

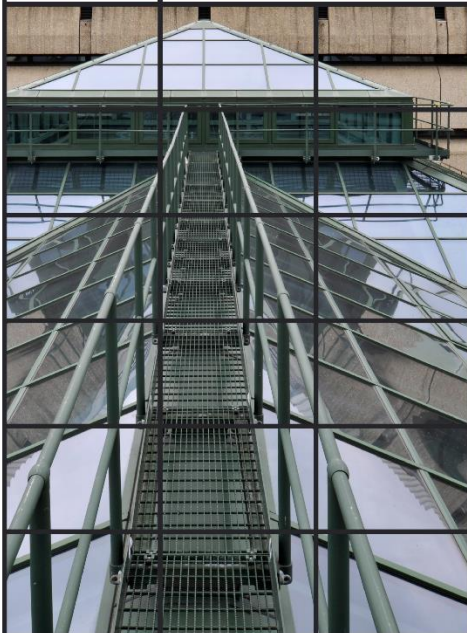
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# Skilled and Diverse Community Working Group



Lora Angelova

11 October 2021



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# Members

Co-Convenors 2019-2021: Paola Ricciardi and Lora Angelova

Co-Convenors 2021-Present: Lora Angelova and Lisa Brown

## **Current:**

Constantina Vlachou-Mogire

Patrick Whife

Natalie Brown

Lyn Wilson

Tea Ghigo

Eric Nordgren

Paola Ricciardi

Isobel Griffin

Nigel Baldes

## **Former:**

Joseph Grau-Bove

Gill Campbell

Aurelie Turmel

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# Skilled and Diverse Community

Aim: To build capacity for heritage science by supporting and promoting opportunities for **training and skills development**, and **raising awareness of heritage science as a career**.

## Strategic outcomes:

1. Increased engagement with heritage science at school age
2. Technical skills and knowledge to address present needs and future requirements of heritage
3. A range of accessible apprenticeships and postgraduate opportunities
4. Recognition of heritage science as an attractive career
5. Citizen heritage scientists

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## Strategic framework for heritage science: GOAL - A skilled and diverse heritage science community

Five areas for strategic outcomes - please add the activities you're involved with that contribute to the strategic outcomes below

**OUTCOME - Increased engagement with heritage science at school age**



Nat Sci National Heritage Science... 6mo

### CREST awards



Investigative Practical Science in the Curriculum

New resource for mapping projects to the English curriculum

Add comment

Nat Sci National Heritage Science... 8mo

### Explorify



**OUTCOME - Technical skills and knowledge to address present needs and future requirements of heritage**



Nat Sci National Heritage Science... 7mo

### AHRC - Research Technical Professionals (RTPs) in the arts and humanities - community consultation



Research Technical Professionals (RTPs) in the arts and humanities - community consultation

As part of UKRI, the Art and Humanities Research Council (AHRC) is currently undertaking a

**OUTCOME - A range of accessible apprenticeships and postgraduate opportunities**



Nat Sci National Heritage Science F... 1d

### Creative & Cultural Skills



ccskills.org.uk

Knowledge Centre

Knowledge Centre - resources on apprenticeships and non-traditional training routes

Add comment

Nat Sci National Heritage Science... 4mo

### New museum and gallery

**OUTCOME - Recognition of heritage science as an attractive career**



Nat Sci National Heritage Science... 6mo

### Unlock - a new resource to help creative and cultural sector organisations take action against racism



incarts.uk

Inc Arts UK: diversity and inclusion in the arts

Inc Arts UK has produced a new toolkit 'Unlock' (<https://www.incartsunlock.co.uk/>) to help tackle racism and their website also signposts other resources that can help to address

**OUTCOME - Citizen heritage scientists**



Nat Sci National Heritage Science... 7m

### CADW - 15 minute heritage



cadw.gov.wales

15-Minute Heritage

An initiative encouraging people explore the heritage on their doorstep.

(No opportunity to contribute stories at present?)

