



Results of the Equality Impact Assessment
on the
Access to the Arts Fund

Section 75, The Northern Ireland Act, 1998

June 2003

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Executive Summary

- A This report presents the results of the Equality Impact Assessment (EqIA) on the Access to the Arts Fund, by the Arts Council of Northern Ireland.
- B The Access to the Arts Fund is a scheme funded by the National Lottery Fund and is designed to support arts in the community. Since conducting this EqIA the fund has been suspended. This was due to requests for £12,000,000 for available funding of £2,000,000. The scheme will be launched again in April 2003.
- C The initial EqIA “Seeking your Views on the Access to the Arts Fund” published in April 2002 considered both quantitative and qualitative data and relevant research findings. As a result of this document the Arts Council received numerous comments from both organisations and individuals. The full text of these comments is contained in Section 6 – Arts Council’s response to Consultees. These responses have guided the Arts Council in providing mitigations to adverse impact encountered by Section 75 categories.
- D The Arts Council has identified 4 main areas that various groups believe prevent equality of opportunity and outcome and proposes the following mitigations.

Area 1 – Administration / Running Costs

An issue for organisations is the 10% limit on administrative / running costs. This impacts on a number of groups in relation to respite care, transport issues particularly in rural areas, crèche facilities, and higher costs for disability groups. The Arts Council recognises these issues and proposes the following mitigation.

Mitigation 1

The Arts Council will provide a 'premium payment' of up to a maximum of £3,000 in addition to the overall grant awarded. The following rules will apply:

- The availability of the 'premium payment' will be based on a demonstration of need. **This policy change will apply across all Section 75 groups.**
- The 'premium payment' will only be paid on expenditure incurred and on monitoring reports.

Area 2 – Support to Organisations

Disability groups and Black and Ethnic Minority groups particularly (although all Section 75 Groups could experience the same issues) felt that there was a greater need to provide a development framework so that they can access funds and seek assistance where necessary.

Mitigation 2

Under the recent internal re-organisation of the Arts Council new positions have been created to enhance the support given to **all** organisations. The new position of Business Support, based in the Strategic Development Department, will provide advice on a comprehensive range of services as well as strengthening the capacity of the sector by providing technical assistance to clients on business related functions.

In the Arts Development Department two Officers deal with the development of community arts. One of these positions has been newly created and has an emphasis on promoting the social inclusion of disadvantaged groups with an emphasis on rural communities.

In addition under the internal re-organisation the new Arts Development Department has a dedicated officer to deal with

Disability and Health issues in the Arts. More recently the Arts Council has jointly funded an external consultant (Mr Joe Blake) to develop a strategy on Cultural Diversity and this will take account of Black and Ethnic Minorities throughout Northern Ireland.

Area 3 – Awareness of Funding Opportunities

Lack of awareness of funding opportunities provided by the Arts Council was cited as a barrier to participation. The Arts Council has developed its website www.artscouncil-ni.org that includes full details of all funding opportunities. The Arts Council recognises that not all groups may have access to the Internet and so it proposes the following:

Mitigation 3

The Development Manager in conjunction with the Communications and Public Affairs Officer will be responsible for the development and implementation of a public relations strategy, which will include issues associated with information events and the Arts Council's Information Services.

The Arts Council would also state that the Chief Executive, Directors, Officers and Staff will always try and assist any organisation with funding or other related difficulties they face.

Area 4 – Religious and Moral Objections

As this is a National Lottery Fund, individuals and organisations expressed the view that they could not apply for funding on the basis of religious objections. The Arts Council recognises this issue and proposes the following mitigation.

Mitigation 4

The Arts Council would advise that organisations that have for example, moral or religious objections can apply through existing non-lottery mainstream programmes for funding.

Introduction

Under Section 75 of the Northern Ireland Act, 1998 the Arts Council must have due regard as to equality of opportunity within and between the nine categories of persons.

These groups are:

- Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- Between men and women generally
- Between persons with a disability and persons without; and
- Between persons with dependants and persons without

and, without prejudice to its obligations above, to also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

In conducting this Equality Impact Assessment the Arts Council has adhered to the following procedures as outlined by the Equality Commission:

- Consideration of Available Data and Research
- Assessment of Impacts
- Consideration of:
 - Measures which might mitigate any adverse impact
 - Alternative policies which might better achieve the promotion of equality of opportunity
- Formal Consultation
- Decision by Public Authority
- Publication of Results of EqIA
- Monitor for Adverse Impact in the Future and Publication of the Results of Such Monitoring

The Arts Council is now at the Publication of Results of EqIA.

Background

The Arts Council of Northern Ireland holds responsibility for the distribution of National Lottery Funds for the arts in Northern Ireland. This responsibility is given under licence by the Secretary of State for Culture, Media and Sport (London) and is governed by Policy and Financial Directions, which must be applied to all programmes.

A fifteen member Council (appointed by the Minister of the Department of Culture Arts and Leisure after public advertisement) has established the rules of the Access to the Arts Award, under broad policy directions from the Department of Culture, Media and Sport. All Council members have a considerable degree of knowledge and experience in one or more art forms and related fields. Within these rules it is the role of the Arts Council of Northern Ireland's Lottery Department to manage effectively and efficiently the processing of applications and the distribution of funds under the Access to the Arts fund.

The Access to the Arts Fund was first launched in 1997. After consultations with the sector, the scheme was amended in April of 2001. The major change was that the amount of award was increased from £25,000 per year (£75,000 over three years) to £40,000 (£120,000 over 3 years). Since the launch of this fund in 1997 to February 2002, £4,469,716 has been awarded to various organisations.

Currently the Council has delegated the authority to make awards as follows:

Awards up to £25,000 – Arts Development Director and 2 Arts Development Officers

Awards up to £50,000 – Lottery Committee

Awards above £50,000 – Council

The Access to the Arts Fund is only one of many funding opportunities.

