

Norwich Museums Report: August to October 2022

1. COVID-19 & infection control update

- 1.1 A number of the COVID-secure systems and procedures implemented across Norfolk Museums Service (NMS) sites during the pandemic remain in place, with a focus on keeping staff and visitors safe through minimising the risk of transmission. Sites continue to provide hand sanitiser stations and some directional signage. The wearing of face coverings is optional and visitors are requested to follow “respectful distancing”. The pre-booking of tickets is no longer a requirement but remains an option. Site capacity limits are largely at pre-pandemic levels.
- 1.2 COVID-19 and other infection control priorities remain:
- Ventilation – maintaining existing ventilation arrangements to maximise fresh air flow including supplementary air purifiers and CO2 monitors at relevant sites
 - Cleaning regimes – maintaining enhanced cleaning arrangements including toilets and regular touch points
 - Hand sanitisation – maintaining existing sanitiser stations and encouraging regular hand sanitisation/hand washing. Additional hand sanitiser stations are introduced where required e.g. near interactives.
- 1.3 To facilitate increased levels of use of museum spaces by visitors, staff and volunteers, CO2 monitors provided through Norfolk County Council (NCC) are operating in a number of spaces across NMS where there is more limited natural/mechanical ventilation. These CO2 detectors are monitored locally by staff using these spaces and also link into the LoRaWAN network, facilitating the use of monitoring dashboards to track live data and trends. The use of CO2 monitors has enabled a number of spaces to be brought back into use by staff and volunteers and increased capacity for schools and other visitors
- 1.4 Digital resources developed by staff during the pandemic continue to be used to support a hybrid offer e.g. enhanced digital schools resources.
- 1.5 In line with NCC practice at office hubs, NMS has implemented NCC Smarter Working and Hybrid Working principles across teams.
- 1.6 Volunteering has recommenced across NMS sites, supported by the NMS Volunteer Coordinator.

2. Norwich Museums operations

2.1 Norwich Castle opening arrangements

Due to the ongoing construction works at Norwich Castle, visitors continue to use the external entrance door E8 as the temporary entrance and exit route. The one-way system introduced as a response to COVID-19 has been deactivated.

A 'pop-up' catering offer continues to operate within the Rotunda areas of Norwich Castle along with a seating section. This interim offer will remain in place until the new catering facilities open as part of the Norwich Castle: Gateway to Medieval England project. An enhanced retail offer has now been installed within the Rotunda, with many more lines of stock being made available for purchase.

2.2 Norwich Castle ceremonies

The number of ceremonies taking place at Norwich Castle in partnership with the NCC Registrars' Service has continued to remain strong, with 757 completed within the past 12 months.

Month	No of Ceremonies	Footfall
November	49	1426
December	30	668
January	28	475
February	58	1320
March	40	862
April	99	2494
May	59	1613
June	133	3223
July	57	1980
August	57	1245
September	85	2621
October	62	1613
Total	757	19,540

3. Norwich Learning Team activity – highlights report

3.1 On-site Schools Events



The Norwich Museums Learning team continue to develop, deliver and evaluate the impact of learning programmes for priority and target audiences, including Norfolk schools and young people. Staff have carefully managed the reintroduction of in-person learning events at all three city museums. To explore the programmes in more detail and get involved, please visit the *What's On* and *Learning* pages of the Norwich Castle website: [Learning - Norfolk Museums](#)

School Visits

	Castle	Museum of Norwich	Strangers' Hall	Digital	Totals
April	354	0	60	0	414
May	742	368	215	214	1539
June	849	105	243	270	1467
July	584	104	144	382	1214
August	0	0	0	0	0
September	368	27	55	24	474
October	732	45	335	20	1132
November (to 15/11)	642	189	125	52	1008
Total	4271	838	1177	962	

School events continue to be popular with all available event slots at the Castle full for the autumn term and booking up fast for the spring term.

During this Autumn term we have revised some of our activities and updated the content of one of them particularly. This relates to the influx of refugees in the 16th century due to religious persecution in Belgium and the Netherlands, causing the Strangers to arrive in their thousands in Norwich in the 1560s. We have a letter written from one of them to a friend in Ypres in 1567 which we have now incorporated into our event, and the children hear the letter read in the original Dutch. They also have the opportunity to create a pseudonym and to then write their own opening to a letter using quill and ink.

The feed-back has been very positive with one teacher talking about the learning benefits to the children of this as being *'Too many to mention, well organised and very engaging.'* Going on to state that one of the specific benefits of the practical experience was that it *'...really helped the children to understand and empathise with the Strangers - they also quickly related this to present day refugees.'*

One teacher also stated: *'Steve and his team are fantastic.'*, which was very encouraging and shows that we are working in the right direction with this event.

Some other feedback from other events has been:

'Our children have significant speech and language difficulties. One child in particular was inspired to contribute throughout the morning.'

'Handling the artefacts is something that we cannot really replicate in class so, together with the character leading the activity, was especially enriching for the children.'

The Norwich learning team continues to develop and deliver activities for students with special educational needs. This term these have included the following events led by our SEND specialist Emma Clarke:

Push Forward Education, *Made in Norwich* 14 September

Emma led an adapted version of our mainstream *Made in Norwich* session for students with SEND, ADHD and Autism at The Museum of Norwich. Adaptations included provision of a 'hello' document shared prior to the session, and a flexible session plan with short hands-on activities and movement breaks incorporated.

Home Education group- young people with SEND

Emma ran the first two of a series of 5 adapted sessions for a group of 8 young people aged 6 – 12 with SEND on 10 October and 14 November at Norwich Castle. Many of the young people have a diagnosis of ADHD, as well as Autism, and there are young people in the group with a diagnosis of Tourettes and Pathological Demand Disorder. Many of the young people are often very anxious when visiting new places and can exhibit challenging behaviours.

The first session was an adapted version of our Ancient Egyptians day, and the second our Anglo Saxons and Vikings. In both sessions the young people had opportunities to engage with and handle real and replica artefacts. A 'hello' document is shared before each session letting the young people know what to expect, and a number of break out activities related to the subject matter provided to support the young people to self regulate and engage with the activities at their own pace. Our future sessions, on the 12 December, 19 January and 2 March, will cover our Medieval collections, Pre-history, and Romans and Iceni.

Here is some feedback from the sessions;

"The movement during the session has been paramount to him being able to maintain his focus and enjoyment."

"The lady running the session was understanding and patient and helped the children to relax meanwhile learning."

***The Singh Twins: Slaves of Fashion* – Teacher and School Events**

Over 20 teachers from all over Norfolk attended the teachers' private view of *The Singh Twins: Slaves of Fashion* exhibition at Norwich Castle on 5 October. Teachers were given a private tour of the exhibition by curator Dr Rosy Gray before finding out about the accompanying schools' programme events for all Key Stages.



