

# **The Horniman Museum and Gardens Equality, Diversity and Inclusion Policy and Framework May 2022**

## **Policy Statement**

Diversity is a key issue for our society, for the cultural sector and for the Horniman.

Our public funding must benefit all the public and there are profound social, moral and economic reasons why we must ensure that what we do and who we work with is reflective of the world that we live in.

Our public role means that we have an obligation to take a lead, to promote the values of a just, inclusive and cohesive society, and to ensure that everyone's voice is heard. We are also bound by the Equality Act of 2010 and the rights given to those with any of the nine protected characteristics.

We recognise that by championing diversity, we strengthen ourselves, our society and cultural ecology. If we want excellence, we have to draw on all our talent, from wherever it emerges. This applies across all protected characteristics, but we are particularly interested in disability, ethnicity and age. We also have a commitment to families and people from lower socio-economic groups. We want everyone to feel welcome when they engage with the Horniman, our visitors, our partners and our workforce.

By removing the barriers to participation, recruitment and engagement we will ensure that everybody has the life-changing opportunities that art, science and culture can bring.

## **Equality, Diversity and Inclusion Framework**

The principal policies, plans, processes and working practices which contribute to the delivery of our equality and diversity policy are:

1. Our Mission and Values which underpin everything that we do.
2. Our Reset Agenda, developed in 2020, which places particular emphasis on issues of equality and diversity
3. Our Code of Conduct which shapes the way we conduct our business and how we expect our workforce to behave.
4. Our Equality, Diversity and Inclusion Action Plan which identifies actions and targets for us to take forward over a 4 year period to help us improve our equality practice.
5. Our Equality, Diversity and Inclusion Group who maintain and implement the EDI Policy and Action Plan.
6. Our Learning and Development Policy and Corporate Training Plan which we use to help us promote knowledge and awareness of equality and diversity.

7. Our Recruitment and Selection Policy which informs the development of diversity in the workplace including staff, volunteers, trustees, contractors and freelancers. Our aim is to have a workforce which reflects the diversity of the job markets from which we recruit (local or national as appropriate)
8. Working closely with external advisory groups such as our Youth Panel, Access Advisory Group and Engagement Advisory Group to inform our equality and diversity practice
9. The Arts Council England 'Creative Case for Diversity' and its 'Inclusivity and Relevance' Investment Principle which explains the value of working with our diverse partners to programme for our visitors.

**Responsibilities:**

- The Board of Trustees will take an overview of and monitor the delivery of our Equality, Diversity and Inclusion Policy and Action Plan.
- Senior Management will set targets and monitor workforce and visitor diversity and take action if targets are not being met.
- Managers will support the diversity of the workforce and ensure that their staff understand our Equality, Diversity and Inclusion Policy and conduct themselves accordingly. They will also identify specific training needs and flag these with HR
- All our workforce are expected to behave in accordance with the Equality, Diversity and Inclusion Policy
- Human Resources will ensure that training relevant to the priorities identified by the Equality, Diversity and Inclusion Group is included in the Corporate Training Plan
- Our Equality, Diversity and Inclusion Group will set and monitor an Action Plan which identifies and moves forward improvements to equality and diversity for visitors and our workforce
- Our Equality, Diversity and Inclusion Group will act as champions for anyone who has equality and diversity issues or suggestions at the Horniman.