

# The Egham Museum Trust

## Equality & Diversity Policy

### Dates

First Approved: July 2017	Signed (on behalf of TEMT):       Date:
Last Approved: February 2021	
Next Review: February 2024	

### Introduction

The Egham Museum Trust (‘TEMT’) is dedicated to encouraging a supportive and inclusive culture amongst the Museum workforce and the local community. It is within our best interests to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all employees, volunteers and job applicants are given equal opportunity and that each team member will be respected and valued and able to give their best as a result. We will work towards making TEMT, its board of Trustees, staff and volunteers, more representative of communities that we are currently underserving.

This policy applies to all staff and volunteers of TEMT, including Trustees, contracted freelancers, paid staff, volunteers, sessional workers, students or anyone working on behalf of or under the direction of TEMT (together ‘Museum workers’), as well as the general public.

All our job descriptions and person specifications refer to the Equality Act and all our roles are paid at/above the Living Wage.

### Commitment

This policy outlines our commitment to providing equality and fairness to all in our recruitment and not provide less favourable facilities or treatment on the grounds of

age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We are opposed to all forms of unlawful and unfair discrimination.

TEMT commits:

- To follow the Museum Association's Code of Ethics, in order to be and remain relevant, socially-engaged and safe spaces in our communities, acting as agents of positive change (see our Code of Ethics Policy & Statement);
- To address physical, sensory, intellectual, or cultural barriers to access (see our Access Policy Statement);
- To create an environment in which individual differences and the contributions of all Museum workers are recognised and valued;
- To create a working environment that promotes dignity and respect for all Museum workers;
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy;
- To promote equality in the workplace, which TEMT believes is good management practice and makes sound business sense;
- To select candidates for employment, self-employment, promotion, training, or any other benefit, based on their aptitude and ability;
- To make training, development, and progression opportunities available to all team members;
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so TEMT can apply corrective measures;
- To work together with the community to provide accessible and relevant service provision that responds to service users' needs;
- To ensure Museum workers are representative of the community served and TEMT's employment policies are fair and robust;
- To challenge discrimination;
- To provide fair resource allocation;
- To be accountable.