

Annual Equalities Report 2022/23

1. Introduction

As a listed body under Schedule 19 of the Equality Act 2010, Amgueddfa Cymru has statutory duties under the general duty along with Wales specific duties. We are required under the Wales specific duties to publish an annual equalities report.

Our Legal Duties

Under the public sector equality general duty, public authorities must:

- Eliminate unlawful discrimination, harassment, victimisation and other behaviours prohibited by the Equality Act 2010.
- Treat people who share protected characteristic and those who do not equally; and
- Encourage good relations between people who share protected characteristics and those who do not.

The act provides protection for people with protected characteristics:

These are:

- Disability
- Race
- Pregnancy and maternity
- Sexuality
- Gender reassignment
- Age
- Sex
- Religion and belief
- Marriage and civil partnership

2. Background and Context

We believe that Amgueddfa Cymru belongs to everyone, and the following report provides an overview of the progress we have made in delivering the outcomes set out in our Strategic Equality Plan 2022-2025, to further advance equality, both as an employer and in our work with diverse communities.

Acknowledging that we have much work to do in this area and that we want to do more than just fulfil our legal obligations as a public body, our plan is ambitious and will guide us to become an organisation that truly listens and learns from all the communities we serve, including those with protected characteristics and those experiencing socio-economic disadvantage. They also reflect our commitment to Welsh language rights which are protected by the Welsh

Language Standards, as set out by the Welsh Government under Section 44 of the Welsh Language (Wales) Measure 2011.

Our commitment to equality and diversity is reinforced in other key organisational strategies and action plans, all of which are a culmination of extensive consultation with diverse communities and outline how we'll engage with and support communities in creating a better Wales, recognizing that everyone has something to contribute through our museums, programmes, collections, and work.

To learn more about our work we recommend reading about our Strategy 2030 and our Widening Engagement Action Plan, both developed during this period [Strategy 2030 \(museum.wales\)](#) [Widening Engagement Action Plan 2022-25 \(museum.wales\)](#) The Widening Engagement Action Plan has been jointly developed with the Arts Council of Wales.

The wider policy context in Wales has also shaped the development of our Strategic Equality Plan, including the Socio-Economic Duty Wales and the Well-being of Future Generations (Wales) Act 2015. We are also committed to supporting the Welsh Government's Programme of Government 2021-2026 (<https://gov.wales/programme-government>) and the priorities of the Cooperation Agreement between the Government and Plaid Cymru (<https://gov.wales/co-operation-agreement-2021>).

Our Strategic Equality Plan has also recently been reviewed to ensure that it aligns with Welsh Government's Anti-racist Wales Action Plan and LGBTQ+ Action Plan for Wales.

3. Reflections on 2022-2023

In the following section we reflect upon the work undertaken in Amgueddfa Cymru to deliver the seven outcomes set out in our plan.

In doing all these things, we will strengthen how we work, and truly demonstrate our commitment to the people we serve.

Objective 1:

We will recruit and retain staff and volunteers to be representative of the population of Wales.

- We produced a recruitment video promoting us as an employer of choice and an inclusive organisation, which we have used in our recruitment campaigns and materials. and we will use the tone of the video as the basis to review our recruitment materials in 2023/24.
- We are continuously identifying opportunities to create paid placements/internships and have developed the Amgueddfa Cymru Producers scheme to provide opportunities for young people between the ages of 18-24 years old from diverse backgrounds.

