

# EQUALITY COMMISSION FOR NORTHERN IRELAND

**Public Authority 2010 - 2011**

**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 2010 to 31 March 2011**. This template also includes a number of questions regarding implementation of Section 49A of the DDO from the **1 April 2010 to 31 March 2011**. 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 2011**.

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](mailto:jwitherow@artscouncil-ni.org)

Web: [www.artscouncil-ni.org](http://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 of social, economic and creative life in Northern Ireland. This provides a significant challenge for the Arts Council in terms of service delivery and this is reflected in the equality outcomes of this report.

- **Re-imagining Communities Programme**

This 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. Types of contact include: face to face meetings, small group meetings, as well as presentations to individuals and groups.
- The provision of Premium Payment<sup>1</sup> 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 involved good relations and diversity training which address religious and/or cultural divisions between local and new communities in Northern Ireland. Examples from previous years include: a project centring on children from the Travelling community and settled children within Northern Ireland; while another project brought Indian, Chinese, Afro-Caribbean and Nationalist communities together.
- 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 process of funded projects. This qualitative evidence reveals that a wide variety of people take part in workshops, e.g. age ranges from primary school children through to older people.

---

<sup>1</sup> The introduction of Premium Payment in 2003 reflects the overarching objectives of the Arts Council of encouraging access to and participation in a broad range of arts activities and overlaps with the general equality issue of differences in participation and uptake by different groups. Similarly, the skewing in the Arts Council objectives towards, for example, persons with a disability gives explicit recognition that different groups have different needs, experiences and priorities in relation to arts policy. This scheme illustrates the Council's commitment of achieving better and more equitable representation of Section 75 groups within the arts audience. Premium Payments is available through the following ACNI funding programmes: Project Lottery funding; Annual Support for Organisations programme (ASOP); Small Grants; Re-imagining Communities Programme and the Arts and Older People Programme.

- Re-imaging 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, Catholic and minority ethnic groups can come together and attend workshops.
- Technical assistance has been made available for groups who are marginalised and/or who have low capacity.
- Groundwork NI provides additional support in the form of project managers, designers as well as facilitated community dialogue within and between communities, including hard- to- reach communities to ensure the successful delivery of the aims and objectives of the programme.
- During 2010-11, a total amount of £229,500 was awarded to 13 community organisations, 3 of which were located within Neighbourhood Renewal Areas and 2 within the 10% most deprived super output areas (SOA's).
- In 2010 the Arts Council submitted a substantial application to the PEACE III Operational Programme (2007-13): Priority I Reconciling Communities, Theme I: Building Positive Relations at the Local Level. The purpose of the application is to build upon key successes of the Re-Imaging Communities Programme with a view to developing artistic interventions on intra-community, cross-community and cross-border basis. Early indications from SEUPB are encouraging and if successful the proposed programme will deliver long-term, cross-community and cross-border projects, which will in turn complement current work by addressing issues of sectarianism, racism and prejudice between communities.

- **Arts and Older People Strategy**

The Arts Council launched its new Arts and Older People strategy in 2010. 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 the 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.

- **Arts and Older People Programme**

In July 2010 the Arts Council launched a new £700,000 three year programme designed to encourage older people to take part in the arts. This programme is jointly funded by The Atlantic Philanthropies and the Arts Council of Northern Ireland and provides new opportunities for older people to engage with the arts. Through funding new, innovative, community-led projects across artform areas such as dance, painting, crafts, storytelling, music and song, this programme helps to highlight and tackle the social justice issues older people face on a daily basis.

Grants are available up to £50,000 to community and voluntary groups, as well as to arts organisations. In 2010/11 there have been two rounds of applications; to date 16 organisations have been awarded a total of £163,052. Examples of successful organisations include: Alzheimer's Society, Praxis Care Group, Upper Springfield Development Trust and Derg Valley Care.

A steering group of age sector organisations was also established to ensure that arts projects funded through this programme accurately reflect the concerns of the participating groups of older people. Members of this steering group include: Age NI, Engage with Age, Age Sector Platform, Changing Ageing Partnership, Workers' Educational Association, Rural Community Network and Reminiscence Network NI.

