

ACNI Equality  
Scheme Action  
Plan

2013 to 2018

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## POLICY AREA: RESEARCH & DATA COLLECTION

*Objective – To review data collection across the Section 75 groups*

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
1 Improve data systems in the collection, storage and analysis of Section 75 groups engagement in the arts	1.1 Review the equality data collected by ACNI through GIFTS, the RFO and Omnibus Surveys to help identify any areas for improvement	A data gap analysis report with recommendations on how to improve the depth of data collection for Section 75 groups.	All Section 75 groups	2014/15	Strategic Development/ IT Manager/ Arts Development
	1.2 Establish an internal Equality Monitoring Working Group (EMG) to provide strategic leadership for the outworking's of the Equality Scheme and Action Plan	Quarterly meetings of the Working Group to oversee and ensure implementation of the Action Plan. Minutes on progress to be forwarded to the Board and Senior Management.	All Section 75 groups	2013/14	Strategic Development/Arts Development and Human Resources
	1.3 Review current data collection in relation to the Premium Payment Scheme and identify any	Produce and implement a set of recommendations to improve data collection within GIFTS.	All Section 75 groups	2014/15	Strategic Development/Arts Development/ IT Manager

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
	limitation				
	1.4 In future research and policy development due consideration will be given to the needs of individuals with multiple Section 75 identities	Individuals and groups are consulted with in the development of all relevant policies and associated needs identified and addressed.	All Section 75 groups	2013/14 – 2017/18	Strategic Development
	1.5 Monitor the composition of ACNI advisory groups	Appropriate representation on ACNI advisory groups	All Section 75 groups	2015/16	Strategic Development/ Arts Development

## POLICY AREA – ACCESS AND PARTICIPATION

Objective – Increase access and participation of Section 75 groups in the arts

This Section will consider the current engagement of each Section 75 group in the arts and outline actions to redress any inequalities identified.

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
2 Achieve a balance of applications from a range of community backgrounds	2.1 Applications will be encouraged from a broader range of communities across Northern Ireland and the border regions by disseminating information, promoting the programme and targeting gap areas where possible	Data captured through equality monitoring forms and programme evaluations will be monitored on an annual basis to establish the effectiveness of this engagement	Religious belief and political opinion	2013/14 to 2017/18	Visual Arts and Arts Development
3 Increase attendance and participation in the arts by ethnic minority groups	3.1 Promote attendance and participation through the Intercultural Arts strategy and associated programme.	Achieve programme objectives as stated	Racial Group	2013/14 to 2017/18	Arts Development (Participatory Arts) and Research / Policy
	3.2 Support the minority ethnic infrastructure through the Intercultural Arts	Design dedicated actions to support infrastructure development and support between	Racial Group	2013 to 2018	Arts Development (Participatory Arts) and Research / Policy

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
	Programme	5 and 10 applications per annum			
	3.3 Develop robust planning, monitoring and evaluation systems to measure engagement of minority ethnic groups	Develop a bespoke monitoring framework to gather data on programme participants	Racial Group	2013/14 to 2015/16	Strategic Development
	3.4 Support the professional arts practice of minority ethnic artists living and working in NI	Support 2 artists per annum through the ACES programme	Racial Group	2013/14 to 2017/18	Arts Development (Participatory Arts) and Research / Policy

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
4 Increase the number of artists working with local communities	4.1 Support professional arts practice within minority ethnic community settings	Support 2-3 artists per annum through the Artist in the Community Strand of the Intercultural Arts Programme	Racial Group	2013/14 to 2017/18	Arts Development (Participatory Arts) and Research / Policy
5 Promote access and participation of children and young people in the arts	5.1 Develop an annual implementation plan for the Youth Arts Strategy with assigned responsibilities	Publish ACNI actions against Youth Arts Strategy.	Age – young people	Annually	Arts Development and Strategic Development
	5.2 Develop a Young People and Mental Health Arts Programme by 2013 and evaluate its effectiveness	Achieve programme objectives	Age – young people	2013/14 to 2017/18	Arts Development
	5.3 Increase the number of older people attending and participating in the arts	Source data from General Population Survey	Age – older people	2013/14 to 2017/18	Arts Development and Strategic Development

