

# Culture&



## **The New Museum School Advanced Programme**

**2021-2023**



## **About Culture&**

Culture& is an independent arts and education charity based in London. Formerly known as Cultural Co-operation, we have been working for nearly 30 years, in partnership with arts and heritage institutions and artists to develop programmes that promote diversity in the workforce and with audiences.

We aim to open up the arts and heritage workforce through our workforce training and aligned public programmes.

## **Shaping a more inclusive sector**

In 2020, Culture& formed a new partnership with the University of Leicester's School of Museum Studies to explore how they could work together to foster a more diverse and inclusive arts, museums and heritage sector. The partnership brings together Culture&'s track record in nurturing diverse talent through sector collaborations with Leicester's experience of supporting creative and critical thinking amongst museums, arts and heritage practitioners and a long-standing commitment to positive action. The New Museum School Advanced Programme, the first formal programme of the partnership, will launch in 2021 with support from the Esmée Fairbairn Foundation. The New Museum School Advanced Programme not only offers a gold-plated postgraduate offer but also brings with it the opportunity to harness the arts and heritage sector in driving a movement of inclusive transformation.



## What is the New Museum School?

Culture&'s New Museum School provides a pipeline of fresh, diverse talent to the arts and heritage sector. Over the past 7 years, New Museum School has provided accessible and flexible training to 134 young people from diverse backgrounds with around 74% finding full-time employment in the sector within six months of graduating. Whilst we are proud of this achievement, we realise that this is only the start of our commitment. Having supported these young professionals to gain entry level access to employment we followed them up to see how their careers were progressing. A survey conducted with them tells of their encounter with a 'glass ceiling' and the barriers that impede their career progression, experiences that reflect the findings of broader surveys into diversity in the museum workforce (Arts Council England 2019)<sup>1</sup> When asked how New Museum School could continue to support their careers they asked for flexible professional development opportunities and specifically support in accessing postgraduate qualifications. Culture& has now developed a new model for New Museum School in response to the needs of our alumni. The New Museum School Advanced Programme is supported by the Esmée Fairbairn Foundation and will enable us to propel UK-based people from diverse backgrounds underrepresented in the sector and particularly those from Black, Asian and Minority Ethnic backgrounds and many of them New Museum School alumni, forward in their career development. We will launch this new training offer in 2021, working closely with sector organisations and our academic partner, the University of Leicester.

The University of Leicester's School for Museum Studies is amongst the best in the world and has a strong international reputation for equipping practitioners with the skills, experience and knowledge to shape dynamic, socially relevant and inclusive museums. The School of Museum Studies offers:

- learning and development for culture professionals that engages with leading research and innovative thinking and practice in the sector;
- accessible modular pathways to achieve internationally recognised postgraduate qualifications;
- a long-standing and evidenced commitment to inclusion and a diverse student cohort both of which Culture& can augment through this partnership;

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<sup>1</sup> Arts Council England (2019), *Equality, Diversity and the Creative Case: a data report 2017-18*. Online. Available at <https://www.artscouncil.org.uk/publication/equality-diversity-and-creative-case-data-report-2017-2018>



- a team that is committed to accessible and inclusive learning, supporting students with diverse learning needs and active in shaping curricula and resources that draw on a rich mix of practitioners and research-based perspectives;
- a team of experienced and connected academics already engaged in collaborative projects with existing Culture& partners;
- a deep and mutual understanding of the need for greater diversity in the UK museum workforce.



### **What do we want to achieve?**

We have secured two years' funding to support the New Museum School Advanced Programme which will enable us to make positive change in the career

development of diverse arts and heritage leaders of the future. Our overall strategic aim is to enable the arts and heritage sector to support a more diverse range of arts professionals in achieving sustainable career progression and attaining leadership roles. New Museum Schools Advanced Programme will:

- nurture the brightest, most promising diverse talent for the arts and heritage workforce;
- allow professionals to continue full time employment within the arts and heritage sector whilst studying by providing access to distance, flexible and modular postgraduate qualifications;
- ensure an accessible recruitment process for learners with wide ranging backgrounds;
- expand the expert knowledge of diverse arts and heritage professionals across a range of disciplines from museums studies, arts management and curatorial studies and across key aspects of professional practice by providing easy access to short courses and summer schools;
- support participants to advance their careers;
- build a self-sustaining peer network by brokering one to one mentoring and networking opportunities that are matched to individuals' interests and career aspirations;
- increase professional accreditation for New Museum School alumni through opening routes to Associateship of the Museums Association;
- diversify the arts and heritage workforce;
- make real step changes in how heritage is interpreted and expand audiences by ensuring the perspectives of diverse professionals inform programmes that appeal to a wider cross section of our communities;
- change and improve the UK's arts and heritage organisations in terms of workforce recruitment and retention of staff from diverse backgrounds.

