

Equality, Diversity and Inclusion Statement

The Story Museum's mission is to enrich lives through stories by harnessing their power to nurture literacy, wellbeing and social skills, thus enabling people to fulfil their potential. We will only truly achieve this when those lives and stories reflect the world around us; when everyone feels seen and heard, and represented in our Museum.

Diversity is a fact, inclusion is an act. We will actively pursue inclusion for our workforce, our creative programme and our audiences (knowing that these are inextricably linked). We will know we are achieving it when our workforce, programme and audiences reflect the diversity of modern Britain.

We define inclusion as 'a state of being and feeling valued, respected and supported. We hope that everyone in our workforce and audience feels this way when they are at the Museum. We also recognise that there are barriers to access and inclusion for certain groups, which are created by structures and institutions that have, whether from ignorance, apathy or outright prejudice, excluded them. We are committed to listening to and learning from people with this lived experience so that we work to overcome barriers where they exist.

Our workforce is becoming more diverse however we are not yet representative of our local community and we are committed to changing this through open and accessible recruitment, alongside career development opportunities for young people.

We aspire to a diverse creative programme, made with and by diverse artists. As we always start with the story, it is essential that our 1001 Collection and the stories that we feature are as diverse as the world they are drawn from. The artists we commission, programme and support, will also represent the rich diversity of the creative community; we will continue to prioritise those who are currently under-represented. We understand and value the differences in people and believe that harnessing these differences will produce the most exciting, relevant and inclusive environment where people's creative potential can be fully realised.

With a representative workforce and a richly diverse creative programme, we believe that a wider range of people will be drawn to the Museum, feeling that it is inclusive and relevant to them. Our Creative Communities programme already prioritises children and families from socio-economically disadvantaged areas, which also have a higher than National averages of students with English as an Additional Language and students with special educational needs and disabilities.

We believe that everyone that works at and visits The Story Museum has a duty to uphold this commitment. We ask them to join us in striving for best practice in diversity and inclusion.

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