

# EQUALITY COMMISSION FOR NORTHERN IRELAND

## Public Authority 2011 – 2012 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 2011 to 31 March 2012 (Part A)*.

This template also includes a number of questions regarding implementation of **Section 49A of the DDO** from the 1 *April 2011 to 31 March 2012 (Part B)*.

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 2012**.

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)

S75: Policy Development Officer

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DDO (if different from above):

# **Part A: Section 75 Annual Progress Report 2011 - 2012**

## **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.

### **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 2011/12 there have been two rounds of applications; to date 50 organisations have been awarded a total of £627,507. Examples of successful organisations in the past year include; Mindwise, NI Hospice, Reminiscence Network NI, the Mummers Foundation and Ardtrea and Desertcreat Association.

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.

In 2011, the Arts & Older People Programme linked with Bealtaine, a festival celebrating creativity in older people. This partnership has resulted in two artists' development opportunities. Firstly, in December 2011, the Arts Council awarded bursaries to four Northern Ireland dance artists to participate in a dance residency, coordinated by Bealtaine and facilitated by Dance Exchange. This project brought together choreographers from across Ireland, already engaged in work with older people and looked at choreographic work embracing ideas around well-being, environment, legacy and internationalism. Secondly, in March 2012, the Arts Council supported five artists from Northern Ireland to participate in an artists residency programme facilitated by Bealtaine which took place in the Tyrone Guthrie Centre, Co. Monaghan. This three-day event enabled artists from across Ireland and Northern Ireland to explore best practice, exchange knowledge and experience of working with older people, establish a network of support and increase awareness of artistic engagement with ageing globally.

In December 2011, the Arts Council coordinated Dementia Awareness training for artists, facilitated by the Reminiscence Network NI. This one-day workshop explored best practice in reminiscence and life story work and the importance of this area of practice in working with people with dementia. Further dementia training for artists will take place in 2012.

The third round of the Arts and Older People Programme opened for applications on 13th February 2012 and closed on 15th March 2012. There was substantial interest in the programme from both arts organisations and community organisations across Northern Ireland. A total of 45 applications were received with a total amount requested of £1,076,810. 40 applications were eligible for assessment of which 18 projects were awarded funding totaling £252,899. Projects were awarded funding from across Northern Ireland with eight client organisations based in Belfast, five in Londonderry, one Fermanagh, one Tyrone, one Armagh and two in Down. However the area of benefit is wider with the following number of project impacting as follows; eight in Belfast , six in Londonderry , three in Fermanagh, three in Tyrone, three in Armagh and three in Down. Fifteen projects will specifically target Neighbourhood Renewal Areas and eleven projects will target rural areas. A total of eight arts organisations and ten community organisations received funding.

The Interim Evaluation of the Arts & Older People Programme, completed in March 2012, demonstrates that the programme is largely meeting the strategic themes identified within the Arts & Older People Strategy.

### **STartUP**

The STartUP programme provides seed funding to areas where there is weak cultural infrastructure. 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 2011/2012 period, the Arts Council committed £100,000 to the programme and supported 20 new projects through the STartUP initiative. New projects include; FASA, an organisation providing support for those effected by substance abuse, suicide and self-harm and the Mid Ulster and South Tyrone Homeless Hostel. Other StartUP Programmes included The Corrymeela Community; the Markethill Art group; and Quire in Newry.

### **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.

83 Small Grants Programme awards were made between 1st April 2011 and 31st March 2012. Examples include the Springfarm and District Community Association, ArtsEkta's 'Festival of Colours', The Greencastle Youth Club; the Carleton Over 50's Club, Portadown; Action Mental Health, Fermanagh; and The British Deaf Association.

### **Re-Imaging Communities Programme**

ACNI anticipates a letter of offer will be formally received during 2012-13 to fund the continuation of the Re-Imaging Communities Programme.

No awards were made during 2011-12.

