

Our commitment to Equity, Diversity and Inclusion:

The Board is committed to improving Equity, Diversity and Inclusion (“EDI”) within the National Museum of the Royal Navy (“the Museum”) to become an inclusive museum and workplace for our visitors, trustees, workforce, volunteers and wider delivery partners (“our stakeholders”). The purpose of this statement is to set out how we will drive change to address the inequalities that exist within our museum and how we will embed a diverse and inclusive culture that provides opportunities for all to realise their potential.

Our vision is to be the world’s most inspiring Naval Museum, Linking Navy to Nation. Our stakeholders are pivotal in realising our vision. To support this, we embrace diversity and want everyone to feel valued and have a sense of belonging.

EDI is a priority for us, but we know we have much work to do. We are accelerating our commitment to inclusion and diversity in our Museum, improving this in the way that we work, the collections we share and the stories we tell.

We will do this by:

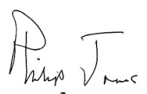
- Developing an EDI approach, embedded within our Strategy and Corporate Plan, that is enquiring and open-minded, setting the scene and context for our stakeholders, outlining clear key performance indicators (KPIs) and further developing our EDI action plan.
- Embedding this work through our EDI action group and LGBTQ+ network, developing our practices, identifying improvements in how we can deliver our work and support.
- Seeking to diversify our boards, committees, workforce and volunteers, enabling them to become more effective by reflecting different perspectives, experiences and skills.
- Engaging diverse voices to provide broader perspectives on the stories of the Royal Navy.
- Reducing obstacles to participation, access and engagement, through designing our work to be open to everyone, challenging inequality and achieving improved equality outcomes.
- Committing to move forward, to act collectively and individually to effect change and to be held accountable for delivering change.
- Developing and growing staff and volunteer networks to give a voice to diversity within the organisation.
- Creating a strong sense of togetherness, where although people may not share life experiences, they are always respectful of the journeys of others.
- Understanding there is much to do; creating an inclusive organisation is a long term and ongoing commitment so that everyone feels like they belong.

Our EDI work will be designed to deliver the following outcomes:

- Diverse boards, committees, workforce and volunteers, with diverse leadership, benefitting the Museum and our stakeholders.
- A diverse audience, internationally, nationally, onsite, and online.
- Board and committee members, workers and volunteers who take individual responsibility for continuous learning of their understanding of EDI matters and championing our approach to EDI.
- Stakeholders who are enriched by different perspectives, experiences and skills enabling them to become more effective.
- Identified barriers to participation will be removed.
- An effective Youth Advisory Panel, supporting progression and the future development of the NMRN strategy and Corporate Plan.

Monitoring

The Nomination and Remuneration Committee will monitor the Museum’s delivery of the EDI objectives within the NMRN Strategy and Corporate Plans, including the commitments reported within this statement.



Sir Philip Jones, Chair of the NMRN Board 29 August 2023