A Level Environment Conference

Around 40 sixth form students experienced working in and studying the Environment sector at Norwich Castle in October. Students from Wymondham High, Norwich School, City College Norwich, Sir Isaac Newton Sixth Form, Thorpe St Andrew Sixth Form, Jane Austen College, City of Norwich, and Fakenham Academy attended the A-Level Environment conference on 21 October. Asher Minns, Executive Director of the Tyndall Centre for Climate Change Research, gave the keynote

speech on where we are with climate change, what it means for Norfolk specifically and what response we can make that will contribute positively to the issues at hand and in our lives and careers. As chair of the Norwich Climate Commission, Asher also explained its work, with at least two students volunteering to fill the remaining commissioner role, a shared post for young people.

Students then took part in three workshops, choosing from the five below:

- *Digging for life: A Soil-root Love Story*, with soil chemist Dr Maria Hernandez-Soriano from the John Innes Centre. Using current research, participants analysed root structures to measure soil health.
- *Carry on Collecting*, with NMS curator Dr David Waterhouse. Students were immersed in the collections; discovering how useful they are to science.
- *Communicating Environmental Issues in Museums*, with educator Kathy Moore from SHARE Museums East. Students investigated the ways Natural History galleries can educate and inspire visitors about environmental issues and reimagined its content and messages for a post COP26 audience.
- *Mapping the Natural World in Norfolk: Past, Present and Future*, with tree specialist Tom Russell Grant from Norfolk County Council. Students discovered how historic hand drawn maps, modern LIDAR derived maps and future climate change scenarios are being used to preserve and enhance natural habitats in Norfolk.
- *Invasive Non-Native Species in Norfolk and Beyond*, with science communicator Liam Smith from Norfolk County Council. Students discovered some of the Non-Native species that threaten biodiversity in Norfolk, what threats they pose for native species and how everyone can play their part in stopping them in their tracks.

Feedback from teachers included:

“There was a wide variety of workshops to choose from, giving students a valuable wider experience of their chosen A Level subjects. It was well organised and in a fantastic venue.”

Feedback from the students included:

“Really enjoyed seeing the collections in particular - they were brilliant!!! A big, big thank you to those who were running that workshop, I learnt a lot and most of the friends I have told about it have been jealous - I was really interested in the history behind the collections as well as seeing the taxidermy and fossils in 'real life' - i found it very inspiring because I often find biology lessons tiring and a bit dry, but everything that we saw and talked about as part of the collections was exciting.”

“It was very interesting to learn about the place I live in and what’s being done about climate change in this area.”

“I loved seeing the archives at the museum and what they taught me about natural history, as well as all of the knowledge I gained on our climate.”

“I have always wanted to be a marine biologist, but the conference has inspired me to look into the field of ecology and conservation too.”

3.2 Schools Digital and Virtual programmes

Whilst the greatest demand has been from school groups to visit the museums in person, with the site’s reduced capacity due to ongoing construction works, digital provision continues to be important for a smaller number of schools. These programmes provide the high-quality curriculum links, learning outcomes, and engagement opportunities that underpin the success of the schools’ programme. They are also provided as pre- and post-visit resources to school groups visiting on-site to extend and enrich the learning event.

Schools are still able to come to our sites on self-guided visits, and a range of worksheets and other resources remain downloadable from the website free of charge:

[Trails and resources - Norfolk Museums](#)

3.3 Visitor Programme Activities

ST*ART Saturdays: A creativity, skills and wellbeing programme for children at the Museum of Norwich

We are pleased to report that a bid to the Town Close Estate Charity for a three-year artist-led programme to support children’s creativity, skills and wellbeing has been successful!

The first session *Making it in Norwich* will start in February 2023. The programme will run in partnership with East Anglia Art Fund and Norwich University of the Arts and in association with Children’s Services, Scrapbox and The Norwich Cardboard Factory.



Inspired by the Museum of Norwich’s industrial heritage collections, these Saturday morning sessions will focus on *making* and will provide high quality opportunities for children to connect, create and progress and to develop a sense of belonging and community. Discretionary places are available and staff work closely with NCC Children’s Services to enable those children that would most benefit to participate.

Through our valuable partnership with NUA, volunteer students will support the sessions working alongside lead artist Ali Atkins. There will be opportunities for participants to exhibit their own work, plus digital material to support access and inclusion.

Norwich Keep Activity Plan

Activities supporting the Norwich Castle re-development have continued to be delivered both at Norwich Castle and across the city. These activities offer us the opportunity to explore different ways working which will be built into our programmes upon re-opening.

British Sign Language Tour of Strangers' Hall

Ensuring access for all is a key part of the Norwich Castle re-development project. As such, we are working with Martin Glover, a Deaf Architect and BSL user with extensive experience of delivering tours and workshops in arts and heritage settings. Under Martin's guidance our first tour for Deaf visitors who use BSL will be held at Strangers' Hall on 15 December. This festive tour will help visitors gain a deeper understanding of the fascinating history of the building. Following thorough evaluation, we will use this delivery model to offer BSL tours of Norwich Castle Keep upon re-opening.

***Murder at the Museum!* October family fun at Norwich Castle Museum**

October half term embroiled our visitors in a murder mystery at the Castle. The Chief Curator lay dead at the foot of the Rotunda stairs – who was responsible for this terrible crime? Lee Warden, Keep Activity Plan Learning Officer, developed a Cluedo-esque series of challenges, which encouraged visitors to explore the nether regions of the Castle, meeting suspects and gathering clues as they did so. Amongst other activities, there were Egyptian hieroglyphs to be arranged, trebuchets to be aimed and Roman aqueducts to be constructed. The aim was to integrate a series of activities to give momentum to the experience and ensure that the sum was greater than the individual parts. It was clearly a great success with feedback from both staff and visitors extremely positive.

Comments from participants:

"What a clever idea. It really engaged the children and the staff were very friendly."

"More like this please."

"I would like to see more activities like this more often because they are really fun."

St John Timberhill event

On Saturday 29 October two different activities were held at St John Timberhill.

Remember Me was a morning of free activities themed around celebrating life, and commemorating those who have passed away, all hosted in a beautiful church setting. Visitors came and wrote a poem that told their story, uncovered hidden secrets in the church, and designed a unique tombstone.



St John Timberhill: A gateway to medieval Norwich and beyond. In the afternoon, a special free event delved into the church's relationship to Norwich Castle.