### **Intercultural Arts Strategy**

The overarching aim of this Strategy is to increase access to and participation in the arts amongst minority ethnic communities. It was prepared in recognition of the priorities set out in ACNI's five year Strategy, *Creative Connections 2007-2012*. Theme three, Growing Audiences and Increasing Participation highlights the ACNI's commitment to fostering the expression of cultural pluralism as well as building dialogue and promoting understanding through exchanges within and between communities. During 2011-12, the draft Strategy was screened and submitted to a full EQIA over a 12-week period. After this and during 2011-12 an EQIA Report was published and funding was pursued for the allied Intercultural Arts Programme. The Intercultural Arts Strategy was launched in May 2012. ACNI coordinated an exhibition of work by six ethnic minority artists which ran at Parliament Buildings, Stormont from 8<sup>th</sup> – 29<sup>th</sup> June. Works from artists, a private lender and the ACNI collection were included in the exhibition. Elements of the Intercultural Arts Programme have now opened including funding streams. The Programme has £300, 000 allocated to it and will run over a three-year period.

## **Youth Arts Strategy**

Widening opportunities to participate in youth arts is integral to the ambitions of ACNI's five year plan. 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 and as audience members. The assignment was 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. Dialogue continued with Participation Network who provided assistance in producing the Youth Arts Strategy in a youth-friendly consultation document and in preparing session plans for ACNI staff to engage directly with young people as part of the EQIA process. The EQIA was open for 12 weeks until 11<sup>th</sup> May 2012. The Youth Arts Strategy and its associated Programme will be launched in 2012-13 following completion of the EQIA Report.

## **Community Arts Strategy**

During the financial year 2011-12, ACNI began working on the development of its new Community Arts Strategy. This involved a number of different research stages including desk based research examining the role of Community Arts and strategies that have been developed elsewhere including activities of the other UK Arts Councils as well as in the Republic of Ireland and further afield. Following on from this we undertook a number of one to one consultations with our core community arts clients during March 2012 to learn more about the work that they are doing and to identify the challenges they face and areas that they would like to see developed/ supported through the new strategy. As part of this process, we ensured that our consultation was as wide reaching and inclusive of all Section 75 categories as far as possible. This stage of consultation then informed our wider sector consultation with community arts organisations and artists to take place in May 2012. Work will continue on the development of the strategy which we hope to have ready for a 12-week consultation during autumn 2012 and for launch in spring 2013.

## **Cultural Olympiad**

Northern Ireland secured commissions for over 20 individual London 2012 Festival events for the Games-time period 21 June – 9 September. The festival programme was pre-launched in November 2011 and fully launched in April 2012, following a countdown event in Newtownards called Global Rainbow which attracted up to 40,000 visitors.

Lead objectives for the Cultural Olympiad in Northern Ireland have been met. Young people continue to participate beyond the Inspire mark projects established from 2009-2011 into Festival event activity in 2012 like Land of Giants which involved a cast and crew of over 500. A particular example of this involved Rathgael Girls Gymnastics Club who were involved in each of the Legacy Trust UK's Connections project Lift Off by Beat Initiative since 2009 and continued to be part of Land of Giants' countdown event 'Journey to the Land of Giants' in 2012.

We have showcased Northern Ireland artists and arts organisations on a world stage through commissioning work. Local disabled artists work commissioned under the Unlimited programme will be presented at the South Bank Centre in London during the Paralympic Games.

We have brought international artists to audiences in Northern Ireland by presenting new work by Hans Peter Kuhn (Germany), Oscar Munoz (Colombia), Poshya Kakl (Kurdistan/Iraq), Paul Couillard (Canada), Atom Egoyan (Canada), Robert Wilson (USA) and many more.

To date, over 400,000 people have actively engaged as an audience member or participant with the Cultural Olympiad in Northern Ireland.

**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 main initiatives planned in the coming year to ensure the authority improves the outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75 include:

- The introduction of the revised Equality Scheme and its associated Action Plan which seeks to address any inequalities identified during the Audit of Inequalities.
- The continuation of the Arts and Older People Programme
- The continuation of the STartUP and Small Grants programmes
- The launch of the Intercultural Arts Strategy and its associated Programme
- The launch of the Youth Arts Strategy and its associated Programme

