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West Midlands Museum Development Update



Save the Date

West Midlands Museum Development (WMMD) will be holding its annual conference on 16 and 17 March 2017. Details coming soon.

Capital Grant Scheme

The deadline for Expressions of Interest for the 'Ready to Borrow' capital grant scheme is 20 November.

Archaeology Rationalisation Symposium

Speakers for the symposium on 15 November at Ironbridge have been announced. **For more details, including the speakers, see the WMMD events section.** The report will be available to attendees.

Equality, Diversity and Inclusion Champions Scheme

WMMD is looking for people to champion people. **See below for more details.**

Make and Take Event

Selected museums have worked with digital games developer John Sear to make bespoke audio guides. This event on 6 December will be an opportunity to share experience and show off completed projects.

WMMD Events

See the **WMMD events section below** for all our events for the rest of the year and book your places today.



Diversity Champions Scheme

West Midlands Museum Development is working with Equality and Diversity UK Ltd to launch a Diversity Champions Scheme for Accredited museums in the West Midlands region.

We are looking for 10 people with skills and enthusiasm to explore, develop and champion the business, moral and ethical benefits of embedding inclusive practices across all aspects of museum life. Participants can be paid staff, volunteers or Trustees; the only pre-requisite is that you are willing to learn, genuinely interested and committed to sharing and promoting ideas with colleagues.

Interested?

To apply for the scheme you will need to complete the Expression of Interest (EOI) form. We would also encourage you to read the Champion Role Specification before completing the EOI to ensure that you understand the role, time commitment and other requirements.

Benefits to you and your museum:

- Personal career development
- Increased awareness of Equality, Diversity and Inclusion (EDI)
- Professional support, mentoring and networking
- Development of action plans with professional advice and guidance
- Activity will support applications to funders
- Will help to address requirements in Arts Council's 'Creative Case for Diversity'
- Increase audience footfall

The launch workshop will be held on Wednesday 23 November at Shrewsbury Museum and Art Gallery. Participants will consider and identify a piece of work that will have a direct benefit and measurable impact for their museum.

Please return the Expression of Interest by 5pm Monday 14 November.

Expression of
Interest

Role
Specification

Have You Considered Becoming a Museum Mentor?

Museum Mentors play a critical role in supporting smaller museums to retain Accreditation. To fulfil the requirements of Accreditation all museums must have access to appropriately qualified professional staff. Mentors work in partnership with museums and local museums support services to ensure that museums have access to the advice they need.

Why take part?

100% of West Midland Mentors surveyed in 2014 would recommend mentoring to others: *'It is an excellent way to gain real-life experience outside your employing organisation.'* *'A great chance to work with different collections (and work with) different types of museums, dealing with the kinds of issues not necessarily facing your own organisation.'*

64% of current West Midlands Mentors became a mentor as a form of continued professional development.

'I feel privileged to mentor and list mentoring in my own biographical information and that of my organisation. Being a mentor adds to my professional credentials.'

What's involved?

- Attend at least one Trustee meeting
- Visit the museum at least once (meeting staff)
- Participate in a mentor networking meeting, organised by Museum Development
- Conduct an annual Accreditation review

Mentors should also expect to be called upon for occasional support and advice by email or telephone. The total anticipated commitment may be up to four days per year.

Who can be a mentor?

Becoming a Mentor is something to be considered by museum professionals with reasonable experience and can be used to help mid to late career development. Museum professionals either employed in museums or actively involved in another museum-related role are eligible.

To mentor you need:

- A minimum of five years' experience
- A relevant or linked qualification, which can include a higher degree or diploma in Museum Studies, the Associateship of the Museums Association or vocational degrees
- A commitment to career-long CPD. This could be through participation in formal CPD channels or through logging activity on your CV

Accreditation encompasses all areas of museum work, therefore applications from museum professionals with experience of governance, organisational development, collections, audience development, operations etc. are welcome.

Next steps?

For full guidance please [click here](#)

To discuss further please contact us; call 01952 435900 or email wmmd@ironbridge.org.uk

Small Grant Scheme

As this year's successful applicants work on their projects it is a good time to reflect on two of last year's successful recipients. What they were able to achieve with their grant?

