

Equality & Diversity Policy of Atwell Wilson Motor Museum

1. Policy Statement

Atwell Wilson Motor Museum is committed to being a welcoming, inclusive, and respectful place for everyone including volunteers, visitors, trustees, and community partners. We value the diversity of the community we serve and believe that a wide range of backgrounds, experiences, and perspectives enriches our work and strengthens our mission to preserve and share heritage.

We do not tolerate discrimination, harassment, or victimisation in any form and commit to ensuring equal opportunity for volunteers and visitors.

2. Legal Framework

This policy aligns with the **Equality Act 2010**, which protects individuals from discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Even though volunteers are not employees, we apply the same standards of fairness and respect.

3. Purpose

This policy aims to:

- Ensure all volunteers and visitors are treated with dignity and respect
- Promote equal access to volunteering opportunities
- Encourage a culture where diversity is celebrated
- Prevent discrimination, harassment and victimisation in all museum activities, including recruitment, training, programming, and public engagement
- Ensure museum facilities and exhibits are accessible to all
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4. Who This Policy Applies To

- Volunteers
- Trustees and committee members
- Anyone representing the museum
- Contractors, guest speakers, and partner organisations
- All visitors and participants in museum activities

5. Our Commitments

We will:

- Provide a safe, inclusive environment for trustees, volunteers, visitors, contractors and partners
- Ensure volunteering opportunities are open to all
- Make reasonable adjustments to support volunteers or visitors with disabilities
- Offer training or guidance to help volunteers understand their responsibilities
- Ensure exhibitions, events, and educational activities reflect and respect diverse audiences
- Address concerns promptly, fairly, and sensitively

6. Expected Behaviour

All volunteers and representatives of the museum are expected to:

- Treat others with courtesy, kindness, and respect
- Avoid discriminatory or offensive language or behaviour
- Listen to and value different perspectives
- Challenge inappropriate behaviour or report it to a trustee or coordinator
- Contribute to a welcoming atmosphere for visitors

7. Reporting Concerns

Anyone who experiences or witnesses discrimination, harassment or exclusion can report it to:

- The Compliance Director [The Equality & Diversity Lead]

Concerns will be handled confidentially and without fear of negative consequences for the person raising them.

8. Monitoring & Review

The trustees will:

- Review this policy annually
- Consider feedback from volunteers and visitors
- Monitor volunteer recruitment and participation to ensure fairness
- Monitor visitor demographics
- Update the policy to reflect changes in legislation or best practice

9. Consequences of Breach

If a volunteer or representative breaches this policy, the museum may:

- Offer guidance or additional training
- Issue a formal warning

- Ask the individual to step down from their volunteer role in serious or repeated cases

Document Control

Version	Date	Approved By	Review date
1.0	19/05/26	Board	Annually