- **STart-UP**

The STart-UP programme provides seed funding to areas where there is weak cultural infrastructure. This programme was initially funded in 2007/08 through DSD's Renewing Communities programme. In 2010/11, the Arts Council relaunched the programme with funding received from DCAL. The aim of the programme is to provide support (including 100 per cent grant aid) to organisations that have not previously availed of Arts Council funding, with the intention of making a real difference to smaller groups, particularly those who have not previously engaged in arts activity, those who struggle to find sources of funding and those located outside of Belfast and Derry/Londonderry. The Start-UP programme also promotes engagement with Section 75 groups. During 2010/11 the Arts Council supported 21 new projects through the STart UP initiative. Amongst these new projects, Ballymena Inter Ethnic Forum and South Belfast Roundtable on Racism received grant aid to support the development of arts activity with new and emerging communities.

Objectives of STart-UP are to:

- Support community development through the arts
- Bring people together through a range of quality arts-based activities
- Increase participation by making the arts more accessible
- Increase skills and encourage creativity at a local level
- Connect communities to the arts

- **Small Grants**

This programme provides funding to a broad spectrum of organisations (professional arts/community based) 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 develop high quality arts projects involving professional artists at a local level, and thereby enabling communities 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 economically and socially deprived areas are given priority. Priority is also given to projects that have a cultural diversity

dimension as well as to groups who have not previously received funding from the Arts Council. The Chinese Language School, Arts and Disability Forum, Age on Stage, Augher/Clogher Carers' Group and Lisburn Chinese Ladies Group are examples of organisations that received funding in 2010/11. This work will continue in the coming financial year (2011/12).

- **NI Opera**

In this reporting year the Arts Council supported the establishment of NI Opera, a brand-new organisation dedicated to the highest possible standard of operatic excellence across Northern Ireland. NI Opera will also aim to promote the finest NI talent available while engaging with local communities and young people, collaborating with other NI arts organisations, and using some of Northern Ireland's most iconic spaces and locations for its performances.

- The Arts Council is represented by the Policy Development Officer on DCAL's ALB Group. This group meets to discuss issues around the general equality agenda within Government as well as to disseminate good practice. In 2010/11, the group met to discuss the revised Section 75 guidelines in relation to conducting an audit of inequalities, developing action plans and revising equality schemes.
- The Arts Council continues 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, Arts Development Officers, and specifically with the Community Arts Officers. In 2010/11, the Arts Council continued to provide support in management and leadership development, strategy development, marketing skills and audience development as well as governance and fundraising training. This work is delivered through the Arts Council's Business Support Strategy and through programmes supported by ACNI and delivered by Arts & Business, Audiences NI, and Creative and Cultural Skills.
- During this reporting period, the Arts Council continued to support and fund projects/activities delivered within TSN areas.
- In this reporting year the Ulster Scots Community Network and Pobal became core funded clients of the Arts Council through the ASOP programme. This has reinforced and mainstreamed our strategic engagement with these sectors.
- In March 2011, Pobal delivered a programme of Irish arts in schools across Northern Ireland and also began developing a 'brand Irish' website. In this same time period the Ulster Scots Community Network along with DCAL, ACNI and Libraries NI delivered a programme of performance masterclasses for Ulster Scots arts.

- **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 will contribute to the promotion of equality of opportunity and good relations by seeking to address the needs and circumstances of particular groups.

- **Intercultural Arts Strategy**

A draft five year Intercultural Arts Strategy (2011-2016) has recently been developed. This strategy is being prepared in recognition of the priorities set out in our five year strategy, *Creative Connections* (2007-2012). Theme three within *Creative Connections: Growing Audiences and Increasing Participation* highlights the Arts Council's commitment to fostering the expression of cultural pluralism as well as building dialogue and promoting understanding through exchanges within and between communities. The overarching aim of this strategy is to increase access and participation in the arts amongst minority ethnic communities. To date, the draft strategy has been developed internally and endorsed by the Arts Council's Policy and Planning Committee and Board. In 2011/12, the Arts Council will consult with the Community Relations Council on the draft document. Once this consultation takes place the draft strategy will be screened and submitted to a full EQIA (over a 12 week period).

