



2011 – 2012 ANNUAL REPORT



**Government
of South Australia**

SEPTEMBER 2012

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24 September 2012

The Hon John Hill MP, Minister for the Arts

I take great pleasure in presenting the Carclew Youth Arts 2011-12 Annual Report.



Kate Gould
Chair, Carclew Youth Arts Board

ROLE

Carclew Youth Arts (Carclew) is responsible for policy funding and strategic initiatives that nourish the artistic and cultural lives of South Australian children and young people aged 26 and under. Carclew delivers an arts program for children and young people and the development of early career artists and arts workers.

LEGISLATION AND STRUCTURE

Carclew is incorporated under the *Associations Incorporations Act 1985*. Carclew is classified as a corporate agency under the *Public Sector Act 2009* and is bound by certain sections of that Act. Carclew maintains a close relationship with Arts SA.

The Carclew Youth Arts Board is ministerially appointed and meets a minimum of six times per year. Board papers are lodged with Arts SA and, as an agency of Arts SA, the Carclew Youth Arts Annual Report is provided to the Minister for tabling in Parliament (September).

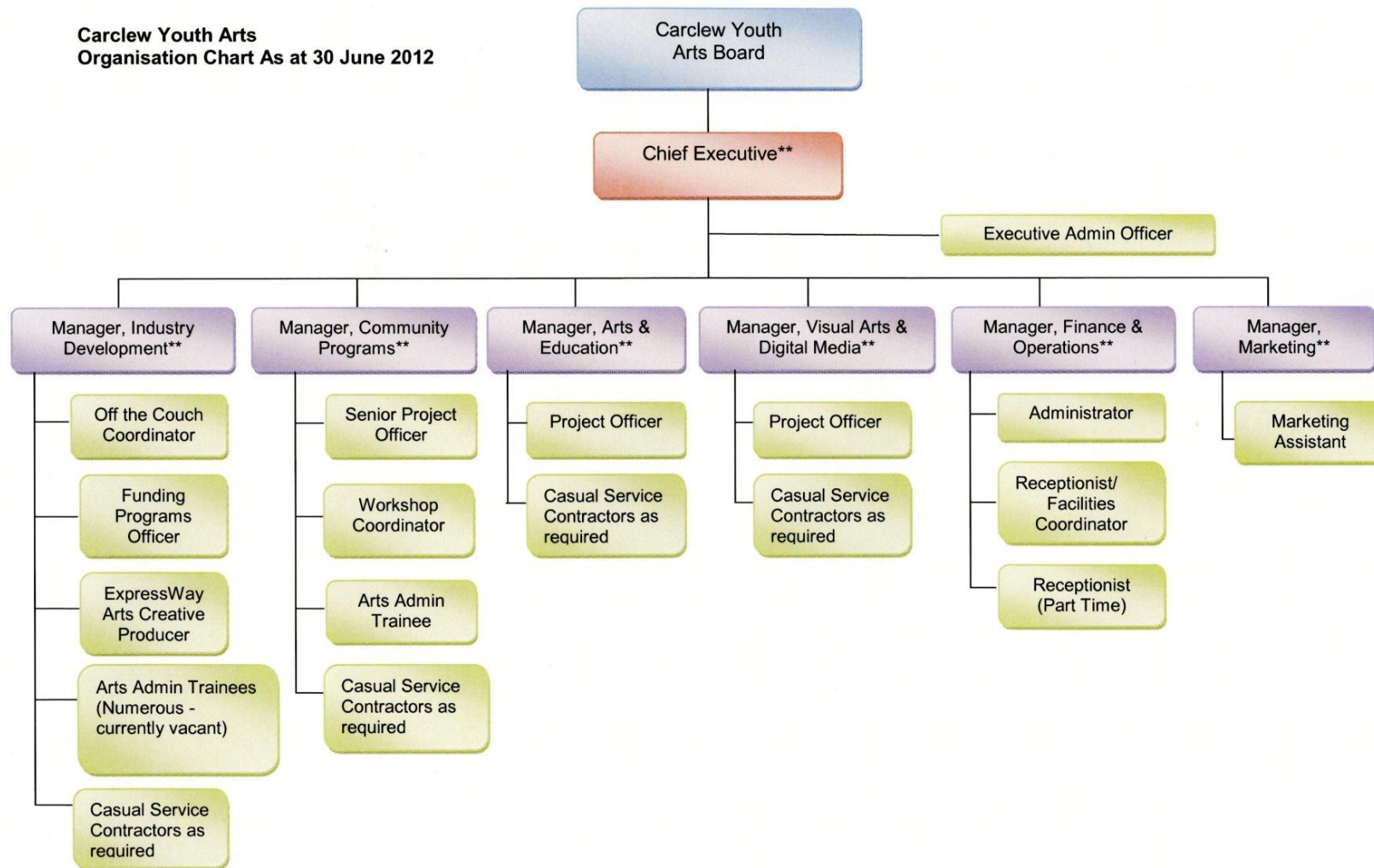
Board Members 2011-12:

Kate Gould (Chair)
Sidsel Fawkes (Staff Nominee)
Christine Hatzi
Michael Hill (until April 2012)
Jeff Meiners
Ella Pak Poy
Victoria Purman
Jo Sutherland-Shaw (Chair, Finance Subcommittee)
Sam Yates
Philip Watkins (until July 2011)

The Board has a Finance Subcommittee. The Board also auspices numerous peer advisory committees which are established to assist in the following areas:

- Funding programs for youth arts organisations in communities
- Funding for Patch Theatre Company
- Grants for arts projects and the development of young artists
- Scholarships and Awards
- Artists In Schools

