

CHANGED
PRIORITIES
AHEAD



Join our Board
of Trustees





SUMMARY

The Migration Museum is looking for Trustees to challenge, inspire and lead us as we move to the next level in delivering a high profile new landmark cultural institution for the UK. Specifically we seek outstanding guidance in the fields of cultural leadership, public engagement, migration education, fundraising, venue development and digital innovation. But we are also seeking people who have other skills and broader experiences and will sharpen our thinking and bring new and diverse talent to the table. Above all we seek individuals who, like us, believe that a permanent Migration Museum for Britain is necessary and long overdue and have the passion and commitment to champion our cause and bring this exciting project to fruition.

The deadline for applications is Monday 3 May 2021. The initial appointment will be for a renewable term of three years.



WHAT IS THE MIGRATION MUSEUM?

We aim to fill a clear gap in Britain’s cultural landscape by delivering a moving and inspiring permanent institution that puts our migration story at centre stage, where it belongs. Britain needs an inclusive narrative on migration and a richer understanding of how migration connects us all – locally, nationally and globally. That is why we are shining a light on this essential British story, locating contemporary conversations within a historical context, and showing how the movement of people, both to and from this country over thousands of years, has always shaped who we are – as individuals, as communities and as a nation.

Over the last few years, based in a number of temporary sites, we have rapidly grown our profile from small start-up to becoming a nationally recognised institution:

- Our vibrant cultural programme includes a number of critically acclaimed exhibitions delivered in partnership with a wide range of artistic and community partners, and all with personal stories at their core: on subjects including pivotal migration ‘moments’ in British history from the Middle Ages to the present day; the ‘Jungle’ refugee camp in Calais; an immersive exploration of the experience of arriving and settling in Britain told through a series of ‘rooms’; and an examination of the much overlooked story of the flip-side of immigration – 400 years of British emigration. In 2020 we grew our digital footprint with our first digital exhibition, *Heart of the Nation: Migration and the Making of the NHS* and a popular podcast series on the topic of emigration.



- Our innovative approach to public engagement has seen us bringing our offer to people, rather than the reverse, by locating our museum in the heart of a busy London shopping centre. We believe that we are truly breaking down barriers to access by presenting a stimulating cultural programme to large, diverse audiences in the spaces that people frequent.
- Our lively events within and beyond the walls of the museum explore complex ideas in enjoyable ways including through talks, comedy, music, dance, theatre, walks and more, and using popular themes such as family history, football and food.
- Our education programme reaches thousands of young people and community groups each year through sensitive, interactive workshops delivered at the museum. We participate in curriculum debates and aim to embed the voice of young people in all aspects of the Migration Museum, including through a national competition for schools run in partnership with all major examination boards, whereby young people can design exhibits for the museum that reflect their studies.
- We convene a national knowledge-sharing Migration Network, aiming to increase and improve the telling of migration stories across the country, through a series of well-attended events delivered with regional museum partners.
- We have developed important delivery partnerships with academic institutions like King's College London and Oxford University, heritage organisations like the National Trust and Counterpoints Arts, corporates, funders, exam boards and more. We are further supported by more than 120 Distinguished Friends – eminent individuals from all walks of life and across the political spectrum.



OUR MISSION, VISION AND VALUES

Our Mission is to deliver a popular, high-profile and accessible cultural institution, to which every person in the country can feel a sense of belonging and that puts Britain's migration story at centre stage.

Our Vision is of a society in which we all (for we all have migration stories in our family past, if we dig a little) feel connected and represented in an essentially British shared migration story.

Our Values are to promote tolerance, understanding, respect and participation, and to engender a real sense of representation, both beyond our organisation and within it. This means that we are strongly committed to promoting diversity and representation within our Board, not only to reflect the lived experience of our audiences, but also to deliver role models for those who join, or aspire to join us, as trustees, employees, volunteers or collaborators.



WHY NOW?

2020 was an unprecedented year that prompted much reflection, both for ourselves and for the arts and heritage sector as a whole, about professional practice, representation, diversity and accessibility – including, and in particular, at Board level. While we pride ourselves on having a diverse staff and Board, we recognise that there are gaps in terms of skills, age and diversity that it is imperative that we address in order to better represent and serve our communities and audiences, and to help us move towards our vision of a diverse, tolerant and inclusive society that lives better together – not just on the topic of migration, but in all respects.

And this is also a critical moment of opportunity for the Migration Museum:

- Never before has there been stronger justification for there to be a welcoming and stimulating cultural institution – away from the polarising noise of politics and the media – to explore some of the most pressing issues of the day – migration, race, Brexit and our colonial past among them – in a richly aesthetic atmosphere of calm reflection.
- The altered landscape of high streets and retail centres presents unique opportunities for bringing culture to new audiences in new ways that we will explore to achieve maximum impact and reach in the delivery model for our permanent museum.



Over the next three years, we aim to realise our mission to deliver a landmark permanent Migration Museum for Britain. In the meantime, based in our current home in Lewisham, London's Borough of Culture in 2022, we will:

- Deliver an innovative cultural programme of exhibitions and events on subjects ranging from football to the NHS with a wide range of partners, communicating relevant themes in popular ways. We will increase our digital outputs in all areas.
- Develop our long-term cultural strategy, including what form our 'collection', narrative and programming should take. We will undertake wide public and professional consultations to ascertain how people would like us to deliver the permanent Migration Museum.
- Develop and deliver our long-term education strategy to achieve our goal of becoming the go-to museum destination for learning about migration, with an education programme that is accessible for every school child in the country. We will grow our competition for schools, drive curriculum change, contribute to debates about how migration, race and colonialism should be taught, and embed the influence, promise and vitality of young people at all levels of the Migration Museum.
- Occupy an increasingly important role on the national public stage, arguing the case for the Migration Museum and participating in debates about migration by contextualising 'difficult' contemporary issues within a calm historical framework.
- Expand our national footprint through our sector-supporting Migration Network, and explore the potential for delivering a lively cultural presence in retail environments across the UK.
- Continue to build the Migration Museum's team of Trustees, staff and volunteers, as well as the funding and foundational partnerships necessary to deliver the permanent museum.