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
6 Increase attendance and participation of older people in the arts	6.1 Implement ACNI's <a href="#">Arts and Older People Strategy 2010 – 2013</a> and its associated Programme	Objectives achieved.	Age – older people	2013	Arts Development and Strategic Development
7 Highlight issues facing older people through the Arts and Older Peoples' Programme	7.1 Meet the strategic themes of the Arts and Older People Programme	Strategic themes met	Age – older people	2013	Arts Development
	7.2 Provide bespoke training for 77 artists in working with older people e.g. Dementia Training	Training achieved	Age – older people	2013	Head of Community and Participatory Arts/ Arts and Older People Development Officer
8 Promote best practice in working with older people through artists training and development	8.1 Publish ACNI actions against Arts and Older People Strategy and report to funders	Final report in September 2013 to core funder	Age – older people	2013	Head of Community and Participatory Arts/ Arts and Older People Development Officer
	8.2 Manage programmes of activities targeted at older people	Establish baseline of 3,500 participating in arts activities through the Arts and Older People Programme	Age – older people	2013	Head of Community and Participatory Arts/ Arts and Older People Development Officer

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
9 Secure funding to enable the continuation of the Arts and Older People Programme	9.1 Amount of funding secured	Secure £700,000 funding to continue the Arts and Older People programme	Age – older people	2013	Director of Strategic Development and Head of Community and Participatory Arts
10 Raise awareness of issues regarding sexual orientation through the arts	10.1 Continue to fund the use of creative approaches to sexual orientation awareness and sensitive consideration of LGBT issues.	Number of projects delivered	Sexual orientation	Annually	Arts Development
	10.2 Raise awareness of the opportunities for LGBT artists to access funding streams such as SIAP	Monitor SIAP application forms	Sexual orientation	Annually	Arts Development and Strategic Development
11 Promote the benefits of men's engagement in the arts	11.1 Promote the benefits of male engagement in the arts	Increase the number of men attending and participating in the arts	Gender	Annually	Arts Development / Strategic Development
	11.2 Produce a series of case studies to raise awareness of the benefits associated with	Awareness raised of the benefits to men in engaging in the arts	Gender	Annually	Arts Development / Strategic Development



Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
	engaging in the arts				
	11.3 Increased the number of men participating in Arts and Older People Programme	Increased proportion of men involved in programme activity using direct targeting methods	Gender	Annually	Arts Development / Strategic Development
12 Increase access and participation in the arts by disabled people	12.1 Implement a dedicated Disability Action Plan (2015 to 2018) to promote positive attitudes towards people with a disability and to improve their participation in public life.	Implement objectives as stated	Disability	2014/15 to 2017/18	Head of Community and Participatory Arts / Arts Development
	12.2 Work with arts venues with a view to achieving the Arts and Disability Equality Charter status making venues more accessible.	Two venues achieve Charter Status each year	Disability	2013/14 to 2017/18	Head of Community and Participatory Arts / Arts Development
	12.3 Provide training and sector support	3 training programmes delivered per	Disability	2013/14-2017/18	Head of Community and Participatory Arts / Arts

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
		annum			Development
	12.4 Continue to raise awareness of the opportunities for artists with a disability to access funding streams such as SIAP.	Increase the number of artists with a disability applying to and being successful in achieving funding from the SIAP and ACES programmes	Disability	2013/14 to 2017/18	Head of Community and Participatory Arts / Arts Development
	12.5 Create a Promoting Disability Access Group. Members of the group represent the interests of people with a range of disabilities from across the sector.	This group will meet on a bi-annual basis	Disability	2013/14 to 2017/18	Head of Community and Participatory Arts

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
	12.6 The Promoting Access Group will meet on a bi-annual basis to monitor progress made since ACNI's 'Barriers to Access and Participation in the Arts for Disabled People' report (2007).	The group will meet twice a year	Disability	2013/14 to 2017/18	Head of Community and Participatory Arts /Arts Development
	12.7 Provide ongoing support through the Arts and Disability Awards Ireland (ADAI) Scheme administered by the Arts and Disability Forum (ADF).	Review on an annual basis the impact of the Arts and Disability Awareness Ireland (ADAI)	Disability	Annually	Head of Community and Participatory Arts /Arts Development

## POLICY AREA – RAISING AWARENESS OF SECTION 75 AMONGST ACNI CLIENTS

*Objective – Increased awareness and consideration of Section 75 amongst clients in service delivery*

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
13 Increase client awareness of Section 75	13.1 Arts Council to raise awareness by providing training	Awareness training delivered to relevant Annual Funding Programme clients	<b>All Section 75 groups</b>	2013/14-2014/15	Business Development Manager/Strategic Development

