

EQUALITY COMMISSION FOR NORTHERN IRELAND

Public Authority 2009 - 2010

**Annual Progress Report on Section 75 of the NI Act 1998 and
Section 49A of the Disability Discrimination Order (DDO) 2006**

This report template includes a number of self assessment questions regarding implementation of the Section 75 statutory duties from **1 April 2009 to 31 March 2010**. This template also includes a number of questions regarding implementation of Section 49A of the DDO from the **1 April 2009 to 31 March 2010**. Please enter information at the relevant part of each section and ensure that it is submitted electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his/her absence, the Deputy Chief Executive to the Commission by **31 August 2010**.

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

Name of public authority (Enter details below)

Arts Council of Northern Ireland

Equality Officer (Enter name and contact details below)

Jacqueline Witherow

Policy Development Officer
Arts Council of Northern Ireland
77 Malone Road
BELFAST BT9 6AQ

Tel: 028 9038 5200

E.mail: jwitherow@artscouncil-ni.org

Web: www.artscouncil-ni.org

S75 Executive Summary

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

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

- The Re-imagining Communities Programme continues to support communities in urban and rural areas, focusing on positive ways for people to express who they are and what culture means to them artistically and creatively. Evidence of how the Programme has contributed to Equality and Good Relations objectives are outlined below:
 - The Re-imagining Communities programme has worked with groups representative of Section 75, identifying their needs and those of the community. Contact: This work has involved face to face meetings, small group meetings, presentations to individuals and groups.
 - The provision of Premium Payment made available with the Re-imagining Communities Programme ensures maximum access and participation of individuals and groups that fall within Section 75.
 - Several projects have included good relations and diversity training addressing religious and/or cultural divisions between local and new communities in Northern Ireland. For example, one project centred on children from the Travelling community and settled children from a Protestant background. Another project brought together Indian, Chinese, Afro-Caribbean and Nationalist communities.
 - All groups who apply to Re-imagining Communities must have an Equality Policy Statement.
 - Workshop monitoring forms enable the Arts Council to evaluate who has been involved in the consultation processes of funded projects. This qualitative evidence reveals that a wide variety of people take part in workshops; ages range from primary school children through to older people.
 - Re-imagining Communities projects ensure accessibility for all participants during public consultation and workshops, for example, childcare has been provided in some projects to ensure single mothers who wish to attend workshops have the opportunity to do so. Neutral venues are often hired to ensure Protestant and Catholics can come together and attend workshops.
 - Technical assistance has been made available for groups who are marginalised or have low capacity.
 - Groundwork NI provides additional support in the form of artists, project managers, designers and facilitated community dialogue both within and between

communities, including hard- to- reach communities in order to ensure the successful delivery of the aims and objectives of this programme.

- During 2009-10, 43% of Re-imaging grants were awarded within areas categorised as being the most deprived super output areas (SAO's).
- The Re-Imaging Communities Programme has awarded a total of £2,047,354 to projects to projects located in Neighbourhood Renewal Areas and £186,818 in Areas at Risk.

- The **Art of Regeneration** Programme has provided a range of insights of how **art** can be of service in contributing to the framework of 'Shared Space' through changing peoples' attitudes, perspectives and relationships and enhancing creative communities, contributing to social and cultural re-energising, trust and relationship building, and acting as a catalyst for vibrant community activity.

This aspect of the work was demonstrated through a number of creative variations. For example, many of the arts activities used carnivals and street festival activity as a means to involve the wider communities and convey messages about seasonal occasions, identity, people and place. Being outdoors brought the activity out of the confines of specific buildings and their 'functions' / associations into a shared public space (public realm).

Public spaces which are positively embraced by the community, for example, use of community halls to community gardens are important because they are where people normally meet. Trust – as well as solidarity - is often built through familiarity, the gradual breaking down of the barriers of 'otherness', and the recognition of shared interests and a common humanity. Moreover, such interactions can grow shared meanings and values, as well as trust and a basis for cooperation for collective purposes. Spaces for physical activities - permanent or temporary, formal or informal – create opportunities to break through ingrained patterns of prejudice and avoidance.

