



V&A: Recognising the value of diversity and inclusion

The V&A is committed to promoting equality, diversity and inclusion through all our practices; the collection, our people, our goods and services, our audiences, programmes and events, aspiring to reflect the community we serve.

We strive to make equality, diversity and inclusion a natural and integral part of our world and be proactive in recognising and removing the barriers which people from all backgrounds may face in accessing the Museum's collections, services and employment.

One of our aims is to strive to make the V&A matter to more people and in that context, we work to provide all our visitors with the best quality experience and optimum access to our collections, both physically and digitally, and to inspire creativity in all.

We are proud to be an open, tolerant and diverse organisation where people recognise the value of, and celebrate difference, making full use of the wide range of resources and talents of its employees and collection.

The following factors are central to our success:

- **Access**

We offer the widest and most appropriate forms of access to the Museum's collections, expertise, facilities and services, actively working to overcome physical, intellectual, cultural, attitudinal and financial barriers that prevent this.

- **Inclusion**

We work in partnership with others to help tackle social inequality, discrimination and disadvantage; empowering communities, improving the quality of people's lives, contributing to social cohesion and acting as a catalyst for cultural and social change.

- **Diversity**

We embrace and reflect diversity, harnessing the potential of all stakeholders (employees, volunteers, existing and potential audiences, and key partners) in the development of a truly inclusive museum that inspires, promotes learning, creativity and participation.

With the implementation of the Equality Act in 2010, public authorities such as the V&A are subject to the equality duty in carrying out our functions. This means we must consciously consider the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

The Protected Characteristics outlined in the Equality Act 2010 are: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; Sexual Orientation.

We believe that increasing the diversity of our whole workforce will enable us to respond better to the needs of our current and future audiences. We aim for our workforce to be reflective of the community from which our candidates are drawn and the audiences we serve.

We will use various measures and reports to regularly track our progress in diversity and aspire to continue to diversify the museum's audience in all our locations, actively looking to increase participation from underrepresented groups.