WHAT ARE WE LOOKING FOR?

We are looking for up to six exceptionally talented, inspiring and motivated individuals to join our board to enable us to deliver an inspiring, permanent new cultural institution for the UK at this critical moment of opportunity.

We seek practical innovators with diverse fresh perspectives, who are genuinely committed to delivering a Migration Museum for Britain and who will be prepared to give their time, champion our cause, and actively embrace the idea of belonging to a friendly, energetic and creative team.

Whilst experience and a track record in key areas is desirable, we want a board that truly reflects and represents the diverse society in which we live and welcome applicants from all career stages and who are based in all regions and nations of the UK.

Specifically, we are looking for multiple new trustees who together can equip our board with skills spanning the following key development areas:

- Arts and cultural production
- Migration education
- Digital development and innovation
- Public and community engagement
- Fundraising
- Property, planning, retail environments and placemaking
- Venue development
- Marketing
- Merchandise and retail
- Organisational development and human resources
- Partnership building
- Government relations



We are looking for individuals who have:

- A visionary and innovative approach combined with the practicality, flexibility and realism required to put ambitious plans into effect
- Ability and willingness to provide inspiration and advice to the Migration Museum’s executive team
- Ability to be an effective and powerful public speaker and advocate for the Migration Museum in the media and elsewhere
- Good knowledge of British migration history and debates related to migration, and an ability to deal with sensitive issues
- Critical thinking skills and the ability to bring learning and experience from different fields and to challenge constructively
- Passion for the project: a desire and ability to champion the Migration Museum at all available opportunities, and to make introductions for the benefit of the museum together with the available time to make an effective contribution
- A desire to be part of a dynamic, friendly organisation and an understanding of the challenges faced by a small team pursuing a highly ambitious vision

Trustees will be required to make a significant time commitment of up to 12 days a year to the Migration Museum, including but not limited to: attendance at four annual Board meetings and one away-day, participating in sub-committees, and willingness and availability to be consulted by fellow Trustees and members of the executive team, as required. Attendance at the Migration Museum’s events – including cultivation events hosted by Trustees – is highly desirable. A willingness to publicly advocate for the Migration Museum is a pre-requisite.

All Trustees must comply with their statutory duties (as set out in the Charity Commission’s *The Essential Trustee*) to ensure that the Migration Museum complies with its governing documents, the law, and statutory reporting and accounting requirements, and adheres to its charitable purpose. Trustees must also act in the best interests of the charity, manage its resources responsibly, and act with reasonable care and skill.



HOW TO APPLY

To apply for this position, please email a copy of your CV (of no more than two pages), and a covering letter (of no more than 500 words), to Sophie Henderson at sophie@migrationmuseum.org.

In your cover letter, please outline your motivation for joining our Board and how your professional and/or vocational experience is relevant to the role. If you wish to discuss the role informally, please get in touch.

Please complete our Equal Opportunities Monitoring Form ([click here](#) to download or visit www.migrationmuseum.org/equalopportunities) and return it separately to info@migrationmuseum.org with the subject title 'Trustee Equal Opportunities Monitoring Form'. These monitoring forms will be stored and assessed separately and will not be linked to your application.

The deadline for applications is Monday 3 May 2021.



WHY THE MIGRATION MUSEUM MATTERS TO OUR TRUSTEES

“I want the Migration Museum to be the place where all of us – Black and white, born here and born there, refugee and migrant, British by blood and British by choice – can take ownership of the migrant experience and celebrate it. It is an idea whose time has come. Never in our history has such an institution been more necessary or more urgent.” — **George Alagiah, Trustee**

“The Migration Museum tells the most important stories about how as individuals and as a nation we arrived at where we are today. It’s a place of learning, understanding and above all compassion, and what is so life-affirming for me is the vivid and exciting way we are able to convey accounts – many heartbreaking – which nonetheless leave visitors feeling buoyed by the courage and humanity of those who made epic journeys to start their lives again in another country.” — **Sarah Caplin, Trustee**

“From the language we speak to the food we eat, migration has helped shape our identity, both as individuals and as a country. Our ambition is to build a landmark contemporary cultural institution where this rich and vital story can be explored, debated and celebrated.” — **Charles Gurassa, Chair**

“I am a second-generation immigrant who grew up at a time when overt racism and prejudice was everywhere. As a child, it was difficult to put this into context and understand it. Thankfully, we now live in a different world, but there remains much more to be done. This is why the Migration Museum is so important. Whether reflecting on the memories and contribution my own parents made or how attitudes towards immigration have changed and evolved, I think we all benefit from learning more about Britain’s migration story.” — **Mohan Mansigani, Treasurer**

“If there is any country that needs a museum to tell the story of migration it is the United Kingdom; four nations bound together and set at the heart of the Commonwealth. Migration made us.” — **David Olusoga, Trustee**

“Now of all times we need a museum to dramatise the fact that we are all immigrants really – it just depends how far back you go.” — **Robert Winder, Trustee**



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