

Carried out by DC Research Ltd on behalf of Museums Galleries Scotland Copy of the Full Survey



Introduction

Museums Galleries Scotland is carrying out a 'Survey of Scotland's Museums and Galleries Sector' and is being supported by DC Research on the survey implementation, analysis and reporting.

This is a vitally important survey for museums and galleries in Scotland - the results from the survey will be used to help inform the development of the new National Strategy for Scotland's Museums and Galleries, as well as providing data which will serve to drive the direction of sector development for a number of years. It will also help to inform Museums Galleries Scotland's forward planning about how it supports and advocates for Scotland's museums and galleries.

We would be delighted if you would take the time to respond on behalf of your museum(s). We are keen to receive responses from the widest range of museums and galleries - of all types - throughout Scotland.

For some museums the survey may take around 45-50 minutes to complete, but it can be completed in more than one sitting, and your progress will be automatically saved via the unique survey link you have been provided with.

The revised deadline for responses to the survey is now Friday 26th August 2022.

Please note, all responses are completely confidential. All and any results from the survey will only be released in aggregated form so that no individual or organisation can be identified.

The survey responses received will be provided to, and will be held by, Museums Galleries Scotland. MGS may contact individual respondents to follow up on support needs mentioned. For information about how MGS uses data please read the privacy notice <u>here</u>.

If you have any queries, please do not hesitate to contact Dr Stephen Connolly, Director at DC Research Ltd (via stephen@dcresearch.co.uk or 01228 402320/07501 725114) or Heather Doherty, Research and Analytics Manager at Museums Galleries Scotland via heatherd@museumsgalleriesscotland.org.uk.

Your Museum/Organisation

| 1. Please provide the following information: | |
|---|--|
| Museum Organisation Name: | |
| Name(s) of Person(s) completing the survey: | |
| 2. Have you opened any new facilities in the past 3 years? — Yes — No | |
| 3. Have you closed any facilities in the past 3 years? Yes No | |
| 4. At the current time, are any of your venues at risk of closure? — Yes — No | |
| * 5. The next section of the survey ask for some museum site-specific information (e.g name, postcode, opening times and admissions charging policy) - please indicate belo whether you will be providing information for one museum or multiple museums: — We will be providing information for one museum only | |
| We will be providing information for multiple museums | |

Information About Your Museum(s)

| information About Your Museum(s) | |
|---|--|
| 6. Please provide the following information: | |
| Museum name: | |
| Postcode of the museum: | |
| 7. Is your museum located in a listed building? | |
| ∑ Yes - Category A | |
| 8. Which of the following best describes your museum's opening times? | |
| Open all year round Seasonal | |
| 9. When it is open, how many days per week does your museum open? | |
| ☐ Less than 5 days per week ☐ Between 5 and 7 days per week | |
| 10. Which of the following best describes your museum's current admissions charging policy? | |
| We charge for general admissions only | |
| We charge for special exhibitions only | |
| We charge for both general admissions and special exhibitions | |
| We do not charge for admissions at all (i.e., our museum is free to enter) | |

Information about Your Museums

Please note, as you have indicated that you will be providing the information below for more than one museum, you can either:

- 1. use the attached file (<u>click here</u>) to complete this information and upload it below (or email it to stephen@dcresearch.co.uk).
- 2. answer the questions on the following page(s) for each museum site in turn you will be able to do this for multiple sites until you indicate you have provided information for all museums.

If you will be providing information about more than 5 museums, please use the attachment available above to provide the information. If you have 5 museums or fewer, you can choose whichever approach is most convenient for you.