- The Council is also represented by the Policy Officer on DCAL's NDPB Group. This group meets to discuss issues around the general equality agenda within Government and to disseminate good practice.
- The Arts Council is continuing to build partnerships with key umbrella organisations such as Community Arts Forum and Voluntary Arts Ireland through the work undertaken by the Business Support Manager and by Arts Development Officers, specifically the Community Arts Officers. In 2009/10, the Arts Council continues to provide leadership, audience development, governance and fundraising training through its Business Support programme and through programmes supported by ACNI and delivered by Arts & Business, Audiences NI, and Creative and Cultural Skills.
- Under the Annual Support for Organisation Programme if an organization can demonstrate that a significant proportion of its activity is delivered within TSN areas

or that its audiences/readers/participants are drawn from these areas it would receive a higher score.

- The Arts Council undertook a review of Visual Arts provision in Northern Ireland. An independently commissioned report resulted in a number of recommendations that have been accepted by Arts Council. Work on the development of the Visual Arts Strategy has been delayed; however, the Arts Council in 2010-11 will develop an Action Plan to roll the key recommendations of this report.
- **What are the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75?**

The key policy/service developments listed below contribute to the promotion of equality of opportunity and good relations by seeking to address the needs and circumstances of particular groups.

- The Arts Council will be launching a new Arts and Older People strategy in this coming year. This three year strategy (2010-2013) was prepared in recognition of the priorities set out in the Arts Council's five year strategy, *Creative Connections* (2007-2012). Theme 3 (Growing Audiences and Increasing Participation) specifically addresses the importance of exploring and developing opportunities for older people to engage with the arts.

The Arts Council's central aim in developing this arts and older people strategy is to assist older people overcome barriers (e.g. transportation, affordability, safety and well-being) and increase access and participation in arts-related projects that address both their creative and social needs. While this strategy sets out a number of measures that help tackle broad issues and encourage partnership working, the fundamental objective of the strategy is to increase the number of avenues for older people to become involved in the arts.

- The central mechanism in creating opportunities for older people to access and participate in the arts in Northern Ireland will be through a dedicated funding programme. The Arts Council has developed a pioneering new programme, in partnership with The Atlantic Philanthropies, to greatly extend opportunities for older people to engage with the arts.

The three-year programme of large and smaller-scale arts projects will be launched in late June 2010. This programme will provide older people with new opportunities to explore creatively the issues that they have identified as most important to them, particularly in the areas of health and social justice. Key themes of the artist-led programme will include isolation and loneliness, social inclusion, poverty, dementia, and working to strengthen the voice of older people in society.

A steering group of age sector organisations such as Age NI, Engage with Age, Age Sector Platform, the Changing Ageing Partnership as well as the Workers'

Educational Association and the Rural Community Network, will ensure that the arts projects accurately reflect the concerns of the participating groups of older people.

The Arts for Older People Programme aims to engage with older people through the full range of arts, craft, theatre, dance, carnival, poetry, reminiscence, short stories, and so on, to develop new skills, challenge the stereotypes of older people and discover new forms of expression.

- During the latter half of the financial year 2010/11, the Arts Council will begin work on the early stages of developing and producing a strategy for Community Arts Practice in Northern Ireland for the period 2012 to 2017. Community Arts help to maximise access, participation, authorship and ownership in collective arts practice. As a form of artistic practice Community Arts is the one most often associated with social change and involves some empowerment of the community members who come together to create artwork/s with artists. It helps promote social inclusion and create confidence within communities whilst at the same time helps to promote inter-cultural and cross community tolerance and respect.
- The Arts Council has prepared a Terms of Reference to research, develop and produce a strategy for applied Youth Arts practice in Northern Ireland for the period 2012 to 2017. This strategy will provide the strategic direction for arts organisations and artists that engage with young people aged between 12 and 25 within an arts context. The research will consider needs within both the formal and informal youth arts sector, building on achievements to date by developing an evidenced-based strategy.
- The Arts Council currently fund projects that foster cultural pluralism, promote mutual understanding and develop relations within and between communities and their cultures. For example, the Re-imaging Communities Programme has funded groups from the Indian, Chinese and Travelling communities to take forward projects that develop community relations between themselves and wider society. While one of the four priorities within the Small Grants Programme addresses cultural diversity. The Arts Council has placed priority on ethnic minority communities availing of such grassroots arts programmes in order to develop understanding of the multiculturalism in Northern Ireland today. We have also had representation on the Minority Ethnic Artists Forum since 2008, an informal consortium of arts organisations that have a common role in supporting and delivering culturally diverse arts activities in Northern Ireland.
- The Arts Council is committed to providing all within society with the opportunity to enjoy and participate in the arts. Our five year plan, *Creative Connections* reflects this commitment as Theme 3 (Growing Audiences) aims to increase the number and diversity of people participating in the arts. A key performance indicator within our Corporate Plan (2007-2010) looks at the number of people participating in arts and cultural activity from minority ethnic groups, with the ultimate aim of developing an Ethnic Minority strategy. Additionally, an action within the Arts Council Business Plan 2010/11 addresses Theme 3, Objective 3.1 with specific reference to KPI's that

