

## **Inclusion Diversity Equality and Access at Sir John Soane's Museum**

### Working Group

Chaired by the Director of Commercial and Operations, this cross-departmental working group was established in 2020 and meets quarterly. It works in accordance with the aims, objectives and outcomes set out below, overseeing the delivery of actions, and regularly reporting to the Senior Management Team and Board of Trustees. The Trustees table IDEA as a standing agenda item at their quarterly meetings and they monitor how successful we have been at meeting the IDEA objectives.

Our commitment is as follows:

- We continue to undertake a review of existing practices, including our staff handbook, policies, reviews, reports, and the website.
- We regularly review the diversity of our teams, including Senior Management and Staff, Trustees, Volunteers, Consultants, Suppliers and Contractors, looking at recruitment, induction, retention, welfare, staff experience, mentoring schemes, and our organisational culture. Mandatory, regularly refreshed training, on all aspects of IDEA will be introduced for all Staff and Volunteers.
- We evaluate our programming and incorporate diverse and inclusive programmes and outreach activity to ensure we encompass different perspectives and listen to different voices. Responding to our audiences, we will incorporate feedback into our Audience Development Plan.
- We have carried out an initial review of the interpretation of our collections with the aim of ensuring that complex object histories are reflected in our records and on collections online. We have an on-going work plan setting out where further information is needed in all relevant formats – online, in our guidebooks and visitor information, and in other printed material.
- We continue to audit our communications, both internally and externally so that our language and imagery reflects our commitment to providing a space and experience that are welcoming to everyone.

Updated for the Soane website

R. Hossain

September 2023