With talks from Dr Helen Lunnon, Father Richard Stanton, Dr. Kori Lea Filípek, and NMS Project Curator Andrew Ferrara, we explored the church's history, learnt about the excavation of the cemetery, and heard about the church's role in the community today.

Collaboration with the Norwich Castle: Royal Palace Reborn project provided the opportunity to explore and highlight the dynamic history of St John the Baptist Timberhill and its integral relationship with the evolution of Norwich Castle and the wider city.



*"I enjoyed the diversity in conversation. I liked splitting the talk in to three sections."
 "I love this alternate sense of community within the church and engaging in history"
 "I much appreciate the knowledge and explanation of your speakers. Thank you."*

Inky Fingers at Strangers Hall.

On Saturday 13 August NMS Learning team staff Emma Clarke and Rosalind Hewett ran two ink-making workshops for children aged 3-7 and their adults in Strangers' Hall's garden. Inspired by the conservation of Henry Appleyard's Commonplace Book, the workshops were led by the brilliant Victoria Stevens, an archive and paper conservator who has worked on the manuscript. Participants joined us to make their own ink using natural ingredients, write with a quill and create their own historical documents to take home! The feedback was all positive:

"Excellent session. Lots of support from staff. Daughter was engaged and felt comfortable - a big plus for someone who can be very shy!"

"Love to have the children engaging with history, it makes them want to learn more."



4. Kick the Dust: Norfolk – project activity update

The Kick the Dust: Norfolk project, funded through the National Lottery Heritage Fund (NLHF) delivered in partnership with a range of organisations including YMCA Norfolk, continued to engage with young people aged 11-25 throughout the COVID-19 lockdown

periods. The project team adapted their activities to support existing groups across Norfolk, in particular YMCA groups, using digital means.

The team is now delivering a blended approach with most sessions being delivered face-to-face but using online engagement where this has been the most effective for young people. This is the case for our online work experience programme which removes access barriers for those wishing to engage in this acclaimed programme but where travel would be a barrier.

This report compares our data with that of the other 12 national Kick the Dust projects through the Renaisi data produced for the National Lottery Heritage Fund from Oct 2020 to September 2021. This will be updated in January 2023.

The NMS Kick the Dust project website contains further information about the project including a number of case studies – see <https://www.museums.norfolk.gov.uk/join-and-support/kick-the-dust>

Current number of interventions with young people:

From the start of lockdown to 18 November 2022 there were a total of 6,950 interventions, involving 2,456 individual young people taking part in 3,498 hours of quality digital activity. Following reopening and access to groups on site and in outdoor settings, the team has delivered 798 face to face sessions (78% of all delivery) with young people across the county, out of a total of 1,025 sessions delivered between March 20 and 18 November 2022. This equates to 78% of all activity now being delivered face to face. This blended approach offers a more diverse range of opportunities for young people to engage in heritage.

Total participation numbers from October 2018 are 13,022 interventions, involving 4,178 individual young people taking part in 6,630 hours of quality activity, taking us beyond the initial target of 8,000 interventions. As more young people take the lead in projects this is shifting the percentage of activity at each of the 4 levels. In November, of all activity delivered no sessions were delivered at pre-player level showing that the YMCA young people are more confident and taking part in longer term projects as they engage on our sites.

- 25% of all activity was at Player level
- 40% at Shaper level
- 35% at Leader level.
- 72% of all activity in October/ November involved young people in leading and designing projects, taking on the role of Young Ambassador and playing a leading part in the Youth Board.

Breakdown of activity taking place in each area since October 2018:

- 48% (1403 opportunities) in the West (covering Kings Lynn, Thetford and Gressenhall),
- 27% (798 opportunities) in the East (covering Great Yarmouth, Cromer and Sheringham)
- 25% (712 opportunities) in Norwich
- 299 volunteering opportunities have been provided to 159 individual young people.

We continue to develop and deliver an online training offer for all staff and volunteers who support youth engagement in NMS. In total 334 staff have taken part in training since October 2018, with 151 having taken up opportunities in lockdown. As we have opened up the opportunities to volunteers, a further 45 young volunteers have taken part in training. Kick the Dust has supported 7 young people on its bursary traineeship programme, the last cohort finishing on 31 May 22, all of whom have secured permanent employment within the heritage sector. One Kick the Dust participant progressed onto the NMS Teaching Museum traineeship programme. We have recruited a further 9 Young Ambassadors to support Institutional Change within NMS and to join the strategic Youth Board and Project Board, with 3 of these young people coming through from the YMCA. Staff from our Front of House (FOH) and Visitor Services teams continue to engage in training, the latest being Mentoring and Coaching in September 2022 which forms part of the training offer to support the new pre-traineeship pilot programme for YMCA clients and other vulnerable groups.

Our offer to support staff and volunteers around the important theme of mental health and wellbeing is on-going and additional training to support staff working with young people facing more complex needs is to be delivered in conjunction with our new partners from Leicester YMCA, as we prepare a new funding bid to the National Lottery Heritage Fund entitled 'Your Heritage Your Future'. Data from the young people's feedback forms shows that 24% of young people up to the end of October 2022 identified as having a mental health issue, a slight increase of 2% on the previous month.

As we have more FOH staff taking part in training to gain confidence in working with young people facing more complex barriers to engagement these Teams are offering opportunities to young people to gain further experience. The team at the Museum of Norwich and Time and Tide Museum have recruited 2 YMCA clients onto the new bursary pre-traineeship programme and Stories of Lynn have taken on a young person with complex learning needs to support the Learning and Engagement Officer. This programme will run until the middle of December 2022 and will be evaluated to inform the new 'Your Heritage Your Future' project funding bid. Feedback from those on the pre-traineeship programme has been extremely positive with comments such as '*This programme has given structure to other areas of my life especially my mental health*' (AF - young person).

NMS and NCC continue to work together through the 'Making Creative Futures' group where members from across NCC Children's Services identify ways to engage the hardest to reach and most vulnerable children and young people through a joint effort. The group continues to play a key part in the delivery of activity as part of the DfE funded Holiday Activities and Food (HAF) project through the Big Norfolk Fun programme ([Big Norfolk Holiday Fun - Active Norfolk](#)) and through our own contributions to this through our Kick the Dust offer. The focus is on mental health and wellbeing. NMS staff are also working with colleagues from the NCC Public Health team on joint activities focussing on supporting the mental health of young people.

Breakdown of respondents

We continue to work with a higher number of older young people as we work with YMCA clients and those from the University of East Anglia and Norwich University of the Arts who are aged 18-25 years of age (67%). Whilst the number of young people aged 11-17 (33%) years is lower than the older age groups, this allows these young people to progress through the programme.

