

EQUALITY SCHEME

JUNE 2001

EQUALITY SCHEME FOR THE ARTS COUNCIL OF NORTHERN IRELAND

Statement by the Chairman and Chief Executive

The Arts Council of Northern Ireland is fully committed to the fulfilment of the Section 75 obligations on the promotion of equality of opportunity and good relations. This Equality Scheme sets out how the Arts Council proposes to fulfil those obligations. We will ensure that both Council members and staff of the Arts Council understand the need to implement this Scheme and we will give leadership within the Arts Council to achieve this. We will ensure that this Scheme is supported efficiently by the allocation of the necessary resources and training. We are also committed to ensuring that there are effective internal arrangements in place to ensure that the duties are effectively complied with including the monitoring and reviewing of progress.

Brian Walker
Chairman

Roisín McDonough
Chief Executive

EQUALITY SCHEME FOR THE ARTS COUNCIL OF NORTHERN IRELAND

1. Introduction and organisational structure

1.1 The Arts Council of Northern Ireland is charged with four statutory functions under the Arts Council (Northern Ireland) Order 1995. These are:

- to develop and improve the knowledge, appreciation and practice of the arts;
- to increase public access to, and participation in, the arts;
- to advise the Department of Culture, Arts and Leisure (DCAL) and other government bodies, district councils and other bodies on matters relating to the arts; and,
- such other functions as are conferred on the Council by any other statutory provision.

1.2 In addition to the above the Arts Council of Northern Ireland is charged under the National Lottery etc. Act 1993 (as amended by the National Lottery Act 1998) with responsibility for distributing Lottery proceeds allocated to the arts in Northern Ireland.

1.3 The Arts Council's mission statement is "to develop the arts in Northern Ireland so that as many people as possible can enjoy as many forms of art as possible to as high a standard as possible". This is stated in the Arts Council's five year strategy document "To The Millennium" [1995 - 2000]. The Arts Council has recently commissioned an independent review of its strategy and wide consultation on this issue has been carried out. A new strategy will be launched in the latter part of this year and new policies and functions may flow from this but cannot be anticipated at this stage. The Arts Council will revise this Equality Scheme should new policies and functions arise as a result of it.

1.4 Section 75 of the Northern Ireland Act 1998 ('the Act') requires the Arts Council in carrying out all of its functions, powers and duties relating to Northern Ireland, to have due regard to the need to promote equality of opportunity :

- 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.

1.5 In addition, without prejudice to its obligation above, the Arts Council shall, in carrying out its functions relating to Northern Ireland, have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

1.6 Schedule 9 of the Act requires the Arts Council to set out in an Equality Scheme how it proposes to fulfil the duties imposed by Section 75. This document is intended to fulfil that statutory requirement. The Scheme relates to how the Arts Council carries out all of its functions.

1.7 The Arts Council consists of 15 Members appointed by the Minister of Culture, Arts and Leisure and it meets eleven times per year in full session. It is supported by a number of advisory panels which meet less frequently. The advisory panels comprise Council Members and voluntary members appointed following open advertisement. The panels are :

- Creative Arts Panel
- Performing Arts Panel
- Strategic Development Panel
- Cultural Diversity Panel [cross artform]
- Lottery Panel
- Audit Panel

1.8 The Chief Executive oversees the work of the Council and it is organised into three departments. They are: Arts Development, Strategic Development and Corporate Services. An organisation chart is attached as Appendix 5.

1.9 To support and implement the statutory functions mentioned at paragraphs 1.1 the Council uses a number of funding mechanisms. These are:

- the giving of revenue (annual) grant-aid to arts organisations
- the giving of awards and bursaries to individuals across various artforms (Support for the Individual Artist Programme)
- the establishment of residencies and residency schemes across various artforms;
- the giving of Lottery grant-aid to arts organisations and others across the Lottery programme areas;
- the initiation and development of various schemes, either alone or in partnership with other organisations, to both develop and improve the knowledge, appreciation and practice of the arts and to increase public access to, and participation in, the arts.

1.10 The Arts Council takes decisions each year on the disbursement of grant-aid across the operational areas shown in Table 1 and delivers the grant-aid via the mechanisms shown in paragraph 1.9. All of the Arts Council's grant-aid disbursement is application based. In planning its activities for a year, the Arts Council draws up an Operational Plan. The Operational Plan identifies a number of Funding Programmes which encompass all of its activities and policies. The Funding Programmes are listed in Table 2 and a short description of each is given in Appendix 2.

