

Great Western Society Ltd
Didcot Railway Centre
Equality Policy

The context

Vision

Our vision is for Didcot Railway Centre to be recognised for the international importance of its collection and the value of bringing to life the golden age of steam as a dynamic Living Museum.

Mission

Our mission is to fulfil our potential as a heritage venue at the centre of its community. Accessible to all, striving to engage and inspire the widest possible audiences in the history and heritage of the Great Western Railway – the pioneering transport infrastructure that laid the foundations for contemporary transport innovation.

Values

Authentic | Welcoming | Engaging | Innovative | Great Quality | Sustainable.

The Great Western Society (GWS) is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that the Society will be representative of all sections of society and that each member of staff and volunteer feels respected and able to give of their best. As an accredited museum, we also abide by the Code of Ethics for Museums¹ which requires us, amongst other things, to reach out to new and diverse audiences, and treat everyone equally with honesty and respect.

The Equality Policy reflects the provisions of the Equality Act 2010², which legally protects people from discrimination in the workplace and in wider society. It is against the law to discriminate against anyone because of: age; being or becoming a transsexual person; being married or in a civil partnership; being pregnant or having a child; disability; race including colour, nationality, ethnic or national origin; religion, belief or lack of religion/belief; sex; or sexual orientation.

Equality in the workplace is good management practice and makes sound business sense. To that end, the purpose of this policy is to provide equality and fairness for all in our employment and working membership. We oppose all forms of unlawful and unfair discrimination.

We will treat all staff and volunteers fairly and with respect. Selection for employment, promotion, training, representation on internal committees, or other benefit, will be on the basis of aptitude and ability. All staff and volunteers will be helped and encouraged to develop their full potential. By encouraging feedback from our staff, volunteers and members we will fully utilise the talents and resources of the workforce to maximise the efficiency of the GWS.

Our commitment:

- We will create an environment in which individuals are respected and in which the differences and contributions of all our staff and volunteers are recognised and valued.
- We will listen to feedback and constructive suggestions for improvement.
- We will not tolerate any form of intimidation, bullying or harassment.
- We will make training, development and progression opportunities available to all.
- We will brief our staff and volunteers on the Equality Policy.

¹ Code of Ethics for Museums, www.museumsassociation

² <https://www.gov.uk/guidance/equality-act-2010-guidance>

- Scheduled periodic reviews of employment and volunteer practices and procedures will include reference to this policy.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings. The processes for dealing with disciplinary and grievance matters are set out in the Disciplinary Procedure (employees), Grievance Procedure (employees) and Problem Resolution Procedure for Volunteers, and are summarised in the Staff Handbook and Volunteer Handbook, which are given to all the workforce.

The Equality Policy is fully supported by senior management, was discussed by the Senior Management Team on 20 April 2023 and approved by the GWS Board on 20 May 2023. The policy will be monitored and reviewed every three years.

Ann Middleton

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