

Equality and Diversity within National Museums Liverpool

As a National Museum service, NML is uniquely diverse in terms of the breadth of our collections, the work that we produce and the community that we service. As a result, our venues attract people from all different backgrounds and abilities.

Most recently, NML has agreed a new vision and beliefs, which clearly state our commitment that we should reflect the needs of the society we serve:

‘NML has a responsibility to the whole of society. Everyone, regardless of age, identity, ability or background, has a right to expect that we will be enjoyable and welcoming, providing routes to discovery, awareness and learning for all.’

The only way we can deliver our vision is through a clear understanding of the diverse needs of our users and to reflect this through the way we develop our workforce, our programmes and our audiences. Towards this aim we have recently set up an NML Diversity Working Group, chaired by Amy de Joia, Director of Development and Communications, with the task of identifying and developing initiatives that will drive NML’s efforts on making a real change in the level and focus of activity in relation to diversity.

‘Valuing diversity is about recognising the differences between people and respecting the valuable contribution that those differences can make to society. These differences include race/culture, religion, gender, sexuality, disability and age.’

The Government already places a statutory duty on public bodies, such as NML, to promote race equality (The Race Relations Amendment Act 2000, Schedule 1A). Underpinning this is a recognition that the population of the UK is changing rapidly, some parts of the UK are projected soon to have a majority of Black Minority Ethnic (BME) citizens, while others such as London have an increasing profile. This brings a growing awareness of the importance of recognising cultural differences, and a greater demand for wider cultural representation. Greater responsibility amongst all museums is essential in developing effective strategies in relation to staffing and governance, collections and public programmes, and developing audiences.

We already have some excellent examples of working with under represented groups, through our learning and outreach work, our exhibition programming and the work of the Access Action Group. However, there is much more that we need to do, particularly in the areas of workforce and audience development. This is evidenced, for example, by recent audits of our workforce against the Liverpool population census data. The census data for Liverpool shows that 5.7% of the population are from BME background, in comparison to NML’s workforce where we have only 2% BME staff.

Although there is a focus on cultural diversity, NML recognises the need to address all aspects of diversity and will continue to develop initiatives that address diversity and equality of opportunity in the widest terms, as outlined in the ‘valuing diversity’ statement above.

The Diversity Working Group has developed an NML Equality and Diversity Policy (attached) that has been endorsed by the Trustees and Trade Unions. This policy states a clear corporate commitment to valuing diversity and equality of opportunity.

It also outlines how all those involved with NML are able to contribute to the achievement of its objectives and are encouraged to work positively towards the development of a culturally diverse organisation (see also appendix 1). In taking this forward we are making an on-going commitment to ensuring that diversity becomes part of our core thinking and is fundamental to all that we do.

To support staff, we will be providing training on equality and diversity, and, in the New Year, everyone, including Trustees and senior management, will be required to attend one of these sessions.

The Diversity Working Group welcomes greater staff involvement and would actively encourage you to put forward ideas that move NML towards being a genuinely diverse organisation.

National Museums Liverpool

Equality and Diversity

“NML is committed to valuing diversity by actively promoting and implementing equality of opportunity in all that we do. We believe that valuing and managing diversity is about recognising and appreciating individual needs and differences and treating everyone with dignity and respect.”

Policy Statement

We will work towards an environment and culture where everyone is encouraged and supported to develop their full potential regardless of gender, race, colour, nationality, religion, age, disability, marital status or sexual orientation. Our aim is to ensure that these commitments, reinforced by our Values, are embedded in our day- to- day working practices with all our colleagues, customers and partners. We acknowledge that discrimination affects people in complex ways and are committed to challenging all forms of inequality.

We will demonstrate our commitment by:

- Building a workforce that reflects our customer base, within the diverse communities in which we work, with the aim of having parity of representation across the workforce;
- Understanding where we can improve and making sure we do improve;
- Promoting equality of opportunity and diversity within our workforce, the communities in which we work and with our partners;
- Treating our colleagues, customers and partners fairly and with respect;
- Recognising and valuing the differences and individual contribution that people make;
- Providing support and encouragement to staff to increase their contribution to the organisation through the enhancement of their skills and abilities;
- Promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this;
- Building in legislative requirements and best practice to all our service delivery and employee policies and procedures, and supporting these with appropriate training and guidance.
- Monitoring our performance - we will measure and report on the effectiveness of our service delivery and employee policies and processes in relation to these principles, by building performance monitoring and management information requirements into policy and outputs. This information will be used to inform future policy and to enhance business planning and processes.

