

Function	As an Employer
Equality Outcome	National Museums Scotland’s workforce better reflects and understands the diversity of Scotland’s communities.
Why is this equality outcome important?	<p>At National Museums Scotland, we understand that it is more important than ever to invest in our workforce and facilitate diversity. We want to be able to attract, develop and retain diverse talent through strengthening a culture of inclusion, respect and understanding.</p> <p>Through increased diversity and understanding, the gains for the organisation, our colleagues and the communities we serve can be quite significant and lead to driving innovation, increasing creativity, improving overall organisational performance and more rounded decision-making.</p> <p>We want prospective and current colleagues at National Museums Scotland to be able to show up as themselves and know that everyone’s views, opinions, skills and experiences are valued. Being treated fairly and equally leads to greater levels of engagement and increased wellbeing, along with satisfaction and trust in their employer.</p> <p>Having a workforce that better reflects and understands the diversity of Scotland’s communities enables us to continually identify areas for improvement and bring about positive change for all.</p>
Strategic Aims and Priorities	<p>Strategic Aim: Transform our Organisation</p> <p>Priority: Valuing, supporting and developing our people and empowering them to work together in new ways.</p>
Our Objectives	<p>In considering equality, diversity and inclusion, we will:</p> <ol style="list-style-type: none"> 1. Create a strong employer profile and recruitment marketing strategy, investing in the right recruitment tools, attending recruitment events and creating connections to make our recruitment process smooth and more fruitful in reaching a wide and diverse candidate pool 2. Create future talent pathways to build a workforce that is reflective of the communities in which we serve 3. Educate and provide our workforce with the knowledge to be more inclusive and innovative in working collaboratively with colleagues as well as our external audience 4. Better understand the diversity of our workforce to enable us to place the employee experience at the heart of our decision-making and utilise our colleagues wide and diverse skills and talent 5. Create an organisational culture that accepts, values and views as strength the difference we all bring to NMS and where colleagues feel included, heard, understood and able to bring their whole self to work.

Function	As a Service Provider
Equality Outcome	National Museums Scotland engages with diverse audiences to create inspiring and inclusive on-site and off-site experiences, broadening understanding of the world through participation and dialogue, and making our collections accessible and relevant.
Why is this equality outcome important?	<p>The use of digital engagement, community engagement, touring exhibitions and loans programmes continue to have a positive impact on individuals with one or more protected characteristic.</p> <p>Engaging with a wide range of audiences through outreach and imaginative public programming will ensure as many people as possible can access and engage with our sites, stories, services and collections.</p>
Strategic Aims and Priorities	<p>Strategic Aim: Put People First</p> <p>Priorities:</p> <ul style="list-style-type: none"> - Creating inspiring visitor experiences at our museums and elsewhere - Reaching out to people across Scotland and the world - Transforming our digital engagement.
Our Objectives	<p>In considering equality, diversity and inclusion, we will:</p> <ol style="list-style-type: none"> 1. Make improvements across our services and programmes to ensure equality of access for all audiences 2. Engage audiences with diverse stories to make our collections representative of and relevant to as broad an audience as possible 3. Establish a broader and timely approach to consultation and collaboration with our diverse audiences, to better inform and consistently embed this practice across our work to support greater inclusivity.