

DORSET NATURAL HISTORY AND ARCHAEOLOGICAL SOCIETY

EQUALITY, DIVERSITY AND INCLUSION POLICY

Name of Museum: Dorset Museum & Art Gallery

Name of Governing Body: Dorset Natural History and Archaeological Society

Policy approved by the Board of DNHAS: 22 April 2024

Policy review date: April 2027

1. Policy statement and purpose

Dorset Museum & Art Gallery (DMAG) is committed to embedding Equality, Diversity and Inclusion (EDI) in everything we do. This Policy sets out how we will deliver this commitment and realise our mission and vision. The Policy applies to all employees, volunteers and our audiences.

We will not tolerate unlawful discrimination on any grounds, including the nine protected characteristics covered by the Equality Act 2010 – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity/paternity, race, religion or belief, sex and sexual orientation.

We strive to make DMAG a fair and inclusive place to work and volunteer, where opportunities are open to everyone.

We provide an inclusive and accessible welcome to our visitors and work hard to remove barriers to engagement with our collections and programmes. We increase our impact by working with local and national partners. We regularly consult with our communities, our workforce and our external partners.

We recognise there is still more to do to represent a wider range of stories and experiences within our collections and interpretation. We are actively working to address this through collection research, targeted collecting, and an engagement programme.

2. Our actions

Data collection

DMAG collects demographic and diversity data from our staff, trustees and volunteers every three years, primarily through the Wessex Museums Partnership. We collect data from visitors to the Museum & Art Gallery throughout the year. The data gathered from surveys informs governance decision making and our action planning around EDI.

Consultation

DMAG will consult with audiences that are visiting us. We will also consult with those who are not using currently our services, to understand barriers to participation, particularly through the network of the Dorset Museum Inclusion Group. We also run an annual staff and volunteer survey. The results of this consultation inform our action planning around EDI.

Action planning

DMAG will develop a rolling three-year Action Plan for EDI work, drawing upon the results of data collection and consultation. This plan covers the scope of our work including **governance, workforce, audiences and collections**, and is monitored and reviewed regularly by Senior Management team and at DNHAS Board meetings. The current plan spans the period from 2023-2026.

Employment practice

We are an equal opportunities employer and aim to attract candidates from all backgrounds. We will review our employment practices and procedures when necessary to ensure fairness and also update them and this policy to take account of changes.

Training and development

We will ensure our trustees, staff and volunteer teams have access to relevant training to support EDI work. Support and sharing of best practice is also enabled through the Wessex Museums Partnership.

3. Implementation and accountability

- The DNHAS Board of Trustees has overall responsibility for ensuring that the organisation complies with legislation. Diversity Champions are appointed on the Board with particular responsibility for liaising with the DMAG staff team around EDI issues and work, and monitoring progress.
- The Senior Management Team is responsible for ensuring DMAG complies with legislation; meets the commitments of the EDI Policy, and delivers progress on identified actions to enable people to operate within their role and remit. A member of the Senior Management Team acts as EDI rep for the organisation and attends the EDI working group of the Wessex Museums Partnership. DMAG will provide support and training to ensure everyone within the organisation feels able to contribute. This will include exploration of equality, diversity and inclusion, and an outline of our commitments, as part of trustee, staff and volunteer inductions to the organisation.
- It is everyone's responsibility to work within this policy and the associated action plan, both staff and volunteers. EDI is integrated into the individual work plans of all DMAG staff.

4. Addressing concerns

Concerns raised by trustees, staff, volunteers, stakeholders and audiences in relation to EDI go through through DNHAS's internal procedures which include our disciplinary procedure, grievance procedure and complaints policy.

Any concerns will be addressed and responded to without delay.

5. Related policies and plans

Wessex Museums Partnership Equality, Diversity and Inclusion Framework and Policy 2021

DNHAS Equality, Diversity and Inclusion Action Plan, 2023-2026

DNHAS Access Policy (2022-2025)