

# **National Gallery of Ireland**

## **Implementing the Public Sector Equality and Human Rights Duty:**

### **Duty Action Plan 2025**

**September 2025**

## 1. Introduction

This Action Plan outlines how the National Gallery of Ireland will implement the Public Sector Equality and Human Rights Duty throughout 2025.

## 2. Overarching Duty

To fulfil the overarching Duty, the Gallery will undertake Equality and Human Rights Impact Assessments (EHRIA), using our standard template, in the following areas:

- Development of the **People Strategy**
- Development of the **Audience Strategy**

Additionally, work will begin to review the procurement policy and embed appropriate provisions to ensure the Duty is passed on effectively through procurement processes.

## 3. Strategic Duty

### Cross-Departmental:

#### **Accessibility and Disability Inclusion**

Responsible: All website/platform owners

- Integrate accessibility and disability resources across all Gallery functions, especially digital and web platforms
- Regularly monitor websites and digital platforms to identify and resolve accessibility issues
- Ensure all digital content is created in accessible formats

#### **Public Programming for Equality**

Responsible: Education, Library & Archives, and Curatorial Departments

- Design and deliver programmes that promote equality of opportunity, focusing on gender, poverty, and social exclusion
- Address barriers to participation and create opportunities to engage with the Collection. Initiatives include:
  - SMBC Aviation Capital Education Programme
  - Positive action in selection criteria for Education projects
  - Free or subsidised Education programmes available nationwide
  - Free Library and Archives programming

## Exhibitions and Collections Department

- Apply the Equality and Human Rights Impact Assessment into the project management and delivery of exhibitions
- Collaborate across departments to incorporate Equality, Diversity, and Inclusion (EDI) considerations into exhibition design
- Continue to improve artist participation and access to the Portrait Prizes
- Improve and monitor the accessibility of the online collection

## Curatorial Department

- Establish a working group to develop an approach to a study on historical discriminatory practices and to respond to issues of sensitive material

## Education Department:

- Appoint a Cultural Art Therapist in Residence at the Gallery to promote diversity and equality for audiences, and address socio-economic exclusion
- Expand diversity for audiences by using census information and programme feedback to expand our guide panel and tours programme beyond existing offerings, with an ambition to include Polish, German and Ukrainian, then Hindi, Arabic, Portuguese, Romanian, Lithuanian and Russian
- Address identified issues for young people by harnessing the potential of the Youth Panel to inform relevant aspects of Gallery Operations and promote inclusion
- Support and engage schools in locations the Gallery has not previously reached, across the country, and in areas of social and economic deprivation in the city
- Complete the ARTistic research project and integrate its recommendations into autism and sensory-friendly programming

## Library & Archives Department:

- Ongoing integration of accessibility and disability-focused tools in communications and outreach programme
- Ongoing monitoring of digital platforms such as Source and online library catalogues and addressing any issues with regard to web/digital accessibility

## Communication, Media and Digital Engagement Department:

- Actively promote human rights and equality issues in communications strategy (internal and external)
- Ensure internal and external communications make use of gender-neutral language where appropriate
- Ongoing monitoring of the Gallery's main website and addressing any issues with regard to web/digital accessibility
- Advise and support colleagues with meeting web accessibility requirements in relation to content prepared for the Gallery's main website

## Publications and Images Department:

- Ongoing monitoring of the images website and addressing any issues with regard to web/digital accessibility

## HR Department:

- Ensure compliance with the Disability Act 2005
- Train staff to embed equality and human rights in their day-to-day activities and raise awareness of the Duty
- Develop and implement an Equality Diversity and Inclusion (EDI) Policy
- Continue to support staff in enabling work/life balance

## Finance Department:

- Integrate equality and human rights and accessibility considerations into budgetary and procurement processes and procedures – with external procurement advisor
- Ensure compliance with the Gender Pay Gap Act 2021

## Legal and Compliance Department:

- Advise and support colleagues (website owners) with meeting web accessibility requirements for their websites, platforms and content
- Promote a 'data protection culture' and ensure what we do embeds data protection by design and by default

## Operations Department:

- Continue to address universal design and accessibility issues onsite, prioritising remedial works, and in all new developments and future renovations

- Ensure a gender-inclusive physical environment for staff and audiences of all gender identities

#### Universal Design and Accessibility Working Group:

- Maintain an oversight role in relation to Universal Design and web accessibility across the Gallery
- Maintain membership of the Hidden Disabilities Sunflower Scheme
- Increase staff and public awareness of the Gallery's participation in both the Sunflower Scheme and the JAM Card initiative
- Ensure front-of-house staff receive training in JAM Card and Sunflower Scheme awareness
- Sustain and expand current autism- and sensory-friendly initiatives
- Maintain AsIAM accreditation
- Identify and promote designated quiet spaces within gallery and office areas

## 4. Enabling Actions

#### Leadership:

- Facilitate familiarisation session(s) on the Duty and its requirements with the Executive Leadership Team and with the Heads of Department
- Continue to convene the cross-organisational working group for the Duty
- Enable the EDI Manager to lead implementation of the Duty
- Prepare an annual report on progress made and achievements in implementation the Duty for inclusion in the Annual Report

#### Capacity:

- Familiarise staff with the Duty and our implementation plan through an EDI e-module with a section on the Duty and the EDI Knowledge hub on the staff intranet
- Provide mentoring on the Duty and the EHRIA to support staff responsible for implementing the Duty
- Build and sustain working relationships with a broad range of representative associations for the identified groups in relation to our implementation of the Duty by convening an annual meeting with these organisations

#### Communication:

- Share updates on Duty progress and ambitions via the EDI newsletter

- Publish Duty-related materials on the Gallery's main website and intranet

#### Documentation:

- Maintain an updated page on the Duty on the Gallery's main website
- Document and maintain records on the steps taken in implementing the Duty both in the relevant Department and with the EDI Manager
- Publish a summary of achievements in the Annual Report