



# Inspire

Culture | Learning | Libraries

Review 2016/17 and  
Forward Plan 2022



[www.inspireculture.org.uk](http://www.inspireculture.org.uk) #be**inspired**



## Welcome to our Inspire Review 2016-17 and Forward Plan for the next four years.

As we entered our second year, our focus has been on consolidation, continuing delivery of our varied services and events – as well as looking to the future as we plan in earnest!

I hope you will sense the dynamism, creativity and drive we have to ensure that the best cultural and learning offer is available across Nottinghamshire. We have a clear mission statement, we want to **Inspire people to read, learn and enjoy culture.**

### Thanks

Our staff, partners, volunteers, customers and learners, alongside our board members, Nottinghamshire County Council and our other funders come together time after time to ensure that the positive impact of our services are delivered within the resources we have.

### Highlights

The highlights you will find in this review are typical of the rich and varied events, projects, opportunities and services Inspire delivers. We have had significant success in gaining additional funding and resources to develop and deliver more. The successful bid to become a National Portfolio Organisation of Arts Council England, will result in an additional £1M invested in cultural programmes in Nottinghamshire between 2018 and 2022.

### Forward plan

Our detailed plan for the next four years identifies areas of challenge and development we need to focus on. Here we have shared the priorities, outcomes and enabling work we need to achieve to ensure Inspire continues to be successful and sustainable.

I hope you find this review and insight into future plans useful and will spur you on to work with us and take advantage of all Inspire has to offer. Our contact details are on the back, we are always pleased to get feedback and work with partners to deliver excellence and inspire our communities.

Best wishes

A handwritten signature in black ink that reads "Peter Gaw". The signature is written in a cursive, flowing style.

Peter Gaw  
Chief Executive Officer



Thanks to Barclays who have supported the production of this publication.

# Inspiring highlights

**We turned art into science around the county with The Big Draw!** 1,500 participants learned about electronic circuits making light up drawings with conductive pens and LED lights. The wonderful artwork toured library galleries and was seen by 72,785 library visitors.



**Nottinghamshire Archives achieved national accreditation** demonstrating that we have met clearly defined national standards relating to management and resourcing; the care of its unique collections and what the service offers to its entire range of users.



**Inspire successfully achieved Matrix and Customer Service Excellence Standards**, both government standards which accredit the quality of our customer service and information provision right across Inspire services. Four of our larger libraries were awarded the **Family Arts Standard**. This means we are working really hard to make families feel welcome.



**We marked Inspire's 2016-17 partnership with National Youth Choirs of Great Britain (NYCGB)**, kicking off in December with An Inspired Christmas Concert at Nottingham's Royal Concert Hall, showcasing the fruits of vocal development with partner school choirs.



The work continued with NYCGB choral directors and Inspire's own vocal teachers to develop **five a capella choirs** with Nottinghamshire secondary schools, culminating in a magnificent Live at Lunch performance at the Royal Concert Hall in May.



In February 2017 we welcomed 126 delegates from 38 schools to our **inaugural Nottinghamshire Music Education Conference** at the Royal Concert Hall. The day provided a showcase for our wider Music Hub offer to schools, and included sessions for teachers, live demonstrations of our extensive pupil enrichment and curriculum support programme plus a 36 exhibitor strong music educators Market Place.



**Inspire Youth Arts** formerly County Youth Arts **celebrated their Ten20 anniversary** – the service was first launched 20 years ago, and in the last 10 years they have developed the youth arts venue in Mansfield, The Old Library. They have worked with over 30,000 young people over the years across music, dance, drama, film and media with young people being at the heart of their work.



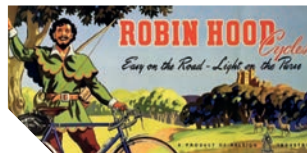
Using the arts we created, **Library Landscape - A Myriorama for Nottinghamshire**. Made by library users and special schools with Leicester Print workshop artist Sue Rowland with funding from Children in Need. Sets of cards are available in every Nottinghamshire Library for all to enjoy.

Myriorama or many thousand views is a picture made up of a number of different parts that can be rearranged to make lots of different scenes.



