



Equal Opportunities, Diversity and Access Policy

Last updated 25 February 2020

1 INTRODUCTION

1.1

The National Horseracing Museum (NHRM) is committed to eliminating discrimination and encouraging diversity – both visible and invisible. Our aim is that our approach to working with partners and stakeholders, audiences and participants, as well as our own workforce, should be truly representative of all background and perspectives.

1.2

NHRM is committed to ensuring that all aspects of its museum and archive activities are fully accessible to every sector of the community. This will be achieved, where practicable, by removing or reducing any physical, sensory or intellectual barriers to access and ensuring that no employee, volunteer, user or other stakeholder is discriminated against for any reason.

1.3

The museum defines diversity as the complex mix of individuals and groups who together make up society. A variety of traditions, values, attitudes and beliefs influence everyone's identity and the identity of society around them. These influences may relate to ethnicity, faith, gender, sexual orientation and intellectual and physical ability, but might equally include health status, locality, educational, economic and social background.

1.4

Whilst the museum recognises the broadest definition of diversity, it will particularly prioritise improving its engagement with some of the groups referred to as having the protected characteristics detailed in the Equality Act 2010, namely:

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or on maternity/paternity leave
- Disability
- Race, including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Gender
- Sexual orientation
- Socio-economic deprivation

In accordance with Arts Council England's approach to equality and diversity as outlined in the Creative Case for Diversity, we will particularly focus on the protected characteristics most pertinent to our region, our mission and our collection, notably:

- Age: both older groups and young people
- Social-economic deprivation
- Disabled visitors
- Minority ethnic groups – particularly foreign nationals working within horseracing in Newmarket.

In all of these groups we will seek to establish best-practice standards and a clear leadership role for diversity in the sector across the region. Age will constitute our principal target protected characteristic.

2 AIMS

2.1

Newmarket is an important part of the Arts Council's *Creative, People and Places* initiative for West Suffolk, having been identified as having a particularly low participation level in culture and the arts. Through our community engagement programme we aim to give local people access to cultural experiences and seek to remove barriers to participation.

2.2

Our key aims in increasing and promoting diversity are to ensure...

- Access for all
- Authenticity
- Community and Cross-cultural collaboration
- Celebration of the highest artistic standards, of challenging narratives that promote debate, and of the unexpected.

2.3

Our principal Diversity Assets – site-specific factors which will help us to achieve these aims – can be identified as follows:

- The principal subject of the museum - horses and associated animals – appeals to a wide audience range
- The asset of having live horses on site, and the engaging and sustainable story which the Retraining of Racehorses tells
- The museum and the associated yards, paddocks and arena constitute both a safe space and a social hub for individuals and communities.

These Diversity Assets are closely tied to our collections and programme. We will continue to ensure that we focus on these USPs and do not dilute them by introducing programming or activities that have little relevance to these core assets. To that end, we will concentrate on horse- or animal-related programming, and on the attributes of our unique, royal site.

2.4

We aim to ensure equality and fairness for all partners, stakeholders, audiences and participants, trustees, members, volunteers and employees. We will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, nationality, national origin, religion or belief, sex and sexual orientation, and we oppose all forms of unlawful and unfair discrimination.

2.5

In the context of recruitment, NHRM is an equal opportunity employer and encourages applications from qualified candidates from visible and invisible minority group members, persons with disabilities, persons across the spectrum of sexual and gender identities, and others with the skill and knowledge to engage with diverse communities. We are committed to hiring on merit and to removing barriers in employment policies.

2.6

In fulfilling its mission and in taking forward its work with audiences and communities, NHRM seeks to reflect the diversity of its communities and users through:

- The collection and interpretation of objects, archives and associated information
- Diversity in its displays, exhibitions, events, learning, outreach and volunteering programmes
- Diversity in its online activities and digital opportunities
- A diverse workforce and Board

3 EQUALITY STATEMENTS

3.1 Visitors

NHRM exists for all people to visit, use and enjoy in-person or online. We provide appropriate assistance to make sure that our activities, services and opportunities are made available to everyone, wherever possible.

3.2 Staff, Volunteers and People/Organisations We Work With

3.2.1

All staff working within the museum are required to comply with and support this Equality Policy.

3.2.2

It is our aim that there will be equality of opportunity throughout the organisation.

3.2.3

The above principle will apply to all aspects of employment and volunteering. Everyone working within the museum on a paid or voluntary has a responsibility to apply this principle in practice.

3.2.4

We seek to provide a museum and archive visitor experience which is inclusive, secure and supports equal access for all. We recognise that people have differing interests and requirements. We provide and promote equality of access to all our services and venues for staff, volunteers, visitors and service users, and we will plan and deliver services to ensure access for all.

3.2.5

NHRM will seek to provide training for staff and volunteers to make sure we offer appropriate support to all visitors. There are already in place comments and complaints procedures which visitors can use to help us maintain and improve our services.

4 OBJECTIVES

4.1

The objectives of this policy are to:

- Strive for excellence in the delivery of service to users from under-represented backgrounds and to become an exemplar of best practice
- Ensure that the museum meets all its obligations under relevant Diversity, Equality & Access legislation
- Actively encourage participation in museum activities by people from under-represented backgrounds as service users, staff, and volunteers
- Meet the communication needs of visitors whose first language is not English or who require alternatively formatted materials, to ensure maximum participation in our programmes and use of our facilities
- Ensure that all contractors, consultants and outside agencies working with or within the museum meet the same standards as we would expect to meet ourselves
- Provide all staff and volunteers with adequate guidelines, information and training to enable them to carry out their responsibilities effectively and with confidence
- Develop collections, exhibitions and activities to represent and appeal to the range of backgrounds and interests of our audience

5 IMPLEMENTATION

5.1

The museum will achieve its aims and objectives through:

- Implementing inclusive policies, practices, procedures and guidelines which are regularly monitored, reviewed and updated
- The provision, wherever feasible, of accessible formats and languages for the presentation and delivery of key information within our venues and in our published and promotional material

- Ensuring that all contractors, consultants and outside agencies working for or with the organisation, or on our premises, adopt and observe the provisions of and this Policy
- Ensuring the site is as physically, sensorial and intellectually accessible as possible
- Establishing and maintaining robust consultation networks with visitors, service users, community organisations, cultural partners and stakeholders
- Embedding in our organisation the fact that the delivery of this policy is a responsibility of every individual, department and service.

6 RESPONSIBILITIES

6.1

Effective engagement with people with protected characteristics is the responsibility of every employee, volunteer and member of governing bodies.

6.2

Every member of staff and every volunteer will have responsibility for:

- Contributing towards providing a well-run and inclusive service
- Familiarising themselves with, implementing and promoting this Policy
- Implementing and promoting inclusive programmes in line with funders' agreements and individuals' aspirations
- Not tolerating and/or seeking to eradicate bullying, harassment, victimisation, direct/indirect discrimination and discrimination by association against individuals on any grounds
- Identifying personal and organisational skills and knowledge gaps in D,E & A issues.