

# EQUALITY COMMISSION FOR NORTHERN IRELAND

## Public Authority 2013 -2014 Annual Progress Report on:

- **Section 75 of the NI Act 1998 and**
- **Section 49A of the Disability Discrimination Order (DDO) 2006**

This report template includes a number of self-assessment questions regarding implementation of the **Section 75 statutory duties** from *1 April 2013 to 31 March 2014 (Part A)*.

This template also includes a number of questions regarding implementation of **Section 49A of the DDO** from the *1 April 2013 to 31 March 2014 (Part B)*.

Please enter information at the relevant part of each section and ensure that it is **submitted** electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his / her absence, the Deputy Chief Executive to the Commission **by 31 August 2014**.

In completing this template it is essential to focus on the application of Section 75 and Section 49. This involves progressing the commitments in your equality scheme or disability action plan which should lead to outcomes and impacts in terms of measurable improvement for individuals from the equality categories. Such outcomes and impacts may include changes in public policy, in service provision and/or in any of the areas within your functional remit.

### **Name of public authority** (Enter details below)

Arts Council of Northern Ireland

### **Equality Officer** (Enter name and contact details below)

S75: Rebecca Davis

Policy Development Officer

[rdavis@artscouncil-ni.org](mailto:rdavis@artscouncil-ni.org)

02890 385232

DDO (if different from above):

# **Part A: Section 75 Annual Progress Report 2013 – 2014**

## **Executive Summary**

**What were the key policy / service developments made by the authority during this reporting period to better promote equality of opportunity and good relations and what outcomes were achieved?**

The Arts Council is the lead development agency for the arts in Northern Ireland. We are the main support for artists and arts organisations, offering a broad range of funding opportunities through our Exchequer and National Lottery funds. The overall aim of the Arts Council is to place the arts at the heart of social, economic and creative life in Northern Ireland. This provides a significant challenge for the Arts Council in terms of service delivery and this is reflected in the equality outcomes of this report.

### **Ambitions for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018**

The successor plan was developed over a period of time and was constructed with on-going discussion with strategic stakeholders. For example, through the cycle of sector meetings and platform events, drawing evidence from a number of key data sources and through the programme of consultation linked to discrete artform strategies/policies over the last number of years, e.g. Arts and Older People Strategy and the Intercultural Arts Strategy. In addition, the Arts Council Board established a Strategic Working Group to oversee this piece of work. The group was established in June 2011 following a special two day residential meeting. A range of qualitative and quantitative evidence was analysed in order to assess the context for the successor five year strategy and to form a picture of current priorities and challenges. Other evidence examined included the changed economic context, the current partnerships that exist, future priorities.

The Arts Council 'screened in' the Five Year Strategic Plan for equality impact assessment. Letters were sent out to a designated Section 75 database and information was posted under the news section of ACNI's website to notify the general public of this screening process. At this stage

the Arts Council invited comment from the public on its decision detailed within the screening document to submit the strategy to a full EQIA. The screening consultation period ran from the 14th January 2013 and closed on the 28th January 2013.

The Arts Council carried out an Equality Impact Assessment (EQIA) of the Five Year Strategic Plan. The thirteen-week consultation (statutory requirement is twelve-weeks) of the Five Year Strategic Plan began on the 28th January 2013 and closed on the 29th April 2013.

To complement the EQIA process, the Arts Council developed a programme of public engagement events. These took the form of public meetings, workshops, dedicated artform sector platforms, stakeholder engagements (for example a facilitated discussion hosted by BT with the private sector) and various social media channels, e.g. webinar, Facebook and Twitter. The purpose of this wider engagement was twofold: so that the Arts Council could get a measure of views on the plan, to listen to and find what refinements or changes were necessary but also to gauge how it addresses the needs and challenges faced, in the hope that it will become a shared vision for the development of the arts for the next five years.

A new five year strategic plan for the arts in Northern Ireland 2013-2018, entitled “Ambitions for the Arts”, has been developed by the Board with the aim of driving real change. With a focus on priority areas such as: increasing access to the arts for all; tackling barriers such as poverty and social exclusion and gaining international recognition for our artists and art organisations. It elaborates three key themes over its lifetime, enshrined in its ambition to:

- Champion the Arts;
- Promote Access; and
- Create a more Resilient Sector

It is hoped that ‘*Ambitions for the Arts 2013 - 2018*’ will be launched in September 2014. Plans for the launch of the Strategy include performances and involvement from artists and arts organizations reflecting section 75 groups.

### **Arts and Older People Programme**

The Arts and Older People Programme, launched in October 2013 and running until 2016, was set up in partnership with the Public Health Agency,

the Baring Foundation and DCAL, to increase opportunities for older people to actively engage in the arts. The findings from the Evaluation Report of phase I inform phase II of the Programme.

During October and November 2013, five roadshows were held to promote the programme. 55 eligible applications were received, including submissions from Community and Voluntary Groups, Arts Organisations and Local Authorities. In 2013-14, ACNI awarded grants worth £283,516 to 20 organisations to support community-based arts projects for older people. These were as follows: 4 local authorities, 7 arts organisations, 8 community/ voluntary/ third sector organisations and the grant to Dementia Services Development Centre to cover costs of the residential weekend. Successful organisations are noted below:

Local Authorities (4): Lisburn City Council (in conjunction with Castlereagh); Strabane District Council; Fermanagh District Council (in conjunction with Omagh) and, Newtownards Borough Council (as Ards Arts).

Arts Organisations (7): Bardic Educational Arts and Media, Big Telly Theatre Company; Waterside Theatre Company; The Crescent Arts Centre; Down Community Arts; Play Resource Warehouse; and, North West Play Resource Centre.

Community/ Voluntary/ Third Sector (8): Mind Wise New Vision; Age Concern; Spectrum Centre; Age NI; Mid and East Antrim Agewell Partnership; NI Association for Mental Health; ALLY Foyle (Active Living in Later Years) and, Andersonstown Community Theatre.

AOPP Training Programme - One of the stated objectives of the AOP Programme is to deliver arts-based training and development opportunities for those working with older people in primary, healthcare, voluntary and community settings. In March 2014, the Training and Development programme, delivered by ArtsCare, took place across the five health care trust areas, covering a full range of techniques and art forms.

AOPP Artists' Networking and Development Programme - One of the strategic themes is Health and Wellbeing with particular emphasis placed on dementia. In order to deliver appropriate training, we partnered with Dementia Services Development Centre (DSDC), a leading international centre of knowledge and expertise dedicated about dementia. In March 2014, a training weekend facilitated by DSDC, brought together artists,

commissioners and international dementia experts to explore the opportunities and challenges faced where arts engage with dementia.

An Arts and Age Conference, held in March 2014, brought together specialists in health, culture and the arts as well as policy and decision makers. It considered the benefits to older people and wider society of engaging in creative activities. The main aims were to: Explore the benefits for older people engaging in creative activity; Consider the benefits to wider society of supporting older people to engage in creative activity; Look at how to support older people to become engaged in creative activity; Inform policy makers, health agencies, arts organisations and wider society about the benefits of a creative older population; and, Highlight and raise awareness of need to support older people to engage in creative activity.

## **STartUP**

The STartUP programme provides seed funding to areas where there is weak cultural infrastructure. The aim of the programme is to provide support (including 100 per cent grant aid) to organisations that have not previously availed of Arts Council funding, with the intention of making a real difference to smaller groups, particularly those who have not previously engaged in arts activity, those who struggle to find sources of funding and those located outside of Belfast and Derry/Londonderry. The Start-UP programme also promotes engagement with Section 75 groups.

During the 2013/14 period, the Arts Council committed £40,000 to the programme and supported 9 organisations. The organisations received hands-on support and financial support to start new artistic programmes that will benefit their communities. Organisations that received funding in the 2013/14 financial period include: Roger Casement GAC, Portglenone; The Active Group, Newry; Hostelling International NI; Cuan Mhuire rehabilitation centre, Newry; North West Women's Collective; Knocknagoney Area Forum; Council for the Homeless; Drumbo Arts and Crafts.