## POLICY AREA – PARTICIPATION IN PUBLIC LIFE

*Objective – Encouraging participation in public life from under-represented groups*

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
14 Involve Section 75 Groups in policy development	14.1 Ensure that all Section 75 groups are involved in policy development	Individuals and groups are consulted with in the development of all relevant policies.	All Section 75 Groups	As required	Research and Policy Team
	14.2 Monitor the composition of ACNI advisory groups	Balanced representation on ACNI advisory groups.	All Section 75 Groups	As required	Research and Policy Team
	14.3 Ensure accessibility of ACNI publications and communications	Accessible information available in a number of formats	All Section 75 Groups	As required	Strategic Development/ Communications Department
15 Increase the number of applications from under-represented groups by raising awareness through governance support	15.1 Through governance support, recommend to funded organisations that they encourage applications from under-represented groups.	Recommendations given.	All Section 75 Groups	Ongoing	Business Development Manager
	15.2 Continue to monitor the composition of	Organisation Monitoring returns	All Section 75 Groups	Ongoing	Arts Development / Research and Policy

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
	Boards of ACNI funded organisations				

## POLICY AREA – ACNI STAFF RECRUITMENT

*Objective – Encourage diversity in the workforce*

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
16 Encourage applications from Section 75 groups, specifically on the basis of gender, religious belief, disability and race	16.1 Engage with key stakeholders including trade unions, and consult with Equality Commission about achievable outcomes and affirmative action. Consideration will be given to introducing Welcoming Statements and the Two Ticks Scheme.	Meetings held with relevant key stakeholders	Men and women, people with different religious beliefs, disabled people and different racial groups	Annually	Human Resources
	16.2 Engage with representative bodies to encourage applications from under-represented groups.	Meetings held with relevant representative bodies	Men and women, people with different religious beliefs, disabled people and different racial groups	Annually	Human Resources

## POLICY AREA – STAFF TRAINING

*Objective – To increase equality of opportunity and good relations in the workplace*

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
17 Increase awareness of Section 75 requirements in relation to staff roles	17.1 To train all new staff in Section 75 matters.	ACNI will record the number of staff trained in Section 75 matters	All Section 75 groups	Ongoing, as required.	Human Resources
	17.2 Provide all staff with Section 75 refresher training	ACNI will record the number who complete Section 75 refresher training	All Section 75 groups	Ongoing, as required	Human Resources
	17.3 Provide Section 75 training to all ACNI Board members	ACNI will record the number of Board members receiving training	All Section 75 groups	2013/14	Human Resources
	17.4 Provide Autism Training to all staff	ACNI will record the number of staff receiving training	People with a disability	2014/15	Human Resources



## POLICY AREA – PUBLIC PROCUREMENT

*Objective – To follow best practice in procurement*

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
18 Incorporate ECNI and DFP guidance into a dedicated procurement policy	18.1 Develop ACNI procurement policy in line with guidance	Policy and procedures developed, reviewed and approved by Senior Management	All Section 75 Groups	2012/13	Procurement Officer
	18.2 Provide mandatory training on policies and procedures for all staff	ACNI will record all staff who received training	All Section 75 Groups	2012/13	Procurement Officer
	18.3 Embed procurement responsibilities as part of induction training	ACNI will record all staff who received training	All Section 75 Groups	2012/13	Procurement Officer

## PROMOTING GOOD RELATIONS AND TACKLING PREJUDICE – ACTION PLAN – 2012 - 2017

*Objective: To promote good relations and tackle prejudice*

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward
19 Continue to fund and support cross-community projects that meet the requirements of ACNI funding programmes	19.1 Continue to fund cross-community arts based activities	Annual Funding Survey (AFS) returns and Project Lottery reports.	All Section 75 Groups	Annually	Arts Development / Strategic Development
	19.2 Develop an annual implementation plan for the Intercultural Arts Strategy and its associated Programme	Publish outcomes in programme evaluations	People of different racial groups	Annually	Arts Development / Strategic Development
	19.3 Roll-out second Re-imaging Communities Programme	Targets to be established by Re-imaging Consortium	All Section 75 Groups	As required	Head of Visual Arts/Arts Development/Strategic Development
	19.4 Contribute to the aims and objectives of OFMDFM's Cohesion, Sharing and Integration Strategy, Sexual Orientation Strategy and Strategy to Improve the Lives of Disabled People 2012-2015.	Submit consultation responses as required	All Section 75 Groups	As required	Arts Development / Strategic Development