Data Collection and Consultation

In conducting this Equality Impact Assessment the Arts Council took the following data and research findings into account:

- Current available statistics by the following Section 75 categories: Children and Young People; Disability and Gender.
- Allocation of funds by local authority area and by postcode analysis of Belfast and Derry City.
- Data that was available from the Arts Council of England on Race and Disability.
- Qualitative feedback as a result of informal consultations on this document in respect of Racial Group and Religious community
- Qualitative feedback from the Arts Council's recent consultations on the Lottery Strategy Report

Consultation

This EqIA was prepared and made publicly available in April 2002, after an informal consultation with the following groups:

Equality Commission
Magherafelt Women's Group
The British Council
Community Fund
Multi-Cultural Resource Centre
Disability Action
NI Council for Ethnic Minorities
Traveller Movement (NI)
Northern Ireland African Cultural Centre

The EqIA made it clear that the Arts Council wished to consult widely on this fund. To support this the Arts Council implemented the following consultation procedures:

- **Advertisements**

Advertisements were placed in the three national newspapers, Belfast Telegraph (including the Northwest edition), Irish News and News Letter. These advertisements stated that the report was

available on the Arts Council's and the Northern Ireland consultation website as well as being available in Irish, Ulster-Scots, Large Print, Audio Tape and Braille. The Executive Summary was also made available in Cantonese. Of these alternative formats only two requests were received for the Executive Summary in Cantonese.

To support public meetings advertisements were placed in the two main community local newspapers of each of the following areas.

Ballymena; Banbridge; Belfast; Dungannon; Enniskillen;

All the advertisements indicated that help was available to submit a response.

- **Distribution of the Report**

The report together with a press release was issued to all consultees listed in the Arts Council's Equality Scheme.

Copies were provided to everyone who turned up at the public meetings.

Two requests were received from the public for the report and these were duly forwarded.

- **Public Consultations**

The following public meetings were held:

Date	Venue	Time	Numbers Attending
15 th May	Equality Commission	2.30 pm	5
16 th May	Enniskillen Library	2.30 pm	5
16 th May	Dungannon Leisure Centre	6.30 pm	1
30 th May	Banbridge Old Town Hall	2.30 pm	2
30 th May	Seven Towers Leisure Centre, Ballymena	6.30 pm	2

- **Focus Group Consultations**

Focus group sessions were held with, North West Forum on Disabilities, Disability Action, Magherafelt / Bellaghy Womens groups, Northern Ireland African Cultural Centre. The Arts Council's Central Advisers.

A telephone focus group was also held with the Carers Association (NI).

- **Written Submissions**

Written submissions were received from:

Baha'i Community

Northern Ireland Council for Voluntary Action

North West Community Network

Responses were also received from two individuals

Key Findings

The findings from the consultation exercises, data collection and research are detailed below:

Issues common to all Section 75 Categories

Area 1 – Administration / Running Costs

The major barrier that was common to all Section 75 categories was the limit of 10% on administration / running costs. This could for example limit the number of people with a disability participating in arts activities.

Mitigation 1

To overcome these types of issues, the Arts Council decided that to effectively mainstream the inclusion of all people under the Access to the Arts Fund the best approach was to provide recourse to a 'premium payment'. The uptake will be effectively monitored and reviewed with the results published as part of the Arts Council's equality duties.

The Arts Council will provide a 'premium payment' of up to a maximum of £3,000 in addition to the overall grant awarded. The following rules will apply:

- The availability of the 'premium payment' will be based on a demonstration of need. **This policy change will apply across all Section 75 groups.**
- The 'premium payment' will only be paid on expenditure incurred and on monitoring reports.

Area 2 – Support to Organisations

Disability groups and Black and Ethnic Minority groups particularly (although all Section 75 Groups could experience the same issues) felt that there was a greater need to provide a development framework so that they can access funds and seek assistance where necessary.

Mitigation 2

Under the recent internal re-organisation of the Arts Council new positions have been created to enhance the support given to **all** organisations. The Business Support Officer based in the Strategic Development Department will provide advice on a comprehensive range of services as well as strengthening the capacity of the sector by providing technical assistance to clients on business related functions.

In the Arts Development Department two Officers deal with the development of community arts. One of these positions has been newly created and has an emphasis on promoting the social inclusion of disadvantaged groups, particularly in rural areas of Northern Ireland.

Area 3 – Awareness of funding opportunities

Lack of awareness of funding opportunities provided by the Arts Council was cited as a barrier to participation. The Arts Council has developed its website www.artscouncil-ni.org that includes full details of all funding opportunities. The Arts Council recognises that not all groups may have access to the Internet and so it proposes the following:

Mitigation 3

The Development Manager in conjunction with the Communications and Public Affairs Officer will be responsible for the development and implementation of a public relations strategy, which will include issues

associated with information events and the Arts Council's Information Services.

The Arts Council would also state that the Chief Executive, Directors, Officers and Staff will always try and assist any organisation with funding or other related difficulties they face.

Religious Belief

In relation to the collation of data and consulting on this assessment it was noted that some religious faiths prohibit applying or accepting National Lottery Funded grants due to religious and moral objections.

Mitigation 4

The Arts Council would advise that organisations that have for example, moral or religious objections can apply through existing Arts Council non-lottery mainstream programmes for funding.

Political Opinion

The Arts Council had no data based on an organisation's political opinion. One comment received during a public meeting was that 'Left wing organisations may perceive Lottery Funding as a tax on the poor'. Whilst noting this the Arts Council is not in a position to alter or amend the National Lottery's ethos of raising money. Other comments received during the public consultation process had to do with the monitoring of groups. The Arts Council is currently keeping monitoring under review for all Section 75 Categories in light of any recommendations received from the Equality Commission.

