

NP

Arts and Recreation Committee
Ethnic Arts Sub-Committee
Ethnic Minorities Committee
Finance and General Purposes Committee

Report (14.12.84) by

Director of Recreation and the Arts
Senior Race Relations Adviser

Item 13	AR 1945
MAINSTREAM ARTS AND THEIR CHALLENGE TO RACISM - ARTS ADMINISTRATION TRAINING SCHEME	
Prog Ref A2.	

RECOMMENDATIONS

1. That a practical training scheme in arts administration for people of black and other ethnic minority groups be established at a cost of £90,000.
2. That discussions with the major GLC funded mainstream arts organisations be continued with a view to establishing a series of work experience placements for trainees on the scheme.

RP151
RA/A7/IA/1616

1. At its meeting on 26 September 1984 the Committee instructed officers to make further enquiries with a view to establishing a training scheme in arts administration for people of black and other ethnic minority groups (AR1778).
2. The Department of Arts Management and Policy of the City University has indicated a willingness and a desire to work with the Department for Recreation and the Arts in establishing and running such a scheme.
3. The City University's Department of Arts Management and Policy is generally regarded as the leading academic institute in the country in the field of arts administration. Its work includes a wide range of training opportunities for the profession including a two year diploma course, seminars for professional administrators on specialist subjects, and a variety of post-graduate studies up to Masters and PHD level.

THE TRAINING SCHEME

4. The proposed scheme will be full-time and will be of twelve months duration. It will involve periods of study at The City University together with practical experience in placements with mainstream arts organisations. The first year's intake will commence their studies in April 1985 and trainees successfully completing the course will be awarded a Certificate of The City University in Arts Administration.
5. The scheme will commence with a four week induction course at The City University. Thereafter, the trainees will be seconded to arts organisations for practical experience placements. They will return to the University throughout the year for a number of seminars which will provide the opportunity for advanced analysis based on their work experience together with in-depth studies of defined areas of interest, for example; budgetary control, publicity and marketing, law and the arts etc. In this latter respect, the University tutors will endeavour, wherever possible, to respond to initiatives which emerge from the trainee group itself as a result of their practical work experience.
6. The scheme will be run in close association with the major GLC funded arts institutions who will be looked to to provide most of the placements. A series of meetings has been arranged with representatives of these arts organisations to discuss details of the practical experience opportunities they can provide for the trainees.

RECRUITMENT AND MONITORING

7. The University advises that the ideal number for the first year intake is between ten to fifteen trainees. Advertisements inviting applications for places on the scheme will be placed in the appropriate ethnic minority newspapers and periodicals. Trainees will be selected by an interview panel comprising representatives of the Department for Recreation and the Arts, the Ethnic Minority Unit and The City University.
8. Prospective trainees will not be required to possess any formal qualifications. They will, however, be expected to show a high degree of commitment both to the scheme itself and indeed to the arts generally. In the absence of other relevant factors, priority will be given to candidates with some practical experience in arts administration whether at professional or amateur level.

9. The Department for Recreation and the Arts will monitor the scheme throughout and will take a close continuing interest in the progress of the trainees giving advice and assistance where required.

10. In order to enable trainees to take full advantage of this project it is proposed that each be paid a subsistence grant of £100 per week throughout the year of his or her participation in the scheme.

COSTINGS

11. The costings (assuming first year intake of 15 trainees) for the scheme for the financial year 85/86 are:

1. University course fees (£450 p.a.per trainee)	6,750
2. Subsistence grant (£5,200 x 15)	78,000
3. Advertising	3,000
	£87,750

12 Provision for full year costs falling in 1985/86 has been included in the basic revenue budget.

13 This report is not covered by the terms of FGP 881.

14 It is clear that a gross imbalance exists between the large proportion of black and other ethnic minority groups involved in the many and varied art forms which now make up our total culture, and the extent to which they are represented in positions of management and influence in the arts administration profession. The proposal to establish the arts administration training scheme is part of the broader challenge to racism incorporated in the report 'Mainstream Arts and their Challenge to Racism' (AR1778). In a climate of increasing financial stringency and with the current threat to the continued existence of the GLC, traditional attitudes within the mainstream arts establishment will inevitably become re-entrenched and this valuable and innovative project lost.

CONSIDERATIONS FOR WOMEN

15 Every effort will be made in line with GLC equal opportunities policy to encourage black and other ethnic minority women to take full advantage of the opportunities offered by the proposals in this report.

CONSIDERATIONS FOR PERSONS WITH DISABILITIES

16 Places on the scheme will be open to persons with disabilities.

MAINSTREAM ARTS AND THEIR CHALLENGE TO RACISM - ARTS ADMINISTRATION TRAINING SCHEME

Report (14.12.84) by Director of Finance

1. The report seeks approval to a practical training scheme in arts administration at an estimated cost of £90,000 in 1985-6. The scheme involves full-time study for up to 15 trainees at the City University together with secondment to arts organizations in London in order to gain practical experience. Details of the scheme are given in paragraphs 4-6 of the report.
2. Paragraph 11 of the report gives the budget for the training scheme. All costs will be incurred in 1985-6.
3. The amount allocated for subsistence (£78,000) has been based on a grant of £100 per week for the 15 trainees. I understand that this has been based on similar levels of educational grants given by local authorities. It is, however, higher than courses currently sponsored by the Arts Council (£90 per week) at the University.
4. The amount allocated for advertising (£3,000) is expected to be spent mainly on advertising in the ethnic press. There may also be some printing of leaflets although final decisions on how this element of the budget is spent have still to be taken.
5. Provision for expenditure of up to £90,000 has been made in the 1985-6 basic budget in the category of items to be approved between 17 October 1984 and 31 March 1985.
6. Under financial standing orders, this report requires the approval of the Finance and General Purposes Committee as it involves expenditure in excess of £50,000 in a full year.

FN/C3/2259

Item 13

AR 1945

Concurrent report (17.12.84) by

Head of Legal Branch

MAINSTREAM ARTS AND ITS CHALLENGE TO RACISM

The main report recommends the establishment of a training scheme *in arts administration for black and other ethnic minorities.*

Section 145(1)(d) of the Local Government Act 1972 states that the Council may do, or arrange for the doing of, or contribute towards the expenses of the doing of, anything necessary or expedient for the development and improvement of the knowledge, understanding and practice of the Arts and the Crafts which serve the Arts. In my view, establishment of such a scheme comes within the Section.

In deciding whether to exercise this power and incur the proposed expenditure, the Committee must act reasonable and must comply with the Council's fiduciary duty to its ratepayers fairly to balance those ratepayer's interests against the interests of those likely to benefit from the expenditure. The Committee should therefore take into account all relevant considerations (and no irrelevant ones) and should be satisfied in the light of those considerations that in respect of any grant decided upon:-

- (a) the benefits to London or its inhabitants expected to be derived from the expenditure warrant and are commensurate with the expenditure;
- (b) it is financially prudent for the Council to incur the expenditure.

The provision of training for persons from ethnic minorities only would prima facie be a breach of the provisions of the Race Relations Act 1976. However, s.35 of that Act provides that those provisions shall not render unlawful any act done in affording persons of a particular racial group access to facilities or services to meet the special needs of persons of that group in regard to their education, training or welfare, or any ancillary benefits. Accordingly, when offering places on the training courses to individuals, the Council will have to be satisfied that the course will meet the needs of persons of the individuals' particular racial groups in regard to their education, training or welfare. It will also be necessary to ensure that the individuals given places on the courses are not regarded as employees of the Council, otherwise it would be necessary to make the usual deductions for PAYE, etc.

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