



# Safe Access Research Project - Call for Expressions of Interest

## Summary

The Heritage Innovation Fund funded Safe Access Research Project, being led by Queer Kernow CIC and the Association of Independent Museums (AIM), is looking for heritage freelancers and casual contract staff from marginalised communities to be interviewed about their experiences of working with heritage organisations.

The interviews will take place at various locations across the UK (these are yet to be confirmed and will be determined by the locations of participants) on the following dates:

- 12<sup>th</sup> June
- 13<sup>th</sup> June
- 14<sup>th</sup> June
- 10<sup>th</sup> July
- 11<sup>th</sup> July
- 12<sup>th</sup> July
- 11<sup>th</sup> September
- 12<sup>th</sup> September
- 13<sup>th</sup> September

Please do still express your interest even if you are unable to attend any of these dates, as we may be able to flex around your availability.

Each interview will be conducted by Queer Kernow CIC and will last approximately 3 hours (to include comfort breaks and wellbeing-centred activities). Participants will have the option to be interviewed as part of a group discussion or individually, and will receive travel expenses in addition to a £150 honorarium.

The Safe Access Project Team hope to gather a broad range of perspectives from heritage freelancers and casual staff with lived experiences and from different professional and personal backgrounds. As such, they are looking to work with a small group of marginalised people who are keen to share their positive and negative experiences of working in a freelance or casual capacity with museums and heritage organisations, as well as their perspectives of representation burden.

*[For information: 'Representation burden' is the expectation that someone with lived experience represents the perspectives and insights of their whole marginalised community, and that the unique individual is expected to be an example of the 'typical' marginalised community member].*

We will be selecting participants based on the criteria below.

## About the project

The Safe Access Research Project sets out to promote the development of better wellbeing practices for diverse heritage freelancers and casual staff. With collaboration at its core, the project is led by Nicki Foley and Sophie Meyer at Queer Kernow CIC and Freelance Project Manager, Jenna Marrion, working on behalf of AIM. It is currently in the second phase of the Heritage Innovation Fund.

The first 'Explore' phase of the project was undertaken by Queer Kernow CIC in collaboration with Cornwall Museums Partnership (CMP) during 2023, researching the experiences of freelancers within the rural context of Cornwall. Following the successful delivery of the first iteration of the project, the partners secured the second round of funding from the National Lottery Heritage Fund to deliver the succeeding 'Test' phase on a national scale. Upon its closure, CMP were delighted for the project to transition to AIM.

The aim of the project is to enable heritage settings to create safe and healthy cultures for their employees, freelancers and consultants, especially those from marginalised backgrounds. Seeking a more robust understanding of the potential representation burden that marginalised communities face when working with museums and heritage settings, this phase of the Safe Access project will enable the team to expand on their work so far by working with diverse freelancers and consultants across the UK.

The team will be surveying and interviewing marginalised freelancers and casual employees about their experiences of working on projects with heritage organisations, to ensure that this research is centred on the voices of lived experience.

## Process

1. Submit an Expression of Interest by 30<sup>th</sup> June via this link: <https://forms.office.com/e/tASWBphmEU>
2. The Safe Access Project Team will be reviewing expressions on a rolling basis between now and the end of June.
3. We will have notified all successful individuals by 12<sup>th</sup> July and will arrange a suitable location and date for participants' interviews, as well as discuss any reasonable adjustments to be put in place.
4. Selected participants will receive the interview questions two weeks before the date of their interview.
5. Participants will be asked to sign a Data Sharing Agreement and Participation Consent Form ahead of their interview.
6. Interviews will take place at the arranged venue on the arranged date.
7. Participants will be asked to complete a short feedback form and invoice the Safe Access Project Team to receive payment of the honorarium and travel expenses.
8. A draft wellbeing toolkit or framework will be developed by the Safe Access Project Team and will be made available to participants for information and feedback in November.
9. There may be additional paid opportunities to engage with the project in the autumn/winter; this will be publicly shared later in the year.

Please be reassured that participants' wellbeing will be placed at the forefront of the interviewing process and the team is professionally equipped to emotionally support participants through any triggering discussions.

## Selection criteria

In assessing the Expressions of Interest submitted via the form above, the Safe Access Project Team plans to primarily consider:

- Geographic spread and experience of working in rural heritage settings
- Range of perspectives and lived experiences
- Breadth of engagement with heritage organisations
- Range of negative and positive experiences and understanding of the impact of representation burden
- Breadth of freelance disciplines.

## You will be a particularly great fit if you...

- are excited to contribute to the creation of positive and inclusive change within the heritage sector, particularly for marginalised people and communities
- are keen to share your freelance and casual contract experiences of working with museums and heritage organisations from a marginalised perspective
- are happy to talk openly and honestly about your professional and lived experiences
- will be happy and able to travel to your interview (that said, we may be able to accommodate an interview over video call should an in-person interview not be possible for some participants)

## How payment will be arranged

- Ahead of the interview, Participants will need to sign a Data Sharing Agreement and Participation Consent Form.
- After the interview, Participants will be asked to complete a feedback form so that we can review our processes and make any possible improvements.
- Participants will need to save travel receipts as proof of their expenses and copies will need to be submitted alongside their invoice.

## About the Safe Access Project Team

**Queer Kernow CIC** is a non-profit community project based in the heart of Cornwall. Our goal is to act as a conduit for LGBT history in our local area: partnering with local museums and archives to research this facet of Cornwall's past and share the stories we uncover. We want to challenge intolerance through education and outreach, connect Cornwall's current LGBTQ community with their past, and celebrate the rich, fascinating world of queer Cornish history – all the way from prehistory to the present day.

**Association of Independent Museums (AIM)** is a membership charity that represents, connects and strengthens over 1000 independent museums, galleries and heritage organisations in the UK. It helps heritage organisations prosper through events, grants, consultancy, and publishing and sharing resources, with a focus on independent museums and governance.

**The Heritage Innovation Fund** is a pilot initiative from the National Lottery Heritage Fund for experimenters, collaborators and learners from across all parts of heritage, across the UK. The successful projects are playing a leading role in pioneering solutions for making the heritage workforce fit for the future. It was designed to support organisations to explore, test and grow the new ways of working needed to support the future of our diverse and varied heritage.

## How to submit an expression of interest

Please complete this form: <https://forms.office.com/e/tASWBpHmEU>

If you have questions, please email Jenna Marrion: [jenna.marrion@aim-museums.co.uk](mailto:jenna.marrion@aim-museums.co.uk)