Racial Group

The Arts Council is aware that Black and Minority Ethnic communities have not applied for the Access to the Arts Fund in their own right. To come to a better understanding of some of the issues, a focus group meeting was held with the Northern Ireland African Cultural Centre.

Comments centred on raising awareness opportunities, difficulties with completion of application forms and additional costs faced by Black and Minority Ethnic communities, for example, provision of interpreters.

The Arts Council's changes to its policy (outlined above) will assist in mitigating against these barriers. For example, the Business Support Officer will provide an additional customer focus for Black and

Minority Ethnic communities. (Mitigation 2). The additional costs experienced by Black and Minority Ethnic communities are dealt with by the provision of the 'premium payment'. (Mitigation 1).

Age

Of all awards made 36.53% (£1,632,744) has gone specifically to youth oriented organisations or organisations with a youth focus. As one of the main aims of this fund is to provide for children and young people an adverse impact may exist for groups catering for people over 25. The Arts Council does not propose to change its focus towards young people, under this fund.

A number of comments were received firstly about the inclusion of young people with disabilities and secondly about encouraging boys to participate in all the art forms, e.g. dancing.

On the first issue the Arts Council's view is that young people are not appropriate to all arts projects but when emphasising projects for children and young people every effort should be made to include young people with a disability.

On the second issue the Arts Development Officers constantly consider this issue and feel that many of these issues could be addressed by schools and or youth clubs.

Marital Status

The Arts Council has no information on the awards made to organisations representing people who are married, single, widowed, divorced or separated.

During the consultation process Magherafelt / Bellaghy Womens groups felt that everybody irrespective of their marital status should join arts groups, thereby providing a more inclusive representation for the organisation.

It was also stated at a public meeting that involvement in the arts may also depend on the demands of one's time. The Arts Council acknowledges this issue.

Sexual Orientation

Currently the Arts Council has no statistics under the Access to the Arts Fund. However, under the Support for the Individual Artists Programme, monitoring returns indicate that Gay, Lesbian and Bi-sexual people do receive funding from the Arts Council. The Coalition on Sexual Orientation is pleased to note these returns. The returns are available on the Arts Council website under 'Equality' www.artscouncil-ni.org

The mitigations, as a result of this assessment, will also provide additional support for all groups under this Section 75 category.

Gender

The Arts Council only had limited information on the awards made to organisations specifically representing either women or men. Whilst women's groups had received funding the Arts Council is unaware of any organisation representing men's interests, having ever applied to the Arts Council for funding.

Most of the comments received during the consultation process had to do with barriers associated with the 10% restriction on administration / running costs. In addition the provision of crèche facilities, cost of transport, lack of awareness of funding opportunities and participation of men in the 'arts' figured prominently.

The 'premium payment' provides mitigation to the funding issues. The participation of men in the 'arts' cuts across all of the arts sector and whilst the Arts Council does all it can to increase male participation, all other stakeholders have a role to play in this area.

Disability

In the context of the total amount of awards provided since 1997 to February 2002, organisations with disability target groups were awarded £625,879 or 13.99% of the total of £4,469,716.

In line with other Section 75 categories the 10% limit on funding, and transport costs were viewed as the major barriers to participation. The 'premium payment' is designed by the Arts Council as a mitigation to cater for these additional costs.

The Arts Council is committed to the inclusion and mainstreaming of people with disabilities in all arts activities. The Arts Development Officers with responsibility for Disability and Health and Business Support, will provide additional support to people with disabilities. A major financial boost to Disability Arts Organisations under the recent Annual Support for Organisations Programme announced a 113% increase in funding. On the issue of raising awareness the Arts Council is currently providing disability awareness training to staff of arts venues throughout Northern Ireland.

Dependants

The Arts Council had no statistics in this area and was keen in understanding the barriers to equality of opportunity. A telephone focus group meeting was held with The Carers Association (NI) to highlight the barriers to participation.

Providing respite care and transport difficulties were the major issues identified by the Carers Association (NI) with additional issues of childcare costs and the limit of 10% on administration / running costs.

The 'premium payment' is designed by the Arts Council as mitigation under the Equality Duty to provide for equality of opportunity and outcome.

General Issues

Other comments were received on general issues relating to the Access to the Arts Fund. The Arts Council response to these is included in Section 6.

Conclusions

The Arts Council has considered carefully the findings of this consultation exercise and plans to implement the various mitigations as follows:

Mitigation	Implementation Timescale
<p>'Provision of Premium Payment'</p> <p>Aim For all Section 75 categories the Arts Council will provide 'premium payment' of up to a maximum of £3,000 based on a demonstration of need,</p>	<p>This will be available once the Access to the Arts Fund is re-launched, in April 2003.</p>
<p>Provision of Business Support</p> <p>Aim To provide the necessary support to all Section 75 Categories to make applications for funding</p>	<p>Available now through the Business Support Officer.</p>
<p>Raising Awareness of Funding</p> <p>Aim To provide the necessary communication mechanisms in raising awareness of Arts Council Funding</p>	<p>The Arts Council is currently revising provision of its information services. The Business Development Manager in conjunction with the Communication and Public Affairs Officer will develop a public relations strategy to include issues associated with information events and the Arts Council's information services. It is envisaged that this will be completed in October 2003.</p>
<p>Religious Objections to Lottery Funding</p>	<p>Funding is available through existing Arts Council's funds.</p>

Consultation Responses

on

Equality Impact Assessment of the Access to the Arts Fund

The following responses have been received as a result of the consultation process on the Access to the Arts Fund. These have been categorised under the respective groupings as outlined by Section 75 of the Northern Ireland Act.

