

ARTS COUNCIL OF NORTHERN IRELAND



**Public Authority Statutory Equality and Good Relations Duties
Annual Progress Report 2014-15**

This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2014 and March 2015

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1** In 2014-15, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

1. Policy update and data collection enhancements

- 1.1 Disability Action Plan

The Arts Council published its Disability Action Plan (2015 to 2018) in January 2015. The Action Plan sets out the organisation's commitment to promoting positive attitudes towards people with disabilities and encourages participation in all aspects of the arts.

Setting out a range of action points, the Disability Action Plan aims to ensure that people with a disability have the same opportunities to avail of continued investment in the arts, including the employment of persons with a disability in the arts sector. The plan builds on measures already taken by the Arts Council to promote inclusion and access, including funding the core costs for several Arts and Disability organisations, supporting artists through the Individual Disabled/Deaf Artists grants programme and ensuring quality of access to the arts through the Arts & Disability Equality Charter.

The Arts Council has detailed a series of actions to be implemented over the next three years. These include:

Increase the number of arts activities targeting people with a disability;

Providing increased opportunities for disabled artists to access funding streams such as the Support for Individual Artists Programme;

Increasing the number of disabled people engaged in all aspects of the arts;

Promoting accessible and inclusive arts venues and programming; and

Adopting new and inclusive methods for improving Arts Council communication to disabled/deaf people

- 1.2 Data Collection: Annual Funding Survey and the Premium Payment Scheme

Changes in information need, driven largely by shifts in policy direction reflected in the Arts Council's new Five Year Plan 'Ambitions for the Arts' (2013 to 2018) and DCALs new set of six ministerial priorities, has led to the re-design of the Council's main monitoring framework which is used to collect data from its 112 core funded clients.

Clients in receipt of funding under the Annual Funding Programme are now required to complete an on-line survey at the end of each financial year detailing income and

expenditure, their organisation profile and equality monitoring data. Piloted in 2014/15, the survey collects the following additional information on funded organisations and their activity:

The ethnic background of board members, artistic staff, managers and other staff based on 12 categories;

The number of staff members who consider themselves to have a disability;

Staff members and volunteers by age and gender; and

The religious groups of staff members.

Intelligence gathered through the survey will allow the Arts Council to monitor the composition of its funded clients under the nine Section 75 groups, enabling it to promote best practice in staff recruitment and training.

Additional changes to the classification of data collected, relating to the performances, exhibitions and participatory work of clients will also allow the Arts Council to quantify the extent of client engagement with people with disabilities, people from ethnic minorities, people from the LGBT community, older people and younger people. Baseline data will be gathered in 2014/15 period.

ACNI recognises that certain groups within society face barriers to attending and participating in the arts. The Premium Payment Scheme is a unique award introduced in 2003 for successful applicants who can clearly demonstrate additional costs associated with delivery of their project for people with particular needs as defined under the Northern Ireland Act 1998, Section 75.

To improve the quality of data collected under this scheme the Arts Council has asked applicants to quantify the number of people benefiting from the support by Section 75 Group and specify directly what the payment will be used for. The new template was designed in March 2015 and is currently being piloted with Small Grants Programme applicants. It will be rolled out across all organisations based funded programmes during the 2015/16 period.

1.3 Arts and Older People Programme

Drawing on the learning arising from the pilot Arts and Older People programme (AOPP), the programmes second phase will run between 2013 and 2016 and is funded by the Arts Council, DCAL, the Public Health Agency (PHA) and the Baring Foundation. The programme aims to increase opportunities for older people to engage in the arts by providing funding opportunities for arts based groups which address the age related themes of isolation and loneliness, social inclusion, poverty, health issues (including dementia, mental health and wellbeing) and strengthening the voice of older people.

Recognised as a key action in the ACNI Equality Scheme (2013 to 2018), the programme has engaged with an estimated 3,178 participants through 31 funded projects. It is being delivered to provide equality of access to arts activities which stimulate curiosity, build confidence, skills and facilitates creative expression. A critical element is to ensure that wellbeing benefits are maintained through further opportunities to connect and engage.

Evidence gathered as part of the programmes interim evaluation produced in 2015 indicates there has been a notable increase in the proportion of AOPP projects targeting

people living in supported accommodation and/or residential care. These projects are illustrative of steps to improved equality of access to the arts by connecting older people to community life and other groups. Funding provided under phase II of the programme to the Spectrum Centre demonstrates these outcomes by delivering sustained intergenerational contact between tenants and children through the medium of the arts.