Please note, if your museum sites include an open store please include this in the site-specific responses you provide in this section of the survey.

| * 11. How will you be providing this information about your museums? | | |
|--|---|--|
| By completing the table in the attachment | | |
| By answering the questions in the survey | | |
| 12. If you have chosen to use please upload it below: | the table in the attachment to provide the information, | |
| | | |
| Choose File Choose File | No file chosen | |

Information About Your Museum(s) - 1

| 13. Please provide the following information: | |
|--|--|
| Museum name: | |
| Postcode of the museum: | |
| 14. Is your museum located in a listed building? Yes - Category A Yes - Category B Yes - Category | y C No |
| 15. Which of the following best describes your museum. Open all year round Season | |
| 16. When it is open, how many days per week does your Less than 5 days per week Between | r museum open? en 5 and 7 days per week |
| 17. Which of the following best describes your museum policy? | 's current admissions charging |
| We charge for general admissions only | |
| We charge for special exhibitions only | |
| We charge for both general admissions and special exhibitions | |
| We do not charge for admissions at all (i.e., our museum is free | e to enter) |
| * 18. Have you now provided this information for all you | ır museums? |
| \bigcirc Yes - we have provided the requested information for all our m | useums |
| No - we have still to provide information about other museums | ; |

Information About Your Museum(s) - 2

| miormation About four Museum(s) - 2 |
|---|
| 19. Please provide the following information: |
| Museum name: |
| Postcode of the museum: |
| 20. Is your museum located in a listed building? |
| |
| 21. Which of the following best describes your museum's opening times? |
| Open all year round Seasonal |
| 22. When it is open, how many days per week does your museum open? |
| ○ Less than 5 days per week ○ Between 5 and 7 days per week |
| 23. Which of the following best describes your museum's current admissions charging policy? |
| We charge for general admissions only |
| We charge for special exhibitions only |
| We charge for both general admissions and special exhibitions |
| We do not charge for admissions at all (i.e., our museum is free to enter) |
| * 24. Have you now provided this information for all your museums? |
| Yes - we have provided the requested information for all our museums |
| No - we have still to provide information about other museums |

| Information About Your Museum(s) - 3 |
|---|
| 25. Please provide the following information: |
| Museum name: |
| Postcode of the museum: |
| 26. Is your museum located in a listed building? |
| |
| 27. Which of the following best describes your museum's opening times? |
| Open all year round Seasonal |
| 28. When it is open, how many days per week does your museum open? |
| Less than 5 days per week Between 5 and 7 days per week |
| 29. Which of the following best describes your museum's current admissions charging policy? |
| We charge for general admissions only |
| We charge for special exhibitions only |
| We charge for both general admissions and special exhibitions |
| We do not charge for admissions at all (i.e., our museum is free to enter) |
| * 30. Have you now provided this information for all your museums? |
| Yes - we have provided the requested information for all our museums |
| No - we have still to provide information about other museums |

Information About Your Museum(s) - 4

| (-) | |
|--|----------|
| 31. Please provide the following information: | |
| Museum name: | |
| Postcode of the museum: | |
| 32. Is your museum located in a listed building? | |
| ○ Yes - Category A ○ Yes - Category B ○ Yes - Category C ○ No | |
| 33. Which of the following best describes your museum's opening times? | |
| Open all year round Seasonal | |
| 34. When it is open, how many days per week does your museum open? | |
| Less than 5 days per week Between 5 and 7 days per week | |
| 35. Which of the following best describes your museum's current admissions policy? | charging |
| We charge for general admissions only | |
| We charge for special exhibitions only | |
| We charge for both general admissions and special exhibitions | |
| We do not charge for admissions at all (i.e., our museum is free to enter) | |
| * 36. Have you now provided this information for all your museums? | |
| Yes - we have provided the requested information for all our museums | |
| No - we have still to provide information about other museums | |

| Information About Your Museum(s) - 5 | | |
|--|--------------------------|---------------------------|
| 37. Please provide the following informatio | n: | |
| Museum name: | | |
| Postcode of the museum: | | |
| 38. Is your museum located in a listed by | uilding? | |
| Yes - Category A Yes - Category B | Yes - Category C | ○ No |
| 39. Which of the following best describe | s your museum's op | ening times? |
| Open all year round | Seasonal | |
| 40. When it is open, how many days per | week does your mus | seum open? |
| Less than 5 days per week | Between 5 a | and 7 days per week |
| 41. Which of the following best describe policy? | s your museum's cu | rrent admissions charging |
| We charge for general admissions only | | |
| We charge for special exhibitions only | | |
| We charge for both general admissions and | special exhibitions | |
| We do not charge for admissions at all (i.e., | our museum is free to en | nter) |