## **Small Grants Programme**

The Small Grants Programme is open to constituted groups providing grants of between £500 and £10,000 to help run an arts activity in Northern Ireland. Through this programme the Arts Council encourages organisations (professional arts/community based) to develop and deliver

arts projects which contribute to the growth of arts in the community for new and existing audiences and which reflect the diversity of Northern Ireland's society and culture. This funding programme supports activities which benefit the people of Northern Ireland or that help arts organisations in Northern Ireland carry out their work.

£500,000 was given to 104 Small Grants Programme awards within the 2013/14 period. Examples of recipient organisations include Etcetera Theatre Company, Lagan Village Drum and Fife School; Dylan Quinn Dance Theatre; Forum for Action on Substance Abuse (FASA); Midwise New Vision; Theatreofpluck; Markethill Art Club; Dunnaman Children's Centre; Glór Uachtar Tíre; Antrim Community Choir.

### **Building Peace through the Arts - Re-Imaging Communities Programme**

In February 2013, the Arts Council launched the Building Peace through the Arts – Re-Imaging Communities Programme. This programme is funded by the European Union's Programme for Peace and Reconciliation (PEACE III) managed by the Special EU Programmes Body; the Arts Council of Northern Ireland; and the International Fund for Ireland. It supports community groups and local authorities across Northern Ireland and the Border Areas of the Republic in tackling the manifestations of sectarianism and racism. The purpose of this next phase of funding is to build peace and improve community relations through consultation, creative engagement and the development of public artworks.

Projects must address 1 or more of the programme's strategic themes:

- A. **Community Cohesion** - to provide opportunities for more stable, safer neighbourhoods and develop strong, positive relations between people from different backgrounds.
- B. **Regeneration through the Arts** - to develop more inclusive civic and cultural identities through the production of high quality artwork for the public realm.
- C. **Positive Relations at the Local Level** - utilise the arts and arts processes as a means with which to challenge sectarian and racist attitudes and build positive community relations at a local level.
- D. **Build Peace and Reconciliation** - support progress towards a peaceful, shared and stable society and promote reconciliation through community led programmes of arts activities.

E. **Connecting Communities** - utilise the arts and arts processes as a means in which to connect communities throughout Northern Ireland and the Border Areas.

The programme prioritises projects that:

- are cross-community, inter-community, cross-border or inter-cultural
- target the participation of young people
- target the participation of minority ethnic communities
- are located in areas which had little or no participation in the previous Re-Imaging Communities Programme
- involve the removal of signs of sectarianism / racism along main arterial routes

This programme aims to deliver long-term, cross-community and cross-border projects, which will in turn complement current work by addressing issues of sectarianism, racism and prejudice between communities. Analysis of the previous Re-imaging funding programme indicates a link between projects and disadvantaged communities, particularly those experiencing poverty and social exclusion.

A Programme Consortium has been established – membership includes the Special EU Programmes Body, the Arts Council of Northern Ireland, the International Fund for Ireland (IFI), the Office of the First Minister and deputy First Minister (OFMdFM), the Northern Ireland Housing Executive, the Community Relations Council (CRC), POBAL, the Department of Culture, Arts and Leisure (DCAL), the Association of Local Authority Arts Officers, the Rural Community Network and the Department of Social Development (DSD).

Between April 2013 – March 2014, 29 Stage 1 applications and 1 Stage 2 application were approved, 1 Stage 1 application was declined. The Consortium considered applications on 7 occasions (May, June, July, Sept, Oct, Dec & Feb) and awarded a total of £204,267. 19 Information Roadshows were held in Omagh, Dundalk, Belfast, Ballymena, Newtownards, Lisburn, Castlereagh, Ballyshannon, Carrick-on-Shannon, Manorhamilton, Sligo, Portadown, Cavan, Letterkenny, Monaghan & Carrickmacross (more than 1 Roadshow was held in some of the locations), 245 people attended these events.

## **Intercultural Arts Strategy and Intercultural Arts Programme**

Launched in May 2012, the Intercultural Arts Programme aims to provide opportunities for minority ethnic communities across Northern Ireland to access the arts; and use artistic activities as a creative vehicle in which to explore and highlight social issues that impede access and participation in the arts.

The programme has a number of elements: Intercultural Arts Grants; Artist in the Community Awards; Minority Ethnic Individual Artists Awards; Intercultural Arts Support Programme.

In 2013-2014, 8 awards were made to individuals and 15 awards made to organisations totaling £106,748.

The Intercultural Arts Steering Group provides support and advice to the Arts Council and is comprised of individuals and representatives from relevant sector organisations including the Community Relations Council, Northern Ireland Council for Ethnic Minorities (NICEM), Community Arts Partnership, ArtsEkta, South Tyrone Empowerment Programme and OFMdFM Racial Equality Unit.

The Intercultural Arts Programme has a dedicated Communications and Advocacy Plan, promoting the key messages of the programme to the public and relevant stakeholders. The Arts Council Communications Team has profiled a number of projects and minority ethnic artists, linking where possible with wider initiatives, such as Community Relations Week. The Community Arts Officers have presented to the Consular Association of Northern Ireland, NI Assembly All Party Group on Ethnic Minority Communities and Local Authority Arts Managers.

Community Arts Partnership has been contracted to take forward a support structure for the Intercultural Arts Programme, including networking events, seminars, information programme and artists support, training and development. Programme for Intercultural Support (PICAS): Led by Charo Lanao, PICAS has provided a range of opportunities to support the delivery of key areas of the Arts Council Intercultural Arts Strategy. In November 2013, the PICAS Programme established 'Drawing Together', a 'first' in a series of conversations, events and processes designed to develop creative intercultural relationships. 'Drawing Together' was directed at indigenous community artists and cultural facilitators, community artists and



cultural facilitators from an ethnic minority background and community groups and arts organisations working with an Intercultural approach. Additional PICAS elements have included advice and information clinics across Northern Ireland and networking and support events for artists and community groups.

An example of an organisation which received funding from the Intercultural Arts programme in 2013-14 is the NI Sikh Association based in Derry/Londonderry, which used the funding to encourage intercultural engagement and develop awareness of the Sikh culture through two community youth arts projects and the forthcoming staging of a 3-day festival in of May 2014.

## **Youth Arts Strategy**

In September 2013, the Youth Arts Strategy was launched to provide strategic direction and vision for the youth arts sector for the period 2013 – 2017. The strategy promotes access to high quality and affordable arts activities for all under 24s regardless of age, gender, ethnicity or disability. It will develop the practice of all artforms in order to increase opportunities for young people to engage in arts-led activity as active participants, as consumers and as audience members. It also includes a suite of apprenticeships, internships and mentoring opportunities.

The Creative Apprenticeships and Internships Programme will support 100 new apprenticeships and paid internships over a 3-year period across the arts and cultural sector, with a primary focus on ACNI's remit: music, dance, drama, literature, visual arts, craft, festivals, arts venues, community arts, galleries, circus and carnival arts. The grant for the provision of the Creative Apprenticeship Programme will run from September 2014 to March 2017. ACNI has allocated up to £450k to the programme, of which at least £300k will be allocated to subsidise the wages of up to 100 apprenticeships or paid internships.

The Arts Council is currently progressing the Proposed Young People & Wellbeing Arts Programme (2014- 2017). The Youth Arts Strategy aims to open up horizons through new partnerships, in key areas including health and wellbeing and commits to developing ' a pilot initiative, using arts based approaches, to promote mental health and well-being amongst those who are most in need; evaluate its success and implement a full programme'.

The Strategic Themes for the programme will include: Improving and maintaining health and wellbeing for young people; Raising awareness of mental and emotional wellbeing issues facing young people; Providing a voice for young people; and, Address stigma and challenge prejudice and discrimination associated with mental health and health seeking behaviour.

An example of funding which benefited children and young people (February 2014) is ACNI's contribution of National Lottery project funding of £122,250 to the Small Size, Big Festival event for schools and families with young children – a festival of performing arts for early years which offered diverse international performances from leading artists and children's arts organisations. A series of installations and public art offerings were displayed across Newry and the Story Trail, a guide to Newry through the eyes of a child, was developed by local children, a writer and a visual artist. Artists and arts organisations from over 12 European countries also visited Newry to discuss and shape the future of arts for early childhood.

## **Community Arts Strategy**

During 2013-14, work continued on the development of the Community Arts Strategy. This piece of work has been informed by extensive primary research which included opportunities for individuals and groups engaged in community arts activity, and which reflect Section 75 groups, to feed into the evidence gathering process. This was achieved through targeted engagement with community and voluntary groups, arts organisations and individual artists.

