

EQUALITY AND DIVERSITY POLICY

NATIONAL WINDRUSH MUSEUM (NWM)

Last updated	July 2022
This Policy is linked to:	Modern day Slavery, Whistle Blowing & Safeguarding Policies

INTRODUCTION

- 1.1. This document sets out the Equality and Diversity Policy of NWM. It explains why equality and diversity are important to us, the basic principles we will follow and how we intend to implement, monitor, and review it. This policy is to be read in conjunction with NWM's Equal Opportunities Statement and Disability Policy.
- 1.2. The Equality and Diversity Policy covers both the work we do with our clients and the procedures that govern projects that we may manage. Throughout this policy the term 'staff' applies to staff, volunteers, and the members of the Board of Trustees/Directors of NWM and our partner organisations we work with.
- 1.3. This Policy sets out how NWM intends to meet its obligations under the following legislation:
 - **The Equality Act 2010**
- 2.1. NWM and its partners provide services to some disadvantaged people from diverse communities and believe that all our clients should be treated with understanding and respect. Our clients have the right to both appropriate access to our services and equitable treatment by our staff.
- 2.2. At the heart of what we do is to recognise the oppression faced by many of our clients and offer a commitment to combating it. We live and work in a society where racism forms part of the daily experience of black people and people from minority ethnic groups. For women, those with different gender identities, older people, people with disabilities, special needs, religious beliefs and these equality and diversity issues are particularly acute to our values.

- 2.3. This policy is an important public statement of NWM's intent so that our staff and users can be clear about their rights and responsibilities and so that there is clear criteria against which our performance can be judged. However, we recognise that the creation of a genuine equality and diversity culture is a continuous process. We must strive constantly to achieve it.

KEY PRINCIPLES

- 3.1 Equality and diversity are an integral part of NWM and partner organisations' objects, beliefs, and strategic objectives.
- 3.2 NWM and its partners will uphold equality and diversity:
- (a) in service delivery, by providing appropriate, sensitive and impartial services and being accessible to all especially, those from the Windrush communities that suffer particular disadvantage in accessing opportunities.
 - (b) by fostering a co-operative working environment which is free from harassment or victimisation, and which promotes good relations among partners, to create the conditions for the partnership to realise its full potential.
 - (c) by employing and providing opportunities for the Windrush generation and other ethnic minorities and in so doing develop a multi-cultural partnership which reflects the diversity of our clients and society.
 - (d) by promoting the values contained in the Policy in our relationships with other Partnerships and organisations.
 - (e) in employment, by ensuring that no job applicant, employee or volunteer is unfairly discriminated against on the basis of their gender, ethnic or national origin, religion or belief, age, physical or mental capabilities, marital status, sexual preference, social background, or organisation role
- 3.3 In implementing these principles, NWM will ensure that it meets all the necessary legal requirements and strive to set standards of good practice that others will follow.

4. EQUALITY AND DIVERSITY POLICY

- 4.1. NWM will adhere to the principles of equality of opportunity and adopt a partnership working approach in its endeavour to:
- 4.2. NWM and its partners will promote equality and diversity in staff recruitment, selection and development.
- 4.3. NWM and partners will ensure projects publicity and promotional activities and materials are underpinned by the principle of equality of opportunity and take

into consideration the diverse needs of clients/communities.

- 4.4. NWM and partners will ensure equality of opportunity and promote diversity in the delivery of its services.
- 4.5. NWM and partners will endeavour to create a conducive environment that will ensure all staff and clients feel valued and are treated fairly.
- 4.6. NWM and partners will ensure parity of outcomes for the diverse groups of clients.
- 4.7. NWM and partners will develop and agree a framework for evaluating the partnership that takes into account the needs of the partners and assesses the impact of the work on the diverse groups of clients worked with.

5. POLICY IMPLEMENTATION PROCEDURES

- 5.1. NWM will ensure the policy, procedures and any action plans are understood, supported, and promoted by all partners and is applied to all activities.
- 5.2. NWM will ensure that the Equality and Diversity Policy is understood and followed by their staff and partners and implemented in their work consistently.
- 5.3. NWM will ensure open and honest discussion of equality and diversity issues to create an environment where all staff and clients feel encouraged to air their views; express their concerns; learn from each other's experience and treat different perspectives and values with respect.

6. MONITORING AND REVIEW OF THE POLICY

- 6.1. NWM will monitor the implementation of its Equality and Diversity Policy as part of their monitoring process and report regularly to the Board.
- 6.2. The NWM Board will review the Equality and Diversity Policy annually.
- 6.3. The NWM Board will oversee implementation of the policy and approve further action(s) to promote equality and celebrate diversity when needed.