Finance (Income and Expenditure)

| 42. What was the total income/operating budget for your museum(s) in 2021-22? | |
|--|-----------------------|
| | |
| 43. What percentage did each of the following provide of this tot budget? (Please ensure the totals sum to 100%) | al income/operating |
| Core grants | |
| External project funding (including MGS, lottery, trusts and foundations, etc.) $\[$ | |
| External private funding (corporate donors) | |
| External private funding (individual donations) | |
| Admissions income | |
| Cafe/restaurant/food and drink/catering | |
| Shop and retail (including online) | |
| Events, hospitality, room and venue hire | |
| Other commercial income | |
| Other (please specify) | |
| 44. If you receive income via a core grant, who do you receive Scottish Government | this core grant from: |
| C Local Authority | |
| Scottish Funding Council | |
| Other (please specify) | |
| | |

Finance (Income and Expenditure)

| the box, or tick the most appropriate category below: |
|---|
| |
| Increased - 50%+ |
| ☐ Increased - 41-50% |
| Increased - 31-40% |
| ☐ Increased - 21-30% |
| ☐ Increased - 11-20% |
| ☐ Increased - up to 10% |
| ○ No change |
| Decreased - up to 10% |
| Decreased - 11-20% |
| Decreased - 21-30% |
| Decreased - 31-40% |
| Decreased - 41-50% |
| Decreased - 50%+ |
| Or, use the space below to specify your pre-pandemic income/budget: |
| |
| |

45. How does your current (2021-22) total income/operating budget compare to pre-

Finance (Income and Expenditure)

Governance

| 51. How many board members, trustees, or governing body representatives does your |
|--|
| museum/organisation have? |
| |
| |
| 52. What is the standard term of office for any board members, trustees, or governing |
| body representatives? |
| Less than 3 years |
| 3 to 4 years |
| 5 years |
| More than 5 years |
| |
| 53. Which of the following best describes the cycle of recruitment, appointment and |
| turnover of board members, trustees, or governing body representatives? |
| We regularly review and change/appoint new board members |
| We infrequently review and change/appoint new board members |
| We rarely review and change/appoint new board members |
| We have never reviewed or changed/appointed new board members |
| |
| st 54. Do you collect information about any of the following characteristics of your board |
| members, trustees or governing body representatives - Gender; Age; Disability; Ethnicity; |
| Sexual orientation? |
| ○ Yes ○ No |
| |
| |

Governance

On the questions below about the characteristics of board members, trustees, or governing body representatives, please provide the information as a number or as a percentage - making it clear where it is a percentage by using %.

| 55. Gender | |
|--|--|
| Female | |
| Intersex | |
| Male | |
| Non-binary | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |
| 56. Age | |
| Aged under 25 | |
| 25 to 34 | |
| 35 to 44 | |
| 45 to 54 | |
| 55 to 64 | |
| 65+ | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |
| 57. Disability | |
| Those with a disability | |
| Those without a disability | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |

| Asian, Scottish African or British African Asian, Scottish Asian or British Asian Caribbean or Black Mixed or multiple ethnic groups White Other ethnic group If you coltect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box 59. Sexual orientation Bisexual Gay Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | | |
|---|--|--|
| Asian, Scottish Asian or British Asian Caribbean or Black Mixed or multiple ethnic groups White Other ethnic group If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box 59. Sexual orientation Bisexual Gay Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | 58. Ethnicity | |
| Caribbean or Black Mixed or multiple ethnic groups White Other ethnic group If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box 59. Sexual orientation Bisexual Gay Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | African, Scottish African or British African | |
| Mixed or multiple ethnic groups White Other ethnic group If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box 59. Sexual orientation Bisexual Gay Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | Asian, Scottish Asian or British Asian | |
| White Other ethnic group If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box 59. Sexual orientation Bisexual Gay Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | Caribbean or Black | |
| Other ethnic group If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box 59. Sexual orientation Bisexual Gay Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | Mixed or multiple ethnic groups | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box 59. Sexual orientation Bisexual Gay Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | White | |
| information for disclosure reasons, please record this by putting an X in the box 59. Sexual orientation Bisexual Gay Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | Other ethnic group | |
| Bisexual Gay Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | information for disclosure reasons, please | |
| Gay Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | 59. Sexual orientation | |
| Heterosexual Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | Bisexual | |
| Lesbian Other If you collect but do not want to provide this information for disclosure reasons, please | Gay | |
| Other If you collect but do not want to provide this information for disclosure reasons, please | Heterosexual | |
| If you collect but do not want to provide this information for disclosure reasons, please | Lesbian | |
| information for disclosure reasons, please | Other | |
| | information for disclosure reasons, please | |
| | | |