1.4 Intercultural Arts Programme

The Arts Council is committed to promoting engagement in the arts by minority ethnic communities through its Intercultural Arts Strategy 2012 –2017. A core programme deliverable associated with this strategy is the Intercultural Arts Programme (2013 to 2015).

In the first three funding rounds, 19 organisations were awarded a total of £136,179, an average of £7,167 per successful application. Fourteen awards were made to Minority Ethnic Individual Artists, totalling £16,454. One award of £5,000 has been made under the Artist in the Community Strand. Of the individual artists supported by the programme, fourteen are professionals from minority ethnic backgrounds who are using the award to develop their artistic practice.

In order to enhance long-term engagement in the arts by ethnic minority groups, the Arts Council has designed a dedicated programme theme which aims to strengthen the minority ethnic infrastructure by encouraging collaborative working between new and existing communities. A third round application from the NI Sikh Association funded in 2014 is illustrative of the networks developed, building a partnership between the Sikh Association arts organisations and the wider community.

‘Peace by Piece’, a project co-ordinated by Cookstown and Western Shores Area Network in 2014 demonstrates the unique benefits of using drama to explore issues of equality and diversity. For young people from ethnic minority communities, negotiating identity and building friendships with other young people can be difficult; how can they ‘fit in’, when and why might they not want to ‘fit in’? And as one of the young people involved in this project explained ‘If someone new is coming to our school, we don’t know how to treat them’.

The programme encouraged 17 young people, half of whom did not speak English as their first language, to create a piece of drama that highlighted the importance of maintaining identity and right to being accepted and respected regardless of background. The play was performed for an audience of 150 people in a newly established community venue in Cookstown.

The young people worked with an expert facilitator to discuss the kinds of difficulties which affected their daily lives, to develop their team-working skills and to explore equality and diversity and with drama practitioner Carol Doey who devised the script and directed the production.

1.5 Building Peace through the Arts (BPttA)

Building Peace through the Arts represents one of the main programmes the Arts Council has developed to promote good relations and tackle prejudice. It is predicated on the belief that the arts can help deepen our understanding around persistent social

issues of race, religion and identity - challenging existing stereotypes and redefining generally accepted, yet narrow perceptions.

By the end of September 2014, 52 projects had been approved (46 at Stage One and 6 are at Stage Two of the BPttA process) and almost £500,000 of investment committed. Submitted records indicate that a total 233 Stage One consultation sessions have been delivered, reaching 2,278 participants.

The Arts Council has set out BPttA targets under five objectives: regeneration through the arts, positive relations at the local level, building peace and reconciliation, community cohesion and connecting communities. These have been agreed with SEUPB and NISRA and are being measured using a dedicated evaluation framework.

Each of these objectives and associated objectives relate strongly to the Council's obligations to promote equality of opportunity and good relations, with the intended outcome of 'increasing community cohesion' being particularly relevant. The key objective related to this objective is to 'work with communities to provide opportunities for safer, stable neighbourhoods and develop strong positive relations between people from different backgrounds'.

Data collected against targets indicate that between February 2013 and September 2014, 869 young people under 25 years of age were engaged; 27 projects had targeted young people; 30 inter-community projects had been delivered and 278 participants had been drawn from minority ethnic backgrounds. Eight projects (9%) targeted minority ethnic communities. The programme targeted areas in which there were underlying community cohesion issues and whilst it delivered a higher than anticipated youth representation, the emphasis appears to have been on primary school children as opposed to teens or young adults who hold more negative views on community relations.

In addition to the priority target groups of young people and ethnic minority communities, the programme also seeks to promote cross-community, inter-community and intercultural relationships through its Community Relations strand. Funded projects have encouraged discussion of what existing imagery might mean to people both inside and outside the community through participation based activity. A number of projects have succeeded in bringing local Protestant and Catholic primary schools together for the first time, particularly significant as children are not necessarily schooled in the village/town in which they live and therefore there may be limited cross-community contact

1.6 Public Health Agency, Young People & Wellbeing Arts Programme (2014- 2017)

In 2011, the Arts Council embarked on the research, development and production of a strategy for Youth Arts in Northern Ireland for the period 2013 to 2017. A recommendation within the Youth Arts Strategy was to develop a programme aimed at our most disadvantaged and hard to reach young people, with a priority on a mental health awareness project targeting young people at risk.

