

1. POLICY TO BE SCREENED

What is a policy?

The Equality Commission has defined 'policies' as '**all the ways a public authority carries out or proposes to carry out its functions relating to Northern Ireland**'. The Act defines 'functions' as including powers and duties'.

These are effectively a catch-all definitions that cover all Departmental policies, strategies, schemes, procedures and functions. If in doubt please contact the Equality Unit for advice.

1.1 Title of policy to be screened:

Intercultural Arts Strategy

1.2 Brief description of policy to be screened:

The Intercultural Arts Strategy (2011-2016) has been 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 our commitment to fostering the expression of cultural pluralism; building dialogue and promoting understanding, through exchanges within and between communities and their cultures. This strategy addresses the importance of exploring and developing opportunities for those from minority ethnic communities to engage with the arts. This piece of work is based upon extensive research and consultation conducted by the Arts Council's Strategic Development Department.

1.3 Aims of policy to be screened:

*It is essential that **all** the aims of the policy be clearly and fully defined.*

The principal aim of the Intercultural Arts Strategy is to create as many avenues as possible for minority ethnic communities to access and participate in the arts in Northern Ireland and further afield. The Arts Council proposes to meet the creative and social needs of minority ethnic communities through a set of strategic themes, objectives with related performance indicators. The strategic themes of this intercultural arts strategy centre upon the artistic and social issues identified through the Arts Council's research and consultation within the sector. The six strategic themes include: Intercultural Engagement; Developing the Minority Ethnic Arts infrastructure; using the arts to develop Community Cohesion; using the arts to increase awareness of Diversity, and developing programmes that use the arts to develop Good Relations and as a vehicle to tackle Racism.

1.4 Branch responsible for devising and delivering policy:

Strategic Development and Arts Development

1.5 Name of and contact details for person carrying out screening:

Jacqueline Witherow, Policy Development Officer. Contact: 028 9038 5219

2. SCREENING ANALYSIS

When proceeding to screening “proper”, the Equality Commission has stated that there are four criteria to be considered. These are listed at 2.1- 2.4 below. You are asked to consider the criteria in relation to the Section 75 groups and to answer the questions accordingly.

“Don’t know”?, “No evidence”?

The questions ask for evidence in relation to the Section 75 groups. You should not think of the “don’t know” column in the form as the easy option to respond to any of the questions. In cases where you don’t know and you don’t have data on file, you will need to make a pragmatic judgement based on experience as to whether the policy you are screening may have an impact on any of the groups. If your judgement is that the policy may have a differential adverse impact on any of the Section 75 groups (i.e. it affects them differently and less favourably than other groups), you should seek to obtain evidence. You should note that evidence can be qualitative – i.e. drawn from the experience of individuals from their perspective - as well as quantitative. Officials must give consideration to steps that they could reasonably be expected to take to obtain evidence and thereby inform their decision-making. Such steps could include meeting with a representative group or selective consultation.

Where there is little or no evidence, and common sense indicates that a differential impact may be expected, you should discuss this with the Equality Unit.

2.1 Is there any evidence of higher or lower participation or uptake by different groups? If so, please indicate below.

CATEGORY	YES	NO	DON'T KNOW
Gender	✓		
Sexual orientation		✓	
Religion	✓		
Political opinion		✓	
Disability (physical, sensory, learning, mental health and hidden disabilities)		✓	
Race or ethnic origin (includes Travellers)	✓		
Age	✓		
Dependant responsibilities	✓		
Marital status		✓	

If YES give details:

1. Research shows that for first generation immigrants there is a cultural focus orientated toward their 'homeland' as they had left it as well as little or no contact on a cultural basis with the arts of the indigenous Northern Ireland community. In comparison, second generation (those born and raised in NI) were more likely to be engaged in activities similar to their peers with the indigenous community (Audiences NI, 2007).
2. Research shows that there are a number of barriers that impede take-up and participation by minority ethnics in the arts, e.g. language, social barriers and irrelevance to own culture (Arts Council, 2005).
3. The Arts Council's Regularly Funded Organisations (RFO) survey shows that the targeting of minority ethnic groups is relatively low in comparison to other groups in society. For example, the level of specific targeting has fallen over the last years from 7% to 3%.
4. Results captured through the Equality Monitoring forms of the Support for the Individual Artist Programme (SIAP) reveal that between 2005-2010, 96% of successful applicants were white, with only 4% from a minority ethnic background.
5. Research reveals that some minority ethnic women may not be able to engage with the arts due to cultural and/or religious reasons (Jermyn and Desai, 2000).
6. Research shows that child-care costs among parents of young children can be barrier in attending the arts (Scottish Arts Council, 2003).

