



# Northern Ireland Museums Council

## Disability Action Plan

All email comments to: [sinead.mccartan@nimc.co.uk](mailto:sinead.mccartan@nimc.co.uk)

All postal comments to: Disability Action Plan Consultation, Northern Ireland Museums Council, 153 Bangor Road, Holywood, BT18 0EU, County Down.

## 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 Northern Ireland Museums Council 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 Northern Ireland 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 Northern Ireland Museums Council, we are committed to effectively implementing the disability duties and this disability action plan. We will allocate all necessary 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 effectively implemented. We will ensure the effective communication of the plan to staff and 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 Northern Ireland Museums Council is:

Sinead McCartan  
Director  
Northern Ireland Museums Council  
153 Bangor Road  
Holywood BT18 0EU

- 1.7 If you require this plan in an alternative format (such as in large print, in Braille, on audio cassette, easy read or on computer disc) and/or an alternative language, please contact the above person to discuss your requirements.
- 1.8 A copy of this plan, our annual progress to the Equality Commission and our five-year review of this plan will be made available on our website [www.nimc.co.uk](http://www.nimc.co.uk).

## **2. Northern Ireland Museums Council - Functions**

- 2.1 Established in 1993, the Northern Ireland 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 2018-21 and annual business plans which 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 draft Corporate Plan 2018-21 outlines the mission, vision and values of the Northern Ireland Museums Council. Details of can be found by clicking the link below:  
<https://www.nimc.co.uk/about-us/>
- 2.4 The Northern Ireland Museums Council's functions are organised under five strategic themes as follows:

### **LEAD**

We will fulfil a leading and enabling role for the local museum sector through our activities and by supporting, empowering and collaborating with others to ensure the positive role of museums in society

### **PROTECT**

We will enhance the protection of museum collections through regulation, grant-aiding and training

### **CONNECT**

We will facilitate and empower the local museum sector to connect more people and museums

**VALUE**

We will promote the value of museums and their collections through research, training and audience development activities

**DELIVER**

We will evaluate and improve the way we work and the quality of service we deliver

**3. Public Life Positions**

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 1 to 3 below are the measures which we propose to take over the four-year period of this disability action plan, together with performance indicators.

- Year 1 2019-20
- Year 2 2020-21
- Year 3 2021-22
- Year 4 2022-23

Signed by:



(Chair)



(Director)

## SECTION 1: Promoting positive attitudes towards disabled people

Measure	Indicator	Timescale	Outcome
<b>Training</b>			
Relevant training and development to staff and Board of Directors to meet our obligations under Section 75 of the Northern Ireland Act, and DDA (1995) and DDO (2006).	Number on face to face and online training sessions attended.	<b>Annual</b>	Staff and Board of Directors have improved knowledge of the legislation and increased awareness of disability.
Include relevant training in the Annual Training Programme for the NI museums sector.	Deliver at least one training workshop that promotes positive attitudes towards disabled people.	<b>Annual</b>	Local museum staff and volunteers, and other organisations have increased knowledge of the legislation and increased awareness of disability.
Deliver training sessions on dementia awareness training to local museums.	Number of training sessions and museums participating.	<b>Annual</b>	Increased awareness of dementia amongst local museum staff and volunteers, and other organisations.
<b>Communication</b>			
Promote events and activities promoting positive attitudes towards disabled people using NI Museums Council website and social media	Number of events and activities promoted on website and through social media.	<b>Annual</b>	Increased public awareness and support for positive action to improve the lives of disabled people.
Prepare an annual progress report on the action points in this Disability Action Plan. The progress report will detail progress in terms of: actions fully achieved, partially achieved and not achieved.	Annual Progress Report to the Equality Commission for NI (ECNI).	<b>Annual</b>	ECNI will receive Annual Progress Report by the end of August each year.

## SECTION 2: Encouraging participation by disabled people in public life

Measure	Indicator	Timescale	Outcome
Engage with the Department for Communities who is responsible for appointment of the Chair and 2 nominees to the NIMC Board.	People with disabilities and groups that represent them are made aware of any public life positions.	<b>As appropriate</b>	Supporting full participation of disabled people in public by improving accessibility.
Engage with the 'Eligible authorities' who have the right to nominate to the NIMC Board.	People with disabilities and groups that represent them are made aware of any public life positions.	<ul style="list-style-type: none"> <li>• <b>Year 3 2021-22</b></li> <li>• <b>Year 4 2022-23</b></li> </ul>	Supporting full participation of disabled people in public by improving accessibility.

## SECTION 3: Encouraging participation by disabled people in arts/cultural/heritage activities to aid improved quality of life

Measure	Indicator	Timescale	Outcome
Support Access and Inclusion audits at local museum venues.	Number of Access and Inclusion audits funded and delivered.	<ul style="list-style-type: none"> <li>• <b>Year 1 2019-20</b></li> <li>• <b>Year 2 2020-21</b></li> <li>• <b>Year 3 2021-22</b></li> </ul>	Museums are more accessible to the public and meet the UK Accreditation Standard.
Support audience engagement programmes that enable participation by disabled people in arts/cultural/heritage activities.	Number of audience engagement activities.	<b>Annual</b>	Disabled people engaging in arts/cultural/heritage activities
Develop partnerships with organisations supporting disabled people and consult on existing activities to inform future planning.	Partnerships developed.	<b>Annual</b>	Purposeful engagement between NI Museums Council and organisations supporting disabled people.