Case Study One:

Oak House Museum - 'Spice Festival'

Case Study Two:

The Lace Guild Museum - 'Improve Access for Disabled Visitors'



Case Study One:

Oak House Museum - 'Spice Festival'

The aim of this project was to look at the use of spices in the 1600s in the context of the Oak House in West Bromwich, and how spices are used today by new communities living in the local area.

The Spice Festival weekend held in early April involved a two day activity programme in the grounds of Oak House offering a wide variety of opportunities. The festival included re-enactors inside Oak House showing how spice would have been used, food stalls giving visitors the opportunity to try new flavours, rangoli workshops, Asian music and dance and theatre.

The festival days were a great success. Those who came along had a great time and the museum welcomed new faces, many of whom have visited again since.

'Absolutely great event. Really enjoyed it. Really entertaining for both children and adults.'

'Had a lovely time. So much going on and a good friendly atmosphere! Thanks particularly to the excellent re-enactors inside the house and the musicians outside in the sun.'



Case Study Two:

The Lace Guild Museum - 'Improve Access for Disabled Visitors'

The Lace Guild's collection is housed in an Edwardian house with steps to both the front and rear entrances. The aim of the project was to ensure better physical access to the museum, providing the opportunity for more people to become museum visitors, volunteers or lace demonstrators.

Having taken advice, the best solution was to make use of the natural slope of the site and install a level path with handrail, rather than a ramp. This allowed level access directly from the rear car park to the museum.

This option did not require planning permission and so was an expedient solution.

The museum and its significant resources are now accessible to a wider range of visitors, including those with limited mobility.

West Midlands Museum Development Events



All West Midlands Museum Development events are free

15 November - Off the Shelf: Understanding and Supporting Archaeology Collections in West Midlands Museums

10am - 3pm, Ironbridge Gorge Museum Trust, Coalbrookdale

In January 2016 Ironbridge Archaeology was commissioned by West Midlands Museum Development to undertake a programme of research to better understand the current situation of museum-held archaeological collections in the West Midlands.

This one day symposium will present the findings and recommendations from the report and provide an opportunity to discuss how to raise the profile of underused archaeological collections in the West Midlands region. If you have archaeological material in your collection, come and join the debate.

Speakers for the day are:

- [David Dawson, Wiltshire Museum](#)
- [Lorraine Mephram, Wessex Archaeology](#)
- [Alexia Clark, Museum in the Park](#)
- [Sam Paul, Ironbridge Archaeology](#)
- [Shane Keller, Ironbridge Archaeology](#)

This event is free, refreshments and lunch will be provided.

[Book
now](#)

23 November - Diversity Champions Inaugural Workshop

10am-4pm, Shrewsbury Museum and Art Gallery

The successful participants will be introduced to the programme and consider a project that will have a direct benefit and measurable impact for their museum.

Champions will work within their own organisation supported by Champion Co-ordinators from Equality and Diversity UK Ltd and West Midlands Museum Development.

Click on the button if you want to know more about becoming an EDI champion for your organisation.

[Find out
more](#)

24 November - Get the Most from Accreditation

10am – 4pm, Ironbridge Gorge Museum Trust, Coalbrookdale

Museum Accreditation supports and encourages development in all areas of museum practice.

This event will introduce the principles of good governance, collections and engaging audiences. Listen to practical advice on the basics of formulating good policies and then make the most of a comprehensive Q&A with the experts:

- Hilary McGowan – Organisational Health
- Helen Johnson – Collections
- Fiona Mitchell-Innes – Users and their Experience
- Sarah Brown – Collections Management and Spectrum

Our experts will be on hand to answer your specific Accreditation queries, please come armed and ready!

We can accommodate up to two delegates per museum.

Book
now

29 November - Enhancing the Volunteer's Experience

10am - 4pm, Kidderminster Railway Museum

Join colleagues from across the region to network, learn and discuss:

- How to recruit your volunteers
- Role profiles, policies and data collection
- Training and recognition, how to retain volunteers
- How to motivate and get the most from volunteers

The workshop is suitable for paid staff and volunteers interested in refining and refreshing their approach to volunteering.