Comments Received on Age	
Disability Action & N W Forum on Disability	Arts Council Response
<p>There is a need also for young people with disabilities to be involved in all arts projects and not to be further marginalized.</p>	<p>Young people are not appropriate to all arts projects but when emphasising projects for children and young people every effort should be made to include young people with a disability.</p>
<p>Public Meeting Comments Might want to encourage boys in particular to try art forms not traditionally participated in by boys e.g. dancing</p>	<p>Arts Development Officers constantly consider this issue and feel that many of these issues could be addressed by schools and or youth clubs.</p>

Comments received on Dependants	
<p>National Carers Association</p> <p>Carers find it difficult to provide for respite care. Some individuals can rely on assistance from family members but where this is not available it can cost between £7 - £10 per hour, to purchase respite care. Carers view this as a barrier to participation.</p> <p>Carers would be willing to participate in art activities but that travelling to and from venues also needs to be considered. Individuals felt that they would be willing to travel 20 – 25 minutes from their home to a venue. There is a need therefore to consider transport issues as well as full costs away from the home.</p> <p>Disability Action & N W Forum on Disability Parents with disabilities may also require assistance with childcare costs.</p> <p>Public Meeting Comments Specialist respite care an issue.</p> <p>Flexibility on 10 per cent administrative costs required.</p> <p>Time limitations. Perhaps provide examples of successfully funded organisations.</p> <p>The 10% admin/ running cost was the problem.</p> <p>The main concern voiced was the feeling that stipulating that only 10% of grants could be used for Administrative/running costs was a barrier. It was asked if this could be banded according to the proposed programme or the type of group.</p>	<p>Arts Council Response</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>Examples will be provided by the Communications & Public Affairs Officer</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p>

Comments received on Disability

	Arts Council Response
<p>Disability Action & N W Forum on Disability</p> <p>Criteria should be established as to what the definition of a ‘disability led’ organisation is. Were management of the organisation comprises at least 50% of people with disabilities then the definition could be used. There is a responsibility on the Arts Council to consider the make up of management of disability led arts activities to establish best practice.</p> <p>It is felt that the current monitoring form should include a reference to the number of people employed by the organisation with a disability.</p> <p>Extra costs are incurred by user led disability groups such as taxi fares, use of accessible buses, production of material in large print, audio and computer tapes etc. With the 10% limit on administrative/running costs, because of typically higher costs, disability groups do not receive equality of outcome in the participation of the arts. The following example illustrates this.</p> <p><i>Non-disabled costs (say) £4000 then £36,000 can be used for the arts. Disabled costs (say) £7000, then only £33,000 is available for the arts</i></p> <p>Transport costs particularly in rural areas are a big issue for people with disabilities</p>	<p>The Arts Council’s position is to actively promote the inclusion of people with disabilities thereby mainstreaming in a meaningful manner.</p> <p>The Arts Council’s monitoring form is only designed to consider the uptake of funding by Section 75 groups. The employment of people is an internal matter for the organisation.</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p>

<p>If amendments are made to the Access to the Arts Scheme as a result of this Equality Impact Assessment, then this needs to be portrayed in a positive manner. Disability groups do not want it said that people with disabilities 'cost money'.</p> <p>It was felt the Arts Council should become more pro-active by encouraging funded organisations to become more open and user friendly to people with disabilities.</p> <p>Particular needs costs may be an issue for 'user led' disability arts projects and that any additional costs in this area also need to be factored into the budget costs of a project.</p> <p>A time factor issue of three years for the completion of a project needs to be reconsidered, as disability projects may require additional time.</p> <p>(An individual) Please note that Disability Groups from Ethnic minority may never apply for any funds, unless help is offered to them.</p>	<p>The Arts Council would reiterate that it treats all organisations on an equitable basis and looks to all Section 75 groups to be active partners in fulfilling its statutory duties.</p> <p>With the appointment of the Disability and Health Officer the Arts Council will provide much encouragement to mainstream disability issues for all funded organisations.</p> <p>See Mitigation 1</p> <p>The Arts Council will consider any request in a favourable light. Currently the Arts Council has handled many three-year disability projects and no problems have arisen. Any difficulties are generally detected early on in a project.</p> <p>See Mitigation 2</p>
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<p>Public Meeting Comments</p> <p>Transport is a big barrier particularly for people with learning disabilities. Allow fund to be flexible for the needs of the disabled.</p> <p>Attitudinal barriers</p> <p>Disability figures – may not be the true figures – there are both disability groups and disability projects run by non-disability groups</p> <p>Pleased to see recognition of disability and dependants.</p> <p>Access issues – transport costs may need to be included. People with learning difficulties often do not drive and have difficulty in taking buses for example. Enable the fund to be sufficiently flexible to allow for these things.</p> <p>Raise overheads to 15-20%</p> <p>May be issues of physical access to buildings. Access to facilities, i.e. infrastructure needs improvement.</p> <p>Address isolation by raising awareness.</p> <p>Admin cost may be higher – need for flexibility in funding.</p>	<p>See Mitigation 1</p> <p>The Arts Council plays a full and active role in breaking down attitudinal barriers to the participation of people with disabilities in the arts. Society also has a role to play.</p> <p>Noted.</p> <p>Noted.</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>The Arts Council has been actively pursuing this matter under its Capital Build Programme. In addition the Disability Discrimination Act will also impact in this area.</p> <p>The Disability and Health Officer raises awareness and actively encourages the participation of people with disabilities in all arts activities.</p> <p>See Mitigation 1</p>
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<p>Central Advisers</p> <p>Disability organisations need ground floor premises therefore they incur higher costs. 10% not enough.</p> <p>Computers for people with disabilities cost considerably more therefore there is a need to consider costings.</p> <p>Applicants need flexibility and to have a higher figure of 10% in the first year.</p> <p>A two-tier system could be introduced with separate criteria so that the fund of £40,000 can be increased.</p> <p>Can any residual monies be distributed to disability organisations?</p> <p>Perhaps a *(Star) can be placed on the fund for disability organisations, offering these type of organisations additional support. Fear of asking for additional funding, holds disability organisations back from challenging the Arts Council.</p> <p>Transport is expensive.</p> <p>Communication support is expensive – Sign Language, Braille, Large Type etc.</p> <p>Disability organisations would have approximately 25% typically higher costs than a non-disability organisation.</p>	<p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>This would not be possible under current funding. However, see Mitigation 1</p> <p>This would not provide equality of opportunity for all Section 75 categories.</p> <p>See Mitigation 1 and Mitigation 2</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p>
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Comments received on Men & Women	
	Arts Council Response
<p>Magherafelt / Bellaghy Womens Groups Childcare costs are a barrier to participation in the arts. Transport costs for women in rural communities should be provided for due to the lack of public transport provision. Funding should be provided for these additional costs over and above the limits of the Access to the Arts fund. If funding is provided for childcare and transport costs, should these not be fully used, then the money should be redistributed to the group project. However, it is recognised that this might be abused. The 10% funding for administrative / running costs are not adequate and this figure should be increased to 20%.</p> <p>Public Meeting Comments Women's funding need to communicate more.</p> <p>Childcare costs may add 15% - 20% to project and should be included.</p> <p>Need to have programme costs for support for the organisation.</p> <p>Need to define what is covered under running costs. Clearer definition of overheads and running costs in guidance notes.</p> <p>Requirement to extend monitoring as to men obtaining jobs in the sector. It is disempowering if a man gets a job after women have got the organisation 'off the ground'.</p> <p>Raise awareness of availability of funds via Women's Centres</p>	<p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>The Arts Council could not permit this to happen. Also See Mitigation 1</p> <p>See Mitigation 1</p> <p>See Mitigation 2</p> <p>See Mitigation 1</p> <p>This could only be considered under the Annual Support for Organisations Programme</p> <p>The Access to the Arts Fund guidelines will be more clearly defined</p> <p>The Arts Council cannot become involved in the employment procedures of individual organisations.</p> <p>Noted</p>