- The establishment of a Young People and Mental Health Arts Programme
- Evaluation of the outgoing Community Arts Strategy and creation of a new Community Arts Strategy for the period 2013 to 2018
- The continuation of the Re-Imaging Communities Programme (subject to receipt of funding by SEUPB)
- The development of the successor ACNI five year Strategy
- Spatial Distribution Mapping Exercise: To establish the spatial distribution of Arts Council grant programmes since the previous exercise in 2008.
- Funding for the Arts – Activity report form: Monitor and evaluate the work of clients which fall outside the AFP e.g. Small Grants, SIAP, Lottery funding
- Music Strategy: The strategy will secure a high standard for orchestral music in Northern Ireland, strengthen the quality of music provision, grow audiences and increase participation

### **New / Revised Equality Schemes**

**Please indicate whether this reporting period applies to a new or revised scheme and (if appropriate) when the scheme was approved?**

This reporting period does not apply to the revised Equality Scheme. The revised Equality Scheme will be submitted to the Equality Commission on or before the 1<sup>st</sup> November 2012 with approval thereafter.

### **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 2011-12.**

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 2011-12 Business Plan**



- **Complete review of community arts practice:** ACNI began working on the development of its new Community Arts Strategy.

- **Implement action plans for visual arts, music & youth arts practice**

**Visual Arts:** ACNI continues to roll out the action plan for the Visual Arts Strategy. We will continue to build upon all elements such as the launch of the Own Art scheme, launched in autumn 2012.

**Music:** The fieldwork has been completed for the Music Strategy and ACNI is currently developing the Strategy and Action Plan for the music sector. ACNI intends to complete the screening and EQIA of the forthcoming Music Strategy in 2012-13.

**Youth Arts Practice:** A draft Youth Arts Strategy was completed and EQIA closed on 11<sup>th</sup> May 2012. The Youth Arts Strategy and its associated Programme will be launched in 2012-13 following completion of the EQIA Report.

- **Allocate £250k of Lottery programme funding for projects in disadvantaged areas:** Within the Small Grants Programme organisations that promote access to the arts for people considered disadvantaged, including section 75 groups and those in economically and socially deprived areas are given priority. 83 Small Grants Programme awards were made between 1st April 2011 and 31st March 2012.
- **Increased attendance levels amongst older people:** In 2011/12, the Arts and Older People Programme had two rounds of applications. To date 50 organisations have been awarded a total of £627,507.
- **Promote attendance at Ulster Scots cultural sector events:** The WF Marshall Winter School has been postponed until May 2012. Work continues with USCN in City of Culture Ulster-Scots working group.
- **Promote attendance at Irish language cultural sector events:** Developments are ongoing for the launch of an Irish Language Arts Portal. The ACNI response to working group proposals on Strategic Framework for the Irish Language was welcomed by POBAL in March 2012.
- **Devise action plan for Intercultural Arts Strategy** - The Intercultural Arts Strategy was launched in May 2012 and elements of the Programme have now opened including funding streams. The

Programme has £300, 000 allocated to it and will run over a three-year period.

- **Award 15 Start-Up Grants to community & voluntary organisations:** During 2011/2012 period, the Arts Council committed £100,000 to the programme and supported 20 new projects through the SStartUP initiative.
- **Increased participation levels amongst older people:** In 2011/12, the Arts and Older People Programme had two rounds of applications. To date 50 organisations have been awarded a total of £627,507.
- **Ensure appropriate policy for youth arts:** A draft Youth Arts Strategy was completed and EQIA closed on 11th May 2012. The Youth Arts Strategy and its associated Programme will be launched in 2012-13 following completion of the EQIA Report.

## **Section 2: Examples of Section 75 Outcomes / Impacts**

**Given the renewed focus of Section 75 aiming to achieve more tangible impacts and outcomes and addressing key inequalities; please report in this section how the authority's work has impacted on individuals across the Section 75 categories. Consider narrative in the following structure:**

- ***Describe*** the action measure /section 75 process undertaken.
- ***Who*** was affected across the Section 75 categories?
- ***What impact*** it achieved?

**Please give examples of changes to policies or practices using *screening or EQIA*, which have resulted in outcomes or impacts for individuals. If the change was a result of an EQIA please indicate this and also reference the title of the relevant EQIA.**

During the EQIA of the Intercultural Arts Strategy, one consultee commented of the need of a cross-sectoral approach involving public, private, charitable and academic sectors. In light of the comments made the breadth of participation in the Intercultural Arts Steering Group was widened. Participants from public, private, charity and academic sectors in addition to ethnic artists, arts organisations and umbrella organisations within the minority ethnic sector will now sit on this advisory group. Thus, as a result of the EQIA, ACNI amended the Action Plan to clarify this intention. This will ensure that the advisory group is as representative as possible and will improve the impact of Programme objectives for minority ethnic artists, arts organisations and communities.