Governance

| 60. Have you specifically recruited governing body representatives to address any particular skills gaps or skills needs in your museum(s) (in the last three years)? |
|---|
| |
| If yes, what specific skills gaps or needs did you seek to address? |
| 61. Have you specifically recruited governing body representatives to address any |
| particular diversity gaps in your museum(s) (in the last three years)? |
| ○ Yes ○ No |
| If yes, what specific diversity gaps or needs did you seek to address? |
| 62. Do you have any ongoing gaps or issues with recruiting governing body |
| representatives? |
| Yes No |
| If yes, please outline briefly below the main issues you have: |

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|------|------|-------|-------|---|
| 1/1/ | | K I (| 117.6 | ١ |

| * 63. Does | s your museum(s) have any paid staff? |
|------------|---------------------------------------|
| O Yes | O No |

| Workforce | | |
|---|---------------------------|--------------------------|
| 64. How many paid staff (include all permane museum(s)? | ent and fixed-term posts) | do you have in your |
| Total number of staff | | |
| Number of Full-time staff | | |
| Number of Part-time Staff (and FTE if known) | | |
| Seasonal (and FTE if known) | | |
| 65. Across all the above categories, how many position is related to/reliant on specific, time- | | |
| | | |
| * 66. Do you collect information about any Gender; Age; Disability; Ethnicity; Sexual of | _ | eristics of your staff - |
| Yes No | | |

Workforce

On the questions below about the characteristics of staff, please provide the information as a number or as a percentage - making it clear where it is a percentage by using %.

| 67. Gender | |
|--|--|
| Female | |
| Intersex | |
| Male | |
| Non-binary | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |
| 68. Age | |
| Aged under 25 | |
| 25 to 34 | |
| 35 to 44 | |
| 45 to 54 | |
| 55 to 64 | |
| 65+ | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |
| 69. Disability | |
| Those with a disability | |
| Those without a disability | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |

| 70. Ethnicity | |
|--|--|
| African, Scottish African or British African | |
| Asian, Scottish Asian or British Asian | |
| Caribbean or Black | |
| Mixed or multiple ethnic groups | |
| White | |
| Other ethnic group | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |
| 71. Sexual orientation | |
| Bisexual | |
| Gay | |
| Heterosexual | |
| Lesbian | |
| Other | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |
| | |
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Workforce

| 72. How many staff do you have in each of the following types of roles | | | | |
|--|--|--|--|--|
| Administration | | | | |
| Audience research & evaluation | | | | |
| Broadcast / publishing / licensing | | | | |
| Collections Management | | | | |
| Conservation / preservation | | | | |
| Consulting / training | | | | |
| Curatorial | | | | |
| Development / partnerships | | | | |
| Digital & IT | | | | |
| Education, learning, participation, engagement | | | | |
| Estate / facilities management | | | | |
| Exhibitions & touring | | | | |
| Finance | | | | |
| HR | | | | |
| Marketing & communications | | | | |
| Operations / front of house | | | | |
| Organisational strategy & management | | | | |
| Other | | | | |
| Retail / events / catering | | | | |
| Deal with all job roles | | | | |

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|---------|----|------------|---------|-----|-----------|--------|
| ourvev. | OI | Scottanu S | museums | anu | Galleries | Sector |