- **Music Strategy**

The purpose of this assignment is to review the existing Music Strategy and develop a strategy that will reflect the wider definition of music genres acknowledged and funded by the Council (but excluding Opera which has its own dedicated strategy). The overarching purpose is to make recommendations regarding future provision in order to secure high standards, to create a high profile at home and internationally for Northern Irish music, to grow audiences / increase participation and secure sound conditions in which providers can flourish. The project consists of a review of the Ulster Orchestra followed by a wider sector review component and strategy development phase. The project is currently in the field following a tender process carried out by CPD. The project was commissioned in February 2010 and the estimated completion date for the strategy is June 2011.

- **Youth Arts Strategy**

Widening opportunities to participate in youth arts is integral to the ambitions of the Arts Council's five year plan. The purpose of the Youth Arts Practice Review is to evaluate current provision and give strategic direction for arts organisations and artists that engage with young people within an arts context. This strategy will develop the practice of all artforms in order to increase opportunities for young people to engage in arts led activity as active participants / as consumers / as audience members. The strategy will span the period 2012-17, covering early years, children and young adults as well as engaging with the DCAL Learning Strategy. It

will be based upon direct consultation with artists and arts organisations, key stakeholders and users, that is, children and young people across Northern Ireland. The assignment is being undertaken by the internal research team and quality assured through Participation Network. Participation Network is a government funded body that supports the public sector to engage effectively with children and young people in the development and review of policy and services that impact on their lives. The methodology employed engages with young people through a multi-dimensional consultation plan that includes: targeted surveys, focus groups, face-to-face interviews and workshops. The estimated completion date for this assignment is June 2011.

- **Community Arts Strategy**

Under the current phase of artform reviews, the Arts Council will conduct an evaluation of the outgoing Community Arts Strategy and develop a new Community Arts Practice Strategy for the period 2013 to 2018. Building on the CAL Committee recommendations (2009) and existing measures to support Community Arts within the current 5-year plan, this assignment will consider the impact and achievements of the outgoing support strategy: its objectives, measures, past performance and deliverables and consider the character, needs and challenges facing community arts today. Community Arts maximises inclusion, working in political, social, cultural and economic contexts. Such work is of importance as: “Northern Ireland society faces the challenge of creating a shared future based on respect, tolerance, peace and equality”, as outlined in the Arts Council’s Community Arts policy. The following are examples of community arts funding programmes: Re-imaging, Arts and Older People Programme, STart-UP and Small Grants.

- **Cultural Olympiad**

The London 2012 Cultural Olympiad is based upon two key areas of work: participatory arts through the Inspire mark programme and Open Weekend; and excellence in the arts through the final major projects and London 2012 Festival over the Games-time period. The Cultural Olympiad is based upon three values: Welcoming the World; Inspiring and Involving Young People and Leaving a Lasting Legacy. Northern Ireland delivers against these programmes and values through 12 Inspire mark projects, dozens of Open Weekend events and three announced events for the London 2012 Festival programme. In addition, 8 Northern Ireland artists and arts organisations have been commissioned to deliver work for the major projects and London 2012 Festival programme. An example of a project relevant to Section 75 is *Unlimited*, commissioned work by disabled artists for the Olympic and Paralympic Games. Further national and international projects and events are in development for all programmes of work within Northern Ireland.

- 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	<ul style="list-style-type: none"> <li>• In line with DDA 1995, DDO 2006 and Section 75 1998 legislation the Arts Council has amended screening and EQIA documents (Policy to be screened document and Consultation Response Pro-forma) to read: Disability (physical, sensory, learning, mental health and hidden disabilities).</li> <li>• Within the Arts and Older People strategy a footnote has been added to the term disability when discussing the heterogeneous nature of older people to indicate that disability includes physical, sensory, learning, mental health and hidden disabilities (see pages 4 and 10 of final Arts and Older People strategy).</li> <li>• In recognition of the heterogeneous nature of older people the following text has been adjusted on pages 4 and 10 of the Arts and Older People strategy: "Older people can include those who are newly retired, vulnerable, extremely active and disabled<sup>2</sup>; however, it is equally important to recognize gender, sexual orientation, ethnicity and religious background."</li> </ul>	✓

<sup>2</sup> Includes physical, sensory, learning, mental health and hidden disabilities



	<ul style="list-style-type: none"> <li>The use of 'marginalised groups' has been removed from page 9 of the Arts and Older People strategy.</li> </ul>	
Persons with different marital status	<ul style="list-style-type: none"> <li></li> </ul>	
Persons of different sexual orientation	<ul style="list-style-type: none"> <li></li> </ul>	
Men and women generally	<ul style="list-style-type: none"> <li></li> </ul>	
Persons with and without a disability	<ul style="list-style-type: none"> <li></li> </ul>	
Persons with and without dependants	<ul style="list-style-type: none"> <li></li> </ul>	

### **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 2010/11.

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. Premium Payments is available through the following ACNI funding programmes: Project Lottery funding; Annual Support for Organisations programme (ASOP); Small Grants; Re-imaging Communities Programme and the Arts and Older People Programme.

