



NI  
Museums  
Council

# Disability Action Plan 2023–27

[www.nimc.co.uk](http://www.nimc.co.uk)

NI Museums Council welcomes all comments on this draft Disability Action Plan. Comments can be submitted by post or email, as below.



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*Cover photography by Neil Keery ([www.keeryphoto.com](http://www.keeryphoto.com))*

# 1. Introduction

## 1.1

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the NI Museums Council (NIMC) is required when carrying out its functions to have due regard to the need to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life ('the disability duties').

Under Section 49B of the DDA 1995, the NI Museums Council is also required to submit to the Equality Commission a disability action plan showing how it proposes to fulfill these duties in relation to its functions.

## 1.2

As the NI Museums Council, we are committed to effectively implementing the disability duties and this disability action plan. We will allocate all available resources (in terms of people, time and money) in order to implement effectively this plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operating plans.

## 1.3

We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and this disability action plan is effectively implemented. We will ensure the effective communication of the plan to staff and commit to providing all necessary training and guidance for staff on the disability duties and the implementation of the plan.

## 1.4

We confirm our commitment to submitting an annual report to the Equality Commission on the implementation of this plan as well as carrying out a three-yearly review of this plan.

## 1.5

We are committed to consulting with people with disabilities and groups that represent people with disabilities.

## 1.6

Overall responsibility for implementing, reviewing and evaluating this disability action plan, and the point of contact within the NI Museums Council is:

Dr Johnathan Dalzell  
Director  
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153 Bangor Road  
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## 1.7

If you require this plan in an alternative format and/or an alternative language, please contact the NI Museums Council Director.

## 1.8

A copy of this plan, our annual progress to the Equality Commission and our review of this plan will be made available on our website [www.nimc.co.uk](http://www.nimc.co.uk).

# 2. NI Museums Council – Functions

## 2.1

Established in 1993, the NI Museums Council is constituted as a company limited by guarantee (without share capital) and has charitable status. For policy and administrative purposes, the Council is classified as an executive non-departmental public body and is an arm's-length body of the Department for Communities. It is governed by a Board of Directors comprising Department nominees, representatives from District Councils, voluntary and independent museums, the Northern Ireland Regional Curators Group, the universities and the National Museums Northern Ireland.

## 2.2

Our overall aim is to support local museums across Northern Ireland in maintaining and improving their standards of collections care and public service. We pursue this aim through our draft Corporate Plan 2022–25 'Museums at the Heart', and annual business plans that are informed by the Programme for Government, the Northern Ireland Museums Policy, as well as research and consultation undertaken with the museum sector.

### 2.3

Our Corporate Plan 2022–25 outlines the mission, vision and values of the NI Museums Council. Details of can be found at [www.nimc.co.uk](http://www.nimc.co.uk).

### 2.4

The NI Museums Council’s functions are organised under five strategic themes as follows:

- Museums are connected to their communities and cultivate a shared sense of place.
- Museums enrich people’s lives and create opportunities for enjoyment, learning and fulfillment.
- Museums drive transformation to make us more sustainable, inclusive, and innovative.
- Museums contribute to economic and social recovery.
- Museums develop, protect, and promote their collections and collections knowledge for the benefit of their audiences.

## 3. Public Life Positions

### 3.1

The Northern Ireland Museums Council does not have direct control over public life positions, but will work with the Department for Communities in conjunction with the office for the Commissioner for Public Appointments to focus on broadening the pool of applicants to encourage and promote diversity on the Board.

## 4. Action Measures

### 4.1

Outlined in sections A to C below are the measures that we propose to take over the four-year period of this disability action plan, together with performance indicators.

- Year 1: 2023–24
- Year 2: 2024–25
- Year 3: 2025–26
- Year 4: 2026–27

## Section A. Promoting positive attitudes towards disabled people

Measure	Indicator(s)	Frequency	Intended outcome(s)
Relevant training and development opportunities for NIMC staff & Board of Directors to meet our obligations under Section 75 of the Northern Ireland Act, and DDA (1995) and DDO (2006)	Number of training sessions / development opportunities attended by staff and Directors	Annual	Staff and Directors will have improved knowledge of the legislation and increased awareness of disability
Include relevant training in the Annual NIMC Training Programme for NI museum staff & volunteers	Deliver at least one training workshop that promotes positive attitudes towards disabled people	Annual	Local museum staff & volunteers will have increased knowledge of the legislation and increased awareness of disability
Promote events & activities that foster positive attitudes towards disabled people through the NIMC website and social media channels	Number of events and activities promoted	As required	Increased public awareness of disability and positive action to improve the lives of disabled people
Prepare an annual progress report on this Disability Action Plan	Annual Progress Report submitted to the Equality Commission for NI (ECNI)	Annual	ECNI will have assurance of NIMC's commitment to this Disability Action Plan

## Section B. Encouraging participation by disabled people in public life

Measure	Indicator(s)	Frequency	Intended outcome(s)
Engage with the Department for Communities which is responsible for the appointment of the Chairperson and two additional nominees to the NIMC Board	People with disabilities and groups that represent them are made aware of public life positions	As required	Supporting and promoting the full participation of disabled people in public life through improved viability and accessibility
Engage with the 'eligible authorities' who have the right to nominate representatives to the NIMC Board	People with disabilities and groups that represent them are made aware of public life positions	As required	Supporting and promoting the full participation of disabled people in public life through improved viability and accessibility

## Section C. Encouraging participation by disabled people in Culture, Arts and Heritage activities to improve quality of life

Measure	Indicator(s)	Frequency	Intended outcome(s)
Support Access & Inclusion audits at local museums	Number of Access & Inclusion audits delivered	Annual	Museums are more accessible to the public and meet the UK Museum Accreditation Standard
Support audience engagement programmes that enable participation of disabled people in culture, arts and heritage activities	Number of audience engagement activities	Annual	More disabled people engaging in culture, arts and heritage activities
Develop partnerships with organisations supporting disabled people	Number of partnerships developed	Annual	Purposeful engagement between NIMC and organisations supporting disabled people
Develop a Disability Action Forum for NIMC and the local museum sector	Disability Action Forum established	To meet at least annually	Provide opportunities for meaningful engagement and consultation with NIMC, local museums, and a forum comprised of individuals with disability