Scope of the Policy

This policy applies to all staff, contractors, visitors, customers – services, research, scholarship and governance. Everyone working within NML has a personal responsibility for implementing and promoting these principles in their day-to-day work with colleagues, customers and partners alike. Discrimination, unequal treatment and harassment will not be tolerated and will be addressed.

Objectives

Equality and diversity within NML can be translated into the following objectives:

- Valuing and respecting diversity and benefiting from our differences;
- Creating a positive, safe, accessible environment and culture in which discrimination has no part and where everyone can achieve their full potential;
- Listening to, engaging and collaborating with a wide range of colleagues, customers and partners in order to continually improve our equality practices;
- Promoting equal opportunities in all aspects of employment;
- Supporting positive action programmes where there is a clearly identified need;
- Mainstreaming equal opportunities into all employment and business decisions by developing systems and processes which are accessible and transparent;
- Ensuring all projects and programmes are underpinned by our equality and diversity principles;
- Being accountable by target setting, monitoring, evaluating and reviewing progress on a regular basis; and
- Taking necessary action when non-compliance with the Policy is identified.

NML will implement its Equality and Diversity Policy in accordance with legislation and codes of practice including:

- The Race Relations Act 1965
- The Equal Pay Act 1970 (amended by the Equal Pay Regulations 1983)
- The Sex Discrimination Act 1975 (amended 1986: Gender Reassignment Regulations 1999; Indirect Discrimination and Burden of Proof Regulations 2001)
- The Employment Rights Act 1996
- Employment Rights Act 2002 (Flexible working regulations)
- The Disability Discrimination Act 1995
- The Race Relations Act 1976 (The Race Relations Amendment Act 2000)
- The Human Rights Act 1998
- Protection from Harassment Act 1995

- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- Part-time Workers Regulations 2000

Policies, procedures and Codes of Practice that will support the Equality and Diversity Policy

- Recruitment Policy
- Harassment and Dignity at Work Policy
- Sex/gender discrimination Code of practice statement
- Race Equality Policy
- Disability Policy
- Work/life Balance Policy
- Maternity, Paternity, Adoption and Parental Leave
- Grievance Procedure
- Guideline for Dealing with Sexual and Racial Harassment
- Complaints Procedure

Equality and Diversity Responsibilities

We think it is important that all those involved with NML are able to contribute to the achievement of its objectives and are encouraged to work positively towards the development of NML in terms of improving the diversity of our workforce and our audiences.

Trustees and Director are responsible for:

- Leading NML's Equality and Diversity Agenda
- Agreeing an overall equality and diversity policy and strategy
- Communicating the plans to others both inside and outside the organisation
- Answering to the DCMS and the public for what NML does and what it achieves in terms of equality and diversity
- Ensuring that managers and staff are accountable through review of outputs.

Executive Team are responsible for:

- Ensuring the equality and diversity strategy is developed and delivered
- Agreeing the resources needed
- Reviewing the equality and diversity policy and strategy
- Reviewing organisational equality and diversity performance
- Taking the lead on equality and diversity inside and outside the organisation
- Making sure that equality and diversity are central to all the work undertaken by NML

Managers are responsible for:

- Including equality and diversity issues in the business plans and performance reviews within their areas of responsibility.
- Putting the policy and strategy into practice on a day-to-day basis
- Checking on equality and diversity issues when assessing performance

- Making sure that all staff act in line with the equality and diversity policy, providing support and direction when needed
- Dealing quickly and effectively with concerns and complaints about anyone who does not follow the policy.

Staff are responsible for:

- Actively tackling equality and diversity issues in practical ways in their day-to-day work
- Ensuring their own behaviour is appropriate
- Providing a public service which respects and takes account of the needs and background of service users
- Meeting any equality and diversity targets agreed in their work plan
- Improving the overall performance of NML on equality and diversity
- Recognising and respecting the different backgrounds of the people they work with

**National Museums Liverpool
Diversity Strategy and Action Plan**

