	1	55,000
Creative Learning	4	154,866
Dance	39	1,159,085
Design	9	207,348
Digital	9	149,882
Equalities, Diversity and Inclusion	2	80,882
Interdisciplinary Performance	18	358,285
Literature	76	1,348,386
Multi-Artform	33	1,808,233
Music	229	4,249,270
Other	1	2,097
Place and Communities	5	224,622
Theatre	104	2,663,071
Traditional Arts	2	13,314
Visual Arts	138	2,606,770
Grand Total	708	15,689,211



Targeted Funding

In 2022/23, we operated 44 Targeted Funding programmes focused 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. More information on our 2022/23 Targeted programme of work is set out in our [Annual Plan 2022/23](#).

In total, we made 802 awards through Targeted Funding in 2022/23 and distributed £37.2m. Of this, £13.2m was restricted funding from the Scottish Government to deliver programmes including YMI and supporting the Edinburgh Festivals (through the EXPO Fund). This compares to 45 Targeted Funding programmes and 617 awards to the value of £34.4m made in 2021/22.



Medicine Cabinet
Courtesy of The Great Escape. Credit: Jannica Honey Photography



Pitch 2022
Courtesy of Pitch. Credit: Alice Hadden



Alien Species by Dudendance.
Lewis Sherlock performing. Credit: Clea Wallis.



YMI Event 2022
Courtesy of Credit Venture Creative

Screen Scotland Funding

In 2022/23, Screen Scotland delivered its objectives through a range of programmes including funding support for film and TV development and production, skills programmes for film and TV in Scotland, film festivals, audience development, screen education and funding for cinemas and venues to upgrade or install cinema screening equipment.

In total, across all Screen Scotland funding routes, screen expenditure was over £18m in 2022/23 (**Figure 12**). This figure includes the three screen RFOs (Alchemy Film and Arts, 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 2022/23, which include operating costs and budgets for research and communications.

Figure 12: Screen Funding: Total Screen Scotland funding 2022/23

	Grant-in-Aid (£)	National Lottery (£)	Total (£)
Audience	1,883,739	1,105,178	2,988,917
Business Support and Market Development	207,674	454,475	662,149
Development Finance	443,313	1,134,178	1,577,491
Film and Screen Education	169,878	1,022,806	1,192,684
Infrastructure Development	476,641	-	476,641
Production Finance	4,241,556	2,619,000	6,860,556
Skills Development	650,769	1,390,891	2,041,660
Talent Development	517,582	1,714,902	2,232,484
Total	8,591,152	9,441,430	18,032,582

Key Screen Scotland work delivered in 2022/23:

- Screen Scotland's **independent report** found that the screen sector in Scotland made a Gross Value Added (GVA) contribution of £567.6million to Scotland's economy in 2019, supporting 10,280 full time equivalent jobs - this rose to £617.4 million in **2021**.
- Exciting studio developments unfolded as Glasgow City Council unveiled its **new purpose-built TV studio** within Glasgow's iconic Kelvin Hall. Co-funded by the Scottish Government, through Screen Scotland and operated by BBC Studioworks, the facility is a major boost to Scotland's capacity to produce multi-genre TV productions and further fuels the growth of Scotland's creative workforce.
- Our vision to embed film and screen education in Scottish schools gained momentum with the creation of a draft curriculum for film and screen education in Scotland's schools, and the launch of a **Screen Educators in Residence programme** in Shetland, Dundee, Edinburgh, Inverness and Argyll & Bute.
- Collaboration was key, as we teamed up with Channel 4 on a new **strategic development and pilot production initiative** for Scotland-based indies. Additionally, our partnership with the BBC resulted in a new **television directing initiative**, reinforcing our commitment to nurturing emerging talent in the industry.
- Screen Scotland partnered with Edinburgh Festival Fringe on **Screen Fringe** - an international delegate programme to discover, spotlight and connect theatre and comedy talent with film and TV makers from Scotland, the UK and beyond. We also joined forces with **Screen International on Rising Stars** Scotland - a major new talent spotlight for Scottish filmmakers.
- In an effort to empower independent TV production companies based in Scotland, Screen Scotland partnered with the BBC and Channel 4 to support TRC Media's FormatLab, and the return of the successful RAD programme aimed at those who are underrepresented in the TV industry: those either with a disability, from black, Asian or ethnic minority communities or from disadvantaged backgrounds.
- Indielab announced a **15 strong cohort of independent production companies** joining the 2022 TV Accelerator - this initiative, funded by Screen Scotland, aims to empower these companies, propelling them towards growth.
- *Mayflies*, *The Outrun* and the second series of *The Rig* commenced production in Scotland in 2022, all with production support and funding from Screen Scotland.

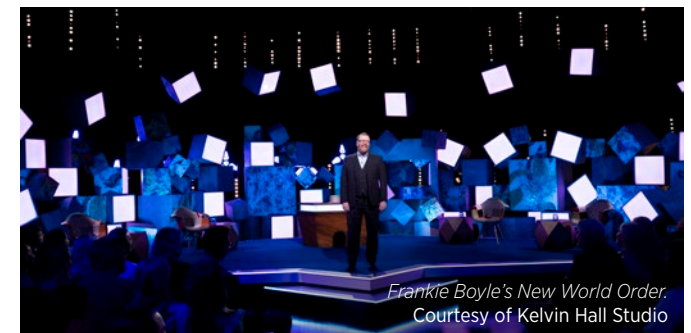
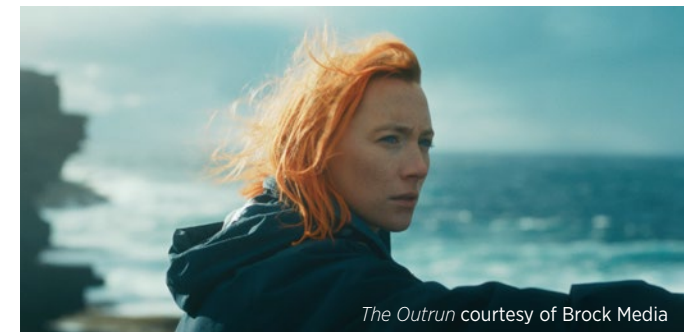


Figure 13: Open and Targeted Funding:
Number and value of partnership funding secured through
Open and Targeted funding programmes by Local Authority
area 2022/23

Geographic spread of Open and Targeted Funding

Across Open and Targeted funding routes we have continued to make awards to all Scotland's 32 Local Authority areas and across all the art form areas we support. In 2022/23, 44% of awards were made to individuals and 56% to organisations, compared to 40% of awards to individuals and 60% to organisations in 2021/22.

Analysis of applications show 15% of applicants were based in the 20% most deprived areas in Scotland, as defined by the Scottish Index of Multiple Deprivation (SIMD)*, and 16% of awards made through these routes

were to applicants based in these areas: 238 awards to a value of £10.6m.

In 2022/23, 13% of applicants were based in the 20% most deprived areas in Scotland and 13% of awards made through these routes were to applicants based in these areas: 171 awards to a value of £6.9m.

Across the Open and Targeted Funding programmes successful applicants indicated a total of £113.5m in partnership funding, based on data provided during the application stage (**Figure 13**). In 2021/22 successful applicants indicated a total of £232.4m in partnership funding.

* The Scottish Index of Multiple Deprivation (SIMD) identifies areas of multiple deprivation in Scotland

Local Authority area	Awards	Partnership Funding (£)
Aberdeen City	24	538,304
Aberdeenshire	11	222,480
Angus	16	440,077
Argyll and Bute	25	1,721,975
City of Edinburgh	351	35,012,277
Clackmannanshire	4	53,148
Dumfries and Galloway	28	894,934
Dundee City	31	344,168
East Ayrshire	5	197,952
East Dunbartonshire	17	91,900
East Lothian	26	815,701
East Renfrewshire	12	120,736
Falkirk	12	240,062
Fife	39	665,601
Glasgow City	536	26,760,486
Highland	63	1,191,804
Inverclyde	11	80,629
Midlothian	14	56,653
Moray	10	710,657
Na h-Eileanan Siar	11	418,169
North Ayrshire	9	285,104
North Lanarkshire	16	44,837
Orkney Islands	6	333,925
Outside Scotland	76	36,692,325
Perth and Kinross	11	230,349
Renfrewshire	21	189,279
Scottish Borders	17	1,012,837
Shetland Islands	16	355,626
South Ayrshire	8	265,950
South Lanarkshire	21	532,939
Stirling	37	2,746,155
West Dunbartonshire	12	49,305
West Lothian	14	227,449
Grand Total	1,510	113,543,791

Increasing cultural engagement

We are committed to increasing the quantity and quality of opportunities for people of all ages to experience and learn from culture and creativity, wherever they are in Scotland. We ensure this is a key criterion of all our funding programmes and a wide range of targeted work is focused on this Ambition.



Dance Makes the Floor by Mark Bleakley
Credit: Erika Stevenson

Creative Learning and Young People

Creative Scotland leads on several national creative learning initiatives for children and young people that focus on access, equalities, quality provision and progression, as well as on connecting professional practitioners and developing practice. A key part of our work is to develop and maintain partnerships and encourage collaboration and peer support with the aim of maximising the reach and impact of our programmes and the wider sector.

Key Creative Learning and Young People work delivered in 2022/23:

- In 2022, YMI celebrated 20 years of incredible achievements. Launched in 2003 with the aim to break down barriers to encourage children and young people's talents to flourish, YMI funding has given children and young people across Scotland access to free music and music making projects growing yearly participation to over 360,000 during a span of twenty years.
- Aiming to put music at the heart of children and young people's lives and learning, the programme now commits around £9m of public funds each year delivering in all 32 Local Authorities and focusing on areas of social and economic deprivation, contributing to children and young people's wider development. An example of the types of activity supported is the Sounds Like Music pilot project at Murrayburn Primary School in Edinburgh, which expands existing music provision to include children with additional support needs in mainstream schools.
- In 2023, our National Youth Arts Advisory Group programme of work culminated in **UNCON**, with informal, youth-led events celebrating the talent of children and young people across the arts. Both initiatives form part of Creative Scotland's Time to Shine – National Youth Arts Strategy, supporting children and young people to lead, act and be heard on what is important to them.
- We also worked with Children in Scotland to deliver a second year of **Access All Arts**, distributing £86,000 and supporting 161 young people with funding for their own creative development including music, photography, dance, film, and TV, drawing and painting, and creative writing.

