

## **National Gallery of Ireland**

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

### **Equality and Human Rights Values Statement**

# 1. Introduction

The Equality and Human Rights Values Statement is a key tool for implementing the Public Sector Equality and Human Rights Duty (the Duty). It guides how we embed the Duty across all aspects of the Galley's work.

We focus on four inter-connected values that reflect our commitment to equality and human rights. These values are built on our corporate values, in particular our belief in *Openness*, which we define as:

*“We engage with a wide range of audiences and stakeholders. We embrace diversity and promote equality. Our doors are open seven days a week and admittance is free.”*

For each value, the statement sets out:

- a **Statement of Priority** — what we seek to achieve; and
- a **Statement of Process** — how we will work to achieve it.

These benchmarks capture our ambition for the Duty. The statement is specifically focused on, and addressed to, the identified groups for the Duty.

This Values Statement is directed towards the groups identified in the Duty:

- those covered by the nine grounds in equality legislation: gender (including gender identity, gender expression and sex characteristics), civil status, family status (including lone parents and carers), age, sexual orientation, disability (broadly defined), race, religion, and membership of the Traveller community
- people at risk of poverty and social exclusion (a disadvantaged socio-economic status ground)
- people at the intersections of these ten grounds
- rights holders under the human rights instruments relevant to the functions and purpose of the Gallery as a public body

The Statement also recognises the diversity of our stakeholders:

- **External stakeholders:** visitors and service users who engage with the Gallery and its programming
- **Internal stakeholders:** employees (full-time, part-time and temporary), interns, volunteers, contractors (including freelance or ad hoc service providers such as artist practitioners and tour guides), service providers, job applicants, collaborators, and members of the Board and committees

## 2. Our Equality and Human Rights Values Statement

### Dignity

Dignity means respecting people's diversity and welcoming them into the organisation. It involves treating everyone fairly, avoiding bias and stereotypes, and building trust.

**Statement of Priority:** The Gallery is committed to promoting a culture of respect and kindness. We aim to foster a sense of belonging, wellbeing, and safety among all stakeholders—internal and external, across the identified groups, so that people feel valued, comfortable, and confident.

**Statement of Process:** The Gallery will equip staff, volunteers, and Board members with the knowledge, tools and resources they need to promote trust, fairness and empathy in interactions across all our functions with people from the identified groups.

### Engagement

Engagement means having a voice, being heard, and knowing that your perspective matters. It involves listening to and meaningfully considering the needs, aspirations, and expectations of a diverse range of people.

**Statement of Priority:** The Gallery strives to build systems and structures that amplify and value diverse voices among our internal and external stakeholders. We aim to enable these voices to inform our decisions in meaningful and sustainable ways.

**Statement of Process:** The Gallery will engage in a participative and collaborative manner with both internal and external stakeholders from diverse backgrounds. We will strive for transparent and accessible communication, enabling participation that is informed, inclusive and meaningful.

## Accessibility

Accessibility means recognising, and responding to the specific needs that arise from diversity. It involves addressing physical, digital, organisational, communication and emotional barriers that may be experienced by different groups.

**Statement of Priority:** The Gallery aims to be a leader in accessibility among cultural institutions, and to be recognised for continuously improving the accessibility of experiences for stakeholders from the identified groups.

**Statement of Process:** The Gallery will work in a flexible, adaptable and approachable manner, by putting structures and systems in place to identify and respond to the specific needs of diverse internal and external stakeholders.

## Inclusivity

Inclusivity means delivering positive outcomes for a diverse range of people through our functions. It means being relevant to, representative of, and a resource for, the diversity of our audiences and colleagues.

**Statement of Priority:** The Gallery strives to be a space, and act as a repository, where the diversity of the public is reflected, celebrated and encouraged to engage with the arts. We aim to build a diverse workforce that is valued across all levels of the organisation.

**Statement of Process:** The Gallery will work to embed equality and human rights values across all aspects of our work, including day-to-day interactions, strategic decision making and organisational goals.

### 3. Using our Equality and Human Rights Values Statement

The Gallery applies this Equality and Human Rights Values Statement in implementing the Public Sector Equality and Human Rights Duty (the Duty). We do this by:

- Using the four values as a framework for assessing equality and human rights issues
- Applying the benchmarks—Statements of Priority and of Process—when reviewing or developing plans, strategies, programmes and policies, to ensure alignment with our ambition for the Duty

We also use the Values Statement to embed our commitment to equality and human rights as part of our organisational culture, through:

- **Leadership:** The Executive Leadership Team grounds its work and communication in our corporate values, and within these, the values that motivate our commitment to equality and human rights
- **Communication:** Internal and external communications highlight these values, build awareness, and encourage dialogue about their importance
- **Alignment:** The Values Statement acts as a filter to ensure equality and human rights are embedded in planning, decision-making and day-to-day work
- **Capacity:** Staff training emphasises our corporate values and, within them, the values that underpin our equality and human rights commitments, strengthening staff capacity to put these into practice