- Our online recruitment portal *i-recruit* is in its final stages of development which will make for an improved candidate experience when launched in late 2023. It will offer anonymised recruitment as standard for all roles, a flexible application process, with the ability to remove sections relating to education/qualifications and to tailor how candidates can evidence their suitability for a role. Our Equality Monitoring will improve as all candidates will be required to complete the online form when applying for a role.
- For 2022-2023 of 77 new employees recruited, these consisted of 47 Female, 29 Male and 1 Non-Binary.
- During Q1 -Q4 we saw a 6% increase in applicants reporting a disability, with applicants ticking the 'guaranteed interview' box in the equality form rising by 7% in the same period.
- In 2022-2023 we supported 604 volunteers who donated 26,273 hours to Amgueddfa Cymru. This year the focus has been on rebuilding the Volunteer and Placement Programme following the impact of Covid-19. We were successful in restarting some volunteering opportunities in 2021/22 and have further developed these in 2022/23. Whilst we have regained the number of volunteering hours to pre-pandemic levels, we are still building back the volunteer numbers. We received 160 registration forms from new potential volunteers. 50 of these were successful and became active volunteers (conversion rate of 31%). Of the 160:
 - 58% identified as female.
 - 42% noted they were under 25 years old (a higher proportion of than any other age group).
 - 17% identified as Global Majority (higher than any other year).
 - 19% identified as LGBTQ+.
 - 18% consider themselves to have a disability.
 - 49% reported some level of Welsh language ability.

Amgueddfa Cymru 2030 Strategy includes Volunteering as a core element, with actions detailed in the Public Programming Strategy, 2022-27. Amgueddfa Cymru continues to hold Investors in Volunteering status, awarded in January 2022, without any recommendations for improvement.

- At Amgueddfa Cymru there are two Placement Programmes: Student Work Placements and Skills Development Placements.

Student Work Placements are for students in college or university and form part of a course or training. Skills Development Placements are for people with a barrier into employment such as Autism. We have supported 82 placements this year, with 112 registration forms received. Of these, 68 are students and 14 are Skills Development Placements; 74% of these placement holders are new.

- 79% of Student Work Placements identify as female whilst 71% of Skills Development Placements identify as male.
- 65% of Student Work Placements are between 18 and 24 years old whilst 50% of Skills Development Placements are between 25 and 34 years old.
- 17% of Student Work Placements identify as Global Majority, and 7% of Skills Development Placements.
- 37% of Student Work Placements identify as being LGBTQ+, and 21% of Skills Development Placements.
- 10% of Student Work Placements noted they have a disability, and 57% of Skills Development Placements (the programme is specifically aimed at people with a barrier to employment)

Objective 2:

Support all employees and volunteers to achieve their personal and professional ambitions and remove the barriers to them achieving these.

- **Anti-Racism Training**
Race Council Cymru have been appointed to develop and deliver anti-racism training for Board and Directors and a pilot session for staff. This work will be conducted in 2023/24.
- **BSL**
During this period, over 20 of our staff from across our museums were trained in BSL.
- **Equality Monitoring Data**
We worked with Diverse Cymru to update our equality monitoring form, with the intention of launching a campaign in 2023/4 to encourage our employees to disclose their data. We recognise that improving staff disclosure will help us measure more effectively the impact of policies and practices on different groups in the organisation and will provide in-depth understanding of inequality or unfair treatment, different experiences, and areas for action.
- **Youth Engagement**
Funding by the National Lottery Heritage Fund for our youth engagement initiative, *Hands on Heritage*, is ending in March 2023. With support from the Paul Hamlyn Foundation, we continue to deliver this work. Two Youth Engagement Facilitators were made permanent, and one of our Amgueddfa Cymru Producers (ACPs, a network of 162 young creatives aged 16-24) was appointed Youth Engagement Coordinator. We also invested in continuing to pay ACPs for their time through core funding. We appointed seven ACPs Programme Makers for the Summer of Fun initiative between July-September 2022, providing an example of how their skills and confidence were developed through *Hands on Heritage*, empowering them to apply for further roles within the museum.

Objective 3:

Ensure that everyone has equal opportunity to participate in and access our services.

- The Secret Garden partnership project between Innovate Trust and St Fagans National Museum of History (funded by National Lottery Heritage Fund) supports weekly sessions for people with learning disabilities to research the history of Ysgubor Fawr cottage and establish a cottage garden. This garden is informal in design and incorporates a mixture of ornamental and edible plants, with wildlife habitats to encourage biodiversity. Project participants gain specific skills related to gardening and research. They also gain transferable skills such as the ability to work in a team, follow instructions and problem solving. Participants improve their wellbeing through spending time outdoors and connecting with their peers and the wider community. They also benefit from being able to meaningfully access and volunteer with the museum. Since October 2022, 38 individuals have contributed 704 volunteering hours as part of this initiative.
- Our BSL offer was developed and delivered across all online events including Museum Talks and Sleepover@Home. BSL offers were developed with D/deaf community consultants for live programmes including In Conversation events, Lates and Festivals.