Our programme of **Dementia Friendly Film screenings was launched** in partnership with Film Hub Central East, BFI Film, Audience Network and Broadway Cinema. To date, we have screened 9 classic films from Summer Holiday to Casablanca to over 400 people living with dementia and their carer's.

The **Inspire Picture Archive** was launched housing thousands of images of historical Nottinghamshire. Images can be browsed, downloaded, catalogued and shared. The collection features wonderful photographs from the Raleigh Cycle Company. Our **Archives team** also contributed to Pedalling Dreams: The Raleigh Story watched by over 400,000 people on the BBC.



**Workshop library opened its doors as a Fun Palace** in May with over 2,000 people coming to discover, create and perform. Our library visitors found their inner artist and scientist in a range of activities from computer coding to candy floss making!



**Inspire was chosen to join Arts Council England's National Portfolio** from April 2018. National Portfolio Organisations are those who receive regular funding from the Arts Council, and Inspire will receive £1m for a four year period from 2018.

Supported using public funding by



**ARTS COUNCIL ENGLAND**

**Inspire also received funding through Arts Council England's Grants for the Arts Libraries Fund** to develop an exciting and innovative musical project for children aged 3 – 5 and their families. In collaboration with MishMash Productions the project has created a brand new musical performance based on the popular children's picture book *Augustus and His Smile*.

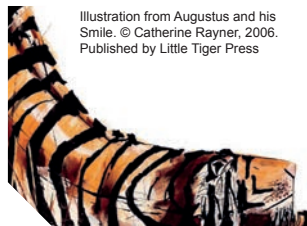


Illustration from Augustus and his Smile. © Catherine Rayner, 2006. Published by Little Tiger Press

**We held our inaugural Inspire Awards**, celebrating the best of learning, creativity, innovation, service and excellence from 1 April 2016 to 31 March 2017. Winners were recognised at an awards evening at Worksop library in June.





### **The Able Orchestra performed at the BBC Proms and BBC Music Day.**

The inclusive ensemble features a diverse group of young disabled and able bodied musicians from Nottinghamshire. Pupils from Fountaindale and Outwood Portland performed to 6,000 people at the Royal Albert Hall. A new piece was composed especially for BBC Music Day 2017.



**Inspire secured funding** from the National Lottery through Arts Council England to expand the original Southwell Poetry Festival to three further libraries across the county in July. Mansfield Central, West Bridgford and Worksop libraries joined Southwell in welcoming acclaimed poets from all over the UK for a week of readings, workshops and family activities.

Highlights included sell-out performances by Jackie Kay and Hollie McNish and inspiring readings by local favourites Henry Normal and Mahendra Solanki.



**We invited the people of Nottinghamshire to get healthy, sporty and be safe** this year in our successful series of community events.

From our Let's Gets Healthy event to our touring Summer Safety roadshows we had record attendance of over 3,000 people.



**We continue to wow audiences** in our Jazz in Libraries programme in partnership with JazzSteps. The spring/summer season 2017 saw 15 gigs, which attracted a record 1,186 adults to Worksop, Southwell & West Bridgford Libraries.

Our Education Library Service has **inspired the planning of many Nottinghamshire teachers** by hosting several **Inset planning sessions** this year. Groups have varied in number from whole school staff to smaller key stage groups.

*“ELS has a huge range of resources, such a fantastic opportunity to use this facility for our planning. Our staff came away enthused and inspired.”*

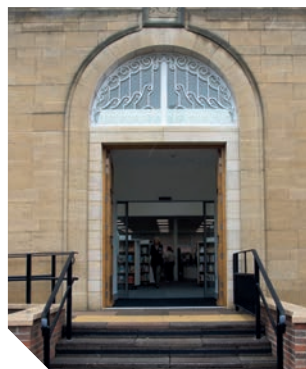
Sarah Wiesemes,  
Teacher at Bramcote Hills Primary School

**Library refurbishments** in Beeston and Keyworth have delivered great new venues for reading, learning, culture and community activity creating modern, inviting spaces. Beeston library has become one of our flagship libraries with an extensive arts, learning and cultural programme.