Table 2

Funding Programme
New Work
Client Programmes (Revenue Funding)
Capital Programmes - Buildings
Capital Programmes - Equipment
Access to the Arts Programme
Support for the Individual Artist
Education & Residencies Programme
Special Initiatives
Cultural Diversity Programme
Film Programme
Advancement
Audience Development
Finance, Personnel and Administration

1.11 The Arts Council is committed to the fulfilment of its Section 75 obligations. Statutory responsibility for the effective implementation of the Scheme lies with the Council and the Chair of Council. Responsibility for driving forward implementation within the Arts Council rests with the Chief Executive [Roisín McDonough] and this officer will be the point of contact for complainants. The Director of Strategic Development [Nick Livingston] will be the point of contact for the Equality Commission and those affected by the Scheme.

1.12 The Director of Strategic Development is a grade 7 post within the Council and reports directly to the Chief Executive. This post will carry the primary responsibility for the effective implementation of the statutory duties. The Director of Strategic Development will also service a Section 75 Steering Committee within the Arts Council chaired by the Chief Executive. This Committee will meet quarterly to monitor and review the implementation of the Section 75 obligations.

1.13 Objectives and targets relating to the statutory obligations will be integrated into the Arts Council's future strategic and operational plans. The officers responsible for the implementation of the Scheme will also include the statutory obligations in their personal forward job plans.

1.14 The Arts Council will ensure that this Scheme is supported by the allocation of necessary resources to ensure that the statutory duties are complied with and that the Scheme can be implemented effectively. The Arts Council is committed to the development and delivery of a planned programme of communication and training on the Equality Scheme.

2. Arrangements for assessing compliance with Section 75 Duties

2.1 The Arts Council will assess over a five year period how each of its current Funding Programmes and policies impact on the promotion of equality of opportunity and the promotion of good relations within the terms of Section 75 of the Act. This will be done through equality impact assessments (see below Section 3) and the timetable at paragraph 3.8 will be followed. Each equality impact assessment will include a section on the promotion of good relations. The organisations indicated at Appendix 1 in relation to each main policy area will be consulted on these equality impact assessments. The list at Appendix 1 is not exhaustive and may be amended in light of experience. The Community Relations Council will also be consulted specifically in relation to the annex of an assessment which deals with the promotion of good relations.

2.2 The Arts Council will conduct an annual review of progress in implementing the arrangements specified in this Scheme and in complying with the statutory duties to promote equality of opportunity and good relations. This Review will be sent to the Equality Commission to assist it in compiling its own Annual Report, as required by sub-paragraph 5(1)(b) of Schedule 8 to the Act. The Arts Council will liaise with the Equality Commission to ensure that progress is maintained. In addition, a formal report on the progress on meeting objectives and targets relating to the statutory duties will be included in the Arts Council's Annual Report.

2.3 The Arts Council will monitor complaints that it has not fulfilled its statutory obligations and will seek to resolve such complaints with the complainant. It will aim to give a substantive response to complaints within four weeks. When a complainant claims to have been directly affected by a failure of the Arts Council to comply with this Scheme, he/she will be informed of the procedure for bringing such a complaint to the Equality Commission.

2.4 The Arts Council will conduct a comprehensive review of this Scheme within five years of its submission to the Equality Commission. This review will include an assessment of how the Arts Council has complied with its Section 75 obligations and how equality of opportunity and good relations have been advanced in relation to the main

policy areas. [This assessment may be carried out by independent consultants or may include an input from them]. The Arts Council will consult with those bodies listed at Appendix 1 and 1.1 before submission of the review to the Equality Commission.

3. Assessing the Impact of Policies on the Promotion of Equality of Opportunity

3.1 When carrying out equality impact assessments the Arts Council will do so in accordance with the procedure as set out in Annex 1 of the Equality Commission's Guide to the Statutory Duties and in line with the Commission's published Practical Guidance on Equality Impact Assessment. In identifying policies to be subject to equality impact assessment, the Arts Council has considered its existing policies and Funding Programmes (listed in Table 2) and has looked forward to new policies which will be proposed for adoption during the term of the Scheme.

3.2 The Arts Council has considered its policies and Funding Programmes in order to determine which would require a fuller equality analysis in the form of an impact assessment. The consideration was carried out against the following four criteria:

- a) is there any evidence of higher or lower participation or uptake by different groups within any of the nine categories?
- b) is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy area?
- c) is there an opportunity to better promote equality of opportunity or better community relations by altering the policy or working with others in Government or the community at large?
- d) have consultations in the past with relevant groups, organisations or individuals indicated that particular policies create problems that are specific to them?

