

# South East Museum Development Forum

23 February 2023

Tamsin Russell

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# Strategic Framework 2020-2025

Mission - Inspiring museums to change lives

Vision - Inclusive, participatory and sustainable museums at the heart of their communities

## Aims

- Empower museums to change lives
- Support museums to be ethical in everything they do
- Campaign for museums to address the climate crisis
- Develop a dynamic network of members to deliver our vision
- Deliver empowering, relevant and dynamic collections

# Through our values and areas of work

- We lead with courage and passion
- We champion diversity and equity
- We work collaboratively, inclusively and ethically
- We campaign for social and climate justice
- We lead change by example
  
- Advocacy and Campaigns
- Funding
- Standards and Guidance
- Workforce and Careers
  
- To create inclusive and diverse museums that prioritise fair working conditions and workforce wellbeing.

# Keynote...

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- Recognition
- Celebration
- Respect

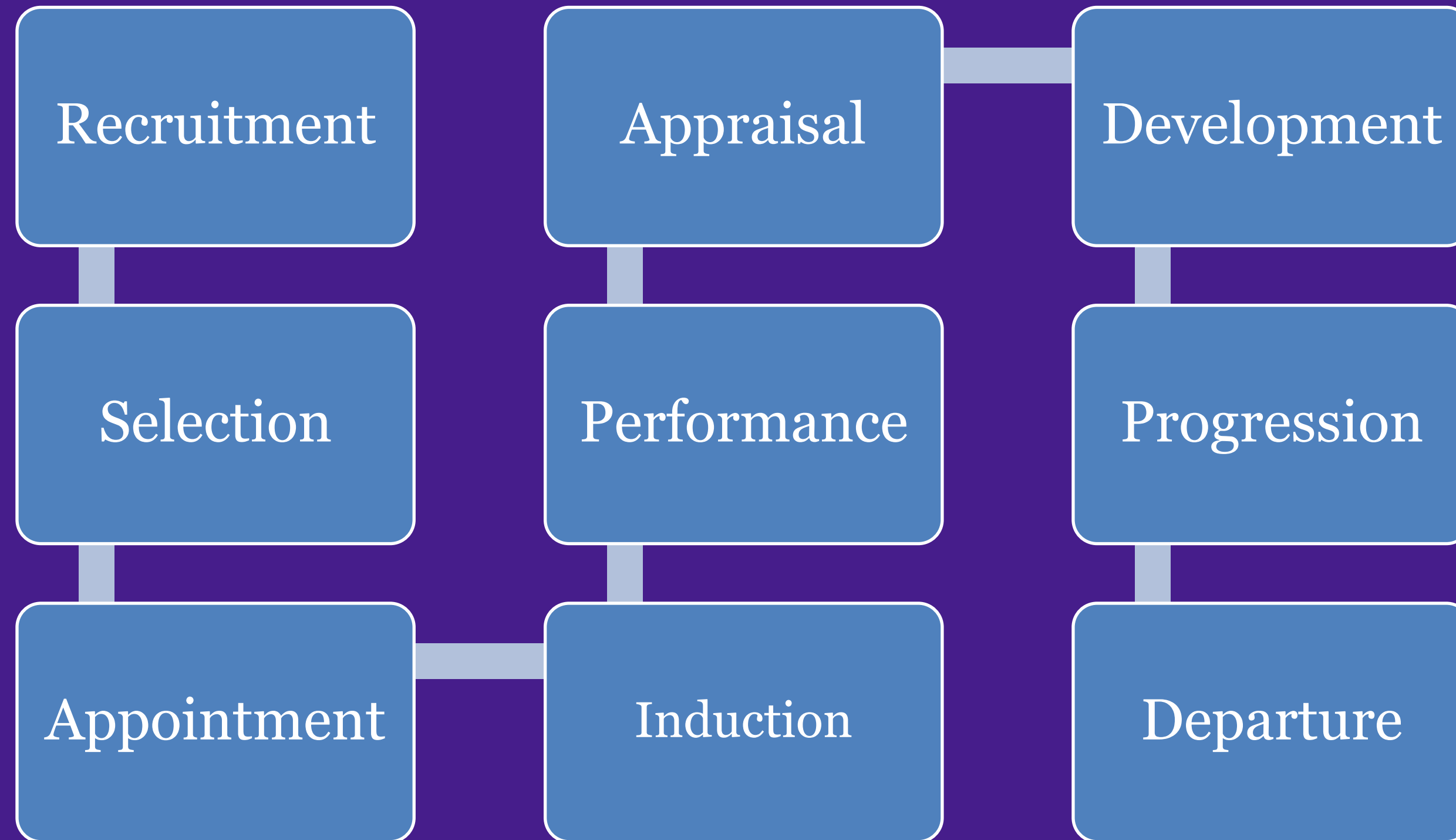
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- Recognition
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- Respect
- Motivated
- Inspired
- Make Change Happen

# Keynote – 30 minutes

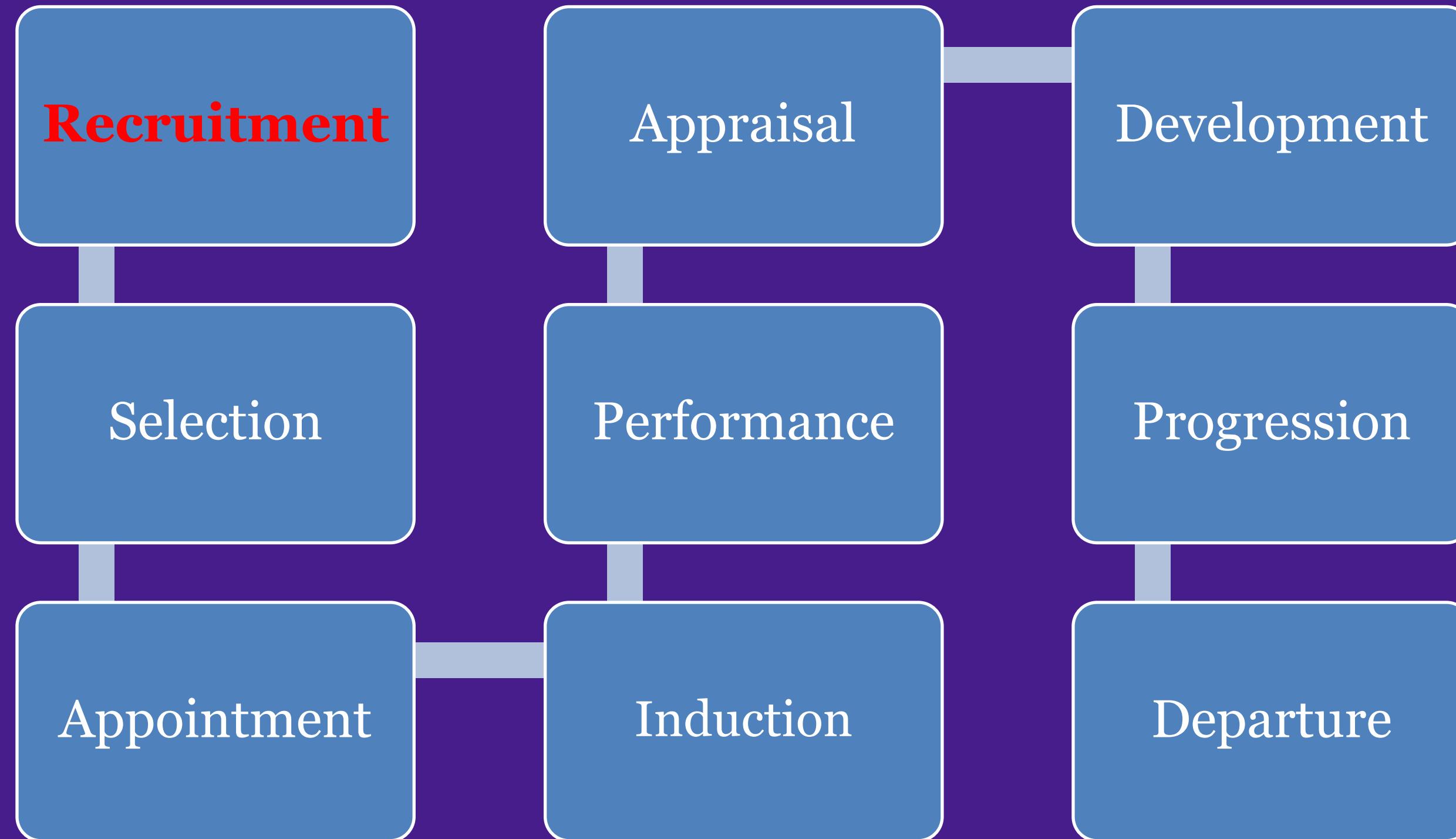
- *During this keynote, Tamsin will reflect on the challenges of recruitment and retention - exploring ways to address them - from understanding what they need, to matching what you need and how to create productive and long-lasting relationships, including signposting to resources, role models and how to make change happen.*