The final strategy reflects the evidence collated, setting out a series of priorities for action to be achieved over the five year period. These priorities will be embedded within an Action Plan which will contain dedicated costs, targets and evaluation measures. The Arts Council will screen and if applicable, conduct an EQIA consultation of the document during 2014 with the aim to launch the final strategy in 2014-15.

## **Music Strategy**

The Music Strategy was launched by ACNI in July 2013. In 2011, a comprehensive Music Review commissioned by ACNI and part funded by the British Council was carried out by Judith Ackrill and Nod Knowles (Ackrill & Knowles 2011). The research dimension of this review occurred

between March – June 2011 and the findings fed into a comprehensive music review which was produced to the Arts Council in September 2011. Upon receipt of the music review the Arts Council developed its associated strategy and action plan.

The vision of the Arts Council for the development of the music sector in Northern Ireland is a comprehensive and inclusive one. This inclusive approach is to ensure that all those in society can avail of the increasingly rich variety of musical worlds in Northern Ireland today, across the different spheres of musical activity: from education to participation, from composition to performance.

Strategic priorities, objectives and actions contained within the Strategy which relate to Section 75 categories include: Traditional musics: draw traditional music organisations into a forum to explore the sector’s own aspirations and proposals for development, and encourage them to act as a cross-community advocacy group for the inclusion of traditional musics in formal music education; Youth Music: embed across the sector mechanisms to connect youth music activity with the wider music sector, and with the industry above all, with a particular focus on collaboration, training and funding opportunities for the development of creative and cultural skills; and, Music and cultural diversity: in line with our Intercultural Arts Strategy, actively encourage appropriate community music and educational organisations to work with minority ethnic communities and their musical cultures.

### **The Creative and Culture Fund for Belfast**

In September 2013, the Arts Council announced the creation of a Cultural Funding Scheme in collaboration with Belfast City Council to support cultural and community groups. Over a three year period, the scheme will target communities who are less likely to participate in culture and arts due to social, economic or other barriers. Each organisation has committed £450,000 to provide an overall investment of £900,000.

Each of the successful projects must demonstrate the use of arts and culture to address the challenge of social inclusion, addressing the inspiring communities themes and demonstrating that they are: Cross-community; Cross-city; Delivered in partnership between arts and community organisations; Benefit hard-to-reach areas and communities.

The first four projects to be funded as part of Creative and Cultural Belfast were announced in January 2014. They are:

- **Abhainn bheo na Fearsaide/The living River Farset** - The River Farset gave Belfast its name, but today, it has largely been built over and forgotten. Abhainn bheo na Fearsaide – a partnership between Cultúrlann and Spectrum Centre – will return the Farset to the heart of Belfast through creative workshops, heritage digs and public art.
- **BabyDay** - In 2015, Replay Theatre Company will bring the world's first BabyDay to Belfast. BabyDay will decorate the city with playful art and fill the streets with families, much like on Culture Night – but for babies.
- **Draw Down the Walls 2015** - Golden Thread Gallery is commissioning a new visual arts project. We know it will be created by an internationally renowned artist, but all the other exciting details are still to be revealed as the project will be informed by its community participants every step of the way.
- **Nine Nights** - ArtsEkta's Nine Nights will be an outdoor theatre spectacle. Working in partnership with Walk the Plank – producers of the Derry~Londonderry City of Culture event, the Return of Colmcille – Nine Nights will combine music, dance and pyrotechnics, retelling centuries-old Hindu folklore as a thrilling, contemporary Belfast celebration.

**What are the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75?**

The main initiatives planned in the coming year to ensure the authority improves the outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75 include:

- Continuation of ACNI's revised Equality Scheme and its associated Action Plan including the continuation of quarterly meetings of the Equality Monitoring Working Group;
- Continuation of the Arts and Older People Programme;
- Continuation of the Youth Arts Action Plan;
- Continuation of the Music Strategy;
- The continuation of the STartUP and Small Grants programmes;
- The continuation of the Intercultural Arts Programme;
- The establishment of a Young People and Mental Health Arts Programme;
- The launch of a new Community Arts Strategy;
- The continuation of the Re-Imaging Communities Programme – Building Peace through the Arts;
- The development and rolling out of the ACNI Disability Action Plan 2014-2018 including analysis of achievements made;
- The development of a Literature Strategy;
- A review of existing systems and gap analysis in relation to Section 75 / equality data and subsequent implementation of any recommendations;
- Review the current data collection in relation to the Premium Payment Scheme and identify any limitations with a view to producing and implementing a set of recommendations;
- Launch of the ACNI's successor five year Strategy: Ambitions for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018

## **New / Revised Equality Schemes**

**Please indicate whether this reporting period applies to a new or revised scheme and (if appropriate) when the scheme was approved?**

- This reporting period applies to the revised Equality Scheme which was approved by the Equality Commission in February 2013.
- The Equality Monitoring Working Group (EMWG) continues to meet on a quarterly basis to oversee the outworkings of the Equality Scheme, and associated Action Plan. EMWG Minutes of progress are forwarded to the Arts Council board.

## **Section 1: Strategic Implementation of the Section 75 Duties**

**Please outline evidence of progress made in developing and meeting equality and good relations objectives, performance indicators and targets in corporate and annual operating plans during 2013-2014.**

A Premium Payment of up to £3,000 each year per successful applicant has improved Section 75 related access, with most of the money allocated to disability access. Premium Payments is available through the following ACNI funding programmes: Project Lottery funding; Annual Support for Organisations programme (ASOP); Small Grants; Building Peace through the Arts - Re-imagining Communities Programme and the Arts and Older People Programme.

### **Targets within the 2013-14 Business Plan**

- Education & Young People - By December 2013 establish reference group of Curriculum Advisors to create the baseline and assist with core elements of the Artsmark scheme. Currently, on hold during Quarter 4 of the 2013-14 Business Plan pending Ministerial approval of Arts Council 5-year strategy.
- Education & Young People - Secure engagement of Libraries NI to deliver a programme of extra-curricular activities for families & children in Belfast, Derry and Newry. Quarter 4 update: Zero-based budgeting bid unsuccessful, therefore, project no longer tenable in 2013/14.
- Young People - By March 2014 develop pilot mental health initiative in designated areas and establish appropriate delivery mechanism. Quarter 4 update: Update report to Board outlining draft programme and current target areas including: Suicide Prevention; Alcohol and Drugs; Mental Health and Wellbeing and other actions to improve public health and reduce health inequalities. (Awaiting PHA support)
- Develop new Disability Action Plan with disability partners & arts organisations by December 2014. Quarter 4 update: Disability Action Plan will be published for consultation in June 2014.
- Launch new Arts & Older People Programme. Quarter 4 update: In 2013-14, ACNI awarded grants worth £283,516 to 20 organisations to support community-based arts projects for older people.

- Young People - Scope successor programme/delivery mechanism to Creative Youth Partnerships with libraries & ESA or its successor. Quarter 4 update: Scoping dedicated Education Officer to take forward priorities in this area.
- Young People - introduce free instrument scheme for talented children with Music Service. Quarter 4 update: DCAL reallocated capital funds for musical instruments to other Departmental priorities.
- Creative Employment & Young People - By March 2014 scope employment scheme with specific delivery targets in light of DEL apprenticeship frameworks & secure funding for 3-year initiative which will be tendered for delivery. Quarter 4 update: Final budgets agreed and programme to launch in April 2014.
- Finalise a Community Arts Strategy which will provide a framework for coherent co-ordination of policy and action. Quarter 4 update: Format of the strategy has been re-designed to place a greater emphasis on the Action Plan component. Submitted to Board in March 2014. Strategy and Action Plan to be launched in 2014-15.
- Demonstrate contribution of the arts to Together: Building a United Community through delivery of Building Peace through the Arts - Re-Imaging Communities Programme and continuation of the Intercultural Arts Programme. In April 2013 – March 2014, 29 Stage 1 applications and 1 Stage 2 application were approved, 1 Stage 1 application was declined. The Consortium considered applications on 7 occasions (May, June, July, Sept, Oct, Dec & Feb) and awarded a total of £204,267.
- All relevant business areas and ALBs to provide appropriate exhibitions, outreach activity and community engagement in respect of centenary commemorations. ACNI Grant programmes open to organisations planning commemorations for centenary-related arts projects.
- Deliver Action Plan for Intercultural Arts Strategy: The Intercultural Arts Strategy and Programme was launched in May 2012. In 2013-2014, 8 awards were made to individuals and 15 awards made to organisations totaling £106,748.