## **Our track record**

To date Culture&'s New Museum School has delivered 134 one-year traineeships over seven years with an anticipated 98% completion rate of placements and Level 3 Diplomas in Cultural Heritage. Our workplace partners have included:

- Art UK,
- Birmingham Museum and Art Gallery,
- Bletchley Park Trust,
- British Library,
- English Heritage,
- Garden Museum,
- Historic Royal Palaces,
- Horniman Museum,
- Keats House,
- London Transport Museum,
- Magnum Photos,
- Museum of London,
- National Army Museum,
- Norfolk Museums Service,
- Pitzhanger Manor and Gallery,
- Royal Collection Trust,
- Royal Pavilion and Museums Brighton and Hove,
- Southbank Centre,
- The British Museum,
- The National Trust,
- Tyne & Wear Archives and Museums,
- William Morris Gallery,
- Wilton's Music Hall



### **Where are our alumni now?**

With 74% retention in the sector, our trainees have gone on to work in leading institutions such as:

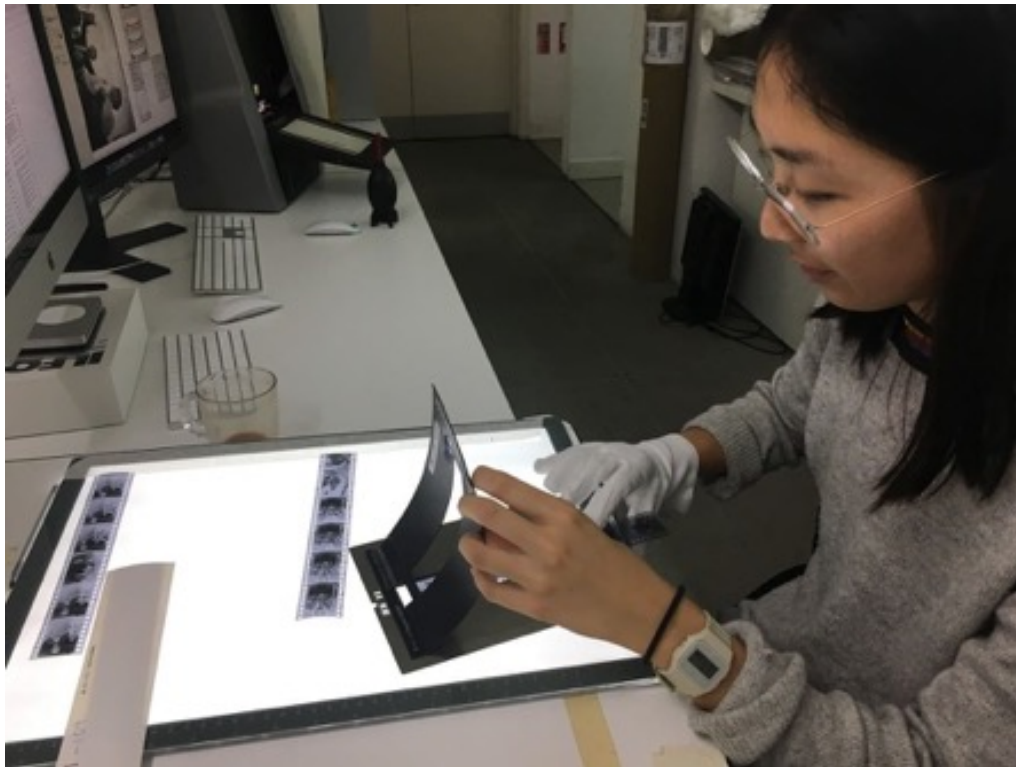
- British Academy of Film and Television Arts
- British Library
- British Museum
- Canal and River Trust
- Chisenhale Gallery
- Florence Nightingale Museum



- Heritage Lottery Fund
- Magnum Photos
- Royal Air Force Museum
- Royal Museums Greenwich
- Southbank Centre
- The British Museum
- The National Trust
- Wellcome Collection
- V&A
- ZSL London Zoo







### **How can arts and heritage organisations become partners in the programme?**

Culture&'s arts and heritage sector partners have gained hugely from the fresh and diverse perspectives they have been open to during New Museum School's Cultural Diploma workplace training. Following the graduation of the 2020 cohort, sector partners have expressed a hunger for more New Museum School involvement. Our Advanced Programme asks for a different kind of partnership with sector organisations – each year up to 15 organisations will pair with 15 New Museum School alumni to join us in generating a supportive and active group focused on inclusive transformation. The 15 selected cultural organisations will each support between 1 and 4 programme participants (at a cost of £5000 per participant) and, in return, will join a sector wide network actively working together to explore the inclusive transformation of cultural institutions and take part in practice-centred research of direct use to the organisation. As part of the programme, host organisations will:

- provide sponsorship of and support to New Museum School alumni undertaking postgraduate learning;
- host a programme participant for their 'Project in Practice' module. The host organisation will benefit from unique research undertaken by the student. The subject and scope of the research will be agreed between

the organisation, student and University and will focus around a live project or set of questions within the host organisation. The Project in Practice module is undertaken remotely, supported by host organisations through a series of structured online meetings. Depending on the nature of the agreed research project, site-based research (involving, for example, archival or collections research and/or interviews with host organisation staff) might be required.

- have the opportunity to be part of a new national initiative to diversify the arts and heritage workforce in the UK including access to and involvement in an annual Inclusive Transformation symposium focused on inclusion in cultural settings and processes of organisational change.

An online introduction to the programme for arts and heritage organisations will be held online on **Tuesday 2 February 2021** at **14:30-16:00** and hosted by Dr Errol Francis of Culture& and Professors Richard Sandell and Suzanne MacLeod of the University of Leicester.

### Further information

Organisations interested in joining this initiative should respond to [samuel.pontin@cultureand.org](mailto:samuel.pontin@cultureand.org) by returning the attached expression of interest form by **Friday 29 January 2021**. On return of the form a place at the introductory meet-ing on 2 February 2021 will be automatically reserved for your organisation.

For further information about the New Museum School, please contact:

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