In 2014/15, in collaboration with the Public Health Agency, the Arts Council completed the design of a pilot programme focusing on empowering, building resilience and providing support that promotes positive mental health and emotional well-being for young people through the arts. In addition, an evaluation framework has been

developed in collaboration with Queens University. A Business Case for the Young People & Wellbeing Programme was submitted to the PHA in June 2014. The Arts Council are awaiting a response from the Agency.

1.7 Client Projects

The Arts Council's Equality Action Plan 14/15 outlines a commitment to fund the use of creative approaches to sexual orientation awareness and sensitive consideration of lesbian, gay, bisexual, and transgender (LGBT) issues. It achieves this primarily through its core funding of 108 arts and culture organisations through the Annual Funding Programme. The Arts Council also continues to raise awareness of the opportunities for LGBT artists to access funding through the Support for Individual Artist Programme. The following examples illustrate the range and diversity of activity delivered by core funded clients in these areas during the financial year 2014/15.

The Bounce! Arts Festival represents Northern Ireland's first ever disability and deaf arts festival. The three-day festival organised by the Arts and Disability Forum presents new work by disabled artists, featuring Northern Ireland and international work from visual artists, animators, writers, musicians, performance artists and theatre and dance companies. It is designed to reflect the depth and range of diversity in Northern Ireland society, encouraging people to challenge their own perceptions of disabled people through the medium of art and culture.

Kids in Control, a professional theatre company that works with children and young people of all abilities and backgrounds has showcased each year at the Bounce! Festival. 'Blue Chevy' addresses key issues in disability arts provision and the lack of high quality professionally led integrative theatre practice for disabled performers and theatre practitioners.

Sole Purpose's medium of theatre aims to explore a diverse range of social issues, including sexuality and sexual identity. It promotes equality of opportunity through engaging both with artists and audiences reflecting a broad section of society including marginalised communities, the LGBT community, Offenders, older people, individuals with mental ill health and individuals with a disability. Audience development strands for 2014/15 includes theatre labs and performances as part of the Outburst festival and touring of Pits and Perverts in Northern Ireland, London and Wales. Performances take place in wide range of venues including schools, libraries, hospitals and community centres.

Pits and Perverts is a dynamic play by Micheál Kerrigan that follows the story of Sean, who leaves Derry in the 1980s at the height of the troubles. After coming out as a gay man in London he becomes involved with the Lesbians and Gays Support the Miners (LGSM) group. Two Welsh miners come to stay with Sean and his partner not realising they are a gay couple. The events that unfold impacts on all their lives. This entertaining and poignant play is based on real events in Thatcher's Britain. It highlights the power of community.

The play toured Northern Ireland in 2013, delivering 15 performances to 1,500 people. The play celebrates cultural diversity and highlights a pivotal moment in social history for the Lesbian and Gay Community in the telling of this fascinating story and was first toured in Northern Ireland in 2013.

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- 2** Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2014-15 (*or append the plan with progress/examples identified*).

The Arts Council's Equality Scheme Action Plan (2013 to 2018) is attached with progress made against objectives detailed.

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3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2014-15 reporting period? (*tick one box only*)

Yes No (go to Q.4) Not applicable (go to Q.4)

Please provide any details and examples:

1. Introduction of a new question in the module used by the Arts Council to gather public facing engagement data on arts consumption. Targeted at the proportion of disabled interviewees the question seeks to establish details of the barriers faced by this section of the community when accessing the arts either as a participant or attendee.
2. The introduction of funding clinics, in collaboration with representative sector bodies to encourage applications from people with disabilities.
3. Streamlining of the main Arts Council monitoring system (Annual Funding Survey) to ensure data captured on organisation staffing and activity is complicit with responsibilities under Section 75.
4. Improvements in the detail and classification of data collected from recipients of funding under the Premium Payment Scheme

3a With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

The introduction of a dedicated question in the General Population Survey will enhance our understanding of barriers faced by disabled people when accessing the arts allowing for more targeted access improvement measures to be developed. The information will also support the work of the Arts and Disability Charter, part funded by the Arts Council, to embed the needs of people with disabilities within decision-making processes of arts organisations.

Funding clinics were introduced as part of steps taken to increase the number of applications made by disabled people to programmes designed to support individual artists. The clinics represent a reasonable adjustment to the Arts Councils grant making processes, improving access opportunities for a disadvantaged group.

