Colchester + Ipswich Museums Equality Policy

Review date: March 2024

Colchester+Ipswich Museums
Colchester City Council
IPSWICH BOROUGH COUNCIL
ARTS COUNCIL ENGLAND
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1. Our Mission

1.1 Colchester + Ipswich Museum service (CIMS) preserves, interprets and makes accessible the material culture and cultural heritage of both Colchester and Ipswich for the benefit of residents and visitors to both towns. It is a museum service with regional and national reach contributing to the cultural regeneration and wellbeing of both towns and the wider region.

CIMS will inspire creativity and learning through the innovative use of venues, collections and activities that appeal to and connect with audiences locally, regionally and nationally.

We want our Museum Service to enrich the lives of all our residents, increase their knowledge and understanding and feed their aspirations and imaginations. Visitors will have access to all that the Museums have to offer and will enjoy and value what they experience during their visits, resulting in a significant and positive impact upon their lives.

2. The Legislation

2.1 The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It covers the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Not covered by the Act, but of equal importance to CIMS, is socio economic status.

2.2 As a local authority museum service, we also follow the Public Sector Equality Duty, which came into force across the UK in April 2011. The Duty requires public bodies to consider the needs of all individuals in shaping policies, delivering services and supporting the workforce.

2.3 The Public Sector Equality Duty also requires CIMS to pay due regard for the need to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations between different people when carrying out our activities.

2.4 As part of Colchester City Council and Ipswich Borough Council, CIMS also takes into account the commitments set out in their respective Equality and Diversity Policies.

3. Our Commitment

3.1 We are committed to:

- Working with local communities to tell their stories.
- Growing the museum collections to better represent our communities.

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- Offering a programme of activity that appeals to and is accessible to our diverse communities.
- Researching the make up of our local areas and seeking feedback on our work from a range of voices.
- Ensuring staff and volunteers have the appropriate training to carry out their roles with confidence.
- Working with CCC HR colleagues and following best practice to ensure that employment opportunities ask for appropriate skills, are fairly paid and are shared as widely as possible.
- Regularly reviewing our policies and procedures, identifying barriers and striving for best practice in relation to equality, diversity and inclusion.

4. Responsibility

4.1 We expect anyone representing CIMS to consider the Public Sector Equality Duty as they carry out their role. This applies to CIMS Joint Museums Committee, our staff, volunteers, the work we commission and the people we partner with.

4.2 CIMS Senior Management team, supported by CIMS Diversity Advisory Group and the CCC Equality, Diversity and Inclusion Specialist, will be responsible for ensuring wider stakeholders are aware of the Duty, as well as the responsibilities appropriate to their role.

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