The comparison with the Renaisi data is in brackets and highlights the changes since the last Renaisi report in 2021. Across all 12 Kick the Dust projects, the largest proportion of participants were from the 17-19 category (24%), while the largest proportion in Years 2 and 3 of the project came from the 14-16 category (32%). Approximately half of participants (49%) were aged 11-16 in Years 2 and 3, compared to 32% in this final year. The reasons cited by Renaisi for this change is that young people are engaging in deeper levels of engagement than in previous years which in turn could explain why participants are from the older age groups. Whilst this is the case for Kick the Dust Norfolk, we are providing a range of Shaper and Leader opportunities for young people across all age groups participating although the older age groups tend to be engaged at Leader level.

Participant age breakdown:

- 7% aged 11-13 years (14%)
- 11% aged 14-16 years (17%)
- 30% aged 17-19 years (24%)
- 29% aged 20-22 years (22%)
- 23% aged 23-25 years (23%)

Data is collected around ethnicity through the Young People's Feedback form (should they choose to answer this question) and is based on the descriptions used by the NLHF: (Renaisi comparison data is shown in brackets)

Breakdown of ethnicity:

- Asian – 3% (5%)
- Black - 2% (7%)
- Arab – 0.3% (1%)
- Irish traveller – 0.7% (1%)
- Mixed ethnic – 5% (5%)
- White – 89% (70%)

Those who chose to respond to the question on whether they had a physical or mental disability which can be a barrier to engagement is as follows:

- Disabled – 22% (9% in Renaisi data)
- Non-disabled – 15%
- Preferred not to answer – 63%

A large number chose not to answer this last question but a further 7% of young people added that additional barriers to their engagement included transport and finances.

How young people are finding out about Kick the Dust has changed since the beginning of the project with 16% coming to us through social media posts and the new Kick the Dust web pages, 10% through flyers and posters, 19% through friends or a family

member and 12% from having taken part in a previous Kick the Dust activity. Strong partnerships with Children's Services and other cultural and youth organisations accounts for 43% of young people being signposted to Kick the Dust.

Target audiences:

Note - some young people fall into more than one category

- FE/HE – 34%
- YMCA clients – 34%
- Secondary schools – 23%
- Young people with mental health issues – 24%
- SEND – 11%
- Outside of mainstream education – 8%
- NEET – 9%
- Looked after children and adopted living those at home - 5%
- Young Offenders and those at risk of offending – 4%
- Care Leavers – 4%
- Young Carers – 3%
- New arrivals and refugees – 3%
- Pregnant young mums and teenage parents – 1%

As part of their feedback, young people are asked how aware they are of the range of job roles available within NMS and the heritage sector and how they perceive museums in terms of being spaces for young people.

- Before taking part in a KTD programme, 77% of young people stated they had little or no knowledge of job roles in NMS or the heritage sector. After their engagement 62% of these young people stated they now had a good understanding of the different job roles available in the sector and a further 33% felt more knowledgeable. 92% stated that the skills they had learnt would be useful to them in the future (Renaissi 92%). This shows that Kick the Dust as a programme enables young people to gain a greater understanding of the opportunities within the heritage sector and develop transferable work skills.
- Following their engagement, 90% felt that museums were a space they would use in the future with 59% stating their engagement had been 'better than they expected'.

When we compare all our data to the Renaissi findings, (which uses data from October 2020 to September 2021 across all 12 national Kick the Dust projects), it shows we are in line with other Kick the Dust projects, scoring higher in 9 of the 13 areas. (The Renaissi responses can be found in the brackets).

Following their engagement:

- 80% of young people felt that there were jobs for young people like themselves to work in heritage with 13% not sure and needing to find out more. (Renaissi 67%).

- 89% of young people said they had learnt new and interesting things about heritage (Renaissi 85%); 84% of young people felt that heritage represented young people like them (Renaissi 73%);
- 86% of young people said they were more likely to become a volunteer because of their involvement in KTD (Renaissi 78%) and 87% stated they would be looking to take part in other local heritage events as a result of their engagement (Renaissi 73%).
- 98% of young people stated they felt welcomed and respected by staff (Renaissi 95%) and 96% felt a sense of achievement (Renaissi 82%).
- 94% felt heritage delivered in this way would engage other young people (Renaissi 92%) with 78% of young people stating they now had a better understanding of heritage having taken part in the programme although 21% weren't sure and needed more engagement. (Renaissi 85%)
- 87% of young people felt they had the opportunity to influence decisions. (Renaissi 64%)
- 95% stated there was something for everyone irrespective of background (Renaissi 91%) although this needs to be put into context of other demographic data for Norfolk.
- 93% of young people felt that the programme was easy and affordable to get involved in but had concerns that they may not be able to do this in the future if there was a significant cost to them with 50% of this number stating financial concerns as a barrier. (Renaissi 93%).
- 88% of young people said they had found heritage more relevant than they had before embarking on their Kick the Dust journey with 9% neither agreeing nor disagreeing (Renaissi 81%).

Summary

The NLHF-funded Kick the Dust project is due to end in March 2023 with evidence clearly demonstrating the impact on young people and staff engaging in activity. As we deliver activity through our blended offer of face-to-face activity and online engagement, this impact is increased further as more staff engage in the co-delivery of activity and see the benefits to their own development. This has been seen in the delivery of current exhibitions, curation, and through collections.

Kick the Dust was set up as a three-stage journey (*Player – Shaper – Leader*), with young people developing transferable work-related skills and gaining experiences that they would struggle to find elsewhere, to support them in securing employment. Whilst young people cite being involved in curation and creating exhibitions as the main areas they have enjoyed, it is through these activities that they hone their skills and understanding of the workplace, which will help them secure employment longer term. The introduction of the 10 hour per week pre-traineeship programme allows those young people who have been developing their skills through the Kick the Dust programme but who lack the confidence to put themselves forward for job roles, to go through a supportive recruitment process and receive mentoring support to help them progress after the programme ends. Feedback from those taking part in the Autumn pilot shows that this adds real value to the overall offer and that the process has helped them have the confidence to put themselves forward. The 10 hours a week posts works

for the young person and the participating team and will be used to demonstrate to smaller museums that they can support a young person from a more challenging background in a meaningful way as well as provide opportunities for professional development of their own staff.

Our aim as we move forward is to support more working age young people to progress into employment, training or further learning and long-term volunteering. The new pilot for the bursary pre-traineeship programme will allow us to gauge the need and success of this entry level pathway into the sector. We have seen young people move through the programme, gaining the confidence to take on volunteering roles within NMS, others securing their first job through the Government's Kick Start 6-month placement programme; three young people who have taken up positions within NMS Front of House teams, eight young people progressing onto the Teaching Museum and Kick the Dust bursary traineeship programme, four of the last cohort of trainees securing permanent employment in the sector, one with NMS; two young people progressing onto Teacher Training, and nine young people taking on the Young Ambassador roles, one of whom has recently secured a position with Norfolk and Norwich Festival another on a Teacher training programme. Others have stated that their involvement has helped them make choices around subjects and options at school and college.