Keyworth library reopened in May following extensive redecoration and building improvements. Beeston library reopened its doors in August following major refurbishment.

We launched our first ever full **Inspire Learning Short Course Guide** featuring hundreds of courses in venues across Nottinghamshire including our very own Inspire Libraries.

The guide aims to build on the success of our first year of Community Learning delivered as Inspire which saw 2,091 people learn with us. The new prospectus also features Study Programmes, Traineeships, Apprenticeships and in-house professional training.



**GROWTH & DEVELOPMENT**

THE PLAN  
COVERS OUR

**2<sup>nd</sup> to 5<sup>th</sup>**  
YEAR

so we are a  
**NEW AND  
DEVELOPING  
ORGANISATION**

**WE HAVE  
STRONG  
VALUES**

including being  
**FRIENDLY &  
PROFESSIONAL**

**customer  
FOCUSSED**



**STAFF and COMMUNITY  
ENTHUSIASM, COMMITMENT  
AND COLLABORATION**

*we are a charitable mutual*

therefore staff &  
INSPIRE members  
(43,000+) elect  
people onto the  
board and 'own'  
the society



True to adding  
value to **CULTURE,  
EDUCATION, LIFE,  
PROSPERITY** in  
**~NOTTINGHAMSHIRE~**  
including  
**HERITAGE**



**L**earning streams  
through all activities/  
outcomes—  
WE HAVE BOTH A **FORMAL  
LEARNING SERVICE** WITH FUNDING  
for 16-19 year olds (to prevent NEET)  
and an **informal adult education**  
programme

*BUT NEARLY  
EVERYTHING ELSE  
WE DO, HAS a  
learning  
outcome*

**'NEW'  
VIBRANT,  
INNOVATIVE  
CREATIVE  
ORGANISATION**



**INSPIRE - FORWARD PLAN 2022**  
**ACCESSIBLE, EQUITABLE**

**ACKNOWLEDGEMENT  
of FUNDERS**  
especially  
**NOTTINGHAMSHIRE  
COUNTY COUNCIL,  
plus ARTS COUNCIL,  
ENGLAND and  
EDUCATION AND  
SKILLS FUNDING  
AGENCY**

*We are an  
ARTS  
COUNCIL  
ENGLAND  
Portfolio  
Organisation*

**WE WANT TO  
BE A GOOD  
PARTNER**  
and to be a  
**COMMISSIONER'S  
PROVIDER of**

**CHOICE**

**FINANCIAL  
STABILITY,  
GROWTH  
& Efficiency**

**VALUE  
for  
MONEY**

**WE SPEND  
PUBLIC MONEY**

**THE BACKBONE  
ACCESSIBLE LOCALLY**

**LIBRARIES**  
at the heart of  
the community &  
the INSPIRE offer



Scriberia









# Our Mission and Values

**Our mission is to inspire people to read, learn and enjoy culture.**

**Our cultural values** are important to us – we identified

-  Diversity
-  Equality
-  Ethics
-  Inclusion
-  Integrity
-  Social responsibility

**Our corporate values** express what we agree as a priority for the organisation;

-  Communities we serve
-  Customers and learners
-  Customer satisfaction
-  Care for our workforce
-  Quality of what we do
-  Service offer

**We aim to be**

-  Accessible
-  Approachable
-  Caring
-  Customer focused
-  Friendly
-  Helpful
-  Inclusive
-  Professional
-  Reliable
-  Transparent
-  Trustworthy and act with integrity



# Forward Plan 2022

## Our Priorities

We have identified 6 priorities for Inspire to become more sustainable and grow.

1. **Effective and efficient systems** – good reliable systems allow us to maximise the value of the resources we have.
2. **Finances** – through good management and diversification we can spread the risks of reducing funding.
3. **Governance and advocacy** – good governance provides support and scrutiny for the Society, alongside active member involvement especially at a community level.
4. **Growth and retention** – we need to retain our current funding, income and customer base and increase market share and gain new contracts without putting at risk the current Inspire contracts.
5. **Integration of our learning and cultural offers** – we need to communicate our offer and ensure the customer and learner journey is smooth, integrated and supports progression.
6. **Organisational capacity and resilience** – our staff retention, recruitment, performance management and skills development is essential to continued delivery of successful services and further development.