## **Section 2: Examples of Section 75 Outcomes / Impacts**

Given the renewed focus of Section 75 aiming to achieve more tangible impacts and outcomes and addressing key inequalities; please report in this section how the authority's work has impacted on individuals across the Section 75 categories. Consider narrative in the following structure:

- *Describe* the action measure /section 75 process undertaken.
- *Who* was affected across the Section 75 categories?
- *What impact* it achieved?

**Please give examples of changes to policies or practices using screening or EQIA, which have resulted in outcomes or impacts for individuals. If the change was a result of an EQIA please indicate this and also reference the title of the relevant EQIA.**

During this reporting period ACNI screened and conducted a full EQIA on the following strategies:

### **Ambitions for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018**

This draft policy was 'screened in' and deemed necessary to conduct a full Equality Impact Assessment. Note: The Arts Council invited comment from the public on our decision detailed within the screening document to submit the strategy to a full EQIA. This screening consultation period ran from the 14th January 2013 and closed on the 28th January 2013.

In accordance with the Equality Scheme and the Equality Commission Guidance, the Arts Council carried out an Equality Impact Assessment (EQIA) of the Five Year Strategic Plan. The thirteen-week consultation (statutory requirement is twelve-weeks) of the Five Year Strategic Plan began on the 28th January 2013 and closed on the 29th April 2013. Nine submissions were made.

On 31<sup>st</sup> March 2014, the draft Strategy was awaiting ministerial approval which was received in May 2014. Comments relating to changes made to the draft Strategy as a result of the EQIA will be published in an EQIA Report alongside the publication of the Strategy in September 2014. In light of comments received during this consultation process the following

changes/additions were made to the final policy as a result of the screening and/or EQIA process

1. One consultee highlighted an anomaly in the document. The Arts Council altered the text to read: "Local authorities are one of our long standing partners, supporting arts development and provision. However, better networking and partnerships are necessary. Local authority funding for the arts is also being squeezed and there is a need to jointly promote the value and benefits to society of investment in the arts. We will look at new ways in which the relationship can be strengthened such as working more closely with the Local Government Association and establish a formal Advisory Group to promote better engagement."

2. One consultee commented on the need for a target above and beyond the Arts & Volunteering Toolkit. The text was altered to read: "Throughout Northern Ireland there is a very significant level of engagement in voluntary arts: from amateur music groups, choirs and a youth orchestra, to video production; from drama groups to salsa dancing and ballroom; from floral art to craft-making. It is a hive of creative activity through which people participate in local arts and crafts groups in their own communities. The voluntary arts are important to the vitality of local communities. They encourage a culture of life-long learning and provide significant personal benefits."

3. In light of comments about the digital age received the following narrative has been added: "We also know that we are living in extraordinary times, entering a new age of technological innovation with many people, especially the young, choosing how they consume, share, access and create artistic content, often on the move, and with previously unimagined possibilities. New approaches to creative content generated for digital platforms move us beyond conventional practice and increasingly redefine how we engage with each other in a digital age.

We also looked closely at how we utilise digital media and marketing to engage more effectively with key audiences. Harnessing the power of social media and building better networks for knowledge exchange, creation and capture - is one of number of changes that are transforming the way we work.

- We will roll out a Digital Engagement Strategy to build vibrant online networks, deliver content to the public and reinforce relationships.

- We will maintain our commitment to improve our performance, ensuring we have the focus, innovation and adaptability to face a changing future.
- We will invest in our people and their learning development, listen to our customers, learn from the client satisfaction survey, develop strong links with our clients, make sure our grant programmes and processes work effectively and create a culture partnership with our stakeholders.
- We are strengthening our systems, implementing a new ICT strategy and investing in the tools we use to gather information through the RFO Survey."

4. One consultee stated that it would be worth emphasising the role of active participation and skills development. The importance of skills development is recognised in the inclusion of a new section, Foreword by Chair, which reads as follows:

Everybody has a cultural life. The opportunity to engage in or to enjoy the arts should be available to all because the potential to enjoy the arts and to develop, to whatever degree, a capacity for artistic expression is present in all. Everybody contributes to the public support of the arts and everybody should be able to benefit from that investment."

In addition, a section has been added in the revised strategy which recognises the importance of apprenticeships aimed at young people: "Recognising that many of our young people encounter difficulties entering the workforce, we want to encourage them to see the arts as an attractive career option and, hence, we will also work with the Creative and Cultural Sector Skills Council to a creative apprenticeship pilot scheme aimed at young people wishing to fulfil their creative ambitions over the life of this strategy."

5. One consultee highlighted the positive impact of voluntary arts. The Voluntary Arts section has been moved and incorporated under the section entitled, 'To encourage voluntary activities in the arts'. The new section, which recognizes our commitment to sponsor an awards scheme, is now worded as follows:

"Throughout Northern Ireland there is a very significant level of engagement in voluntary arts: from amateur music groups, choirs and a youth orchestra, to video production; from drama groups to salsa dancing and ballroom; from floral art to craft-making. It is a hive of creative activity through which people participate in local arts and crafts groups in their own communities. The voluntary arts are important to the vitality of local

communities. They encourage a culture of life-long learning and provide significant personal benefits.”

6. One consultee stated that the award scheme for outstanding volunteer programmes was a good idea. In the revised version of the strategy, ACNI have introduced a target for an 'acknowledgment system' to recognise our most distinguished artists by 2015. This sits under the section Recognising our Artists and the text reads as follows:

“A society that does not sufficiently value its artists is a poorer society. We believe it is timely to introduce an 'acknowledgment system' of awards to recognise the outstanding achievements of our artists and practitioners and have with, our partners in the International Federation of Arts Councils and Cultural Agencies (IFACCA) undertaken an international survey to ascertain the most appropriate model. During the course of this plan we hope to persuade others of the merits of this cause.”

7. One consultee commented on the opportunity to explore how the voluntary arts infrastructure can assist arts organisations to "deliver benefits to our community".

The section of the strategy, 'To help arts organisations deliver benefits to our community' has been restructured in order to emphasise the importance of 'centres of excellence' delivering added value in communities, particularly for Section 75 groups:

"We will work with arts organisations to show how their work reaches all sections of society. We recognise that the major arts organisations are a central plank to the delivery of this strategy. We will continue to invest in them as 'centres of excellence' and will require them to proactively engage with communities beyond their traditional catchment. In practice this means dedicated interventions to enhance community engagement, out-reach programmes and collaborative projects that work beyond conventional arts spaces and activities that reach new audiences in fields such as disability, intercultural diversity, older people, marginalised children and youth."

8. One consultee stated that different disabilities require different interventions. They also suggested a change of terminology. During the life of the new five year strategic plan, the Arts Council will develop a new Disability Action Plan and dedicated Disability Strategy. Within the revised Five Year strategy, the terminology has been amended from 'encourage' to 'increase' the number of people with a disability accessing and participating in the arts. The text and target for this section has been altered to the following:

## Disability

"People with a disability are much less likely to attend arts events than those without; participation levels are also lower. Given that one in five people in Northern Ireland has some form of disability, we will pioneer interventions to enable more people with a disability to engage in the arts. This will build upon work already undertaken, such as the Disability Charter Mark, which recognises how organisations are changing to ensure that the arts are accessible to everyone. We will require our funded organisations to demonstrate the practical measures they pursue to engage with disabled people as members of the audience or as participants in their work. Target: During 2013/14 we will develop a new Disability Strategy and Action plan to improve the lives of people with disabilities and how they access the arts."

9. One consultee highlighted that there may be potential adverse effects in relation to the new BT booking system, if the system is not accessible to the needs of blind and partially sighted people. ACNI has noted this comment and will investigate this issue when developing a new state-of-the-art ticketing service.

10. One consultee noted that there is little research in relation to the inclusion and accessibility of blind and partially sighted people in the Arts sector in Northern Ireland. It was also suggested that providers within the Arts sector should undertake Visual Awareness Training to increase their awareness.