looks at: the number of people attending or participating in arts and cultural activity. One of the actions to address these KPI's sets out to work with the Ethnic Arts Forum to formulate a development strategy that enhances the diversity of arts audience. The Arts Council aims to develop this strategy within the coming year.

- Small Grants Programme - This programme provides funding to small organisations throughout Northern Ireland in developing arts programming that will have a real impact at a community level. The main aim of the programme is to fund projects which involve people in their communities, bringing them together to enjoy a wide range of arts activities. Organisations that promote access to the arts for people that are considered disadvantaged including section 75 groups and those in rural, economically and socially deprived areas are given priority. The Indian Community Centre, Tommy Makem Festival, MADD enterprises, An Droichead, Pink Ladies, Craigavon Travellers Support Committee, Letterbreen Silver Band and Streetwise Community Circus are examples of the organisations who have received funding in 2009/10. This work will continue in the coming year.
- As part of Northern Ireland's participation at the 2009 Venice Biennale, 10 young people were given the opportunity to pursue their interest in gallery curatorship. Selected from 108 applicants they joined the exhibition, which is supported by the Arts Council and the British Council, in Venice during its six month run from June-November 2009. The young curators received training, study visits and invaluable hands-on experience of running a gallery space at the world's foremost art show.
- The London 2012 Cultural Olympiad will be used as a vehicle to express the values of diversity. Northern Ireland will have its own component within the Welcoming the World programme. For instance, disadvantaged young people will be involved in the programme with a view of leaving a lasting legacy. All the projects of the Cultural Olympiad reflect these principles. An example of this includes Unlimited, commissioned work by disabled artists for the Olympic and Paralympic Games. The National Museums of Northern Ireland is developing a touring exhibition led by young people. In addition, the Inspire Mark promotes projects that encourage engagement between disabled and non-disabled participants, as well as dialogue across communities and ethnicities.
- Musical Instruments for Bands programme is designed to increase the quality of music-making in the community by helping bands to replace worn out instruments and purchase new instruments. This programme will continue to run in the coming year.
- Please give examples of changes to policies or practices which have resulted in outcomes. If the change was a result of an EQIA please tick the appropriate box in column 3:

	Outline change in policy or practice which have resulted in outcomes	Tick if result of EQIA
Persons of different religious belief	•	
Persons of different political opinion	•	
Persons of different racial groups	•	
Persons of different age	•	
Persons with different marital status	•	
Persons of different sexual orientation	•	
Men and women generally	•	
Persons with and without a disability	•	
Persons with and without dependants	•	

Section 1: Strategic Implementation of the Section 75 Duties

- Please outline evidence of progress made in developing and meeting equality and good relations objectives, performance indicators and targets in corporate and annual operating plans during 2008-09
- A Premium Payment of up to £3,000 each year per successful applicant organisation has improved Section 75 related access, with most of the money allocated to disability access. The Premium Payment scheme has been reviewed and the Arts Council has made a commitment to continue this funding.

Targets within the corporate and annual operating plans include:

- Increase attendance and participation levels amongst over 65s - to be achieved through the Arts and Older People strategy and the dedicated funding programme.
- Enhance the diversity of arts audience – to be addressed in the development of an ethnic minority strategy.
- Increase support for voluntary and community arts in areas of low capacity – this will be achieved through the relaunching of the Start-Up programme.