3.3 The main groups within each of the nine categories are identified at Appendix 3.

3.4 The Arts Council believes that having considered each of the Funding Programmes and policies against the criteria above and as a result of responses to its Draft Scheme, all policies relating to the Funding Programmes and other policies such as employment and procurement, require a fuller equality analysis in the form of an impact assessment. The Funding Programmes have been included in the timetable for impact assessment as shown in paragraph 3.8. Where the Arts Council implements a policy devised by a government department, the Council will work in partnership with the department when it carries out an impact assessment on that policy.

3.5 An equality impact assessment will aim to identify whether, within each Section 75 category, the Funding Programme and policies under consideration create differential impacts between groups or has the potential to enhance equality of opportunity between groups, particularly in terms of:

- rights;
- resources;

- participation; and,
- values and norms (i.e. traditional roles, stereotypes, division of labour, attitudes and behaviour).

3.6 Further details of the methodology for an equality impact assessment are set out in Annex 1 of the Equality Commission's Guidelines and brief details are attached as Appendix 4 of this Scheme.

3.7 Within five years of the approval of this Scheme, the Arts Council will conduct equality impact assessments on all of its Funding Programmes and related policies as identified at Table 2 for assessment. The Arts Council has prioritised its functions on the basis of:

- cultural or political impact on people
- scale of expenditure incurred by the policy
- relevance to social need
- effect on people's daily lives
- effect on economic, social and human rights.

3.8 The following timetable has been established for assessment of policies within the Arts Council:

Year 1:

Access to the Arts Programme
Client Programmes

Year 2:

Capital Programmes - Buildings
Capital Programmes - Equipment

Year 3:

Support for the Individual Artist Programme
Education & Residencies Programme
New Work

Year 4:

Film
Advancement Programme
Audience Development

Year 5:

Special Initiatives
Finance, Personnel and Administration

3.9 As stated at paragraph 1.3, additional new policies and programmes may result from the development of a new arts strategy and they will be subject to an equality impact assessment in accordance with Annex 1 of the Guidelines. This Equality Scheme and the timetable above will be amended if appropriate.

3.10 In making any decision on a current or proposed policy, the Arts Council will take into account any relevant equality impact assessment and the outcome of associated consultation. This is a statutory requirement under paragraph 9(2) of Schedule 9 to the Northern Ireland Act 1998.

4. Consultation

4.1 The Arts Council will consult on matters relevant to the statutory duties with:

- The Equality Commission
- The Community Relations Council
- Voluntary Groups
- Community Groups
- Trade Union Groups
- Organisations representing the various categories included in Section 75.

The list of those to be consulted is included at Appendix 1. This list is not exhaustive and may be amended in light of experience. The Arts Council will carry out all consultations in accordance with the Guiding Principles on consultation outlined in the Equality Commission's Guide to the Statutory Duties.

4.2 The Arts Council will consult on equality impact assessments with:

- The Equality Commission
- The Community Relations Council
- Voluntary Groups
- Community Groups
- Trade Union Groups
- Organisations representing the various categories included in Section 75.

This will include those persons likely to be affected by the policy to be assessed whether or not they have a direct economic or personal interest, as well as with relevant public sector organisations, and affected groups. The list of consultees is attached as Appendix 1. [A number of religious and political organisations have been added to the list prior to approval by the Equality Commission and these are attached as Appendix 1.1.] In addition, for equality impact assessments on new policies which relate to a specific locality within Northern Ireland, the Arts Council will also consult with the relevant District Council(s) and other elected representatives. The Arts Council considers it particularly important that sufficient, timely and appropriate information is provided to enable all affected groups and individuals to consider the full implications of proposals, and it will take steps to ensure this. In respect of all consultations the Council will make available to consultees information, any relevant quantitative and qualitative data and other documentation such as consultants' reports, that it possesses to ensure a meaningful consultation. This includes information which has informed a decision or decisions taken

by the Arts Council and information which has been directly responsible for a decision taken by the Arts Council.

4.3 In carrying out consultation exercises the Arts Council will provide a period for response of a minimum of eight weeks and begin consultation as early as possible. However, there may be circumstances when this timescale is not feasible and the Arts Council has identified the following circumstances when consultation of this duration will not be required:

- policies which must be implemented urgently to comply with a court judgement or with international obligations; and,
- policies which must be implemented immediately to protect health and safety.

