

Role description – Glasgow Museums' Intercultural Youth Group participant

This document outlines roles, expectations, and principles guiding Glasgow Museums' Intercultural Youth Group. Our aim is to establish an advisory youth group that provides opportunities to feed into and shape relevant projects across Glasgow's museums and collections. We are committed to working with you to make our museums more welcoming and relevant to the communities represented in the group, while enhancing the relevance of museum programmes for 18-26 year old people marginalised along the lines of race, ethnicity, religion or culture.

We aim to ensure that everyone understands the nature of the group and feels comfortable and confident in what we can achieve together.

The role of Glasgow Museums:

- Free experiences and opportunities to explore Glasgow Museums and collections, through guided visits, exhibition previews, and facilitated workshops.
- Opportunity to take part in social and creative activities connected with Glasgow Museums collections and to connect with new people.
- Time with Glasgow Museums staff exploring different museum venues, collections, and content
- Input and support from Glasgow Museums staff and access to resources/space to plan and deliver agreed activities.
- Where possible, the opportunity to develop skills or learn new things based on your own motivation for taking part.
- Where relevant, be mentored to develop your skills by Glasgow Museums staff.
- Local bus travel expenses provided in order to attend sessions.
- Regular opportunities to contribute to evaluation / feedback on your experience. We welcome feedback at any time on your experience of our venues and services.
- Remuneration for delivering some agreed activity or piece of content (details / criteria will be provided by staff).
- The museum team is responsible for reviewing content with participants before it is finalised. We cannot guarantee that all outputs will be displayed or shared by Glasgow Life Museums.
- Ownership of the content made by participants will remain with the author, unless otherwise specified.
- The museum team is responsible for reviewing and posting youth group-generated content for social channels.
- All staff working on the programme are committed to create a safe, welcoming space where individual access needs are always considered.
- All staff involved in delivering the programme will have engaged with anti-racist and anti-oppression resources and training (e.g. Museums Association Essentials – Supporting Anti-racism, Museums Galleries Scotland's Museum Activists).

- In accordance with the Museum Association's Code of Ethics, we respect the right of all to express different views within the museum unless illegal to do so or inconsistent with the purpose of the museum as an inclusive public space (code of ethics attached).

The role of Participant is to:

- All participants must live in Glasgow (Greater Glasgow), be aged 18-26 and belong to a group marginalised along the lines of race, ethnicity, religion or culture.
- Take part in / develop activities and projects connected with Glasgow Museums' collection
- Willingness to collaborate, attend scheduled group sessions, and contribute to creating an enjoyable, safe, inclusive and supportive space for everyone. Being respectful of each other's time and commitments means arriving on time to each session and sending apologies if unable to attend.
- Follow Glasgow Life Museums protocols, including the involvement of public media and the use of social media. Allow for enough time to sign off any media involvement or other comms.
- Conduct themselves in a way which aligns with equality and inclusion principles outlined in the attached code of ethics.
- Respond to the Museums' collections, archives and buildings to creatively express their interests, views and lived experiences.
- Respect the boundaries of what Glasgow Life Museums staff can provide or do within their working hours and within the budget and resources allocated to the project.
- Please be aware that GM Staff are required to meet the standards set out in the Seven Principles of Public Life (honesty, integrity, objectivity, accountability, selflessness, openness and leadership). Glasgow Life does not endorse political parties or candidates.
- Any content related to the group's public output will need to be discussed with the museum team before it is finalized – allow enough time for that to happen.
- Staff are unable to share personal numbers or join whatsapp groups – please only use email, work phone number or MS Teams to connect with them and be mindful of their working schedules.
- You are not bound by contract and are able to leave the group at any point if you wish.

This programme will cover the following	
Local bus travel costs to sessions and other ICY group events / meetings agreed with staff	⑩ A staff member will refund your travel expenses, with a maximum amount equal to a First Daily Bus City ticket, to attend ICY sessions / events. Proof of purchase is required.
Remuneration, where possible, for each member to deliver any agreed	⑩ Once the activity or piece of content is identified, a set amount of time required / remuneration will be calculated (based on equivalent to Real Living Wage) and agreed by a staff member. This will be received in the form of a payment, which requires submission of an invoice, or a gift voucher. Staff will explain the criteria and processes for this.

activity or piece of content	
Budget to cover materials for creative sessions and / or display content	⑩ Spending managed by staff in discussion with the group. All budgets must be agreed before any works start.