QUOTES

'Make Yarmouth & Saturday Art Club have influenced me to do more creativity and thanks to Kick the Dust for helping and supporting us. I was really shy when I started and didn't speak much. I feel quite confident and have improved a lot more by being here and learning and artists and the history of Time and Tide' (Young Carer in the East).

'I chose film production after a National Saturday Club taster session at East Norfolk Sixth Form. She is now applying for a volunteering role as a result.' (Project Worker East)

'I still thought it was worth emailing to say thank you for the photos of the museum club enjoying the trail, it's so lovely to know they gave it such positive feedback as well! It was a lovely project to be involved in and I feel I have learned a lot about creating heritage projects in more practical terms, so thank you for that. I also hope that when I have the time there are more Kick the Dust projects I can get involved in!' (Young Person on the Faith and Ritual YAF project)

'It was a wonderful opportunity to be able to be a part of the SHARE organising group, so thank you for having young people, like myself, involved at an organising capacity at this event. It was very insightful and I learnt a lot. Thank you also for being so patient and helpful with my questions!' (Lily F Young Ambassador KTD). *Following the event Lily secured a job with Norfolk & Norwich Festival in Kings Lynn – 'I have been successful in a job application (which I'm so happy about!!), to work at Kings Lynn Festival as their 'events and communications intern'*

'Kick the Dust has helped me to gain real-life experience within the museum and heritage sector. I was able to curate, organise and develop my own creative project which has since been on display in numerous venues in Norfolk. As a result of this, I have been able to kick start my career as a project coordinator within the arts and culture sector. Without the hands-on experience that Kick the Dust gave me, and the

help and knowledge of the scheme's organisers, I wouldn't have had the experience or confidence to start applying for the jobs I once dreamed of.' (Young person on the online work experience programme.)

Lily who completed the 6 month Kick Start programme apologised for not being able to apply for the new Project Worker role saying: *'I was starting my application when I received a job offer regarding a role at the GroundWork Gallery in King's Lynn. I have accepted this so will no longer be applying for the Project Worker position. Which is bittersweet as the role breakdown excited me. Thank you so much for sending it over, I really appreciated it as I hadn't seen it.'* Lily – Young Ambassador

One of our complex needs young people who had previously applied for a traineeship has been successful on his work experience with Norfolk Library service. The project worker stated: *'I am sitting S who was one of the Time Turners and former College of West Anglia students. He has just completed his job placement with the library and has done brilliantly. He is applying for a permanent part-time post with the library service and has successfully been accepted onto their Casual staff list and hoping for a job in the library permanently'*. R Williams Project Worker and mentor

Take up continues to expand through the establishment of new partnerships with schools, colleges, Children's Services, and other cultural organisations as well as Job Centre Plus and Norfolk and Waveney MIND. The launch of the new Kick the Dust web pages on the NMS site is bringing traffic and enquiries from young people who would not ordinarily come to us through our existing partnerships which will support this growth and solidify the way NMS approaches youth engagement going forward.

The Kick the Dust event held in partnership with SHARE East in October to showcase our work and hear from what it is like to be a young person starting out on their heritage journey, has highlighted the need for this offer in museums across the East of England. The proposed 'Your Heritage Your Future' project will allow us to embed learning within a wider range of museum and heritage organisations across the East of England, building on our current successes and approach to youth engagement.

A National Lottery Grants for Heritage Round 1 application has now been submitted to the NLHF for the 'Your Heritage Your Future' project. The application was submitted by YMCA Leicester, with NMS as Lead Partner. The complex application was put together by a joint project team of staff from YMCA Leicester and NMS.

5. Norwich Castle: Royal Palace Reborn – project update

5.1 Main construction works

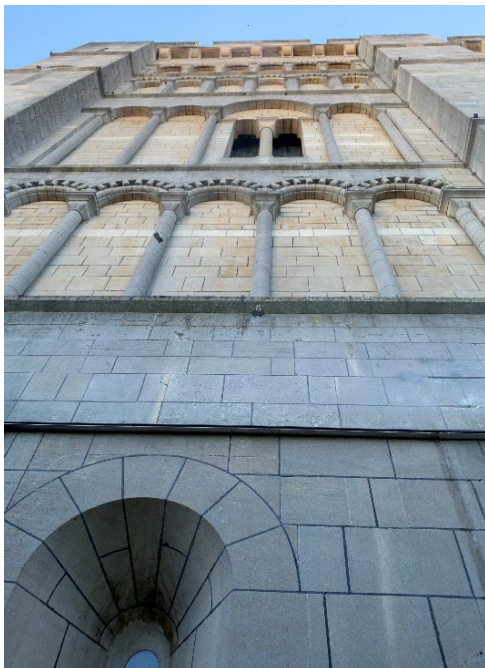
In August 2020 the Keep and surrounding site areas were formally handed over to the Principal Contractor, Morgan Sindall Construction following Contract Award for the main build. Internal and external secure hoardings are in place to demarcate the construction site and delineate the contractor compound on the mound. There is an additional contractor compound and deliveries access point in the Lower Castle Gardens. A tower crane has been installed on the mound. An internal hoarding line runs across the

entrance to the Rotunda, separating the construction zone from the areas of the museum that remain open to visitors throughout the project.

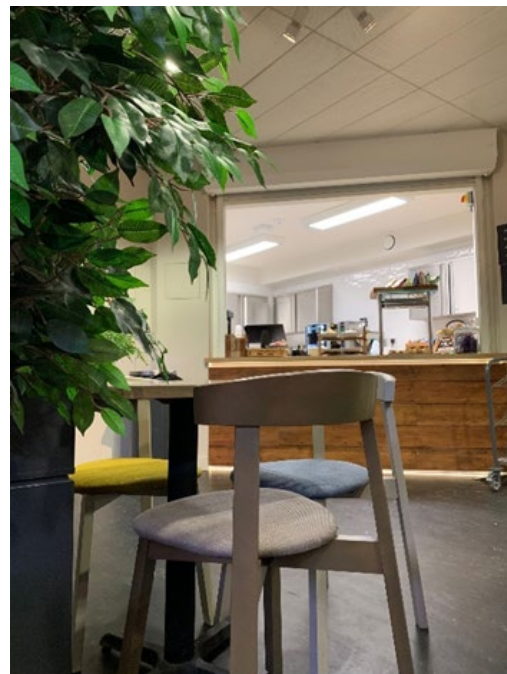


Drone image of the construction site

Sectional completion of the first phase of the project took place on 11 August 2022, with the formal handover of the new WC block area, which includes accessible toilets, baby changing facilities, a new Changing Place and a 'pop-up' catering facility. The installation of main internal steelwork structures in the Keep has been completed, with new floor levels installed.