The Arts Council will monitor and keep under review any incidents where there is insufficient time to provide the minimum eight week consultation period. Full justification for these incidents will be included in the Arts Council's annual review.

4.4 The Council will work with representative groups and individuals of the Section 75 categories in order to identify how best to obtain their views. This may involve face-to-face meetings, small group meetings, advisory groups, discussion papers with the opportunity to comment in writing, surveys, consultative panels, internet discussions, citizens juries, and other innovative ways of consulting as there will be different means of consultation for different groups and it will be important to establish the basis for dialogue and engagement during the life of the Scheme.

4.5 It is intended that barriers to proper consultation will be removed by ensuring accessibility of language and appropriate format. Issues concerning access to information highlighted in Section 8 will be given particular consideration. Information will be made available on request in accessible formats, including Braille and large print, audio cassette, signed video cassette and in minority ethnic languages. Consideration will be given to how best to communicate information to those with learning disabilities and to young people. Information will be made available in consultation with the affected groups to ensure the highest level of inclusivity in any policy decision-making.

4.6 The Arts Council will review its existing methods of consultation in conjunction with representatives of groups which have traditionally been marginalised and seek to establish methods on how best to consult with them. The Arts Council will consult on the findings and recommendations of this review prior to implementation.

4.7 Specific training for those engaged in consultation exercises will be given to ensure that those facilitating consultations have the necessary skills to communicate effectively. The training to be given will be developed in consultation with the affected groups.

4.8 In organising consultation meetings, the Arts Council intends to ensure full participation in setting the time and venue, and by considering the accessibility to those with disabilities, how the meeting is to be run, use of appropriate language, whether a signer is necessary, provision of childcare etc.

4.9 The Arts Council provided to the Equality Commission a synopsis of the responses it received on its Draft Scheme which detailed the consideration of the responses and the action the Arts Council took in respect of them. This was also sent to all those individuals and organisations who responded.

5. Monitoring

5.1 Knowledge of the uptake of services provided by the Arts Council and the impact of its policies on the different groups within the Section 75 categories will be of assistance in assessing progress towards equality of opportunity. The Arts Council is committed to the collection of this information for all nine categories and will establish a system to monitor the impact of policies in order to identify their effects on the relevant groups. This will be reviewed annually and the results of monitoring published as outlined in section 6 of this Scheme. Compilation of baseline data on uptake across the different groups is necessary and the Council will seek to assemble this data over the life of the Scheme through both its monitoring process and in co-operation with other organisations in the cultural and heritage sector to research and establish this data. Within one year of approval of this Scheme, the Arts Council will assess the extent of existing monitoring within each of the eighteen Funding Programme areas and the scope for extending it. In addition to the value of any additional information required for assessing progress towards equality of opportunity, this assessment will also take into account the following factors:

- resource implications;
- readiness of the public to supply information; and
- availability of proxy measures (e.g. postcode analysis).

5.2 In some cases an equality impact assessment may identify an anticipated differential adverse impact on particular groups within the Section 75 categories. Where no alternative policy is feasible, steps will be considered wherever possible to mitigate such anticipated adverse impact.

5.3 The Arts Council may, in these circumstances, commission special monitoring to confirm the extent of the adverse impact and/or the success of any mitigating measures. Information collected in this special monitoring will be taken into account in any future review of the policy.

5.4 Where monitoring and evaluation show that a policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the Arts Council will revise the policy.

5.5 The Arts Council will co-operate closely with the Department of Culture Arts and Leisure, and in particular its public research and evaluation unit, in its review of existing monitoring arrangements and its consideration of special monitoring of anticipated adverse impacts.

6. Publication of Assessments and Monitoring

6.1 The Arts Council will make publicly available the outcome of any equality impact assessment and of any monitoring undertaken in relation to paragraphs 5.1 and 5.2 above. The Arts Council will inform those organisations and individuals with whom it has consulted when this material is available. This material will be accessible on the Arts Council's website at www.artscouncil-ni.org. It will also be available in printed form and in accessible formats as specified in paragraph 4.5 from the Arts Council through a request in writing to the Director of Strategic Development. The Arts Council will not charge for the provision of any documentation in printed form. The Arts Council will inform the general public about the availability of this material through press releases and advertisements.