The streamlining of the Annual Funding Survey will improve the quality and depth of information held by ACNI on the composition and activities of core funded organisations. Steps will be taken to address any under representation identified.

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3b What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

As a result of the organisation's screening of a policy *(please give details):*

As a result of what was identified through the EQIA and consultation exercise *(please give details):*

As a result of analysis from monitoring the impact *(please give details):*

Changes to the module of questions run in the General Population Survey and improvements to the equality monitoring of core funded clients were prompted by investigations undertaken as part of the Review of Section 75 Data Collection in 2013 and outlined in the Arts Councils Equality Scheme. Similarly, the improvements to the data capture as part of the Premium Payment awards scheme were prompted by initial investigation work undertaken ahead of the planned programme review.

As a result of changes to access to information and services *(please specify and give details):*

Other *(please specify and give details):*

Funding clinics were introduced following a commitment made in the Disability Action Plan

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2014-15 reporting period? *(tick one box only)*

Yes, organisation wide

Yes, some departments/jobs

No, this is not an Equality Scheme commitment

No, this is scheduled for later in the Equality Scheme, or has already been done

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Not applicable

Please provide any details and examples:

An appreciation of equality of opportunity issues as they relate to both access to the arts and employment was an essential criteria on relevant job specifications advertised. Responsibilities were also reflected in Personal Performance Agreements.

5 Were the Section 75 statutory duties integrated within performance plans during the 2014-15 reporting period? *(tick one box only)*

Yes, organisation wide

Yes, some departments/jobs

No, this is not an Equality Scheme commitment

No, this is scheduled for later in the Equality Scheme, or has already been done

Not applicable

Please provide any details and examples:

Responsibilities were reflected in Personal Performance Agreements where relevant

6 In the 2014-15 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

Yes, through the work to prepare or develop the new corporate plan

Yes, through organisation wide annual business planning

Yes, in some departments/jobs

No, these are already mainstreamed through the organisation's ongoing corporate plan

No, the organisation's planning cycle does not coincide with this 2013-14 report

Not applicable

Please provide any details and examples:

During the 2014/15 reporting period, relevant actions were aligned against three key external performance matrix relevant to equality, demonstrating strategic alignment to key government objectives. These were: addressing poverty and social exclusion (DCAL); building a united community (DCAL); and promoting equality of opportunity and good relations (Programme for Government / OFMDFM).

Equality action plans/measures

7 Within the 2014-15 reporting period, please indicate the **number** of:

Actions completed:	6	Actions ongoing:	27	Actions to commence:	2
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Please provide any details and examples (*in addition to question 2*):

8 Please give details of changes or amendments made to the equality action plan/measures during the 2014-15 reporting period (*points not identified in an appended plan*):

As requested, the matrix provided in 7 relates to actions delivered in 2014-15 only. Actions described as 'ongoing' relate to those being delivered over multiple years with a 14/15 output.

The two actions that failed to commence in 2014/15 (13.1 and 15.1) failed to do so due to cessation of the Business Manager post, the consequence of organisation wide staff reduction measures. It was the responsibility of this person to take forward these actions.

Improvements to data collection systems associated with the Premium Payment Programme and identified at 1.3 will take time to generate the volume of data needed to form the basis of a meaningful review. To allow for an effective evaluation of the programme in 2015/16, a survey of clients in receipt of funding is proposed for the autumn of this year.

Unavailability of proposed funding by Public Health Agency for the Young People and Mental Health Programme (identified in 5.2) means the programme will not be delivered as intended. Alternative models of delivery are being considered.

9 In reviewing progress on the equality action plan/action measures during the 2014-15 reporting period, the following have been identified: (*tick all that apply*)

- Continuing action(s), to progress the next stage addressing the known inequality
- Action(s) to address the known inequality in a different way
- Action(s) to address newly identified inequalities/recently prioritised inequalities
- Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

10 Following the initial notification of consultations, a targeted approach was taken – and

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consultation with those for whom the issue was of particular relevance: *(tick one box only)*

- All the time Sometimes Never

11 Please provide any **details and examples of good practice** in consultation during the 2014-15 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

12 In the 2014-15 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- Face to face meetings
- Focus groups
- Written documents with the opportunity to comment in writing
- Questionnaires
- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other *(please specify)*:

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

Consultees favoured verbal responses to consultations either through face-to-face meetings or via telephone consultations, despite the inclusion of a survey template in consultation documentation. Organisations met were encouraged to respond in writing to formalise points raised where possible. Meeting with organisations assisted in raising the awareness of Arts Council work and strengthen relationships with new / existing stakeholders.