Gaelic, Scots & Traditional Arts

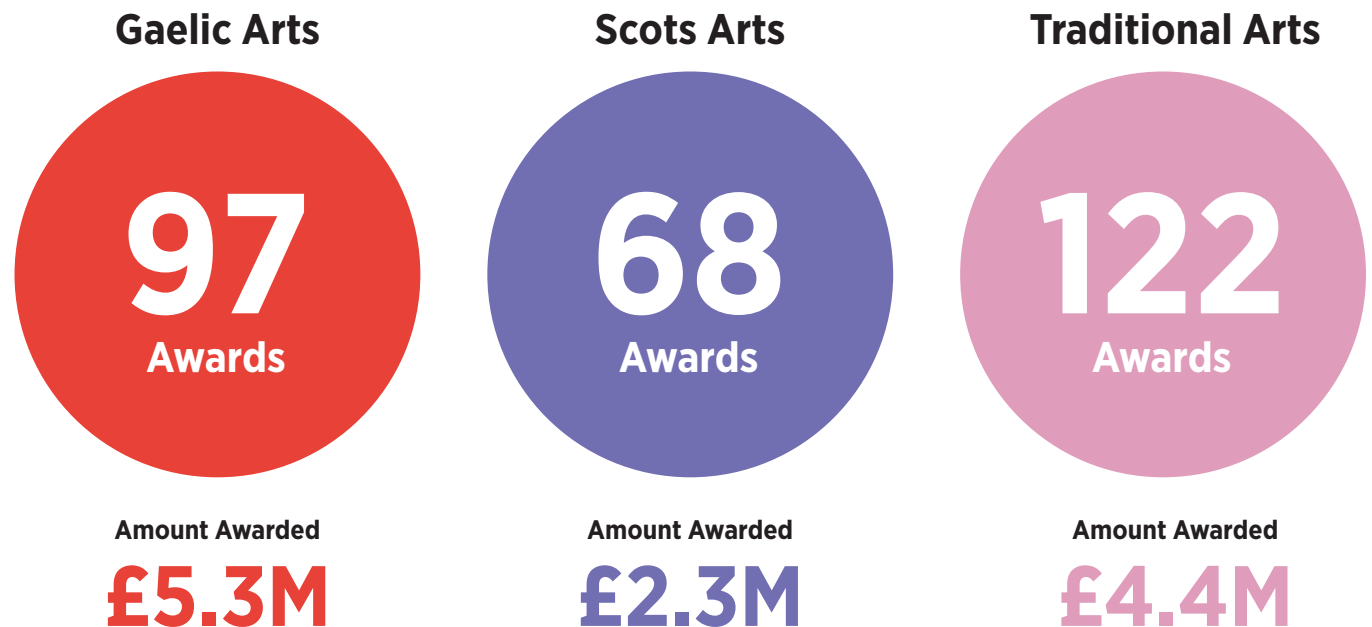
Scotland's smaller indigenous languages of Gaelic and Scots are a key part of our diversity and distinctiveness and provide a significant contribution to the cultural life of our nation.

In 2022/23, we made 97 awards with a focus on Gaelic, down slightly from 102 in 2021/22, 68 awards with a focus on Scots, up from 50 in 2021/22, and 122 awards with a Traditional Arts focus, compared to 116 in 2020/21. (Figure 14)



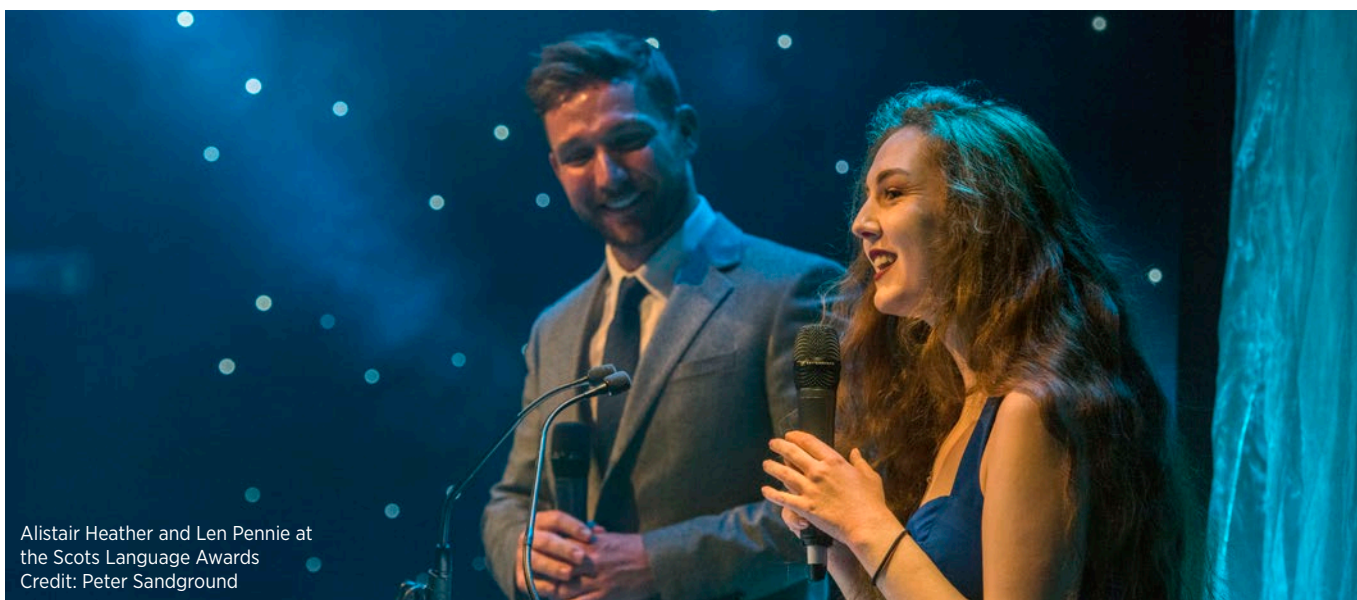
Stornoway Quebec
Courtesy of Theatre Gu Leor
Credit: Mihaela Bodlovic

Figure 14: Awards with a focus on Gaelic, Scots and Traditional Arts 2022/23





An Clò Mòr
Courtesy of BBC Alba



Alistair Heather and Len Pennie at
the Scots Language Awards
Credit: Peter Sandground

Key Gaelic, Scots and Traditional Arts work delivered in 2022/23

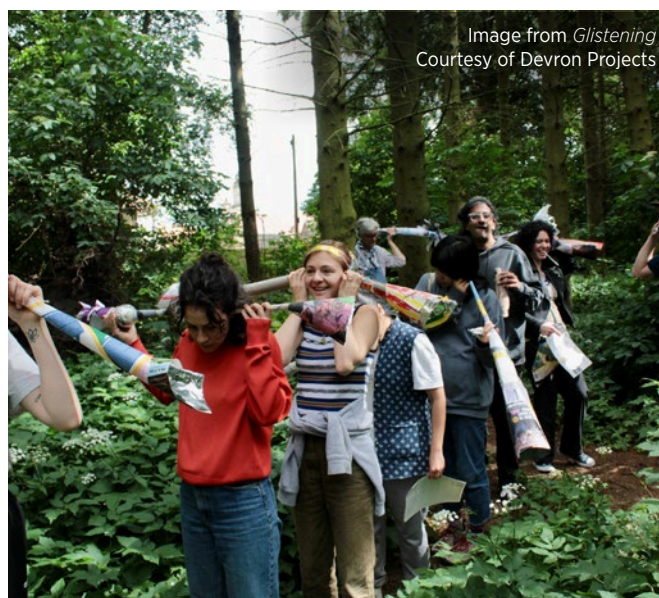
- Our partnership with the National Library of Scotland saw writer and performer Shane Strachan awarded the prestigious position of the **Scots Scriver residency**.
- Regular Funding to Hands Up For Trad enabled the **2022 Scots Language Awards** to take place highlighting the importance of Scots language, for arts and culture, and in daily life, education and business.
- Screen Scotland supported the production of drama series An Clò Mòr, produced by Solus Productions for BBC Alba. It also funded a new **Gaelic series for BBC Alba** exploring the science and stories behind the rain.
- In partnership with Fèisean nan Gàidheal, Creative Scotland funded the Tasgadh and Maoin nan Ealan Gàidhlig small grants programmes, supporting individuals and organisations working in Traditional Arts and Gaelic arts and culture.

Places and quality of life

We work in partnership with Local Authorities and other regional partners to embed creativity and culture in communities and ensure locally distinctive work is valued and encouraged.

Since 2011, Creative Scotland has provided £3m of funding to the **Place Partnership Programme**, matched by an estimated local investment of £3.2m cash and in-kind. In 2022/23 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.

Creative Scotland is a supporter of SURF (Scotland's Regeneration Forum), working with them on cultural and creative regeneration projects, advocacy and research. Creative Scotland sponsors the Creative Regeneration category of the Best Practice in Community-Led Regeneration. The 2022 winners were Alchemy Film & Arts, based in Hawick in the Scottish Borders. Also shortlisted were Findhorn Bay Arts, Moray, and Centrestage, East Ayrshire.



Culture Collective

The **Culture Collective** programme, supported initially through Scottish Government Emergency Funding, received £4.27m from the Scottish Government in March 2022 to support the existing network of 26 projects (supported with £6m of Scottish Government funds in 2021/22) to extend their work for up to a year.

In 2022/23, the Scottish Government provided a further £230,000 to support the Network's programme of peer learning, development, exchange and collaboration. In September 2022, representatives from the Culture Collective Network were invited to present at The International Teaching Artists Collaborative (ITAC) in Oslo, highlighting the innovative Culture Collective model, and showcasing the work of artists and communities in Scotland. The ITAC programme is the world-wide network for artists who work in participatory settings to create positive social impact.

Digital Engagement

In 2022/23 Creative Scotland funded 41 projects with a focus on digital activity, with a total award of £1.5m. This is a decrease on 2021/22 – when we funded 126 projects with a focus on digital activity, to a total of £3.8m (**Figure 15**). Whilst there has been a decrease in digital activity awards since 21/22, there are more awards with a focus on digital activity than before the Covid-19 pandemic in 2020. In 2019/20 Creative Scotland funded 21 projects with a focus on digital activity, with a total award of £847,993 (and 36 projects to a total of £935,471 in 18/19). Covid-19 restrictions meant that there was very little in-person activity across Creative Scotland funded projects between 2020 to 2022. However, we also understand that there was a greater focus on digital activity in lieu of in-person activity during this time. The 22/23 numbers reflect that we are past the peak of projects and activity pivoting towards digital.

Figure 15: Awards with a focus on digital activity 2022/23.