6.2 Published documentation on an equality impact assessment will include:

- the aims of the policy;
- details of any consideration given to mitigate any adverse impact of the policy on the promotion of equality of opportunity; and,
- details of any consideration given to alternative policies which might better achieve the promotion of equality of opportunity.

7. Training

7.1 The Arts Council will ensure that all staff receive a programme of relevant communication and training on the Section 75 obligations, the requirements of this Equality Scheme and the arrangements for equality impact assessment. The Arts Council will prepare a training plan for all staff over the five year period to which the Scheme refers. It will contain all the key elements to be delivered, by whom and in what timeframe. The development of this training will be in association with the appropriate Section 75 groups and will include input from appropriate external specialists. The objectives of this plan are attached as Appendix 6. The Arts Council will ensure that awareness training is conducted by trainers who fully understand the particular circumstances of the persons included in the nine categories detailed at Appendix 3. All new staff will be informed of the requirements of Section 75 and this Equality Scheme and it will form an integral part of the induction process. The Arts Council will

continuously monitor the need for additional and refresher training and arrange relevant courses as and when necessary. The Arts Council will review the extent to which the training objectives have been achieved and this will be included in its annual review.

7.2 The Arts Council will provide copies of this Scheme including the Chairman's and Chief Executive's covering message to all staff.

8. Public Access to Information and Services

8.1 The Arts Council is committed to effective communication with the public. It recognises, however, that there is a risk that some sections of the public will not enjoy equality of opportunity in accessing information provided by the Arts Council. There are three particular risk areas:

- people with sensory and learning disabilities, communication disabilities, and young and old people may have particular difficulties with information in print;
- members of minority ethnic groups, whose first language is not English, may have difficulties with information provided only in English;
- some local newspapers are read predominantly by members of only one of the major religio-political groups (i.e. Protestants/Unionists or Catholics/Nationalists).

8.2 In disseminating information through the local press, the Arts Council will ensure that press statements and public advertisements are carried by all three regional daily newspapers [Belfast Telegraph (including its North West edition), Irish News and Newsletter]. Where press statements or public advertisements are aimed at a particular area within Northern Ireland, the Arts Council will ensure that the information is disseminated through at least two local newspapers circulating in that area, ensuring that the information is accessible to both main political-religious sections of the community.

8.3 The Arts Council will, within the first year following approval of this Scheme, assess its arrangements for providing information in Braille, large print, audio cassette, signed video cassette, other accessible formats and minority ethnic language formats. The assessment will take account of the statutory requirements of the Disability Discrimination Act 1995; the likely demand for information in such formats across its main policy areas, resource implications; and, in particular, the recommendations of the Northern Ireland Civil Service (NICS) cross-departmental Promoting Social Inclusion (PSI) working groups on minority ethnic people and on access to information, which will report in 2000; and, the Statement of Principle on Minority Ethnic Group Access to Lottery Fund Opportunities of the Department for Culture, Media and Sport. The assessment will make recommendations on how public access to information can be better ensured by improving arrangements for providing information in different

accessible formats and languages. The Arts Council will consult on these recommendations and will implement them appropriately.

8.4 The Arts Council intends that all of its services are fully accessible to all parts of the community. Equality impact assessments will highlight any factors which create differential impact by making a service linked to a particular policy less accessible to particular groups.

8.5 The Arts Council will maintain a welcoming and harmonious environment on its premises. The Arts Council will adhere to the relevant provisions of the Disability Discrimination Act 1995.

9. Publication of the Scheme

9.1 Following submission to the Equality Commission, systems will be put in place to ensure that this Scheme will be available in a timely fashion in print form and accessible formats free on request from the Director of Strategic Development at:

Arts Council of Northern Ireland
MacNeice House
77 Malone Road
Belfast BT9 6AQ
Tel. 028 9038 5200

9.2 Consideration will also be given as to how best to communicate the Scheme to young people and those with learning disabilities.

9.3 It will also be accessible on the Arts Council's website [www.artscouncil-ni.org].

9.4 The Arts Council will issue a press statement when the Scheme is approved by the Equality Commission and will send a copy of the Scheme to those listed at Appendices 1 and 1.1.

