

**Brecknock Society and Museum Friends (BS&MF)**  
**Cymdeithas Brycheiniog a Chyfeillion yr Amgueddfa**

(Registered Charity No. 518041 Rhif Cofrestru Elusennol)

**Equality, Diversity and Inclusion Statement and Action  
Plan**

**Originators:** Liz Bickerton and Nigel Clubb

**Policy Status:** Supplied to all BS&MF Members, Volunteers and all those who act on behalf of BS&MF in any capacity. Adherence to it is deemed to be a condition of Membership of the Society or acting on its behalf.

**Last Reviewed:** May 2023

**Next Review due:** May 2025

(BS&MF is committed to reviewing this policy every two years, or sooner if required by changes in legislation or within the organisation and in the light of experience.)

**BS&MF Executive Council Approved:** September 2021

**Chair:** Elizabeth Siberry

**Internal Contacts:** Liz Bickerton and Nigel Clubb

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**Equality, Diversity and Inclusion Statement and Action Plan**

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### **1. Introduction**

The purpose of the Brecknock Society and Museum Friends (BS&MF) is:

*To foster and encourage interest in archaeology, history, geology, natural history, art and literature, especially of the historic county of Breconshire.*

The BS&MF recognises that as an organisation we are not fully representative of society in Breconshire, (or of the UK as a whole). We are committed, therefore, to working towards diversity, inclusion and equality and considering how we can make changes to ensure that we continue to work towards these goals, in all aspects of our work as an organisation.

### **2. What we mean by EDI**

The National Council for Voluntary Organisations has defined the three elements of EDI as follows:

- **Equality:** Equality means making sure that every individual has equal opportunities. By being conscious of and actively challenging bias or prejudice we make sure no one is treated less favourably because of who they are or what makes them different from other people. This requires a proactive approach to make reasonable adjustments that address the visible and invisible barriers people face.
- **Diversity:** Diversity means having differences within an organisation or setting. Diversity recognises we are all different in many ways. People with differing identities, backgrounds and experiences should all have equitable access to resources and decision-making. Some people prefer to use the term 'representation' to focus on how organisations should be reflective of the society we live in and the communities we serve.
- **Inclusion:** Inclusion means being proactive to make sure people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate. It is not only about creating a diverse environment but also about making sure that a culture exists where individuals can be their full selves.

### **3. Statement**

The BS&MF believes wider participation in the heritage of Breconshire is essential to foster and encourage interest and engagement in our heritage today and for future generations. It underpins our core values and approach to our work.

We believe that heritage can bring together diverse communities and create inclusive practice. It can help people to learn about the past and encourage them to feel connected to the places and communities around them. However this does not mean that we believe all we inherit and learn from the past should be preserved statically or without question.

Heritage is constantly being challenged, redefined, reinterpreted, and renewed by each generation. Many aspects of heritage are contested. While some people have positive associations with them, others find them painful. In 2022, the Welsh Government published its Anti-racist Wales Action Plan, affirming the importance of celebrating our diverse and shared culture and heritage. The Plan encourages active and equal participation in all forms of heritage and culture. BS&MF identifies with these aspirations by aiming to reflect diversity and promote inclusion throughout the activities it organises.

The BS&MF is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

#### **4. Actions**

A Statement of Equality defines an intended direction of travel, but does not create change by itself. BS&MF is committed to implementing our own working practices to address this, for example, we are:

- Looking to designate a Trustee with oversight of Equality, Diversity and Inclusion to guide and inform our future approaches and actions;
- Involving a wider range of people in our decision-making and activities and listening to them;
- Considering what positive action we can take across the BS&MF at Trustee, Membership, Project and Event level, for example by supporting our Members and Volunteers to recognise and use inclusive behaviours, words and actions and tackle non-inclusive ways of working;
- Working closely with Powys County Council to ensure that our Equality practices interlink with those applied at the Museum and Art Gallery at y Gaer;
- Reviewing our activities to identify communities whose history is not well researched or understood;
- Ensuring that funding given by BS&MF to other organisations and individuals works towards diversity, inclusion and equality;

- Ensuring that our website and any social media initiatives work towards diversity, inclusion and equality;
- Ensuring that none of our publications and other communications contain exclusionary or prejudiced views;
- Working with organisations and individuals to ensure that partnerships projects promote Equality;
- Producing and implementing a Welsh Language Policy;
- Understanding our existing audiences better and regularly reviewing and reporting on whether we are succeeding in broadening them.

**An Action Plan is attached.**

## **5. Dealing with Complaints**

The BS&MF will take complaints of discrimination and harassment very seriously.

- The BS&MF Executive Committee will investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
- If the complaint is against a particular individual, the Committee will hear their point of view.
- The Committee will decide the action to take based on the principle of ensuring the continued inclusion and safety of any member who has experienced discrimination or harassment.
- Any decision to terminate someone's membership will be made in line with the rules set out in the constitution.

This policy was adopted at a BSMF Executive Committee meeting of the BSMF on 23<sup>rd</sup> September 2021 . It was reviewed in October 2023 and will be reviewed at least every 2 years.

**Date of Next Review:** October 2025

**EDI ACTION PLAN**

<b>Action</b>	<b>Progress</b>	<b>Further Action</b>
Designate a named Trustee with oversight of EDI	No name has yet come forward.	Firm up named contact.
Involve a wider range of people in decision-making and activities.	y Gaer monthly talks have proactively sought to involve a wide range of people.  The schools workshops in Autumn 2023 will increase involvement from a younger audience.	Continue to broaden scope of y Gaer talks
Take positive action across BSMF at Trustee, Membership, Project and Event level to recognise and use inclusive behaviours, words and actions and tackle non-inclusive ways of working.	Regular discussion at Executive Committee.	Ongoing
Work closely with Powys County Council to ensure that our Equality practices interlink with those applied at the Museum and Art Gallery at y Gaer.	Regular liaison takes place	Ongoing
Review our activities to identify communities whose history is not well researched or understood.	Further work with Nepalese community	Ongoing
Ensure that funding given by BSMF to other organisations and individuals works towards EDI.	Review any approaches	Ongoing
Ensure that our website and any social media initiatives work towards EDI.	New website just launched.	Review images and messaging.

Ensure that none of our publications and other communications contain exclusionary or prejudiced views.	Brycheiniog Editorial Board?	Ongoing
Work with organisations and individuals to ensure that partnerships projects promote EDI.		Ongoing
Produce and implement a Welsh Language Policy.	Completed	Ongoing review.
Understand our existing audiences better and regularly review and report on whether we are succeeding in broadening them.	Annual review of policies	Ongoing