The majority of responses were received from a range of organisations including umbrella arts organisations, specialist theatre production groups and disability charities.

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2014-15 reporting period? *(tick one box only)*

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Yes No Not applicable

Please provide any details and examples:

14 Was the consultation list reviewed during the 2014-15 reporting period? *(tick one box only)*

Yes No Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

[insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

15 Please provide the **number** of policies screened during the year *(as recorded in screening reports)*:

0

16 Please provide the **number of assessments** that were consulted upon during 2014-15:

0	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
1	Consultations for an EQIA alone.

17 Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

Disability Action Plan (2014 to 2018)

18 Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*

Yes No concerns were raised No Not applicable

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A number of ACNI programme interventions aim to increase the number of older people engage in the arts in Northern Ireland. Data gathered through a General Population Survey (2015) indicates the proportion of older people engaging in the arts increased by 10 percentage points between 2004 and 2014, from 45 percent to 55 percent. Overall engagement levels remain significantly lower than the overall population. This increase cannot be attributed solely to ACNI interventions. Programme level monitoring data for this period indicates consistent levels of engagement by this age group.

Artform Officers continue to promote funding opportunities through funding clinics and artist networks for under represented groups through the Support for Individual Artist Programme. In 2014/15, 21 LGBT artists were funded through SIAP, an increase of 43% on the previous year.

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2014-15, and the extent to which they met the training objectives in the Equality Scheme.

Training delivered in 2014/15 fully met obligations set out in the Equality Action Plan. All new members of staff recruited during the reporting period were made aware of ACNI's Equal Opportunities Policy as part of the induction process. A commitment to provide all staff with refresher Section 75 training was fulfilled at a Staff Away Day in 2014. Finally, all staff undertook Autism training in October and November 2014.

- 25** Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

Public Access to Information and Services (Model Equality Scheme Chapter 6)

- 26** Please list **any examples** of where monitoring during 2014-15, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2014-15?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

No complaints were received during this period.

Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

March 2018

29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

(1) Section 75 consultee contacts database will be updated to reflect changes in administration at the local authority level. This exercise was last completed in 2012. (2) Emphasis will be placed on ensuring compliance with regard ACNI's equality screening obligation for the next period. This will involve preparing an EQIA timetable and ensuring completion of policy/scoping assessments. (3) Dedicated programme monitoring systems will be reviewed to ensure they are compliant with Section 75 needs.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2015-16) reporting period? *(please tick any that apply)*

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:

14

Fully achieved

Partially achieved

2

Not achieved

2. Please outline below details on all actions that have been fully achieved in the reporting period.

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

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ	Development of the Disability Action Plan (DAP) 2014-2018	Development of draft DAP 2014-2018. Developed in conjunction with organisations representing disabled people.	ACNI meeting its statutory obligations. Strengthened relations with organisations representing disabled people.
Regional ^{iv}	-	-	-
Local ^v	Ensure that our clients and other organisations promote positive attitudes towards disabled people by adopting principles, conditions and policies that meet the duties outlined in legislation.	Implemented as a 'Condition of Grant' for groups to adopt principles of the duty.	Visible commitment to disability awareness under the 2006 Disability Discrimination (NI) Order.

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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	A Research and Policy Officer attended EQIA Training in June 2014.	Strengthened understanding of Section 75 of the Northern Ireland Act 1998	Improved research and policy-making and strengthened consultation processes and awareness of best practice.
2	The focus of the all-staff training day in June 2014 was on the theme of Equality and Inclusion	Mainstreaming of equality and increasing awareness of Section 75 of the Northern Ireland Act 1998	Improved understanding of Section 75 of the Northern Ireland Act 1998
3	<p>An HR Officer attended the Employers for Disability NI Member Briefing on Mental Health and Reasonable Adjustments in December 2014</p> <p>46 Arts Council employees completed the Autism Spectrum Awareness Training held over 3 days in October-November 2014, accounting for 86% of total staff</p>	<p>Strengthened understanding of employer responsibilities in relation to Mental Health</p> <p>Improved understanding and awareness of Autism</p>	