**Carclew Youth Arts
Organisation Chart As at 30 June 2012**



**** indicates member of Strategic Management Team**

MAJOR ACHIEVEMENTS FOR 2011-12

1. In 2012 Carclew Youth Arts celebrates 40 years since the organisation was first incorporated. Lord Mayor Stephen Yarwood hosted a reception in the Queen Adelaide Room at Adelaide Town Hall for 150 guests in November 2011 and a family event was held in April 2012 with the Minister for the Arts and the Lord Mayor of Adelaide among official guests.
2. Carclew attracted national and international attention to South Australia through partnerships for significant national events, including:
 - Launch of the Australian Children's Laureate program in December 2011.
 - The Aboriginal Torres Strait Islander Board of the Australia Council Indigenous Showcase to national and international guests as part of the Australian Performing Arts Market (APAM) in February 2012.
 - Management of the final year of the Splendid national public art mentoring program as part of the annual Splendour in the Grass event (NSW).
3. The *Tjitjiku Inma* Project is the result of Carclew's reputation for long term high quality programming in the remote APY Lands. This community generated project will produce a series of tri-lingual (Pitjantjatjara, Yankunytjatjara and English) learning resources and is driven by the community who invited the Carclew team to bring creative expertise to the project.
4. The Lowdown Archive: a history of 38 years of articles, reviews, and research of youth performing arts in Australia went live on Carclew's website in June 2012 (launched at the National Young People and the Arts Symposium in Sydney in July 2012).
5. ExpressWay Arts, a Creative Producer pilot project in Adelaide's southern suburbs, provided a program of multi-artform experiences for children and young people by engaging a Creative Producer for the first time in this region.
6. *How Does Your Arts Career Grow?* Forum was presented in partnership with Adelaide Festival Centre in October 2011, attended by 200 early career artists and artworkers.
7. Carclew maintained its commitment to continuous improvement of systems and policy framework to support best practice. This includes resources made available online to support the development of the youth arts sector. Carclew continued to focus on sound financial management and this has achieved a strong financial result in response to savings targets now identified for 2012-13.
8. A major stakeholder survey was conducted in February 2012 to inform strategic direction and programming for the short and long term. Carclew staff and Board participated in a strategic planning process to renew the Board's *Directions 2009-13* statement and organisational objectives. *Directions 2013-16*, with its goals of Leadership, Relevance, Artistic Vibrancy and Accountability positions Carclew as a visible and responsive arts organisation which delivers excellence in practice and exemplary standards in management and governance.

FUTURE PLANS

Carclew's newly endorsed *Directions 2013-16* statement will inform program and goals for the coming years. It is underpinned by continuous improvement and national and international benchmarking. State and federal policy priorities will remain relevant and inform targets.

In the coming year, Carclew will undertake the following:

Projects and Programs

- Arts Enterprise Incubator – a new Carclew initiative supporting early career artists to develop sustainable arts business practice.
- ExpressWay Arts review and development – further exploration of delivery options for youth arts programming in Adelaide's southern suburbs.
- National Curriculum (development for arts educators) – support for educators in implementing the new national arts curriculum.
- Carers SA partnership – an arts workshop program for young carers to be delivered in metropolitan and regional areas is in development.
- Australian Children's Literature Alliance partnership – Carclew will continue to support the South Australian component of the Children's Literature Laureate program.

Advocacy and Leadership

- Investment in staff visibility in state, national and international forums
- Responding to state and federal government priorities for arts and young people.
- Continue to address Government of South Australia strategic priorities, particularly Creating a vibrant city, Maintaining our safe communities and healthy neighbourhoods, Every chance for every child and Realising the benefits of the mining boom for all South Australians.

Governance and Management

- Transition support for new Chair and Board members.
- Constitution review.
- Development of philanthropy and giving program.

OPERATIONS AND OBJECTIVES

2011-12 was the final year in which Carclew's operations and objectives were informed by *Directions 2009-13*. In 2012-13, the new *Directions 2013-16* will be adopted.

Carclew Youth Arts Directions 2009-13

Vision

South Australia is known nationally for the exceptional arts and cultural environment and outstanding creative experiences available to children and young people.

Mission

Carclew Youth Arts is responsible for policy, funding and strategic initiatives that nourish the artistic and cultural lives of South Australian children and young people 26 years and under.

Carclew's Mission is at all times informed by Carclew's Guiding Principles.

Goal One: Industry Development

Support the needs of youth arts in South Australia and promote its pivotal role in the development of the broader arts industry.

Carclew Youth Arts:

- 1.1 Advocates for strong government and non-government support for youth arts
- 1.2 Develops independent young artists and artswomen
- 1.3 Ensures festivals and arts organisations deliver high quality arts experiences for children and young people
- 1.4 Encourages artistic innovation and risk taking

Goal Two: Arts and Education

Promote and support the arts as both a curriculum area and a learning methodology for South Australian schools and communities.

Carclew Youth Arts:

- 2.1 Advocates the importance of children's and young people's experiences as artists and audience in both their formal education and social development
- 2.2 Initiates strategies for live performance and workshops across all genres of the arts in schools
- 2.3 Supports training and development for artists and educators

Goal Three: Community

Engage with communities to explore and understand the value of the arts for all young South Australians, ensuring creative pathways and experiences are accessible to all.

Carclew Youth Arts:

- 3.1 Actively involves children and young people in planning, decision making and creative expression

3.2	Supports programs that address issues relating to diversity or disadvantage
3.3	Creates sustainable partnerships with artists, families, communities and cultural organisations
3.4	Promotes and celebrates children and young people's achievements in the arts
Goal Four: Governance and Management	
Aspire to manage and govern the business of the organisation to the highest industry standards.	
Carclew Youth Arts:	
4.1	Manages finances well and within budget
4.2	Adheres to sound governance practices
4.3	Employs effective management practices within the organisation
4.4	Models and supports sound operations and governance within the youth arts sector
Operations	
Carclew Youth Arts undertakes the following strategies and initiatives:	
<ul style="list-style-type: none"> • Funding programs for youth arts organisations in communities • Funding for Patch Theatre Company • Grants for arts projects and the development of young artists • Scholarships and Awards • Training and professional development initiatives • Community access initiatives • Arts and education initiatives • Communications and advocacy • Marketing and sponsorship • Intergovernmental relations 	

Goal 1: Industry Development

Arts Administration Traineeships

This program provides young people with a training wage and a 12 month on-the-job work placement in an arts organisation or cultural institution. Successful completion results in a Certificate III in Business Administration (Arts).

Following the cessation of trainee salary subsidies in 2010-11 Carclew placed the program on hold while reviewing the interest of host arts organisations that provide placements for the trainees and may have been affected by the loss of salary subsidy. No external placements were offered during the reporting period.

Carclew provided an Arts Administration Traineeship within its own programs to an Indigenous trainee in 2011 supported by Carclew's sponsorship arrangement with BHP Billiton. The trainee worked with Carclew's Community Program team.

JUMP National Mentoring Program (JUMP)

JUMP supports career development for young and emerging artists in all artforms through a formal mentoring agreement with a more experienced artist. Eight South Australian artists received mentorships for 2012. This round included a mentorship for a young regional artist, supported by BHP Billiton.

