

ACCESS & EQUAL OPPORTUNITIES POLICY

May 2021

1. INTRODUCTION

The DNHAS has a long term commitment to treat everyone fairly and to provide access to public facilities and collections of Dorset Museum without regard to age, disability, gender, religious beliefs, colour, ethnic origin, sexual orientation, political persuasion or marital status.

2. AIMS

The DNHAS aims to reduce, remove or overcome barriers to learning and enjoyment of Dorset Museum, to achieve an optimum level of access to the museum's collections, and to enable the widest possible spectrum of people from all sections of the community to enjoy independent use of the museum's public facilities.

3. OBJECTIVES

- To build accessibility into everything that we do to develop and improve the museum.
- To undertake specific projects to eliminate barriers to access in accordance with DDA regulations.
- To ensure all labels and display panels comply with disabled access guidelines.
- To continue to upgrade storage conditions to safeguard the collections for access by future generations.
- To maintain Dorset Museum's opening hours. The Museum is open to the public 7 days a week all year round.
- To take part in local schemes to make admission more accessible.
- To ensure the museum's website is fully accessible to disabled people including those who may be using it with the help of special equipment.
- To implement a programme of continuous improvement in all public areas of the museum.
- To continuously conduct staff training in all aspects of accessibility and equal opportunity, including the current DDA guidelines.
- To regularly review our achievements and make plans for further progress.

4. EMPLOYMENT

The DNHAS is an equal opportunities employer. It aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, physical ability, ethnic origin, political persuasion, sexual orientation, social status, nationality, marital status or religion, nor is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

This principle will apply to recruitment, promotion, transfer, training, benefits, facilities, procedures and all terms and conditions of employment. Selection criteria and procedures will be regularly reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity and, where appropriate and possible, special training to progress within the organisation.