**Please give examples of *outcomes or impacts on individuals* as a result of any *action measures* undertaken as part of your Section 75 action plan:**

The Section 75 Action Plan is not live until 1<sup>st</sup> November 2012 as it is linked to the revised ACNI Equality Scheme. However, ACNI continues to fund a range of clients and projects from across our funding programmes some of which are targeted at Section 75 groups.

**Please give examples of *outcomes or impacts on individuals* as a result of any other Section 75 processes e.g. consultation or monitoring:**

Between January and March 2012, preparations were made for the EQIA of the draft Youth Arts Strategy including: Participation Network 'Ask First'

training; liaison with Participation Network to plan engagement sessions; publication of the young person friendly consultation document; and, liaison with two youth arts organisations so as to directly engage young people in the EQIA process as well as to engage young people with multiple identities. This would allow young people to engage directly with ACNI staff and make their voices heard and also to share ideas on how the Strategy could be improved. Furthermore, the publication of the young person friendly version of the consultation document subsequently empowered two young people from Belfast City Council Youth Forum to lead their peers in their response which resulted in thirty consultation responses to the EQIA.

### **Section 3: Screening**

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

For those authorities that have started issuing of screening reports in year; this section may be completed in part by appending, to this annual report, a copy of all screening reports issued within the reporting period.

Where screening reports have not been issued, for part or all of the reporting period, please complete the table below:

<b>Title of policy subject to screening</b>	<b>What was the <i>screening decision</i>? E.g. screened in, screened out, mitigation, EQIA...</b>	<b>Were any <i>concerns raised about screening by consultees</i>; including the Commission?</b>	<b>Is policy being subject to EQIA? Yes/No If yes indicate timeline for assessment.</b>
Draft Intercultural Arts Strategy	Screened in	No	Yes and completed in September 2011.
Draft Youth Arts Strategy	Screened in	No	Yes and completed in May 2012.

### **Section 4: Equality Impact Assessment (EQIA)**

**Please provide an update of policies subject to EQIA during 2011-12, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2012-13.**

- EQIA Timetable: April 2011 - March 2012

Title of Policy EQIA	EQIA Stage at end March 2012 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals and the relevant Section 75 categories due to be affected.
Draft Intercultural Arts Strategy	6	One adjustment was made to the Intercultural Arts Strategy as a result of the EQIA process: the composition of the Steering Group was widened to invite participation from public, private, charity and academic sectors in addition to ethnic artists, arts organisations and umbrella organisations within the minority ethnic sector. We subsequently amended the Action Plan to clarify this adjustment.
Draft Youth Arts Strategy	5	Consultation closed in May 2012 and all adjustments intended to benefit individuals and the relevant Section 75 categories will be included in the Annual Progress Report for 2012-13.

**Where the EQIA timetable for 2011-12 (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.**

**(Enter text below)**

The EQIA of the Music Strategy did not occur during 2011-12. This was a result of delays in the appointment of a consultant to conduct the fieldwork to inform the Strategy's development and ACNI had to go out to tender on a second occasion. ACNI intends to complete the screening and EQIA of the forthcoming Music Strategy in 2012-13.

- Ongoing EQIA Monitoring Activities: April 2011- March 2012

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		

2012-13 EQIA Timetable

Title of EQIAs due to be commenced during April 2012 – March 2013	Revised or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
Revised Equality Scheme	Revised	November 2012
Draft Music Strategy	New	February 2012
Draft Community Arts Strategy	New	March 2012
Draft Five Year Plan	Revised	March 2012

### **Section 5: 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.**

An Equality Awareness Session for ACNI Board Members took place on 11<sup>th</sup> May 2011.

The Policy Development Officer received ‘Ask First’ training delivered by Participation Network which seeks to support decision makers to engage effectively with children and young people. The workshop provided the PDO with the opportunity to develop the knowledge, understanding and skills to engage meaningfully with children and young people during policy development and service design. This was useful during the EQIA of the Youth Arts Strategy in which ACNI staff engaged directly with young people on the Strategy’s content.