Add comment

Nat Sci National Heritage Science... 7m

**After the crowds disperses crowdsourced data rediscovered and**

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# Increased engagement with heritage science at school age

Event on June 16<sup>th</sup> 2021:  
Talks, Workshop/break-out room



- **Natalie Brown and Emily Morris** (The National Archives) - Creating educational resources for British Science Week: an opportunity to collaborate
- **Dr Alex Ball** (Natural History Museum) - Design Consideration for 3D printed models for engagement with the visually impaired
- **Brian Wilkinson** (The Engine Shed, Historic Environment Scotland) - Bridging the curriculum

<https://www.heritagescienceforum.org.uk/what-we-do/full-steam-ahead>

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**Increased engagement  
with heritage science at  
school age – Resources  
and Examples**



**Learning resources from  
The Engine Shed**

[Read more →](#)



**Looking at Collections: A  
How to Guide  
for Researchers**

[Read more →](#)



**Heritage Science at The  
National Archives  
Activity Pack**

[Read more →](#)



**Outdoor Archaeological  
Learning resources**

[Read more →](#)



**Go Forth! Digital  
Learning Resources**

[Read more →](#)



**A review: heritage  
science and the national  
curriculum in England**

[Read more →](#)

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# Increased engagement with heritage science at school age – Curriculum Mapping Project

**Phase 1:** Map heritage science to the curriculum to show how heritage science can support delivery of the curriculum (which subjects, stages and subject content) and as a consequence, how heritage can be used to engage students with science.

**Phase 2:** Content development - identify formal (core curriculum) and informal (learning enrichment) learning examples; identify content gaps; create resources to enable heritage scientists to develop resources/lesson plans/activities.

**Phase 3:** Pilot phase and activity delivery framework - Identify partners (learning providers and institutions); evaluate the value of selected existing/phase 2 resources to school age children, learning providers, heritage scientists and institutions; work with educators to create delivery frameworks that can be utilized by heritage scientists.

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Recognition of  
heritage science as an  
attractive career



## Careers in Heritage Science: opportunities and constraints

NHSF has published the findings of their research into pathways into postgraduate training and careers in heritage science, with [Culture Syndicates CIC](#). The report outlines the motivations behind applying for heritage science courses; whether postgraduates consider themselves to be heritage scientists; what their future goals and aspirations are; and their career pathways.

The report also interviewed training providers and employers in heritage science, to seek their perspective on heritage science as a field and their experiences of recruiting for postgraduate roles and opportunities. The wider context of the heritage science landscape provided by these interviews contextualises the findings from student and alumni interviews and seeks to present an overview of the opportunities and constraints for those embarking on a career in heritage science.

As a detailed insight into pathways of heritage scientists, this report will be invaluable to prospective students, ECRs and alumni, policy-makers, training providers and employers in heritage science.

*Box image: Maureen Young, HES Conservation Scientist, using an infrared camera on the roof of Bute House. Copyright HES.*

[Careers in Heritage Science: Opportunities and Constraints \[PDF\]](#)

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## Equality, diversity, inclusion

**A skilled and diverse heritage science community is one of the three over-arching goals of the strategic framework for heritage science in the UK.**

### National Heritage Science Forum Equality, Diversity and Inclusivity Statement

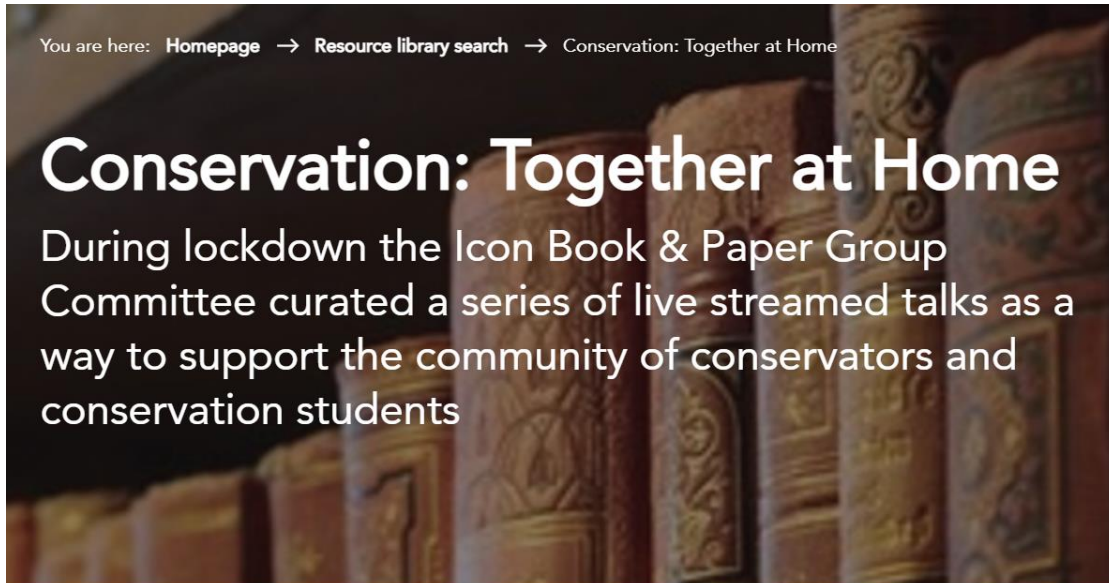
*The NHSF acknowledges and aims to lead our collective responsibility for the creation of equal opportunities for people from all backgrounds to participate in heritage science, to define the questions asked about heritage, to determine the heritage science research methods used to understand the past, and to inform current actions and shape future opportunities related to heritage science research.*