## Targets within the 2010/11 Business Plan:

- Increase attendance and participation levels amongst over 65s - Arts and Older People strategy and dedicated funding programme developed and launched.
- Enhance the diversity of arts audience – draft Intercultural Arts Strategy developed.
- Increase support for voluntary and community arts in areas of low capacity – Start-Up programme re-launched with 22 projects identified and funded.
- In the context of Shared Future policy, sustain the Re-imagining Communities Programme as a mechanism for dealing with flags, murals and graffiti to create a neutral living environment – to build upon the successes of Re-imagining an application was submitted in 2010/11 to Peace III Operational Programme (2007-13): Priority 1 Reconciling Communities, Theme 1: Building Positive Relations at a Local Level.
- To encourage more young people to experience 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.
- 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>Y</u> es/ <u>N</u> o	Is policy being subject to EQIA? <u>Y</u> es/ <u>N</u> o? If yes indicate year for assessment.
N/A			

### Section 3: Equality Impact Assessment (EQIA)

- Please provide an update of policies subject to EQIA during 2010-11, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2011-12

#### EQIA Timetable – April 2010 - March 2011

Title of Policy EQIA	EQIA Stage at end March 11 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals, and the relevant Section 75 categories due to be affected.
Arts and Older People Strategy	Step 6	<ul style="list-style-type: none"> <li>• In line with DDA 1995, DDO 2006 and Section 75 1998 legislation the Arts Council has amended screening and EQIA documents (Policy to be screened document and Consultation Response Pro-forma) to read: Disability (physical, sensory, learning, mental health and hidden disabilities).</li> <li>• Within the Arts and Older People strategy a footnote has been added to the term disability when discussing the heterogeneous nature of older people to indicate that disability includes physical, sensory, learning, mental health and hidden disabilities (see pages 4 and 10 of final Arts and Older People strategy).</li> <li>• In recognition of the heterogeneous nature of older people the following text has been adjusted on pages 4 and 10 of the Arts and Older People strategy: "Older people can include those who are newly retired, vulnerable, extremely active and disabled<sup>3</sup>; however, it is equally important to recognize gender, sexual orientation, ethnicity and religious background."</li> <li>• The use of 'marginalised groups' has been removed from page 9 of the</li> </ul>

<sup>3</sup> Includes physical, sensory, learning, mental health and hidden disabilities

		Arts and Older People strategy.
--	--	---------------------------------

- Where the EQIA timetable for 2010-11 (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.

N/A

#### Ongoing EQIA Monitoring Activities April 2010- March 2011

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

#### 2011-12 EQIA Time-table

<b>Title of EQIAs due to be commenced during April 2011 – March 2012</b>	<b>Existing or New policy?</b>	<b>Please indicate expected timescale of Decision Making stage i.e. Stage 6</b>
Intercultural Arts Strategy	New Policy	June 2011 – October 2011
Music Strategy	New Policy	November 2011 – March 2012
Youth Arts Practice Strategy	Revised Policy	November 2011 – March 2012

#### **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 Recruiting Fairly training to staff eligible to sit on selection panels. This training took place on the 25<sup>th</sup> and 27<sup>th</sup> May 2010 and was delivered by the Equality Commission. The Arts Council also provided Disability Awareness training to all members of staff on the 25<sup>th</sup> February, 9<sup>th</sup> March and the 23<sup>rd</sup> March 2011; this was delivered by the Employers for Disability.

Training evaluations take place three months after 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 is: staff feels that its understanding of equality and disability issues are reinforced with such training, particularly in terms of achieving up-to-date information on particular issues and topics through case study examples.

## **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. 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.
- Arts Council publications include a commitment, printed clearly on the back cover, that alternative formats of its publications may be available on request.

