

Our plan for treating people equally and fairly

What we will do from 2025 to 2028



This document was written by the **Amgueddfa Cymru - Museum Wales**. It is an easy read version of 'Strategic Equality Plan 2025 - 2028'.

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How to use this document



This is an easy read document. But you may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 17**.

**AMGUEDDFA
CYMRU**

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About us

**AMGUEDDFA
CYMRU**

We are **Amgueddfa Cymru**. We run the national museums in Wales. Amgueddfa Cymru are the Welsh words for Museum Wales.



We are a charity with 7 museums and 1 collections centre in Wales. You can visit our museums for free, and everyone is welcome.



We want everyone to feel included and be able to take part in all we do:

- Whoever they are.
- Wherever they are from.
- Whatever needs they have.

About this plan



This is our **Strategic Equality Plan**. It says what we will do to make sure people are treated equally and fairly.



This is a plan for our work in 2025 to 2028. It builds on our last Strategic Equality Plan which ran from 2022 to 2025.



We will make changes and follow the laws about things like:



- **Wellbeing** - this means the health and happiness of people.



- The Welsh language



- **Anti-racism. Racism** is treating people unfairly because of their background, culture, beliefs or how they live.

Anti-racism means taking action against racism, changing rules and the way we work to make sure everyone is treated fairly.



- Disability.



But we want to do more than just follow laws. We want to set a good example and do more to make things better for people.



We are going to do a lot more work to improve:



- **Equality** – this means treating people equally but fairly.



- **Diversity** – this means people are not all the same. People have different needs. Come from different places. Have different beliefs and choices.



- **Inclusion** – this means people feel that they can take part and feel involved.



- **Wellbeing**



It has been a difficult time, and we have faced lots of challenges. We have less money to do our work.



But we are excited about our work over the next few years, including doing things like:



- working on improvements to the **National Slate Museum**.



- working with partners to improve how people visit and experience Roman sites in Caerleon, Newport.



We want to make it easier for anyone to do things like:



- Visit our museums



- Work for us



- Volunteer with us



- Use our services.

Our plan

The plan is based on 3 areas:

- **Our visitors and communities.**



- **Our culture – this means how we do things.**



- **Our leaders.**





The plan will run for 3 years from 2025 to 2028.



We will check our work on this plan 4 times a year. We will write a report about our progress every year.



There will be goals to work towards and actions to carry out. Different staff will be responsible for certain goals.



We will ask for feedback from others on how we are doing. This includes the group we are part of called the **Widening Engagement Taskforce**. This is a group about getting people involved and being **inclusive**.



We will make changes to the plan if we need to.



We will check what other organisations do about **equality** and make sure we learn from them.

Our visitors and communities

Some of our goals in this area are:



- Work with **diverse** communities in Wales to check they can use our services.



- We will make sure our work represents the **diverse** population of Wales.



- Improve our communication with visitors and communities across Wales. For example, developing the use of Welsh, Audio, Easy Read and other languages.



- Listen to **diverse** communities and ask people to be involved in our work.



- Make a programme for and with children and young people.

Our culture

Some of our goals in this area are:



- Be an employer people want to work for.



- Improve how we work to make sure we recruit, develop and keep the best people.



- Encourage **diverse** groups to join us. Provide support so they can do well within our organisation.



- Make sure we are **anti-racist** and treat all people fairly. Make sure everyone gets the same chances, whatever needs they have.



- Make sure staff are safe and supported.



- Support careers development.



- Make reports and plans about how we are doing and how we can improve.

Our leaders

Some of the goals we have for this area are:



- Make sure our leaders deliver this plan. They will write a plan each year that says what needs to be done.



- Do excellent work, not just the basics.



- Make sure leaders empower others. This means making sure everyone feels that they can have a say and take part in decisions.



- Make sure our leaders and managers are **diverse**.

Hard words

Anti-racism

Anti-racism means taking action against racism, changing rules and the way we work to make sure everyone is treated fairly.

Diversity

This means people are not all the same. People have different needs. Come from different places. Have different beliefs and choices.

Equality

This means treating people equally but fairly.

Inclusion

This means people feel that they can take part and feel involved.

Racism

Racism is treating people unfairly because of their background, culture, beliefs or how they live.

Wellbeing

This means the health and happiness of people.