<p>Include child care costs</p> <p>Raise overheads to 15-20%</p> <p>Encourage men to participate in the arts by targeting the participation of young boys in the arts</p> <p>10 per cent is not enough to set up a facility/office, suggestion that flexibility should be based on people's budgets.</p> <p>Crèche facilities – there should be an acceptable cost.</p> <p>It was felt that Child Care was a barrier for women taking part in programmes funded by lottery, because the 10% administrative / running costs made it difficult to provide facilities for care cover.</p> <p>It was felt that men's groups did not apply because men, especially young men thought that art of any form was not butch, or was seen as a female thing.</p> <p>The Access to the Arts programme was seen as good for gender based programmes.</p>	<p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>Arts Development Officers constantly consider this issue and feel that many of these issues could be addressed by schools and or youth clubs</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>Noted</p> <p>Noted</p>
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Comments received on Political Opinion	
	Arts Council Response
Public Meeting Comments	
Left wing organisations may perceive Lottery Funding as a tax on the poor.	Noted
There are some Nationalist Protestants and Unionist Catholics – not recognised	Noted
Consider reinstating project funding from the core revenue grant for organisations objecting to Lottery funding	See Mitigation 4
Use the term affiliation (Monitoring)	Noted
What if people don't feel they fit in the boxes? (Monitoring)	This point is noted. Currently the Arts Council is to address some of these issues once the report on monitoring is received from the Equality Commission. However, the majority of people and organisations welcome this monitoring process as a genuine attempt to address inequalities
Central Advisers	
There is a need to more direct specific targeting in this particular area.	Noted

Comments received on Racial Group	
	Arts Council Response
<p>Magherafelt / Bellaghy Womens Groups Once again the group felt that there were no organisations in the Mid-Ulster area representing Black and Ethnic Minorities and were not in a position to fully comment on this issue.</p> <p>Public Meeting Comments 10% figure on costs may be a barrier to new groups. Raise to 15%.</p> <p>Higher figure for first two years.</p> <p>Need to be target specific.</p> <p>£20,000 salary should be raised. £40,000 pa ceiling is too low. Rents are high. With accessible, comfortable buildings, organisations can give a better service</p> <p>Consider giving more at certain stage of development to help build capacity. Organisations are at different starting points. This can exclude new groups as overheads are insufficient to cover start up costs</p> <p>Consider a tiered system – one for new groups, one for more established. Could act as an incentive and actively address inequalities</p> <p>With regard to racial groups wanting to bring in expertise in the arts from elsewhere –costs (including transport) are higher</p>	<p>Noted</p> <p>See Mitigation 1</p> <p>See Mitigation 1</p> <p>See Mitigation 2 and Mitigation 3</p> <p>In the recent funding round requests from organisations totalled over £12m for an available fund of £2m. From April 03 the salary level has been increased to £25,000 and the annual amount to £45,000</p> <p>The Arts Council could not agree to the request for funding levels at different stages of development. In relation to capacity building refer to Mitigation 2</p> <p>To build capacity and expertise in any organisation, organisations are encouraged to develop through either the Awards for All Programme or special Projects / Initiatives, then on to the Access for Arts, then the Annual Support for Organisations Programme.</p> <p>See Mitigation 1</p>

