

## **Amgueddfa Cymru: Annual Equality Report 2019/20**

### **1. Introduction**

1.1 The following report aims to provide the stakeholders and staff of Amgueddfa Cymru with an updated account of our work in supporting equality matters. It details our progress towards meeting our statutory responsibilities in relation to the Equalities Act 2010 and the Wales Specific Duties during the financial year of 1<sup>st</sup> April 2019 – 30<sup>th</sup> March 2020.

1.2 This report provides information about Amgueddfa Cymru as an organisation, outlining our role and responsibilities in relation to securing equality of opportunity, in addition to the legislative framework in which it operates.

### **2. Background and context of our reporting**

2.1 The Equality Act 2010 introduced a new equality duty on the public sector. As a listed authority under Schedule 19 of the Act, Amgueddfa Cymru has statutory duties under the general duty along with Wales specific duties.

2.2 The Wales specific duties require us to publish an annual equalities report. The report is to include information on the steps taken each year, to meet the duties and on our progress towards fulfilling Amgueddfa Cymru's equality objectives.

2.3 Our ongoing commitment to partnership working, engagement and participation has and will continue to be key in helping Amgueddfa Cymru meet its Equality Objectives. In response to recommendations made by *Is Wales Fairer Report (EHRC, 2018)*, Amgueddfa Cymru has worked collaboratively with a number of public bodies in Wales to develop a suite of high-level strategic equality objectives. The partnership is known as Wales' Public Body Equality Partnership. The objectives were scheduled to be launched in March 2020, however, due to Covid-19 this was postponed until 1<sup>st</sup> March 2021. These can be located as an appendix to our Strategic Equality Plan 2021-2022.

2.4 The sustainable development principles of the Wellbeing of Future Generation Act 2015 and its seven ways of working were embedded in the development of these objectives alongside the Welsh Language Standards.

### **3. Amgueddfa Cymru's progress towards the Equality Objectives and Action Plan 2018-2021**

3.1 Amgueddfa Cymru's objectives for this period are set out in our Equality Objectives and Action Plan. In recognition that this is a long-term agenda, the objectives spanned the three years of the plan.

3.2 Detailed in the following section is the progress made towards our Equality Objectives during 2019-2020.

3.3 Please note that actions listed against each objective are not exhaustive. If you would like further information on any aspect of our Equalities work or would like to be involved in contributing to the further development of Amgueddfa Cymru's work in this area, please contact Kristina Enticott ([Kristina.Enticott@museumwales.ac.uk](mailto:Kristina.Enticott@museumwales.ac.uk) or 02920 573379).

#### 4. Objective 1: Diversity in the Workplace – Engaging Employees

**Objective and Outcomes: All employees and volunteers to be given the opportunity to achieve their full potential.**

- **A prosperous Wales**
- **A more equal Wales**

4.1 All staff involved in recruitment selection are coached by a HR professional in the application of Equality Legislation and good practice at each stage of the recruitment process.

4.2 Stonewall Cymru conducted Unconscious Bias Training for all staff involved in recruitment and selection of both staff and volunteers in June 2019 – February 2020.

4.3 Amgueddfa Cymru has continued its commitment to increase the diversity of its workforce, as evidenced by its engagement work with partner organisations. The Skills Development Placement Scheme has been embedded into the work of Amgueddfa Cymru. Its purpose is to engage with individuals from sections of our community encountering obstacles in finding employment. The placements increase skills and self-confidence, opening up Amgueddfa Cymru as a place of work to groups who may otherwise not have seen it as such. Amgueddfa Cymru worked collaboratively with the following partner organisations to offer numerous placements under the Scheme during this period:

Remploy Innovate Trust, National Autistic Society, Careers Wales, National Star in Wales, Gofal/ Platform, Oxfam.

4.4 We retained our Investor in Volunteering status for 2019-20 and continued to develop and share good practice the Welsh Council for Voluntary Action and the Heritage Volunteering UK Group. We also collaborate with partners across Wales involved in Welsh Government's *Fusion: Creating opportunities Through Culture* initiative.