Workforce

73. Has the number of staff that you have in each of the various types of roles changed over the last two years?

| | Reduction | No Change | Increase | N/A |
|--|-----------|------------|------------|-----|
| Administration | | | | |
| If changed, by how many staff? | | | | |
| Audience research & evaluation | | | | |
| If changed, by how many staff? | | | | |
| Broadcast / publishing / licensing | | | | |
| If changed, by how many staff? | | | | |
| Collections Management | | | | |
| If changed, by how many staff? | | | | |
| Conservation / preservation | | | | |
| If changed, by how many staff? | | | | |
| Consulting / training | | | \bigcirc | |
| If changed, by how many staff? | | | | |
| Curatorial | | | | |
| If changed, by how many staff? | | | | |
| Development / partnerships | | \bigcirc | | |
| If changed, by how many staff? | | | | |
| Digital & IT | | | | |
| If changed, by how many staff? | | | | |
| Education, learning, participation, engagement | | | | |
| If changed, by how many staff? | | | | |

| Exhibitions & touring | Exhibitions & touring If changed, by how many staff? Finance If changed, by how many staff? HIR If changed, by how many staff? Marketing & communications If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other If changed, by how many staff? | Estate / facilities management | | | | |
|--|--|---|-------------------|------------|--------------|--------------|
| | If changed, by how many staff? Finance If changed, by how many staff? HR If changed, by how many staff? Marketing & communications If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other If changed, by how many staff? Other Other Other Other Other Other If changed, by how many staff? Other Ot | If changed, by how many staff? | | | | |
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| If changed, by how many staff? HR If changed, by how many staff? Marketing & communications If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other Other Other If changed, by how many staff? Other Other Other If changed, by how many staff? Other Other Other Other If changed, by how many staff? Other Othe | If changed, by how many staff? HIR | If changed, by how many staff? | | | | |
| HR If changed, by how many staff? Marketing & communications If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other If changed, by how many staff? Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? A. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | HR If changed, by how many staff? Marketing & communications If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other If changed, by how many staff? Other Ot | Finance | | | | |
| If changed, by how many staff? Marketing & communications If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other Other Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? A. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | If changed, by how many staff? Marketing & communications If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other Other Other Other If changed, by how many staff? If changed, by how many staff? Other If changed, by how many staff? If changed, by how many staff? Other O | If changed, by how many staff? | | | | |
| Marketing & communications If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other If changed, by how many staff? Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? A. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | Marketing & communications If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other If changed, by how many staff? Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? A. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | HR | | | | |
| If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other Other Other Other Other If changed, by how many staff? Other If changed, by how many staff? Other | If changed, by how many staff? Operations / front of house If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other Other Other Other Other If changed, by how many staff? Other Other Other If changed, by how many staff? Other | If changed, by how many staff? | | | | |
| Operations / front of house | Operations / front of house | Marketing & communications | | | | |
| If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other Other If changed, by how many staff? Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? A. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | If changed, by how many staff? Organisational strategy & management If changed, by how many staff? Other Other If changed, by how many staff? Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? A. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | If changed, by how many staff? | | | | |
| Organisational strategy & management If changed, by how many staff? Other Other Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? A. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | Organisational strategy & management If changed, by how many staff? Other Other Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? A. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | Operations / front of house | | \bigcirc | | |
| Other Other If changed, by how many staff? Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? A. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | Other Other If changed, by how many staff? Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? A. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | If changed, by how many staff? | | | | |
| Other Ot | Other Ot | Organisational strategy & management | | | | |
| If changed, by how many staff? Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | If changed, by how many staff? Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | If changed, by how many staff? | | | | |
| Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | Retail / events / catering If changed, by how many staff? Deal with all job roles If changed, by how many staff? 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | Other | | | | \bigcirc |
| If changed, by how many staff? Deal with all job roles If changed, by how many staff? 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | If changed, by how many staff? Deal with all job roles If changed, by how many staff? 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | If changed, by how many staff? | | | | |
| Deal with all job roles If changed, by how many staff? 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | Deal with all job roles If changed, by how many staff? 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | Retail / events / catering | | | | |
| If changed, by how many staff? 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | If changed, by how many staff? 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | If changed, by how many staff? | | | | |
| 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | 4. If you have lost staff over the last 2 years, what are the key gaps in roles/skills that you | Deal with all job roles | | | \bigcirc | |
| | | If changed, by how many staff? | | | | |
| | | 4. If you have lost staff over the last 2 you have as a result? | ears, what are th | e key gaps | in roles/ski | lls that you |
| | | | | | | |