<p>Low levels of literacy will be a barrier.</p> <p>Northern Ireland African Cultural Centre</p> <p>The NIACC recognise that the arts are a powerful medium in which to correct stereotypes on the issue of racial group. Black and Ethnic Minorities are creative in the arts but there is a need to provide resources to ‘bring out the art’. Many skilled artists exist in the Black and Ethnic Minority groupings but there is a need to raise awareness of funding opportunities.</p> <p>A major barrier for Black and Ethnic Minorities is the lack of capacity that exists within their respective groupings. The Arts Council needs to assist this sector in a more proactive manner to create equality of opportunity.</p> <p>The NIACC takes all the art forms very seriously and wants to further the work of Black and Ethnic Minorities in Northern Ireland at the regional, national and international level.</p> <p>For many Black and Ethnic Minorities, the completion of application forms presents some difficulty. These forms are set at a level that many of the Black and Ethnic Minorities, may not fully understand. Therefore, many difficulties can arise.</p>	<p>See Mitigation 3. The Arts Council is aware of this issue and will adopt a flexible and caring attitude in this instance.</p> <p>Noted. See Mitigation 3</p> <p>See Mitigation 2</p> <p>See Mitigation 2</p> <p>See Mitigation 2</p>
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<p>General</p> <p>The NIACC welcome their involvement in this consultation process as a vehicle for airing their views. They also wish it to be known that there is a growing Black and Ethnic Minority community in the Ballymena area.</p> <p>Central Advisers</p> <p>Perhaps a need to have a separate unit to assist minorities. Could someone act as a consultant to assist minority groups.</p> <p>A language barrier exist – joint schemes can assist.</p>	<p>Noted</p> <p>See Mitigation 2</p> <p>See Mitigation 2</p>
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Comments received on Religious Belief	
	Arts Council Response
<p>Magherafelt / Bellaghy Womens Groups It was recognised that some religious groups would not apply for a lottery-funded programme, on religious grounds. However, the group felt that it would be difficult to amend current legislation to accommodate groups.</p> <p>(An individual) You mentioned somewhere that Pakistani do accept the lottery money. I personally think that it would be better if you do not mention any nationality. The reason being that there is good number of Pakistani that will not accept the lottery money, and will, therefore object to the generalisation. It would be better to mention that Islam forbids anything associated with gambling, and Muslims would not accept the lottery money. However, some scholars do say that it is accepted if used for the benefit of the Muslim community, but not for the benefit of individuals. In the Aims to achieve: It may seem very confusing, because you mentioned twice communities, which may not mean automatically other than Protestant and Catholic. It may be better if you mention from the beginning Ethnic Minorities.</p> <p>Baha'i Council for Northern Ireland There is no category for Baha'i included under your monitoring form. There are more Baha'is in Northern Ireland than there are Sikhs or Jews and therefore there is no justification for Baha'is not being included as a separate category.</p> <p>Public Meeting Comments Evangelical Christians would not see themselves as Protestant and should be named on the monitoring form. Some may have opposition to gambling, which may be a barrier.</p> <p>For those organisations that have religious objections, they should be able to seek funding from the revenue grant.</p>	<p>See Mitigation 4</p> <p>The Arts Council would apologise for this incorrectly stated view.</p> <p>Arts Council funding is available to all sections of the Northern Ireland population, including all types of communities. It does not solely mean Catholic or Protestant communities.</p> <p>This will be amended.</p> <p>Noted. Also see Mitigation 4. The Arts Council is also reviewing the issue of monitoring categories and group definitions</p> <p>See Mitigation 4</p>

<p>Monitoring – Maybe a need to use terminology such as ‘affiliation’ or ‘faith’. Applicable to some of the 9 categories</p> <p>Bahai not included or Humanists. (Monitoring) If not named, lack of recognition.</p> <p>Location/venues should be inclusive.</p> <p>Gambling issue – fund through voted funds or set up a separate fund.</p> <p>If organisations have objection on gambling grounds, difficult to see how you can help, due to legal structure of the fund.</p> <p>Is it possible for monies from non-lottery sources to be made available to groups who would not apply for lottery grants because of religious beliefs?</p> <p>Protestants may be paranoid about their cultural identity and maybe they see the Access to the Arts scheme as not being for them. This may account for the lack of grants made to organisations in the Northeast.</p> <p>Central Advisers</p> <p>Very difficult area and little that the Arts Council can do.</p> <p>If an umbrella organisation could accept funds then applicants might be able to access funding without perceiving any grant as going against their religious objections.</p> <p>The Arts Council might wish involving Church bodies in breaking down barriers to funding.</p>	<p>Noted</p> <p>Noted. The Arts Council is also reviewing the issue of monitoring categories and group definitions</p> <p>Organisations must subscribe to an Equality of Opportunity Commitment. This would include having a welcoming environment for everyone.</p> <p>See Mitigation 4</p> <p>See Mitigation 4</p> <p>See Mitigation 4</p> <p>Noted. However, the Arts Council reiterates that the Access to the Arts Fund is available to all communities in Northern Ireland.</p> <p>See Mitigation 4</p> <p>See Mitigation 4</p> <p>Noted</p>
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Comments received on Sexual Orientation

	Arts Council Response
<p>Magherafelt / Bellaghy Womens Groups The group felt that people who are gay or lesbian had a tendency to move to larger towns/cities, such as Belfast or Derry. The group did not know of any groups representing gay or lesbians in the Mid-Ulster area.</p> <p>Public Meeting Comments There may be a fear factor in 'coming out'. Northern Ireland still has a tunnel vision on this issue.</p> <p>It was felt that Gay groups were not aware of what they could apply for.</p>	<p>Noted</p> <p>Noted</p> <p>Noted. All programmes/schemes are publicly advertised. The Arts Council welcomes applications from all Northern Ireland communities. See Mitigation 3</p>