The Arts Council acknowledges the importance of addressing individual disabilities when investigating how best to increase the number of people with a disability accessing and participating the arts in Northern Ireland. During the life of the new five year strategic plan, the Arts Council will develop a new Disability Action Plan and dedicated Disability Strategy with key infrastructure groups including the RNIB being invited to feed back on the content of these documents. The Arts Council will explore such training as outlined by the respondent when developing both documents.

11. The new BT Booking system could be used to determine which members of the public attend audio described performances and directly target this audience to promote future audio described ACNI notes this comment and will investigate this issue when developing a new state-of-the-art ticketing service. The ticketing service will build upon the current market intelligence compiled by Audiences NI enabling effective audience engagement. This will help arts organisations understand who their

audiences are and, most crucially, who they are not and why, as well as how best to reach them.

12. A number of consultees highlighted equality data relating to Re-Imaging Programme. The revised Strategy has incorporated a section on Building Peace through the Arts - the Re-imagining communities programme. The strategy states the following in relation to this area of work, highlighting our commitment to the continued success of the programme which will open up more opportunities for wider community engagement:

“Community arts are often the conduit through which individuals and groups encounter the arts for the first time. We will continue to build on the success of the 'Re-imagining Communities Programme' which has connected artists with local communities imagining a different future for themselves as a result of the 'peace process' through developing new artworks to replace paramilitary murals. For many involved in this process, it is their first experience of participating in a creative arts-led venture and one which engenders considerable local civic pride in its achievement. The new 'Building Peace Through The Arts - Re-imagining Communities Programme' will continue with the help of new partners and will extend its reach to include the border counties, thus making art accessible to even more people and communities afflicted by the conflict.”

- **Please give examples of *outcomes or impacts on individuals* as a result of any *action measures* undertaken as part of your Section 75 action plan:**

In line with ECNI’s recommendations as to what has to be achieved within one year of the publication of ACNI’s Equality Scheme and Action Plan the following has been achieved:

- The development of an ACNI Disability Action Plan 2014 – 2018
- Equality data is collected by ACNI through GIFTS, the RFO and Omnibus Surveys to help identify any areas for improvement. A Gap Analysis paper was produced which identified where improvements need to be made to the collection of section 75 categories.

In addition:

- Quarterly meetings of the Equality Monitoring Working Group
  - Work with arts venues with a view to achieving the Arts and Disability Equality Charter status making venues more accessible. In November 2013, the Arts and Disability Charter was awarded to the following arts venues: Strule Arts centre; Waterfront Hall; Ulster Hall; Lyric Theatre; Grand Opera House; Alley Theatre; Burnavon Theatre.
  - The 'Charter Plus' Plaque of Excellence was awarded to Strule Arts Centre in Omagh. This is the first plaque of excellence ever to be awarded in recognition of the venue's determination to offer access to the arts to all and for their successful consultation with disabled users in order to improve access.
  - Implementation of the ACNI Section 75 Training Plan
  - In respect to our obligations to Fair Employment and Treatment (NI) Order 1998, the Arts Council conducted a 3 yearly review of: the composition of its workforce; employment practices and procedures affecting Recruitment, Training, Promotion and Redundancy (Article 55).
  - In addition to the above, ACNI continues to fund a range of clients and projects from across our funding programmes some of which are targeted at Section 75 groups such as Intercultural Arts Programme, Arts and Older People Programme and Youth Arts.
- 
- **Please give examples of *outcomes or impacts* on individuals as a result of any other Section 75 processes e.g. consultation or monitoring:**

In developing the draft Disability Action Plan, the Arts Council consulted with the Arts & Disability Forum and the Royal National Institute of Blind People (RNIB) which have provided comments throughout development.

### **Section 3: Screening**

- Please provide an update of new / proposed / revised *policies screened* during the year.

For those authorities that have started issuing of screening reports in year; this section may be completed in part by appending, to this annual report, a copy of all screening reports issued within the reporting period.

Where screening reports have not been issued, for part or all of the reporting period, please complete the table below:

<b>Title of policy subject to screening</b>	<b>What was the screening decision? E.g. screened in, screened out, mitigation, EQIA...</b>	<b>Were any concerns raised about screening by consultees; including the Commission?</b>	<b>Is policy being subject to EQIA? Yes/No If yes indicate timeline for assessment.</b>
There were no policies screened in this period			

### **Section 4: Equality Impact Assessment (EQIA)**

Please provide an update of policies subject to EQIA during 2013-14, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2014-15.

- EQIA Timetable: April 2013 - March 2014

<b>Title of Policy EQIA</b>	<b>EQIA Stage at end March 2014 (Steps 1-6)</b>	<b>Outline adjustments to policy intended to benefit individuals and the relevant Section 75 categories due to be affected.</b>
Draft Ambition for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018	6	<p>Consultation closed in April 2013 and all adjustments that will benefit individuals and the relevant Section 75 categories are highlighted below:</p> <p><b>Young People</b> A section has been added in the revised strategy which recognises the importance of apprenticeships aimed at young people:</p>



	<p>"Recognising that many of our young people encounter difficulties entering the workforce, we want to encourage them to see the arts as an attractive career option and, hence, we will also work with the Creative and Cultural Sector Skills Council to a creative apprenticeship pilot scheme aimed at young people wishing to fulfil their creative ambitions over the life of this strategy."</p> <p><b>Disability</b> One consultee stated that different disabilities require different interventions. There is little research in relation to the inclusion and accessibility of blind and partially sighted people in the Arts sector in Northern Ireland. It was also suggested that providers within the Arts sector should undertake Visual Awareness Training to increase their awareness.</p> <p>During the life of the new five year strategic plan, the Arts Council will develop a new Disability Action Plan and dedicated Disability Strategy. These comments and suggestions will be taken into consideration.</p> <p>Within the revised Five Year strategy, the terminology has been amended from 'encourage' to 'increase' the number of people with a disability accessing and participating in the arts. The text and target for this section has been altered.</p> <p>It was highlighted that there may be potential adverse effects in relation to the new BT booking system, if the system is not accessible to the needs of blind and partially sighted people. It was suggested that the new BT Booking system could be used to determine which members of the public attend audio described performances and directly target this audience to promote</p>
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		<p>future audio described.</p> <p>ACNI noted this comment and will investigate this issue when developing a new state-of-the-art ticketing service. The ticketing service will build upon the current market intelligence compiled by Audiences NI enabling effective audience engagement. This will help arts organisations understand who their audiences are and, most crucially, who they are not and why, as well as how best to reach them.</p>
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**Where the EQIA timetable for 2013-14 as detailed in the previous annual S75 progress report to the Commission) has not been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.**

The Screening / EQIA of the Community Arts Strategy did not occur during 2013-14 as ACNI awaited ministerial approval. ACNI intends to screen the Community Arts Strategy and if applicable EQIA this strategy during 2014-15, with the aim to launch the final strategy in 2014-15.

- Ongoing EQIA Monitoring Activities: April 2013 - March 2014

Title of EQIA subject to Stage 7 monitoring	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased
N/A		

**Please outline any proposals, arising from the authority’s monitoring for adverse impacts, for revision of the policy to achieve better outcomes the relevant equality groups:**

None identified

2014 - 2015 EQIA Timetable

Title of EQIAs due to be commenced during April 2014- March 2015	Revised or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
Draft Community Arts Strategy (policy to be screened)	New	

**Section 5: Training**

**Please outline training provision during the year associated with the Section 75 Duties / Equality Scheme requirements including types of training provision and conclusions from any training evaluations.**

A detailed training programme is developed and renewed annually. This is taken forward by the Policy Development Officer and the HR Team.

- In August 2013, members of the Equality Monitoring Working Group received Introduction to Section 75 training in addition to Strategic Development staff who had not already received this training.

- A Research and Policy Officer together with two ACNI Directors attended EQIA Training in September 2013. Two further members are scheduled to attend in June 2014.
- Two members of Strategic Development attended Public Consultation and Engagement training in October 2013.
- Three members of staff trialled Section 75 Refresher training.
- There will be a focus on Equality and Inclusion at the next all-staff training day in June 2014.
- The Arts Council Board received Introduction to Equality and Diversity training.