# Lifecycle



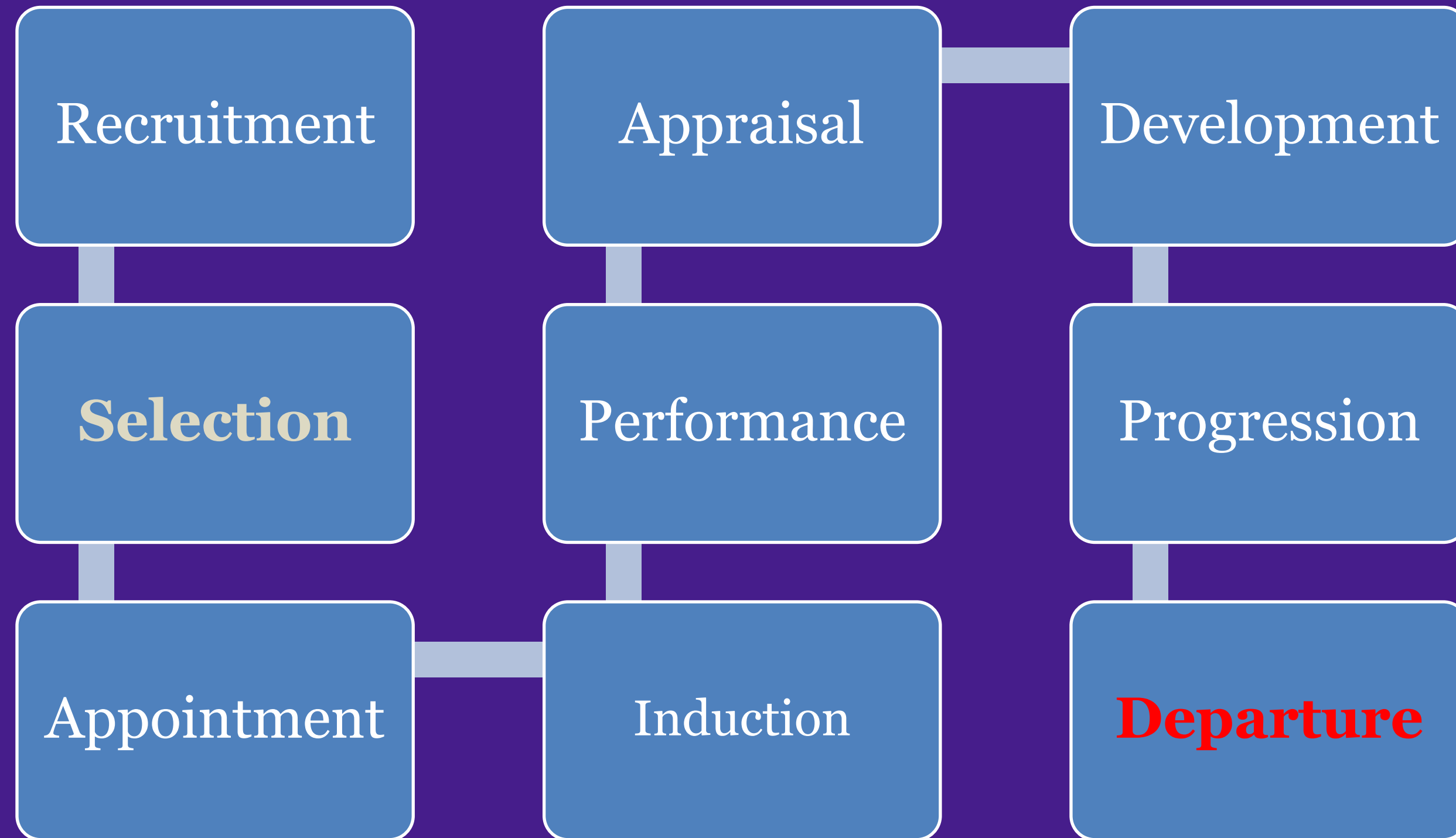
**Image description**  
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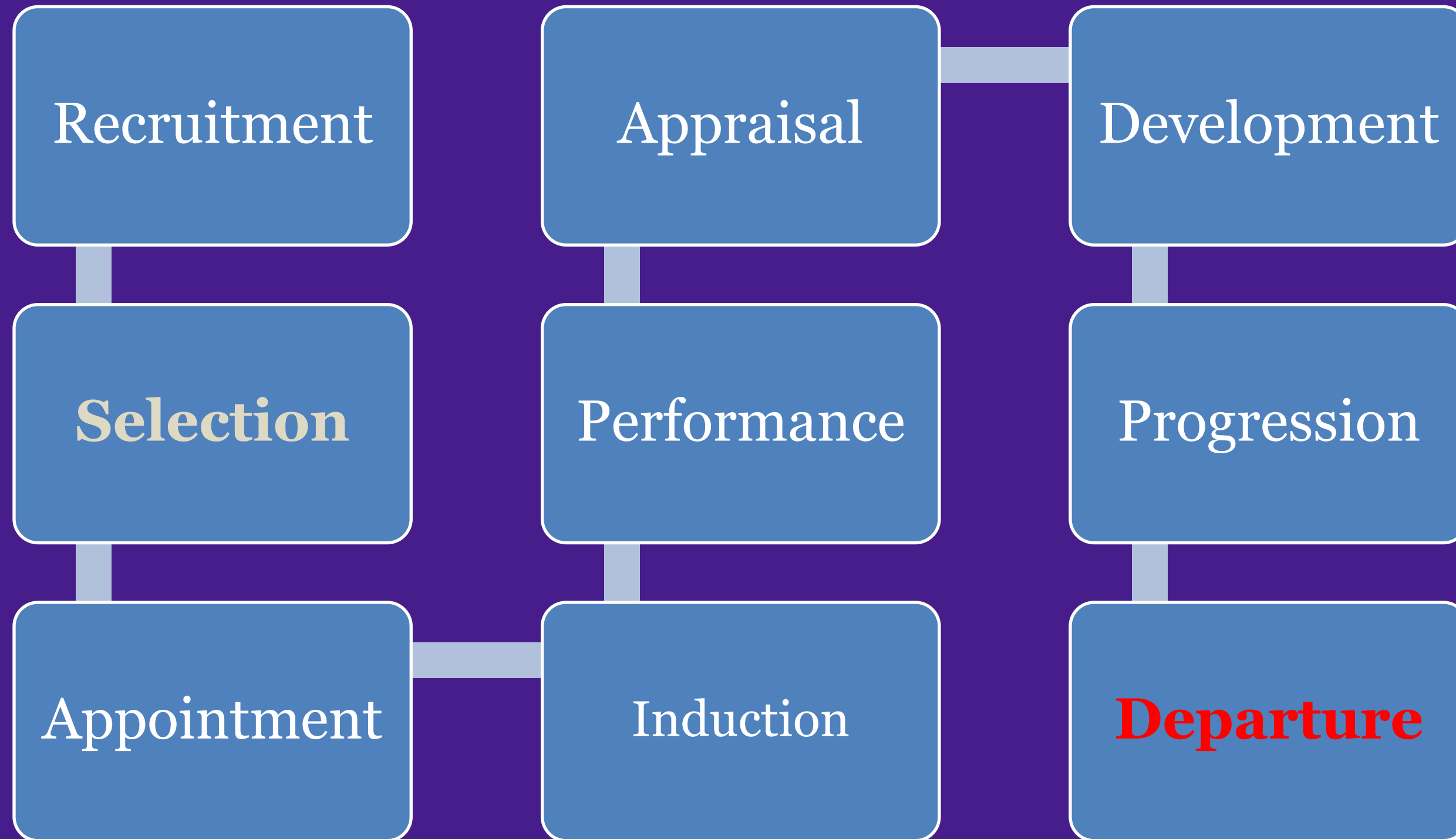
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- Retention
- Recruitment
- Making Change Happen

# Retention and Turnover

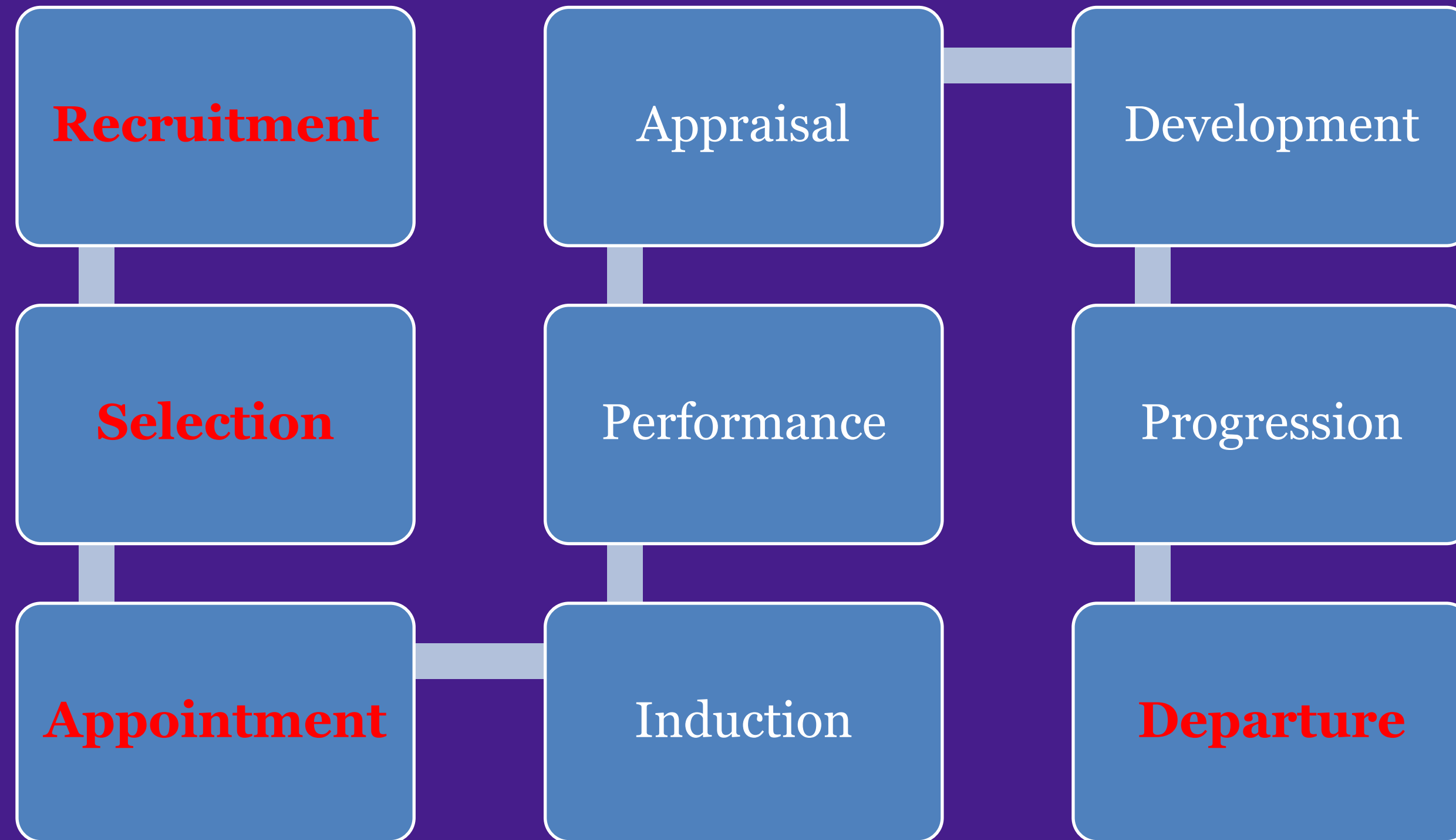
- Costs and Benefits
- Healthy and Unhealthy
  - Voluntary
  - 'Co-erced' or 'Forced'
  - Involuntary
- Data and Reasons

# Lifecycle



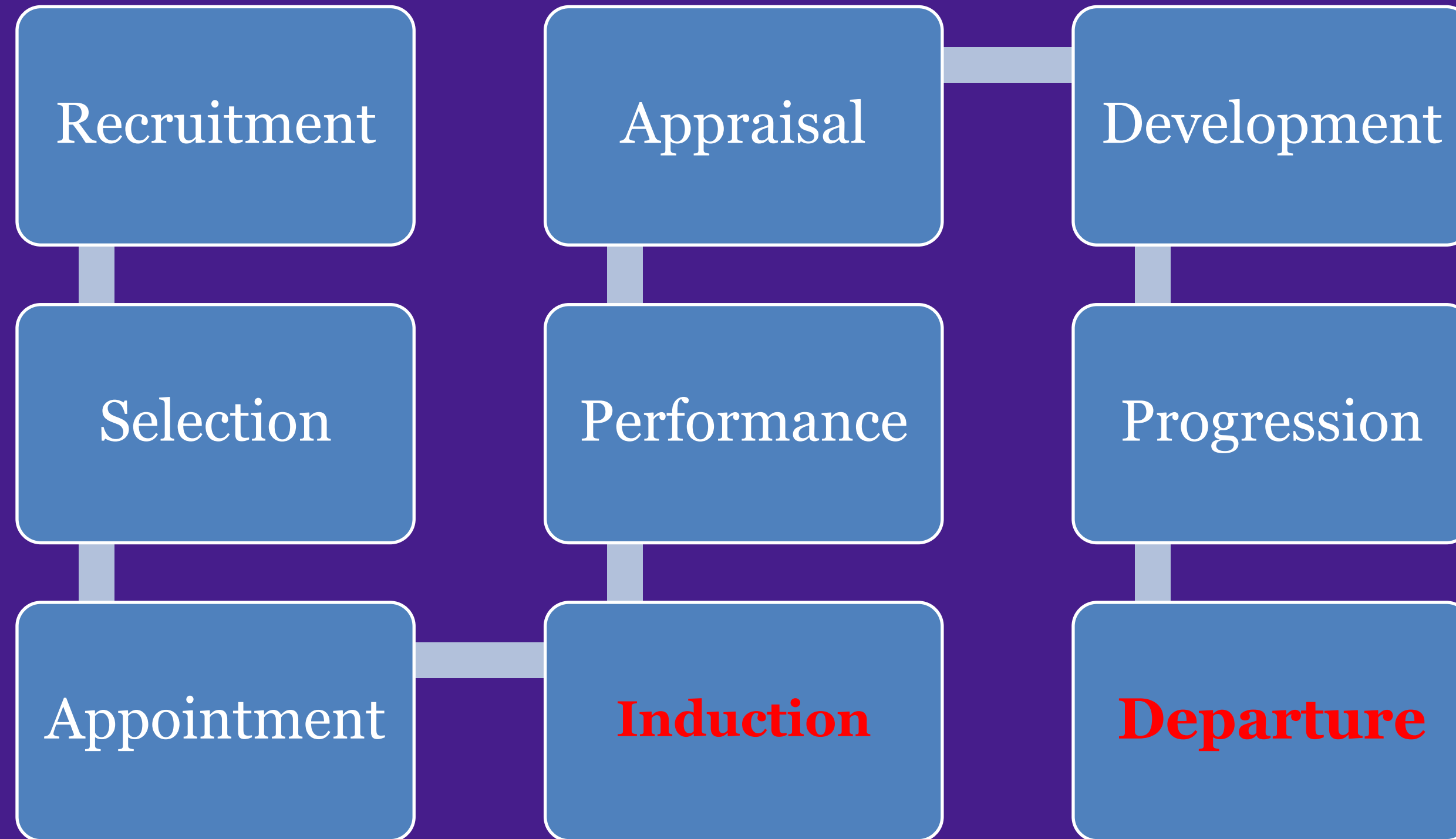
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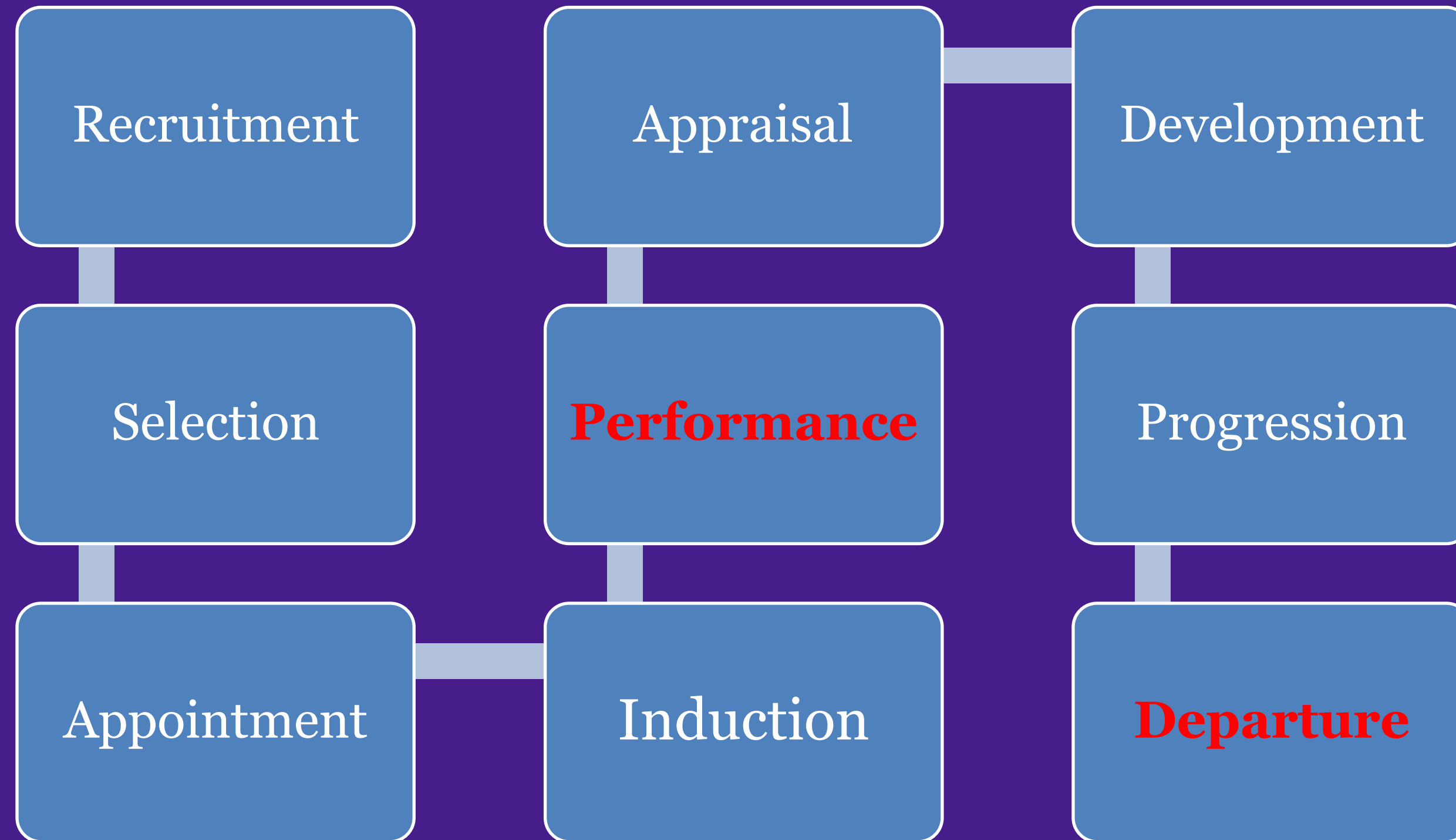
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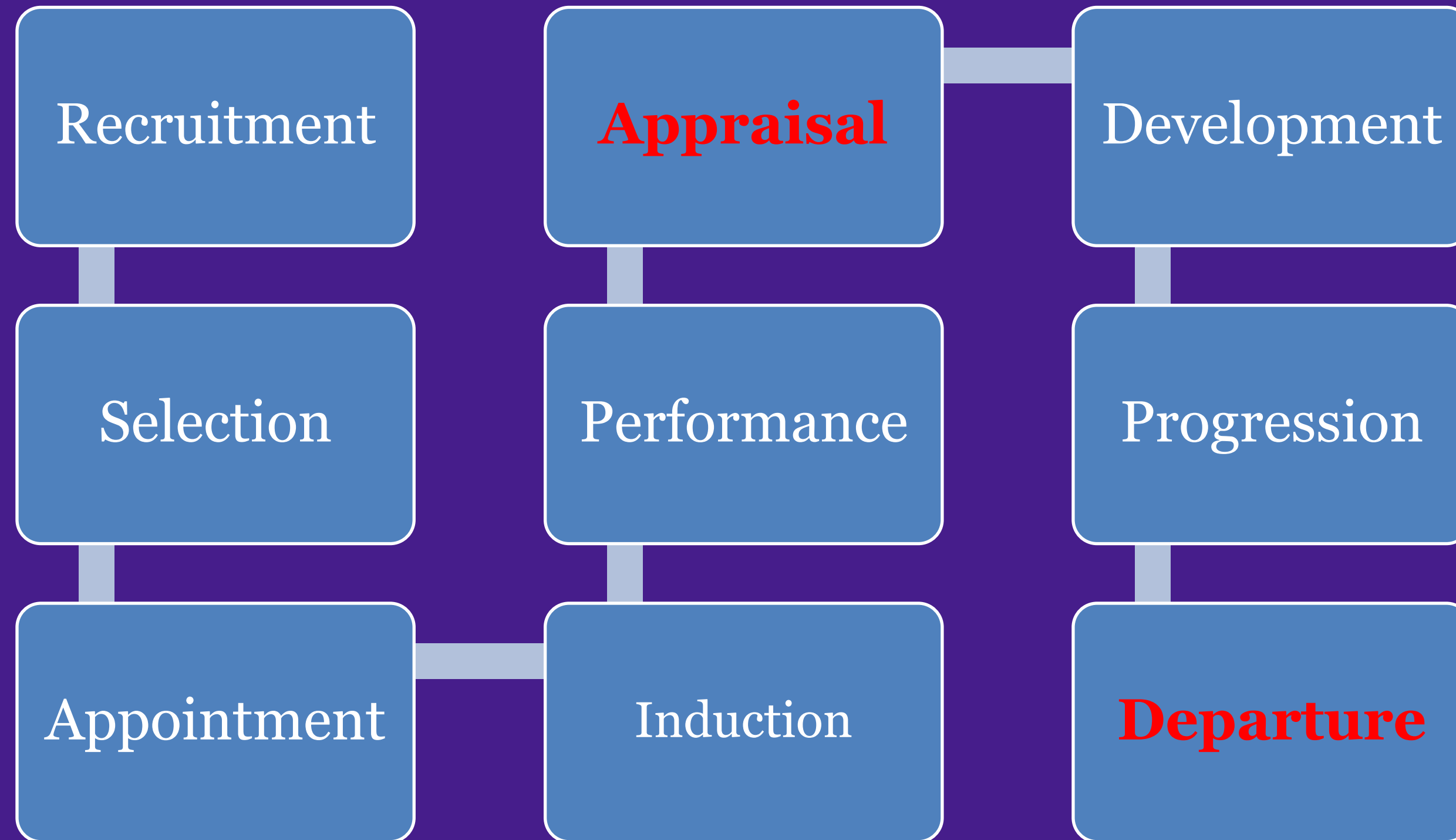
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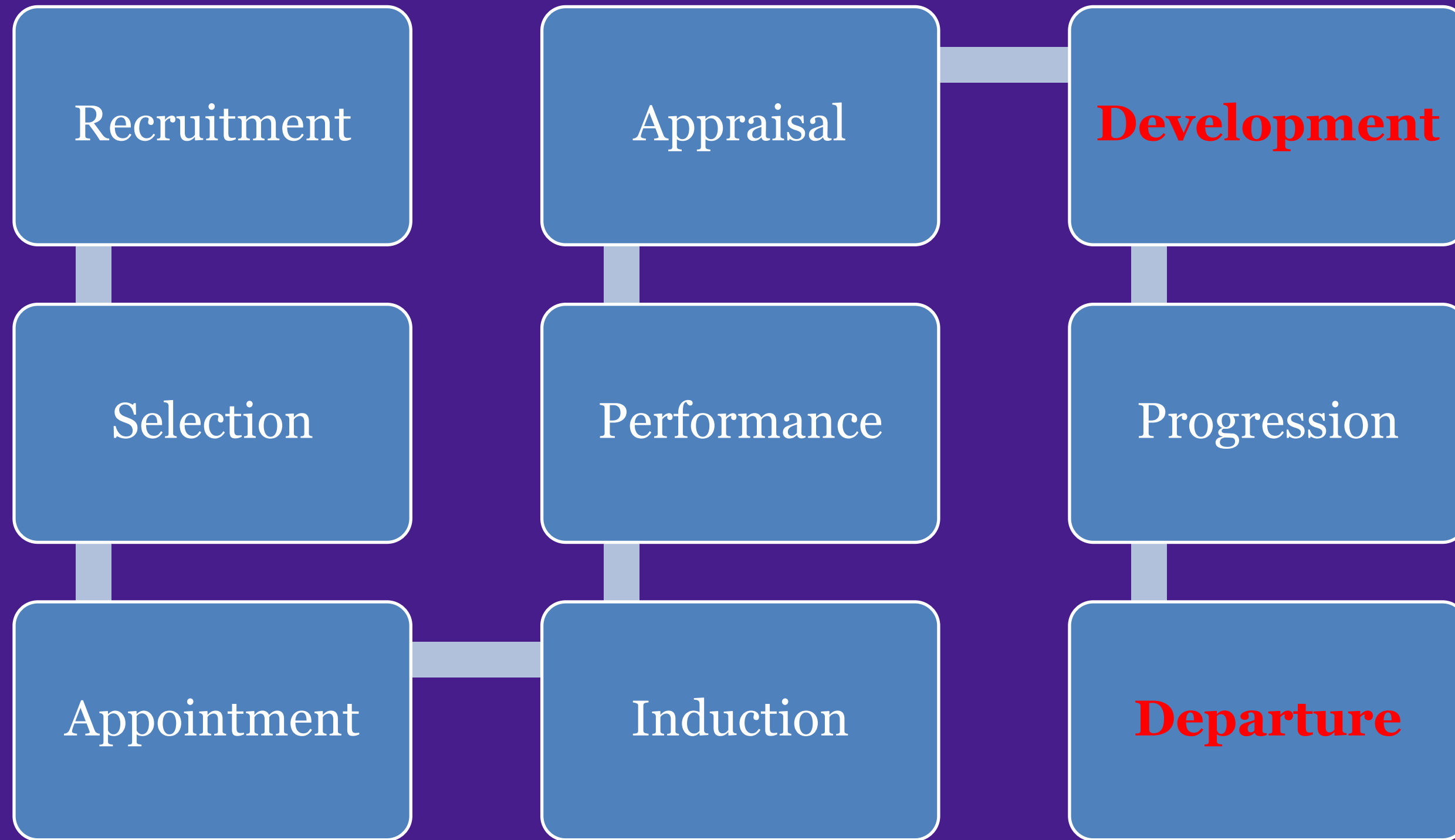
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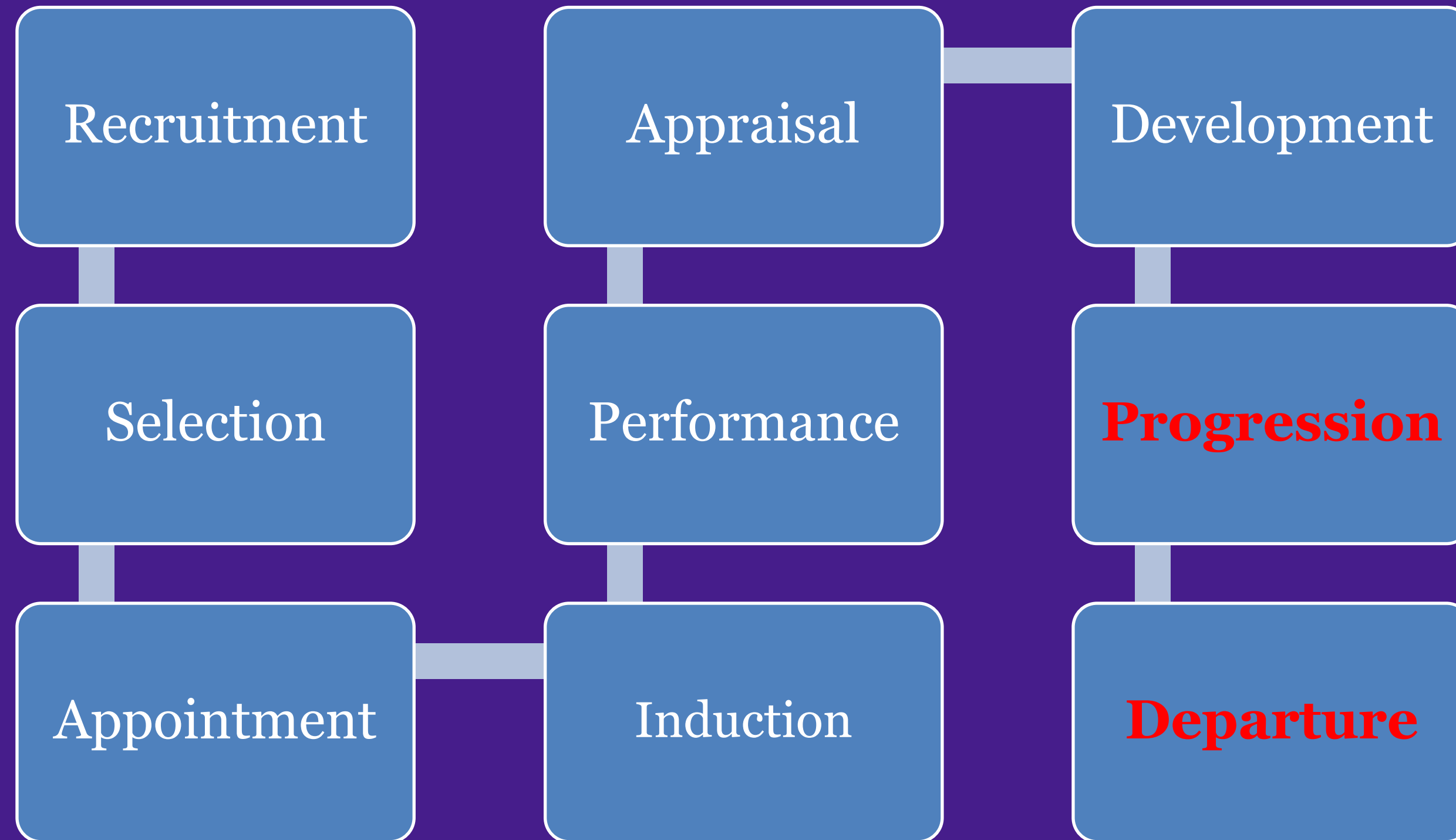
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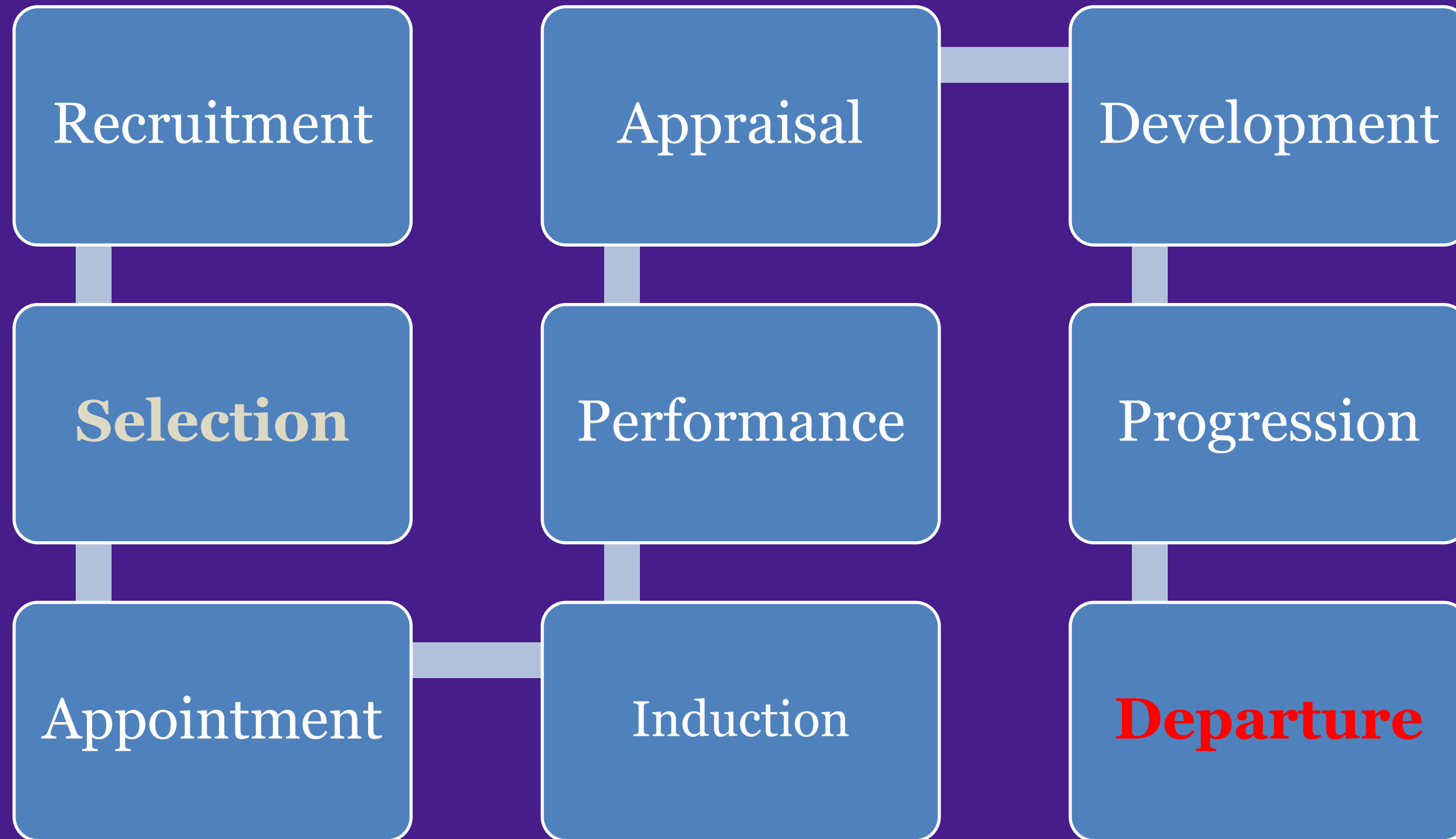
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- Data and Reasons
- What is there to help you?

# Research and Recommendations

CAMPAIGNS — WORKFORCE

## Workforce wellbeing

READ OUR REPORT NOW


A photograph showing a group of people in a meeting. A man in a pink shirt is the central focus, speaking and gesturing with his hands. To his left, a woman in a red dress is listening. In the foreground, the back of a person's head and shoulders is visible. The setting appears to be a casual meeting room with a wooden table and chairs.

# Research and Recommendations

CAMPAIGNS — WORKFORCE

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READ OUR REPORT NOW

A photograph showing a man in a pink shirt sitting and speaking to a group of people in a meeting. A woman in a red dress is visible in the foreground, and another person is taking notes on a clipboard.

CAMPAIGNS — WORKFORCE

## Pay in museums

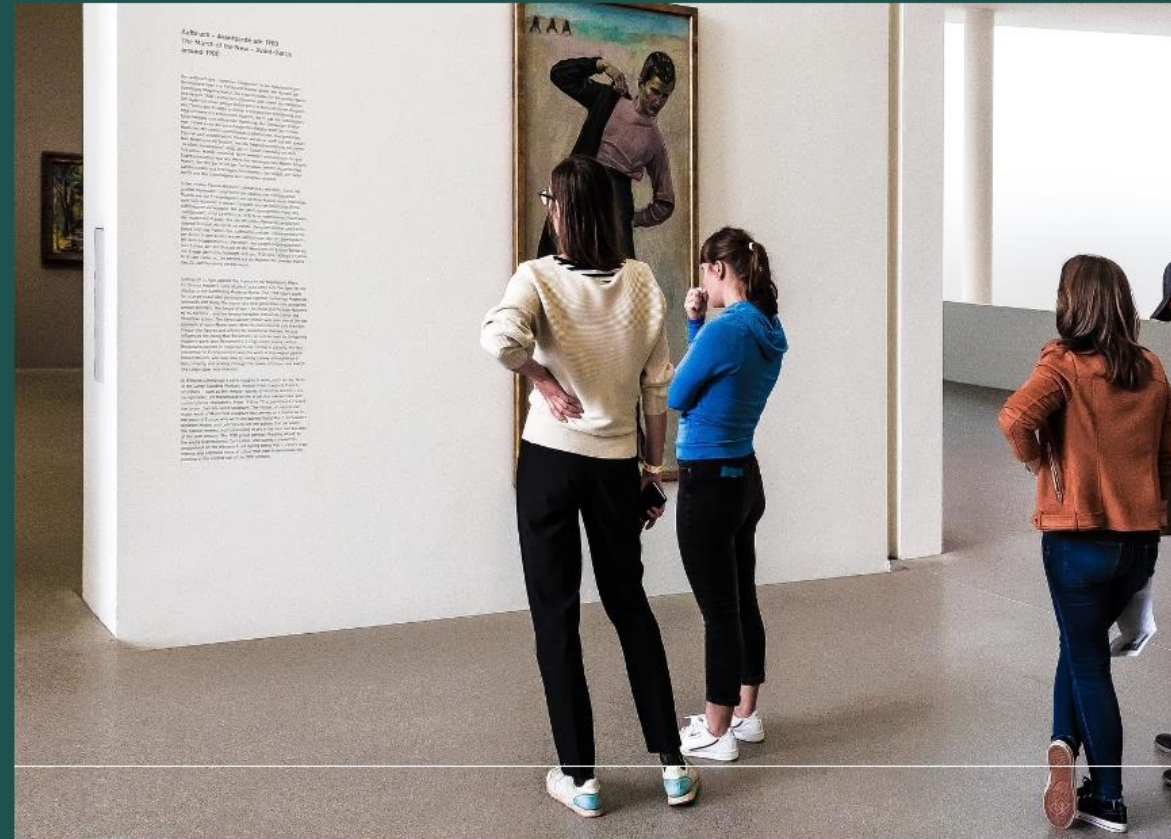
SALARY RESEARCH AND RECOMMENDATIONS 2022

# Research and Recommendations

CAMPAIGNS — WORKFORCE

## Front-of-House Charter for Change

EMBEDDING CHANGE FOR FOH WORKERS



# Research and Recommendations

CAMPAIGNS — WORKFORCE

## Front-of-House Charter for Change

EMBEDDING CHANGE FOR FOH WORKERS



CAMPAIGNS — WORKFORCE

## Sticks and Stones: Bullying in Museums

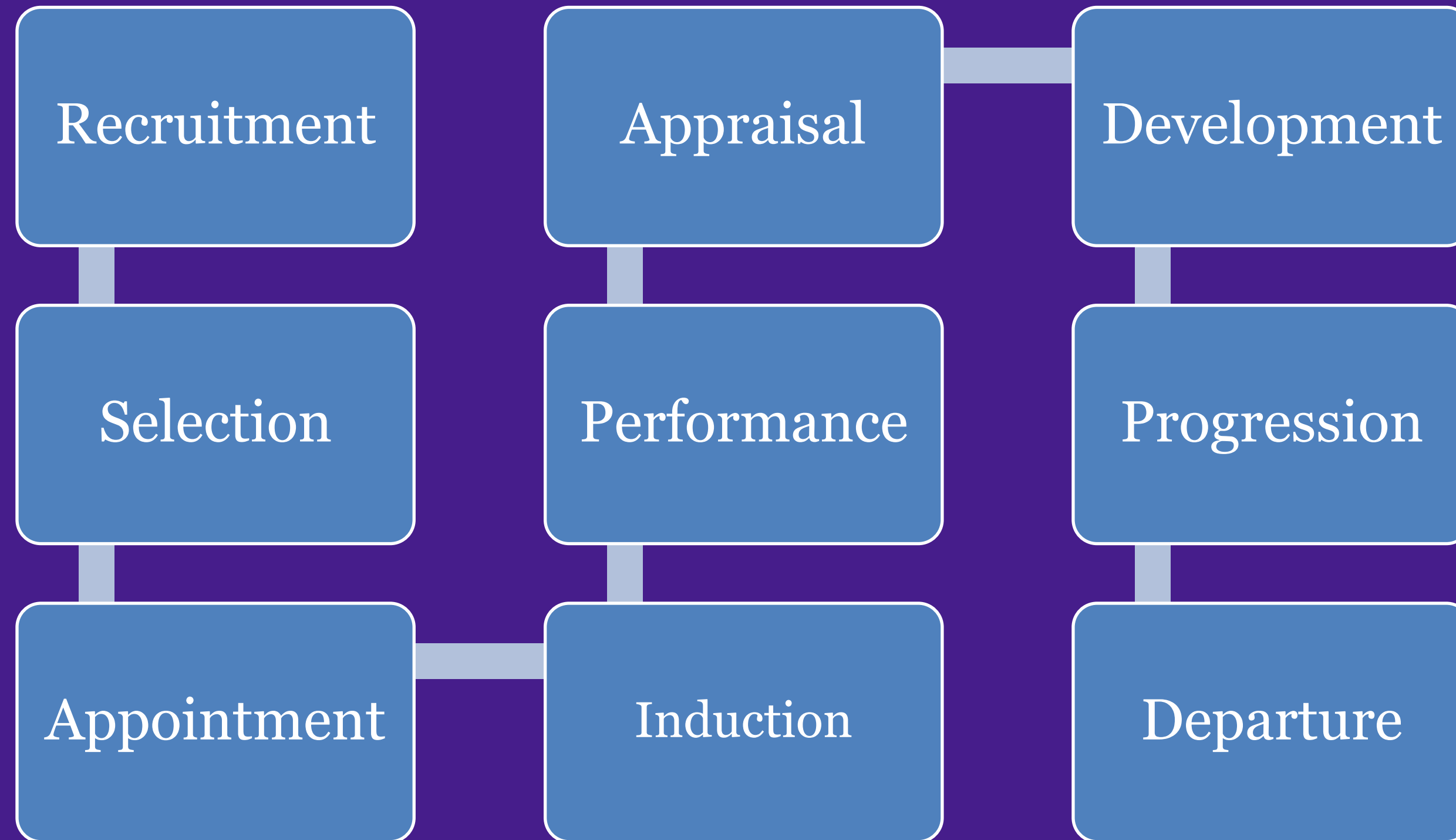
RESEARCH, RECOMMENDATIONS AND  
RESOURCES



# Retention and Turnover

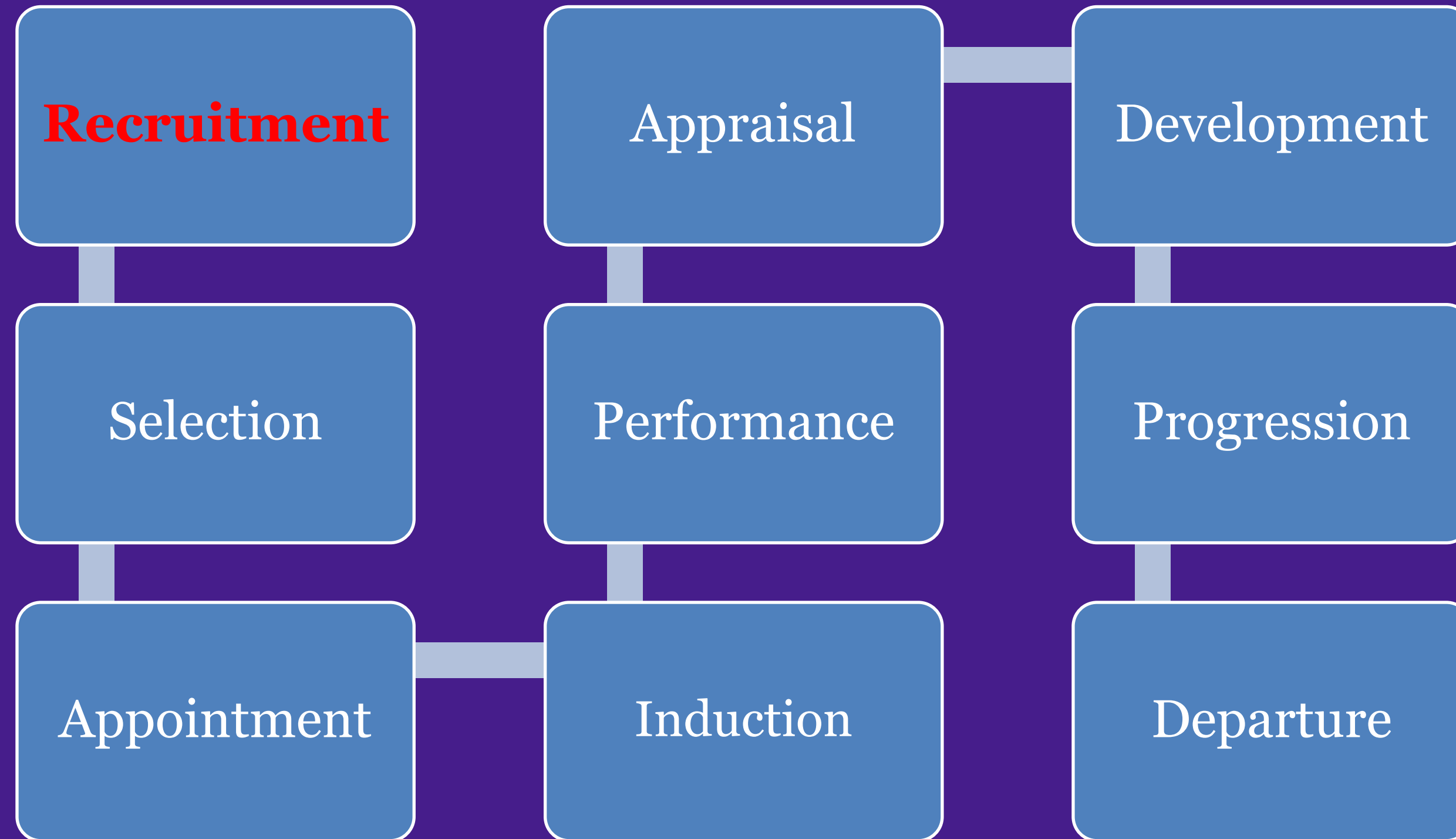
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- **What do you have to do next?**

# Integrate learning into the Lifecycle



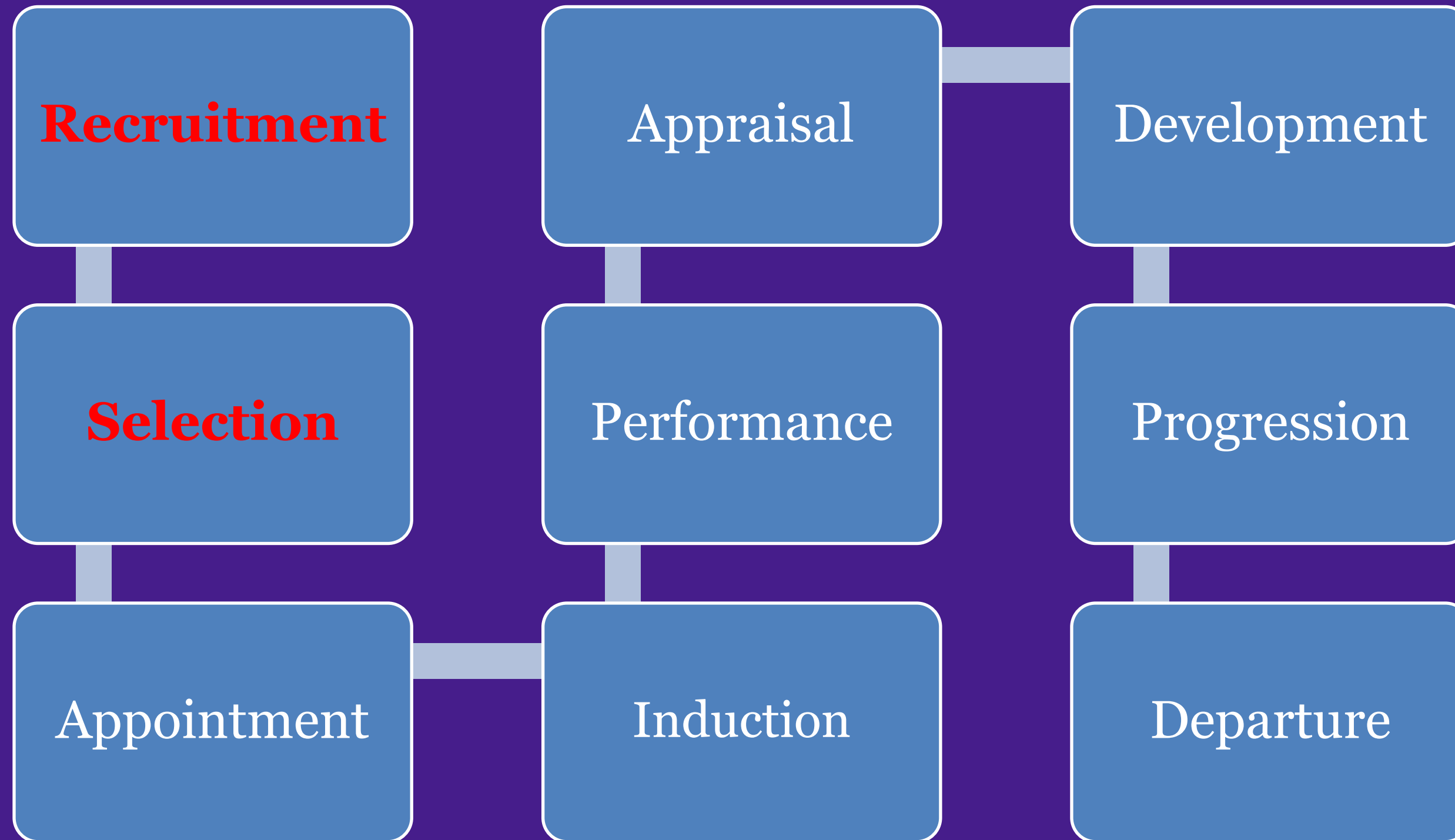
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- Review of all stages
  - Role design and location
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# Legislation and ethics

Image Description – a large leather bound book with the word LAW written in gold on the side, with a gavel on top.

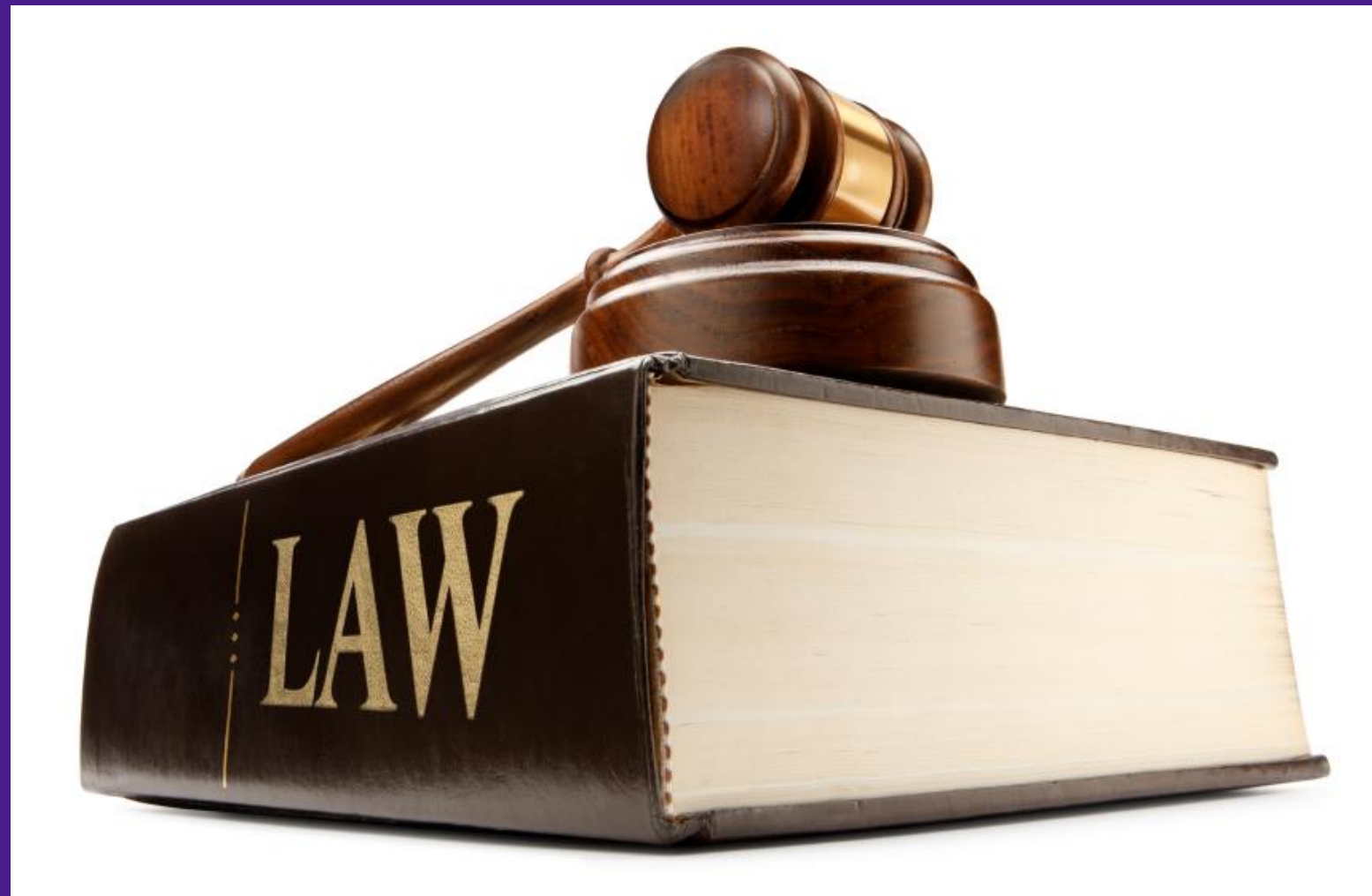


Image Description – Museums Association's Code of Ethics for Museums. A school tour in a mine in a museum, the colour is red and it feels claustrophobic.



# MA Code of Ethics for Museums

## Individual and Institutional Integrity

3.7

Abide by a fair, consistent and transparent workforce policy for all those working in the museum, **including those in unpaid positions.**

# Research and Recommendations



5 Dec 2022

## Recruitment: an introduction

Looks at the main stages of the recruitment and resourcing process, from defining the role to making the appointment

<https://www.cipd.co.uk/>

# Research and Recommendations



## Fair Museum Jobs

*Highlighting good and bad practice in museum jobs and recruitment*

[Home](#) [About Us](#) [Manifesto](#) [#FMJSummit 2020](#) [FMJ At Large](#) [Our Supporters](#) [Resources](#)



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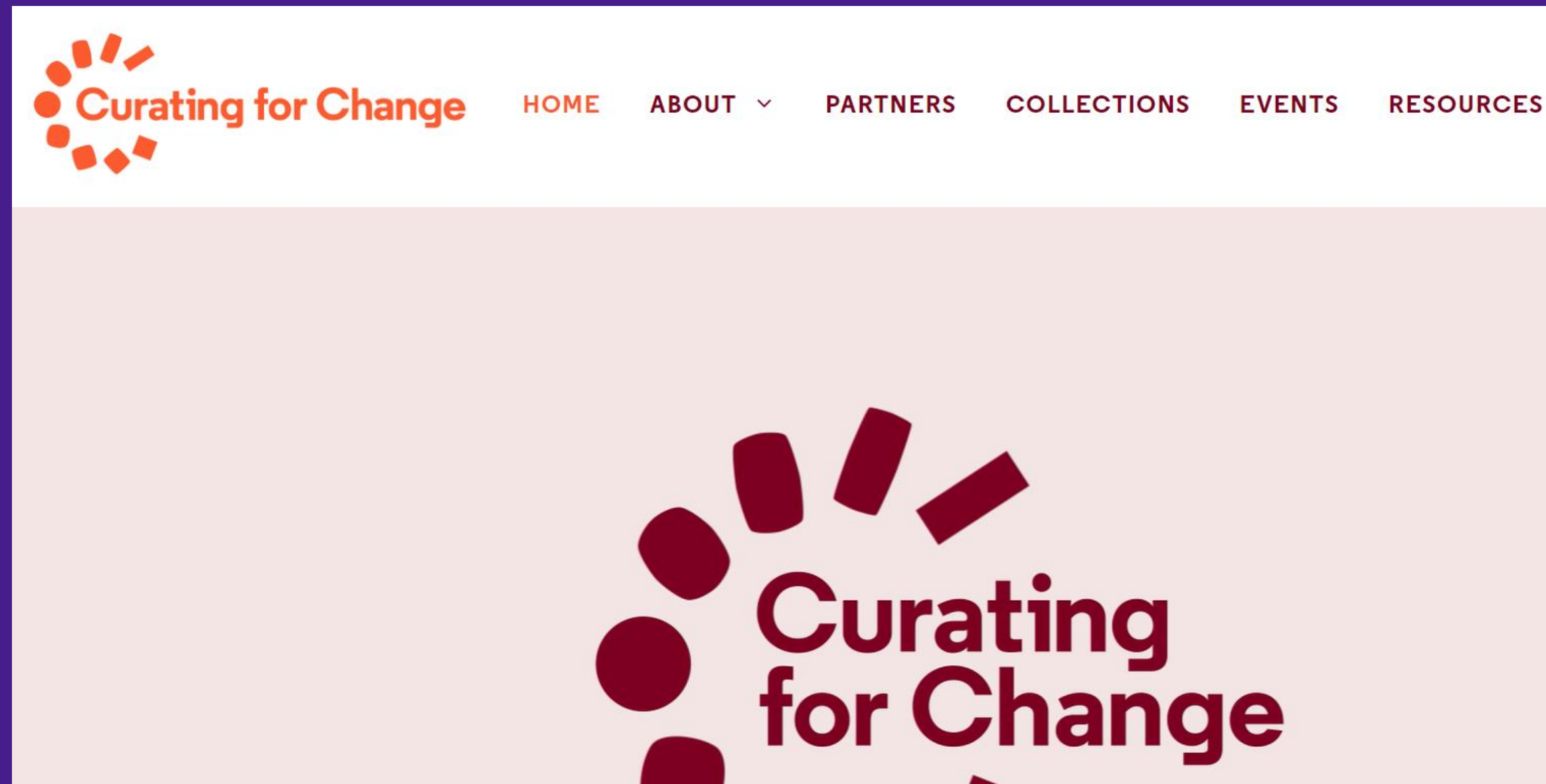
### Manifesto

#### **Fair Museum Jobs: A Manifesto for Job Adverts and Recruitment**

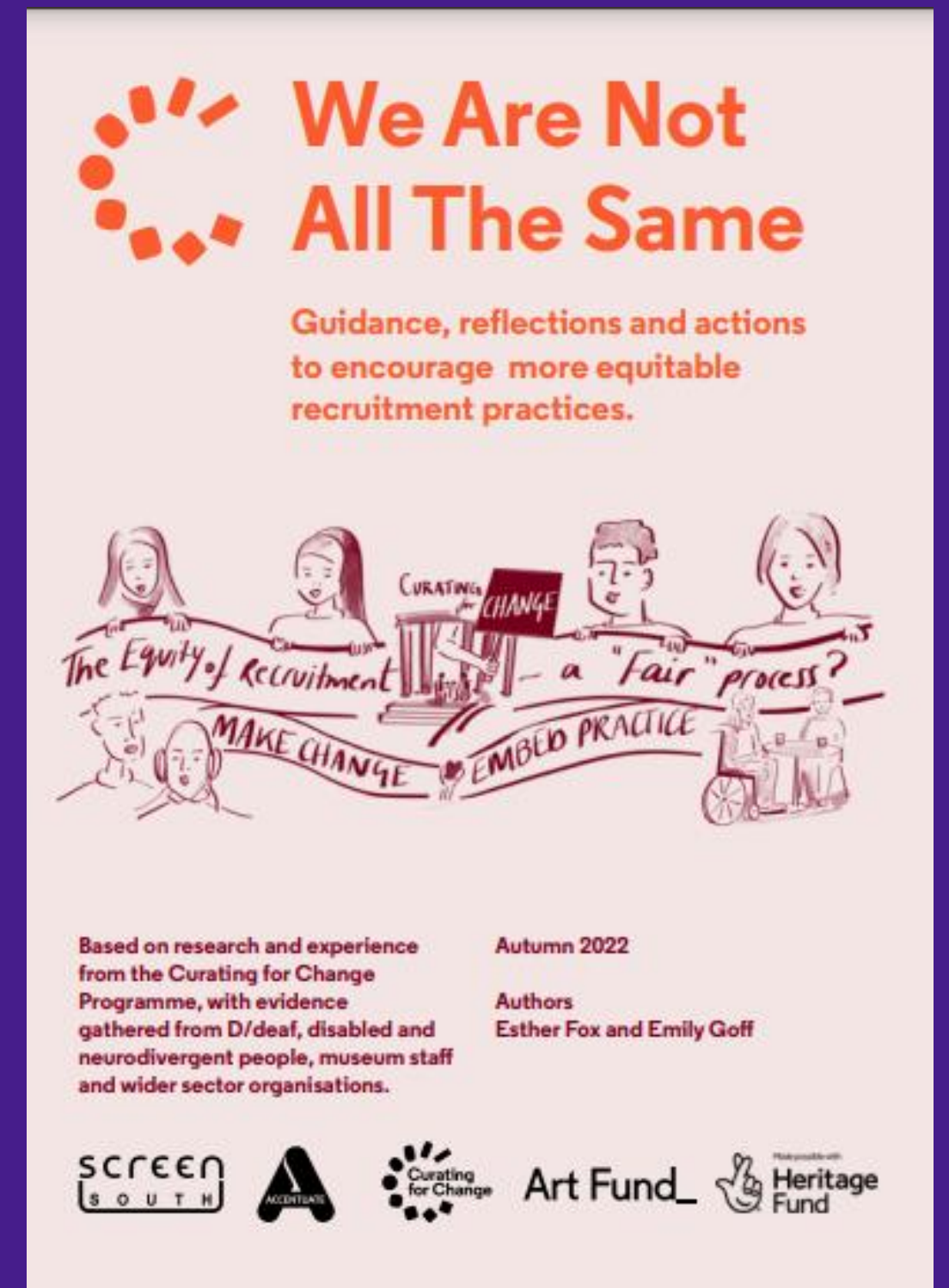
This is the second formal version of the Fair Museum Jobs Manifesto. It's a living document that has changed over time as people have raised issues and questions with us, or in light of new good practice advice. If you have any questions or suggestions for the manifesto, please contact us at [fairmuseumjobs@gmail.com](mailto:fairmuseumjobs@gmail.com)

<https://fairmuseumjobs.org/>

# Research and Recommendations



<https://curatingforchange.org/resources/curating-for-change-sector-forums>



# Research and Recommendations

creative  
& cultural  
skills

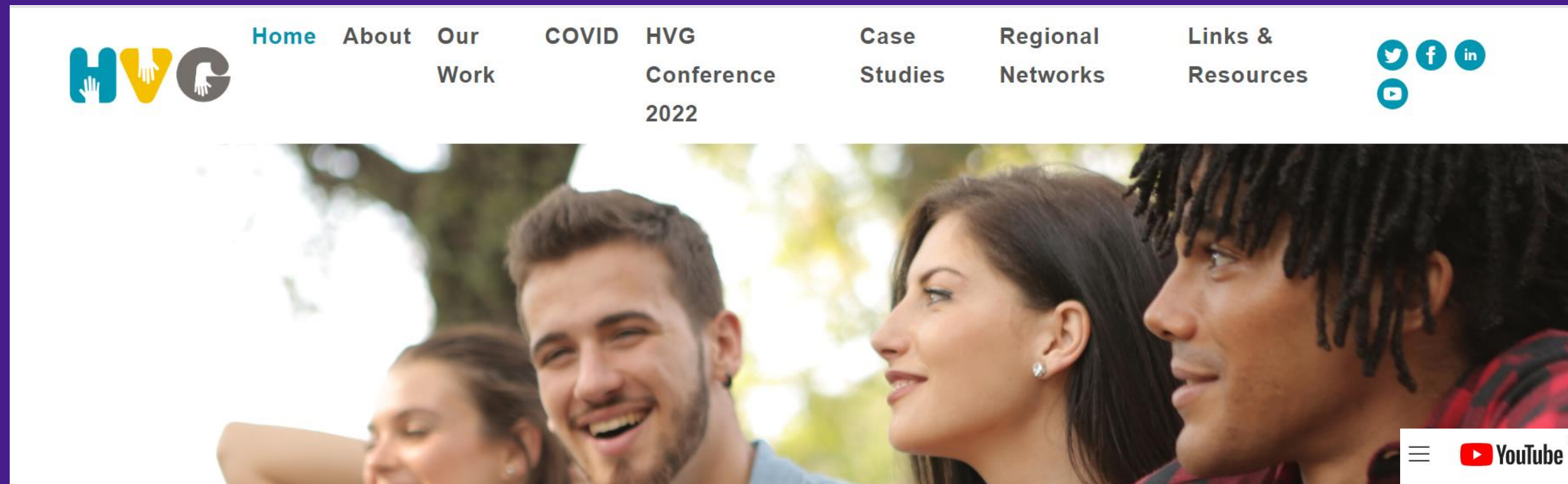
[About us](#) [Careers for all](#) [Supporting our sector](#) [Resources and research](#) [News](#) [🔍](#) [🇬🇧 EN](#) [🇨🇾 CY](#)

We help create a skilled, inclusive and diverse cultural sector across the UK.

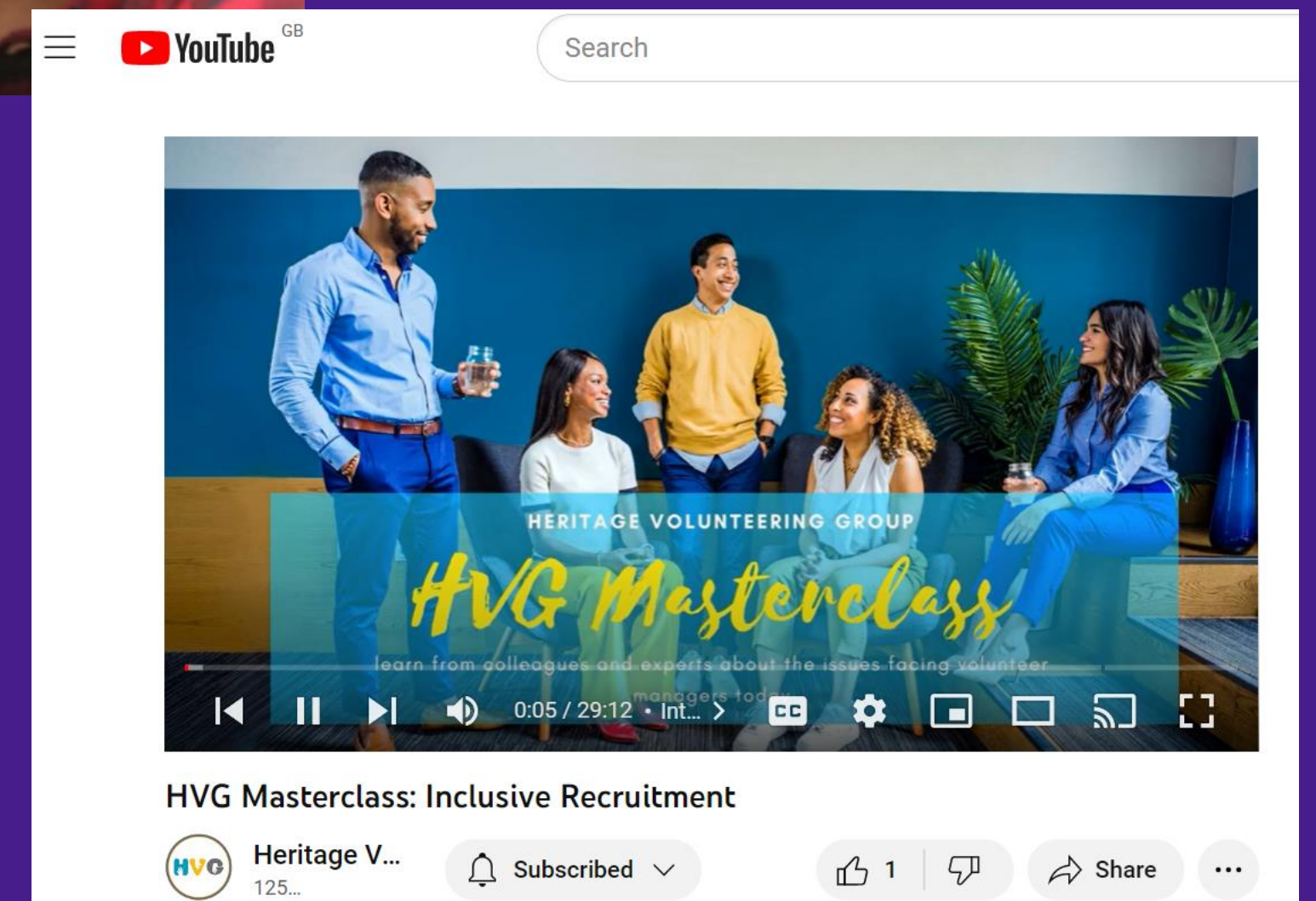
<https://ccskills.org.uk/>



# Research and Recommendations



<http://heritagevolunteeringgroup.org.uk/>



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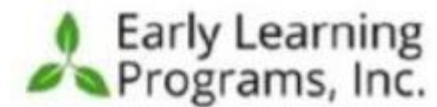
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# Making Change Happen

- Identify your change ambition
- Test it with others
- Identify a change model – Kotter for example
- Look at your context
- Look at your data
- Speak with others in your space, area
- Look at current **thinking and research**
- Get support and resource
- Develop a project plan, based on the above
- Do
- Review
- Adapt

# Making Change Happen

## Action Planning Tool



Use this template to build your action plan for implementing these guiding principles in your work with families.

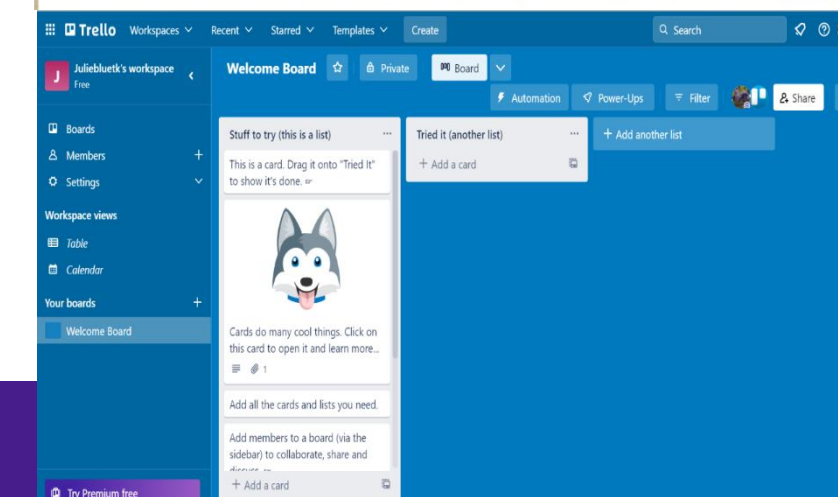
Name: \_\_\_\_\_ Program: \_\_\_\_\_ Date: \_\_\_\_\_

List of Goals	What to Do	Timeframe	Available Resources	What Success Looks Like
1.				
2.				
3.				
4.				
5.				

	Urgent	Not Urgent
Important	<p><b>Do it</b></p> <p>Things with clear deadlines and consequences for not taking immediate action.</p> <p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>Finishing a client project</li> <li>Submitting a draft article</li> <li>Responding to some emails</li> <li>Picking up your sick kid from school</li> </ul>	<p><b>Schedule it</b></p> <p>Activities without a set deadline that bring you closer to your goals. Easy to procrastinate on.</p> <p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>Strategic planning</li> <li>Professional development</li> <li>Networking</li> <li>Exercise</li> </ul>
Not Important	<p><b>Delegate it</b></p> <p>Things that need to be done, but don't require your specific skills. Busy work.</p> <p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>Uploading blog posts</li> <li>Scheduling</li> <li>Responding to some emails</li> <li>Meal prep</li> </ul>	<p><b>Delete it</b></p> <p>Distractions that make you feel worse afterward. Can be ok but only in moderation.</p> <p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>Social media</li> <li>Watching TV</li> <li>Video games</li> <li>Eating junk food</li> </ul>

## Gantt Chart

Year	2013				2014						
Activities/Month	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	Jun	July
Decide title of the thesis											
Overview of Thesis Project											
Collection Related Journals/Materials											
Decide Laboratory to be used											
Proposal Writing of Literature Review											
Proposal Writing of Methodology											
Submission Proposal											
Proposal Presentation											
Start Lab Experiment											
Statistical Analysis											
Writing Final Report											
Submission Final Report											



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