Art form	Number of Awards	Value of Awards (£)
Arts and Health/Wellbeing	1	44,580
Creative Industries	2	243,600
Design	2	56,922
Digital	17	357,718
Film	1	30,000
Interdisciplinary Performance	1	12,784
Dance	1	73,682
Multi-Artform	3	358,485
Music	8	132,600
Theatre	4	159,286
Visual Arts	1	4,802
Grand Total	41	1,474,459

Key Digital initiatives delivered in 2022/23:

- We partnered with the Scottish Government and public sector partners on a £1 million **Creative Digital Initiative** in response to COVID-19, supporting organisations and individuals amid business disruptions. Positive outcomes were showcased at the Creativity World Forum, with five Scottish creatives attending in person in Stuttgart.
- Teaming up with Indielab, we championed the **Games Accelerator**—a pioneering pilot program for game companies. Collaborating with InGame (Dundee) and Creative Wales, this initiative aligns perfectly with our ongoing discussions with Scottish Enterprise Agencies. Together, we're working towards a coordinated and strategic approach to enhance the Scottish games ecosystem.
- In partnership with The Turing Institute, Festivals Edinburgh and Edinburgh University, we supported the scaling up of *The New Real* into a national initiative to support artists engagement and enquiry into the impact of AI on art, culture, creative businesses and society.



The New Real: The New Real Salon
Credit: Andrew Perry

Touring

During 2022/23 productions visited 665 venues across Scotland and the wider UK, compared to 584 in 2021/22. Of these, 597 venues were in Scotland, compared to 547 in 2021/22.

In 2022/23, Creative Scotland made 131 awards through Open and Targeted Funding to help facilitate touring, with total funding of £5.7m, in comparison to 116 awards with total funding of £4.8m in 2021/22.

- 98 awards through Open Funding had a touring element, with total funding of £3.5m, compared to 49 awards with a total value of £1.7m in 2021/22. These awards were made to organisations working across Scotland and in a range of art forms (**Figure 16**).
- 33 awards were made through Targeted funds to the value of £2.2m compared to 67 awards to the value of £3.1m in 2021/22.

Figure 16: Open and Targeted Funding: awards to support touring 2022/23, by art form

Art form	Awards	Total value of awards (£)
Children and Young People	1	3,345
Dance	10	831,656
Design	1	52,600
Digital	1	1,400
Film	8	125,560
Interdisciplinary Performance	2	72,737
Literature	13	496,229
Multi-Artform	18	944,475
Music	46	1,303,873
Place and Communities	2	77,234
Theatre	21	1,484,600
Visual Arts	8	304,492
Grand Total	131	5,698,201

Touring Fund for Theatre and Dance

The **Touring Fund for Theatre and Dance** was developed as a collaboration between Creative Scotland, the Federation of Scottish Theatre and their members. The fund supports the touring of theatre and dance, enhancing opportunities for artists, producers and companies to work more collaboratively with venues to grow audiences and provide greater access to high quality work across Scotland.

£1,023,031 National Lottery funding was awarded to **10 companies in 2022**. The fund has awarded £6,295,444 through seven rounds since it launched in 2021.



Joshua McMillan in *Strut*
Courtesy of MhZ SCENOGRAPHY LTD.
Credit: Simon Murphy



Strawboys by Rob Heaslip.
Credit: Amy Sinead



by Shotput. Image
Credit Brain Hartley

In 2022/23

£1.0M
National Lottery
Funding was
awarded

of a total

£6.3M
across seven rounds since 2021

Our Creative Voice



Art and creativity are deeply human, helping us understand ourselves, express ourselves and reflect on the world around us. Now, more than ever, it is vital that we all take every opportunity to demonstrate the value of art and creativity and the and the positive impacts they have on our lives

Part of **Creative Scotland's role** is to advocate for art and creativity as a vital part of our society, to promote understanding of the value that art and creativity delivers to all our lives and to promote participation in artistic and creative activity. This is also reflected in the aims set out in the **Scottish Government's Culture Strategy**.

Our Creative Voice is an advocacy campaign that aims to unequivocally tell the story of the value that art and creativity delivers, making all our lives better – socially, culturally and economically – and to champion greater participation and access to creative experiences for everyone.

Core to **Our Creative Voice** is a website that presents **real-life case studies** from across Scotland's cultural sector which demonstrate that value. Alongside these stories, the site also contains **data and research** covering key topics including our health and learning, our communities and economy. The site also incorporates a range of responses from **people working across the culture sector** about what art and creativity means to them, and this is further supported by a series of **short animations** from Leith based creative agency **Studio Something** and BAFTA award winning animator **Will Anderson** featuring the voices of real people talking about the role creativity plays in their lives.

We continue to promote this through dedicated social media handle **@creative_voice** and using the hashtag **#ourcreativevoice**.

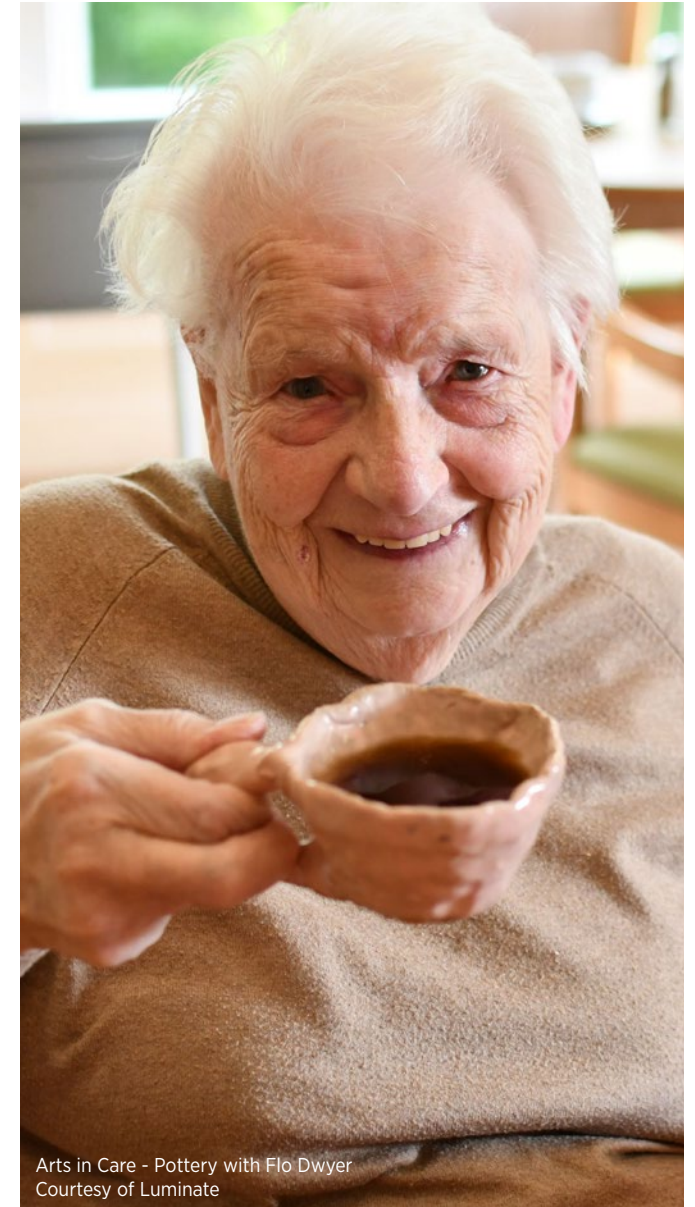
National Cultural Engagement

As a Non-Departmental Public Body, 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.*

The latest SHS survey found that 88% of adults engaged in culture in 2022, either by attending or visiting a cultural event or place or participating in a cultural activity. This is consistent with the findings from 2021 (89% of adults engaged in culture in 2021) and almost as high as the figure from the last survey conducted pre-pandemic (90% of adults engaged in culture in 2019).

* **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.



Arts in Care - Pottery with Flo Dwyer
Courtesy of Luminare

In 2022, as is typical, the SHS was carried out as a face-to-face interview. This represents a return to the traditional methodology after the COVID-19 pandemic disrupted the 2020 and 2021 survey years and necessitated a change in approach.

The headline findings for 2022 were:

74% attended a cultural event or place.

Whilst this is a decrease on 2019 (81%), there is a significant increase from 59% in 2021 (a year impacted by lockdown restrictions).

75% participated in a cultural activity

in 2022 (the same as in 2019, however, down from 84% in 2021).

64% The most popular form of cultural participation was reading for pleasure

followed by viewing performances online (20%).

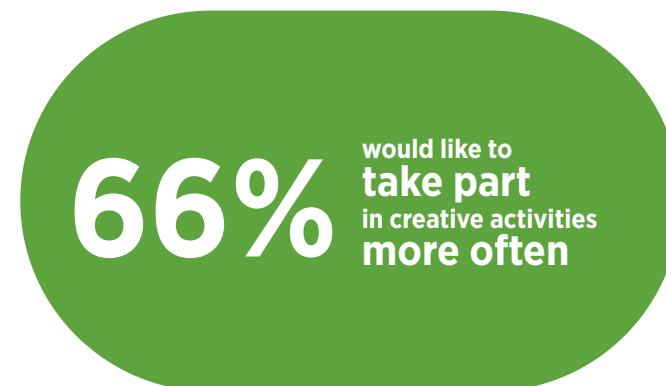
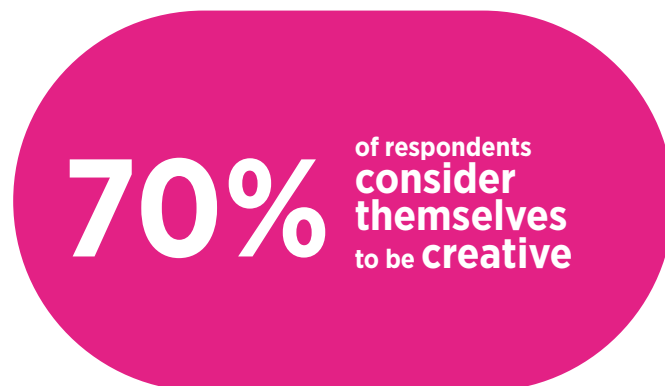
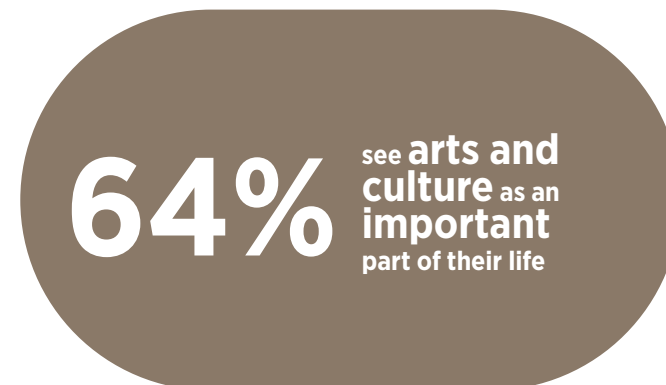
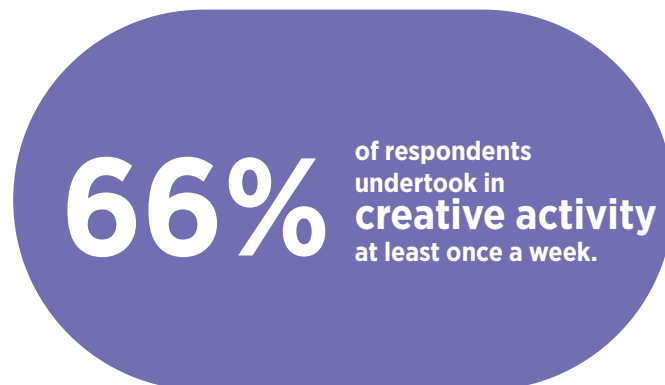
The Cinema (64% of adults) or live music event (32% of adults) were the most common cultural events or places of culture to attend