## **Section 6: Communication**

- **Please outline how the authority communicated progress on delivery of the Section 75 Duties during the year and evidence of the impact / success of such activities.**

The Arts Council is committed to effective communication with the public and strives to ensure that all of its services are available to the whole public, including people with disabilities. Signage for the Arts Council's public events complies with advice on accessibility and legibility. Venues include a loop system and are generally chosen for good quality disability access.

The equality link within ACNI's website provides information concerning the screening and EQIA's of our policies. The Arts Council also uses its website and social media presence to share information about consultations and Section 75 / equality publications.

The communication team ensures that equality and good relations principles are included in key speeches and press releases by the Chief Executive and Chairman of the Arts Council.

Arts Council publications include a commitment, printed clearly on the back cover, that alternative formats of its publications may be available on request.

ACNI has developed a new website which is in line with best practice for website users with a disability. Prior to the launch of the new website in July 2013, ACNI invited representative bodies working with older people, people with a physical or learning disability and people with mental ill-health to test the website and provide feedback.

In December 2013, ACNI partnered with organisations including the Arts and Disability Forum and the Community Network to offer their clients the opportunity to attend a range of arts events. Interested individuals visited the ACNI website and submitted their personal details to be considered for a ticketing promotion. This campaign further improved our relationship and communications with partner organisations while also serving to introduce new audiences to ACNI's online channels.

Since February 2013, ACNI has produced over 50 short videos featuring interviews with artists and arts organisations. A number of short films have been produced relating to ministerial and departmental priorities which focus on inclusion in the arts and mental health. These videos are hosted on ACNI's YouTube and Vimeo channels.

Programmes including the Arts and Older People Programme 2013 – 2016 have been promoted extensively through web and social media based platforms. The increase in enquiries and applications for funding through this particular programme suggests that messaging promoted online is reaching the intended audience.

## **Section 7: Data Collection & Analysis**

**Please outline any systems that were established during the year to supplement available statistical and qualitative research or any research undertaken / commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section 75, including the needs and experiences of people with multiple identities.**

As part of a set of action measures under the Equality Scheme Action Plan 2013-2018, the Arts Council of Northern Ireland (ACNI) committed to conducting a review of Section 75 (equality) data. This commitment can be found under Policy Area: Research and Data Collection of the ACNI Equality Scheme Action Plan.

The Audit of Inequalities, conducted as part of the development of ACNI's Equality Scheme provided an analysis of information collected under each of the nine Section 75 categories. The Audit identified some gaps in the depth of data available for certain Section 75 groups.

In 2013 – 2014, ACNI conducted a Gap Analysis of its Data Collection and Analysis systems. The intended outcomes of this 'Gap Analysis' exercise were: (1) to improve the depth of data collected on Section 75 groups' engagement in the arts; and, (2) to improve data systems in the collection, storage and analysis of Section 75 groups engagement in the arts.

By identifying gaps in the collection of Section 75 data, ACNI can take necessary steps to ensure equal access to the arts for all Section 75 categories. A robust set of data will help ACNI to build a stronger evidence base to understand and tackle the barriers which may prevent people from attending or participating in the arts.

A copy of the Gap Analysis Report will be supplied to the Equality Commission in 2014 – 2015.

### **General Population Survey 2014**

This survey, which examines attendance and participation among the adult (aged 16+) population in Northern Ireland, generates engagement data under a number of relevant Section 75 categories including religion, age, dependents and disability and is used to inform the development of strategies, programmes and projects.

Capturing additional information on barriers to the arts encountered by those with a disability is considered a priority for ACNI. The Equality Commission Northern Ireland has highlighted that there is a lack of data relating to disability and its disaggregation. At a quarterly meeting of ACNI's Equality Monitoring Working Group (September 2013), it was agreed that an additional disability question should be included in the 2014 General Population Survey (GPS). The question included in the GPS 2014 specifically to those who indicated they have a disability is as follows:

Q. Which of the following, if any, prevent you from attending arts events?  
(Please select all that apply.)

- Cost of taxis
- Cost of car parking
- Cost/availability of someone coming with me

- Seats sometimes more expensive
- Cost of tickets
- Accessible public transport
- Location of car park
- Location of access facilities
- Concerns for my personal security
- Knowledge of services possible
- I don't know what type of services I can access
- Disability signage
- Disability awareness of staff
- Finding out about what is on
- Publicity about access at venues
- Attitude of staff
- Limited choice of seating
- Previous experience
- None of these

The GPS took place in January 2014 and its findings will be published in 2014 – 2015.

### **Redesign of the RFO Survey**

The RFO Survey comprises ACNI's main monitoring system, collecting information on funded activity at a disaggregated level allowing for detailed interrogation and analysis. It requires all core clients in receipt of annual funding through the Annual Funding Programme (AFP) to complete an annual return.

Data analysed from this RFO survey provides a detailed quantitative picture of output across the publically subsidized arts sector, relating to the work of touring companies, receiving and producing companies, venues, galleries, community arts, disability arts and umbrella organisations. It also helps to identify arts activities delivered by clients that are specifically targeted at Section 75 groups.

In 2013 – 2014, the RFO survey for 2014 – 2015 was redesigned. Significant improvements have been made to the survey which will now ensure that ACNI collects more in-depth Section 75 data from its annually funded client organisations.

### **Support for Individual Artists Programme (SIAP) Equality Monitoring Form**

Following an initial review of the ACNI SIAP form, it was agreed that a number of changes are required in order to improve the functionality of this data collection tool. As currently set out, the SIAP Equality Monitoring form

is not conducive to the collection of Section 75 data in order to identify any inequalities that may (or may not) exist for individual artists. It is not practical to detail every recommendation within the format of this report but the redesign is ongoing and an update will be provided in the Annual Progress Report 2014 – 15.

### **Arts and Older People Evaluation**

In October 2013, ACNI published an Evaluation of the Arts and Older People programme. The paper also summarized recent research and policy developments. The Programme Appraisal section of the Evaluation examined the impact of the Programme on its themes: Isolation and Loneliness; Social inclusion; Poverty; Health Issues/ Dementia; and, Strengthening the Voice of Older People.

It was found that the Arts Council's commitment to actively target and encourage older people to engage with the arts is needed. The AOPP has moved the parameters and shows that there are no limits to artistic collaborations. The AOPP illustrates that the arts can be applied in residential care, hospices and supported accommodation and it is important that people in poor health benefit from the expertise of highly skilled artists and facilitators. Other currently under-represented groups include older men, carers and minority ethnic communities. Findings contained within the Evaluation will inform phase 2 of the AOP Programme.

### **Evaluation of the Arts Council's Intercultural Arts Programme**

The Arts Council of Northern Ireland has appointed a team of independent researchers to evaluate its Intercultural Arts Programme which aims to provide opportunities for minority ethnic communities to access the arts and to use artistic activities as a creative vehicle to explore social issues that impede access and participation to the arts. The evaluation will draw on evidence gathered through dedicated questionnaires, participant focus groups and stakeholder interviews. An interim evaluation will be available in spring 2014, with a final report due in May 2015.

- **Please outline any use of the Commission's Section 75 Monitoring Guide.**

The Commission's Section 75 Monitoring Guide is used regularly as a point of referral.



## **Section 8: Information Provision, Access to Information and Services**

**Please provide details of any initiatives / steps taken during the year, including take up, to improve access to services; including provision of information in accessible formats.**

ACNI's Freedom of Information Guidelines meets the requirements of the new model publication scheme issued by the Information Commissioner. This details a wide range of information and is available through the website.

ACNI continues to make all of its publications (including application forms) available in hard copy and electronic format. The forms are also made available in other formats on request.

Updates on new information are available through the website, via eNewsletter and through an RSS news feed.

The Arts Council continues to support the all-Ireland Arts & Disability website (<http://www.artsdisability.com>) along with its colleagues at An Chomhairle Ealaíon.

The Arts Council has a number of substantial and tangible initiatives which support our Arts and Disability Policy.

In 2013- 14, we funded the core costs for several Arts & Disability organisations, for example the Arts & Disability Forum, Adapt NI, Open Arts, Drake Music and Kids in Control.

We fund a wide range of arts & disability projects through Arts Council lottery schemes.

We funded, in 2013-14, work that helps arts venues improve disability access, for example, the Adapt NI Access 400 programme.

