

LBBB Culture and Heritage Service

EQUALITY STATEMENT

This statement relates to all programmes and culture and heritage facilities led and operated by London Borough of Barking and Dagenham's (LBBB) Culture and Heritage Service.

This equal opportunities statement is designed to implement the commitment of the London Borough of Barking and Dagenham's Culture and Heritage Service to equal opportunities and dignity at work. It is the responsibility of every employee, working on or off site, to ensure their own conduct conforms to the expected standards and reflects this statement. The aim of the statement is to encourage dignity, equality and respect amongst individuals, and to promote good working practices across culture and heritage programmes, with a view to maximising inclusion of local residents and visitors at our borough-operated Culture and Heritage sites and across all related programming and commissioning streams.

Barking and Dagenham is a vibrant and diverse Borough, which is something we are proud of. As our local community grows and changes, we need to evolve to meet the needs of everyone and ensure they continue to feel welcome across our culture and heritage sites. The Culture and Heritage Service recognises, respects and values difference. We believe that diversity, through the mix of identities, experiences and perspectives we represent, is a fertile platform for fostering creativity and building understanding. We value the diversity of people who live or work in and visit the Borough, and it is our vision to commission an aspirational and inspiring curatorial and public engagement programme where people learn about, respect and celebrate each other's differences.

We are doing this by:

- Communication: We are working to ensure all our communications are more inclusive and reach a greater diversity of local residents and visitors to our sites, making it easier for people to share their views and to increase their participation in the arts, heritage and culture around them
- Improving access for people of all ages and abilities: We're working on installing ramps, accessibility devices and investing in improved pathways, sensory spaces and signage at the places we care for
- Free and safe access: We'll be increasing awareness of the free access to our sites and programmes, particularly focusing on improving access to the community during after school hours and at weekends, removing - wherever possible - any social or economic barriers which prevent local people from experiencing arts, culture and heritage
- Increasing access to our greenspaces: We're working with our Park Rangers, local partners and other national organisations to help everyone access and enjoy the outdoors
- Improving online and offline accessibility: We are dedicated to improving access to our Museum collections and Archives for residents of the borough and beyond, as well as developing online resources and toolkits to ensure our culture and heritage is available for everyone; we are particularly committed to improving experiences for people with disabilities and different needs
- Connecting with families, children and young people: We will be increasing our engagement with children and young people to understand how to better connect with

them through history and the arts, and to ensure they have a say in the work we commission and do

- Inclusive and transparent commissioning practices: We are working to ensure our commissioning of arts, culture and heritage programmes include, represent and platform the diverse experiences and talent across the borough, and that we share our commissioning practices to include local organisations and people in decision-making processes wherever possible

We aim to be an exemplar employer and a vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects. The Culture and Heritage Service is committed to achieving these goals by ensuring our employment practices do not discriminate against a group or individual on any unjustifiable grounds. When possible, we support a model of flexible working and have a variety of working arrangements that allows for this.

We strongly welcome applications from people who represent the diversity of Barking and Dagenham, those who have faced socio-economic barriers and those currently underrepresented in arts and heritage sectors. We strongly welcome applications from people from the global majority. We guarantee an interview to those with disabilities and/or chronic and long-term health conditions who meet the essential requirements for the job as detailed on the person specification. We strongly welcome applications from those who identify as Lesbian, Gay, Bisexual, Transgender, Queer or Intersex. We are a Defence Employer Recognition Scheme employer, welcoming applications from members of the armed forces and guarantee them an interview if they meet the essential requirements for the job as detailed on the person specification.

As part of this commitment:

- LBBD's Culture and Heritage Service recognises and accepts its legal obligations under the Equality Act 2010. Under this Act, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation are protected characteristics.
- LBBD's Culture and Heritage Service will endeavour to provide a working environment free from unlawful discrimination and seeks to employ a workforce that increasingly reflects the diverse community at large because the council values the individual contribution of people irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- LBBD undertakes to review its employment practices, policies and procedures, including opportunities for training and promotion, pay and benefits, discipline, selection for redundancy and retirement, to ensure that it avoids all forms of unlawful discrimination in the workplace.

Equality, Diversity & Inclusion Action Plan

We have identified several significant areas of new work to help us deliver the aims of this Statement, which we will take forward over the next four years. Key areas of development around staffing, communications, access, programming and curatorial priorities will be addressed through the following actions:

Action	Lead	By When	Methodology
Ensure posts are advertised in places that community from the global majority, and those under-represented in the museum sector will look	HR Consultant HR Business Support Officer Communications Team	October 2022 onwards	Internal review
Review the support that is given to managers to ensure that recruitment exercises are fair and equitable. This takes the form of either training or guidance. Ensure in particular that job descriptions and person specifications are written in plain English	LBBB Training HR Consultant Head of Culture and Heritage	July 2023	Internal review Staff away day and bespoke training sessions focused on LBBB DRIVE values and recruitment
Engage the next and future generations with Museum sites, programming and collections by developing a strategy for working with young people	Senior Curator, Culture Programmes Museum and Collections Curator Community Engagement Officer	September 2024	Stakeholder workshops and facilitated discussion, internal and external
Undertake a diversity audit of our current programmes	Culture and Heritage Commissioner Senior Curator, Culture Programmes	June 2023	Internal audit and external consultation with Fourth Street
Recognise a more representative and diverse heritage through our programming and exhibitions	Senior Curator, Heritage Commissioner, Archivist, Museum and Collections Curator	July 2023 – March 2027	Internal audit and stakeholder consultation
Give a wider range of people the opportunity to contribute to Culture and Heritage programming and initiatives, providing greater representation from the diverse population of the borough, particularly	Culture and Heritage Commissioner Head of Culture and Heritage	2023 onwards	Initiation of Masterplan Community Consultation and establishment of VHM Community Steering Group

those representing the global majority			
Create key messages about how our commitment to equalities and diversity is reflected in practices, exhibitions, collections mandate and public programming	Communications Team Culture and Heritage Commissioner	2023 onwards	Stakeholder workshops and facilitated discussion internal and external
Find new ways to mark and commemorate the diverse heritage of the borough, platforming local history past, present and into the future	Culture and Heritage Commissioner Museum Collections Curator Events Team	July 2023	Stakeholder workshops and facilitated discussion internal and external
Improve online and offline accessibility	External Access Auditor LBBD Access Officer Communications Team	September/October 2022	Internal audit and access audit with independent consultant
Improve site access, including surrounding greenspaces, for those visitors with barriers to accessing arts, culture and heritage	External Access Auditor LBBD Access Officer LBBD Public Health Parks Commissioner Consulting Heritage Architects	Summer 2022	Internal audit and access audit with independent consultant