- Attendance at all events and places was lower in 2022 than 2019 apart from streaming of a live performance which has maintained (8%).
- As in previous years, the data presents divergence in cultural engagement according to socio-demographic characteristics; women, younger people, people with larger household incomes, 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. 85% of adults aged 16 to 24 had attended a cultural event or place of culture, including the cinema, compared to 44% of adults aged 75 or over.
- Only 55% of adults with a disability had attended a cultural event or place of culture, compared to 80% of non-disabled adults, in 2022.
- 61% of adults living in the 20% most deprived areas had attended a cultural event or place of culture, including the cinema, compared to 86% 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 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 2022/23 Survey** found that:

- 66% of respondents undertook creative activity at least once a week, a 1-percentage point increase from 2021/22
- 70% consider themselves to be creative, the same as in 2021/22
- 64% see arts and culture as an important part of their life, a 1-percentage point decrease from 2021/22
- 66% would like to take part in creative activities more often, a 2-percentage point increase from 2021/22.



** 56 Degree Insight Scottish Opinion Survey, Base: Scottish Adult Population (n= 1,102), fieldwork was carried out between 1st to 17th November 2022

Perceptions of local creativity and wellbeing

The [2022 Scottish Household Survey](#) also asked respondents about satisfaction with their Local Authority culture and sport and leisure facilities. It found that:

38%

were very or fairly satisfied with Local Authority museums and galleries.

38%

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 for those saying that they were very/fairly satisfied at 87% with museums and galleries and 85% with theatres or concert halls.

In our 2022/23 omnibus survey, 86% of respondents indicated that they felt Scotland is a creative nation, a slight increase from 2021/22. 57% of respondents agreed that their local area is a creative place (a slight decrease on 58% in 2021/22) and 66% agreed that people in their local area would lose something of value if the area lost its arts and cultural activities (up from 65% in 2021/22).

The survey reported that 66% 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 (70%) followed by “makes me feel good” (69%).

Respondents felt creative activity helped them to be more socially active:

“spending time with friends and family” (36%); “getting them out of the house” (46%) and “meeting new people” (25%).

Other reported benefits included:

“improving wellbeing” (65%), “learning something new” (44%), and “allows me to express myself” (42%).

Performance Against Our Strategic Priorities



The Swings Rehearsals by All or Nothing Aerial Dance Theatre
Credit: Colin Hattersley

Equalities, Diversity & Inclusion (EDI)

Supporting a diverse range of creative people, communities, and activity, promoting an equality of opportunity to create, participate and engage.

EDI continues to be at the heart of what we, and those we fund, do and we are committed to increasing the diversity of who receives and benefits from our support.

In 2022, we published our new **Equality Outcomes 2022-2026**. These outcomes underpin our commitment to EDI and are available to download on our website in a range of formats. We continued to work closely with our **EDI Advisory Group**, who provided valuable advice and support around key, strategic pieces of work including the development of our Equality Outcomes and our approach to Fair Work.

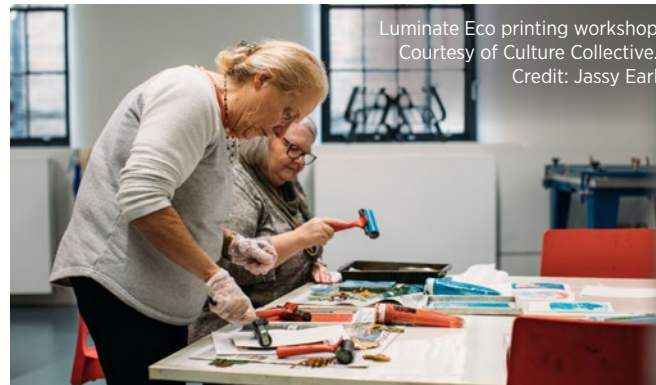
In 2022/23 we worked closely with the RFOs in the ongoing implementation of EDI Action Plans, which were specific and responsive to the challenges and characteristics of each organisation. RFOs reported a diverse range of programming and outreach activities. They have supported inclusivity through programming and targeting work for a range of groups in society (**Figure 17**).

Figure 17: RFO funding:
focus of programming, engagement and marketing work 2022/23 – 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	75%	72%	60%
Children and Young People	90%	92%	86%
Disabled People	76%	77%	70%
Faith / Religious Groups	6%	11%	5%
Gender Groups	53%	50%	44%
Health / Wellbeing	79%	82%	69%
LGBTI Groups	61%	50%	49%
Looked After Children	31%	43%	24%
Older People	59%	64%	55%
Refugees / Asylum Seekers	44%	57%	37%

Key EDI work delivered in 2022/23:

- In June 2022, we awarded over £535,200 to 46 groups and individuals through the **Create:Inclusion Fund**. This initiative is dedicated to breaking barriers and making the arts and creative industries more accessible to everyone.
- Teaming up with Disability Arts Online and The Skinny, we proudly introduced **Diverse Critics 2023**. This ground-breaking program is designed to empower a cohort of disabled and/or Black and POC writers, providing them with the essential skills for a successful career as professional arts writers and journalists.
- Our support extended to Year 2 of PRS Foundation's **POWER UP** long-term initiative supporting Black music creators and industry professionals. Scottish artists Bemz and Becky Sikasa, along with Artist Manager Mobolaji Agoro benefited from the programme.
- In partnership with the four UK Arts Councils and the British Film Institute, we supported the early development of a new UK-wide **arts access scheme**. This scheme aims to enhance access for d/Deaf, disabled and neurodivergent audiences attending cultural events and venues across the UK.



Luminate Eco printing workshop
Courtesy of Culture Collective.
Credit: Jassy Earl



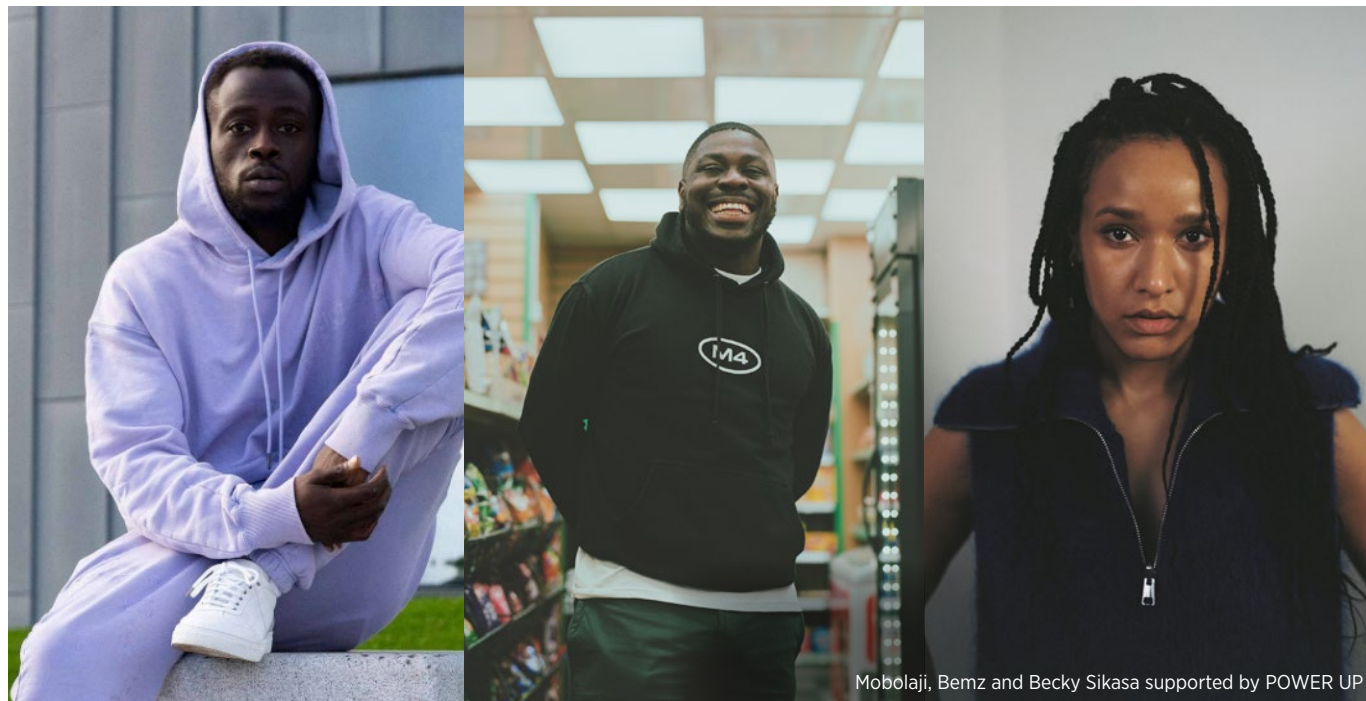
The Safe Space Pop-Up
Courtesy of Squidz



Maryam Yahia Mohammed
African Oases exhibition
Courtesy of Culture Collective

- **Arts in Care**, delivered through a partnership with Luminate and the Care Inspectorate and supported by Creative Scotland and the Baring Foundation – resumed in Summer 2022. This project focuses on embedding high quality arts in care activity across Scotland, strengthening both the arts and care sectors.
- With Counterpoints Arts, we backed the **Mutual Affinities Learning Lab Programme** – this collaboration brought together migrant and refugee artists together with Scottish cultural organisations to deeper understanding of migrant perspectives.
- In 2022, Luminate, Scotland's creative ageing organisation, celebrated its 10th anniversary. **Director, Anne Gallacher reflected** on her journey and what the future has in store for those ageing creatively in Scotland.
- New mum Catrin Kemp set up **The New Mothers Writing Circle** in Glasgow offering creative time to new mothers during a transformative period.
- **Project X** continues to platform dance from the African and Caribbean Diaspora. Covid: Aid collaborated with Art in Healthcare on creative activities tailored for adults with compromised immunity or living with longer-term health conditions.