A joint induction for 12 South Australian and Northern Territory participants was delivered at Carclew in February 2012, in conjunction with Corrugated Iron Youth Arts (NT delivery partner).

Project and Development Grants

During the reporting period, \$101 650 was awarded to 30 applicants in all artforms. The 2012 Youth Arts Workshop Grant of \$15 000 was awarded to Music SA. Professional development consultations were provided to approximately 100 individual artists in association with this funding program.

Scholarship Program

The Scholarship program attracted 29 applications, with a total of \$50 000 offered for four scholarships. This included the Ruth Tuck Scholarship for visual arts, the Dame Ruby Litchfield Scholarship for performing arts, the Colin Thiele Scholarship for creative writing and, for the first time, the BHP Billiton Film and New Media Scholarship.

Carclew partnered in the delivery of the 2012 Independent Arts Foundation Creative Writing Mentorship valued at \$3250, for which four applications were received.

Carclew partnered with the Media Resource Centre providing an emerging filmmaker award at the annual South Australian Screen Awards recognising an outstanding early career filmmaker.

One-on-one professional development consultations were offered to 25 early career artists through this program and over 200 people attended information sessions provided by Carclew Industry Development staff.

Bands and Touring

Carclew's Off The Couch contemporary music program supported 20 young South Australians to gain on-the-job experience and professional development as event coordinators, promoters and production crew for live music events. Valuable performance opportunities were offered to 11 individual acts comprising a total of 75 emerging artists. A total audience of approximately 1600 attended the series of 6 gigs.

The 2012 program incorporated new mentoring and masterclass components. Three established local acts mentored emerging acts, and team members attended a series of six keynote presentations led by mentor bands and key industry professionals.

As a direct result of participation in the 2012 Off The Couch program, three emerging bands gained ongoing performance opportunities and three were awarded recording sessions at premier Adelaide studio, Chapel Lane.

In November 2011 Carclew took a small team comprising two musicians and a sound engineer to the Riverland to deliver a seven-day series of songwriting, emc'ing and sound engineering workshops. Workshops exposed 93 young people from local high schools and community groups to accessible and cost-effective production techniques and collaborative music practice.

EnCompass – arts administration training for volunteers

This training initiative offered unemployed young South Australians the opportunity to explore work opportunities in the arts industry and complete a Certificate III in Arts Administration delivered by TAFESA and Community Arts Network of SA.

Adelaide arts organisations (including JamFactory and Feast) hosted the 9 young people who completed *EnCompass* volunteer placements within the reporting period. Of these,

one graduate has gone on to full time employment and another two have part time employment with their host organisations.

Carclew's *EnCompass* program was funded through the Productivity Places Program (PPP), part of the Australian Government's 'Skilling Australia for the Future' initiative.

ExpressWay Arts

Carclew supported a pilot program of youth arts activity in Adelaide's southern suburbs led, for the first time, by a Creative Producer. The Creative Producer is responsible for generating close collaboration with local stakeholders and gathering a creative team to provide a program which responds to the needs of the local community.

During the reporting period, ExpressWay Arts presented performances for local primary school students with attendances of 1600. Around 880 young people participated in skills development workshops including dance and visual arts.

Workshops and Forums

Forums and Workshops provide support, advice and assistance to funded companies, artists working with children and young people, and young artists and artswriters developing their professional careers.

During the reporting period the following program was delivered:

- *Making Inclusive Theatre for Young People* Workshop - Daryl Beeton, Artistic Director of UK-based children's theatre company Kazzum, presented a workshop in August 2011 for 15 artists exploring the importance of shared creative experience between artists with disability and young audiences.
- *How does your arts career grow?* Forum - Held in the Space Theatre in October 2012 this forum was a vehicle for discussion between a series of expert panellists and an energetic group of 200 early career artists and arts professionals.
- Mental Health First Aid Training was facilitated for 20 industry professionals in April 2012.
- Early career artist focus group – Outcomes of the stakeholder survey issued in February 2012 were supplemented by a round table consultation with 10 early career artists and artswriters in May 2012.

Lowdown Archive

Lowdown, Australia's youth performing arts magazine was a project of Carclew for over 30 years. Carclew has created an online archive containing scanned original articles and photographs plus commissioned overviews of each decade. All content is searchable by Optical Character Recognition (OCR) and is invaluable for those with an interest in Australian youth arts as well as students and researchers. Work completed during the reporting period includes 30 listings of key events from the 1970s to the 1990s.

Animation Workshop Program

The Animation Workshop Program supports innovative digital media projects and opportunities that arise through community interest throughout the year. These projects consist of creative skills development workshops and the creation of digital media artworks for public exhibition.

During the reporting period workshops were held in partnership with the City of West Torrens (October 2011) which resulted in projections at the West Torrens Library (December 2011). Participants included 17 emerging artists.

Research was undertaken throughout the period to inform a new program, *Animation Club*, commencing in July 2012.

Artist in Residence Program

This program provides access for three early career artists. Two emerging artists are provided with free studio space for a one-year period in the grounds of Carclew house.

A resident curator is mentored in coordination and management skills relating to public exhibition outcomes and is resident curator for the Carclew Foyer, a public exhibition space dedicated to exhibiting the work of emerging artists.

Public Art Program

This program provides access to free workshops in various elements of public art practice, with a focus on legal graffiti, ephemeral public artworks and technology based works. It is the only public art training program in South Australia, with workshop programs led by credentialed Australian and international artists to develop edgy public artworks that engage the general public.

Participants gain experience in the process and creation of commissioned public art and are taught OHS&W principles associated with working in public space and awareness of public and personal safety.

Major outcomes in the reporting period include:

- Cans Graffiti Workshops – Four full-day skills development workshops were held over consecutive Saturdays in May 2012. Workshops accommodated 80 participants, with all places taken within eight hours of bookings opening. An additional 100 people were placed on a waiting list.
- Jam Factory and Dymocks Murals - Emerging graffiti artists worked with emerging professional artists to design and paint a mural that depicted four elements of the inner workings of the Jam Factory. The Dymocks mural was a collaboration between two emerging professional artists.
- Fernando Llanos Workshop & Public Talk - Fernando Llanos, a visiting Mexican video artist, gave a one-day workshop in mobile video technologies. The works created during the day were then taken out and exhibited during the 2011 SALA Festival. Fernando also gave a free public talk at the Iris Cinema as part of the SALA Artist Development Workshop series.
- Rundle Lantern - Commissions completed by emerging artists in collaboration with professional artists were exhibited nightly in July 2011.

