

## **DIVERSITY, EQUITY AND INCLUSION**

### **DEI Statement**

The Holburne Museum is committed to becoming an inclusive and equitable space dedicated to culture, creativity, learning and wellbeing where everyone feels welcome, respected and valued.

We commit to embedding the principles of Diversity, Equity & Inclusion in everything we do to support and encourage a more diverse range of people to volunteer, work in, engage with, and access learning and engagement opportunities. Our actions are guided by the conviction that museums flourish when they represent and welcome people of all ages and backgrounds, providing equitable opportunities for everyone to access, participate in, and contribute to culture and heritage.

We will not tolerate unlawful discrimination on any grounds including age, disability, gender reassignment, pregnancy and maternity, race including ethnicity and national origin, religion or belief, gender and sexual orientation as stated under the Equality Act 2010.

We recognize that structural racism exists in society and pledge to uphold an anti-racist approach, committing to an ongoing process of actively naming and challenging racism by reviewing our processes, policies, procedures and behaviours.

We acknowledge the colonial histories embedded in our collection and building, as well as our responsibility to critically examine their influence on the museum's narratives, programming, and governance. We are dedicated to curating exhibitions that reflect the communities and perspectives shaped by these histories, recognizing diversity as an essential and enduring aspect of our shared heritage.

## DIVERSITY, EQUITY AND INCLUSION POLICY

The Holburne Museum recognises that everyone has a right to access, enjoy and engage with arts, culture and heritage. The Museum is committed to actively promoting greater diversity, equity and inclusion through its exhibition programming, permanent collection interpretation, learning and engagement work and through its staff recruitment and volunteering programmes.

This policy sets out the Holburne Museums' commitment and legal obligations, under the Equality Act 2010, to create a non-discriminatory environment and promote equitable access. It applies to all job applicants, employees, freelancers, volunteers and organisations/individuals to which we provide services.

We will not tolerate unlawful discrimination on any grounds including:

- age
- disability (including neurodiversity)
- gender
- gender reassignment
- relationship status
- pregnancy and maternity
- race (including ethnicity and natural origin)
- religion or belief
- sexual orientation

We will oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

All Directors, employees, freelancers and volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to their line manager or the Museum Administrator.

**Please refer to the Anti-Harassment and Bullying Policy and the Grievance Procedure for guidance on how to report an incident.**

## Our commitment

- To create an environment in which individual differences and the contributions of all our staff, freelancers, volunteers and visitors are recognised and valued.
- To ensure that every Director, employee, freelancer, volunteer and visitor is aware of their entitlement and responsibility to promote dignity and respect for all, in line with this policy.
- To create a culture and working environment free of racism, bullying, harassment, victimisation and unlawful discrimination where no form of intimidation will be tolerated.
- To make training and development opportunities available to all staff and volunteers to deepen and embed understanding of DEI throughout the organisation in all aspects of work.
- To take breaches of our the DEI policy seriously. Complaints of bullying, harassment\*, victimisation and unlawful discrimination by fellow employees, suppliers, visitors and any others engaging with the museum will be acted upon and may lead to disciplinary proceedings as set out in our **Anti Harassment & Bullying Policy** and **Grievance Procedure**.

*\*Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.*

- To recognise bias and make decisions concerning staffing based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- To review employment practices and procedures when necessary to ensure fairness and update them (and the policy) to take account of changes in the law.
- To monitor the make-up of the museums' workforce regarding protected characteristics.
- To use census demographics of our locality and region to be responsive to place-based inequities.

- To acknowledge the colonial legacies of our historic collection and critically examine their influence on the museum’s narratives, programming, and governance.

The Diversity, Equity and Inclusion policy is fully supported by the Directors of the Holburne Museum **[insert details as appropriate]** and will be reviewed by the Board on a regular basis.

The Chair of the DEI Advisory Group will report back to the Board on the DEI Action Plan which will be monitored annually by the Advisory Group.

### **Anti Harassment and Bullying Policy and Grievance Procedures**

Details of the organisation’s Anti Harassment and Bullying **Policy and Grievance Procedure** and can be found at [\[insert link to shared drive\]](#).

Use of the organisation’s Anti Harassment and Bullying Policy to report a grievance does not affect an employee’s right to make a claim to an employment tribunal within three months of the alleged discrimination.

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For information about how the museum will action these policy commitments please refer to:

- Diversity, Equity and Inclusion Plan
- Audience Development Plan
- Access Plan

And Learning & Engagement Strategy

Drafted by Louise Campion with DEI Advisory Group, Feb 2025