

## Inclusion Diversity Equality and Access at Sir John Soane's Museum – Working Group

Chaired by the Director of Commercial and Operations, the working group is initially meeting monthly. It is working in accordance with the aims, objectives and outcomes as laid below, overseeing delivery of actions, and regularly reporting to the Senior Management Team and Board of Trustees. The Trustees have agreed to table IDEA as a standing agenda item in their quarterly meetings and they will agree measures to monitor how successful we have been at meeting the IDEA objectives.

The commitment is as follows:

- We will undertake a **review of existing practices**, including our staff handbook, policies, reviews, reports and the website.
- We will also regularly review the diversity amongst our **teams of people**, 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 will evaluate our **programming** and work further on both diverse and inclusive programmes and outreach to ensure we encompass different perspectives and listen to different voices. Responding to our audiences, we will incorporate feedback from an Audience Development Plan into this work.
- We have carried out an initial review of the **interpretation of our collection** online with the aim of ensuring that complex object histories are reflected in our records. We are developing a work plan where further information on the collection is needed in all relevant formats – online, in our guidebooks and visitor information, and in other printed material..
- We will 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.