Survey of Scotland's Museums and Galleries Sector Workforce 75. How many staff at your museum(s) have each the following as their highest level of qualification? No qualifications National 5 (or equivalents - e.g., Standard Grades, O-Grades) Higher/Advanced Higher (or equivalent) HND (or equivalent) Apprenticeship Degree (e.g., Ordinary Degree, Honours Degree or equivalent) Postgraduate Degree Doctoral Degree 76. Has your museum(s) recruited apprentices within the last 5 years? If Yes, under what framework(s) have you recruited apprentices? 77. Which of the following are the main methods of recruitment used by your museum(s)? (Please tick all that apply) Your organisation's own My Job Scotland Word of mouth website S1 Jobs Twitter Museums Galleries Scotland Museums Association LinkedIn DWP - Find a Job Print advertising Facebook Indeed Referral partners (such as Instagram Goodmoves community groups etc) Other(s) (please specify)

| 78. What are your current workforce training prioriti | es? |
|---|-----|
| | |
| | |

Other Workforce Aspects

| 79. Do you offer internships at your museum(| s)? |
|---|---|
| Yes | ○ No |
| 80. If Yes, are these paid internships? Yes - all internships are paid We have a mix of paid and unpaid internships No - all internships are unpaid | |
| 81. Which, if any, of the following geographic tick all that apply) Argyll and Bute Museums and Heritage Forum Dumfries and Galloway Museums and Heritage Network Fife Museums Forum Museums and Heritage Highland North Ayrshire Museums Forum Northeast Scotland Heritage Network Lanarkshire Heritage Forum | forum is your museum(s) a member? (Please Lothians Museum Forum Tayside Museums Forum Outer Hebrides Heritage Forum West Lothian Museums and Heritage Forum West of Scotland Museums and Heritage Forum None of the above |

Volunteers

| * 82. Does your museum(s) use volunteers? | |
|---|------|
| Yes | ○ No |

| Volunteers |
|---|
| 83. What is the total number of volunteers (i.e., the number of individual volunteers) that you have at your museum(s)? |
| |
| 84. What is the total number of volunteer days per year at your museum (please count |
| number of full days)? |
| |
| * 85. Do you collect information about any of the following characteristics of your |
| volunteers - Gender; Age; Disability; Ethnicity; Sexual orientation? |
| Yes No |

Volunteers

On the questions below about the characteristics of volunteers, please provide the information as a number or as a percentage - making it clear where it is a percentage by using %.

| 86. Gender | |
|--|--|
| Female | |
| Intersex | |
| Male | |
| Non-binary | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |
| 87. Age | |
| Aged under 25 | |
| 25 to 34 | |
| 35 to 44 | |
| 45 to 54 | |
| 55 to 64 | |
| 65+ | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |
| 88. Disability | |
| Those with a disability | |
| Those without a disability | |
| If you collect but do not want to provide this information for disclosure reasons, please record this by putting an X in the box | |

| 89. Ethnicity | |
|--|--|
| African, Scottish African or British African | |
| Asian, Scottish Asian or British Asian | |
| Caribbean or Black | |
| Mixed or multiple ethnic groups | |
| White | |
| Other ethnic group | |
| If you collect but do not want to provide this | |
| information for disclosure reasons, please record this by putting an X in the box | |
| - | |
| 90. Sexual orientation | |
| Bisexual | |
| Gay | |
| Heterosexual | |
| Lesbian | |
| Other | |
| If you collect but do not want to provide this | |
| information for disclosure reasons, please record this by putting an \boldsymbol{X} in the box | |
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Volunteers