## **Section 6: Data Collection & Analysis**

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

- **Capital Build Programme Evaluation**

The aim of this research is to establish the economic and social benefits the capital build programme has generated with a particular emphasis on the local community. Findings will be used to strengthen the evidence base on the role that arts venues have as economic drivers, benefiting both cultural and economic planning processes at a local and Northern Ireland level. The social component of the research will consider a number of elements relevant to Section 75 obligations most notably: the quality of disability access provision and measures taken by venues to promote access opportunities amongst specific groups including, members of the LGBT community, young people and minority ethnic groups. Although not directly relevant in the context of this report, the consultants will also be commenting on the role venues have played in encouraging cross-community integration. The main methods used to generate this evidence will be focus groups and semi-structured interviews with key stakeholders which will include local community groups and venue managers. This piece of work began in February 2011 and due to be completed by June 2011.

- **Artists in Ireland Report**

In March 2011 the Arts Council published findings from a large scale research project that examined the living and working conditions of professional artists on the island of Ireland. This independent piece of research, led by Hibernian Consulting was completed in May 2010 and comprises of 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.

- **General Population Survey**

The Arts Council has completed an analysis of data emerging from a module of questions run in the Central Survey Unit Omnibus Survey. This 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. Results from the 2009 GPS continues to be used in the development of policies/strategies. This next survey will be conducted in 2011/12.

- **RFO Survey**

A number of changes have also been made to the Regularly Funded Organisations (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 December 2010 the Arts Council published a survey on the impact of the current economic climate on Regularly Funded Organisations. Such studies assist the Arts Council in understanding the changing landscape and its effects on our clients.

- **Digest of Arts Statistics**

In February 2011 the Arts Council published the *Digest of Arts Statistics*. This publication 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, outcomes and enabling comparisons to be made either on a national or international basis. In terms of information relating to Section 75, this publication provides data on the levels of attendance and participation across various population sub-groups including: age, gender, socio-economic group and disability. It also captures the level of attendance and participation of people living in disadvantaged areas of Northern Ireland. Such data is valuable for the Arts Council in helping to grow engagement with the arts amongst particular sub-groups and those located in specific geographical areas.

- **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.

- The Arts Council has been referring to the revised guide of the Section 75 of the Northern Ireland Act 1998 in preparation to conduct an audit of inequalities, in

developing action measures/plans and a revised Equality Scheme to be completed by November 2012.

## **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 its colleagues at An Chomhairle Ealaion.
- 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. Within this reporting period, the Charter worked with the Royal National Institute of Blind People (RNIB) in order to insert arts into their Vision Strategy NI implementation plan.
  - We continue to address barriers faced by disabled people involvement in the arts as identified in the Arts Council's *Barriers to Disabled People's Participation in and Access to the Arts in Northern Ireland* (2007) report. This report continues to provide the Arts Council 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**.
- A total of 16 successful applications were awarded through the Arts & Disability Awards Ireland Scheme, which supports individual disabled artists to produce new work. This scheme complements and enhances 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, lottery and ASOP, e.g. Adapt NI, Open Arts, Replay, Kids in Control 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 & Disability Equality Charter initiative as well as through training carried out by Adapt NI and their audience development project, *Beyond Benchmarks* which links disabled people with arts venues.
- In recognition and support of Traveller Week (29th November – 3rd December 2010), 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.
- In this reporting period, the Arts Council grant aided the Northern Ireland Theatre Association (NITA) for the appointment of an administrator to oversee the Theatre Captioning Initiative project and to develop an effective and efficient promotion and advocacy strategy for the theatre sector. The project dimension is a continuation of the existing Theatre Captioning Initiative which helps people with hearing impairments to overcome barriers to access.

## **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 2010-2011 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 Derry/Londonderry and a report of this stocktake was produced in the summer of 2010. Within this document under Theme 3: Growing Audiences and Increasing Participation consultees welcomed the initiative being taken by the Arts Council to encourage minority ethnic community engagement in the arts through the development of an Intercultural Arts Strategy. The Arts and Older People Strategy was also noted as a positive development.