- Increasing the number of young people participating in the Arts – this is being addressed through the promotion of opportunities available under the Cultural Olympiad Programme and in due course through new interventions brought about as a result of the Youth Arts Practice review.
- In the context of Shared Future policy support a dedicated youth arts programme to encourage communication, tolerance and trust – to achieve this the Arts Council will work with the Youth Council and other partners to support roll out of programme.
- Increase community-based activity by professional arts organisations – the Arts Council will encourage outreach/community engagement through funded organisations, within available resources.

Section 2: Screening

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

Title of policy subject to screening	Was the <u>F</u> ull Screening Report or the <u>R</u> esult of initial screening issued for consultation? <i>Please enter <u>F</u> or <u>R</u></i>	Was initial screening decision changed following consultation? <u>Yes/No</u>	Is policy being subject to EQIA? <u>Yes/No</u> ? If yes indicate year for assessment.
Arts and Older People Strategy	F	No	Yes/2010

Section 3: Equality Impact Assessment (EQIA)

- Please provide an update of policies subject to EQIA during 2009-10, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2009-10

EQIA Timetable – April 2009 - March 2010

Title of Policy EQIA	EQIA Stage at end March 10 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals, and the relevant Section 75 categories due to be affected.
N/A		

- Where the EQIA timetable for 2009-10 (as detailed in the previous annual S75 progress report to the Commission) has not been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.
- In 2008/09 we reported that we were undertaking an opera strategy and it would be due for screening in 2009/10, if appropriate. The review of opera provision involved the restructuring of existing provision (i.e. the amalgamation of two companies into a new organisation). This was recommended by the external consultants after consultation within the opera sector in Northern Ireland. As the recommendations involve the reallocation of existing resources and a small increase funding, it does not have wide policy implications for the provision of arts in Northern Ireland. Consequently the Council did not deem it necessary to screen the review document. It does not impact on the Council’s music and opera strategy which was screened when it was developed in 2007/08.

Ongoing EQIA Monitoring Activities April 2009- March 2010

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

2010-11 EQIA Time-table

Title of EQIAs due to be commenced during April 2009 – March 2010	Existing or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
Arts and Older People Strategy	New Policy	Full EQIA starting on Friday 30 th April- 25 th June 2010 (8 week public consultation)
Ethnic Minority Strategy	New Policy	Not known at this stage

Section 4: Training

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

In this period the Arts Council provided Equality Awareness training to all members of staff on the 12th and 15th March 2010, this was delivered by John Kremer. This training covered Section 75 legislation, statutory duty as well as the nine Section 75 grounds. In addition, the Arts Council provided Dignity at Work Advisor training to four members of staff adopting this role - this training occurred in October 2009.

Training evaluations take place three months after the training has been delivered to staff. The purpose of this post-evaluation process is to gauge the impact of training on an individual and organisation level. The central conclusion coming back from training evaluations are that staff generally gains a “greater awareness of [equality] issues” from such equality-based training.

Section 5: Communication

- Please outline how the authority communicated progress on delivery of the Section 75 Duties during the year and evidence of the impact/success of such activities.
- The Arts Council is committed to effective communication with the public and strives to ensure that all of its services are available to the whole public, including people with disabilities. Events or conferences managed by the Arts Council support delegate access requirements, including communication support and access to information as well as physical access. Signage for the Arts Council's public events complies with advice on accessibility and legibility. Venues include a loop system and are generally chosen for good quality disability access.
- The equality link within ACNI's website provides information concerning the screening of our policies
- The communication team ensures that good relation principles are included in key speeches and press releases by the Chief Executive and Chairman of the Arts Council.

Funded by the Arts Council, the Theatre Captioning Initiative, which completed in early 2009, was rolled out across a number of venues including OMAC and the Grand Opera House. This project consisted of building on its existing captioning initiative to help overcome barriers to access for people with hearing impairments; to facilitate a one day seminar to enable the partnership working and capacity building of the access sector in theatre; to enable the sector itself and its partner organisations to undertake sustainable support activities for people with hearing impairments which allow them full access to a range of theatre in Northern Ireland.

