**Great North Museum: Hancock**

**Decolonisation Action Plan**

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| **What** | **When** | **Who** | **Funding secured?** | **Achieved?** |
| **Short term actions** |  |  |  |  |
| Additional temporary interpretation in galleries | By 31 December 2020 | Curatorial team | Core budget | **YES:** Museum closed until further notice. Text complete and to print January 2021 for installation by re-opening (TBC). |
| Connect with Newcastle University decolonisation project and relevant researchers | By 31 December 2020 | Learning, Engagement & Research Manager | NA | **YES:** Contact made, discussions ongoing. |
| Connect with Learned societies to review society histories | By December 2020 | Leadership | NA | **YES:** Contact made, discussions ongoing. |
| Programme of temporary displays agreed and carried out | Agreed by 31 December 2020. Delivered through to December 2021 | Learning team, curatorial team, Customer Service team, Library, Exhibitions & Events officer, Communications Officer | Core budget | **ONGOING:** Museum closed until further notice. All programming being reviewed as timescales adjust. |
| Targeted social media to highlight this work | By December 2020 | Communications officer | NA | **YES:** Content ready for sharing and posting from January 2021. |
| Some adaption to engagement programme and connections to existing community programmes across Tyne & Wear Archives & Museums | By 31 December 2020 | Learning team, curatorial team, Customer Service team, Library, Exhibitions & Events officer, Communications Officer | NA | **ONGOING** Connections made with internal colleagues and community contacts. Museum closed until further notice. All programming being reviewed. |
| Initial support and training for Customer Service Staff | By 31 December 2020 | Customer Facilities Manager, curatorial team, Learning team | NA | **NO:** Museum closed until further notice. Training will take place when new interpretation in place prior to reopening |
| Networking and knowledge exchange with other organisations | By June 2021 | All staff | Not for physical visits |  |
| Some adaption to learning programme | For Spring term 2021 | Learning team, curatorial team | NA |  |
| Secure funding and appoint external expert for full organisational review and detailed action plan | By June 2021 | Leadership | No | * One funding bid unsuccessful January 2021. * One funding bid outcome outstanding until end of Q1. |
| Secure funding for additional specialist curatorial support | By June 2021 | Leadership | No | See above |
| Secure funding for documentation post to review and improve collections information | By June 2021 | Leadership | No | See above |
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| **Mid-term actions** |  |  |  |  |
| Full organisational review completed | By December 2021 | Consultant lead | No (see above) |  |
| Action plan agreed, published and implemented | By December 2021 | All staff | NA |  |
| Curatorial and documentation recruitment | TBD | Leadership | No |  |
| Anticipated community engagement officer (if in line with review) | TBD | Leadership | No |  |
| Anticipated community engagement programme implemented | TBD | TBD | No |  |
| Adaption to Learning programme | TBD | Learning team, curatorial team | NA |  |
| Adaption to engagement programme | TBD | Learning team, curatorial team, Customer Service team, Library, Exhibitions & Events officer, Communications Officer | NA |  |
| Adaption to exhibitions programme | TBD | Learning team, curatorial team, Customer Service team, Library, Exhibitions & Events officer, Communications Officer | NA |  |
| Training for Customer Service staff | TBD | Customer Facilities Manager | NA |  |
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| **Long term actions** |  |  |  |  |
| Significant adaption of permanent interpretation in Living Planet Gallery | By June 2022 | Curatorial team, Exhibitions & Events Officer | No |  |
| Significant adaption of permanent interpretation in Egypt Gallery | By June 2022 | Curatorial team, Exhibitions & Events Officer | No |  |
| Full redisplay of World Cultures Gallery | By December 2023 | All staff | No |  |