



Royal Pavilion & Museums Trust

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Access Policy Statement 2020 – 2025

Introduction

The Royal Pavilion & Museums Trust (RPMT) is committed to, and believes, that all people and sectors of the community have a fundamental right to engage with, use and enjoy the collections and services it provides. We recognise that there are many barriers to access but are committed to making all aspects of our activities as fully accessible and inclusive as our resources allow, including access to buildings, collections, events, exhibitions, learning and engagement - and to our staff and volunteers as well as visitors.

RPMT is committed to increasing public access to collections and information associated with those collections, to increase knowledge and understanding of the items the Service holds and the cultural heritage of Brighton & Hove.

Vision, Mission and Objectives

RPMT's vision is to contribute to and celebrate the identity of Brighton & Hove. Using the outstanding collections, buildings and knowledge in our care, we will challenge and inspire our visitors to positively shape their future. Our sustainable museums will support the economy of Brighton & Hove, promote personal well-being, and celebrate diversity.

The Aims for our 2020-22 Business Plan are:

- Be more strategic in caring for and developing our natural, scientific and cultural resources for present and future generations.
- Develop a distinctive offer at each of our five sites and online to support learning, creativity and well-being
- Actively engage more people in understanding, developing and / or interpreting our shared collections, including a focus on children and young people
- Build a co-operative, sustainable and resilient organisation that supports the wider cultural sector
- Ensure the organisation and its work reflects the diverse culture of contemporary society

Policy context

RPMT will adhere to all national and international statutes of law, including specifically in relation to access, but not exclusively the Equality Act 2010, Freedom of Information Act 2000 and the Data Protection Act 1998.

RPMT's Access Policy Statement is consistent with Brighton & Hove City Council's Equality and Diversity Policy Statement and Strategy, and Corporate Plan.

We will follow national standards, ethical codes and best practice guidelines concerning equalities and inclusion.

Types of access

We define access as something that is made possible when physical, cultural, social, sensory, intellectual, financial, emotional and attitudinal barriers are removed or reduced.

To eliminate and reduce barriers and ensure equality of access we will consider the following aspects of accessibility to our services and collections:

- Physical: enabling people with physical disabilities, older people and those caring for young people to reach and appreciate every part of the service, where possible, including its buildings and collections.
- Sensory: to build into all aspects of the Service's activities a wide range of different sensory experiences. This encompasses interpretation accessible to those with limited sight or hearing.
- Intellectual: we acknowledge that people have different learning styles and we will provide interpretation taking into account people's varied needs and preferred learning styles by adopting clear interpretive guidance.
- Cultural: we acknowledge and recognise cultural differences, including language, and seek to represent varied cultural experiences and issues through our programmes, exhibitions and events, offering them in various languages where possible and appropriate.
- Emotional / Attitudinal: to ensure that all visitors feel welcomed and valued.
- Financial: we will aim to recognise and minimise financial barriers to the use of sites and the collections, and associated activities products and commercial facilities, wherever possible

How the Royal Pavilion & Museums Trust will deliver the policy

RPMT will actively contribute to the promotion of equality and inclusion in a number of ways including but not limited to:

- Carrying out Equality Impact Assessments of our services, sites and projects as required
- Further developing our community engagement and outreach activity to ensure representation from diverse communities
- Building on our commitment to establish a diverse volunteer base and to making volunteering opportunities as accessible and responsive as possible
- Ensuring varied and sustainable access to collections
- Providing welcoming staff and treating all visitors with equal respect
- Promoting our sites, activities and collections – and providing information and signage - using accessible communication
- Adopting best practice guidance for interpretation including exhibition texts and interactives.
- Consideration of varied audience needs and learning styles in programme planning including events, and informal and formal learning.

- Consideration of access issues, barriers and priorities at each of the organisation's five sites through individual Site Development Plans with appropriate action plans and Access Statement for each of our sites
- Continuing regular consultation with our audiences and non-users to ensure the broadest possible access to our facilities, services and collections

This Access Policy Statement links to the following RPMT documents:

- Collections Development Policy
- Community Engagement Strategy
- Manifesto
- Audience Development & Engagement Plan
- Equalities Action Plan
- Business Plan
- Learning & Development Plan
- Volunteer Policy

RPMT's Trustees and Leadership Team will be responsible for the implementation of this Policy Statement. It will be reviewed annually.