- **Fablevision's** *Woven in Renfrewshire* was a year-long artist residency programme gathering stories of caregivers in Renfrewshire. These projects, driven by equality, diversity, and inclusion, are just a selection supported by our Open Fund.
- Through Targeted Funding, we supported the **Pitch Scotland** showcase platform and collaborated with Sunny Govan Radio, UP2STNDRD and 644 Studios to support Hip Hop bursaries.
- During the shooting of *The Wedding* in Glasgow in September 2022, Screen Scotland supported a shadowing and training scheme to give under-represented groups in Scotland a chance to step up in the film and TV industry.
- Screen Scotland's partnership with **The Writers Lab** facilitated the participation of Scottish applicants in the development and marketplace programme for women and nonbinary screenwriters over 40.
- Actively participating in the **PACT Scotland Indie Diversity Scheme 2022**, we underscored our commitment to fostering diversity and inclusivity in the screen industry. Increased funding expanded the number of young people able to take part in **Pact's Indie Diversity Scheme**, as well as increasing the training period. The initiative brings new talent into the industry, targeting young people from diverse backgrounds currently under-represented in TV (BAME, LGBTQI+, women, people living with disability and people from lower socio-economic groups).



Mobolaji, Bemz and Becky Sikasa supported by POWER UP

Sustainable Development

Helping tackle the climate emergency and supporting the growth of sustainable creative businesses across Scotland.



Environmental Sustainability

In 2019 the Scottish Government declared a climate emergency and introduced legislation setting national targets to reduce emissions to net-zero by 2045 at the latest. This critical global issue will have a major impact on how people engage in artistic and creative activity.

Culture and creativity can play a key role as we transition to a more sustainable society. We continue to advocate for this wider role while supporting the arts, screen and creative industries to adapt and to embed sustainable business and environmental practices.

Our 2021/22 Annual Plan committed to undertake the production of a comprehensive plan to not only set our plan to net zero, but our role in supporting the arts, screen and creative industries sectors to achieve it too.

Our **Climate Emergency and Sustainability Plan** was published in 2022 with over 60 actions, each codesigned with our staff, representing our dedication to lead, partner, and facilitate meaningful

change. The Plan was developed in collaboration with a project team led by Creative Carbon Scotland with Adaptation Scotland and with people from across Scotland's culture and creative sector.

In January 2023, Karen Ridgwell joined the organisation as **Climate Emergency and Sustainability Lead**, taking on lead responsibility for the delivery of the actions in Creative Scotland's Climate Emergency and Sustainability Plan.

Supported by Regular Funding, **Creative Carbon Scotland** work directly with individuals, organisations and strategic bodies engaged across cultural and sustainability sectors to harness the role of culture in achieving this change. Together with Creative Carbon Scotland and other partners, we have supported sustainable practice across the culture and creative sector for many years.

Key Environmental Sustainability work delivered in 2022/23:



Courtesy of Colin Andrews. Credit: Evie Milo

- In 2022, Creative Carbon Scotland hosted **Springboard**, bringing 200 individuals from across the creative sectors together to discuss and develop commitments to enable transformational change. Cohorts looking at specific challenges will be meeting quarterly throughout 2023/24 to report on progress.
- We commissioned Creative Carbon Scotland to undertake a study exploring the challenges and opportunities for the sector in developing an approach to a net-zero future, based on high-level surveys of a small but varied selection of buildings. These included **Centre for Contemporary Arts** in Glasgow; **Dundee Rep**; **Dundee Contemporary Arts**; **Edinburgh Sculpture Workshop**; **Glasgow Film Theatre**; **Collective Gallery** and **Tron Theatre** in Edinburgh and **Eden Court** in Inverness.
- Screen Scotland in partnership with Scottish Enterprise, South of Scotland Enterprise, Highlands and Islands Enterprise, Glasgow City Council and BECTU created a **Sustainability Manager** role which sits within BECTU VISION and is supporting the development of tools, skills and resources for embedding sustainability across the screen sector in Scotland. Hear more from **Mairi Claire Bowser on embedding sustainability within Scotland's screen sector**.
- Through Open Funding, diverse projects promoting sustainability include **Ecostage** workshops by designer Mona Kastell; **ReJean Denim's studio trash clothing** exhibition, and homeware ceramicist **Natalie Wood's Zero to Landfill** investigation into improved ways of recycling micro-waste associated with clay working industries.
- Artist **Colin Andrews** participatory artwork sees oak trees planted across Fife for a 'future forest' while the *Ash Rise!* exhibition by the Scottish Furniture Makers Association, Scottish Forestry, and the Association of Scottish Hardwood Sawmillers highlights Scottish ash and its uses, addressing ash dieback. These initiatives, backed by the Open Fund, showcase climate emergency and sustainability in action.
- The **Touring Fund for Theatre and Dance**, supported by the National Lottery, has funded impactful productions addressing pressing issues like the climate emergency. *Shō* and the Demons of the Deep by Zoe Bullock and Independent Arts Projects is a visual-adventure story for children about overcoming fear, climate crisis, and how the actions of one generation can affect the next. *Burnt Out*, solo dance theatre by Penny Chivas delves into our changing climate and the Australian bushfires weaving spoken word and movement. **Tortoise in a Nutshell's** acclaimed production, *Ragnarok*, uses Nordic Myth to tackle global issues, with accompanying workshops at each tour venue.

Sustainable Creative Businesses

We work to support the development of sustainable business models in the arts, screen and creative industries and to help develop the opportunities for people to turn their creative motivations into ways in which they can earn a living.

In March 2023, there were 13,030 registered enterprises operating in the Creative Industries growth sector, representing 7.5% of all registered business in Scotland. The sector is dominated by small enterprises; 97.3% of Scottish Creative Industries registered enterprises were small (0-49). Employment in the Creative Industries stood at 88,000 in 2022, accounting for 3.4% of employment in Scotland. Employment in this sector increased by 11.4% over the latest year in Scotland. The GVA of the creative industries was £4.4bn in 2021*, an increase of 1.7% compared to 2020.

* The latest data available



Zero to Landfill by Studio Frostwood.
Photo credit: Susan Castillo

Sector Development

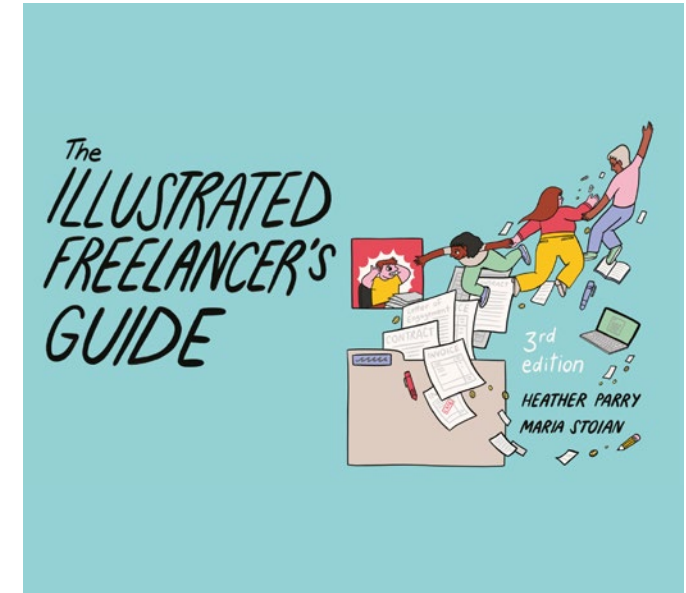
We have a number of development organisations in the RFO network that support the arts and creative sectors to strengthen their networks and resilience. These organisations play an important role in the cultural infrastructure:

- Arts 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
- Creative Lives

We work on a place and/or sectoral basis to make interventions that will support many businesses to grow and develop, with an explicit focus on the triple bottom line of cultural, social and economic value. 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 play an active role in Scotland's Business Support Partnership, while also working on the development and implementation of regional growth deals across Scotland.

Key Sustainable Creative Business activity delivered in 2023:

- We commissioned **business planning guidance** for creative and cultural organisations in advance of the Multi-Year Funding Programme being launched.
- Our **Go See Share** initiative offers small grants, empowering creatives to explore and share innovative ways to expand their business activity and enhance financial sustainability. The initiative supports a diverse group of creative entrepreneurs to connecting with and learning from international counterparts, from a community music promoter, and tactile children's books publisher, to a VR games developer, alongside 11 other Scottish creative business owners.
- Expanding on our ongoing collaboration with Crowdfunder, we've enhanced our **crowdfunding programme**, offering Scottish creators both financial support and crowdfunding resources. Through an exciting new partnership with Kickstarter, our goal is to empower these creators to reach new global audiences and markets.
- We revamped **The Illustrated Freelancer's Guide**, a practical resource empowering creative freelancers to navigate their rights and best practices, offering insights on addressing challenging situations.
- In collaboration with Panel and Craft Scotland, we supported **MAKE Learn** - a new campaign aimed at assessing and enhancing craft education within Scotland's primary and secondary schools and beyond.
- We supported access to expertise on key issues for managing and leveraging digital rights for artists creating work for online and offline channels especially around standardising agreements for performing arts.
- We assisted in establishing and strengthening local creative business networks in the Northeast through knowledge sharing and business development support. Collaborating with RGU and Look Again, we aimed to build a more robust creative sector in the wider region, including Moray and the Northern Isles.
- We supported CHARTS in Argyll & Bute, helping creative businesses and artists identify market opportunities and enhance international export capacity through workshops on connection, export, sales, and the international marketplace.



Fair Work

Promoting fair pay, conditions, and employment opportunities across the cultural and creative sector.

