

POLICY STATEMENT

MANX MUSEUM AND NATIONAL TRUST (MMNT) trading as Manx National Heritage (MNH)

EQUALITY, DIVERSITY AND INCLUSION

Policy Statement

At Manx National Heritage, we are proud to celebrate the diversity of the people who live here, visit us, work with us and support our mission. Creating welcoming, inclusive spaces – both across our historic sites and within our organisation – is central to everything we do.

Our Promise

We are committed to:

1. Treating everyone with fairness, dignity and respect

We work to prevent discrimination, harassment and victimisation in all areas of our work – whether you are a visitor, volunteer, staff member, trustee or contractor.

2. Making heritage accessible to all

We want as many people as possible to enjoy our sites, collections and services. We continually look for ways to remove barriers and improve access in both our physical and digital spaces. We provide detailed, up-to-date accessibility guides for all our sites and aim to further develop our wider signage and information.

3. Promoting equality of opportunity

Everyone should have the same chance to enjoy, engage with and contribute to Manx heritage – regardless of the protected characteristics defined in the IOM Equality Act 2017 or any other personal attributes, perspectives or experience. We also recognise that socioeconomic circumstances can impact access and opportunity, and we take this into account in our planning and decision-making.

4. Building positive relationships within our community

We aim to foster understanding, connection and mutual respect via cross-community and family engagement within our public spaces. We seek to cultivate a shared understanding of the Isle of Man's identity, encouraging people of all ages and from all backgrounds to connect with each other and with the Island's unique history, Manx language and traditions.

Our Legal Responsibilities

Under the Equality Act 2017, we have a duty to consider how our decisions affect people who are protected by the Act. We do this by carrying out **Equality Impact Assessments** on policies and major decisions.

Who is responsible?

Equality, diversity and inclusion are everyone's responsibility. Our trustees, staff and volunteers all play a part and receive training to understand and apply our EDI commitments. We also expect everyone who works with us, including contractors, to adhere to our EDI Policy and follow these principles.

Recruiting and working fairly and inclusively

Manx National Heritage follows the Isle of Man Public Service policies on promoting equal opportunities in recruitment and fairness at work, to make sure everyone who applies to work or volunteer with us is treated fairly throughout their time with us. We aim to build a workforce that reflects the diverse community we serve.

Policy Implementation and Context

This Policy Statement sets out our overarching EDI principles, which are championed by our Equality, Access and Inclusion Team who meet regularly to discuss opportunities and improvements. This Policy works alongside various other policies, plans and guidance, including but not limited to:

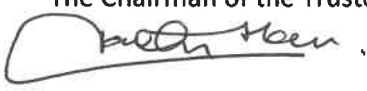
- MNH Strategic Plan
- MNH Inclusion and Access Policy
- MNH Collections Access Policy
- MNH Access Plan
- MNH Access Guides for each of our sites
- MNH Disability Awareness Guidance
- MNH Learning Plan
- MNH Manx Language Policy
- MNH Safeguarding Children and Adults at Risk Policy
- MNH Health and Safety Policy
- IOM Public Service Equality, Diversity and Inclusion Recruitment Principles
- IOM Government Promoting Equal Opportunities Employee Handbook
- IOM Government Fairness at Work Policy and Procedure

Monitoring and reviewing our progress

We continually monitor how we are doing and take action where improvements are needed.

This policy statement is reviewed at least every five years, or sooner if there are significant changes in legislation or circumstances.

Next review due: April 2031

Approved by:	MMNT Board of Trustees
Date approved:	16 April 2026
Signed by:	The Chairman of the Trustees
Signature:	
Date:	23 April 2026