

# EQUALITY COMMISSION FOR NORTHERN IRELAND

## Public Authority 2012 – 2013 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 2012 to 31 March 2013 (Part A)*.

This template also includes a number of questions regarding implementation of **Section 49A of the DDO** from the *1 April 2012 to 31 March 2013 (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 2013**.

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)

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DDO (if different from above):

# **Part A: Section 75 Annual Progress Report 2012 - 2013**

## **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.

### **Ambitions for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018**

The successor plan was developed over a period of time and was constructed with on-going discussion with strategic stakeholders. For example, through the cycle of sector meetings and platform events, drawing evidence from a number of key data sources and through the programme of consultation linked to discrete artform strategies/policies over the last number of years, e.g. Arts and Older People Strategy and the Intercultural Arts Strategy. In addition, the Arts Council Board established a Strategic Working Group to oversee this piece of work. The group was established in June 2011 following a special two day residential meeting. A range of qualitative and quantitative evidence was analysed in order to assess the context for the successor five year strategy and to form a picture of current priorities and challenges. Other evidence examined included the changed economic context, the current partnerships that exist, future priorities.

The Arts Council 'screened in' the Five Year Strategic Plan for equality impact assessment. Letters were sent out to a designated Section 75 database and information was posted under the news section of ACNI's website to notify the general public of this screening process. At this stage the Arts Council invited comment from the public on its decision detailed within the screening document to submit the strategy to a full EQIA. The

screening consultation period ran from the 14th January 2013 and closed on the 28th January 2013.

The Arts Council carried out an Equality Impact Assessment (EQIA) of the Five Year Strategic Plan. The thirteen-week consultation (statutory requirement is twelve-weeks) of the Five Year Strategic Plan began on the 28th January 2013 and closed on the 29th April 2013.

To complement the EQIA process, the Arts Council developed a programme of public engagement events. These took the form of public meetings, workshops, dedicated artform sector platforms, stakeholder engagements (for example a facilitated discussion hosted by BT with the private sector) and various social media channels, e.g. webinar, Facebook and Twitter. The purpose of this wider engagement was twofold: so that the Arts Council could get a measure of views on the plan, to listen to and find what refinements or changes were necessary but also to gauge how it addresses the needs and challenges faced, in the hope that it will become a shared vision for the development of the arts for the next five years.

### **Arts and Older People Strategy**

The Arts Council launched its first 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 was 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 was jointly funded by The Atlantic Philanthropies and the Arts Council of Northern Ireland and provided 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 helped to highlight and tackle the social justice issues older people face on a daily basis. Grants were available up to £50,000 to community and voluntary groups, as well as to arts organisations. Throughout the lifetime of the project, 50 organisations were awarded a total of £627,507. Examples of successful organisations include; Forthsprings Community Association, Loughinisland GAC, 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 January 2013, the Arts Council coordinated a networking and training programme for artists. This one-day workshop explored best practice in working with older people and enabled artists to come together to share experiences.

As a conclusion to the programme, a Celebration of Age event was organised in March 2013. This week-long event provided an opportunity to showcase the projects funded, through exhibitions, workshops and performances across Northern Ireland. A Celebration of Age Conference was organised during this week, which brought together specialists in health, culture and the arts as well as policy and decision makers. Speakers included Dame Joan Bakewell and performances by the Alzheimer's Society Choir and Big Telly Arts 'Spring Chickens'. The Celebration of Age week has received positive feedback from all who participated and attended the workshops, exhibitions and performances.

In June 2010, the Arts Council appointed Wallace Consulting to design an evaluation framework and undertake an ongoing evaluation of the programme throughout its lifetime. The key findings at the Interim phase (March 2012) highlighted that the programme largely met its strategic objectives in regards to social inclusion, isolation and loneliness, poverty and health and wellbeing. Findings from the draft final evaluation report (June 2013) notes that in January 2013, the Programme Steering Group

reflected on the impact of the programme to date and identified future development needs. In summary, the Steering Group agreed that the aims and objectives of the programme should continue to reflect the Arts Council's Arts & Older People Strategy and centre upon social justice issues that affect older people on a daily basis. In addition, the report outlines a number of recommendations on how best to move the Art and Older People Programme forward in the future. These recommendations centre on issues around the application process (e.g. The AOPP has stressed that older people's needs and interests should be at the forefront of each project and that applications need to be based upon consultation with potential participants), Professional Development (e.g. The evaluation findings suggest that project partners should place more emphasis upon sustainability of activity post-funding) and Strategic Development (e.g. The evaluation evidence suggests that the programme needs to be more localised in order to improve awareness, information flow and uptake amongst the most socially excluded older people).