Projector Bike

The Projector Bike is a powerful mobile projection unit that is available for use by local artists to create and exhibit ephemeral digital media public art. It can be used by anyone from the local community, including children, who are interested in drawing with light directly onto the façade of buildings or onto trees and other built or natural structures.

During the reporting period, the SALA Festival again used the Projector Bike to bring the work of four emerging moving image artists out into the streets of Adelaide's CBD.

Splendid Public Art Mentoring

Splendid is a mentoring program for emerging Australian artists, specifically for the creation of public artworks for the music festival environment. It is managed nationally by Lismore Regional Gallery in partnership with Splendour in the Grass Festival and supports the development of comprehensive project proposals for presentation to a commercial commissioning client. Carclew managed the national Splendid mentoring project.

Goal 2: Arts and Education

Artists Working in Schools

Short term artist in schools projects were funded for 11 South Australian schools in the reporting period. Five of the 11 projects were delivered in regional areas (Wudinna, Pinnaroo, Moorook, Murray Bridge and Lobethal) and 8 took place in disadvantaged schools.

Projects in this reporting period employed three emerging artists providing valuable work experience in an arts education environment.

In 2012 Carclew offered two application rounds for artists in schools projects to assist schools and artists with an effective timeline for application, responsive project planning and delivery. Funding criteria have been revised to align projects funded through this program with the new Australian Curriculum.

Funded by the Australia Council through Arts SA as a Creative Education Partnership, *Drawing in Motion* took place in Terms 1 and 2 of 2012 with year 4/5 students from Goolwa Primary School (2012 Regional Centre of Culture program). *Drawing in Motion* drew on the *Big Draw* concept and methodology (Campaign for Drawing, U.K.).

Cargo – *A Regional Artists in Schools Initiative* is delivered in partnership with BHP Billiton in the Upper Spencer Gulf and Roxby Downs regions. Cargo broadens the arts experiences of middle year school students with quality arts-rich learning opportunities and engagement with professional artists across a range of art forms. During the reporting period, Cargo visited 12 schools in Roxby Downs, Andamooka, Port Pirie, Crystal Brook, Port Germein, Port Augusta and Whyalla with 1536 students involved in workshops.

Arts Blast Workshops

Arts Blast provides South Australian students and their teachers arts workshops facilitated by a team of professional artists.

During the reporting period Arts Blast delivered the following:

- Yorke Peninsula Tour – five days of intensive drawing workshops at Curramulka Primary School and Yorketown Area School.
- *Big Draw* Exploratorium - four days of intensive drawing and book making workshops at Carclew.
- *Big Draw* – Open Access College – workshops in a wide range of drawing and printing techniques delivered as part of the school's 'Come In' day.
- DECD Exhibition – showcasing Carclew's Arts and Education program at the DECD Centre Gallery, Flinders Street Adelaide.

Professional Resources for Teachers

Carclew continues to assist South Australian teachers to access and coordinate high quality arts experiences for students, including hands-on skills development workshops. In the reporting period, these included:

- Power Drawing - professional learning workshops for teachers in a range drawing techniques.
- Artists for Schools Register – an online register of experienced artists and companies who work in and with schools, featuring 32 artists.
- 'The Ark' (Artist Resource Kit) – an online resource supporting schools and artists to plan and deliver school-based projects. Since going live in February 2012 there have been 218 unique page views and an additional 466 page views within The Ark.

Odeon Theatre

Since January 2010 the Odeon Theatre has been the home of internationally renowned South Australian company Patch Theatre Company. Patch offers the venue for community and school hires, work experience for students and theatre technicians and reduced hire costs and technical support for young and emerging artists. Patch's own program of acclaimed performances for 4-8 year olds attracts audiences from DECD and other schools and the general public.

Goal 3: Community

Explore Arts

Carclew's longest running and best known workshop program, the School Holiday Program, was reviewed, strengthened and rebranded as *Explore Arts*, providing a more accessible and contemporary program of workshops and creative experiences for school aged children in their holiday breaks.

Re-visioning of the program has been informed by feedback from parents/carers regarding the mix and timing of workshops. *Explore Arts* workshops continue to be led by professional South Australian artists offering quality creative experiences not found in other vacation programs.

During the reporting period, 510 children and young people took part in 105 workshops.

Explore Arts continues to work with Carclew's Industry Development team to provide pathways for early career artists through assistant workshop tutor and support staff placements. During the reporting period 26 early career artists and four work experience students were engaged by *Explore Arts*.

Remote Communities Mentoring and Leadership Program - West Coast

Carclew mentors and trains young people through the Mentoring and Leadership Project originally established and delivered in the APY Lands in the far north-west of the state. This work continues in Indigenous communities in South Australia's West Coast region using a consultative and culturally appropriate program model. Cross-generational multi-artform programming builds community wellbeing and strengthens cultural and creative practice.

During the reporting period Carclew's Community team facilitated a program of artistic and cultural workshops in communities at Yalata, Oak Valley and Ceduna with 97 community member participants involved and an audience of 50 at the performance held at a community BBQ.

Artforms included:

- Music
- Dance
- Intergenerational Exchange
- Video Production
- Community Celebration

Tjitjiku Inma (Children's Inma) Project

This is a community generated and driven project, with engagement in consultation, planning, cultural teaching (including language learning) and recording of cultural material. The outcome of this project will be a resource of immeasurable significance.

The overall aim of this project is to produce a series of tri-lingual (Pitjantjatjara, Yankunytjatjara and English) books accompanied by audio CD and DVD footage suitable for use by Anangu children and young people and their families from the APY Lands and Maralinga Tjarutju Lands.

During the reporting period, Carclew's Community team consulted extensively with project stakeholders including community leaders and education partners (including DECD Anangu Education Service).

The team also commenced Inma documentation with approximately 300 students from Mimili and Indulkana Anangu Schools, which actively involved five young Anangu in the process of filming, photography and language translation.

WOMADelaide Workshops

Carclew again delivered a series of arts and craft workshops for 1000 5-16 year olds within the KidZone area as part of the 2012 WOMADelaide Festival.

Daily workshops consisted of five artists in residence, each offering five workshops for an activity presented within a specific cultural context. Lead workshop artists were supported by a team of volunteers, predominantly early career artists building experience in workshop logistics and delivery.

