



## **EQUAL OPPORTUNITIES POLICY**

### **STATEMENT OF INTENT**

Kids in Museums is a visitor-led organisation, with access to museums and the arts for all at its heart.

Kids in Museums is committed to the full implementation of equal opportunities in all aspects of its work.

Kids in Museums is opposed to direct and indirect discrimination on the grounds of gender, race, national, cultural, ethnic or religious background, disability, class, age, parental status, sexual orientation, marital status, physical ability or mental health.

We recognise that the provision of equal opportunities in all our activities will benefit the organisation, and help us to fulfil our mission.

### **POLICY**

The aim of this Equal Opportunities Policy is to ensure that -

- No employee, volunteer, job applicant, potential or actual service user will receive less favourable treatment on any of the grounds stated above, and there will be equality of opportunity for all.
- The working environment is a place where all staff, volunteers, partners and participants are treated with dignity and respect, and valued for who they are and the contribution they make to projects and the organisation.
- Every aspect of Kids in Museums work, project development, venue access, use of language, branding and publicity, will promote and support our commitment to equality of opportunity for all.
- All forms of prejudice, discrimination, bullying and harassment are not tolerated.

Kids in Museums communicates this policy to its staff, volunteers, partners and participants by ensuring that it is reflected in all our procedures, projects and actions.

### **IMPLEMENTATION**

All Kids in Museums staff and volunteers are individually and collectively responsible for ensuring that they and the organisation implement this policy.

This policy will be reviewed and evaluated at least on an annual basis by the Kids in Museums Board of Trustees.

The Director is designated as having responsibility for co-ordinating this policy and monitoring it. It is her responsibility to act on information given to her.

#### COMPLAINTS

Any staff or volunteer who believe they have suffered any form of discrimination, harassment or victimisation are encouraged to raise the matter. Any complaint will be dealt with seriously, promptly and confidentially.