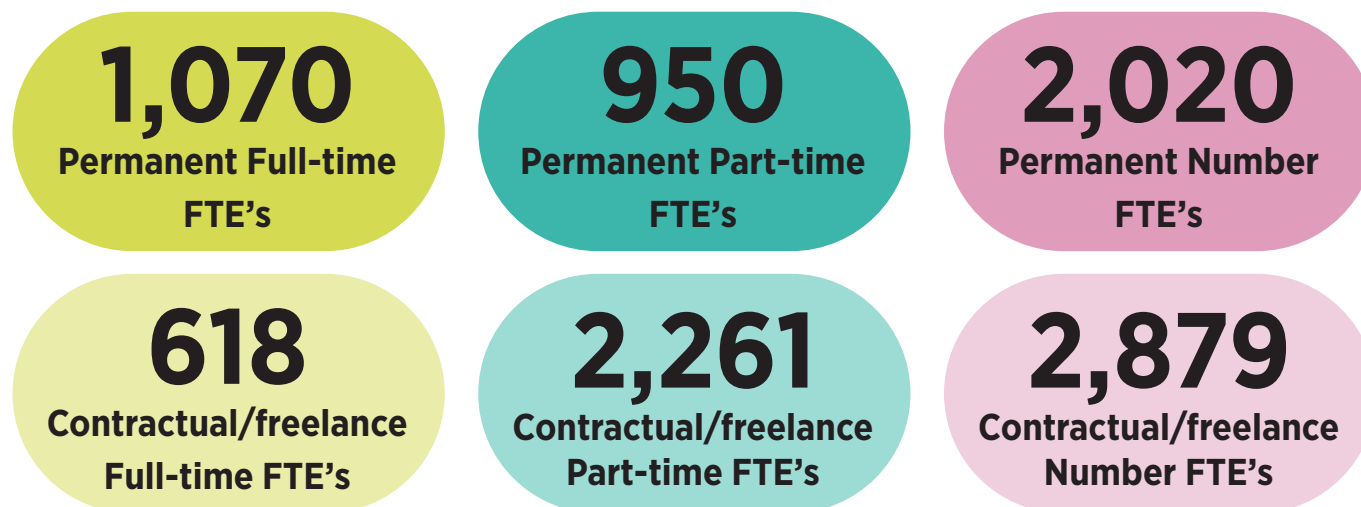
Creative Scotland wants to help ensure that sectoral renewal is built upon applying the principles of Fair Work. By this we mean playing our role in helping to create the conditions for more meaningful and sustainable opportunities to work across, and progress through, the sector. This includes ensuring that every individual or organisation we fund provides terms and conditions which are demonstrably fair, whilst advocating for the importance of these principles being applied universally.

The work of our 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 120 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 2022/23 shows that RFOs employed 4,899 full-time-equivalent (FTE) staff members, of whom the equivalent of 2,879 FTE (59%) were employed on a freelance or contractual basis (**Figure 18**). This compares to 5,282 FTE staff reported in 2021/22, of whom 60% (3,146 FTE) were contractual or freelance staff.

Figure 18: RFO Funding: workforce 2022/23



In returns to our Annual Statistical Survey for 2022/23, RFOs reported that they organised 10,515 events supporting artists, artistic development or professional training, attracting over 13,247 participants. In total, they commissioned 1,883 artists and creative practitioners to create new work, delivered 1,271 residencies and provided support-in-kind to a further 2,361 artists and creative practitioners. In 2021/22, RFOs reported that they organised 7,320 events supporting artists, artistic development or professional training, attracting over 11,637 participants. 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*. It is important to note that the loss of Centre for Moving Image has had an impact on the overall number of RFO events, related numbers of attendees, participants, and artists and creative practitioners worked with across the cohort, especially when looking at the landscape pre-pandemic. Despite this, and despite the small decrease in in 2022/23 from 2021/22, the total number of artists and creative practitioners to create new work has increased by 20% since 2019/20 (from 1,564 to 1,883).

In 2022/23 Creative Scotland made 96 awards through Open Funding to support leadership training opportunities, professional development and work placements, to the value of £4.3m. A further 215 awards (to the value of £4.4m) 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 2021/22 Creative Scotland made 88 equivalent awards through Open Funding to the value of £2.3m and 138 equivalent awards through Targeted routes to the value of £5.4m.



River City Training Academy
Credit: BBC Studios and BBC Scotland



Dementia Friendly theatre show
Courtesy of Ayr Gaiety Partnership.
Credit: Ruari Barber-Fleming



Chinese Community Orchestra – Dragon Boat Festival
Courtesy of Art27@Southside. Photo credit: Robert Motyka

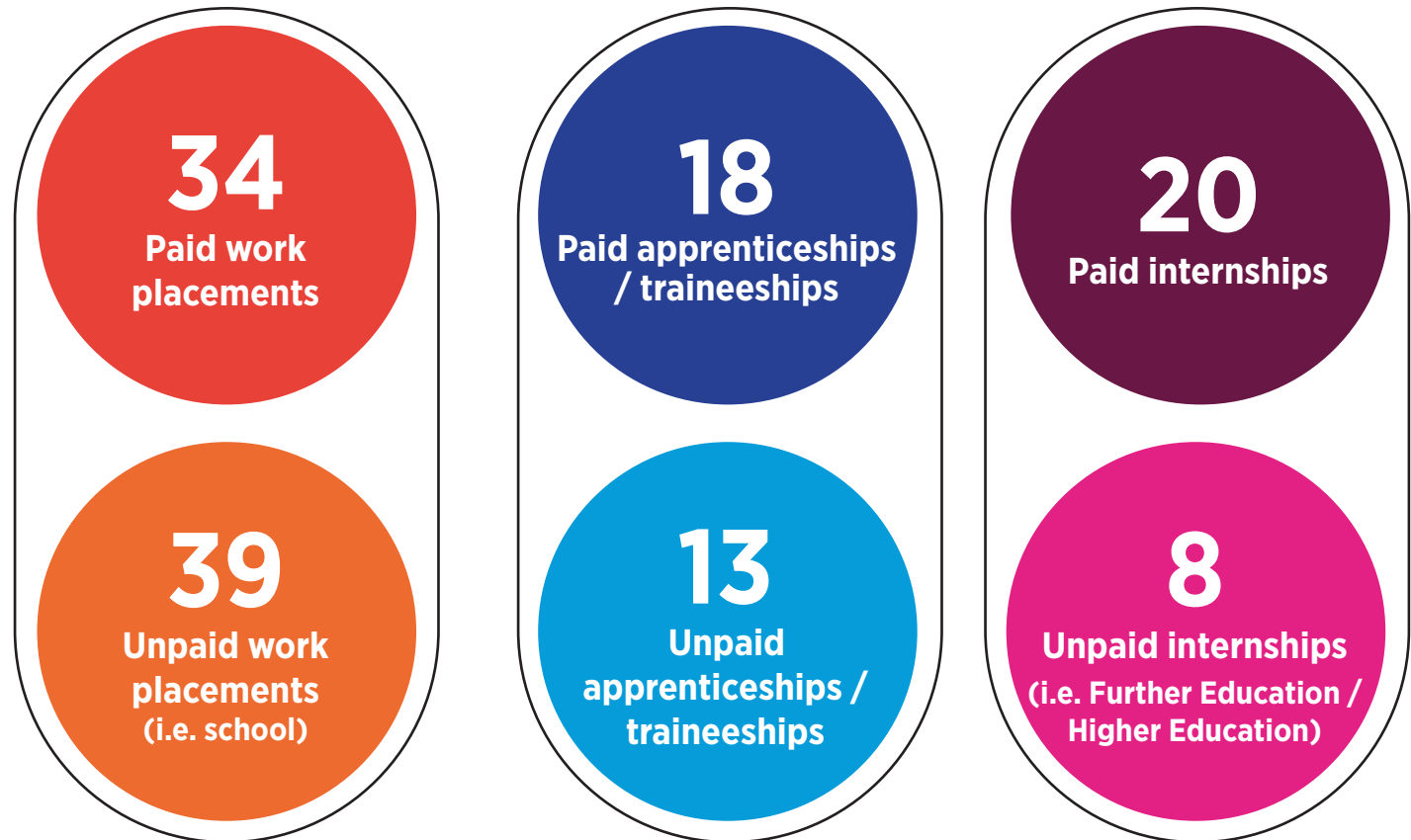
* North Lands Creative Glass data for FY 21/22 used for this section

Youth Employment Initiatives

The Annual Statistical Survey also shows that RFOs collectively employed more than 133 young people through youth employment initiatives, compared to 96 in 2021/22 (**Figure 19**).

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.

Figure 19:
RFO Funding: Full Time Employment's youth employment initiatives 2022/23*



* North Lands Creative Glass data for FY 21/22 used for this section

Key Fair Work activity delivered in 2022/23:

- We commissioned Culture Radar to undertake **new research** to inform the development of clearer and more consistent guidance on the application of Industry Standard Rates of Pay for Scotland's freelance workers.
- We initiated a **12-month action research project**, teaming up with HR specialists at Scottish Council for Voluntary Organisations, external researchers and a project manager. The goal is to assist up to 20 arts and creative industries organisations and individuals in accessing HR support in 2023/24 to underpin Fair Work principles, criteria and implementation.
- We continue to fund targeted programmes to generate employment opportunities in the arts, including **Local Support for Artists and Makers** through VACMA. Our partnership with Engage Scotland connects freelancers in the visual arts through the **Stephen Palmer Travel Bursary Fund**. Author Mary Paulson-Ellis was appointed at **Dr Gavin Wallace Fellow** by Edinburgh City of Literature, and Isabel Barfod received the **2023 Margaret Tait Commission**.
- Building on the success of the Young Films Foundation's Screenwriting Residencies on the Isle of Skye, 2023 saw Film and TV producer Chris Young launch the Foundation's **latest search for Scottish screenwriting talent** thanks to Screen Scotland support, offering participants the opportunity to work with UK broadcasters, professional mentors and industry experts on a year-long programme to take their ideas from pitch to commissioned script.
- **Screen NETS**, supported by Screen Scotland's skills funding, has been providing on the job training in Scotland's film and high-end TV drama sector for almost four decades. Focusing on new entrants and recently entered practitioners the 2022 edition recruited trainees from across Scotland for technical, production and design roles in scripted TV and film.
- Alongside Screen NETS, Screen Scotland funded the **Outlander Trainee Programme** in 2022, with trainees working in multiple departments during production of the seventh season of the Sony/Starz international hit.
- Following a fantastic response from all four nations, TRC has announced the successful delegates for their **professional development programme SuperSizer** funded by BBC Nations & Regions, Channel 4, and the National Lottery through Screen Scotland.
- Screen Scotland's funding plays a key role in attracting inbound productions through the Scottish Government supported **Production Growth Fund**. Designed with the aim of drawing large-scale film and television to Scotland, the fund creates employment opportunities for crew, encouraging the use of Scottish production facilities, and supporting skills progression and talent development.
- Contribution to UK wide review of data that suggests the games industry is in a skills crisis recruiting more than 10% of the workforce every month at mid to senior level with 59% of the vacancies being open for more than 1 month. We have implemented a Games Sector Skills Analysis to develop a concise report to provide the evidence base for further activity focusing on new funding sources, skills bootcamps and the adult skills budget. To highlight best practice that can be replicated across the sector.