Companies Supported by Carclew Youth Arts Board Annual Program Funding

The Carclew Youth Arts Board is responsible for a funding program which supports the development of young artists and audiences by funding the operations of South Australian youth arts companies that work with, or for, children and young people. The Carclew Youth Arts *Directions 2009-13* statement clearly indicates the expectations of the funded company program and acts as assessment criteria in the funding application process.

Carclew Youth Arts Board's operations grants funded \$774 000 to seven companies in 2011-12. One of these companies, Patch Theatre Company, creates and presents professional performance work to state, national and international audiences and is accommodated in a Carclew Youth Arts venue, the Odeon Theatre in Norwood.

Six companies working with children and young people received funding to provide 1450 workshops. These companies are Cirkidz, Restless Dance Theatre, Urban Myth Theatre Company and Kurruru Youth Performing Arts in metropolitan Adelaide, and D'Faces of Youth Arts (Whyalla) and Riverland Youth Theatre in regional South Australia.

Companies funded through Carclew presented a total of 237 performances and professionally managed creative performance experiences for children and young people throughout the state, nationally and internationally, with in excess of 40 000 tickets issued for these performances. This investment resulted in 33 new Australian works being created or presented.

Musica Viva in Schools is contracted to deliver their high-quality music education program with professional musicians in South Australian primary and secondary schools providing music education for students and their teachers. In 2011 the South Australian program had concert audiences of 11 453 students and 85 teachers took part in professional learning courses.

Major Issues or Policy Challenges

- Vulnerability of the youth arts sector due to primary reliance on state and federal arts funding.
- A reduction in accessible project funding for South Australian youth arts companies to develop their work.
- Future viability will rely on diverse income streams, strategic partnering, alignment with state and federal priorities and alternative program delivery. Our challenge is to develop an environment where the youth arts sector is proactive in sustainable planning.
- Establishment of a robust dialogue with the education sector to support educators in their developing role in relation to the National Curriculum.
- Continuing to identify relevant and committed partners to deliver targeted arts programs to disadvantaged children and young people.

Significant Collaborations

South Australian Partners:

- Department for Education and Child Development
- Country Arts SA
- Adelaide City Council and other local government bodies
- South Australian youth arts companies
- WOMADelaide/Arts Projects Australia
- Community Arts Network SA
- TAFE SA

Interstate and National Partners:

- Australia Council for the Arts
- Youth Arts Queensland
- Propel Youth Arts (WA)
- Carriageworks (NSW)
- Melbourne Fringe
- Canberra Contemporary Art Space
- Corrugated Iron (NT)
- Contemporary Art Spaces (TAS)
- Lismore Regional Gallery/Splendour in the Grass (NSW)
- Department of Families, Housing, Community Services and Indigenous Affairs (through the Indigenous Coordination Centre Adelaide) – Closing the Gap initiative
- BHP Billiton
- Young People and the Arts Australia (YPAA)

GOVERNMENT OF SOUTH AUSTRALIA STRATEGIC PRIORITIES

Carclew's programs address four of the stated South Australian government strategic priorities:

- Creating a vibrant city
- Maintaining our safe communities and healthy neighbourhoods
- Every chance for every child
- Realising the benefits of the mining boom for all South Australians

Creating a vibrant city

1. Carclew enjoys a strong and productive partnership with Adelaide City Council and has worked closely with them over many years. The partnership reflects a shared priority to draw visitors to the City through provision of activities which reflect a modern and lively cultural scene which can be enjoyed by a range of demographic groups.
2. As part of this, Carclew's Public Art Program and Off The Couch contemporary music program create opportunities for early career artists to develop their practice and industry networks while making and presenting work which contributes to a vibrant urban environment.
3. Additionally, Off The Couch continues to expose aspiring music industry professionals to integral skills development for the planning and delivery of festival style events.
4. Carclew's Project and Development funding supports early career artists to pursue a diverse range of arts projects, including theatre, visual arts, creative writing, film and new media. Many project outcomes are showcased in metropolitan venues and around the state.
5. A new initiative commencing in 2013 will be the Arts Enterprise Incubator, supporting sound and sustainable practice for early career artists whose work will contribute to the vibrancy of Adelaide and the whole state.

Maintaining our safe communities and healthy neighbourhoods

6. Carclew takes its responsibility for the safety and wellbeing of children and young people extremely seriously and has developed a suite of workplace policies to support best practice in delivery standards, diversity and access.
7. Carclew invests in children and young people from an early age as consumers and makers of art to enable their development as well rounded citizens.
8. Carclew's Public Art Program supports legal graffiti and street art practice and works with emerging artists to develop awareness of processes relating to artwork in public spaces and diplomacy around associated interactions with public institutions.
9. Many Carclew projects resonate with school and wider communities and incorporate opportunities for communities to appreciate and celebrate the achievements of children and young people.
10. Carclew's work in remote South Australian Indigenous communities includes a focus on leadership, healthy lifestyle choices and re-engagement with education and health services. Projects incorporate a strong intergenerational component to support the maintenance of culture and greater community cohesion.

Every chance for every child

11. Carclew's work is predicated on the fundamental right of every child to participate fully in cultural and artistic life, as per the United Nations Convention on the Rights of the Child (Article 31).

12. Carclew advocates the importance of children's and young people's experiences as artists and audiences in both their formal education and social development.

13. Carclew initiates strategies for live performance and workshops across all genres of the arts in schools.

14. Carclew supports training and development for artists and educators to ensure creative experiences are available to all children.

15. Carclew actively seeks opportunities to work in regional and remote South Australian communities.

Realising the benefits of the mining boom for all South Australians

16. Carclew is currently delivering on its second sponsorship agreement with BHP Billiton and is due to commence negotiations for continuation of the relationship shortly. This represents a corporate investment in regional arts activity and programming for children and families of approximately \$1.45m over seven years.

17. This partnership reflects a multi-sectoral approach to community building and the wellbeing of children and young people in regional South Australia.

18. Carclew programs currently supported through the BHP Billiton sponsorship include artist residencies in regional schools, the annual BHP Billiton Film and New Media scholarship, an Indigenous Arts Administration Traineeship, an arts mentorship for a regional early career artist and support for Whyalla youth arts company D'faces of Youth Arts.

SOUTH AUSTRALIA'S STRATEGIC PLAN

Carclew Youth Arts addresses the following SASP targets:

T1.7 Performance in the public sector - customer and client satisfaction with government service:

Carclew programs and companies in receipt of annual funding through Carclew evaluate projects and programs and collate quantitative and qualitative data. Examples of feedback include:

BHP Billiton is proud to be associated with an organisation that is able to deliver high quality arts projects across South Australia.

