

Brighton & Hove Recovery Action plan – further information

12th August 2020

Following a What Next? Brighton & Hove meeting on 6th August attended by around 30 local arts workers, we'd like to share some further information in response to the very useful questions that were asked as part of the meeting.

The project is about the bigger picture for Brighton & Hove, producing a Recovery Action Plan that responds to the impact created by the global pandemic and makes us ready as a City to apply for large scale funding opportunities. It's about creating an action plan that will pave the way for investment in new jobs, new commissions and enabling the City's cultural community to adapt to the new context in which we find ourselves working.

It's about holding our collective knowledge of what's happened in the past and responding to the fact that our world has changed, and what we can do to make this change as positive as possible for our community and our City.

Those taking part in the conversations to develop the action plan will be invited to share and explore ideas that have large scale impact and respond to the brief that this is a Covid 19 Cultural Recovery Action Plan, this is not a space for single project ideas that are impactful for individual creatives or organisations alone. The action plan will be collectively owned by the arts and culture industries in the City. We are creating it together.

How Did This Project Arise?

As a result of their attendance at What Next meetings, especially those where EPIC and ACIC members were in attendance, Andrew, Louise, Marina and Ian were asked by Arts Council England to work up a proposal to continue to encourage collaboration between members of the three networks that could aid the cultural recovery for the City. We approached Brighton & Hove City Council and applied to What Next nationally to support working together as a City to create a recovery plan for arts & culture in response to Covid-19. We then devised a framework to enable as many arts and culture workers as possible to be involved in the project.

We were approached because we are Chairs of the networks. The money doesn't belong to us. It belongs to the City and has been invested in order to aid the future recovery of the arts & culture sector in Brighton & Hove. The action plan will be created and shaped by the diversity and experience of the conversation participants, the Facilitators and the Outside

Eye will provide neutral perspectives and will help shape effective conversations and consensual agreements where possible. Andrew, Louise, Marina and Ian will then create the action plan and make decisions, using our previous experiences and knowledge, based on the ideas developed by the wider community and their relevance to enable greater investment in the City in the future.

We know that not every idea will be appropriate for the specific brief of the Action Plan, however all ideas will be documented so they are not lost, and we will encourage further conversation at a later date on how to progress those ideas.

Who is invited to participate in this process?

This project is for arts and culture workers in the City, who have the knowledge and understanding of what the creative community can offer and what it could do differently to survive and thrive. We are looking for representation from organisations with different business models and sole traders/freelancers who work in many different capacities within the cultural sector.

It is our hope that the ideas within the final action plan will include co-creation with different people from different areas and sectors in the City. Due to the short length of this project (September– October 2020) we know it's not possible to include a co-creation process with residents outside the cultural community now as it would be tokenistic and unsuccessful. However, where there are individuals who have worked on cultural development in their community in a voluntary capacity and who want to participate we would welcome those applications.

We are aiming to have up to 100 people who bring a wide range of experience, knowledge and perspectives to discussions, and who want to work with others to build ideas for the benefit of the City.

What shape will the Community Conversations take?

The framework is evolving and we are working in an iterative, imperfect and time-sensitive way.

As leaders of the project we are encouraging the struggle for better without allowing the distraction of perfection. We are trying our best to know what to share and when.¹

We'd like to invite collective ownership of this project and are really looking forward to the conversations beginning.

¹ Thanks to Two Destination Language's inspiration here, from their project 'On Otherness'

We want to reiterate that there are two broad questions that we are working with:

1. Brighton is a spectacular natural and architectural canvas. How can we re-imagine our public and cultural spaces as we re-emerge with a cultural offering for the City over the next year?
2. What are the opportunities for collaboration and disruption to create inclusive growth for cultural freelancers, organisations and audiences over the next year?

We are developing a final list of focused questions that essentially help us contribute to the broader questions above and place the City in the best possible position to respond to future investment agendas. It is anticipated that there will be a series of meetings that will be shaped by these questions and participants will be invited to sign up to meetings they believe their skills and experience would be most useful. Below is an example of questions that could be used to frame meetings on the Skills Agenda for example:

What skills do we need in our organisations and as freelancers to adapt and respond to the changing conditions and how can we gain these?

How can we use our transferrable skills to help the City and its residents economically and socially?

What do we need to do to enable routes into the creative workforce for young people?

What can we offer young people who want enter our workforce at this time?

We will work with the facilitators to finalise the questions and the structure of the meetings.

We will find a way of collating reports and research from the last ten years in the City and other more recent papers sharing ideas on the future for participants to access and to inform our thinking.

Who is selecting who will participate and work on this project?

The shortlisting panel for the Community Participants is currently being created, we are aiming for ten people on the panel and have confirmed the following:

[Susuana Amoah](#), Community Executive at Arts Emergency and Communications Manager at ONCA.

Ian Baird, Managing Director, Whiskey Bravo Productions (see below)

[Louise Blackwell](#), Independent Producer

[Bobby Brown](#), Music Artist Manager, Youth Engagement Specialist

[Andrew Comben](#), Chair Arts and Creative Industries Commission, CEO, Brighton Dome & Brighton Festival

[Judith Hibberd](#), Fundraising and Development Director, Vincent Dance Theatre, Creative Producer Hydrocracker and Trustee Dreamthinkspeak

[Dan Lake](#), Production Manager

[Branwen Lorrigan](#), Arts Development Manager, Brighton & Hove Council

Marina Norris, Co-Chair What Next (see below)

The interview panel for the Facilitators and Outside Eye:

Marina Norris, What Next Co-Chair, Interim Executive Director, Brighton People's Theatre and Coordinator at South East Creatives and Director at Dixon De Jaeger and freelance consultant. Find out more [here](#).

Ian Baird, Chair EPIC (Events Professional Independent Committee), Managing Director of Whiskey Bravo Productions. Find out more about him [here](#).

David Sheppeard, Member of the Arts and Cultural Industries Commission, Co-Artistic Director of [Marlborough Productions](#) and [The Spire](#).

Saad-Eddine Said, What Next National Steering Group member and Director, HOME, Slough. You can find out more about him [here](#) in his recent episode for the Culture Plan B podcast

Deadline for applications is 9am on Friday 14th August and no applications will be accepted after this point. Please highlight any access requirements at the point of application.