We operate a 'Premium Payments' scheme to encourage enhanced disability access.

We support the Arts & Disability Equality Charter, a 'kite-marking' project developed by disabled people to encourage and reward good practice amongst arts venues.

We continue to address barriers faced by disabled people's involvement in the arts as identified in the Arts Council's Barriers to Disabled People's Participation in and Access to the Arts in Northern Ireland (2007) report. This report continues to provide the Arts Council with a baseline to measure progress. The Arts Council has established the Promoting Access Group, with representation from Adapt NI, Open Arts, Arts & Disability Forum and the Arts & Disability Equality Charter to monitor progress made since the 'Barriers' report on a bi-annual basis.

Along with An Chomhairle Ealaíon, we fund two North/South collaboration projects: the award-winning Arts & Disability Awards Ireland (ADAI) grant scheme, for individual disabled artists; and the Arts & Disability Directory. In 2013-14, an award of £25,000 was made to the ADAI scheme. As a result of this award, a total of 13 individual artists with disabilities were supported to produce new work. This scheme complements and enhances the Arts Council's Support for Individual Artists' Programme (SIAP).

In addition, artists working with disabled people as arts facilitators have been supported to increase their skills through SIAP, lottery and Annual Funding, e.g. Open Arts, Replay, Kids in Control, Streetwise and the Arts & Disability Forum.

## **Section 9: Complaints**

- **Please identify the number of Section 75 related complaints:**
  - **received and resolved by the authority (including how this was achieved);**
  - **which were not resolved to the satisfaction of the complainant;**
  - **which were referred to the Equality Commission.**

ACNI has in place a comprehensive procedure to deal with any complaints received.

We are pleased to report that no Section 75 related complaints were received by ACNI between April 2013 and March 2014.

## **Section 10: Consultation and Engagement**

- **Please provide details of the measures taken to enhance the level of engagement with *individuals* and representative groups during the year.**
- **Please outline any use of the Commission's guidance on consulting with and involving children and young people.**

Regular client meetings have taken place with all Annual Funding Programme (AFP) clients, a number of these clients have specific programmes targeted at Section 75 groups through their ongoing arts-led cultural development programmes such as Youth Action and Play Resource Warehouse.

In relation to Intercultural Arts, Community Arts Partnership has been contracted to take forward a support structure for the Intercultural Arts Programme, including networking events, seminars, information programme and artists support, training and development.

In developing the draft Disability Action Plan, the Arts Council consulted with the Arts & Disability Forum and the Royal National Institute of Blind (RNIB) which provided comments throughout the development.

ACNI has developed a new website which is in line with best practice for website users with a disability. Prior to the launch of the new website in July 2013, ACNI invited representative bodies working with older people, people with a physical or learning disability and people with mental ill-health to test the website and provide feedback.

In support of our commitment to equality we continue to provide consultees with information concerning the screening of our policies and make this information available on our website, including publishing a Quarterly Screening Report.

The Policy Development Officer uses the Commission's guidance on consulting with and involving children and young people as a point of referral.

## **Section 11: The Good Relations Duty**

- **Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.**

In Northern Ireland, the arts have been used as a component of peace building, helping to bring together communities split by religious, political and ethnic divides. ACNI's support for Community Arts plays a particularly important role in understanding the variety of our own identities and celebrating the multiculturalism that exists in Northern Ireland through participatory arts-based activities.

### **Intercultural Arts Strategy and Programme**

Funding for the Intercultural Arts Programme, allied to the Intercultural Arts Strategy was secured and launched in May 2012. The Strategy recognises the changing face of society in Northern Ireland and its increasing cultural diversity. It flags up the need to promote cultural pluralism, develop good relations and tackle racism within and between communities and their cultures.

In 2013-2014, 8 awards were made to individuals and 15 awards made to organisations totaling £106,748.

The Intercultural Arts Steering Group provides support and advice to the Arts Council and is comprised of individuals and representatives from relevant sector organisations including the Community Relations Council, Northern Ireland Council for Ethnic Minorities (NICEM), Community Arts Partnership, ArtsEkta, South Tyrone Empowerment Programme and OFMdFM Racial Equality Unit.

The Intercultural Arts Programme has a dedicated Communications and Advocacy Plan, promoting the key messages of the programme to the public and relevant stakeholders. The Arts Council Communications Team has profiled a number of projects and minority ethnic artists, linking where possible with wider initiatives, such as Community Relations Week. The Community Arts Officers have presented to the Consular Association of Northern Ireland, NI Assembly All Party Group on Ethnic Minority Communities and Local Authority Arts Managers.

## **The Creative and Culture Fund for Belfast**

In September 2013, the Arts Council announced the creation of a Cultural Funding Scheme in collaboration with Belfast City Council to support cultural and community groups. Over a three year period, the scheme will target communities who are less likely to participate in culture and arts due to social, economic or other barriers. Each organisation has committed £450,000 to provide an overall investment of £900,000.

Each of the successful projects must demonstrate the use of arts and culture to address the challenge of social inclusion, addressing the inspiring communities themes and demonstrating that they are: Cross-community; Cross-city; Delivered in partnership between arts and community organisations; Benefit hard-to-reach areas and communities

Three of the first four projects to be funded as part of Creative and Cultural Belfast (announced in January 2014) will promote good relations between persons of different religious beliefs, political opinion and racial groups. They are:

- **Abhainn bheo na Fearsaide/The living River Farset** - The River Farset gave Belfast its name, but today, it has largely been built over and forgotten. Abhainn bheo na Fearsaide – a partnership between Cultúrlann and Spectrum Centre – will return the Farset to the heart of Belfast through creative workshops, heritage digs and public art.
- **Draw Down the Walls 2015** - Golden Thread Gallery is commissioning a new visual arts project. We know it will be created by an internationally renowned artist, but all the other exciting details are still to be revealed as the project will be informed by its community participants every step of the way.
- **Nine Nights** - ArtsEkta's Nine Nights will be an outdoor theatre spectacle. Working in partnership with Walk the Plank – producers of the Derry~Londonderry City of Culture event, the Return of Colmcille – Nine Nights will combine music, dance and pyrotechnics, retelling centuries-old Hindu folklore as a thrilling, contemporary Belfast celebration.

## **Building Peace through the Arts - Re-Imaging Communities Programme**

In February 2013, the Arts Council launched the Building Peace through the Arts – Re-Imaging Communities Programme. This programme is

funded by the European Union's Programme for Peace and Reconciliation (PEACE III) managed by the Special EU Programmes Body; the Arts Council of Northern Ireland; and the International Fund for Ireland. It supports community groups and local authorities across Northern Ireland and the Border Areas of the Republic in tackling the manifestations of sectarianism and racism. The purpose of this next phase of funding is to build peace and improve community relations through consultation, creative engagement and the development of public artworks.

Projects must address 1 or more of the programme's strategic themes:

- A. **Community Cohesion** - to provide opportunities for more stable, safer neighbourhoods and develop strong, positive relations between people from different backgrounds.
- B. **Regeneration through the Arts** - to develop more inclusive civic and cultural identities through the production of high quality artwork for the public realm.
- C. **Positive Relations at the Local Level** - utilise the arts and arts processes as a means with which to challenge sectarian and racist attitudes and build positive community relations at a local level.
- D. **Build Peace and Reconciliation** - support progress towards a peaceful, shared and stable society and promote reconciliation through community led programmes of arts activities.
- E. **Connecting Communities** - utilise the arts and arts processes as a means in which to connect communities throughout Northern Ireland and the Border Areas.

The programme prioritises projects that:

- are cross-community, inter-community, cross-border or inter-cultural
- target the participation of young people
- target the participation of minority ethnic communities
- are located in areas which had little or no participation in the previous Re-Imaging Communities Programme
- involve the removal of signs of sectarianism / racism along main arterial routes

This programme aims to deliver long-term, cross-community and cross-border projects, which will in turn complement current work by addressing issues of sectarianism, racism and prejudice between communities. Analysis of the previous Re-imagining funding programme indicates a link

between projects and disadvantaged communities, particularly those experiencing poverty and social exclusion.

A Programme Consortium has been established – membership includes the Special EU Programmes Body, the Arts Council of Northern Ireland, the International Fund for Ireland (IFI), the Office of the First Minister and deputy First Minister (OFMdFM), the Northern Ireland Housing Executive, the Community Relations Council (CRC), POBAL, the Department of Culture, Arts and Leisure (DCAL), the Association of Local Authority Arts Officers, the Rural Community Network and the Department of Social Development (DSD).