10. Complaints

10.1 When a person believes that he/she has been directly affected by a failure of the Arts Council to comply with this Scheme, he/she should, in the first instance, bring the complaint to the attention of Roisín McDonough, Chief Executive at the address and telephone number given in paragraph 9.1 or by email to chief@artscouncil-ni.org. Where a person feels that he/she would prefer a representative organisation to make a complaint on his/her behalf, that organisation should also bring the complaint to the attention of the Chief Executive. The Chief Executive will carry out an initial internal investigation of the complaint and will respond to the complainant within four weeks. In responding to the complainant, the Chief Executive will inform him/her of the procedure for pursuing

the complaint further with the Equality Commission, as set out in paragraph 10 of Schedule 9 to the Northern Ireland Act 1998. In any subsequent investigation by the Equality Commission, the Arts Council will co-operate fully, providing access to any staff members or documentation which the Commission may require. Similarly, the Arts Council will co-operate fully with any investigation by the Equality Commission under sub-paragraph 11(1)(b) of Schedule 9 to the Northern Ireland Act 1998.

11. Summary Timetable

11.1 The following timetable summarises the measures which the Arts Council proposes to take during the five years following approval of this Scheme. Screening exercises on new policies will be carried out as appropriate and are not detailed in the summary timetable. The timetable will be reviewed in light of consultation around any screening exercise.

Year 1: July 2001 to June 2002

Impact assessment of:

Access to the Arts Programme

Client Programmes

Assess the extent of monitoring within each Funding Programme and consider the scope for extending it.

Prepare an annual review and a statement on the steps taken to promote equality of opportunity for submission to Equality Commission.

Assess arrangements for providing information in alternative formats and minority languages.

Year 2: July 2002 to June 2003

Impact assessments of:

Capital Programmes - Buildings

Capital Programmes - Equipment

Prepare an annual review and a statement on the steps taken to promote equality of opportunity for submission to Equality Commission.

Year 3: July 2003 to June 2004

Impact assessments of:

Support for the Individual Artists Programme

Education & Residencies Programme

New Work

Prepare an annual review and a statement on the steps taken to promote equality of opportunity for submission to Equality Commission.

Year 4: July 2004 to June 2005

Impact assessments of:

Film

Advancement Programme

Audience Development

Prepare an annual review and a statement on the steps taken to promote equality of opportunity for submission to Equality Commission.

Year 5: July 2005 to June 2006

Impact assessment of:

Special Initiatives

Finance, Personnel and Administration

Prepare an annual review and a statement on the steps taken to promote equality of opportunity for submission to Equality Commission.

Carry out a comprehensive review of the Equality Scheme.

ORGANISATIONS AND INDIVIDUALS CONSULTED

ADAPT (Northern Ireland)
Age Concern (Northern Ireland)
Age Sector Reference Group
Alan Braithwaite
Antrim Borough Council
Ards Borough Council
Armagh City & District Council
Art 'n' Soul
Arts and Disability Forum
ArtsCare
Association of Chief Officers of Voluntary Organisations
Ballymena Borough Council
Ballymoney Borough Council
Banbridge District Council
Barnardos
BBC Children in Need Trust
Belfast City Council
Belfast Education and Library Board
Belfast Islamic Centre
British Deaf Association Northern Ireland
Carafriend
Carers National Association (NI)
Caroline Cleland
Carrickfergus Borough Council
Castlereagh Borough Council
Child Care Northern Ireland
Child Poverty Action Group (NI)
Children's Law Centre
Chinese Welfare Association
Coalition on Sexual Orientation
Coleraine Borough Council
Comhaltas Ceoltoiri Eireann
Committee on the Administration of Justice
Community Arts Forum
Community Arts in Rural Areas
Community Development and Health Network (Northern Ireland)
Community Relations Council
Community Relations Training/Learning Consortium
Conradh na Gaeilge
Cookstown District Council
Co-operation Ireland
Council for the Homeless

APPENDIX 1 (continued)

Craigavon Borough Council
Department of Culture, Arts and Leisure
Department of Education Northern Ireland
Derry City Council
Derry Well Woman
Disability Action
Down District Council
Down's Syndrome Association
Drake Music Project
Dungannon Disability Arts Studio
Dungannon District Council
East Belfast Community Development Agency
Employers' Forum on Disability
Equality Commission
Falls Community Council
Family Planning Association Northern Ireland
Fermanagh District Council
Fermanagh Women's Network
Forum for Local Government and the Arts
Foyle Friend
Foyle Women's Network
Gael-Linn
Gay and Lesbian Youth (NI)
Gerry Adam's Office
Gingerbread (NI)
Glor na nGael
Help the Aged (Northern Ireland)
Heritage Lottery Fund
Indian Community Centre
Larne Borough Council
Lesbian Line
Limavady Borough Council
Lisburn Borough Council
Live Music Now!
Local Government Staff Commission
Magherafelt District Council
Medi-Able
Mencap (Royal Society for Mentally Handicapped Children and Adults)
Men's Action Network
Michael Herron
Mid-Ulster Women's Network
Moyle District Council
Multi-Cultural Resource Centre
Newry & Mourne District Council
Newry & Mourne Senior Citizens Consortium