Comments received on General Issues	
	Arts Council Response
<p>National Carers Association Comments</p> <p>Carers did not see a connection between the Arts and Carers. Individuals did not realise that the Arts Council provided funding for various art expressions.</p> <p>Carers were of the opinion that there was a greater need to be made aware of funding opportunities. The Carers Association publishes a newsletter for their members and would welcome articles from the Arts Council at any time.</p> <p>The Carers Association would wish to encourage links between the Arts Council and it's various member organisations. It endorses the Arts Council Vision of, 'Contributing to the health and well being of the wider community' and would like to see a partnership approach develop between both organisations.</p>	<p>National Carers Association now aware of the Arts Council's funding role. Also Mitigation 3.</p> <p>See Mitigation 3. The Arts Council will be happy to provide information to the Carers Association</p> <p>The Disability & Health Officer will be happy to assist the Carers Association at any time.</p>
<p>Disability Action & N W Forum on Disability</p> <p>There was an unawareness of the availability of funding under this scheme prior to this Focus Group session. Can the Arts Council advertise the availability of all funding (including Lottery funding) more widely? This does not have to be done via the newspapers. Many organisations, including Disability Action prepare their own newsletters for their members. It was felt that most organisations with this facility would welcome availability of funding for the various schemes.</p>	<p>The Arts Council advertises widely in the local press the availability of funding. See Mitigation 3</p>

<p>(An individual) Statistics: For Muslims, there are approx : 3000 Muslims in Northern Ireland.</p> <p>If you need anymore information in connection with data, please let me know. (Muslims include all Pakistanis, some Indians, North Africans (Algerians etc)</p> <p>Applications When an application is filled in by an ethnic minority group/community, their ideas/projects/plan /research etc. may not come across convincingly i.e. language barrier would put them in a very disadvantaged position when the Art Council is assessing the application. The merit criterion may be there, but may not come across.</p> <p>This is in connection with point 13. Yes, there are a lot of groups from the ethnic minority groups that are not aware of your funds. You could may be gather data, addresses and contacts or advertise through other voluntary sector such as MCRC. If you forward me a letter of information in connection with your council funds outlining the availability of NON-LOTTERY GRANTS, I will have a meeting with them and encourage them to apply. This way, Muslim women groups will feel that someone is really accommodating their needs, and are not discriminated against.</p> <p>You should also try to encourage to create ethnic minority Art clubs. This will promote the diversity of culture and faith and the whole N.I will benefit from their contribution. The reason I suggest this is that there are good artists but can only express themselves in their own language(culture, faith, traditions etc).</p> <p>Application Form</p> <p>The applicant from the ethnic minorities may find the application form very hard to fill in and thus be discouraged to apply.</p>	<p>Arts Council Response</p> <p>Noted</p> <p>Noted</p> <p>See Mitigation 2</p> <p>See Mitigation 3. The Business Support Officer will be happy to facilitate this request and provide any additional support were necessary.</p> <p>The Arts Council has jointly funded with the Community Relations Council an external consultant (Mr Joe Blake) to develop a strategy on Cultural Diversity. One of the outcomes may be, what is alluded to here.</p> <p>See Mitigation 2</p>
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(An individual)	Arts Council Response
<p>Additional Comments</p> <p>The language, questions must be in simple English, and a letter offering help to fill in the form may be sent with the application form, giving the name and Tel of a person to contact. An interpreter can be provided if needed, i.e. I can help you to find an interpreter, from that community/.</p> <p>I think it would be a good idea to think about the cross- cultural barriers such as the LANGUAGE.: From the first contact to applying, and to offering the fund. As mentioned above The English language will not always be the language for communication: from applying to finishing the project. You can have for instance Muslim refugees who can justify the merit, but not “in English language”, neither in the application form.</p> <p>NON-LOTTERY FUNDS should be offered for groups who are very restricted. Make it clear that these funds are accessible, of course on merit.</p> <p>Make sure that the applicants do understand that the funds are for a project and not for an individual (i.e. not a wage , not spending money etc).</p> <p>There may be lack of communication.</p>	<p>Noted. Also see Mitigation 2</p> <p>Noted. Also see Mitigation 2</p> <p>See Mitigation 4</p> <p>This is clearly stated in the guidelines and would be restated in the letter of offer to applicants</p> <p>Noted. See Mitigation 3</p>

General Comments Contd	Arts Council Response
<p>What is your strategy to encourage ethnic minorities to apply ?</p> <p>(An individual) Perhaps provisions should be made for those whose first language is not English. Also, maybe specific caseworkers can be put in place to deal with problems or concerns so the Arts Council becomes more accessible.</p> <p>Is there any provision for artists themselves when it comes to large art making projects? I understand that monies are given to artists on an individual basis but is access to such things as the “New Works” Scheme that could be limiting since it must be done through an organisation.</p> <p>Also, is the ‘New Works’ Scheme set up more towards performing arts needs to the detriment of the visual artist.</p>	<p>Whilst the Arts Council does not have an Ethnic Minority Strategy all programmes / funds are open to all applicants. The Arts Council has jointly funded with the Community Relations Council an external consultant (Mr Joe Blake) to develop a strategy on Cultural Diversity.</p> <p>See Mitigation 2</p> <p>Reference to the Support for Individual Artists Programme is the most suitable fund available for individuals. Full details are available on the website www.artscouncil-ni.org or by requesting details from the Arts Council.</p> <p>New Works is not geared towards any particular art form.</p>

General Comments Contd	Arts Council Response
<p>Northwest Community Network The Northwest Community Network welcomes the carrying out of the equality impact assessment but we are also dismayed by the fact that the Northwest seems to have been forgotten as far as the public information sessions the Arts Council intends to hold as part of this consultation.</p> <p>I appreciate that part of this exercise is to give people normally excluded from consultation processes the opportunity to have their say by holding events in venues outside the two main urban areas. However, whilst this idea is sound, these events should not be to the exclusion of these areas.</p> <p>The idea of carrying out a Northern Ireland wide consultation without holding a public session in the Northwest, particularly in Derry, Londonderry is incredible. I appreciate that you are holding a focused group session in Derry, Londonderry but urge you to consider the Northwest as an area that the Arts Council could focus its efforts towards.</p> <p>I hope that this comment will be considered as part of the consultation process.</p>	<p>When one considers the per capita spend on this fund by local authority the Derry City authority spend is well above the Northern Ireland average.</p> <p>In this instance it was important to seek opinions from areas for example that had received little or no funding. Public consultations were held in both Ballymena and Banbridge to ascertain what barriers may exist for the communities in these areas. Derry / Londonderry was not excluded as consultations were held with Disability Action and the North West Forum for People with Disabilities and with Magherafelt / Bellaghy women’s groups.</p> <p>The Equality Officer was quite willing to meet with Northwest Community Network, any organisation or individual at any time to discuss any issues arising from this assessment.</p> <p>Under the Equality Impact Assessment for the Annual Support for Organisations Programme, the Arts Council held a public meeting on the 22nd October in the Waterside Theatre, Glendermot Road, Derry, Londonderry</p>