**961** people volunteered their time at Amgueddfa Cymru in 2019/20 by donating an estimated **30,000** hours. Of these:

- 19% of volunteers are under the age of 25.
- 7% consider themselves to have a disability.
- 6% consider themselves BAME.

Examples of the volunteering programme include:

- Community gardening initiatives for examples the Innovate Trust developing a community garden at St Fagans National Museum of History, which enabled people with learning disabilities to maintain the garden weekly.
- Skills development placements, for example at National Slate Museum we collaborated with Agoriad to support an individual with autism, with a view to becoming a paid placement.
- LGBTQ+ volunteer-led tours launched in March 2020 at National Museum Cardiff, curated by Dan Vo and co-produced with Pride Cymru. The tours are designed to interpret artworks in the galleries through a queer lens.

4.5 Our Hands-on Heritage youth engagement initiative, funded by National Lottery Heritage Fund, supports a wide range of young people to get involved in our work. The Youth Forum at National Museum Cardiff for example includes BAME and LGBTQI+ individuals, people on the autistic spectrum, and people from disadvantaged backgrounds. Partnerships established during 2019-20 included those with Sub Saharan Advisory panel, and Jukebox Collective, which enabled us to significantly diversify the base of young people we work with. This was reflected in the diversity of Young Heritage Leaders (recently changed to the Amgueddfa Cymru Producers), a group of engaged young people working closely with curators and other staff to change our way of working, prioritising subjects that were important to them, such as the climate crisis, gender identity, equality, and representation.

4.6 Amgueddfa Cymru has attained several accreditations in its role as an employer during this period, including a 'Bronze- Achieving Change' Award as part of Mind's Workplace Wellbeing Index, in recognition of our work to develop and implement initiatives to promote positive mental health for our staff. We also became a 'Disability Confident' (level 1) employer in 2020 and are currently working towards achieving level 2 within the scheme.

## 5. Objective 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.**

- **A more prosperous Wales**
- **A more equal Wales**

5.1 We are a key delivery partner in Cultural Ambition, a National Lottery Heritage Fund initiative led by MALD and Cultural & Creative Skills. The project aims to provide 33 annual training placements over a three-year period. The trainees are aged 18-24 and are non-graduates who are not in education, employment or training. Amgueddfa Cymru is supporting placements based at Big Pit, St Fagans, the National Waterfront Museum Swansea and the National Slate Museum. The aim of the initiative is to diversify routeways into working in the cultural sector.

5.2 Young Heritage Leaders have delivered several training sessions to museum staff on LGBTQI+ terminology, including at a Divisional training day to staff involved in delivering Public Programmes.

5.3 Amgueddfa Cymru works with its staff to inform them about and equip them to take account of equality issues. It takes a zero-tolerance approach to bullying and harassment and discrimination and provides the employee with the confidence to challenge such inappropriate behaviour in the workplace through its Dignity at Work Training. Unconscious Bias training has also been commissioned via Stonewall Cymru during this period alongside a revised Equality and Diversity programme for staff.

## 6. Objective 3: Improving Access for Disabled People

**Objective and Outcomes: Increase the diversity of those visiting Amgueddfa Cymru and using our services by removing barriers to access.**

- **A more equal Wales**
- **A healthier Wales**

- **A Wales of vibrant culture and thriving Welsh language.**
- **A Wales of cohesive communities**

6.1 Several programmes have been developed at National Museum Cardiff. These include:

- In May 2019, working with Cardiff Institute for the Blind to plan accessibility for people with visual impairments in the Snakes exhibition. A large print resource was created for the exhibition.
- In January 2020, as part of the Dippy on Tour Exhibition, creative workshops were facilitated for d/Deaf families. The workshops were led by Jonny Cotsen a deaf artist who has been supporting Amgueddfa Cymru to pilot provision for d/Deaf audiences. Many participants were part of the Cardiff Creative Deaf Hands Group.
- Across Amgueddfa Cymru we engage disabled children through our learning programmes.
- In 2019-20 we have collaborated with schools supporting children with additional learning needs. For example, at National Waterfront Museum Swansea we collaborated with Ysgol Pen y Bryn to develop a community exhibition and digital e-book learning resources, and at National Museum Cardiff we collaborated with Greenfields SEN School in Merthyr to facilitated art sessions over several months as part of the Arts Council for Wales funded Creative Collaboration project.