APPENDIX 1 (continued)

Newry & Mourne Women's Network
Newtownabbey Borough Council
Newtownabbey Senior Citizens' Forum
NIACRO
NIPSA
North Down Borough Council
North Eastern Education and Library Board
North West Community Network
North West Forum of People with Disabilities
Northern Ireland African Cultural Centre
Northern Ireland Anti-Poverty Network
Northern Ireland Assembly
Northern Ireland Association for Mental Health
Northern Ireland Committee Irish Congress of Trade Unions
Northern Ireland Council for Ethnic Minorities
Northern Ireland Council for Voluntary Action
Northern Ireland Gay Rights Association
Northern Ireland Human Rights Commission
Northern Ireland Statistics and Research Agency
Northern Ireland Voluntary Trust
Northern Ireland Women's Aid Federation
Northern Ireland Women's European Platform
NSPCC
NUS USI
Omagh District Council
Omagh Women's Area Network
Open Arts
Parents and Professionals and Autism
Patricia Mallon
Persian Community Centre
Children First
Queer Space
Real World Theatre Company
Rights Now (Northern Ireland)
Robert McGuckin
Royal National Institute for Deaf People (NI)
Royal National Institute for the Blind (NI)
Rural Arts Project
Rural Community Network
Rural Development Council
Save the Children
Sense Northern Ireland
Simon Community Northern Ireland
South Eastern Education and Library Board
Southern Education and Library Board

APPENDIX 1 (continued)

Sperrin Lakeland Senior Citizens' Consortium
Staff Commission for Education and Library Boards
Strabane District Council
The British Council
The Cedar Foundation (formerly NICOD)
The Equality Unit, Office of First Minister and Deputy First Minister
The Guide Dogs for the Blind Association
The Rainbow Project
The Share Centre
The Women's Centre
Traveller Movement (NI)
Ulster Scots Heritage Council
Ulster Scots Language Society
Ultach Trust
Venture International
West Belfast Economic Forum
Western Education and Library Board
Women's Forum Northern Ireland
Women's Information Group
Women into Politics
Women's Resource and Development Agency
Women's Support Network
Youth Council for Northern Ireland
YouthAction Northern Ireland

APPENDIX 1.1

Alliance Party
Archbishop of Armagh and Primate of All Ireland
Baha'i Office for Northern Ireland
Belfast Hebrew Group
DCAL Committee
DUP
Methodist Church in Ireland
NIUP
Presbyterian Church in Ireland
SDLP
Sikh Cultural Centre
Sinn Fein
UDP
UUP

DESCRIPTION OF FUNDING PROGRAMMES

New Work

This programme seeks to support and secure the work of creative artists through funding for original work in all art forms, adaptations of existing work, first productions in Northern Ireland and major retrospective exhibitions.

Client Programmes

This programme provides annual grant-aid (revenue funding) to arts organisations which operate throughout the year. The programme represents the major part of the Arts Council's funding.

Capital Programmes - Buildings

This programme provides grant-aid to formally constituted organisations for new arts buildings, new multi-use buildings with an arts programme; and for building refurbishment.

Capital Programmes - Equipment

This programme provides grant-aid to formally constituted organisations for major items of equipment.

Access to the Arts Programme

This programme is designed to support arts in the community. It supports new projects which have been created for and by communities and assists the development of arts at a community level and, in particular, participation in the arts by all sections of the community.

Support for the Individual Artist

Grants, awards and bursaries aimed at individuals in the various artforms which are designed to provide financial assistance to professional artists for specific purposes.

Education and Residencies Programme

The education programme aims to increase the arts provision for children and young people via various schemes e.g. the Artists in Schools scheme which enhances and enriches delivery of the curriculum through individual workshops within the formal classroom environment.

The various residencies on offer from the Arts Council seek to develop the creativity of professional artists by exposing them either to arts practices and practitioners abroad or by locating them in an academic institute within Northern Ireland to develop, and lecture on, their particular artform.

Special Initiatives

The Special Initiatives programme is used to support one-off initiatives during the course of a year, for example, research and development projects, promotion of Northern Ireland arts internationally, the Year of the Artist and other new areas of development.