International

Developing innovative and sustainable ways of strengthening international collaboration and promoting artistic and cultural exchange.

Scotland has a long and proud history of artistic exchange and creative collaboration with nations across the world. In addition to showcasing our own creativity and diverse cultures, each year we embrace others and welcome huge numbers of visitors and artists and creative practitioners to Scotland. Deepening international exchange and collaboration remain a priority for Creative Scotland.

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.

In 2022/23 RFOs toured to 71 international venues across Europe, Asia, North America and Oceania* compared to 36 international venues in 2021/22.

* USA, Mexico, Spain, Portugal, France, Sweden, Germany, Australia, Austria, Lebanon, Canada, Ireland, Egypt, Finland, Switzerland, Italy, Lithuania, India, Norway, Poland, Brazil

Our funding programmes for 2022/23 supported 112 awards enabling international exchange, with a total value of £2.6m. We made 43 awards that specifically supported the showcasing of international work in Scotland, to the value of £3m.

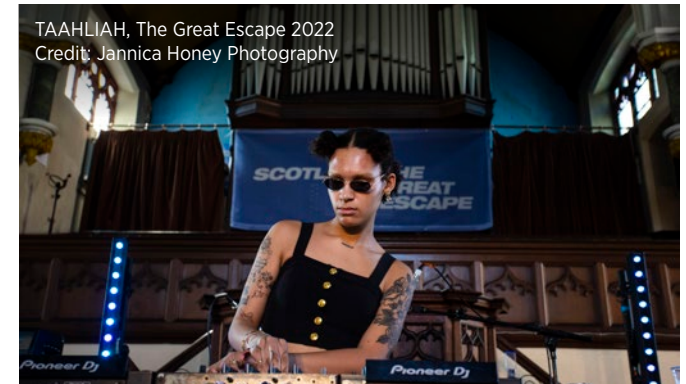
In 2021/22 our funding programmes supported 84 awards enabling international exchange, with a total value of £1.2m and 60 awards supporting the showcasing of international work in Scotland, to the value of £4.1m.



Lágareh - The Last Born by Alberta Whittle.
Credit: Andrew Wilson

Key international activity delivered in 2022/23:

- In partnership with British Council Scotland, we unveiled a compelling **new report** that captures a snapshot of the sector's distinctive assets and attributes. The report not only reveals the story of Scotland's cultural standing within the country but illuminates its presence on the global stage.
- We continue to be active in the Brand Scotland Partnership, which produces and delivers the **'Scotland is Now'** international campaign ensuring that creativity is core to our international messaging.
- We have developed projects in partnership with British Council Scotland as part of our three-year Strategic Partnership. Our collaboration included a visit by 7 Visual Art curators to Dak'Art, Senegal.
- Relationships with France were strengthened through **Magnetic, a new network of artists' residencies**. Funded through a joint initiative with the other 3 UK arts councils, 4 residencies took place in each of France and the UK.
- Scotland's musicians were showcased on the world stage at leading industry events in Brighton, UK - **The Great Escape**; Austin, USA - **South by South West**; and Lisbon, Portugal - **World Music Expo**.
- Targeted support to Wide Days and Showcase Scotland Expo enabled an enhanced presence at these events whilst our partnership with the PRS Foundation on the **International Showcase Fund** supported musicians so showcase at these events and a number of others across the year.
- Our partnership with the PRS Foundation on the **Beyond Borders programme** saw high quality co-commissions and tours, stimulating collaboration between composers, performance groups and music organisations across the four UK countries and, since 2014, the Republic of Ireland.
- Scotland's dance artists explored new pathways into international markets at **Tanzmesse** in Düsseldorf, Germany.
- Alberta Whittle's **show for the Venice Biennale** attracted critical acclaim, **unprecedented visitor numbers**, and confirmation of a major solo show at National Galleries of Scotland.
- Scotland's publishers were represented at the Frankfurt International Book Fair in October 2022, through the support of RFO **Publishing Scotland** and supplemented with a networking reception. The aim of this is the selling of international rights to their work and as a result projecting Scottish Literature Internationally to readers across the globe.



TAAHLIAH, The Great Escape 2022
Credit: Jannica Honey Photography



MOMENTUM International Delegates
Programme - Edinburgh Sculpture Workshop visit
Credit: Josephine Morrison-Young



Scotland in Frankfurt - International Book Festival
Credit: Publishing Scotland

- We supported creative practitioners experimenting and innovating with music technology to attend MTF Lab **Aviero**, Portugal in October 2022. Enabling 5 highly skilled music tech innovators in Scotland to deepen skills, knowledge development, and innovative solutions to challenges, and/or new applications, new experiences or new prototypes. The theme for MTF Lab was the challenge of climate change and rising sea levels on the Built Environment.
- Scottish independent films developed and/or produced with Screen Scotland, regularly debut at international festivals. In 2022/23, **Aftersun** featured in Cannes Film Festival's Great8 Showcase; **The Lost King** premiered at **Toronto International Film Festival**; **GIRL** and **Is There Anybody Out There?** screened at **Sundance**; **The Oil Machine** and **Merkel** were showcased at the **International Documentary Film Festival Amsterdam**, meanwhile **Scottish talent** attended Copenhagen International Documentary Film Festival. We also supported professionals in Scotland's animation sector to attend the **Annecy International Animation Film Festival** and offered two funded places on Rotterdam Lab in partnership with **International Film Festival Rotterdam**.
- Back home **The Made in Scotland Showcase at the Edinburgh Festival Fringe** saw Scottish work presented to audiences from around the world and showcasing the tantalising wave of Scottish creative talent.
- While the **Onward International Touring Fund** supported international touring opportunities for work seen at Edinburgh Festival Fringe between 2016 and 2022.
- The **Momentum international delegate** programme for Edinburgh's summer festivals, in partnership with British Council Scotland and Festivals Edinburgh continued to welcomed policy makers, festival organisers, curators, creative entrepreneurs, funders, officials, producers and programmers from all over the world to immerse themselves in this unrivalled showcase of global cultural excellence.



courtesy of MUBI



Made In Scotland:
Tom Pow and the Gallowgate Agreement
 Credit: Andrew Wilson

Scotland's International Reputation

As part of the Government's **National Performance Framework** 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.*

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.

* [The Anholt-Ipsos Nation Brands Index \(NBI\) 2022](#)



Hebridean Celtic Festival 2022
Credit: Michael C Hunter

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:

“ 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 2022/23 our strategic partnerships secured just over £1m of leveraged funding. This includes partnership funding from the BFI and City of Edinburgh Council funding for the Platform for Creative Excellence (PLACE) programme*. This is consistent with £1m in 2021/22.

In 2022/23, we received and processed 1,474 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, 94% of applications to the Open Project Fund were processed within the specified time frame (94% for

the individual fund and 94% for the organisation fund). In 2021/22 93% of applications to the Open Project Fund were processed within the specified time frame.

In 2022/23, 98.6% of all initial award payments were made within 10 working days of the exchange of contracts (83% in 2021/22). Creative Scotland paid 71% of valid invoices within 10 working days (70% in 2021/22). Overall, the average payment period for invoices this year was 9.8 days (10.8 days in 2021/22).

In order to better understand the service that we provide, we undertake an annual survey of both successful and unsuccessful applicants to our funding routes. In the October 2022 survey, those expressing trust in Creative Scotland was 54%, down from 72% in the March 2022 survey.

This reflects the fact that more applicants were funded, with lower application requirements, during the pandemic in 2021/22 as part of the emergency response. 2022/23 saw a return to normal, pre-pandemic levels of successful applicants, and this is reflected in lower levels of satisfaction.

* City of Edinburgh Council funding relates to the Platform for Creative Excellence (PLACE) programme.



Creative Scotland Parliamentary Reception:
A celebration of culture and creativity across Scotland
Credit: Creative Scotland

Creative Scotland's knowledge and specialist expertise, support and development and overall quality of service remain highly rated aspects of our service.

This reflects the fact that more applicants were funded, with lower application requirements, during the pandemic in 2021/22 as part of the emergency response. 2022/23 saw a return to normal, pre-pandemic levels of successful applicants, and this is reflected in lower levels of satisfaction.

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


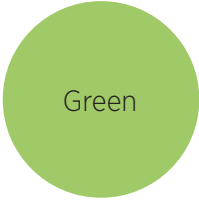
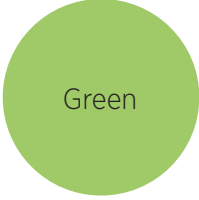
- the percentage of respondents either very or fairly satisfied with communications with Creative Scotland was 86%, down from 93% in March 2022
- the percentage of respondents rating the Creative Scotland website as good, very good or excellent was 83%, a 6% decrease from March 2022 (89%)
- the percentage of respondents rating the Enquiries service as good, very good or excellent was 75%, compared to 91% in March 2022
- those rating the application process as good, very good or excellent was 70%, a decrease of 13 percentage points from 83% in March 2022.

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 2022/23, creativescotland.com had 1.6m views, with 866k users.

Our Opportunities site is also key for the sector, with 3.2m pageviews and 281k users in this time period. As of 31 March 2023, Creative Scotland's social channels had a combined following of 216k - we have a significant audience on X, formerly known as Twitter, and Facebook, with LinkedIn and Instagram having high follower growth rates as newer and rapidly growing communities.

