



EQUALITY AND DIVERSITY POLICY

The West House & Heath Robinson Museum Trust and The William Heath Robinson Trust (the Trusts) are committed to achieving equality of opportunity and freedom from discrimination in the services it provides, in its employment policies and practices and in its recruitment and treatment of volunteers.

We value diversity. This means that we recognise the differences between people and respect the valuable contribution that those differences can make to the Museum and West House.

The Trusts will continue to pursue their objectives in a way which is responsive to the needs of visitors and other stakeholders, reflecting London's multi-cultural heritage and which ensures that all receive an equal quality of service, irrespective of gender, marital or civil partner status, colour, race, nationality, ethnic or national origin, disability, age, religion, socio-economic status, sexual orientation or gender reassignment.

Recruitment, employment conditions, training and promotion will be conducted without discrimination. Furthermore, we will work to ensure that the Trustees and the Management Board reflect the composition of the Harrow community in which they are based. The Trust will actively monitor applications for the purpose of equal opportunities.

With regard to the collection, the Trusts' policy is to make their collections and services accessible to the full range of audiences, respecting their diversity.

All staff and volunteers have a personal responsibility for the practical application of this policy. We will measure and report on the effectiveness of our service delivery and employee/volunteer policies and processes in relation to these principles, by building performance monitoring and management information requirements into policy and outputs. This information will be used to inform future work.

The Trusts are committed to acting in accordance with the legislation and codes of practice which relate to the diversity and equality of its audiences and staff. The relevant legislation and codes of practice are:

- Equality Act 2010
- Employment Rights Acts 1996-2002
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000