Objective 4:

Ensure equality is embedded into the procurement process and is managed throughout delivery.

- We ensure that Equality and Diversity are built into the ways third-party services are procured where appropriate and proportionate to the contract in question by ensuring they are included as part of the Supplier Questionnaire for every Tender that is above £25,000. If any potential suppliers are found guilty of unlawful discrimination, they are automatically removed from the procurement competition.
- There is currently a Procurement Training Review being undertaken and training on procurement principles which address equality, inclusion, anti-racism, Welsh and other languages will be included within the new Procurement Training once ready for rollout.
- We include Social Value within the Supplier Questionnaire for all procurements above £25,000. We are now looking at how we identify and capture the social value being created in order to report on this annually.
- Our procurement procedures are open to all including SME's by making specifications more accessible.

Objective 5:

We recognise our unique role in representing and celebrating the histories and creativity of Wales's diverse communities.

Examples of initiatives delivered in 2022/23 include the following:

- **Widening Engagement Task Force:**

Established with Arts Council Wales in October 2022 and has oversight of progress against the Widening Engagement Action Plan [Widening Engagement Action Plan | Museum Wales](#). Members include the Chair of Black History Wales, the Project Director of Diversity and Anti-racism Professional Learning (DARPL), the Manager of Race Alliance Wales, the Chief Executive of the Sub Sahara Advisory Panel (SSAP), the Head of Services and Partnerships for Ethnic Minorities and Youth Support Team Wales (EYST), two Arts Associates and two members of the Amgueddfa Cymru Producers.
- **Celebrating Cultural Diversity:**
 - The reframing Picton exhibition was developed and delivered by [the ACPs](#) and the SSAP Youth Leadership Network. The exhibition, opened in August 2022 and re-frames the colonial narrative around a portrait of Sir Thomas Picton, who was previously hailed as a public hero, but who is today equally notorious for his cruel treatment of Black enslaved and free people, and for sanctioning torture during his governorship of Trinidad. The portrait was re-displayed with new interpretation produced by the young people, in conjunction with the commissioned art, 'Spirited' by Laku Neg and 'The Wound is a Portal' by Gesiye. The ACPs shared their work at a workshop at the Museum Association Conference in Edinburgh (November 2022). From the date the exhibition opened in August 2022 up until the end of March 2023 we had 59,568 visitors.
 - Lleisiau'r Wal Goch / Voices of The Red Wall exhibition coincided with the 2022 FIFA World Cup and explored the diverse fan-culture of Welsh football. Communities represented in the display included Amar Cymru, Wal Goch y Menywod, and The Rainbow Wall.
 - A range of community led events were delivered including Somali Heritage Day. This annual event presents an intersectional and intergenerational perspective on heritage, identity and culture in Wales and Somaliland. This events also provides a focus for developing the Somali community heritage collection with community members. Diwali Mela was delivered at St Fagans in partnership with Hindu Cultural Association of Wales in November 2022. A Black History Month Celebration event took place at St Fagans in partnership with Race Council Cymru and a Nowruz

event launched at NMC in partnership with Kurdish All Wales Association at St Fagans.

