

# Scottish Government

## Culture Strategy Action Plan



## Easy Read



# Talking about culture in Scotland



A **strategy** is a big plan.

Culture can mean:

- the ways people are creative and express themselves
- their traditions and customs like the language people use, the clothes they wear or the songs they sing
- how people enjoy creative things that other people have made like films, craft and art

Culture is an important part of who we are and who we want to be.

Culture tells people about our past and encourages people to express themselves today.

It is an important part of people's **wellbeing** – feeling comfortable, happy and healthy.

Culture makes the country richer and more successful.



The culture of Scotland is well known across the world.

Our creative organisations, creative people and communities come together to create amazing work.



When people share cultural experiences and everyone is included equally it helps us be creative and understand each other.

Everyone has the right to take part in cultural experiences and enjoy them.



This new Action Plan builds on our 2020 Culture Strategy and shows the work we will do to:

- have strong cultural services now and in the future
- support culture where everyone benefits and gets to take part



## Actions – the work we will do

### Chapter 1 - Resilience – being strong and able to deal with problems



- make sure we have good relationships with cultural services and creative people, and keep in touch with them

Make sure the **support** we get from **public services** is used as widely as possible.

**Support** can mean money, space, resources and relationships.

**Public services** are services we all use like schools, hospitals and councils.



- look for ways to deal with things that make cultural activity difficult, like high costs



- find new ways to **fund** cultural activity

**Fund** means to find ways to cover the cost.



- encourage more cultural organisations to work in partnership



- national and local government to tell more people about culture so it is:
  - understood
  - used as much as possible
  - used in the best way

## Chapter 2 – keeping culture strong



- continue to make culture and heritage organisations part of Scotland as a Leading **Fair Work** Nation by 2025

**Fair Work** means employers treat workers fairly and pay a fair wage.



- work with expert partners to make a long-term plan to have better **data** – facts, figures and information – about culture



- work to increase **diversity** in the sector
- Diversity** means have a mix of different kinds of people



Share new ways of working and **codes of practice** that make sure diversity is at the centre of:

- the way we develop the skills of our staff
- how we decide who will be **Board members**



**Board members** look at the work an organisation is doing and check it is working well.



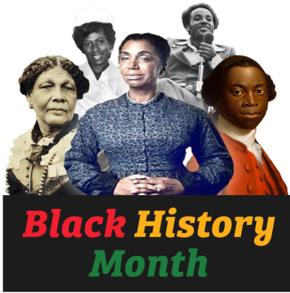
A **code of practice** is a set of rules that explain how people should behave when they are at work.



Make sure that board members of national culture and heritage public bodies are paid fairly.



- develop and start a long-term plan for skills development in the Culture Sector and creative industries



- work to deal with **racism** by changing stories about **slavery** that have been hidden or where we have not told the full story



**Racism** is when a person or group is treated unfairly because of their **ethnic** group.

People from an **ethnic** group might have the same language, culture or religion.



**Slavery** was when a person was owned by another person and forced to work for them in terrible conditions without protecting their rights.



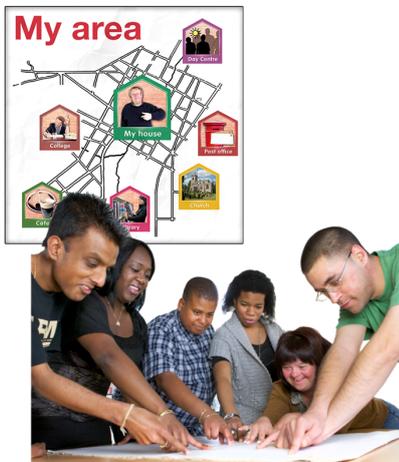
- publish our International Culture Strategy



- tell more people about the ways culture affects our economy

Our **economy** is how the country produces and uses goods, services and money.

We want to look particularly at:



- **community wealth building** – when organisations use the powers they have, including the money they can spend, to support local economies
- **creative placemaking** – where creative people and organisations work with communities on planning, designing and looking after public spaces

## Chapter 3 - Seeing culture as a way to change things



- develop new ways to make sure culture is at the centre of how policy is made



- do work to deal with **climate change** – how we support creative people and culture and heritage organisations to stop our planet heating up too much and too fast



- look into having another Youth Arts Strategy

- encourage culture and education services to work together more



- have more working together across Scottish Government departments that are working on policies about culture and health and wellbeing

## Chapter 4 – using culture as a way to give people confidence and power



- support libraries to deliver free services to communities across Scotland



- bring together local councils, national and cultural organisations in a Local and National Delivery Group



- understand how the Covid pandemic affected local council cultural services, and how they recovered



Find better ways for services to:

- work together
- use data from programmes that worked well to know how to deliver services in the future



- tell more people about the important role that community libraries, museums and galleries play in strengthening and empowering communities



- continue the joint meetings of the **Culture Conveners** and Scottish Government

A **Culture Convener** is an elected Local Government official with an interest in cultural matters in communities.



- have a joint working agreement for culture between **COSLA** and the Scottish Government

**COSLA** represents Scottish local councils.



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The Scottish Government  
St Andrew's House  
Edinburgh  
EH1 3DG

ISBN: 978-1-83601-161-3 (web only)

Published by The Scottish Government, April 2024

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA  
PPDAS1440666 (04/24)

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