In our detailed plan our specific projects and tasks all aim to achieve one or more of the following outcomes:

## Our outcomes are that everyone

- Enjoys and values reading
- Achieves their learning potential
- Discovers, values and shares the Nottinghamshire story
- Lives an active, long and healthy life
- Can engage with and participate in arts, music and cultural activity
- Is better informed and more knowledgeable
- Can be a part of supportive, safe and thriving communities
- Can participate in increased economic growth and employment.

## To enable Inspire to achieve our mission we will

- Be compliant with legislative and statutory requirements
- Communicate and engage with stakeholders about what we do
- Become more sustainable financially and environmentally
- Deliver quality assured activity
- Have the appropriate infrastructure and systems in place.

# Our Finances

The majority of funding for Inspire services comes from public funding. Nottinghamshire County Council is the main funder for Libraries, Archives and Cultural services. The Education and Skills Funding Agency (ESFA) and the Arts Council England also fund specific areas of delivery.

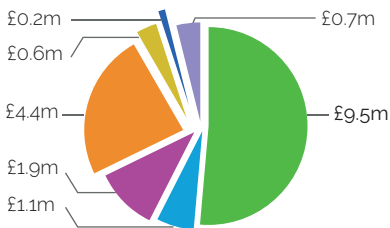
During 2016/2017, an additional £0.5M of cultural and learning funding has been secured to deliver specific projects in Nottinghamshire. Inspire has also received its first legacy for delivery of improved services for people with visual impairment using Workshop library.

## Expenditure and Funding

During 2016/2017 expenditure amounted to £18.3M with the Society achieving a small surplus.

For 2017/2018 the contract sum from the County Council amounts to £9.5M (£200K less). The total turnover of Inspire is estimated to be £18.4M.

Funding and income comes from:



- Nottinghamshire County Council
- Arts Council England - Music Hub
- Services for Schools
- Education and Skills Funding Agency
- Libraries and Archives - Income
- Arts Grants and Income
- Other Income



The Inspire Board

## Investment - one off

The County Council continues to modernise the library service and will spend £1.7M until 2018, refurbishing Mansfield Woodhouse, Ravenshead, Edwinstowe, Ruddington, Ollerton and Retford Libraries. In addition, the Council is investing £223K in the enhancement of learning and skills services provided by Inspire.

## Governance

Inspire – Culture, Learning and Libraries (Midlands) is a community benefit society with charitable status. Inspire is registered with the Financial Conduct Authority (registered number 7139).

The main board is made up of 12 directors, four Community Directors (elected by our members) two County Council nominated, four co-opted, one Staff Director (elected by staff members) and the Chief Executive Officer. During 2016 the board established sub-committees in the following areas -

- Audit and Finance
- Development
- Learning and Skills
- Music, Heritage and Culture
- Staffing and Standards.

# Case Study - Code Clubs

**We are proud to host Code Clubs in our libraries, guiding children through fun challenges that introduce them to the basics of computer coding.**

Jack has attended Mansfield Central Library Code Club for 3 terms now.

*"I learn how to code computers using different software such as Scratch, Java Script, Python. We also use microbits and do loads of different projects. I really enjoy JavaScript coding, it's my favourite bit. I like to do it with friends at the club who can help with de-bugging any code that is wrong. We learn how to make it right by working together."*

Jack

*"Jack has improved his overall computer skills in general, and he now helps other children with computers at school too! His teacher pulled him in to help younger children in his school with computing, so his confidence is growing too."*

Jack's mum

*"Libraries are great at promoting literacy in children, and Code Club is perfect for developing their digital literacy. By learning to code, children can create and shape their own games, solve problems and work together - as well as having a lot of fun!"*

Katharine Childs, Code Club Regional Manager (North) and Regional Coordinator (East Midlands), Raspberry Pi Foundation

*"We are proud to offer Code Clubs in our libraries. We work with volunteers, who provide tech expertise to the children, including Barclays Digital Eagles. They help the children with problems with the code they have written, helping them find a solution. We are looking forward to building on this partnership in our latest Code Club in Beeston."*

Liz Edwards, Inspire Principal Librarian, Community Partnerships



Code Club is a really fun way to learn the basics and develop digital skills for the future.