6.2 Amgueddfa Cymru has established a mechanism that enables disability arts organisations such as Disability Arts Cymru to influence our programme.

6.3 Recent Equality Impact assessment training within the organisation has increased awareness of the application of the Social Model of Disability when conducting an equality impact assessment on all aspects of our delivery.

6.4 The Marketing and Communications Team at Amgueddfa Cymru has continued to review the bank of images it uses to promote our museums, ensuring it represents diverse audiences.

6.5 Additional examples of the extensive partnership working, and initiatives undertaken by Amgueddfa Cymru to improve access for disabled people can be located in section 4.3.

## 7. Objective 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.**

- **A Wales of vibrant culture and thriving Welsh language.**
- **A Wales of cohesive communities**
- **A more equal Wales**
- **A healthier Wales**

7.1 We have collaborated with a range of community partners, race Council Cymru, the Sub-Saharan Advisory Panel, Black History 365 and other to develop new programmes and increase representation in our work. Examples include:

- Black History Month Wales, a creative arts programme was launched at St Fagans in September 2019 in partnership with Race Council Cymru.

- Facilitating the first Wales Somali Heritage Day, at St Fagans in October 2019. The event included a pop-up display of cultural objects, fashion, music, and a range of panel discussions.
- *[un]seen [un]heard* exhibition, a re-interpretation of a display at National Museum Cardiff in March 2020. The display was created following a colonial review of aspects of the art collections and entailed replacing busts of white men with those of black people, including Paul Robeson, and the installation of poetry and artwork by a BAME Young Heritage Leader. This work was presented and very well received at the CAM Triennial in South Africa: <https://camtriennial2020.org/>

## 8. Objective 5: Buying Goods and Services

**Objective and Outcomes: 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 and Diversity Strategy.**

8.1 Our Procurement Strategy Action Plan is in place and includes addressing Equality and the wider social agenda.

8.2 All significant procurements are advertised and available to everyone and routinely include questions and statements about equality and the wider social agenda.

8.3 Recent procurements include:

- Amgueddfa Cymru completed a procurement process for Master planning at National Museum Cardiff where the tender evaluation was driven by visitor experience, addressing issues of accessibility, cultural participation and inclusivity.
- Security Patrols at Big Pit: Amgueddfa Cymru entered a procurement process for this area of work. As part of this process, we requested that the cost per hour be based on the Living Wage not the minimum wage.

8.4 More diverse partnership networks, developed through initiatives such as Hands on Heritage focused on widening engagement with young people, are providing a wider range of ways to advertise opportunities for artists and facilitators to work with Amgueddfa Cymru.

8.5 Amgueddfa Cymru has an extensive volunteer programme. As part of this programme an insurance is in place that is designed to cover the costs if a volunteer claims compensation for illness or injury that they believe has been caused by their work. Without this, Amgueddfa Cymru would probably need to limit the programme or perhaps not have a programme, as the risk would be too high.

## 9. Objective 6: Commissioning Work in Programming

**Objective and Outcomes: We recognize our unique role in providing opportunities to showcase the richness of the nation's diverse culture through the arts.**

- **A Wales of vibrant culture and thriving Welsh language.**
- **A resilient Wales**
- **A globally responsible Wales**
- **A more equal Wales**

- **A prosperous Wales**

9.1 We have providing a number of opportunities to showcase the richness of the nation's diverse culture through our work. Examples include:

- National Waterfront Museum Swansea is celebrated as a museum of sanctuary.
- **Community exhibitions**
- The *POBL* (People) Exhibition at National Waterfront Museum Swansea, between 13 April – 29 September 2019, included 120 portraits and 80 minutes of video, celebrating how the local community has helped shape the museum. Participants included refugees and asylum seekers, disabled people, LGBTQI+ communities, and others. Visitors were invited to make a video in their mother tongue as part of UNESCO's Year of Indigenous Languages.