Section 6: Data Collection & Analysis

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

The Arts Council of Northern Ireland has recently received findings from a large scale research project that examined the living and working conditions of professional artist on the island of Ireland. The independent piece of research, led by Hibernian Consulting was completed in May 2010 and comprises a number of complementary parts. An international review of the socio-economic conditions of artists enables a comparative analysis of the living and working conditions of artists in Ireland to be made with that of artists in selected countries. The findings from this review, combined with those emanating from an examination of the macro environment of artists were used to inform

the central component of the fieldwork which was a survey of professional artists working in the artform areas supported by each Arts Council.

The research provides the first substantive and directly comparable piece of research since 1979, with the findings to be used for a variety of purposes, most notably, to influence government funding decisions, effect changes in the regulatory environment for artists, and modify policy and funding strategies within each Arts Council.

The survey component of the research will provide the Arts Council with useful data relative to the needs and experiences of individual artists relative to a number of the categories covered by Section 75, most notably relating to religion, age, disability and dependents. The availability of these survey findings in an SPSS format will facilitate swift analysis and interpretation, enabling them to be interpreted into a range of policy and programme contexts. Most notable of these being the Arts Council's Support for Individual Artists Programme (SIAP) which represents one of the main grant mechanisms used to support the work of individual artists.

The Arts Council has completed an analysis of data emerging from a module of questions run in the Central Survey Unit Omnibus Survey. The survey, which examines attendance and participation among the adult (aged 16+) population in Northern Ireland, generates engagement data under a number of relevant Section 75 categories including religion, age, dependents and disability and is used to inform the development of strategies, programmes and projects. Data is also used to gauge progress against strategic targets for Corporate and Business Plans.

A number of changes have also been made to the Regularly Funded Organisation (RFO) Survey. This survey comprises the Council's main monitoring system, collecting process and output information on funded activity at a disaggregated level allowing for detailed interrogation and analysis. The changes made will enhance the quality of data generated allowing for more accurate and timely reporting on the activities of the Art Councils core funded organisations.

In May 2010, the Arts Council completed the production of a Digest of Arts Statistics. This document provides a reliable single source of data reflecting current arts based economic and consumption trends in Northern Ireland. Data presented is notable for its accessibility and relevance, providing a lens to interpret arts related outputs and outcomes and enabling comparisons to be made either on a national or international basis.

- Please outline any use of the Commission's Section 75 Monitoring Guide.
- The Commission's Section 75 Monitoring Guide is used regularly as a point of referral.

Section 7: Information Provision, Access to Information and Services

- Please provide details of any initiatives/steps taken during the year, including take up, to improve access to services including provision of information in accessible formats.
- The Arts Council's Freedom of Information Guidelines meets the requirements of the new model publication scheme issued by the Information Commissioner. This details a wide range of information and is available through the Arts Councils website. This can be found at <http://www.artscouncil-ni.org/foi/>
- The Arts Council continues to make all of its publications (including application forms) available in hard copy and electronic format; the forms are also made available in other formats on request. Updates on new information from the Arts Council are available through the website, via e-newsletter and through an RSS news feed.
- The Arts Council continues to support the all Ireland Arts & Disability website (<http://www.artsdisability.com>) along with their colleagues at An Chomhairle Ealaion.

Section 8: Complaints

- The Arts Council has in place a comprehensive procedure to deal with any complaints received. We are pleased to advise that the Arts Council has received no complaints during 2009-2010 in relation to its discharges under Section 75.

Section 9: Consultation and Engagement

Please provide details of the measures taken to enhance the level of engagement with individuals and representative groups during the year.

- Regular client meetings have taken place with all ASOP clients, a number of these clients have specific programmes targeted at Section 75 groups through their ongoing arts-led cultural development programmes e.g., Youth Action – Polish, Romanian, Disabled, interface communities ; Play Resource Warehouse- Marginalised /Vulnerable Young People – Sticky Fingers – Rural communities – marginalised/disadvantaged, impaired vision and hearing.
- The Arts Council reached the half-way stage of the 5 year strategic plan, *Creative Connections*. To gauge opinion on its progress the Arts Council carried out a series of workshops in Belfast and Londonderry/Derry.
- The Arts Council regularly consults and works in partnership with the youth arts sector to ensure that all programmes and working processes are working effectively and to raise awareness of the new developments within the sector. This approach is complemented by regular email information bulletins to clients regarding, funding and training opportunities, conferences and events.