The need to rebuild the relationship between the arts and education was another issue raised by consultees through this consultation process. It was suggested that a stronger working relationship would benefit children and young people and stimulate interest in the arts from an earlier age. Attention was also drawn to the difference between ‘arts for children’ and ‘arts for young people’ and the distinct nature of programmes and interventions for each. Another suggestion was that a youth workers’ arts conference could be a useful platform, demonstrating models of good practice in youth work. The Arts Council will be addressing such issues in its development of a Youth Arts strategy in 2011/12.

- In support of our commitment to equality we continue to provide consultees with information concerning the screening and EQIA of our policies, e.g. Arts and Older People Strategy.
- The Arts Council supports 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 now meets on a regular basis and provides essential information and support for Minority Ethnic artists who are working throughout Northern Ireland.
- In 2011/12 the Arts Council plans to host an Irish Language sectoral forum, the purpose of which is to increase greater collaboration among current and emerging Irish language clients.

## **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 minority ethnic

communities. 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 forthcoming Intercultural Arts strategy (2011-2016).

Good relations within and between indigenous communities and minority ethnic communities in Northern Ireland is supported and developed through the Re-imagining Communities Programme, Start-Up and the Small Grants Programme.

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?**

4

Fully  
Achieved

1

Partially  
Achieved

0

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 Recruiting Fairly training to staff eligible to sit on selection panels. This training took place on the 25<sup>th</sup> and 27<sup>th</sup> May 2010 and was delivered by the Equality Commission.
- (c) In this reporting period the Arts Council provided Disability Awareness training to all members of staff on the 25<sup>th</sup> February, 9<sup>th</sup> March and the 23<sup>rd</sup> March 2011; this was delivered by the Employers for Disability.
- (d) HR staff within the Arts Council joined the South and East Belfast Equality Network in June 2010. The aim of this network is to provide information and support to employers who operate on a geographical, sectoral or thematic basis. The aim is to meet around three times per year to consider a range of equality and diversity matters.

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 <sup>4</sup>	Outcomes / Impact <sup>5</sup>
National <sup>6</sup>			
Regional <sup>7</sup>			

<sup>4</sup> **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.

<sup>5</sup> **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.

<sup>6</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

<sup>7</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level

Local <sup>8</sup>	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 including the duty under the 2006 Disability Discrimination (NI) Order
--------------------	---	--	---

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

	Training Action Measures	Outputs	Outcome / Impact
1	Recruiting Fairly Training	This training covered employment and training legislation, specifically in the realm of Recruitment and selection.	Post-training evaluations reveal that staff generally gained a greater understanding of such issues.
2	Disability Awareness Training	Training across a range of disability issues (e.g. information on different types of disability, discrimination and reasonable adjustments) as well as good practice benefits for employers.	Post-training evaluations reveal that staff generally gained a greater understanding of such issues.
3			
4			

<sup>8</sup> **Local:** Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

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	Updated and revised information on the artsanddisability.com website, including Shift in Perspective, which is a resource publication promoting best practice in arts and disability.	Updated information	Strengthened our engagement with disabled people and the organisations that support them.
2			
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	Continue to review ACNI S75 screening proforma to reflect current disability duties	Updated 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 ACNI 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	A number of arts venues are currently in the assessment stages in receiving a charter award.	Within the organisations working towards Charter Status there has been engagement with disability issues at every level of activity.
2	The Arts Council supports ADAPT NI, an organisation that provides dedicated training for arts providers	Adapt NI facilitated training to a number of arts organisations.	Comprehensive knowledge of disability access issues for participants



3	Encourage mainstream organisations to link with disability related projects	Through our core funded organisations (Adapt NI, Arts and Disability Forum and Open Arts) a number of disability related projects have developed a partnership approach with mainstream organisations.	Disabled artists and disability issues included in programming of mainstream venues.
4	Continued funding for Arts & Disability Awards Ireland Scheme	A total of 16 successful applications were awarded to disabled artists in 2010/11	Provides support for individual disabled artists

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

	Action Measures partly achieved	Milestones <sup>9</sup> / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Provide Equality Awareness training to Arts Council Board members	Within this reporting period the arrangements for this training were put in place.	Training to be delivered to the Board on the 11 <sup>th</sup> May 2011.	Scheduling
2				
3				
4				

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

	Action Measures not met	Reasons
1		
2		
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?

<sup>9</sup> **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

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: NO

If yes please outline below:

	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 organisations annual review of the plan? If so, please outline proposed changes?

No