## Appendix 1

### Action Rationale

This section details the underlying evidence identified to support each action described in the main section of this report

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
<p>Improve data systems in the collection, storage and analysis of Section 75 groups engagement in the arts</p>	<p>Having undertaken the Audit we have identified some gaps in the depth of data available for certain Section 75 groups. This will require ACNI to examine ways in which in-house data collection tools can be used more effectively</p>	<p>Maintain and improve data collection on Section 75 groups' engagement in the arts</p>
<p>Achieve a balance of applications from a range of community backgrounds</p>	<p>The Audit found that there is no significant differential in the attendance and participation rates of individuals on the basis of religious belief.</p> <p>However, at a Programme level, evidence indicates that in the first tranches of the Re-Imaging Communities Programme there is a differential uptake on the basis of religious belief.</p>	<p>The independent evaluation of the Re-Imaging Communities Programme found that based on community background 50% of the projects occurred in predominately Protestant areas, 19% in predominately Catholic areas and 32% in areas not considered to be single identity.</p>
	<p>The Audit found that there is no significant differential in the attendance and participation rates of individuals on the basis of political opinion.</p> <p>However, at a Programme level, evidence indicates that in the first tranches of the Re-Imaging Communities Programme there is a differential uptake on the basis of political opinion.</p>	<p>The independent evaluation of the Re-Imaging Communities Programme found that based on community background 50% of the projects occurred in predominately Protestant areas, 19% in predominately Catholic areas and 32% in areas not considered to be single identity.</p>

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
<p>Increase attendance and participation in the arts by ethnic minority groups / Increase the number of artists working with local communities / Develop robust planning, monitoring and evaluation systems to measure engagement of minority ethnic groups</p>	<p>Research shows that there are a number of barriers that impede take-up and participation by minority ethnic people in the arts.</p> <p>Despite information on targeting of activities, there is a shortage of data collected on the number of persons from a minority ethnic background currently engaged in the arts.</p> <p>Results captured from SIAP Monitoring Returns for 2009/10, 2010/11 and 2011/12, show that on average, 3% of applications come from artists from a minority ethnic background.</p>	<p>The need to increase the access and participation of minority ethnic communities in the arts.</p>
<p>Promote access and participation of children and young people in the arts</p>	<p>Research shows that children and young people are more engaged in the arts when compared with other age groups. However, some young people face distinct barriers which inhibit their engagement.</p>	<p>Increase the engagement of children and young people in the arts with specific reference to those with multiple identities and other disengaged groups.</p>
<p>Increase attendance and participation of older people in the arts</p>	<p>Evidence shows that attendance and participation in arts events declines with age.</p> <p>Some older people face distinct barriers which inhibit their engagement.</p>	<p>Increase attendance and participation of older people in the arts.</p>
<p>Marital Status</p>	<p>We do not consider there to be any major issues or inequalities for this Section 75 category in relation to attendance and participation in the arts or on allocation of funding.</p>	

<b>Linked outcome</b>	<b>Supporting Evidence</b>	<b>Inequality or Issue to be addressed</b>
Raise awareness of issues regarding sexual orientation through the arts.	Clients supported deliver arts based projects regarding LGBT issues.	Provide opportunities to raise awareness of issues regarding sexual orientation through the arts.
	SIAP monitoring returns show that the proportion of applications received from LGBT artists has increased from 3% in 2009/10 to 5% in 2011/12.	Provide opportunities for LGBT artists to access funding streams such as SIAP.

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
Promote the benefits of men's engagement in the arts	<p>Evidence shows that females are more likely to attend arts events than males with the gap between the two widening with regards to participation. Girls are more likely to attend an arts event than boys, with the difference being greater with respect to participation.</p> <p>Evidence also shows that boys are less interested in the arts than girls.</p> <p>To encourage more boys and young men to attend and participate in the arts.</p>	To encourage men to attend and participate in the arts.
AOP Programme to attempt to address this imbalance during the final application phase.	Analysis of the participant surveys and feedback from artists as part of the AOP Programme Interim Evaluation found that few men have been attracted to AOP Programme activities.	
Implement the current Disability Action Plan to promote positive attitudes towards people with a disability and to improve their participation in public life.	Evidence shows that there are barriers to engagement in the arts for people with a disability.	Increase access and participation in the arts of persons with a disability
Work with arts venues with a view to achieving the Arts and Disability Equality Charter status making venues more accessible.	Evidence shows that persons with a disability are less likely to attend one or more arts events than those without a disability (59% compared with 87%). It also shows that only 25% of persons with a disability participated in one or more arts events compared to 31% of persons without a disability.	Increase Access and participation in the arts of persons with a disability