In March 2012, the Policy Development Officer and Policy & Research Officer attended an information session organized by the Equality Commission regarding the steps to be taken to producing a revised Equality Scheme and including the development of Audit of Inequalities and Action Plan.

### **Section 6: 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 and compliance 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.

ACNI is in the process of developing its new website and will be in line with best practice for website users with a disability.

## **Section 7: 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, including the needs and experiences of people with multiple identities.**

### **Audit of Inequalities**

The Arts Council, along with all other public bodies in Northern Ireland, was requested by the Equality Commission to develop a new Equality Scheme in line with its revised guidance on Section 75 of the Northern Ireland Act 1998. To inform the development of the draft Equality Scheme the Arts Council conducted an Audit of Inequalities to examine any inequalities which exist for service users and those affected by the output of the Arts Council. This Audit sought to facilitate evidence-based policy-making and assist the prioritization of equality actions. Consequently, the Arts Council also produced an Action Plan for the timeframe of the Equality Scheme.

### **General Population Survey**

ACNI 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 Business Plans.

### **RFO Survey**

The RFO Survey comprises ACNI's main monitoring system, collecting process and output information on funded activity at a disaggregated level allowing for detailed interrogation and analysis. It requires all core clients in receipt of annual funding through the Annual Funding Programme (AFP) to complete a survey return at two points in the financial year. Data analyzed from this survey provides a detailed quantitative picture of output across the publically subsidized arts sector, relating to the work of touring companies, receiving and producing companies, venues, galleries, community arts, disability arts and umbrella organisations. It also helps to identify arts activities delivered by clients that are specifically targeted at Section 75 groups.

### **AOP Interim Evaluation**

The Interim Evaluation of the Arts and Older People Programme was published in January 2012. The Interim Evaluation provided an overview of progress towards the AOP's aims and outcomes as reflected in its Logic Model at Interim stage. It also summarized recent research and policy developments and presents an analysis of the work conducted to date. The implications for programme development were also discussed.

### **Community Arts Strategy**

During the financial year 2011-12, ACNI began working on the development of its new Community Arts Strategy. This involved a number of different research stages including desk based research looking at the role of Community Arts and strategies that have been developed elsewhere including activities of the other UK Arts Councils as well as in the Republic of Ireland and further afield. Following on from this we undertook a number of one to one consultations with our core community arts clients during March 2012 to learn more about the work that they are doing and to identify the challenges they face and areas that they would like to see developed/supported through the new strategy. As part of this process, we ensured



that our consultation was as wide reaching and inclusive of all Section 75 categories as far as possible. This stage of consultation then informed our wider sector consultation with community arts organisations and artists to take place in May 2012.

**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 8: 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.**

ACNI'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 website.

ACNI 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 are available through the website, via eNewsletter 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 Ealaíon.

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, Adapt NI and Open Arts.

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 400 programme, was revised and updated in 2011/2012, providing up to date profiles on public venues across NI.

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, three Charters were awarded to the Strule Arts Centre, Waterfront and Ulster Halls and Island Arts Centre, Lisburn. In addition, there has been direct arts input to the NI Implementation Plan for Vision Strategy 2010 and representation on Priority Action Group.

We continue to address barriers faced by disabled people's 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. The Arts Council has established the Promoting Access Group, with representation from Adapt NI, Open Arts, Arts & Disability Forum and the Arts & Disability Equality Charter to monitor progress made since the 'Barriers' report on a bi-annual basis.

Along with An Chomhairle Ealaíon, we fund two North/South collaboration projects: the award-winning Arts & Disability Awards Ireland (ADAI) grant scheme, for individual disabled artists; and the Arts & Disability Directory. In the 2011/ 2012 period, an award of £25,000 was made to the ADAI scheme. As a result of this award, a total of 12 individual artists with disabilities were supported 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 Annual Funding, e.g. Adapt NI, Open Arts, Replay, Kids in Control, Streetwise and the Arts & Disability Forum. An example project in the 2011/2012 period is the National Deaf Children's Society Me2 Arts project, funded by the Arts Council Lottery programme. This programme supported arts providers in ensuring their activities are accessible for deaf children and young people.