Kym Winter-Dewhirst, Vice President External Affairs, BHP Billiton

Jade knew how to relate to our students. She was confident and well organised. Great mentor for Marissa, a young student from Pt Augusta. What a great week, thank you for an amazing week of dancing.

School Counsellor, Port Augusta West Primary School (Cargo)

The project has been a huge success for Goolwa Primary School and will be sustained through the skills learnt not only by the students but also the teachers. This will also include teachers not directly involved with the project via skills exposed to in the training & development session. We would sincerely like to thank everyone involved in the project.

Vice Principal, Goolwa Primary School (Drawing in Motion, Goolwa)

All of the teachers had a wonderful time at Carclew and learned a lot from working with James and John. These types of PL sessions are perfect and we would be keen to be involved again in the future.

Teacher, Cowandilla Primary School (Professional Learning for Teachers)

I learnt that it's ok to experiment. You can just sit down at an instrument and think of all the possibilities. I also learnt that I just need to be courageous enough to try something new.

Student, Loxton High School (Recording the Regions)

I would love to take this opportunity to thank you and your digital media program for the fuel, provocation and guidance for my practice over the past handful of years. It has played a very significant role in the growth of my practice: one that I'm very much gratefully and indebted for! Thank you!

Emerging Digital Artist

The help and support is amazing. Knowledge isn't held hostage, it is shared.

Survey Respondent

One thing that struck me when I first went to talk with Carclew in person about a project was that they really wanted to help me.

Survey Respondent

Carclew Youth Arts provides a strong and vital platform for young artists establishing creative careers. With a program that ranges from mentoring programs and showcase opportunities to arts engagement to funding programs, the breadth of their impact is felt across the arts and the state. Carclew has been pivotal in supporting young artists as they define and shape the cultural identity of South Australia.

Executive Producer, Corrugated Iron (NT)

Carclew has been an inspirational leader in artist development across four decades. It's been a joy to collaborate on the JUMP program and experience first-hand Carclew's expertise, passion and artist-focused ethic. Carclew puts SA firmly on Australia's arts map and is recognised throughout the country for its outstanding work.

CEO, Melbourne Fringe

Patch Theatre Company enjoys a close working relationship with Carclew as its state funding body and as a peer program organization that achieves meaningful and accessible outcomes for young people.

Personally, Carclew has been a cornerstone of my own career development in the arts, from early participation as a participant in a regional youth theatre company that was funded by Carclew, as a funding body that supported several youth theatre companies that I was employed with over the years, and during the time I worked at Carclew as a Project Officer.

General Manager, Patch Theatre Company

Carclew has provided me with numerous opportunities to establish and develop my artistic practice, and the confidence to build a successful career within the arts.

Emerging Visual Artist

I love painting the best and wish I could go there every school holidays.

Explore Arts Workshop Participant

Carclew provided me with the opportunity to further develop my career as an arts educator through attending an international festival. Exposure to the work of a large collection of international arts companies and practitioners feeds the flame that keeps learning alive.

Secondary Arts Educator, Recipient 2012 Education and Arts Ministers' Award

Carclew has helped me to further develop my career as a performance artist by providing an understanding of how to balance the artistic and professional aspects of my practice.

Emerging Performance Artist

T4.3 Cultural engagement – institution:

Carclew's regional and remote projects introduce children, families and schools to Carclew staff, resources and opportunities. Many within this target audience have little or no exposure to a South Australian cultural institution of significance, so Carclew goes to them whenever we can.

T5.1 Boards and committees:

According to the Carclew Youth Arts Constitution and Rules, the members of the Carclew Youth Arts Board must consist of not less 3 females and not less than 3 male members.

T5.2 Chairs of boards and committees:

The Chair of the Carclew Youth Arts Board is a woman.

T6.1 Aboriginal wellbeing:

Carclew programming delivers unique and successful long-term development opportunities for young Indigenous artists in metropolitan, regional and remote communities focussed on developing pride and building future leadership skills. Carclew programs to support remote and regional access to arts projects and professional development opportunities by young Aboriginal artists. In 2011-12 a financial partnership with BHP Billiton has resulted in support for one Indigenous Arts Administration Traineeship (offered annually).

T6.22 People with disability:

No people with disabilities are employed at present at Carclew, however the Carclew Youth Arts Board funds the annual program of Restless Dance Theatre, a youth dance company for young people with disability. Carclew is an affiliate of the Companion Card Program to support access for all and requires all companies in receipt of program funding through the Carclew Youth Arts Board to commit to Companion Card requirements.

T6.23 Women:

Almost ninety per cent of Carclew employees are women.

T6.24 Aboriginal employees:

Eleven per cent of Carclew employees are Aboriginal. Carclew has restructured to support its commitment to integrated programming across the organisation and maintains a high level of employment of Aboriginal people in both core (ongoing) and project-based roles.

PUBLIC SECTOR ACT REPORTING REQUIREMENTS

Management of Human Resources

The Company employs the following staff at the indicated levels. Staff are engaged under the *South Australian Government Wages Parity (Salaried) Enterprise Agreement 2010* unless on specific contracts.

Employee Numbers, Gender And Status

Total Number of Employees		
Persons	17	
FTEs	13.4	

Gender	% Persons	% FTEs
Male	11.8%	14.9%
Female	88.2%	85.1%

Number of Persons During the 11-12 Financial Year	
Separated from the agency	2
Recruited to the agency	0

Number of Persons at 30 June 2012	
On Leave without Pay	1

Number of Employees by Salary Bracket

Salary Bracket	Male	Female	Total
\$0 - \$51 599	0	3	3
\$51 600 - \$65 699	2	5	7
\$65 700 - \$84 099	0	6	6
\$84 100 - \$106 199	0	1	1
\$106 200+	0	0	0
TOTAL	2	15	17

Status of Employees in Current Position

FTEs	Ongoing	Short-Term Contracts	Long-Term Contracts	Other (Casual)	Total
Male	0.0	0.0	2.0	0.0	2.0
Female	0.0	0.0	9.9	0.6	10.5
TOTAL	0.0	0.0	11.9	0.6	12.5

Persons	Ongoing	Short-Term Contracts	Long-Term Contracts	Other (Casual)	Total
Male	0	0	2	0	2
Female	1	0	12	2	15
TOTAL	1	0	14	2	17

Executives by Gender, Classification and Status

	Ongoing		Contract Tenured		Contract Untenured		Other (Casual)		Total	
Classification	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Chief Executive	0	0	0	0	0	1	0	0	0	0

Carclew Youth Arts Incorporated Constitution and Rules states that the members of the Carclew Youth Arts Board must consist of not less than three females and not less than three male members.

