

Amgueddfa Cymru – National Museum Wales

Equality Objectives and Action Plan April 2018-April 2021

This document is available in Welsh. To receive a copy of this document in another format contact Kristina Enticott, HR Manager.

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Equality Objectives and Action Plan 2018-2021

The Well-being of Future Generations Act 2015 seeks to ensure the needs of the present are met without compromising the ability of future generations to meet their own needs.

Amgueddfa Cymru, to meet the requirements of the Equality Act 2010, has developed its equality objectives in line with the sustainable development principles of the Act and the seven well-being goals.

‘What Wales is doing today, we hope the world will do tomorrow – action more than words is the hope for our future generations.’

United Nations

The following objectives and actions will be further developed with the commissioning staff, the Diversity Group, and approved by our Board of Directors. There will then be public engagement, developments following the engagement and Board approval of any changes.

Equality Objectives and Actions

1. Diversity in the Workplace – Engaging Employees	
Objective and outcomes	Amgueddfa Cymru’s workforce will fully reflect the communities we serve and all recruitment is underpinned by our Equality & Diversity Strategy. <ul style="list-style-type: none"> • A more equal Wales • A prosperous Wales
Action 1	Develop a Workforce Planning Template
Action 2	All staff involved in recruitment and selection to undergo equality and diversity training and unconscious bias training, with regular updates.
Action 3	Monitor recruitment, analyse selection and appointment data and report to the Diversity Group. Put positive action in place if analysis shows little diversification of the workforce (time frame could be set).
Action 4	Provide mandatory equality and diversity training to all new employees and volunteers as part of induction.

2. Development in the Workplace – Retaining Employees and Volunteers	
Objective and outcomes	All employees and volunteers to be given the opportunity to achieve their full potential. <ul style="list-style-type: none"> • A prosperous Wales • A more equal Wales
Action 1	Undertake a workforce/volunteer Training Needs Analysis.
Action 2	Develop a Training Strategy for staff and volunteers, which encourages, motivates and supports staff and volunteers to progress.
Action 3	Develop and support a mentoring scheme for employees.

Action 4	Implement positive action initiatives to assist BAME and disabled staff to access and enhance their career development opportunities, both within and outside Amgueddfa Cymru.
Action 5	Put in place and/or support staff/volunteer equality networks, and ensure they have an appropriate voice and support

3. Improving Access to Services for Disabled People

Objective and outcomes	Increase the diversity of those visiting Amgueddfa Cymru and using our services by removing barriers to access. <ul style="list-style-type: none"> • A more equal Wales • A healthier Wales • A Wales of vibrant culture and thriving Welsh language • A Wales of cohesive communities
Action 1	Audit Amgueddfa Cymru and our services for accessibility for disabled people.
Action 2	Develop guidance on standards of accessibility to include physical, attitudinal, information, structural access and review all materials in relation to marketing, publicity and visitor information.
Action 3	Establish a mechanism that enables Disability Action Groups to contribute to the guidance on standards of accessibility and give on-going advice on access issues.
Action 4	Establish a mechanism that enables disability arts organizations such as Disability Arts Cymru to influence our programme, for example through the Diversity Forum.
Action 5	Increase awareness in the organization about the Social Model of Disability through training and other initiatives.

4. Improving Access to Services for Black and Minority Ethnic People

Objective and outcomes	Increase the diversity of those visiting Amgueddfa Cymru and using our services. <ul style="list-style-type: none"> • A Wales of vibrant culture and thriving Welsh language • A Wales of cohesive communities • A more equal Wales • A healthier Wales
Action 1	Carry out an audit on the demographic profile of our visitors.
Action 2	Identify and collaborate with partner organizations to attract and work with people from diverse backgrounds, for example through the More and Better initiative.
Action 3	Review all materials in relation to marketing, publicity and visitor information to ensure a 'positive about diversity' message is being conveyed including all equality strands.
Action 4	Establish a mechanism that enables BAME arts organizations to influence our programme.
Action 5	Increase awareness in the organization about race issues through training and other initiatives.