APPENDIX 2 (continued)

Film Programme

This programme provides grant-aid to enable the film industry in Northern Ireland to establish a broader basis for investment, ensuring that the quality, number and range of films developed, produced and distributed in Northern Ireland is enhanced, that new local talent is developed and that the future of the film industry is made more secure.

Advancement

This programme seeks to enable arts organisations that provide substantial public benefit to review and change their artistic missions and/or business operations in such a way as to achieve long term creative and financial stability, assuming little real growth in resources from public funds and realistic expectations of earned income and private sector support.

Audience Development

This programme is designed to bring new people to the arts and to take the arts to people throughout Northern Ireland.

Finance, Personnel and Administration

This programme funds the administration of the Arts Council including staff salaries and expenses, procurement of administrative resources, and public affairs activities.

APPENDIX 3

MAIN GROUPS RELEVANT TO THE SECTION 75 CATEGORIES FOR NORTHERN IRELAND PURPOSES

<u>Category</u>	<u>Main Groups</u>
Religious belief people of	Protestants; Catholics; people of non-Christian faiths; no religious belief
Political opinion	Unionists generally; Nationalists generally; members/supporters of any political party
Racial group	White people; Chinese; Travellers; Indians; Pakistanis; Black people
‘Men and women generally’	Men (including boys); women (including girls); transgendered individuals
Marital status	Married people; unmarried people; divorced or separated people; widowed people
Age	Children under 16; people of working age (16/65); people over 65
‘Persons with a disability’	Persons with a physical, sensory or learning disability as defined in sections 1 and 2 and Schedules 1 and 2 of the Disability Discrimination Act 1995
‘Persons with dependants’	Persons with personal responsibility for the care of a child; persons with personal responsibility for the care of a person with an incapacitating disability; persons with personal responsibility for the care of a dependant elderly person
Sexual orientation	Heterosexual people; homosexual people; bisexual people

METHODOLOGY FOR AN EQUALITY IMPACT ASSESSMENT

The Arts Council will conduct impact assessments in accordance with the procedure as set out in Annex 1 of the Equality Commission's Guide to the Statutory Duties and in line with the Commission's published Practical Guidance on Equality Impact Assessment. Brief details on the process is set out below.

1. Available Data

The Arts Council will examine any data it already has, for example, attendance records, any market research already undertaken. The Arts Council will also commission new data, both quantitative and qualitative, where necessary.

2. Comparative Data

The Arts Council will examine any available comparative data, for example, from other Arts Councils in the UK and the Republic of Ireland and other organisations providing similar services. Where resources are available, the Arts Council may commission appropriate data.

3. Consultation

The Arts Council will consult with those listed at Appendix 1 and 1.1 and will make available any relevant documents, materials and public submissions.

4. Impact Assessments

The Arts Council will examine the following questions in relation to the policy/service:

- Is there direct discrimination?
- Is there an adverse impact in terms of the rights, resources, participation or values and norms?
- If not unlawful, is the difference justified (e.g. affirmative action)?
- Is there equality of opportunity?

5. Alternatives

The Arts Council will consider what alternatives are available.

6. Mitigation of Adverse Impact

The Arts Council will consider how it might mitigate the adverse impact and promote equality of opportunity.

7. Monitoring of Adverse Impact in the Future

The Arts Council will state how it intends to monitor its direct services and key policies for adverse impact in the future, e.g. surveys, sampling and questionnaires.

OBJECTIVES OF COMMUNICATION AND TRAINING PROGRAMME

- To raise awareness of current anti-discrimination legislation in Northern Ireland, including the provisions of Section 75, Schedule 9 and Section 76 of the Northern Ireland Act 1998. This will include an explanation of the duties and their implications for all staff.
- To provide those staff involved in the screening of policies with the necessary skills and knowledge to do this work effectively.
- To provide those staff involved in the equality impact assessment of policies with the necessary skills and knowledge to do this work effectively.
- To provide those staff who deal with complaints in relation to the implementation of the Scheme, with the necessary skills and knowledge to investigate and monitor complaints effectively.
- To provide those staff involved in the consultation processes with the necessary skills and knowledge to do this work effectively.
- To provide those staff involved in the implementation and monitoring of the effective implementation of the Scheme with the necessary skills and knowledge to do this work effectively.
- To evaluate the extent to which all participants in the training programme have acquired the necessary skills and knowledge to achieve each of the above objectives.