



Heritage Services Equality, Diversity and Inclusion Strategy

Introduction

Heritage Services consists of The Roman Baths Museum and Pump Room, Fashion Museum Bath, Victoria Art Gallery, Bath Record Office, Bath Historic Venues, and the World Heritage Centre.

It is part of the Sustainable Communities directorate of Bath and North East Somerset Council.

Heritage Services' EDI Strategy should be read in conjunction with the Council's Equality Policy Commitment and is subject to all other Council EDI initiatives and support

<https://beta.bathnes.gov.uk/equality-and-diversity>



Our Journey

In 2023, The Roman Baths was selected as one of 8 cohort museums to take part in the Travelling Together programme, a programme of training and support to enable us to make changes needed to grow in accessibility and relevance for our community, led by Museums Development South West.

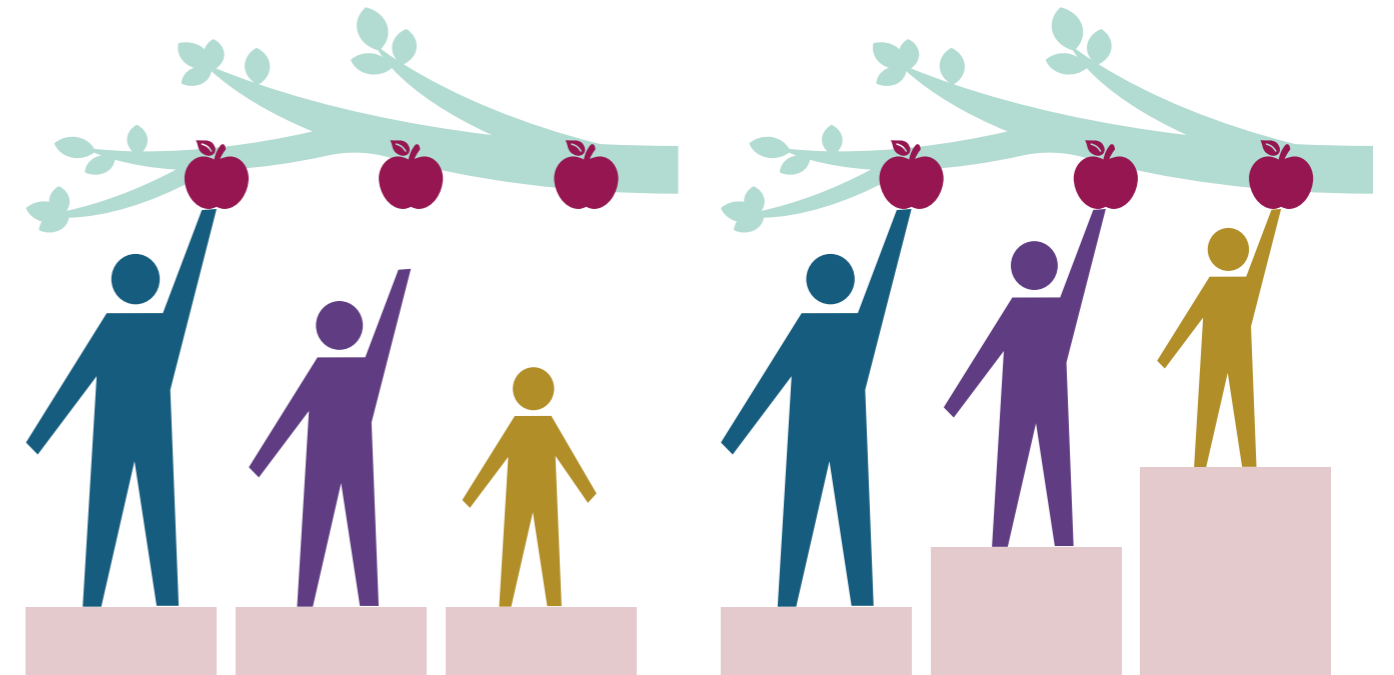
The outcome of the project was a series of workshops facilitated by Inclusive Recruiting Ltd to support the senior leadership team of Heritage Services to develop an EDI Strategy that aligns with our business plan and vision to “Learn from the past, understand the present, shape the future”.



Our Purpose

Heritage Services is committed to welcoming new and diverse audiences. We believe that a valued and diverse workforce will be more creative, productive and help to widen our audiences, staff and volunteers.

