Improving Representation – Recruitment Activity with Beacon Films

Tyne & Wear Archives & Museums

- Major regional museum service operating across Tyneside

- Manage nine venues on behalf of four local authorities and a university

- We hold collections of international importance in archives, art, science and technology, archaeology, military and social history, fashion and natural sciences

- Newcastle City Council is our employing body

- Currently employ circa 170 employees (140 FTE)

- TWAM has considerable experience of engaging with diverse audiences and communities, through our learning, volunteer and community programmes

Our museums & galleries

Discovery museum

GREAT NORTH MUSEUM HANCOCK

LAING ART GALLERY

SEGEDUNUM

THE SHIPLEY ART GALLERY

ARBEIA SOUTH SHIELDS ROMAN FORT

South Shields Museum & Art Gallery

STEPHENSON STEAM RAILWAY NORTH TYNESIDE

Hatton

TYNE & WEAR archives

Background

We aim to be an organisation that is focussed on its users and make a meaningful impact on their lives. We see our Equality and Diversity work as a vital component in delivering our overall mission and have an Equality Action Plan to support this.

This is currently being developed further as a result of the challenges brought by Covid-19 but also due to an increased focus and work around anti-racism.

For any of our work to be meaningful, realistic and appropriately targeted we must recognise the demography of the UK, Tyne & Wear and the wider North East region.

Disability Facts & Figures

There are 14.1 million disabled people in the UK. *

19% of working age adults are disabled *

Disabled people are twice as likely to be unemployed than nondisabled people. **

By the age of 26, disabled people are four times more likely to be out of work or not in education, compared to non-disabled people. **

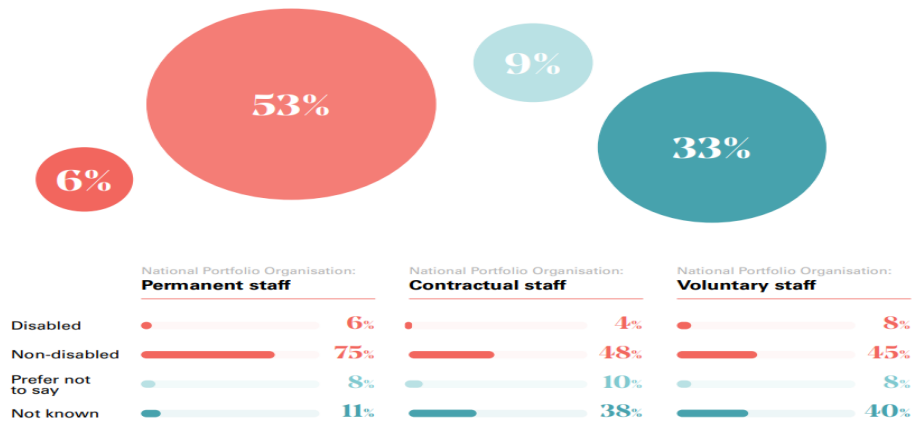1 in 5 employers say they would be less likely to employ a disabled person. **

Source:
* Scope: https://www.scope.org.uk/media/disability-facts-figures/
** Papworth Trust: https://www.papworthtrust.org.uk/about-us/publications/papworth-trust-disability-facts-and-figures-2018.pdf

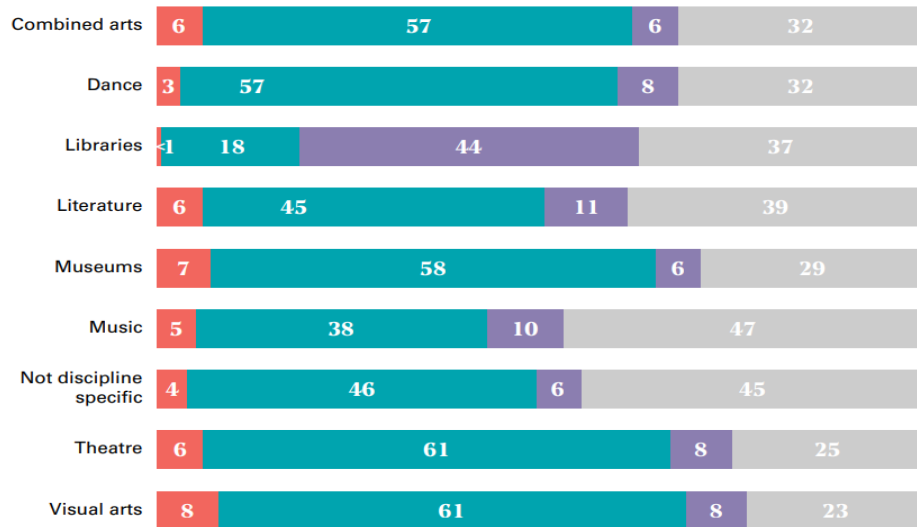The percentage of people with a disability in employment in the cultural sector is significantly less than the working age population.

Source:
* Arts Council England Equality, Diversity & the Creative Case:
https://www.artscouncil.org.uk/sites/default/files/download-file/ACE_DiversityReport_Final_03032020_0.pdf

TWAM for Comparison

TWAM 2017-2018 – 10%
TWAM 2018-2019 – 8.6%
TWAM 2019-2020 – 7.5%

How did it come about?

One area of focus for us is to broaden our audiences and deepen our engagement with people who have protected characteristics and/or come from lower socio-economic backgrounds.

To do this we recognise we also need to increase the diversity of our workforce.

Partnership with Beacon Films established in 2019 when they created a film for our Planetarium at Great North Museum. Project allowed participants to develop their media work skills. (Cosmic Unknown)
This prompted us to think about how we could go further due to our responsibilities and commitments as an employer and in partnership we created a paid work placement.

https://www.youtube.com/watch?v=3wDOuoi748c

How could it be developed further – Recruitment/ HR Actions

- We are a Disability Confident employer. Increase awareness of this and work towards lead employer status

- Further improving our recruitment processes

- Looking at language in our adverts, JD and PS (updating Accessible Information Guidelines currently)

- Looking at how to widen our applicant pool

- Educating our recruiting managers particularly in the area of neurodiversity

- Additional placement support e.g. CV / interview skills for staff completing placements to support continuing employment

- Improving our data collection and monitoring processes

- Improving our support to our current workforce

Additional information

Further information about Tyne & Wear Archives & Museums can be found here:

https://www.twmuseums.org.uk/

Further information about Beacon Films can be found here:

https://www.beaconfilms.org.uk/

Any other Q&A please feel free to email: Julie.Westgarth@twmuseums.org.uk