View of N face of Keep through glazed roof section in new WC block



New 'pop-up' café in the Rotunda



View along new ground floor toilets corridor



Newly exposed original Norman Keep footings



Baby change room



Female ambulant disabled toilet



Male toilets – sink area



The new Changing Place facility

A verbal update on recent progress on the construction site will be given at the meeting.

6. Other activity across Norwich museums

6.1 Museum of Norwich

The Museum of Norwich team has been busy delivering a broad range of activities.

Exhibitions

Start-Rite: Celebrating 230 years - 26 September to 12 November 2022

On 26 September, The Museum of Norwich launched a new a pop-up exhibition that celebrated the 230th birthday of local shoe firm Start-Rite. Alongside this, we created a

new permanent display within our Shoemakers Gallery, featuring ten newly donated shoes from this year's birthday collection. Staff organised a preview to celebrate alongside key players in the company's success, such as workers from the site on Broadland Business Park, social media influencers, and Board members, including a direct descendent of James Southall, the founder of the firm. All funding for the exhibition was supported by Start-Rite.

Kate Pienaar, Marketing Manager, wrote to say *"Thank you and your team for having us yesterday – we have had lovely feedback, and people were really interested (and proud in the case of staff!) in the pop-up exhibition and shoe gallery display, and of course the museum in general. It's been lovely working with you all, and spending time at the Bridewell getting to know our local history."*



Events

Heritage Open Days



Staff had a busy HODs this September, with 792 people attending over the four days, with a popular demonstration on our Jacquard loom on Saturday 17 September.

Museum staff extend their thanks to Paul Wisdom and Bethan Holdridge for their support with the operation of the loom.

Launch of the Kett's Rebellion VR

On Thursday 20 October museum staff hosted a special celebration event to launch the new Kett's Rebellion VR experience. Partners from South Norfolk District Council, VisitNorwich and The Friends of Kett's Heights gathered in the medieval Undercroft for speeches, refreshments and a trial of the new headsets. This exciting new addition to the Museum of Norwich, has been kindly given by South Norfolk District Council and Wymondham Heritage Museum and will be placed in the foyer at the museum to allow visitors to experience it for free.

The experience allows visitors to be transported back to August 1549, when Norwich was gripped by rebel forces, led by William Kett. They can witness first-hand how events unfolded, feel part of the action during hand-to-hand combat in Elm Hill and experience the decisive Battle of Dussindale.

As part of the celebration event staff offered a public tour led by tour guide Paul Dickson linked to the book *Tombland* by C J Sansom, which is set in Norwich during the rebellion of 1549. The group weaved its way through the city streets stopping at points of interest such as Tombland, St Andrews Hall, Bishopsgate Bridge and Kett's Heights.

Feedback reviews were very positive.

"Enjoyable walk and stunning views of Norwich."

"I really found the walk through the green areas of Norwich made me feel good. I also felt the learning helped my well being."

"It was a clever format - i.e. the idea of combining literary interest with the real history. Having researched the Rebellion and also living in Norwich, I knew almost all of the venues in the Shardlake book, but it was clearly a joy for the visitors from elsewhere to put real places to events in the book."



Black History Month

Museum of Norwich staff facilitated a tour led by Paul Dickson, featuring some of the people and stories that reflect the city's diverse heritage.

Feedback was very positive, such as -

"I learned that about how the abolition of slavery wasn't all it seemed to be, I was also pleased to hear about the reactions of the local people to the treatment of African American airmen stationed in Norfolk."

"Very informative and our knowledgeable guide really was very engaging. It has made me look at Norwich in a new light."

"I learned about Black Norwich inhabitants and other characters- and it reminded us of the industrial revolution which was successful because of the industrialisation of slavery."

Community projects & events

The period has been busy, with several active community projects. These include:

Art at Work

Curator Hannah Henderson has continued to work with Art at Work CIC, an organisation that designs and delivers arts for wellbeing sessions in the community. Their latest programme is based on Norwich Textiles and is funded by the National Lottery Heritage Fund. On 5 October we visited the Costume and Textile Study Centre together, to talk to NMS Costume & Textile Curator Ruth Battersby-Tooke on the subject of Norwich Textiles. The group especially enjoyed seeing the sampler created by Lorina Bulwer. On 2 November, we welcomed the group again as we hosted an extra workshop they had arranged based on Arabic Calligraphy with Razwan Ul-Haq. It was a very moving and contemplative session.

Anne, a participant said, *"It was wonderful!"*

Rawan wrote to say, “I wanted to express my deep heartfelt thanks for the lovely welcome on Wednesday from all the staff at the museum and also for your time and attention.”

Plans are now underway for the new exhibition we are creating together to celebrate this year-long project. The exhibition will be called *Threads of Connection: A Creative Response to Our Textile Heritage* and will run from Wed 23 November 2022 to Saturday 25 February 2023.



Vision Norfolk

This year Museum of Norwich staff have continued to build on our partnership with Vision Norfolk. On Wednesday 28 September, Assistant Curator Bethan Holdridge hosted a lively session about the Norwich chocolate industry. The group particularly enjoyed the tasting session at the end of the event.



English plus, international group

The partnership with English Plus continues to develop, supported by Assistant Curator Bethan Holdridge. Over the past few months, we have been working with a new sub-group exploring the history of tea. On 13 October, the group visited Norwich Castle Museum, sharing their own experiences of tea in their own cultures and then having a special tour with Dr Francesca Vanke, Chief Curator. The session was especially moving as one participant from Ukraine, shared her memories with the use of a translation app on her smart phone, supported by charity Director Rosie Sexton.



School holiday activities

The Museum had a successful summer holiday programme centred around the theme of *Dinosaurs*. We were very happy to host two small T-Rex statues as part of the *BREAK GoGoDiscover Dino Trail*. This brought countless extra visitors into the museum, many of whom were not traditional visitors. The Learning Team led a dinosaur-themed craft activity, creating an impressively large collage in the shape of a Triceratops.

As a special, one day activity, Rosalind Hewitt, Adult Learning Officer, helped set up an exclusive *GoGoDiscover* activity workshop to enable visitors to discover more about the *Extraordinary Extinct™* species that featured in the trail such as the bespoke T.Rex and Steppe Mammoth designs. Overall, the museum welcomed 3,291 visitors over the six week school summer holiday period.