In this reporting period, the Arts Council grant-aided the Arts & Disability Forum to conduct a feasibility study to investigate the current provision of Captioning and Audio Description in theatres in Northern Ireland and what services and support would be needed to increase the amount and quality of this provision.

## **Section 9: Complaints**

**Please identify the number of Section 75 related complaints:**

- **received and resolved by the authority (including how this was achieved);**
- **which were not resolved to the satisfaction of the complainant;**
- **which were referred to the Equality Commission.**

ACNI has in place a comprehensive procedure to deal with any complaints received. We are pleased to advise that no Section 75 related complaints were received by ACNI between April 2011 and March 2012.

## **Section 10: Consultation and Engagement**

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

**Please outline any use of the Commission's guidance on consulting with and involving children and young people.**

Regular client meetings have taken place with all Annual Funding Programme (AFP) clients, a number of these clients have specific programmes targeted at Section 75 groups through their ongoing arts-led cultural development programmes such as Youth Action and Play Resource Warehouse.

In support of our commitment to equality we continue to provide consultees with information concerning the screening of our policies and make this information available on our website.

The Arts Council continues to support the Minority Ethnic Artists Forum (MEAF) which was established in partnership with key community-based arts organisations.

The Draft Youth Arts Strategy is the product of an extensive programme of research undertaken over a six-month period between January and June 2011 involving direct consultation with children, young people and key stakeholders working in the statutory, voluntary and community sectors. In the development of the Draft Youth Arts Strategy, ACNI engaged with over 100 children and young people in a range of education, arts, non-arts and care-based contexts. Furthermore, the design, co-ordination and distribution of two surveys involved nearly 400 children, parents and practitioners; two youth arts sector focus groups; and, 15 interviews with strategic stakeholders. In November 2011, ACNI received a commendation from the Northern Ireland Commissioner for Children and Young People (NICCY) at their first Participation Awards in the Long Gallery at Stormont. In preparation for the EQIA of the Draft Youth Arts Strategy, ACNI worked with Participation Network to plan consultation and engagement sessions with children and young people. Participation Network also produced a young person friendly version of the consultation document. ACNI also engaged directly with over 50 young people in Belfast and Derry/Londonderry through the Millennium Forum, Youth Action and Belfast City Council Youth Forum. The publication of the young person friendly version facilitated two young people at Belfast City Council Youth Forum in leading their peers in the consultation.

The Policy Development Officer uses the Commission's guidance on consulting with and involving children and young people as a point of referral. Participation Network has also been approached for guidance as required.

### **Section 11: 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.**

Funding for the Intercultural Arts Programme, allied to the Intercultural Arts Strategy, was secured. The Strategy recognises the changing face of society in Northern Ireland and its increasing cultural diversity. It flags up the need to promote cultural pluralism, develop good relations and tackle racism within and between communities and their cultures. ACNI coordinated an exhibition of work by ethnic minority artists at Parliament Buildings, Stormont from 8th – 29th June to launch the Intercultural Arts Strategy and Programme. Works from six artists, a private lender and the ACNI collection were included in the exhibition. An initial £300,000 has

been invested over the next three years in promoting cultural diversity, using the arts to help develop good relations and importantly to help tackle racism and deliver a better future for everyone.

In Northern Ireland, the arts have been used as a component of peace building, helping to bring together communities split by religious, political and ethnic divides. ACNI's support for Community Arts plays a particularly important role in understanding the variety of our own identities and celebrating the multiculturalism that exists in Northern Ireland through participatory arts-based activities.

In relation to ACNI client activity, over two thirds (68%) of participation based activity was described as cross-community (RFO survey returns 2010/11) Each Regularly Funded Organisation is asked to estimate the religious breakdown of participants engaged in activities, such as workshops, based on three broad classifications: 'cross-community', 'mainly one religion' or 'entirely/all one religion' and this information is captured in the annual RFO Survey.

In January 2012, ACNI submitted a successful proposal to host a Practice Exchange in Belfast in conjunction with the Platform for Intercultural Europe. The conference will focus on the varying responses of artists to the Northern Ireland conflict; the role of the arts as a tool to enable reconciliation; the role of cultural institutions in transforming society; the challenge of transforming existing institutions in order to provide equality of opportunity; as well as at the need to create new infrastructure to promote good community relations. Workshop contributions which bring comparisons from other intra-community conflicts in Europe are invited. Sub-themes include: *The unique offer of the arts: neutral space, innovative tools and languages*; and, *Building partnerships across sectors. Making minds meet*.