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
<p>Incorporate ECNI and DFP guidance into a dedicated procurement policy</p>	<p>ECNI has highlighted that there is a lack of data relating to disability and its disaggregation.</p>	<p>Lack of data in relation to disability and its disaggregation</p>
<p>Awareness raised on the funding opportunities available to artists with a disability</p>	<p>SIAP Equality Monitoring Returns show that applications from artists with a disability increased from 6% in 2009/10 to 10% in 2011/12.</p> <p>Some 14% of NI artists have a long-term illness, a health problem or a disability that limits (to a greater or lesser extent) their daily activities or the work they can do. However, it should be noted that these figures are not directly comparable.</p>	<p>Provide opportunities for artists with a disability to access funding streams such as SIAP.</p>
<p>Encourage funded organisations to participate in initiatives such as the 'Buddy Scheme'.</p>	<p>Evidence suggests that individuals with dependents face distinct barriers to engagement in the arts for example, childcare costs among parents of young children.</p>	<p>Breaking down barriers to engaging persons with dependents in the arts.</p>
<p>Section 75 groups involved in policy development</p> <p>Increase the number of applications from under-represented groups by raising awareness through governance support.</p> <p>In 2013 the NILT asked if certain groups in NI were treated unfairly when compared with other groups. This question was asked in the context of equality laws which aim to make sure that everyone is treated equally. The results show that almost over a third of people (including older people themselves)</p>	<p>Having undertaken the Audit we have identified some gaps in the depth of data available for certain Section 75 groups. This will require ACNI to examine ways in which in-house data collection tools can be used more effectively.</p> <p>Looking at the Monitoring Return forms for the make-up of funded organisations' Boards over the period 2009/10 to 2012/13, on average, 81% of Boards consist of persons with no disability.</p>	<p>Across all Section 75 groups</p>



Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
<p>think that transgender people are treated unfairly. This compares to only 13% considering that children are treated unfairly.</p>	<p>Equality Monitoring Return forms for the Boards of ACNI funded organisations show that for organisations identifying the gender make up of their Board approximately three fifths consist of both men and women with just over 1 in 4 having representation of only men and around 1 in 8 having only women. Current data does not allow any further gender breakdown regarding the composition of gender-mixed boards.</p> <p>According to Equality Monitoring Returns for the period 2009/10 to 2011/12 Boards of ACNI funded organisations are on average 91% White with persons designating as Other or Mixed Racial Background comprising around 2%.</p> <p>According to Equality Monitoring Returns for the period 2009/10 to 2011/12 Boards of ACNI funded organisations just over half were unable to specify the sexual orientation of their Board members. However, of those who were able to specify around 99% were heterosexual and around 1% was lesbian, gay or bisexual.</p>	
<p>Recommendations from key stakeholders will be considered and implemented where appropriate</p>	<p>The most recent audit of ACNI workforce was conducted in May 2012. Given the size of the organisation, many numbers are too small to permit publication. As such, we cannot disclose the entirety of the data collected.</p>	<p>Encourage applicants from Section 75 groups specifically relating to gender, religious belief, disability and race.</p>
<p>Continue to fund and support cross-community projects that meet the</p>	<p>The CRC Peace Monitoring Report 2012 shows that Northern Ireland still</p>	<p>The promotion of good relations and tackling of prejudice</p>

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
<p>requirements of ACNI funding programmes</p> <p>Attendance and participation figures captured through the evaluation of the Intercultural Arts Programme</p> <p>Targets to be established by the Re-imaging Consortium</p> <p>To be updated upon the publication of the Strategies</p>	<p>remains a divided society. Evidence shows that the number of interface walls has increased and there remains deep division in housing and education.</p> <p>2010/11 RFO survey returns show that over two thirds (68%) of participation based activity can be described as cross-community.</p> <p>ACNI notes the evidence within the ECNI Equality Awareness Survey 2011 regarding Travellers, transgender persons, LGB persons and individuals with mental ill-health.</p>	