October Half Term

For October Half term, the museum hosted a Halloween scavenger hunt and spooky craft event, with many families enjoying the trail, craft and take-home activity. The event attracted 622 visitors.



6.2 Strangers' Hall

In August Strangers' Hall was delighted to present its very first *Go Wild in the Garden* family day promoting biodiversity benefits of encouraging wildlife in their own gardens. Visitors were treated to a close look at both rare and familiar insects with Dr David Waterhouse. Other activities included making a mini pond, seed bombs, insect hotels and creating a recyclable pot to carry home their own pollinating plant. The event was supported by the Norfolk Green Care Network, NGCNetGreen and Norfolk Wildlife Trust.



Between July and September Strangers' Hall was open for its extended hours of Wednesdays, Thursdays, Fridays and Sunday afternoons. The 2022 summer activity programme *Great Gadgets* continued to intrigue and puzzle visitors for the entire summer holidays, providing a great opportunity for engagement. The programme continued into for free admission days of Heritage Open Days (HODs) fortnight. The highlight of this year's HODs programme was undoubtedly the inspiring *Dressing Elizabeth I* workshop, in which participants created beautiful decorations in lace, jewels, pearls and Tudor roses to pin on life-sized figures, inspired by the well-known 'Gloriana' portrait. With an introduction by Costume & Textile Association Chair Joy Evitt and featuring the marvellous art work of creative director Stephen Worth it is an event which we hope will be repeated.



Heritage Open Day activities



University of Leicester Museum Studies MA student Ayaka Umetani successfully completed a two month placement at Strangers' Hall, working primarily on the Museum's archive. She also carried out a number of interviews with members of our volunteer team, aimed at better understanding why our volunteers support us and the role volunteering has played in their lives.

Purchases of contemporary objects by the Norwich Kick the Dust group of young people have been completed and are in the process of being documented and photographed, prior to their installation as part of the Strangers' Hall centenary displays next year. An audit of collections is taking place supported by the documentation team and NMS Teaching Museum Trainee Beau Brannick, who is also preparing a blog on the interesting small collection black dolls that form part of the larger toy collection.

Since mid-September, the museum has been busy with school groups with 23 school and higher education groups booked in. Regular monthly tours of the museum led by a member of the Learning team, have also been well supported.

A stunning new addition to the Toy Collection has recently been acquired in the form of a Victorian style doll's house with suites of furnished rooms, collected by Mr and Mrs A Taylor as their hobby and passion in retirement from their local fruiterer's market stall. It is planned to display this as part of new displays marking one element of Strangers' Hall

centenary year. We have also accepted a hand-made child's cot and an inscribed family bible belonging to a local family for the collections.



Mr Taylor with the donated doll's house

Finally, Bethan Holdridge, Curatorial Adviser to the Freemason's Museum in St Giles Street has continued to provide curatorial support for the museum's Accreditation application.

7. Norwich Curatorial update

Dr Giorgia Bottinelli, Curator of Historic Art, has completed her exhibition for the Colman Project space, *Frederick Sandys: the Greatest Draughtsman* displaying the relatively seldom-seen Frederick Sandys' pastel portraits in our collection.



Frederick Sandys *Constance Flower*, pastel on paper, 1879

Giorgia is also working with the collections management team on reorganising the art stores. Giorgia has also just heard that she has been successful in fundraising for a major new art acquisition. More details about this will be available in the next report.

Ruth Battersby-Tooke, Senior Curator of Costume and Textiles is working on the forthcoming exhibition *The Last Voyage of the Gloucester, Norfolk's Royal Shipwreck, 1682*. This exhibition will open at Norwich Castle in February 2023 and is being undertaken with the finders of the wreck, the Barnwell brothers, and the University of East Anglia, our academic partners. Ruth is focusing on the sections of the exhibition devoted to textiles, and to maritime archaeology.



Bell from the wreck of the *Gloucester*, to be displayed in the forthcoming exhibition

Dr Rosy Gray Curator of Modern and Contemporary Art has been working on the recently opened exhibition for the T-Galleries at Norwich Castle *The Singh Twins: Slaves of Fashion* (1 October 2022 – 22 January 2023).

For this exhibition Norfolk Museums Service has been working in collaboration with East Gallery, Norwich University of the Arts. In addition to the Twins' striking and thought-provoking lightbox works, which are interspersed with objects from across Norfolk Museums Service's collections, this exhibition includes an exciting and unique new commission, *An Alternative A-Z of Empire*, for which Rosy has been working with the Twins over the last year. This commissioned artwork, the title of which is derived from a 19th century children's jigsaw at Strangers' Hall, is inspired by objects from around Norfolk Museums' collections, from decorative art to regimental material. It will go on permanent display in the Castle, in the Decorative Arts and the Wider World gallery, once *Slaves of Fashion* has finished.

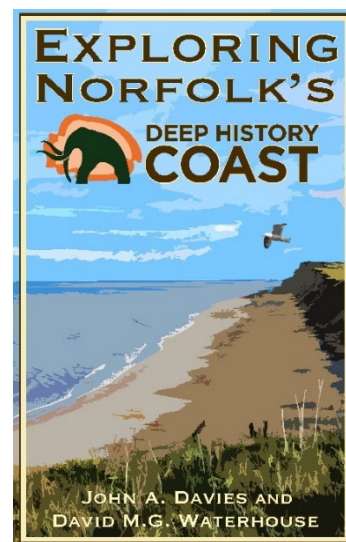


The Singh Twins with their commission for Norwich Castle, *An Alternative A-Z of Empire*, October 2022 © Denisa Ilie

Rosy is also working on future exhibition projects, which include a new film commission with artist Amartey Golding, in conjunction with Film and Video Umbrella

Kate Thaxton, Curator of the Regimental Collections has been undertaking an extensive programme of photography of her collections, and in conjunction with this has been researching regimental silver items. She has also been working on a triennial safety audit of her collections with specialists from the army to check for the presence of explosives or similar hazardous material.

Senior Curator of Natural History, Dr David Waterhouse has now delivered the manuscript of his book *Exploring Norfolk's Deep History Coast*, jointly authored with Dr John Davies, to the History Press. They have been working on this for more than three years and it will take the form of an approachable but in-depth guidebook to the subject, including a wealth of information about the pre-history, geology, and palaeontology of this unique area. Publication is due in July 2023.



