



York Civic Trust

# Equality, Diversity and Inclusion Policy

Approval date: October 2023

Review date: September 2026

## Introduction

York Civic Trust is committed to ensuring that as an employer and a provider of visitor and member services it addresses inequality and exclusion wherever within its services it may occur.

This policy sets out how York Civic Trust will deliver this commitment and realise its vision and strategic priorities.

## External Context

The **Equality Act (2010)** sets the legislative framework for how UK organisations deal with inequality and exclusion. The Act sets out to:

- Eliminate discrimination, harassment, victimisation or any other prohibited conduct
- Advance equality of opportunity by:
  - removing or minimising disadvantage
  - meeting the needs of particular groups that are different from the needs of others especially those with protected characteristics
  - encouraging all to be able to actively participate in public life
- Foster good relations

The Act actively protects people with nine protected characteristics:

1. Age
2. Disability
3. Gender
4. Gender Reassignment
5. Marital Status & Civil Partnerships
6. Pregnancy & Maternity
7. Race & Ethnic Origin
8. Religion or Belief
9. Sexual Orientation

York Civic Trust adopts a principled, as well as legislatively pragmatic approach to inclusion, which moves beyond the provision of these protected characteristics as defined within the Equality Act 2010 to encompass those from lower socio-economic backgrounds. York Civic Trust recognises the concept of intersectionality and acknowledges that individuals can belong to more than one or more protected group and that this affects them disproportionately.

As an operator of the a museum as the organisation's primary public interface York Civic Trust has adopted the definitions of equality, diversity and inclusion set out by the Museum's Association as the sector leader.

**Definition of diversity:** any characteristic which can differentiate groups and individuals from one another. This includes the protected characteristics as defined by the Equalities Act 2010 but also includes others, such as socioeconomic background and status. It also includes and values diversity of perspectives and life experience, for example.

**Definition of inclusion:** We recognise that people need to feel connected and engaged. Inclusion can be defined as a state of being and feeling valued, respected and supported. Practising inclusion is necessary for diversity initiatives to work.

**Definition of equality:** We recognise that every individual should have equal opportunity to make the most of their lives and talents. It recognises that certain groups of people with particular characteristics have in the past and today, experienced discrimination.

### **Internal Context**

It is everyone's responsibility to work within this Policy and our associated Action Plan, the over-arching legislation and the Museum Association's Code of Ethics. This applies to all staff, volunteers, freelancers and contractors working for the Civic Trust or in Fairfax House.

In addition, specific roles and responsibilities are outlined for:

- The **Board of Trustees** has an overarching accountability for ensuring York Civic Trust complies with legislation.
- The **Senior Management Team** has an overarching responsibility for ensuring the York Civic Trust complies with legislation; meets the commitments of the Equality, Diversity and Inclusion Policy, and delivers progress on identified actions to enable people to operate within their role and remit. An internal support and training programme has been put in place to support all staff and volunteers.

The MA will publish its EDI policy and will report on it to its Board of Trustees.

### **Policy Review**

York Civic Trust will publish this policy on its website and the Board of Trustees will review it every three years. Next Review Date: September 2026.