- In support of our commitment to equality we continue to provide consultees with information concerning the screening of our policies
- The Arts Council has a number of substantial and tangible initiatives which support our Arts and Disability Policy.
 - We fund the core costs for several Arts & Disability organisations, for example the **Arts & Disability Forum**.
 - We fund a wide range of arts & disability projects through Arts Council lottery schemes.
 - We fund work that helps arts venues improve disability access, for example, the Adapt NI Access Fund.
 - We operate a ‘Premium Payments’ scheme to encourage enhanced disability access.
 - We support the **Arts & Disability Equality Charter**, a ‘kite-marking’ project developed by disabled people to encourage and reward good practice amongst arts venues.
 - We have commissioned extensive research into barriers to disabled people’s involvement in the arts. This provides us with a baseline to measure progress.
 - Along with **An Chomhairle Ealaíon**, we fund two North/South collaboration projects: the award-winning **Arts & Disability Awards Ireland grant scheme**, for individual disabled artists; and the **Arts & Disability Directory**.
- An internal review of the Arts & Disability Awards Ireland Scheme, which supports individual disabled artists to produce new work, has strengthened the strategic relevance of this work. Approximately 60 applications to this scheme are accessed under this scheme each year, as a complement to the Arts Council’s Support for Individual Artists’ Programme (SIAP). In addition, artists working with disabled people as arts facilitators have been supported to increase their skills through SIAP and ASOP, e.g. Adapt NI, Open Arts and the Arts and Disability Forum. Mainstream arts venues have also been encouraged to increase the level and quality of their engagement with disabled people, through the Arts Council funded Arts & Disability Equality Charter initiative, training carried out by Adapt NI and the Catch 22 audience development which links disabled people projects with arts venues.
- The Arts Council held Irish Language Community Arts sectoral meetings throughout 2009 to encourage greater communication and opportunities for partnership and collaboration between the three ACNI funded community arts clients - An Droichead, An Gaelaras and An Culturlann. The purpose of these sectoral meetings is to encourage greater awareness of each others work which in turn could serve to strengthen and create greater regional awareness of the importance and impact of the work of these clients.

- In recognition and support of Traveller Week (30th November - 4th December 2009), co-ordinated by the Equality Commission, the Arts Council highlighted the role of the arts in developing understanding as well as celebrating the diversity that exists in Northern Ireland today. The Arts Council did this by showcasing on their website a number of funded projects to organisations that support and work with the travelling communities across Northern Ireland.
- The Arts Council is represented on the Minority Ethnic Artists Forum which was established in partnership with key community based arts organisations. Following a 'Calling Ethnic Artists' event hosted by the Arts Council of Northern Ireland in September 2008 this Forum is now meeting on a regular basis and is providing essential information and support for Minority Ethnic artists who are working throughout Northern Ireland.

Section 10: The Good Relations Duty

- Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.
- Championing cultural diversity, with the intention of promoting cultural dialogue, is one of the Arts Council's core functions and is integrated into our day to day work, with the aim of encouraging an environment where the arts reflect the full range and diversity of contemporary society, ensuring that everyone has access to quality arts activity. This is demonstrated through ACNI's historical and continued links through funding awards with a number of organisations that support ethnic minorities. The Indian Community Centre, Chinese Welfare Centre, An Munia Tober, The Mandarin Speakers Association and ArtsEkta have all been recipients of the Lottery funds in the past. ACNI continues to have representation on the Minority Ethnic Artists Forum, an informal consortium of arts organisations that have a common role in supporting and delivering culturally diverse arts activities. ACNI is committed to continuing with such work as the promotion of cultural diversity, one of the four priorities outlined in the Small Grants Programme and through the future development of an ethnic minority strategy.