5. Buying Goods and Services

Objective and outcomes	<p>We will strive to take a socially responsible approach to purchasing goods, services and facilities and ensure that all procurement is undertaken in line with the commitments made in the Equality & Diversity Strategy.</p> <p>We will seek to develop and promote effective, local, sustainable supply chains.</p> <ul style="list-style-type: none"> • A globally responsible Wales • A resilient Wales • A prosperous Wales • A more equal Wales
Action 1	Review procurement procedures, identifying which service has the greatest capacity to generate social outcomes.
Action 2	Create an action plan linking future procurement with social issues.
Action 3	Consider weighing the selection of suppliers according to their social and environmental performance alongside their value for money.
Action 4	Make our procurement action plan public, giving potential suppliers access in advance to our expectations.
Action 5	Ensure the procurement procedures are open to all, boosting the social value of what is being delivered.

6. Commissioning Work and Programming

Objective and outcomes	<p>We recognise our unique role in providing opportunities to showcase the richness of the nation's diverse culture through the arts.</p> <ul style="list-style-type: none"> • A Wales of vibrant culture and thriving Welsh language • A resilient Wales • A globally responsible Wales • A more equal Wales • A prosperous Wales
Action 1	Carry out an audit of commissioned work with an analysis of the demographic makeup of contributors.
Action 2	Develop positive action initiatives to address gaps in contribution identified through the audit.
Action 3	Develop a mechanism for partnership working to encourage commissions from under-represented groups.
Action 4	Ensure that commissioned works from under-represented groups are mainstreamed and are not simply stand-alone events celebrating specific international days or religious events.
Action 5	As part of the annual reporting on equality and diversity, provide data on the demographics of those commissioned for work.

7. Leadership and Corporate Compliance

Objective and outcomes	Ensure strategic leadership and governance arrangements, ensuring standards are high and consistent across all our areas of responsibility.
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	<ul style="list-style-type: none"> • A resilient Wales • A globally responsible Wales • A more equal Wales • A prosperous Wales
Action 1	Monitor performance of the Equality Action Plan objectives through the Diversity Group.
Action 2	Report annually, identifying what has worked well and areas of concern and how these might be improved.
Action 3	Report specifically to the staff/volunteer equality networks, ensuring they have an appropriate voice in the monitoring process.
Action 4	<p>Ensure our website holds information on:</p> <ul style="list-style-type: none"> • Equality Impact Assessments carried out • Our Equality & Diversity Strategy and Action Plan • The Annual Equality Report • Data relating to visitor numbers and demographics and any positive action initiatives. • Information on partner organizations supporting our equality initiatives. • Positive action measures when commissioning work. • Information on procurement and mainstreaming equality.
Action 5	Carry out an annual review of procurement procedures to assess the mainstreaming of equality.
Action 6	Conduct an annual review of employee training to ensure the commitments made in Equality Objective 2 are met.
Action 7	Recognise our status as a role model for an inclusive and equality-aware organization and carry this message through our service delivery and as an employer.

8. Equal Pay	
Objective and outcomes	Reduce the pay gap between men and women. <ul style="list-style-type: none"> • A more equal Wales • A prosperous Wales
Action 1	Carry out an Equal Pay Audit and identify the reasons for any pay gap across all protected characteristics where the data allows.
Action 2	Produce an action plan of measures to work towards the elimination of any gender pay gap.
Action 3	Carry out Equality Impact Assessments of the annual pay remit across all protected characteristics to ensure that the proposals do not disadvantage protected groups.
Action 4	Report annually on our gender pay gap.

Working with the Well-being of Future Generations Act

We will embrace the five ways of working set out by the Well-being of Future Generations Act.	
1. Taking a long-term view	Work with other public bodies to build a real insight as to what the future might look like and helping us to plan accordingly.
2. Prevention	Understand and recognise the key areas for development to ensure any problems can be prevented from getting worse and we are able to manage the challenges going forward.
3. Taking an integrated approach	Work with other public bodies and partners to align all our Equality Strategies and develop shared objectives against the seven Goals, making a collective contribution to Wales.
4. Collaboration	Work with other public bodies and partners to break down barriers and build understanding of the benefits of working together in order to develop deeper understanding of equality and diversity across sectors with shared plans to address barriers.
5. Involvement	Engage in real and meaningful dialogue with communities, individuals and other public services to achieve common goals.