



# Equality, Diversity + Inclusion at Harewood House Trust

Harewood House Trust is committed to becoming an inclusive place for our visitors and members, and all those who work and volunteer here.

We believe that everyone should be able to engage in the Harewood experience, free from bias or discrimination based on personal characteristics such as age, disability, race, religion or belief, sex, sexual orientation, gender, gender identity or expression, marital and civil partnership, or pregnancy.

Harewood House Trust aims to ensure that these principles of diversity, inclusion, and equal access apply to all aspects of our operations. We recognise that upholding these principles benefits both visitors and the people who work with and for us.

## We are committed to:

- + ensuring that the places and experiences we offer – both onsite and online – are accessible, inclusive, and representative of diverse cultural and personal experience
- + recruiting and developing a diverse workforce at all levels
- + providing equality, diversity and inclusion training for staff and volunteers
- + establishing and maintaining appropriate policies and procedures in relation to equality, diversity, and inclusion
- + establishing an equality, diversity and inclusion working group to ensure we meet our commitments
- + acting in accordance with the Equality Act 2010