Please outline any use of the Commission's Good Relations Guide.

- The Commission's Good Relations Guide is used regularly as a point of referral.

Section 11: Additional Comments

- Please provide any additional information/comments

Regarding Disability Duties - The Arts Council has already taken a number of measures to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

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

The Arts Council facilitates meetings with organisations within the Disability Arts sector. The purpose of these meetings is to monitor progress on disability related initiatives. Such initiatives are in response to the Arts Council's 2007 survey on the Barriers to Disabled People's Participation in and access to the Arts in Northern Ireland.

Annual Report 1 April 2009 / 31 March 2010
'Disability Duties' Questions

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

2

Fully
Achieved

0

Partially
Achieved

2

Not
Achieved

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

(a) The Arts Council facilitates meetings with organisations within the Disability Arts sector. The purpose of these meetings is to monitor progress on disability related initiatives. Such initiatives are in response to the Arts Council's 2007 survey on the Barriers to Disabled People's Participation in and access to the Arts in Northern Ireland.

(b) In this reporting period the Arts Council provided Equality Awareness training to all members of staff on the 12th and 15th March 2010, this was delivered by John Kremer. This training covered Section 75 legislation, statutory duty as well as the nine Section 75 grounds.

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 ¹	Outcomes / Impact ²
National ³			
Regional ⁴			
Local ⁵	Ensure that our clients and other organisations promote positive attitudes	Implemented as a 'Condition of Grant' for groups to adopt	Visible commitment to disability awareness including new duty under

¹ **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.

² **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.

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

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

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

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

	Training Action Measures	Outputs	Outcome / Impact
1	Equality Awareness training to all members of ACNI staff	This training covered Section 75 legislation, statutory duty as well as the nine Section 75 grounds.	Post-training evaluations reveal that staff generally gains a “greater awareness of [equality] issues” from such equality-based training.
2			
3			
4			

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	Review external and internal communication policies, practices and procedures from a disability equality perspective.	Updated and improved policy documents	Promotion of positive attitudes towards disabled people

2	Cross-border publicity campaign for new website, artsanddisability.com Which gives information about Art& Disability on an Island of Ireland basis	external publicity	Strengthened our engagement with disabled people and the organisations that support them.
3			
4			

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Review and amend ACNI S75 screening proforma to reflect disability duties	Amended screening pro-forma	Reflects consideration of the impact Of ACNI policies and strategies on disabled people.
2	Continue to recommend the appointment of suitably qualified and experienced independent access consultants for all AC funded capital projects	As part of the condition of grant we request all new approved schemes to provide an access audit report	Improved access
3			
4			

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 Charter		Within the organisations working towards Charter Status there has been engagement with disability issues at every level of activity
2	Funded training for Arts Venues through ADAPT NI		Comprehensive knowledge of disability access issues for participants

3	Encourage mainstream organisations to link with disability related projects		Disabled artists and disability issues included in programming of mainstream venues – step towards genuine inclusion
4	Continued funding for Arts & Disability Awards Ireland Scheme		Provides support for individual disabled artists

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

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

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

	Action Measures not met	Reasons
1	Provide specialist training to Board members	Specific training being planned
2	Provide training on the disability duties to all staff. Training to be delivered by an appropriately skilled and experienced disabled trainer.	Generic equality training provided. Specific training being planned but had to be postponed owing to budgetary pressures
3		

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

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

(a) Qualitative

ACNI Equality Committee monitors progress
Mid-term and end of year grant reports – monitor progress against grants

(b) Quantitative

Client Satisfaction survey data will be used to measure its overall success in the delivery of services

6. As a result of monitoring progress against actions, has your organisation either:
- made any **revisions** to your plan during the reporting period or
 - taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes.

Please delete: YES

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	The Arts Council facilitates meetings with organisations within the Disability Arts sector. The purpose of these meetings is to monitor progress on disability related initiatives. Such initiatives are in response to the Arts Council's 2007 survey on the Barriers to Disabled People's Participation in and access to the Arts in Northern Ireland.	As set out in the reporting framework as agreed with the Disability sector organisations. Meetings are held on a quarterly basis.	Ongoing
2			
3			
4			
5			

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

No