We are committed to creating an environment in which our staff, volunteers, visitors, and partners are treated fairly and are given equitable opportunities. We want our sites, exhibitions, collections, and communications to be accessible to all. We aim to create a culture that respects and values the differences between individuals and where everyone can belong.



The difference of equality of opportunity and equity of experience.

“At Heritage Services, we believe that no person should be held back by any aspect of their identity, whether that be ethnicity, age, sex, gender, disability, religion or belief, sexuality or social class.

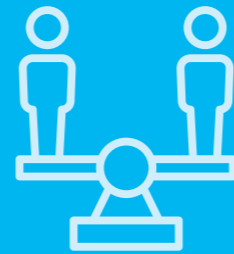
We’re dedicated to creating an environment that promotes equity, where diversity is valued and celebrated, and everyone feels included”

Rob Campbell, Head of Heritage Services & Culture



Definitions

Equality



Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of their background, religious or non-religious beliefs, whether they have a disability, or another identity layer that could impact on their access to opportunities.

Diversity



Diversity in the workplace means having a workforce inclusive of multiple layers of identity. This could include different backgrounds, ethnic heritage, gender, socioeconomic, sexual orientation, cultural diversity and beyond. It also means that the organisation fosters a sense of belonging that makes everyone feel like they are part of the team and makes everyone feel valued.

Equity



Equity is different from equality. Equity means that some individuals might have additional requirements, resulting in adjustments being put in place in order to have equal access to opportunities to achieve in the workplace.

Inclusion



Workplace inclusion is when people feel valued and accepted in their team and the wider organisation and can be their authentic self without having to conform. Inclusive organisations support employees and value their difference, regardless of their lived experience, assumed ability, ethnicity, age, sex, relationship status, pregnancy or maternity, choice of belief, sexual orientation or gender identity to thrive at work.

Our Aims

1.

We will take positive action to identify and reduce any inequality, discrimination or unfairness and to increase access to our sites and collections.

2.

We will ensure our processes and procedures, including our employment and recruitment policies, support our aim to be equitable, diverse and inclusive.

3.

We will provide staff and volunteers with opportunities to learn, develop and be fulfilled.

4.

We will foster an environment where all contributions are valued and listened to, creating a sense of belonging.

5.

We will continue to research our collections and explore underrepresented narratives ensuring our representation of the past is relevant to as wide an audience as possible.

6.

We will commit to working in partnership with communities and experts to make accessible content that fulfils our EDI purpose.



Our Goals

1. Ensure our sites and collections are accessible through our displays, public programming, digital content, and retail product choices.

1.1. We will develop ways of making our buildings and collections accessible.

1.2. Undertake and facilitate research into Heritage Services' varied collections to underpin new narratives and inform development.

1.3. Continue our collections work to understand what we have to inform our programming and interpretation.

1.4. Explore themes of EDI within our collections to inform development of projects, community engagement, and digital and marketing content.

1.5. Collaborate with a wide range of audiences and keep them informed on what we are doing through our communications and events.

2. Make sure all members of Heritage Services staff and volunteers have equity of experience with us.

2.1. Provide a consistent induction and exit procedure for all staff and volunteers.

2.2. Ensure each staff member has a regular one to one meeting with their line-manager.

2.3. Ensure each member of staff has a clear set of objectives and personal development plan recorded on Clear Review.

2.4. Provide an environment and means for staff and volunteers to confidently give feedback which is actioned. Feedback can be positive or used to raise issues and concerns, through anonymous feedback, Clear Review, or formal procedures.

3. There is a clear understanding of EDI in the context of Heritage Services across the entire staff and volunteer cohort and the wider Council's EDI strategy.

3.1. Embed the EDI strategy across the service.

3.2. Roll out EDI training session across the service.

3.3. Use the EDI working group and our EDI champions to raise awareness of our EDI work and ensure it continues to evolve.

3.4. Ensure our EDI strategy is shared with our partners and stakeholders.

4. Employ, engage and progress a diverse workforce.

4.1. Ensure our recruitment processes have the flexibility to attract a diverse range of applicants which supports the Council's Equalities Policy Commitment.

4.2. Offer a wide range of training and development opportunities across the Service for staff and volunteers.

4.3. Implement an ongoing and continuously improving approach to in-Service communication.

4.4. Use the Social Squad to create a programme of social events and well-being activity for all staff and volunteers.



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