General Comments Contd.....	Arts Council Response
<p>Public Meeting Comments</p> <p>Monitoring – Perhaps a need for a sector approach</p> <p>Assumptions in the use of the word ‘community’. Definition might be helpful. There are imagined ‘communities’ or dispersed ‘communities’. ‘Community’ has a class connotation</p> <p>Grants, which create employment – ACNI should consider monitoring the male/female split – or encourage the organisations themselves to do so.</p> <p>Also lack of qualifications might be a barrier to employment in the arts</p> <p>Publishing on the website might exclude poorer people or those not computer literate (may be an age barrier to using the web also)</p> <p>Make information available in public libraries</p> <p>Concern about raising expectations</p> <p>Long-term sustainability will be an issue</p> <p>Knowledge of the sector may be a barrier?</p> <p>Greater need for awareness of funds. Partnership funding.</p>	<p>The Arts Council is reviewing its monitoring process and will have informal dialogue with the arts sector.</p> <p>Noted. However the term ‘Community’ is very encompassing in Northern Ireland.</p> <p>Noted. Organisations following both legal requirements and best professional practice will automatically do this.</p> <p>Noted although this is not exclusive to employment in the arts.</p> <p>Noted. All information published on the website is also available in hardcopy and other alternative formats. See also Mitigation 3</p> <p>See Mitigation 3</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>See Mitigation 3. Partnership funding schemes already operate</p>

<p>The fundamental issue is a structural one; i.e. there is an infrastructure deficiency in Moyle, Larne and Ballymena council areas. The Arts Council and local councils have a duty to improve on this infrastructure. An initiative is needed to respond to community funding, as there is a lack of strategy in this area. A support body is needed, as there is no network on the ground. Mr Nick Livingston and Ms Lorraine McDowell (Directors of the Arts Council) put a great emphasis on the Arts Centre in Ballymena.</p> <p>There is a need to look at neutral venue space. For example, is Ballymena Council going to become inclusive? Does Ballymena Council have an outreach strategy?</p> <p>The Arts Council puts too much emphasis on District Council's view on the Arts. The Arts Council's case officers' do not see things at the local level, nor sometimes do they have the skills in understanding the management of a project.</p> <p>To say that a new organisation does not have a track record is an insult as members could have 150+ years arts experience. For some officers then to say that they should apply for Awards for All funding may be an additional barrier.</p>	<p>Developmental work has been done and more will be done. The Arts Council of Northern Ireland cannot comment on issues of how local authorities are run</p> <p>Organisations must subscribe to an Equality of Opportunity Commitment. This would include having a welcoming environment for everyone.</p> <p>The Arts Council works closely with local authority Arts Officers so that they do have regard for local issues. There is an in-depth experience of project management in the Arts Council</p> <p>The Arts Council always carefully considers the experience of people behind an organisation. All applicants must meet the criteria of the scheme. Awards for All is directed at smaller projects with quicker turnaround and would not preclude applications to other programmes.</p>
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<p>With the reduction in the recent ASOP funding to District Councils (10%), there is a worry that these Councils are being encouraged to have a 'good festival' by applying for Access to the Arts programme. This may cause greater disadvantage to the nine groups outlined in the legislation.</p> <p>The Arts Council should address the issues of ring fencing funding specifically for the nine groups as outlined in the legislation.</p> <p>Northern Ireland Council for Voluntary Action</p> <p>NICVA believes the road shows are an excellent way to promote the Fund. There may be a perception that Arts Council funding may only be for larger groups in the more urban areas. NICVA recommends that more of these road shows should be planned in the next year, particularly in those areas in which uptake has been low.</p> <p>NICVA would also like to congratulate the Council on the use of anonymous monitoring forms, which will help shape the Council's plans for promotion and assessment in future.</p> <p>NICVA agrees with the Council that groups who wish to apply for funding should have an equal opportunities policy. In cases where membership is closed, groups should be able to state whether exemptions can be made legally under current legislation.</p> <p>NICVA is unable due to time constraints and other work to comment more fully but would like to be updated regularly as to the Council's progress. We do recommend that consultations be given more time, at least 12 weeks. Although the Equality Commission recommends eight weeks as a minimum, many groups, particularly umbrella bodies such as NICVA, will find it impossible to meet such a tight deadline. NICVA recognises that the Council</p>	<p>There is no evidence to suggest that ASOP funding to District Councils will automatically affect participation by the nine groups in festival events.</p> <p>See Mitigation 1</p> <p>Noted. The Arts Council would stress that funding is available for all organisations irrespective of their location in Northern Ireland.</p> <p>Noted.</p> <p>Noted. Where organisations can legally make exemptions, the Arts Council will still fund a scheme. The Arts Council now requests an Equal Opportunity Commitment statement from organisations and we believe this addresses this issue.</p> <p>The Arts Council will now move to a 12-week consultation period.</p> <p>The Equality Officer is always keen to assist organisations in making a submission to any Equality Impact Assessment.</p>
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<p>is paying particular attention to consulting with under-represented groups through additional meetings and further work. Again, we are thankful for the opportunity to participate and hope that we can offer further assistance in the future.</p>	
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