Richard Gough, Volunteer Co-ordinator at Ironbridge Gorge Museum Trust will lead this workshop. Lunch and refreshments are provided.

Book
now



1 December - Collection Tapas - Collection Knowledge Café

10am - 4pm, The Commandery, Worcester

This event is designed for you to select the areas you want to discover more about. Workshops will be repeated through the day and our experts will be on hand to answer questions and to give advice.

New! What hidden hazards are lurking in your museum collection?

This workshop will help to reveal some of the rather worrying substances that are present in the everyday objects in our collections and how to deal with them. Everything you need to know but were too afraid to ask!

Workshops:

- Hidden hazards - Derek Brain, Birmingham Museum Trust
- Identifying and looking after plastics - Abby Moore, Museum of London

Ask the Experts:

- Looking after outside exhibits - Irene de Boo, Black Country Living Museum
- Identifying and caring for photographic collections - Chris Copp, Staffordshire Archives and Heritage Service
- Standards, copyright and collections care - Sarah Brown, Collections Trust
- Environmental monitoring equipment advice - Michael Hall, Meaco

Click below to book your place.

Book
now

Other Events



30 November - Royal Pavilion and Museums' Workforce Development Conference

A day-long, national conference on workforce development in the cultural sector hosted by Royal Pavilion & Museums, Brighton & Hove. £50 (£40 concessions for students and volunteers)

Royal Pavilion & Museums (RPM) has been developing a pioneering Workforce Development Programme since 2012, to build a skilled, engaged and entrepreneurial workforce by enabling frontline staff to work in departments and on projects across the organisation. Using this as a springboard for discussion, it now hosts a conference for colleagues across the sector.

The all-day event, co-organised and run by RPM's own Workforce Development Programme participants, includes case studies, short presentations, tours, workshops and break-out sessions. Find out more and book tickets: <http://www.brightonmuseums.org.uk/workforce2016>

6 December - British Museum- Free Collections Care Skills Sharing Sessions The Nimrud Ivories: Storage

This half day uses a specific and current project to provide a live insight into practical aspects of a collections care storage pilot to assess, document and pack 6000 ivories that make up the Nimrud Ivory Collection.

<https://www.eventbrite.co.uk/e/the-nimrud-ivories-storage-tickets-28287642099>

This session has been developed based on feedback from the sector which felt there could be support developed around certain collections and material types. More sessions will be added in November.



Museums Association/ Museum Development Network Annual Museums Survey

Deadline extended

The national Museum Development Network (MDN) and the Museums Association (MA) are currently undertaking a UK wide survey of museums. Museums of all sizes and types are urged to complete the survey in order to build a comprehensive picture of current state of the museum sector across the UK. The data it provides will be used to inform national and regional policy and advocacy work by the MA and MDN, including contributing to the current Department for Culture, Media and Sport Museums Review in England.

You can complete the survey online here:

<http://www.smartsurvey.co.uk/s/museumssurvey201516/>

The deadline for completing the survey has been extended to Friday 11 November

How to complete the survey

- All figures should be for the financial period 1 April 2015 to 31 March 2016.
- We know that sometimes providing an exact figure can be hard so if you do not have actual data, please provide your best estimate.
- You can save and return to the survey at any time by clicking 'Save and Continue Later' at the bottom of any page of the online survey.

Questions about the survey

- The survey is being carried out by the MA and the national Museum Development Network. The data you provide will be shared between the MA and MDN in order to improve data quality and reduce survey duplication.
- If you have any questions about completing the survey you can contact tom.newman@bristol.gov.uk.

To Charge Or Not To Charge? AIM Launches Admissions Charging Research

The Association of Independent Museums (AIM) has just published new research to help museums understand the impact of charging for admission, or not, on all aspects of operating a successful museum. The revealing results dispel some myths that persist around this issue and will enable museums to make evidence-based decisions in this sometimes contentious area – but one that is vital to museums' future sustainability.