- **Decolonising our collections:**

- Work on decolonising the collection focused on delivering the Historical Narrative strand of the Anti-Racist Wales Action Plan and the Community Action Research strand of the Decolonising Charter. Research activity focused on developing new perspectives and a deeper understanding of a range of objects in workshops at Amgueddfa Cymru museums and Tŷ Pawb, Wrexham. This research work will inform the development of displays and exhibitions in 2023-25. Work in 2022/23 includes:
- A group linked to Tŷ Pawb's Multicultural Hub - Comunidade de Lingua Portuguesa Wrexham, decoded symbols of Empire on the Wexham Tailor's quilt.
- A range of activities took place at National Museum Cardiff (NMC): a representative from Race Council Cymru and the ACPs researched the Augustus John Archive to identify the sitter's name in John's *Portrait of a Jamaican Woman*; a film was produced to document the journey of a rope, made at Barberton Prison, South Africa, into the museum's botany collection, by one of the ACPs. Global nature objects displayed in the natural history galleries were reviewed and selected for future research and re-interpretation by members of KIRAN Cymru, and a sofa commissioned by Robert Clive, 1st Baron Clive 1725-1774 (also known as Clive of India) was researched by the Wales Puja Committee, KIRAN Cymru and members of EYST.
- At the National Slate Museum, a workshop was held with members of the Black community in north Wales – based in Bangor, and originally from Cameroon and Nigeria. They identified narratives that could be told at the museum and responded to the site and displays.
- At the National Wool Museum, Dr Chris Evans and Natalie Jones - author and consultant, audited the site and explored where and how the narrative of the Welsh plains could be told.

- **Collecting and amplifying Black histories**

We continued to work with individuals and community partners to develop and expand the representation of Black histories in the collection. Outputs included:

- Collecting activity included recording the oral histories of activists and their experience of the BLM movement in Wales, interviewing community members before the demolition of the Paddle Steamer café in Butetown.
- Ethnically diverse ACPs, led by an art curator, learnt about the process of acquiring artwork, specifically a work by Chris Ofili called 'North Wales,' and worked towards a partial redisplay of an

existing exhibition. The redisplay opened in March 2022, and evaluation indicated a high level of satisfaction by the young people.

- Delivering the Refugee Wales: The Afterlife of Violence AHRC funded research project in partnership with Cardiff University. The event to mark the completion of the work was co-produced with refugees and asylum seekers living in Cardiff and Aberystwyth.
- Patti Flynn Purple Plaque – a dress from the collection worn by jazz singer and activist Patti Flynn was displayed at a plaque unveiling ceremony at the Wales Millennium Centre.
- **Celebrating, Collecting and amplifying LGBTQ+ histories**
Exhibitions and displays delivered in 2022/23 include:
 - Wales is Remembering Terrence Higgins, a display at St Fagans marked the 40th anniversary of his death and highlighted a newly acquired portrait of Terrence Higgins by artist Nathan Wyburn. Displayed alongside the portrait is the original plaque from the memorial tree that commemorates the people who have died from AIDS in Wales.
 - Trawsnewid, meaning '*Transformation*', explored and celebrated Wales' history of queerness and social change. Objects on display were taken from the Amgueddfa Cymru LGBTQ+ collection and compiled by the ACPs in a brand-new narrative alongside new queer Welsh artworks.
 - A display at NWMS celebrated the new collection of the Reg & George archive. Their story features in the book *On the Red Hill* by Mike Parker.
 - Objects were collected from the first Powys Pride, Hay Pride and Newport Pride and attending Pride events across Wales to promote the LGBTQ+ collection.
 - A range of talks were delivered to community groups, and at national and international conferences. Highlights included a talk on collecting LGBTQ+ history at Amgueddfa Cymru as part of OUTing the Past Ireland in Dublin and a presentation at the Queer Heritage and Collections Network (QHCCN) Symposium, London, 20-21 March 2023 outlining how the LGBTQ+ collection was being developed and used supported by recent funding received from the QHCCN.
 - As part of the LGBTQ+ History Month Welsh Government launched the LGBTQ+ Action Plan for Wales at St Fagans. Amgueddfa Cymru facilitated the first Hwyrnos: Queer event at

National Museum Cardiff, and the first Queer tour of St Fagans which were delivered by the ACPs.