In addition David has been working on several other Deep History Coast related activities. These have included delivering talks for the Norfolk Geodiversity Partnership, and a Visit North Norfolk Ambassador event. He is also speaking about DHC at the joint Cambridge University and Ipswich Museums online event, further info for which may be seen here – <https://ipswich.cimuseums.org.uk/events/plio-pleistocene/>

Apart from this he is working with Rachel Kidd, Curator at Gressenhall Farm & Workhouse on their proposed exhibition about trees and forestry, scheduled for early 2023, and has start working with Time and Tide Museum on their proposed exhibition about Dinosaurs. He has also been working with social media Teaching Museums Trainee Beau Brannick on material for Disability Awareness month.

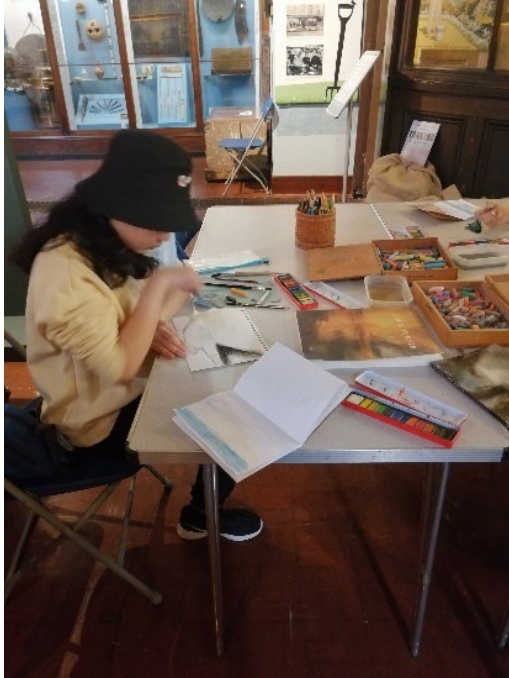
Dr Tim Pestell, Senior Curator of Archaeology has mainly been working on the Keep project, for which he has also been giving tours for bodies such as the Chartered Institute of Building and the Society for Protection of Ancient Buildings, and for the new V&A National Programmes co-ordinator. Allied to the Keep project Tim has presented to the British Museum’s medieval and modern research group on Norwich Castle’s archives.

In addition, he has assisted with the filming for a Time Team television programme looking into the site of the Winfarthing burial which was the source of a 7th century pendant in the collection. Tim has also worked on the redisplay of Prison material in the Rotunda which should be completed soon. He has continued working on the Leverhulme-funded Rendlesham project. He is also on the steering group for their NLHF-funded element. Tim also continues to sit on the Reviewing Committee for the Export of Works of Art.

Recently Tim presented a paper on Broadland monasteries at the Broads Hidden Heritage conference at UEA. He has also undertaken a limited amount of curatorial work such as enabling access to collections for visitors and scholars to look at Anglo-Saxon pottery, bracteates and fabrics and to Medieval pottery, and been working on collections auditing.

Dr Francesca Vanke, Senior Curator of Norwich Museums and Keeper of Fine and Decorative Art is working with Ruth Battersby Tooke on the forthcoming exhibition *The Last Voyage of the Gloucester: Norfolk’s Royal Shipwreck 1682*. At present she is finalising the catalogue edits and liaising with the design team over layouts.

Apart from that Francesca continues to work on the Turner project. The exhibition at Lynn Museum, *JMW Turner and the Moods of Water* is now completed. Visitor figures show that this exhibition was popular and well-received, with visitor comments indicating that they appreciated being able to see the first ever Turner painting on display in Kings Lynn. The family activities were all fully booked and attendees included two children from a newly arrived Ukrainian family.



Children's art workshop exploring Turner's *Walton Bridges*, Lynn Museum, Sept 2022

The Turner painting is now on display at Christchurch Mansion, Ipswich as part of their exhibition *Landscape Rebels*, which explores issues around art and climate change. Francesca is working on the next exhibitions, at Time and Tide Museum for October 2023, and at Norwich Castle for autumn 2024.

In addition in late October Francesca gave a Radio Norfolk History at Home interview on the 17th century Paston *pietre dure* table-top, to coincide with the press release officially announcing this major acquisition, which had been delayed due to lockdown.



Paston *pietre dure* table-top, c1635, Grand Ducal workshops, Florence

Francesca also hosted a study day for the Glass Society, at which she gave a talk for this group on the Castle's collection of 18th century drinking glasses. She also gave a gallery talk on the teapot collection for the English + group.

8. Other developments

8.1 Castle Mound cut

Work has recently taken place on the Castle mound to cut back overgrown vegetation. This usually annual work is important, as it helps to stabilise the mound by preventing vegetation and more importantly roots growth. This can erode and damage the mound, which is classified as a Scheduled Ancient Monument. Due to the lockdowns, these cuts have not taken place for the past few years. As a result, the task this year has been much larger than normal.



The task of cutting the steep mound is complex, with scaffold access towers spaced every 100 feet around the mound. These towers enable the personnel cutting the mound to safely gain access, whilst not damaging the mound's surface.

8.2 The Shirehall Courtroom

Works within the Shirehall Courtroom to treat the outbreak of dry rot are well underway. NMS staff have been working alongside Norse and Norwich City Council Planning colleagues to identify the extent of the damage and agree on the methodology for the remedial works. Following a formal tender process, T.C. Garrett have been appointed as the Principal Contractor to complete the remedial works. The work is being funded by Norfolk County Council. The works will include the removal and replacement of affected timbers along with the introduction of steel interventions, to reduce the risk of future outbreaks. We are currently waiting for the relevant Listed Building and Planning consents to be granted. Once these are received, works will commence.



The SW corner of the Courtroom where dry rot is prevalent



Affected structural timbers beneath the raised seating area

9. Visitor numbers

			APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	YEAR TO DATE	TOTAL	
N O R W I C H	Castle Museum	2020-21					245	238	2,454	357	756				2,937	4,050	
		2021-22		2,732	5,309	8,053	12,796	7,652	8,964	6,226	4,068	4,962	8,110	6,605	45,506	75,477	
		2022-23	8,129	6,857	9,070	8,289	9,390	8,084	8,900						58,719	58,719	
	Norwich Castle Study Centre (Shirehall)	2020-21														0	0
		2021-22		0	0	0	2	0	0	0	7	3	23	27	2	62	
		2022-23	24	59	43	56	46	29	85							342	342
	Museum of Norwich	2020-21														0	0
		2021-22		115	504	595	614	842	749	767	422	647	1,308	1,165	3,419	7,728	
		2022-23	1,406	1,552	1,044	1,666	2,476	1,970	1,431							11,545	11,545
	Strangers Hall	2020-21														0	0
		2021-22		0	0	24	39	450	508	521	460	0	302	883	1,021	3,187	
		2022-23	478	642	639	635	779	843	713							4,729	4,729

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