The research report is accompanied by a new AIM Success Guide: [**Successfully Setting Admissions Policy and Pricing**](#) that museums can use to help them make decisions about whether an admission charge is right for their museum and if so, what price they should set. The report and practical guide are now available to download from the AIM website in English and Welsh. [**Evaluating the Evidence, The Impact of Charging or Not for Admissions on Museums**](#)

Museums Need To Act To Ensure The Exhibition Tax Relief Benefits Everyone

The government is proposing a major new way of investing in museums and galleries, through an exhibition tax relief. But the current proposals will exclude hundreds of museums across the UK by limiting the tax relief to temporary and touring exhibitions.

AIM are urging members to respond to the government's consultation to ensure that the tax relief is fair and that every member of the public, whether their local museum has temporary exhibitions or not, has the potential to benefit. For further information please visit: [**Museums Need To Act To Ensure The Exhibition Tax Relief Benefits Everyone**](#)

NPC Launch Improving Governance, Improving Impact Policy Paper

NPC have launched a policy paper outlining how charity trustees should be more focused on helping organisations adapt and improve by ensuring their organisation has a clear purpose and positive culture – priorities highlighted in the AIM Hallmarks. It also talks about whether more charities should pay trustees.



FUTURE PROOF MUSEUMS

Future Proof Museums

Apply now for your place

You are invited to apply for a place on the Arts Marketing Association's (AMA) intensive strategic change programme for museums.

Future Proof Museums is an intensive development programme proven to facilitate transformational change and significantly improve the resilience of museums across England.

The programme explores why the museum is vital, what direction will drive a successful future and how to create the right culture over three stages: an in-house diagnostic session with your team, an intensive three-day residential for Museum Directors, and on-going facilitation with expert trainers.

The AMA is looking for a diverse group of participants to take part in Future Proof Museums. The entire programme costs only £395 and includes a free 12 month membership of the AMA.

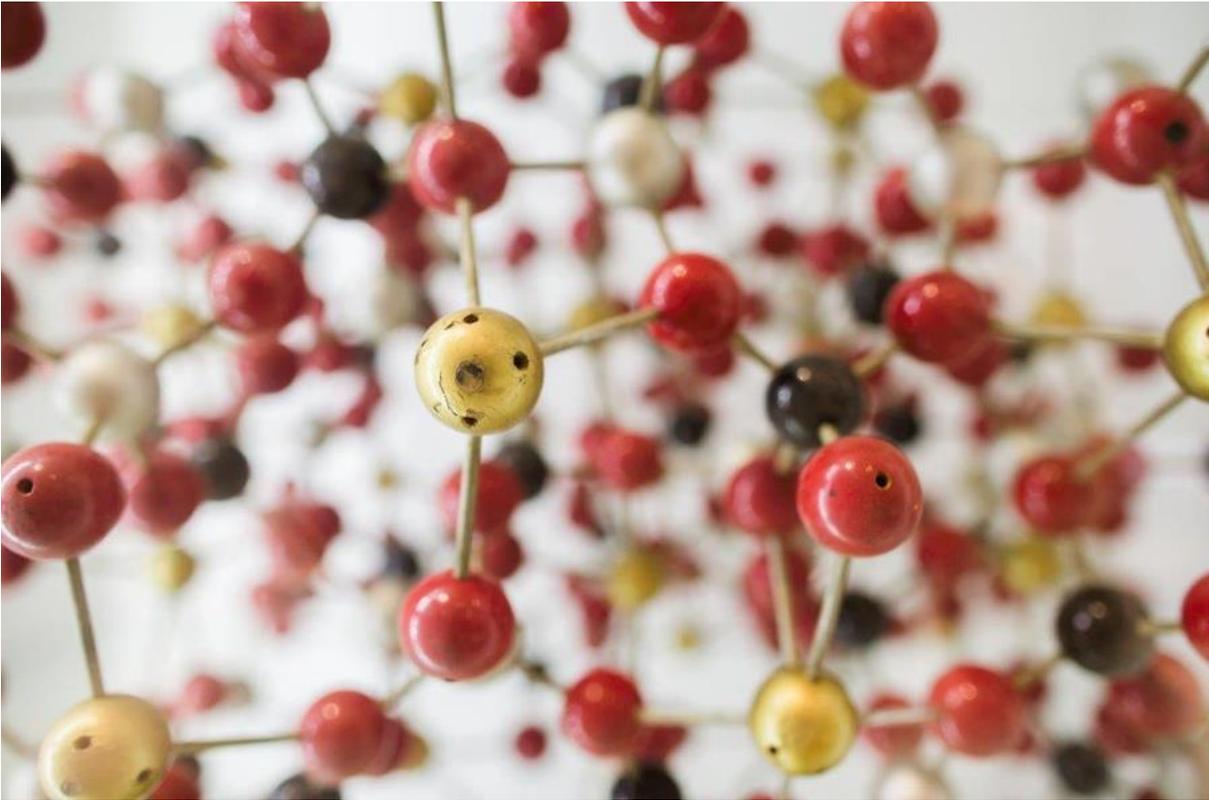
“Future Proof Museums resulted in tangible outcomes. The intensity, the dialogue, the strong tools and excellent support produced the practical outcomes most training programmes don’t deliver or that dilute very quickly.” Tim Desmond, CEO, Galleries of Justice