- **Learning Programmes and Resources**

- A review of both the museums workshop programme and digital learning resources for schools took place in 2022/23 to identify changes required to ensure cultural representation and anti-racism in support of the delivery of the new curriculum for Wales. In collaboration with Race Council Cymru and Darpl (Diversity and Anti-Racist Professional Learning) new resources to celebrate 'Windrush Cymru' are underway.
- New workshops for secondary schools were developed and delivered as part of the Reframing Picton exhibition at NMC.
- New ESOL (English for Speakers of Other Languages) resources were created for NSM, NRLM and NWMS, see [English Learner \(ESOL\) | Museum Wales](#). These resources were specially designed for ESOL learners, created by ESOL tutors and students in partnership with Addysg Oedolion Cymru/ Adult Learning Wales. These are in addition to the existing resources already created for St Fagans. Over the last year groups such as the group of Afghan women who visited St Fagans as part of the AMIF Steps to Integration Success project (part funded by the EU Asylum, Migration, and Integration Fund) have been using the resources.

Objective 6:

Ensure that strategic leadership is accountable and that governance arrangements are in place, ensuring standards are high and consistent across all areas of responsibility.

- We continued to work with Welsh Government on increasing representation at Board Level.
- Our commitments to Equality and the Welsh Language are central to our work and a new internal monitoring group bring this work together. The group monitors Amgueddfa Cymru's compliance in terms of Equality and the Welsh Language Standards. The committee's role is to support and drive forward the delivery of the Widening Engagement Action Plan (Equality and Welsh language guiding principles), Amgueddfa Cymru's Strategic Equalities Plan and Welsh Language Plan. The committee will also have responsibility for monitoring and revising Amgueddfa Cymru's Strategic Equality Plan and Welsh Language Action Plan. These plans include our services to the public and our responsibilities to our volunteers and workforce.

- We will ensure that impact assessments are undertaken for both Welsh Language compliance and Equality and Diversity.
- Our policies and procedures are assessed to identify any impact on Global majorities and Welsh Language prior to publication.
- We will engage with Trade Unions to ensure compliance with legislation on social partnerships and fair work.

Objective 7:

Continue to reduce the pay gap between men and women.

- Our most recent gender pay gap report can be found here: [GPG-report-2022.pdf \(museum.wales\)](#). It is pleasing to see the work in addressing gender inequality is resulting in positive improvements year on year. In 2021/22 we saw more women recruited in the third and upper quartile which has positively influenced the resulting data.

The 2023 Gender Pay Gap figures are:

Median 0%
Mean 1.58%

This is an improvement on the median 2022 figure of 1.77% and means there is pay parity between the median hourly rate for men and women. The mean figure shows a slight increase from the 2022 figure of 0.9%.

- Develop our reporting on ethnicity pay gap.

Conclusion and next steps

During this period, we feel that we have made steady progress towards our SEP Objectives. We have continued to adopt a co-productive and collaborative approach to our work which will be evidenced by our progress in delivering our SEP Objectives.

However, we recognise that we must not rest on our laurels. EDI is an area of constant change and there is still much to do if we are to achieve a key commitment in our Strategy 2030, that Amgueddfa Cymru “belongs to everyone” and that “everyone is represented”. This was brought into sharp focus by the Tailored Review Report, established by the Welsh Government to review Amgueddfa Cymru and published in 2023, [Final report of the Tailored Review Panel \(gov.wales\)](#) which emphasized the need for us to engage further with all our diverse communities and listen to them to identify solutions. This is fundamental if everyone in our communities is to feel that they have a true voice and that they have “belonging” in Amgueddfa Cymru.

The review made several recommendations including some specific to the governance and management of EDI at Amgueddfa Cymru, which have all now been embedded into time bound action plans which will be monitored closely to ensure delivery. One of these recommendations related to our SEP including specific timelines and responsibility for delivering and actions, to ensure we can monitor and evidence our progress more effectively and ensure we are accountable for the achievement of our objectives. We have listened and through our recently established Equality and Welsh Language Monitoring Committee, we have recently established a more effective and systematic way of monitoring progress and reporting against our SEP. Late this year, we will work collaboratively to devise our SEP for the upcoming period of 2024-2029 and we will ensure that lines of accountability and clear timescales are embedded within our plan, which will enable us to report more comprehensively on our progress in future Annual Equality Reports.