



The Tyrone Guthrie Centre at Annaghmakerrig

Accessibility and Inclusion Policy

Ratified by the Board of Directors 26 March 2022

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Introduction

Funded by the Arts Council of Ireland/An Chomhairle Ealaíon and the Arts Council of Northern Ireland (ACNI), The Tyrone Guthrie Centre is a cross-border arts organisation on the island of Ireland. We offer residential workspace to local, national, and international artists and ‘other like persons’ across all art forms.¹ Our facilities and services offer time away, and space to work, along with opportunities to network, and to collaborate. We are based in a nineteenth century house and associated converted farm buildings, and contemporary structures in the countryside of County Monaghan. We strive to ensure a physical and psychological environment that esteems, supports, and sustains our residents, while at the same time, we acknowledge that we must work within the constraints and constraints pertaining the status of our buildings and grounds as a ‘protected structure.’²

Context

This Accessibility and Inclusion Policy aligns with our Vision, Mission, Purpose, and Values as outlined in ‘Rise Above – The Tyrone Guthrie Centre Strategic Plan 2022 – 2027.’³ Our approach is underpinned by the values of the Arts Council of Ireland’s *Equality, Human Rights, and Diversity Policy and Strategy* (2019) which stresses the determination to ‘respect, support and ensure inclusion of all voices and culture that make up Ireland today, from all sections of society, existing and new communities, from all social backgrounds, ethnicities, and traditions.’ It also ensures that we implement Section 42 of the Irish Human Rights and Equality Commission Act 2014 which places a statutory obligation on public bodies and ‘organisations financed wholly or partly out of moneys provided by the Oireachtas’ to eliminate discrimination, promote equality of opportunity, and protect the human rights of staff and those to whom we provide services. The policy also has regard for existing equality legislation, including the Employment Equality Acts (1998-2015), the Equal Status Acts (2000-2018).

Policy Principles

Our policy principles align with our four priorities as set out in ‘Rise Above – The Tyrone Guthrie Centre Strategic Plan (2022-2027).

Artist and Arts Practice Development

We are committed to empowering artists and ‘other like persons’ to benefit from our facilities and support, and to ensuring that we do all that we can to be as fully inclusive as possible. We promote the values of access and inclusion, diversity, and equality in our in-house and partnered bursary offer, and in all our sector-facing communications, processes, and procedures.

¹ We consider ‘other like persons’ to be directors, designers, curators, and critics, and those who support the delivery of the creative work of artists through arts organisations. We also offer residential workspace to academics working in the humanities whose work supports artists and the arts.

² See for example,

https://www.dlrcoco.ie/sites/default/files/atoms/files/chapter_2_the_development_plan_record_of_protected_structures.pdf p. 28.

³ See our strategic plan under Policies <http://www.tyroneguthrie.ie/about/people>

Creating Audiences for the Benefit of our Artists

We believe that the arts should be enjoyed by all. We are committed to promoting the values of access and inclusion, diversity, and equality in our public-facing communications, processes, and procedures.

Organisational Planning

We will work to ensure diversity of representation among our artist residents, our Board of Directors, and throughout our organisation.

Safeguarding

We will safeguard The Tyrone Guthrie Centre and its activities by creating meaningful strategies and policies that align with the inclusive philosophy evident in 'Rise Above – The Tyrone Guthrie Centre Strategic Plan 2022-2027', in *Culture 2025 – The National Cultural Policy Framework*,⁴ *Making Great Art Work* (The Arts Council/An Chomhairle Ealaíon),⁵ and *Inspire, Connect, and Lead* (ACNI).⁶

Actions and Monitoring

Our Accessibility and Inclusion Policy is supported by an Action Plan, both of which will be monitored by our Board of Directors. Our Action Plan will be activated by our Resident Director through in-house team meetings and a new communications plan.

Our Resident Director will report on progress made on this policy at the annual review of 'Rise Above – The Tyrone Guthrie Centre Strategic Plan 2022-2027.'

⁴ See <https://www.gov.ie/en/publication/62616d-culture-2025/>

⁵ See https://www.artscouncil.ie/uploadedFiles/Making_Great_Art_Work.pdf

⁶ See <http://www.artscouncil-ni.org/images/uploads/publications-documents/ACNI-Draft-5-year-Strategic-Framework-for-Developing-the-Arts-2019-2024.pdf>

Review dates

| Date of next review | Additions/updates | Page number | Signed off by |
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