More information and the application form can be downloaded from www.a-m-a.co.uk/futureproof

The deadline for applications is 5pm on Thursday 24 November 2016.

For further details, please contact Verity Sanderson via email verity@a-m-a.co.uk or phone 01223 578078.

Opportunities



Art Fund - New Collecting Awards

By offering 100% of the funding required for collecting projects of the highest quality, the scheme enables curators to expand museum collections of fine art, design or visual culture into exciting new areas, or deepen existing holdings in imaginative ways. Each awardee also receives a generous funding allocation towards research, travel and training costs, and the ongoing support of a dedicated mentor.

Over the last two years 11 curators have received a New Collecting Award, for acquisition projects ranging from Soviet numismatic material to light-based art. Prospective applicants may wish to note that the majority of previous awards have been for modern and contemporary holdings, and whilst we welcome further applications in these areas, we are also keen to encourage curators with an interest in historic collections to apply.

The deadline for applications is 7 December.

Please see [here](#) for further information on aims, eligibility and how to apply, and [here](#) for details of round one and two awardees and mentors.

Bursary Scheme

Islamic Art and Material Culture Subject Specialist Network is pleased to announce its latest bursary scheme and are now welcoming applications up to a maximum value of **£700**.

The bursary is open to museum professionals working in English museums and aims to help them develop understanding and expertise on collections of Islamic Art and Material Culture that could be used at their home institutions. The bursary could go towards travel, accommodation and subsistence in order to conduct research or training, or to attend study days and conferences (at home or abroad).

To apply please email a copy of your CV and a short statement (no more than 500 words) on the importance of the research, training or attendance in relationship to the Islamic Art and Material Culture collection at your institution to: islamicartnetwork@gmail.com

The closing date for applications is **Monday 28 November 2016**.

Please note that all activity funded by the bursary must be completed by the end of March 2017.

If you have any questions please email or visit the website
<http://krc.orient.ox.ac.uk/iamcssn/index.php/en/funding>

Keep up to date with the Leicester University Museum Studies jobs desk site [here](#).

STOP PRESS!

Museum and Heritage Awards 2017 – Entries Now Open!

The Museum and Heritage Awards 2017 are officially open for entries. There are 11 categories including Volunteer(s) of the Year. The Awards are open to all museums, galleries, cultural and heritage sites regardless of size.

For more information click here: <http://awards.museumsandheritage.com/>

Images courtesy of Lee Allen Photography, The Lace Guild Museum, Oak House Museum and Staffordshire Archives and Heritage Service

What we need from you.....

There are still many museum staff, volunteers and trustees within the West Midlands who do not receive our newsletter.

PLEASE make sure your colleagues don't miss out and forward this newsletter today!

To sign up for our newsletter visit our website and submit your email address at the bottom of our home page or at the bottom of all our web pages.



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Helping the museum sector develop, thrive and
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