

CAMBRIDGE MUSEUM OF TECHNOLOGY

The Old Pumping Station, Cheddars Lane, Cambridge, CB5 8LD

Charitable Incorporated Organisation Number 1156685

Equal Opportunities Policy

The Cambridge Museum of Technology believes in the dignity of all people and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our museum.

As a service provider and charity, we aim to eliminate prejudice and discrimination, and to promote good relations between different groups.

We recognise that certain individuals and groups of people can experience significant disadvantage in society, on the grounds of

- Race (including Ethnic or National Origin, Nationality or Colour)
- Gender, including gender reassignment
- Marriage or Civil Partnership
- Pregnancy or Maternity
- Disability
- Sexual Orientation
- Religion or Belief. The Museum respects all religious and philosophical beliefs as well as the lack of religion
- Age

The policy applies to:

- Trustees
- Employees
- Volunteers
- Representatives of external organisations or individuals working with or for the Museum
- Groups or individuals hiring the Museum premises

As a service provider, we will ensure that:

- Everyone receive fair, sensitive and equal treatment
- Services, buildings and information are as accessible as possible, particularly to those groups or individuals who face disadvantage or discrimination

Cambridge Museum of Technology will ensure that:

- Employees and volunteers do not discriminate against anyone, or influence another employee or volunteer to discriminate, tolerate or condone discriminatory practices, harass or abuse other employees or volunteers or members of the public
- We provide a safe, supportive and accessible environment free from harassment and discrimination for existing and potential employees, volunteers and users where individuals' values, beliefs, identities and cultures are respected

Implementation

The Trustees have responsibility to implement the policy. It is the responsibility of every individual member of staff and volunteer within the museum to uphold these values and act accordingly. We expect our staff and volunteers to be treated with the same respect and dignity that we offer our users.

Monitoring and Review

We will establish appropriate information and monitoring systems to assist the effective implementation and monitoring of our Equal Opportunities Policy.

The effectiveness of our Equal Opportunities Policy will be reviewed yearly by the Trustees.

Complaints

Anyone who believes they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed grievance procedures.

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