| 94. What was the total number of visits to all your museum(s) in each of the following years: |
|--|
| 2021-22 |
| 2019-20 |
| 95. What was the total number of attendances at all your museum(s) from school visits in each of the following years: |
| 2021-22 |
| 2019-20 |
| 96. What was the total number of people engaged with via outreach visits and activities by |
| your museum(s) in each of the following years: |
| 2021-22 |
| 2019-20 |
| * 97. Do you collect information about your visitors (e.g., home location; demographic information; types of visitors – families; etc.) via visitor surveys? |
| Yes No |
| If yes, please summarise what types of information you collect and how often: |
| |
| 98. Do you have any specific priority/target groups of potential visitors that you are |
| working to engage with? |
| Yes No |
| If yes, who are they, and what are you doing to engage with them? |
| |

Visitor Profile

| 99. Based on whatever information you have available, information about your visitors for 2021-22: | please provide the following |
|---|---------------------------------|
| Number of local people | |
| Number of national visitors (i.e., from elsewhere in Scotland/UK) | |
| Number of international visitors | |
| 100. Based on whatever information you have available information about your visitors for 2019-20: Number of local people Number of national visitors (i.e., from elsewhere in Scotland/UK) Number of international visitors | e, please provide the following |

Climate

| 101 | . How important an issue is | s climate change and sustair | nability for your organisation? |
|------|------------------------------|-------------------------------|---------------------------------|
| | Critically important | | |
| | Very important | | |
| | Moderately important | | |
| | Of minor importance | | |
| | Not important | | |
| 102 | Which of the following ac | tivities are you currently me | easuring (please tick all that |
| appl | | divides are you currently me | easuring (piease tick an that |
| | Energy use | Business travel | Café operations |
| | Water use | Waste (general) | Retail operations |
| | Company vehicle use | Waste (exhibit) | Freight |
| | Commuting | Visitor travel | |
| | Other (please specify) | | |
| | | | |
| , | | | |
| | • | • • | using on in terms of reducing |
| youi | carbon footprint (please t | cick all that apply)? | _ |
| | Energy use | Business travel | Café operations |
| | Water use | Waste (general) | Retail operations |
| | Company vehicle use | Waste (exhibit) | Freight |
| | Commuting | Visitor travel | |
| | Other (please specify) | | |
| | | | |
| | | | |
| 104 | . Which of the following ch | allenges have you faced in b | pecoming more environmentally |
| sust | ainable (please tick all tha | t apply)? | |
| | Financial resources | Local infr | astructure |
| | Staff/volunteer resources | Stakeholo | ler buy in |
| | Time | No challe | nge(s) |
| | Subject knowledge | | |
| | Other (please specify) | | |
| | | | |
| | | | |

| Capital project | s funds | Advocacy for sector action |
|------------------|--------------------------------|--|
| Public engager | nent funding | Climate network for Scotland's museums |
| Training oppor | tunities and subject knowledge | 1 to 1 time with MGS climate team |
| Resources and | good practice sharing | |
| Other (please s | specify) | |
| | | |
| | | |
| Please tell us a | about any climate adaptation | n issues you have identified for your |
| nisation. | .souv any ommuo acaptaone | |
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| Collections |
|--|
| 107. What proportion of your collection(s) are available to view online? |

| 108. Do you have an agreed plan to increase the proportion of your collection(s) that are |
|---|
| available to view online? |
| ○ Yes ○ No |
| 109. Which of the following best describes how well documented the objects in your collection are at the current time in terms of their provenance? |
| All of our collection(s) are well documented in terms of their provenance |
| Most of our collection(s) are well documented in terms of their provenance |
| Some of our collection(s) are well documented in terms of their provenance |
| None of our collection(s) are well documented in terms of their provenance |

