

WILTSHIRE ARCHAEOLOGICAL AND NATURAL HISTORY SOCIETY

EQUALITY, DIVERSITY AND INCLUSION POLICY

INTRODUCTION

The Wiltshire Archaeological and Natural History Society is committed to promoting the values of a just, inclusive and cohesive society and we take seriously our responsibilities under the Equality Act 2010. In all we do, we will seek to remove barriers to participation, create opportunities for engagement and meet the needs of all people.

DEFINITIONS

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, free from prejudice and discrimination.

Diversity is the complex mix of individuals and groups who together make up society. A variety of traditions, values, attitudes and beliefs influence everyone's identity and the identity of society around them. These influences may relate to ethnicity, faith, gender, sexual orientation and intellectual and physical ability, but might equally include health status, locality, educational, economic and social background.

We recognise that there can be no fair society if some groups remain disadvantaged because of their legally protected characteristics: age, disability, gender, race/ethnicity, religion and belief, marriage/civil partnership, maternity/paternity, sexual orientation or gender reassignment. Equally in our region, we recognise that there are groups in our localities that face isolation and unfair discrimination who fall outside of these protected characteristic groups (e.g. military and rural communities).

Given the current economic climate and significant public spending reform we recognise that many of our most vulnerable groups will face additional challenges during the next few years.

OUR AMBITION

The objects of the Wiltshire Archaeological and Natural History Society are to "educate the public by promoting, fostering interest in, exploration, research and publication on the archaeology, art, history and natural history of Wiltshire for the public benefit."

The Society will ensure that equality, diversity and inclusion are at the heart of development planning in regards to the relocation of the Museum to the Assize Court.

EQUALITY & DIVERSITY OBJECTIVES AND IMPLEMENTATION

Equality and diversity is woven throughout our strategic aims. Our objectives for equality and diversity support our strategic aims and specifically focus on three key areas, which will be implemented through our equality and diversity action plan:

Governance & Leadership:

- We will work to embed and integrate equality and diversity at every level of our organisation, through specific and regular equality and diversity policy review and strategic planning.
- We will raise awareness and actively promote the values of equality and diversity through the appointment of a board level Diversity Champion and by providing training opportunities for trustees.
- We will work strategically to diversify our organisation by putting in place practical steps, including reviewing our recruitment and selection practices, which will ensure that our governance and leadership is reflective of our local communities.

Workforce

- We will ensure that all levels of staff and volunteers are included in strategic and action planning
- We will ensure that our existing workforce (staff and volunteers) are champions of the values of equality and diversity, and understand how it relates to their roles. We will provide training and support as needed to ensure that this is the case, and include equality and diversity in all staff job descriptions and volunteer role profiles, as they are updated.
- We will actively seek to diversify our workforce and provide equality of opportunity through our recruitment practice.
- We will ensure that staff pay awards are fair to all.

Audiences

- We will develop a better and more detailed understanding of our audiences and our local demographics, in order to identify our underrepresented audience groups.
- We will actively work alongside our local communities, including those from protected characteristic groups and those who are isolated for other reasons (e.g. rural, military), to understand their barriers to our museum, and to make our museum relevant for them; including through co-production and contemporary collecting.
- We will seek to work with a more diverse range of children & young people, particularly those who are hard to reach, engaging them in meaningful opportunities, through activities such as outreach, digital projects and family learning.
- We will use digital methods to engage diverse audiences with our collections.
- We will bring innovative and exciting programming to the museum and extend the reach of our collections in the UK and abroad to reach new and more diverse audiences.

Equality, Diversity and Inclusion Policy
(replacing Equal Opportunities Policy)
First Policy Drafted: June 2019
APPROVED: Board of Trustees – 19 September 2019
Review: 2021