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2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	ACNI Communications Department create awareness of how Arts Council funding supports organisations working with section 75 groups including disability	Press releases, PR photography, content marketing on digital platforms	Positive imagery of disabled people engaging in arts activity and disabled artists Organisations and projects profiled include Open Arts Choir, Kids in Control, Arts & Disability Forum, Streetwise Community Circus, Headway,
2	Arts & Disability Equality Charter Assessment Area and Indicator	Venues undertaking Charter Status required to review (1) Information Provision (2) Publicising Access (3) Interpersonal Communication and (4) Audience Communication	Venues achieving Equality Charter Status meet this criteria. Venues undertaking Equality Charter Status supported in meeting this criteria.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Continue to review ACNI Section 75 screening proforma to reflect current disability duties	Updated screening proforma	Reflects consideration of the impact of ACNI policies on disabled people.

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

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Funding of Arts & Disability Equality Charter	ACNI provided training and support to a number of venues working to achieve Charter status	<p>Charter support for access and attitudes in the year included:</p> <p>Disability Equality Awareness in Strabane and Derry~Londonderry Council areas covering 100 staff across seven venues plus local arts groups.</p> <p>Charter provided equipment, advice and promoted assisted performances:</p> <ul style="list-style-type: none"> • Bounce! Arts Festival (in the Lyric) was audio described. BSL'd and captioned. Unique in being only festival made so accessible. • Audio described dance tour Armagh, Lisburn, Fermanagh, Dublin with Maiden Dance. • Audio described multi- arts showcase Open Arts • Captioned, BSL and ISL shows

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			<p>and events Feb – April in Strule Omagh and a captioned show in the Alley Strabane.</p> <ul style="list-style-type: none"> • Advice on repair and purchase of loop systems given to the Alley, the Playhouse, Down Arts Centre, An Cuan, Wheelworks. • Audio description device for ADF Gallery piloted before roll out to Arts Centres (allows AD to be attached to each art work) <p>Added to Charter active list in this period</p> <p>Ardhowen, Fermanagh CCA, Derry Guildhall, Derry Culturlann, Derry Sion Mills Stables, Sion Mills Tyrone</p> <p>Trained and taken to appraisal level: Down Arts Centre, Downpatrick</p> <p>Working on upgrade by summer 2015 Burnavon, Cookstown</p>
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			<p>Working on renewals for winter 2015</p> <p>Grand Opera House</p> <p>Waterfront Hall (new award to be sought for extension)</p> <p>New Award</p> <p>Theatre at the Mill, Newtownabbey</p>
2	ACNI funds work that helps arts venues improve disability access	The Arts and Disability Equality Charter	Arts and Disability Equality Charter supports arts organisations and venues to provide improved disability access across a number of areas.
3	<p>ACNI funds the Individual Deaf and Disabled Awards (iDA) grants scheme for individual deaf and disabled artists.</p> <p>Along with An Chomhairle Ealaíon, the Arts Council website hosts the Arts & Disability Directory.</p>	<p>iDA Grants Scheme administered by Arts & Disability Forum - £25,000 allocated from ACNI funds</p> <p>Arts & Disability Directory</p>	<p>iDA Grants Scheme assisted 9 disabled and deaf artists in NI to develop their practice and/or produce new work of quality and originality;</p> <p>ADF provided pre application advice to 22 disabled and deaf artists;</p> <p>ADF gave developmental feedback to 8 unsuccessful applicants;</p> <p>ADF gave developmental support to 9 successful applicants.</p>
4	Provision of Premium Payment Scheme for	Financial support for sign-language	Improving access

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	projects requiring additional costs associated with delivery of their project for people with particular needs as defined under the Northern Ireland Act 1998, Section 75	interpreters, captioning, companions and transport requirements.	
5	Support core costs for Arts & Disability organisations	Annual Funding (core costs) provided to Arts & Disability Forum, Drake Music, Open Arts.	Improving access

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

	Action Measures partly achieved	Milestones / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				

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

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

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	Equality Scheme and Action Plan	
2	Conduct an in-depth research study across Culture, Arts and Leisure to better understand the barriers to access and participation encountered by people with a disability	Due to a lack of resources, coupled with the fact that the DCAL Learning Forum has a better strategic overview, ACNI request that the Head of the Forum take this project forward and make funding available

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

(a) Qualitative

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

(b) Quantitative

General Population (GPS) and Regularly Funded Organisation (RFO) Surveys

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

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

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

No

If yes please outline below:

PART B

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

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

No

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

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

ⁱⁱⁱ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level

^v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

^{vi} **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.