Coding is the language we use to talk to computers and tell them what to do. It drives the software in every device, phone and camera – but you'll find it in everyday household appliances too. Coding is part of the national curriculum too, and learning what makes tech tick could give your kids a head start in the world of work.

# Our services



## Arts and culture

We are passionate about nurturing Nottinghamshire's thriving and dynamic arts community. Our teams are dedicated to supporting creativity through an exciting and diverse programme of arts, music, drama and dance.



## Learning and skills

With a wide variety of high quality courses and apprenticeships, we aim to encourage learning and development across all ages, and help to promote personal growth within our communities.



## Heritage

With over four million archives, Nottinghamshire Archives and our local studies collections protect, preserve and provide access to the story of the county. Our comprehensive collections are packed with resources to help research the past, uncover family history and explore Nottinghamshire's rich heritage.



## Reading and libraries

Libraries are at the heart of Inspire. They provide the hubs for our cultural activities and create knowledge through access to learning, information and opportunities. Using these resources, we aim to inspire a lifelong passion for reading.

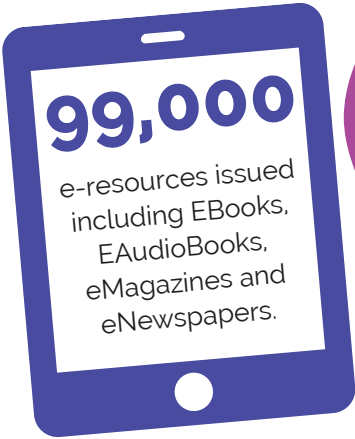


## Services for schools

Our Services for Schools are dedicated to inspiring learning and development through literacy and music. Our Education Library Service supports the curriculum with access to specialist librarians providing books and collections for schools on a loan basis. Inspire Music provide exciting music making opportunities for children and young people through music teaching and large scale participation opportunities.



visitors came through the doors of Nottinghamshire libraries - **that's equivalent to the population of Chicago**



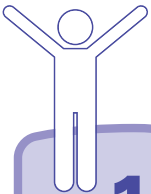
**98,000** new items added to the library catalogue last year

**111** performance pieces and **62 brand new songs** were developed in Inspire Youth Arts projects. With **1,692 participants** and **9,000** people having seen IYA performances!



**9,035** Nottinghamshire people learnt with Inspire Learning.

That's **255,505** hours of learning!



Over **10,500** children were inspired to keep reading during the summer holidays and signed up to the 2016 Summer Reading Challenge.

**864** years

of history in **4 million** archival documents dating from c 1155

Plus thousands of local studies items in collections in all 60 Inspire libraries!



**16,795**

children and young people participated in our musical learning activities.

**262m**

Our Arts team hung 262m of exhibitions in our library galleries - that's the height of the tallest skyscraper in Saigon!

## Inspire: Culture, Learning and Libraries

Inspire HQ, Glaisdale Parkway,  
Nottingham NG8 4GP

## Arts and Culture

Arts Service,  
Kirkby-in-Ashfield Library,  
Ashfield Precinct,  
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arts@inspireculture.org.uk  
01623 722 404

Inspire Youth Arts  
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Mansfield, NG18 1NG  
iya@inspireculture.org.uk  
01623 644 377

## Inspire Learning

Eastbourne House  
learning@inspireculture.org.uk  
01623 476 830

## Heritage

Nottinghamshire Archives  
County House,  
Castle Meadow Road,  
Nottingham NG2 1AG  
archives@inspireculture.org.uk  
Public Enquiries  
0115 958 1634  
Conservation Enquiries  
0115 977 4769

## Reading and Libraries

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## Service for Schools

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County Council

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 Department  
for Education

 ARTS COUNCIL  
ENGLAND

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Education & Skills  
Funding Agency