Appendix 1

**Summary of performance against
2022/23 Key Performance
Indicators (KPIs)**

Key Performance Indicator	Measure	Source	Position in 2022/23	Comparison to 2021/22	R-A-G status
<p>1.1 Maintain the breadth of organisations supported through Creative Scotland Regular Funding</p>	<p>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</p>	<p>Creative Scotland funding operations data</p>	<p>In 2022/23, 121 organisations received multi-year Regular Funding. These RFOs covered a geographic spread of 21 Local Authorities and cover all art form areas.</p>	<p>In 2021/22, 121 organisations received multi-year Regular Funding. These RFOs covered a geographic spread of 21 Local Authorities and cover all art form areas.</p>	 <p>Amber</p>
<p>1.2 Extend the breadth of artistic and creative work by individuals and organisations supported through Creative Scotland Targeted and Open Funding</p>	<p>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</p>	<p>Creative Scotland funding operations data</p>	<p>In 2022/23, we made 708 awards through Open funding to the value of £15.7m. Open Fund awards were made across all 32 Local Authority areas. In 2022/23, we made 802 awards through targeted funding to the value of £37.2m. Targeted awards were made across all 32 Local Authority areas.</p>	<p>In 2021/22 across equivalent Open funding routes, we made 627 awards to the value of £13.8m. Open Fund awards were made across all 32 Local Authority areas. In 2021/22, we made 617 awards to the value of £34.4m. Targeted awards were made across all 32 Local Authority areas.</p>	 <p>Green</p>
<p>1.3 Increase in number of events supported through Creative Scotland funding</p>	<p>The count of performances, exhibitions, screenings and publications delivered through Creative Scotland funding</p>	<p>Creative Scotland annual returns and project monitoring forms</p>	<p>Organisations in receipt of Regular Funding reported they delivered 37,629 public events in 2022/23.</p>	<p>Organisations in receipt of Regular Funding reported they delivered 26,545 public events in 2021/22.</p>	 <p>Green</p>

Key Performance Indicator	Measure	Source	Position in 2022/23	Comparison to 2021/22	R-A-G status
<p>2.1 Contribute to maintaining high level of adult cultural engagement across the breadth of Scotland through our funded work.</p>	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	<p>88% of adults engaged in culture in 2022.</p> <p>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. 89% of adults engaged in 2021.</p>	The SHS reported that 89% of adults engaged in culture in 2021.	Amber
<p>2.2 Contribute to increasing children's cultural engagement across the breadth of Scotland through our funded work</p>	The % of children engaging in arts and culture across Scotland by type of cultural activity	Scottish Household Survey (SHS) Annual Report	<p>The 2022 SHS found that 85% of 16- to 24-year-olds had attended or visited a cultural event or place.</p> <p>Whilst this represents an increase on 2021 (a year when Covid-19 restrictions were in place), it is lower than in 2019 (92%)</p>	The 2021 SHS found that 71% of 16- to 24-year-olds had attended or visited a cultural event or place.	Red
<p>2.3 Increase in the number of digital opportunities through Creative Scotland funding</p>	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 2022/23, we made 41 awards through our Open and Targeted Funding programmes with a focus on digital exhibition, distribution or participation, to the value of £1.5m.	In 2021/22, we made 126 awards through our Open and Targeted Funding programmes to the value of £3.8m.	Red
<p>2.4 Increase in the amount of arts touring and distribution across Scotland</p>	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 post code, art form and areas of deprivation	<p>In 2022/23 RFOs toured to 665 venues across Scotland and the wider UK.</p> <p>In 2022/23, Creative Scotland made 131 awards through Open and Targeted funding to help facilitate touring, with a total award of £5.7m.</p>	<p>In 2021/22 RFOs toured to 584 venues across Scotland and the wider UK</p> <p>In 2021/22 Creative Scotland made 116 awards through Open and Targeted funding to help facilitate touring with a total value of £4.8m.</p>	Green

Key Performance Indicator	Measure	Source	Position in 2022/23	Comparison to 2021/22	R-A-G status
<p>3.1 Broader spread of Creative Scotland funding by geographic location</p>	The count and value of Creative Scotland funding awards including supporting new or enhanced cultural infrastructure	Creative Scotland funding operations data	<p>In 2022/23 RFOs were based in 21 of Scotland's 32 Local Authority areas.</p> <p>In 2022/23 Open and Targeted funding was awarded to recipients in all of Scotland's 32 Local Authority areas.</p> <p>In 2022/23, we supported 10 Place Partnerships across Scotland.</p>	<p>In 2021/22 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 also supported 10 Place Partnerships across Scotland, the same as in 2021/22.</p>	Amber
<p>3.2 Increased range of partnership income leveraged through Creative Scotland funding, across Scotland</p>	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 2022/23 successful applicants to Open and Targeted funding indicated a total of £113.5m in partnership funding.	In 2021/22 successful applicants indicated a total of £232.4m in partnership funding.	Amber
<p>3.3 Improved public perceptions of national and local creativity</p>	% 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 2022/23 omnibus survey, 86% of respondents indicated that they felt Scotland is a creative nation.</p> <p>In our 2022/23 omnibus survey, 57% of respondents agreed that their local area is a creative place</p>	<p>In our 2021/22 omnibus survey, 84% of respondents indicated that they felt Scotland is a creative nation.</p> <p>In our 2021/22 omnibus survey, 58% of respondents agreed that their local area is a creative place.</p>	Amber
<p>3.4 Improved public perception of the value of local cultural offer</p>	% 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 2022/23, 66% of survey respondents agreed that people in their local area would lose something of value if the area lost its arts and cultural activities.	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.	Amber

Key Performance Indicator	Measure	Source	Position in 2022/23	Comparison to 2021/22	R-A-G status
<p>4.1 Maintain the breadth of organisations taking a leadership role in their sector and/or locality</p>	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 120 RFOs, 76 actively take a leadership role in their sector and 69 play a key leadership role in their locality.	Of the 120 RFOs, 76 actively take a leadership role in their sector and 69 play a key leadership role in their locality.	Amber
<p>4.2 Increase in the number of professional development opportunities through Creative Scotland funding</p>	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	<p>In 2022/23 Creative Scotland made 96 awards through the Open Fund to support leadership training opportunities, professional development and work placements, to the value of £4.3m.</p> <p>A further 215 awards (to the value of £4.4m) were made through Targeted routes to support professional development.</p>	In 2021/22 Creative Scotland made 88 equivalent awards through Open Funding to the value of £2.3m and 138 equivalent awards through Targeted routes to the value of £5.4m.	Green
<p>4.3 Improve youth employment opportunities in Creative Scotland funded organisations</p>	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	In 2022/23 RFOs collectively employed more than 133 young people through youth employment initiatives , compared to 96 in 2021/22.	In 2021/22 RFOs collectively employed more than 96 young people through youth employment initiatives .	Green

Key Performance Indicator	Measure	Source	Position in 2022/23	Comparison to 2021/22	R-A-G status
<p>4.4 Broaden range of income streams across the sector</p>	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 2022/23, to a total of £123m This included £26.8m in donations, gifts and legacies and £15.9m from Trusts and Foundations. Organisations reported a total of £32.4m in earned income.	This compared to a total of £119m in 2021/22 , including £26.1m in donations, gifts and legacies, £15.3m from Trusts and Foundations and £23.7m in earned income.	Amber
<p>5.1 Improve the quality and impact of international engagement opportunities through Creative Scotland funding</p>	The count and value of Creative Scotland funding awards with a focus on international exchange and creative development	Creative Scotland funding operations data	In 2022/23, we made 112 awards enabling international exchange with a total value of £2.6m.	In 2021/22, we made 84 awards enabling international exchange with a total value of £1.2m.	Green
<p>5.2 Increase in the amount of international touring across Scotland through Creative Scotland funding</p>	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 2022/23 we made 43 awards that specifically supported the showcasing of international work in Scotland, to the value of £3m.	In 2021/22 we made 60 awards that specifically supported the showcasing of international work in Scotland, to the value of £4.1m.	Red
<p>5.3 Increase in the % of positive international perceptions of Scotland's culture</p>	% of positive perceptions of Scotland's nation brand across six areas of national competence, characteristics and assets (exports, investment, tourism, governance, people and culture).	Anholt Ipsos Nation Brands Index (NBI) (formerly Anholt-GFK Roper Nations Brand Index). The Index is based on yearly interviews with approx. 20,000 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 ranking Scotland 12th for Contemporary Culture.	Scotland's overall 2020 score was 62.6, ranking 17th on the NBI. The Contemporary Culture score was 4.6 in 2020 (as it was in 2018), ranking Scotland 14th for Contemporary Culture.	Amber

Key Performance Indicator	Measure	Source	Position in 2022/23	Comparison to 2021/22	R-A-G status
6.1 Increased applicant satisfaction	% of surveyed funding applicants reporting positive interaction with Creative Scotland	Creative Scotland Applicant survey	<p>In 2022/23, the number of respondents satisfied with communications with Creative Scotland was 86%. Those rating the application process as good, very good or excellent was 70%.</p> <p>This reflects the fact that more applicants were funded, with lower application requirements, during the pandemic in 2021/22 as part of the emergency response. 2022/23 saw a return to normal, pre-pandemic levels of successful applicants, and this is reflected in lower levels of satisfaction.</p>	In 2021/22, the number of respondents satisfied with communications was 93% in 2021/22. Those rating the application process as good, very good or excellent was 83%.	Red
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 2022/23, the percentage of respondents rating the Creative Scotland website as good, very good or excellent was 83%.	In 2021/22, the percentage of respondents rating the Creative Scotland website as good, very good or excellent was 89%.	Amber
6.3 Minimum of 90% of funding applications processed within published timeframe	% of applications processed within agreed timeframe	Creative Scotland operational funding data	Overall, 94% of applications were processed within the specified time frame in 2022/23.	In 2021/22 93% of applications were processed within the specified time frame.	Amber
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 funding data	98.6% of award payments in 2022/23 were made within 10 working days of the exchange of contracts.	In 2021/22 83% of award payments were made within 10 working days of the exchange of contracts.	Green

Key Performance Indicator	Measure	Source	Position in 2022/23	Comparison to 2021/22	R-A-G status
6.5 Minimum of 90% of invoices paid within published timeframe	% of valid invoices paid within 10 working days	Creative Scotland operational funding data	In 2022/23, 71% of valid invoices were paid within 10 working days.	In 2021/22, 71% of valid invoices were paid within 10 working days.	Green
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 2022/23 our strategic partnerships secured £1m of leveraged funding.	In 2021/22 our strategic partnerships secured £1m of leveraged funding.	Amber
6.7 Maintain high level of applicant satisfaction and resolution levels of enquiries	% of satisfaction with enquiries service	Creative Scotland Applicant Survey	In 2022/23, the number of respondents rating responsiveness to enquiries and requests as good, very good, or excellent was 87%. For those who had used our dedicated Enquiries Service, satisfaction was 75%.	In 2021/22, the number of respondents rating responsiveness to enquiries and requests as good, very good, or excellent was 92%. For those who had used our dedicated Enquiries Service, satisfaction was 91%.	Amber
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	In recent years, Creative Scotland has been part of Mind's Workplace Wellbeing Index. In 22/23, a survey of Creative Scotland Staff and an Employer Assessment resulted in an overall score of 58% across areas of People Management, Knowledge and Skills, Wellbeing Initiatives, Culture and Engagement and Support*	In 21/22, a survey of Creative Scotland Staff and an Employer Assessment resulted in an overall score of 45% across areas of People Management, Knowledge and Skills, Wellbeing Initiatives, Culture and Engagement and Support**.	Amber

* Based upon 55 respondents and 61 organisations taking part in the survey.

** Based upon 40 respondents and 119 organisations taking part in the survey.