

## Introduction

The Wessex Museums Trust (WMT) is a charity that exists to build the resilience and relevance of the museums in our partnership and across our region.

**Our mission is to support museums to connect, inspire and add value to peoples' lives.**

WMT values peoples' differences and works to ensure fairness and equity in our policies and practices, to enable diverse people to effectively work and engage with us.

## Equality, Diversity & Inclusion

WMT is committed to the values of a just, inclusive and cohesive society and we take seriously our responsibilities under the Equality Act 2010. We actively seek to remove barriers and create opportunities for engagement, participation and employment to achieve equity.

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, prejudice and discrimination who fall outside of these protected characteristic groups (e.g. lower socio-economic, military and rural communities). We also recognise that people can face multiple disadvantages and therefore we approach equality, diversity and inclusion (EDI) through an intersectional lens.

## Our EDI Framework and Commitments

EDI sits at the centre of our strategic plan and is framed by our overarching aim:

**To dismantle prejudice and discrimination in our organisations**

We will work to achieve our aim through the five commitments we have made in our EDI framework, which are to:

- **Embed and integrate** an intersectional EDI approach into all parts of our organisations
- Ensure our organisations **reflect** the diversity of our region
- **Amplify** the stories and voices of marginalised groups through our programmes
- **Engage** communities in our decision-making and programmes, particularly those from underserved groups
- **Educate** ourselves and our colleagues on EDI and what it means to be an effective and active ally

Our EDI framework provides the basis for the practical actions expressed in our EDI action plan which should be taken together with this policy. The action plan is a working document but focusses on three areas:

- Our **workforce, governance and leadership**,
- Engaging with underserved **communities** through our programme activities,
- Becoming effective and active **allies**.

### **Implementation and Accountability**

The Trustees of WMT are accountable for this policy and the accompanying action plan. The action plan will be reviewed by and progress reported quarterly to the WMT Board. The EDI Policy will be reviewed by the WMT Board annually.

All Wessex Museums staff take responsibility for delivering the EDI action plan through their individual work plans.

WMT will work with and through the wider partnership to deliver on our EDI policy and action plan, including with our partner museums, the local authorities in our region, other culture and heritage organisations, and community organisations.

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