Give brief details of the evidence available/used:

1. ACNI's Regularly Funded Organisations Survey (2006/07, 2007/08, 2008/09, 2009/10)
2. ACNI Equality Monitoring Forms (2005-2010)
3. ACNI's *Research into the actual and perceived barriers to publicly funded arts in Northern Ireland* (2005).
4. Audiences NI: *Barriers to Access to the Arts and to Intercultural Arts Engagement as experienced by the Chinese and Indian Communities in Northern Ireland* (2007)
5. Jermyn, H. and P. Desai (2000) *Arts – What's in a work? Ethnic minorities and the arts. Arts Council England.*
6. Scottish Arts Council (2003) *Sharing the Spotlight – Increased Access and Participation in the Arts by Minority Ethnic Communities.*
7. Consultations with the sector

2.2 Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy?

CATEGORY	YES	NO	DON'T KNOW
Gender		✓	
Sexual orientation		✓	
Religion		✓	
Political opinion		✓	
Disability (physical, sensory, learning, mental health and hidden disabilities)		✓	
Race or ethnic origin (includes Travellers)	✓		
Age		✓	
Dependant responsibilities		✓	
Marital status		✓	

If YES give details:

Minority ethnics are just as heterogeneous as any other sub-group in society, for example, there are various ethnic and faith groups currently living in Northern Ireland. Furthermore, within single ethnic and faith groups there can be differences in culture, language and religious practice. Therefore, this strategy considers the needs of both ethnic and faith groups living in Northern Ireland.

2.3 Is there an opportunity to better promote equality of opportunity or better community relations by altering the policy or working with others in Government or in the larger community?

CATEGORY	YES	NO	DON'T KNOW
Gender		✓	
Sexual orientation		✓	
Religion		✓	
Political opinion		✓	
Disability (physical, sensory, learning, mental health and hidden disabilities)		✓	

Race or ethnic origin (includes Travellers)	✓		
Age		✓	
Dependant responsibilities		✓	
Marital status		✓	

If YES give details:

To better promote equality of opportunity and/or community relations, this strategy sets out the importance of working in partnership with community organisations, sector organisations and Government departments such as OFMDFM, who specifically address the issue of race.

2.4 Have consultations with relevant groups, organisations or individuals indicated that particular policies create problems that are specific to them?

CATEGORY	YES	NO	DON'T KNOW
Gender		✓	
Sexual orientation		✓	
Religion		✓	
Political opinion		✓	
Disability (physical, sensory, learning, mental health and hidden disabilities)		✓	
Race or ethnic origin (includes Travellers)	✓		
Age		✓	
Dependant responsibilities		✓	
Marital status		✓	

If YES give details:

A number of consultees commented on the importance of connecting the Intercultural Arts Strategy with Government's Shared Future policy, the draft Cohesion, Sharing and Integration strategy as well as the Racial Equality Strategy.

If the answer to **any** of the questions in respect of any of the categories is “**YES**”, you – in discussion with the Equality Unit – will have to consider whether the policy has a significant impact on equality of opportunity and, therefore, should be subject to an equality impact assessment.

If the answer to **all** the questions in section 2 is **NO** an equality impact assessment is not required.

If the answer to any of the above questions is **DON'T KNOW**, and common sense and experience indicate that a differential impact may be expected, you will need to discuss this with the Equality Unit.

It may be that a policy has an adverse differential impact on certain people in one or more of the categories as a consequence of targeting or affirmative action to combat an existing or historical inequality. If this is the case, please give details below and contact the Equality Unit if you are in doubt:

