

Appendix Bristol Culture – sector support to museums

We actively encourage staff to participate in supporting the sector through various activities, events, organisations and training.

Local

As a member of the Bristol Museums Group, representatives of Bristol Culture attend the quarterly meetings which connect the following museums: ss Great Britain, New Room John Wesley's Chapel, Clifton Suspension Bridge Visitor Centre, Arnolfini, Glenside Hospital Museum, Frenchay Village Museum, Aerospace Bristol and the Bristol Theatre Collection and we regularly also host such meetings. These provide us with an opportunity not only to keep other museums up to date with what we are doing (and vice versa) but also a means to provide training and advice to other smaller museums.

Members of staff act as Museum Mentors at a local level eg for Glenside Hospital Museum, Frenchay Village Museum and the Helicopter Museum, Weston-super-Mare.

Two members of the conservation staff have been seconded to work for Aerospace Bristol on a non-profit, cost-recovery only, basis for over a year to assist in their project to open a new museum in 2017 and we will continue to support them once open.

Staff regularly provide training courses for other staff and volunteers at local museums eg for integrated pest management training (held in 2017 for volunteers from Aerospace Bristol for example, at no cost).

Museum objects are loaned to other local museums eg aeroplane models and other artefacts to Aerospace Bristol.

Training is provided as part of Gallery Studies courses at the University of the West of England (3 people on year-long attachment) and the Bath Spa University course (hosting of study trips and training sessions).

We are members of the city wide Arts Marketing group who work together to maximise our marketing spend and collaborate on projects such as the annual '24 hour Culture flash sale' which seeks to share audiences using online discounts.

We annually host student projects from the University of Bristol as part of our 'Student as Producer' programme which seeks to solve R&D problems and share with the sector. One of the aims of the programme is to encourage young people to seek a career in the cultural sector.

2018-2022 actions include:

- Bristol Museums Group – at least one member of Bristol Culture to attend all meetings (twice a year) and to offer to host meetings on a regular basis.

- Curator of History to continue as Museum Mentor for Glenside Hospital Museum.
Curator of World Cultures to continue as Museum Mentor for Frenchay Village Museum.
Senior Curator of History to continue as Museum Mentor for the Helicopter Museum.
All to contribute by attending meetings of the respective museums at least twice/year.
- At least one training opportunity offered to local museums/year (IPM or otherwise).
- We will continue to take at least two students from UWE Gallery Studies course on a year long secondment each year. In addition we will provide at least 2 guided tours/year to students from Bath Spa University Heritage Studies if they are requested.
- Host at least 1 apprentice in the digital team to increase opportunity into the sector and develop local workforce (see EX8.3)
- See business plan projects EX8.2, EX10.2, INC5.1, INC5.8. INC6.2, INC9.2, RES8.6

Regional

Several members of staff belong to the South West Federation and Art Galleries (as well as institutional membership). Consequently staff regularly attend SW Fed meetings and also provide training through the Federation programme supported by SW Museums Development (this is in addition to training we provide directly).

Informal and formal regional specialist connections are maintained eg the recent consultant review of conservation facilities and expertise in the SW which had the aim of looking to make more efficient use of conservation facilities across the region. Staff members are also regularly acting as personal mentors to professionals taking the AMA (currently mentoring 5 students) or studying for a Masters in Museum Studies, this is often at a regional rather than local level.

Loans of museum artefacts regularly take place to other museums in the region.

2018-2022 actions include:

- Continue to respond favourably wherever possible to requests for loans of artefacts.
- See business projects RES2.9
- Host smaller museums and provide a mentor role for effective collections care and customer service for visitor assistants

National

Staff are committee or ordinary members of Subject Specialist Networks (SSNs) covering the fine, decorative and eastern arts, history and archaeology, world

cultures and natural sciences. In addition staff belong to other related organisations including The Group for Education in Museums (GEM) and the Museums Association (MA).

As such, Bristol staff are playing a key role in developing many new areas of specialist museum work eg the way ahead for preserving bulk archaeological archives, the approach to managing human remains and interpreting sensitive topics (eg slavery or spoliation), how to address the decline in subject specialist knowledge in the sector and how to improve training and recruitment. With respect to the latter, staff jointly led a session at 2016 MA Conference bringing together SSNs to address the decline in curatorial knowledge. Another staff member is a founding member of the fledgling Cultural Workforce Network which seeks to create a one stop portal of information where museum personnel can see at a glance the opportunities available nationally for CPD and where trainers can share experiences and the sector become more efficient as a whole (ACE funding to pilot this is currently being sought).

Staff are supported in attending meetings, workshops and conferences at home and abroad and encouraged to write up learning from such meetings and circulate to all other members of staff to spread the knowledge gained across the organisation.

Staff are also encouraged to participate in sector wide consultation and practice and in the past have participated for example in reviewing disposal guidelines and are currently members of the Spoliation Working Group. The Head of Culture, as well as attending NMDC and other national bodies is leading the MA Museums Taskforce.

Staff expertise is used by other museums eg a current contract to review the significance of the John Player tobacco collection in Nottingham and for reviews eg commissioned to review the new Aerospace Museum when it opens for the MA Journal and for training and lecturing eg on Chinese glass.

As usual we make loans to many institutions across the country.

Our retail, digital and user research teams are all frequent event, workshop and conference speakers on the subject of making a ruckus in our field. Several times a year these subjects contribute to articles in the Museum Journal and respond to over 100 enquiries annually from others in the sector. A core focus is for us to run as a 'cultural business' which means that we've been working on our resilience, both tried and tested income streams and newer models such as 'Pay What you Think'. We will continue to write, present and act on our practice through informal networks and the Association of Cultural Enterprises. We want to help the sector be nimble, scale their businesses and be supported.

2018-2022 actions include:

- Maintain membership of SSNs and work through self-forming groups to support collections, engagement and transformation activity.
- Digital team to submit an annual speaking request at Museums Computer Group annual conference
- Staff who are committee members of these bodies will be allowed time to attend committee meetings and AGMs/conferences. IN addition, they will be

free to pursue associated research. Staff who are just members will be allowed time to attend conferences/meetings as finances permit. Where possible we will look favourably upon requests to host committee meetings and also conferences/meetings for the general membership.

- We will continue to offer places for Leicester University Museum Studies students each summer.
- Through the Association for Cultural Enterprises on an annual basis actively offer staff time to host other organisations to demonstrate how to run effective and profitable venue hire and retail.

2018-2022 SSN expected continued membership

Society of Museum Archaeologists	Gail Boyle (Chair)			
Contemporary Art Society	Institutional member			
Dress and Textiles Specialists (DATS)	Catherine Littlejohns (member)			
ACCES	Sue Giles (member)			
Museum Ethnographers Group (MEG)	Sue Giles (Chair)	Lisa Graves (Treasurer)		
British Art Network (Tate)	Dr Jenny Gaschke (member and subgroup lead "Landscape")	Julia Carver (member)		
CODART (Dutch and Flemish Art in Museums Worldwide)	Dr Jenny Gaschke (member)			
Pre 1900 European Paintings SSN	Dr Jenny Gaschke (member)			
Human Remains SSN	Sue Giles (member)			
Association of British Transport & Engineering Museums (ABTEM)	Andy King (Vice-chair)	Lee Hutchinson (member)		
Maritime Curators Group (about to be renamed Maritime Heritage Network)	Andy King (member)	Lee Hutchinson (member)		
NATSCA - Natural Sciences Collections Association	Isla Gladstone (Committee member)	Ray Barnett (member)		
Money and Medals SSN	Sue Giles (member)			
Understanding British Portraits	Julia Carver	Dr Jenny		

	(Steering Group member)	Gaschke (member)		
Rural Museums Network	Lee Hutchinson (member)			
Social History Curators Group	Amber Druce (member)	Andy King (member)	Catherine Littlejohns (member)	Lee Hutchinson (member)
Contemporary Studio Ceramics	Helen Brown (member)			
Chinese Collections Network	Kate Newnham (email network only)			
Geological Curators Group	Isla Gladstone (Committee member)	Deborah Hutchinson (member)		
Histories of Home SSN	Catherine Littlejohns (member)			
Association of Dress Historians	Amber Druce (member)			
History of Geology Group	Deborah Hutchinson (member)			
UK Registrars Group	Fran Coles (Committee member)	Alice Rymill (member)		
Museums Computer Group	Lee Hutchinson (member)			
Institute of Conservation (Icon)	Fran Coles (Accredited member)	Helen Dowding (Icon Paintings group committee member)		
British Institute for GeoConservation	Isla Gladstone (Committee member)			
Group for Education in Museums (GEM)	Organisation member			
Islamic Art SSN	Kate Newnham (member, SW representative)			
Chinese Art Research Network (CARN), University of Glasgow	Kate Newnham (Bristol			

	Museum is partner in potential AHRC bid through Kate)			
Contemporary Art Society, National Network	Julia Carver			
British Arachnological Society	Mark Pajak			

List of 2018 onward Membership Groups

Name	Type	Level of support	Level of support	Staff members include
Association for Cultural Enterprises	Membership	Event speaker	Data sharing	Zak Mensah, Mark Pajak
Agile SCRUM master	Membership			Zak Mensah
IRMS (Information & Records Management Society)	Membership	Committee member	Accredited member	Shona Dunning
Museums Resilient Leadership	Other network	Peer review	Member	Philip Walker, Laura Pye
Bristol DIY Arts Network	Other network	Member	Member	Philip Walker, Laura Pye, Melissa Inman
South West Development Directors Forum	Membership	Member		Val Harland
Foundation for Social Improvement	Membership	Mentoring		Val Harland
South West Legacy Group	Membership	Member		Val Harland
Fundraisers of the Arts Bristol	Membership	Member		Beth Cutter
Esmee Fairbairn Collection Fund Network Group	Membership	Member		Val Harland
Bristol Museums Group	Other network	Member	Member	Philip Walker
Bristol Cultural Steering Group	Other network	Committee member	Partner	Laura Pye
LAEOG -Local Authority Organisers of Events Group		Institutional member		Melissa Inman
Bristol Festivals	Other network	Mentoring		Melissa Inman
Carnival South West	Other network	Committee member	Committee member	Julz Davis
Group for Education in Museums	Membership	Institutional		Jane Hack

(GEM)		member		
Temporary Exhibitions Group (TEG)	Other network	Member		Becky Peters
Vastari - (international exhibitions sharing network)	Other network	Member		Becky Peters
National Museum Directors Group	Other network			Laura Pye
Nautical Institute	Membership			Frank Kennedy
Arts Council England Quality Assessor	Other network			David Martin
Bristol & Bath Cultural Destinations group	Membership	Committee member		Philip Walker
Association for Cultural Enterprises	Membership	Event speaker		Philip Walker
Museums Association	Membership	Member	Event speaker	Laura Pye
Museums National Taskforce	Membership	Committee member	Committee member	Laura Pye
Arts Development UK	Membership			Melissa Inman
Arts & Health SW	Membership			Elise Hurcombe
Bristol Harbourside Forum	Other network	Member	Member	Melissa Inman
South West Museum Devt Volunteering steering group & forum	Other network	Member		Jackie Winchester, Alex Hardy

International

We attend international meetings of CODART and on occasion of other SSN and similar organisations (eg GCG annual meeting in Eire in 2017). International loans are undertaken which leads to visits from our staff to other museums most recently to Japan as part of a loan of the painting by Cranach of Martin Luther.

In the last 12 months we have sent two members of staff to Jamaica to work with their national museum and Jamaican Institute in developing the use and interpretation of 18th C herbarium specimens from the island and are developing further professional links as a consequence.

A potential major loan of art works to Bordeaux has seen museum staff from that city and from the Louvre visiting and developing links with ourselves.

2018-2022 actions include:

- We will continue to participate each year in the BM's ITP programme hosting a maximum of 4 students for one and a half weeks each summer. We will look to develop these links created further as part of developing our World Cultures (including the British Empire & Commonwealth) collections.

- We will continue to be part of CODART.
- We will continue to develop links with Jamaica (through the herbarium project).
- Regularly publish research and findings across Culture team using our blog. We actively share our practice, mistakes and successes across our service offer on our labs blog <http://www.labs.bristolmuseums.org.uk/> which has led to invites for peer support and conference speaking opportunities across Europe, North America and Australasia. A regular comment is that people love the honesty of the writing. This work should continue to lead to co-production and sharing internationally.