The WF Marshall Winter School has been postponed until May 2012. Work continues with USCN in City of Culture Ulster-Scots working group.

Developments are ongoing for the launch of an Irish Language Arts Portal. The ACNI response to working group proposals on Strategic Framework for the Irish Language was welcomed by POBAL in March 2012.

In 2011-12, ACNI has continued to develop a digital archive containing many of the key artistic works that were created against the backdrop of

the Northern Ireland Troubles. The Troubles Archive has been produced in recognition of the contribution that the arts make to our understanding of the Troubles, and of the impact that the conflict has had upon the arts in Northern Ireland. We will continue to develop the depth and scope of material as it builds this unique comprehensive record of the arts of the Northern Ireland Troubles. The next step, ideally, is to make the material available online and to expand what can be viewed.

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

The Policy Development Officer uses the Commission's Good Relations Guide as a regular point of referral.

**Section 12: Additional Comments**

**Please provide any additional information/comments.**

During 2011/12, ACNI began a process to develop a revised Equality Scheme. As part of this, ACNI conducted an Audit of Inequalities and developed an Action Plan to tackle inequalities identified. This will be submitted to the Equality Commission on or before 1<sup>st</sup> November 2012.

Regarding disability duties, ACNI continues to take a number of measures to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

ACNI 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.

ACNI facilitates meetings with organisations within the Disability Arts sector. The purpose of these meetings is to monitor progress on disability related initiatives. Such strategic meetings are in response to ACNI's 2007 Survey, '*Barriers to Disabled people's Participation in and Access to the Arts in Northern Ireland*'.

**Part B: 'Disability Duties'**  
**Annual Report 1 April 2011 / 31 March 2012**

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

9

Fully  
Achieved?

0

Partially  
Achieved?

0

Not  
Achieved?

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

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

Level	Public Life Action Measures	Outputs <sup>1</sup>	Outcomes / Impact <sup>2</sup>
National <sup>3</sup>			
Regional <sup>4</sup>			
Local <sup>5</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 under the 2006 Disability Discrimination (NI) Order.

<sup>1</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>2</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>3</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

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

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



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

	Training Action Measures	Outputs	Outcome / Impact
1	To deliver Equality Awareness Training to ACNI Board.	Equality Awareness Training delivered on 11 <sup>th</sup> May 2011.	Increased understanding and awareness of Section 75 requirements.
2			

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	Updated information	Strengthened our engagement with disabled people and the organisations which support them
2	Preparations for launch of launch of Access 400, an upgraded online guide giving information on venues' disability access.	The ADAPT NI Access 400 programme was revised and updated in 2011-12.	This provides up-to-date profiles on public venues across Northern Ireland.

	Users can rate and add comments on any of the venues featured.		
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2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Continue to review ACNI Section 75 screening proforma to reflect current disability duties	Updated screening proforma	Reflects consideration of the impact of ACNI policies on disabled people.
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 and approved schemes to provide an access audit report	Improved access

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	Three arts venues received a Chartermark Award in June 2011 with more under assessment and working towards Chartermark Status	Engagement with disability issues at every level of organisations working towards the Chartermark status.
2	ACNI funds work that helps arts venues improve disability access, for example.	The ADAPT NI Access 400 programme was revised and updated in 2011-12.	This provides up-to-date profiles on public venues across Northern Ireland.
3	Along with An Chomhairle Ealaíon, ACNI funds two North/South collaboration projects: the award-winning Arts & Disability Awards Ireland (ADAI) grant scheme, for individual disabled artists; and the Arts & Disability Directory.	In the 2011/ 2012 period, an award of £25,000 was made to the ADAI scheme.	As a result of this award, a total of 12 individual artists with disabilities were supported to produce new work.

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

	Action Measures partly achieved	Milestones <sup>6</sup> / 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		
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>6</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 grants reports – monitor progress against grants

(b) Quantitative

RFO Survey

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

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

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

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 organisation's annual review of the plan? If so, please outline proposed changes?

No