Collections

| Olicetions | | |
|---|--|--|
| 110. Do you work to ensure th | at all communities are represe | nted in your exhibitions? |
| ○ Yes ○ No | | |
| If Yes, what activities do you use to e | nsure you achieve this representation | ? |
| | | |
| | ommunities and audience group y are represented in your exhik | • |
| apply)? | y are represented in your emile. | , , , , , , , , , , , , , , , , , , , |
| Families with young children | Youth | People living with mental health issues |
| Older people | People experiencing | |
| Disabled people | homelessness | People experiencing loneliness and isolation |
| People living in deprived | People experiencing racism | _ |
| areas | Refugees and asylum seekers | People living with dementia |
| Early years | People from diverse ethnic backgrounds and identities | Adult with learning disabilities |
| Primary age | | Ex-offenders |
| Secondary age | People living with chronic pain | |
| | LGBTQIA+ | |

Collections

| 112. Please tell us how many approaches you have had about the restitution or |
|--|
| repatriation of objects in your collection in the last 5 years: |
| |
| 113. Which countries did these requests come from? |
| |
| 114. Please tell us how many formal requests you have had about the restitution or |
| repatriation of objects in your collection in the last 5 years: |
| |
| 115. Which countries did these requests come from? |
| |
| 116. Please tell us how many objects have been returned in the last 5 years: |
| |
| 117. Which countries were these objects returned to? |
| |
| |

Collections

118. Which of the following best describes the subject specialist knowledge that you have about your collection(s)?

| | specialist | We have subject specialist knowledge about most (50%+) of this collection | We have subject specialist knowledge about some (less than 50%) of this collection | subject | Not applicable – we do not have this type of collection |
|----------------------------------|-----------------------|---|---|------------|--|
| Archaeology | | | | | |
| Coins and medals | | | | | |
| Costume and textiles | | | | | |
| Decorative and applied art | \bigcirc | | | | |
| Fine art | | | | | |
| Global arts, cultures and design | | | | | |
| History of science | | | | | |
| Industry and commerce | \bigcirc | | | | |
| Maritime | | | | | |
| Natural sciences | | | | | |
| Photography | | | | | |
| Social History | | | | | |
| Sport and leisure | | | | | |
| Transport | | | | | |
| Warfare and defence | \bigcirc | | | | |
| Weapons and accessories | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc |
| | No | | | - | |
| 120. Do you ha | ve preventive o No | onservation me | easures in plac | e? | |

| f No, please outline the ke | y issues in the space below: | | |
|-----------------------------|------------------------------|------------|--|
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Social Impact

Ex-offenders

| Social Illipact | | | | |
|---|----------------------------|------------------------------------|--|--|
| | geted programmes | | health and wellbei | ng agenda through |
| | | | e groups has your rogrammes, and ho | |
| | Yes – within the last year | Yes – within the last 1-2 years | Yes – but more than 2 years ago | Haven't actively engaged with this activity/ group yet |
| Pre-age 5 activities | | | | |
| Family activities | | | | |
| New parent activities | | | | |
| Disabled people | | | | \circ |
| People living in deprived areas | | | \bigcirc | \circ |
| Youth engagement | \circ | \circ | \bigcirc | \circ |
| Older people | | | \bigcirc | |
| People experiencing homelessness | | \bigcirc | \bigcirc | \bigcirc |
| People experiencing racism | | | | \bigcirc |
| Refugees and asylum seekers | | | | |
| People from diverse ethnic backgrounds and identities | \bigcirc | \bigcirc | \bigcirc | 0 |
| People living with chronic pain | | | | |
| LGBTQIA+ | | | | |
| People living with mental health issues | | | | \bigcirc |
| People experiencing loneliness and isolation | \bigcirc | \bigcirc | \bigcirc | |
| People living with dementia | | | | |
| Adults with learning disabilities | | | | |
| Social prescribing | | | | \bigcirc |

Funding Priorities, Challenges and Other Comments

| runding Friorities, Chanenges and Other Comments | | | |
|---|--|--|--|
| 124. What are your museum(s) funding priorities over the next 3 years? | | | |
| | | | |
| 125. What (if any) are the top 3 challenges for your museum(s) at the current time? | | | |
| 1 | | | |
| 2 | | | |
| 3 | | | |
| 126. Please use the space below for any additional comments you have in relation to any of the topics covered in this survey: | | | |
| | | | |