Leave Management

Average Days Leave Per Full Time Equivalent Employee

Leave Type	2008-09	2009-10	2010-11	2011-12
Sick Leave	6.5	10.6	9.0	7.7
Family Carer's Leave	0.3	0.6	0.6	0.5
Miscellaneous Special Leave	0.2	0.5	0.2	0.1

Workforce Diversity

Aboriginal and/or Torres Strait Islander Employees

Salary Bracket	Aboriginal staff	Total staff	Percentage Aboriginal	Target*
\$0 - \$51 599	1	3	33%	2%
\$51 600 - \$65 699	0	7	0%	2%
\$65 700 - \$84 099	1	6	16%	2%
\$84 100 - \$106 199	0	1	0%	2%
\$106 200+	0	0	0%	2%
TOTAL	2	17	11%	2%

* Target from SASP

Number of Employees by Age Bracket by Gender

Age Bracket	Male	Female	Total	% of Total	Workforce Benchmark *
15-19	0	0	0	0.0%	6.4%
20-24	0	1	1	5.9%	10.4%
25-29	0	4	4	23.5%	11.0%
30-34	0	1	1	5.9%	10.1%
35-39	0	1	1	5.9%	10.3%
40-44	0	4	4	23.5%	11.0%
45-49	2	0	2	11.8%	11.5%
50-54	0	1	1	5.9%	11.4%
55-59	0	1	1	5.9%	9.4%
60-64	0	2	2	11.7%	5.5%
65+	0	0	0	0.0%	3.0%
TOTAL	2	15	17	100%	100%

*Source: Australian Bureau of Statistics Australian Demographic Statistics, 6291.0.55.001 Labour Force Status (ST LM8) by sex, age, state, marital status – employed – total from Feb 78 Supertable, South Australia at May 2011.

Cultural and Linguistic Diversity

	Male	Female	Total	% Agency	SA Community*
Number of employees born overseas	1	3	4	23.5%	20.3%
Number of employees who speak language(s) other than English at home	0	0	0	0%	16.6%

*Benchmarks from ABS Publication Basic Community Profile (SA) Cat No.2001.1, 2006 census.

**Total Number of Employees with Disabilities
(According to Commonwealth DDA Definition)**

Male	Female	Total	% of Agency
0	0	0	0%

Types of Disability (where specified)

Disability	Male	Female	Total	% of Agency
Disability Requiring Workplace Adaptation	0	0	0%	2%
Physical	0	0	0%	2%
Intellectual	0	0	0%	2%
Sensory	0	0	0%	2%
Psychological/Psychiatric	0	0	0%	2%

Voluntary Flexible Working Arrangement by Gender

	Male	Female	Total
Purchased Leave	0	0	0
Flexitime	2	15	17
Compressed Weeks	0	0	0
Part-Time	0	6	6
Job Share	0	0	0
Working from Home	0	0	0

Documented Review of Individual Performance Management

Employees with ...	% Total Workforce
A review within the past 12 months	30%
A review older than 12 months	59%
No review	11%

Leadership and Management Development

Leadership and Management Training Expenditure

Training and Development	Total Cost	% of Total Salary Expenditure
Total training and development expenditure	\$69 405	6%
Total leadership and management development expenditure	\$7 509	1.5%

All staff took part in 'Mental Health First Aid' and Fire Safety and trial evacuation training during the year.

Two people undertook a four day course in 'Next Steps in People Management' and managers attended a 'Critical Thinking' workshop. Eight project staff completed 'Certificate IV in Project Management for the Arts' a pilot program combining face to face workshops and on-line training.

Accredited Training Packages by Classification

Classification	Number of Accredited Training Packages
Arts Administration Trainees Certificate III in Arts Administration	1
Productivity Placement Program (Volunteer) Certificate III in Arts Administration	10

Employment Opportunity Programs

Carclew Youth Arts is committed to provide employment in line with the EEO principles and does not discriminate because of race, gender, sexuality, disability, age, marital status or religious belief.

Policies and employment practices have been developed to ensure that no discrimination occurs when recruiting and selecting staff, contractors and volunteers and all workplace practices.

The Arts Administration Traineeship Program was under review during the year. Therefore only 1 trainee was employed at Carclew Youth Arts.

Carclew Youth Arts has an accredited Gold status as an Affiliate Partner of Australia Council's Aboriginal and Torres Strait Island Board (ATSIAB). An Affiliate Partner is a non-indigenous organisation that is accredited on its performance and who has a record of accomplishment of involving Indigenous people in their governance, management, staffing, programs, projects and advisory/ reference committees. Carclew Youth Arts is also a preferred partner in any strategic projects managed by ATSIAB.

Occupational Health, Safety and Injury Management

Carclew Youth Arts OHS&W Committee continues to work towards providing a safe and healthy environment for staff, clients and visitors and new staff and volunteers are inducted in all Carclew's policies and procedures including OHS&W regulations and responsibilities.

All projects are reviewed for continuous improvement and risk assessments are carried out before commencement of any new projects.

New safety procedures have been instigated to ensure the maximum safety of children attending Carclew Youth Arts workshops.

OHS Notices and Corrective Action Taken

Number of notifiable occurrences pursuant to OHS&W Regulations Part 7 Division 6	Nil
Number of notifiable injuries pursuant to OHS&W Regulations Part 7 Division 6	Nil
Number of notices served pursuant to OHS&W Act s35, s39 and s40	Nil

Agency gross workers compensation expenditure for 2011-12 compared with 2010-2011

Expenditure	2011-12 (\$m)	2010-11 (\$m)	Variation (\$m) + (-)	% Change + (-)
Income Maintenance	0	0	0	0
Lump Sum Settlements Redemptions – Sect.42	0	0	0	0
Lump Sum Settlements Permanent Disability – Sect.43	0	0	0	0
Medical/Hospital Costs combined	0	0	0	0
Other	0	0	0	0
Total Claims Expenditure	0	0	0	0