In September, a community pop-up exhibition was launched at St Fagans as part of our ongoing partnership with the Jewish History Association of South Wales.

- **Community events**

In May, 4,718 people attended the PRIDE Swansea event held at National Waterfront Museum Swansea in partnership with City and County of Swansea Council. Amgueddfa Cymru also facilitated a display stand in August at Pride Cymru in Cardiff. The content was co-produced by the Young Heritage Leaders – 'Queens of the Animal Kingdom – The Queer Lives of Animals' and promoted the Snakes exhibition at National Museum Cardiff.

In October 4,560 participated in Diwali Mela at St Fagans, organised by the India Centre Cardiff. The celebration of the Festival included displays of music, dance, food, and other cultural activities.

The annual Women's Archive Wales Conference was held in partnership with Amgueddfa Cymru at St Fagans.

The Hate Crime Awareness Week Event was hosted at National Waterfront Museum Swansea in partnership with Swansea City Council and Victim Support and included information stands from EYST, Ambulance Service, Gwyr School, Mend, FAN, Women's Aid and City of Sanctuary.

- **Learning resources and programmes**

New teaching resource were published in partnership with the African Community Centre (ACC), Swansea: Windrush Intergenerational Project on the People's Collection Wales website in July 2019. The ACC worked with local young people to research the lives of the Windrush generation who arrived in Wales from the West Indies between the 1940s and 1970s. The project sought to bridge the gap between older and younger generations, especially with regards to passing down culture, tradition, journeys, settlement and other experiences.

- **Collecting Black Histories (2019-2020)**

In April 2019, we appointed a part-time Curator of Black History to focus on increasing the representation of Black histories in the collection. Initially appointed on a six-month contract, the role was made permanent in 2020. During the course of the year, the post holder and the curatorial team worked with various organisations and individuals to develop the collection, and to deliver a programme of community events at St Fagans. Outputs included:

- A screening at St Fagans of ***Just a Likkle Piece of Jamaica inna Port Talbot*** – an oral history-based film which celebrates the Jamaican elders of Port Talbot who made Wales their home in the 1950s-60s. A copy of the film and a collection of associated objects have been donated to the Museum.
- **Documenting Ramadan** at Cardiff mosques – curators worked with Dar Ul-isra mosque and the South Wales Islamic Centre to film the two communities observing Ramadan and breaking their fast.
- **Welsh Somali Heritage Day** – St Fagans held the first ever Welsh Somali Heritage Day in October 2019. Delivered in partnership with Hayaat Women's Trust, the Horn Development Association, and the Museum's Young Heritage Leaders, the event included a pop-up display of cultural objects, a fashion show, traditional music, and a panel discussion on what it means to be a young Welsh-Somali today. Over 100 community members attended the event.

#### 10. Objective 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 responsibly.**

10.1 Amgueddfa Cymru's objective is to have a Board of Trustees that are diverse in their representation. The process of appointing our Trustees lies with the Public Appointments team within Welsh Government and we will continue to support and work with them to ensure that these recruitment processes to attract as wide a range of suitable candidates as possible.

10.2 A cross departmental working group was appointed to shape our strategic equality objectives for 2021-2022. The group will monitor progress against our objectives during this period.

10.3 An increasingly collaborative approach has been adopted externally also. As part of the Wales Public Body Equality Partnership, Amgueddfa has worked jointly with other public bodies to develop a suite of shared high level equality objectives. These were launched on 1<sup>st</sup> March 2021 and can be found as an appendix to Amgueddfa Cymru's Strategic Equality Plan for 2021-2022.

10.4 Further to the implementation of refresher training to enhance knowledge and awareness of Equality Impact Assessments within the organisation, Amgueddfa Cymru will further embed such assessments into our practice.

## 11 Equal Pay

**Objective and Outcomes: Reduce the pay gap between men and women.**

Gender Pay Gap Reporting was suspended for the 2019/20 reporting year, due to the Covid-19 pandemic. This will be published shortly with a full analysis of our figures.