*Long-standing issues that divide society have been brought into focus by recent events that have resulted in large sections of society coming together to address systemic inequalities. Equality and inclusivity challenges require solutions that can only come from the plurality of voices, ideas, and perspectives found in a diverse, equitable, inclusive and culturally vibrant workforce. Poor diversity is a persistent issue in the heritage sector including heritage science. Targeted actions are required to improve activities that involve communities and young people with diverse backgrounds. Heritage science research can support the understanding of different heritage values and provide evidence towards improved understanding of different histories and cultures. NHSF is committed to:*

- Ensuring that all members of the heritage science community and stakeholders are treated with fairness, dignity, equity and respect.
- Upholding and valuing 'protected characteristics' and so will not discriminate on grounds of, including but not limited to, age, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or gender reassignment.
- Challenging inequalities and removing barriers to equality and diversity in heritage science research and other activities.

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# Recognition of heritage science as an attractive career



Video 01 Apr 2020

The Icon Book & Paper Group Committee would like to thank everyone who has attended and all of the speakers for giving their time and expertise for free in support of their profession.

Webinar and discussion:

**Caroline Barrie-Smith** –  
CITiZAN Project, MOLA


**Georgina Doji** – Founding member and chair of University Cambridge Museums Change Makers Action Group

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Technical skills and knowledge to address present needs and future requirements of heritage



MAR 05

**Networking and support for heritage science students and ECRs**

by National Heritage Science Forum

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# • Technical skills and knowledge to address present needs and future requirements of heritage

What are the needs of heritage science students and ECRs?



How can NHSF/ Icon Heritage Science group or other bodies help?



What are the next steps for the heritage science community?

- Forum for communication - Slack
- Fora for shared research - ICON HSG Joint talks - Skills workshops
- Mentorship
- Advocacy
- Directory of People and Resources

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# Citizen heritage scientists

WHAT WE DO

STRATEGIC FRAMEWORK

RESEARCH

COMMUNITY

IMPACT

POLICY

## Citizen Heritage Science

**The Strategic Framework for Heritage Science in the UK identifies citizen heritage science as a way for more people to engage with heritage through science and technology.**

The National Heritage Science Forum wants to establish a framework that will enable more people to run and take part in heritage-related citizen science projects.

- ['How to Hack Heritage Science!'](#) recaps a Heritage Science Hackathon that was held at UCL Here East on the 18 and 19 May 2019.
- Our [July 2020 Members' Meeting](#) featured an online presentation from Caroline Barrie-Smith, CITiZAN project manager. The CITiZAN project is a community-led initiative through which a network of volunteers monitors the threat of coastal erosion to foreshore and intertidal sites in England. You can hear Caroline talking about the citizen science aspects of the work help to build a more diverse community [here](#) and find out more about CITiZAN [here](#).

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## A range of accessible apprenticeships and postgraduate opportunities

- Created list of Standards relevant to heritage science (for England); apprenticeships are devolved/different approaches in Scotland, Wales and Northern Ireland.
- Contributed to Icon/ClfA project to deliver Labour Market Intelligence toolkit.
- Contributed to the Trailblazer Apprenticeships programme
- Next step: Source example job descriptions and map to English Standards and demonstrate how standards can be used and where there are gaps.

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## We need you!

- Send us your HS Job Descriptions
- Look out for/fill in mentorship interest/capacity
- Slack channel – people need a reason to start networking... not to just be put into a group together:
  - Advertise ICON HSG talks there
  - Get people to post their abstracts and encourage Q&A after the talks
  - Organise minor regional meet-ups?
  - Coordinate with visits to labs?
  - A who is doing what/where directory?

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## 2022-2023 Action Plan Priorities

- EDI action plan including Member Meeting in roundtable format:
  - Scoping exercise (practices of member organisations)
  - Case studies (positive actions that organisations have in place)
  - Resources to support good EDI practice
- Apprenticeships: mapping job descriptions to apprenticeship standards

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