Meeting Safety Performance Targets

	Base: 2010-11	Performance: 12 months to end of June 2012			Final Target
	Numbers	Actual	Notional Quarterly Target	Variation	Numbers
1. Workplace Fatalities	0	0	0	0	0
2. New Workplace Injury Claims	0	0	0	0	0
3. New Workplace Injury Claims Frequency Rate	0	0	0	0	0
4. Lost Time Injury Frequency Rate	0	0	0	0	0
5. New Psychological Injury Claims	0	0	0	0	0
6. Rehabilitation and Return to Work:					
6a. Early Assessment within 2 days	0	0	0	0	80%
6b. Early Intervention within 5 days	0	0	0	0	90%
6c. LTI have 10 business days or less lost time	0	0	0	0	60%
7. Claim Determination:					
7a. New claims not yet determined, assessed for provisional liability in 7 days	0	0	0	0	100%
7b. Claims determined in 10 business days	0	0	0	0	75%
7c. Claims still to be determined after 3 months	0	0	0	0	3%
8. Income Maintenance Payment for Recent Injuries:	0	0	0	0	
2009-10 Injuries (at 24 months development)	0	0	0	0	Below previous 2 years average
2010-11 Injuries (at 12 months development)	0	0	0	0	Below previous 2 years average

Contractual Agreements

No contractual agreements in excess of \$4 million were entered into during the year.

Account Payment Performance

Particulars	Number of accounts paid	Percentage of accounts paid (by number)	Value in \$A of accounts paid	Percentage of accounts paid (by value)
Paid by due date	459	100%	\$2 065 340	100%
Paid late, within 30 days of due date	0	0	0	0%
Paid more than 30 days from due date	0	0	0	0%

Creditors' accounts are generally paid within 30 days of invoice date; artists, arts workers and grant recipients are paid within 7 when possible.

Fraud

No incidents of fraud were detected or suspected in the 2011-12 financial year.

Procedures are continuously reviewed in order to minimise any risk of fraud and to ensure compliance with relevant acts and regulations.

Consultants

Consultant	Purpose of consultancy	Number	Total \$
Value below \$10 000			
Various	Various		
Subtotal		2	\$3 050
Value \$10 000 - \$50 000			
Subtotal		0	\$0
Value above \$50 000			
Subtotal		0	\$0
Total		2	\$3 050

Overseas Travel

Number of Employees	Destinations	Reasons for Travel	Total Cost To Agency
1	Northern Thailand	Professional development Attend the People's Theatre Forum as guest panellist	\$2 220
1	New York USA	Professional development 'Bite the Big Apple! New York Art & Cultural Management Tour'	\$3 215

Reporting Against the Carers Recognition Act

N/A

Disability Action Plan

Carclew Youth Arts supports the *Government's Disability Policy – Promoting Independence Plans for South Australia* by ensuring information and access to workshops and events are inclusive of people with disabilities and their carers.

Access to information and support is also provided to small to medium disability arts organisations through an annual funding program.

Carclew Youth Arts has committed to Disability Awareness and Discrimination Training for all staff during the next three months.

Organisational policies commit to anti-discrimination, duty of care and equal opportunity principles; Carclew's employees, tutors, art workers and volunteers are selected on the basis of merit and they are inducted into Carclew's policies and protocols prior to any engagements.

Carclew Youth Arts is an affiliate of the South Australian Companion Card Program whereby a person carrying a Companion Card receives free entry for a carer to any ticketed event. Carclew Youth Arts funding programs require any recipient of Carclew Youth Arts grants to sign a commitment to the Companion Card Program and provide free entry for any carer accompanying a Companion Card holder.

Asbestos Management

Carclew Youth Arts: Annual Asbestos Management Report 2012				
Category	Number of Sites At start of year At end of year		Category Description	Interpretation One or more items at these sites...
1			Remove	Should be removed promptly
2			Remove as soon as practicable	Should be scheduled for removal at a practicable time
3	11	9	Use care during maintenance	May need removal during maintenance works
4			Monitor condition	Has asbestos present. Inspect according to legislation
5			No asbestos identified / identified asbestos has been removed	All asbestos identified as per OHS&W Regulations 2010 (Division 2 – Asbestos) has been removed
6			Further information required	These sites not yet categorised or some asbestos items do not have recommended actions

Two areas of asbestos were removed during the year.

Urban Design Charter

N/A

Freedom of Information

No applications were received under the Freedom of Information Act during the year.

Applications under the Freedom of Information Act for the access to documents in the possession of Carclew Youth Arts should be accompanied by a \$21.50 application fee and directed in writing to:

Ms Tricia Walton, Chief Executive
Carclew Youth Arts
11 Jeffcott Street
North Adelaide, SA, 5006.

Whistleblower Protection Act 1993

There have been no occasions on which public interest information has been disclosed to a responsible officer of Carclew Youth Arts under the *Whistleblowers Protection Act 1993*

Energy Efficiency Action Plan

Performance against Annual Energy Use Targets

	Energy Use (GJ)	GHG Emissions	Business Measures (m ²)
Base Year 2006-07			
Carclew Youth Arts	229	75	620
Odeon Theatre	411	92	1430
Total	640	167	2050
Base Year 2006-07 Energy Efficiency (MJ per m²)			
Carclew Youth Arts		370	
Odeon Theatre		288	
Total		313	
2011-12			
Carclew Youth Arts	230	53	620
Total	230	53	620
2011-12 Energy Efficiency (MJ per m²)			
Carclew Youth Arts		370	
Total		370	
Target			
(for 2012)		339 MJ per m²	
Final Target			
(for 2014)		326 MJ per m²	

Impacts on Energy Usage

The target is to improve the energy efficiency of the Carclew House and Odeon Theatre by 12% from 2006-07 levels by 2014.

The Odeon Theatre was sublet to Patch Theatre Company from 1 January 2010 and is therefore not included in the 2011-12 measures and the targets have been adjusted to the Carclew House only.

Air conditioning has now been installed in the Carclew Ballroom. This room is often used after hours but not every day during office hours. Therefore, in order to conserve energy when not in use, this system was set to manual operation with a four hour timer.

Greening of Government Operations

Carclew Youth Arts is committed to its Green Policy with priority targets to reduce waste, purchase environmentally preferred products where possible and switch off lighting and electronic equipment when not in use.

A networked photocopier has replaced 80% of desktop printers.

ATTACHMENTS**Audited Financial Reports 2011-12**

Please see Attachment 1.

Statistics – Carclew Youth Arts Programs 2011-12

Please see Attachment 2.

Statistics – Carclew Youth Arts Funded Companies 2011-12

Please see Attachment 3.