In April 2013 – March 2014, 29 Stage 1 applications and 1 Stage 2 application were approved, 1 Stage 1 application was declined. The Consortium considered applications on 7 occasions (May, June, July, Sept, Oct, Dec & Feb) and awarded a total of £204,267. 19 Information Roadshows were held in Omagh, Dundalk, Belfast, Ballymena, Newtownards, Lisburn, Castlereagh, Ballyshannon, Carrick-on-Shannon, Manorhamilton, Sligo, Portadown, Cavan, Letterkenny, Monaghan & Carrickmacross (more than 1 Roadshow was held in some of the locations), 245 people attended these events.

### **Troubles Archive**

In 2013 – 14 ACNI has continued to develop a digital archive containing many of the key artistic works that were created against the backdrop of the Northern Ireland Troubles. The Troubles Archive has been produced in recognition of the contribution that the arts make to our understanding of the Troubles, and of the impact that the conflict has had upon the arts in Northern Ireland. We will continue to develop the depth and scope of material as it builds this unique comprehensive record of the arts of the Northern Ireland Troubles. In 2014-15, ACNI will launch the Troubles Archive as an online resource.

- **Please outline any use of the Commission’s Good Relations Guide.**  
The Policy Development Officer uses the Commission’s Good Relations Guide as a regular point of referral

## **Section 12: Additional Comments**

**Please provide any additional information/comments.**

Regarding disability duties, ACNI continues to take a number of measures to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

ACNI works from the perspective of the social model of disability. This understands disability as a problem of exclusion from everyday life, requiring a change in society's values and practices in order to remove attitudinal and environmental barriers to participation. We see disability as an equity and inclusion issue. We carry out strategic development work in the Arts & Disability sector and we support measures towards universal accessibility, in recognition that changes made for disabled people impact positively on the whole population.

ACNI facilitates meetings with organisations within the Disability Arts sector. The purpose of these meetings is to monitor progress on disability related initiatives. Such strategic meetings are in response to ACNI's 2007 Survey, 'Barriers to Disabled people's Participation in and Access to the Arts in Northern Ireland'.

The Arts Council's draft Disability Action Plan 2014 – 2018 will open for consultation during 2014-15 before submission to the Equality Commission. ACNI is committed to carrying out the consultation process of the draft Disability Action Plan in a meaningful manner in order to bring about positive change for all those with a disability who wish to access and participate in the arts in Northern Ireland. In order to do this, ACNI will engage with organisations that provide services for those with a disability in Northern Ireland. During the formal public consultation phase, ACNI will seek to hold consultation events with a range of persons with disabilities, including current and potential artists, audience members and participants. This is to ensure that the views of those with disabilities who are directly seeking greater levels of access to the arts can have their say.



**Part B: 'Disability Duties'**  
**Annual Report 1 April 2013 – 31 March 2014**

**1. How many action measures for this reporting period have been**

14

Fully  
Achieved?

Partially  
Achieved?

1

Not  
Achieved?

2. Please outline the following detail on **all actions that have been fully achieved** in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs <sup>1</sup>	Outcomes / Impact <sup>2</sup>
National <sup>3</sup>	Development of the Disability Action Plan (DAP) 2014-2018	Development of draft DAP 2014-2018. Developed in conjunction with organisations representing disabled people.	ACNI meeting its statutory obligations. Strengthened relations with organisations representing disabled people.
Regional <sup>4</sup>			
Local <sup>5</sup>	Ensure that our clients and other organisations promote positive attitudes towards	Implemented as a 'Condition of Grant' for groups to adopt	Visible commitment to disability awareness under the 2006 Disability

<sup>1</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

<sup>2</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

<sup>3</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

<sup>4</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level

<sup>5</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

	disabled people by adopting principles, conditions and policies that meet the duties outlined in legislation.	principles of the duty.	Discrimination (NI) Order.
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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	<p>In August 2013, members of the Equality Monitoring Working Group received Introduction to Section 75 training in addition to Strategic Development staff who had not already received this training.</p> <p>A Research and Policy Officer together with two ACNI Directors attended EQIA Training in September 2013. Two further members are scheduled to attend in June 2014.</p>	<p>Strengthened understanding of Section 75 of the Northern Ireland Act 1998</p> <p>Strengthened understanding of Section 75 of the Northern Ireland Act 1998</p>	<p>Improved research and policy-making</p> <p>Improved research and policy-making and strengthened consultation processes and awareness of best practice. Evidence of Senior Management's commitment to meaningfully apply Section 75 in the work of the Arts Council.</p>

	<p>Two members of Strategic Development attended Public Consultation and Engagement training in October 2013.</p> <p>Three members of staff trialled Section 75 Refresher training.</p> <p>There will be a focus on Equality and Inclusion at the next all-staff training day in June 2014.</p> <p>The Arts Council Board received Introduction to Equality and Diversity training.</p>	<p>Strengthened understanding of best practice in public consultation and engagement</p> <p>Strengthened understanding of Section 75 of the Northern Ireland Act 1998 with a view to a wider roll-out</p> <p>Mainstreaming of equality and increasing awareness of Section 75 of the Northern Ireland Act 1998</p> <p>Strengthened understanding of Section 75 of the Northern Ireland Act 1998</p>	<p>Improved public consultation and strengthened policy development</p> <p>Improved understanding and awareness of Section 75 of the Northern Ireland Act 1998</p> <p>Improved understanding of Section 75 of the Northern Ireland Act 1998</p> <p>Improved understanding of Section 75 of the Northern Ireland Act 1998 among Board members</p>
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2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	Updated information on the artsanddisability.com website	Updated information	Strengthened our engagement with disabled people and the organisations which support them

2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Continue to review ACNI Section 75 screening proforma to reflect current disability duties	Updated screening proforma	Reflects consideration of the impact of ACNI policies on disabled people.
2	Continue to recommend the appointment of suitably qualified and experienced independent access consultants for all ACNI funded capital projects	As part of the condition of grant we request all new and approved schemes to provide an access audit report	Improved access

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Funding of Arts & Disability Equality Charter	ACNI provided training and support to a number of venues working to achieve Charter status	Through Arts and Disability funded organisations and programmes, three training programmes were delivered in 2013-14. Organisations ACNI are currently supporting achieve Charter status in 2013/14 - in November 2013, the Arts and Disability Charter was awarded to the following arts venues: Strule Arts centre; Waterfront Hall; Ulster Hall; Lyric Theatre; Grand Opera House; Alley Theatre; Burnavon Theatre. The 'Charter Plus' Plaque of Excellence was awarded to Strule Arts Centre in Omagh.
2	ACNI funds work that helps arts venues improve disability access	The ADAPT NI Access 400 programme and the Arts and Disability Equality Charter	The ADAPT NI Access 400 programme provides up-to-date profiles on public venues across Northern Ireland.

			Arts and Disability Equality Charter supports arts organisations and venues to provide improved disability access across a number of areas.
3	Along with An Chomhairle Ealaíon, ACNI funds two North/South collaboration projects: the award-winning Arts & Disability Awards Ireland (ADAI) grant scheme, for individual disabled artists; and the Arts & Disability Directory.	In the 2013-14 period, an award of £25,000 was made to the ADAI scheme.	As a result of this award, a total of 13 individual artists with disabilities were supported to produce new work.

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones <sup>6</sup> / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				
3				
4				

4. Please outline what **action measures have not been achieved** and the reasons why?

	Action Measures not met	Reasons
1	Review the current data collection in relation to the Premium Payment Scheme and identify any limitations. A set of recommendations will be produced to improve data collection within GIFTS. Timescale: March 2014 – contained within ACNI Equality Scheme and Action Plan	Continuing constraints on staff resources have led to this Review not occurring in 2013-14. The Review is now subject to a quarterly update report to ACNI Senior Management.
2		

<sup>6</sup> **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.



3		

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

**(a) Qualitative**

Mid-term and end of year grants reports – monitor progress against grants

**(b) Quantitative**

RFO Survey

Clients Satisfaction Survey Data will be used to measure its overall success in the delivery of services.

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

Please delete: No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

No