In regards to the future Arts & Older People Programme, in March 2013 the Arts Council submitted an application to the Baring Foundation, further to a two-day visit by David Cutler, Director of the Baring Foundation to Northern Ireland. The Board of the Baring Foundation has agreed to commit £150,000 to a future Arts & Older People Programme, subject to additional funding being secured.

A number of meetings have taken place with the Public Health Agency, identifying ways in which a future Arts & Older People Programme could strategically align with the PHA's Health and Wellbeing remit. An initial investment by the PHA of £150,000 towards the programme in 2013/14 highlights ways in which the arts could enhance the well-being and quality of life of older people, through access to and participation in high quality arts activities across a variety of artforms. In addition, a representative of CLOA (Chief Cultural and Leisure Officers Association), has contributed to discussions, identifying ways in which a future programme could fit with Local Authorities' commitment to older people, e.g. Age Friendly Cities/Communities.

The Public Health Agency has made a total commitment of £450,000 towards the future Arts & Older People Programme over a 3 year period (2013/16). The Department of Culture, Arts & Leisure has committed £100,000 to the future Arts & Older People Programme for the 2013/2014

period and the Arts Council has underpinned the programme with £300,000 for the 3-year period (2013/16).

The Arts & Older People Programme, phase II will be launched on the 16th October, in the Island Arts Centre, Lisburn. Whilst the programme will continue to be application based, the future programme is informed by the findings from the Evaluation Report.

### **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 the 2012/13 period, the Arts Council committed £45,000 to the programme and supported 9 organisations. The organisations received hands-on support and financial support to start new artistic programmes that will benefit their communities. Organisations that received funding in the 2012/13 financial period include: An Bonnán Buí music venue in Crossmaglen; Care for Cancer, Omagh; Limavady Drama Group; Attical Youth Club; Strabane and Lifford LGBT group; Gleno Community Group, Larne; Eagle Glen Community Partnership, Garvagh; Community Focus Learning, Ballymena; Fountain Community Group, Strabane.

### **Small Grants**

The Small Grants Programme programme is open to constituted groups providing grants of between £500 and £10,000 to help run an arts activity in Northern Ireland. Through this programme the Arts Council encourages organisations (professional arts/community based) to develop and deliver arts projects which contribute to the growth of arts in the community for new and existing audiences and which reflect the diversity of Northern Ireland's society and culture. This funding programme supports activities which benefit the people of Northern Ireland or that help arts organisations in Northern Ireland carry out their work.

88 Small Grants Programme awards were made within the 2012/13 period. Examples of recipient organisations include the Action Mental Health;

Gasyard Wall Féile; Unionist Centenary Committee; Fermanagh Arts Festival; Drumgor Detached Youth; Foyle Pride; Youth Lyric Ltd; Bangor International Choral Festival and The Geordie Hanna Traditional Song Society.

### **Building Peace through the Arts - Re-Imaging Communities Programme**

In February 2013, the Arts Council launched the Building Peace through the Arts – Reimaging Communities Programme. This programme is funded by the European Union’s Programme for Peace and Reconciliation (PEACE III) managed by the Special EU Programmes Body; the Arts Council of Northern Ireland; and the International Fund for Ireland. It supports community groups and local authorities across Northern Ireland and the Border Areas of the Republic in tackling the manifestations of sectarianism and racism. The purpose of this next phase of funding is to build peace and improve community relations through consultation, creative engagement and the development of public artworks.

The programme prioritises projects that:

- are cross-community, inter-community, cross-border or inter-cultural
- target the participation of young people
- target the participation of minority ethnic communities
- are located in areas which had little or no participation in the previous Reimaging Communities Programme
- involve the removal of signs of sectarianism / racism along main arterial routes

This programme aims to 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. Analysis of the previous Re-imaging funding programme indicates a link between projects and disadvantaged communities, particularly those experiencing poverty and social exclusion.

The first applications were approved on the 28<sup>th</sup> May 2013. In the run up to the programme launch in Derry / L’derry on the 28<sup>th</sup> February and throughout March 2013, ACNI was involved in raising awareness of the programme amongst key stakeholders (e.g. Community Voluntary Sector, PEACE Partnerships, Good Relations Officers, Local Government Arts Officers etc.) and delivering a series of Information Sessions in Enniskillen,

Strabane, Cookstown and Newry that were attended by a total of 145 individuals.

A Programme Consortium has been established – membership includes the Special EU Programmes Body, the Arts Council of Northern Ireland, the International Fund for Ireland (IFI), the Office of the First Minister and deputy First Minister (OFMdFM), the Northern Ireland Housing Executive, the Community Relations Council (CRC), POBAL, the Department of Culture, Arts and Leisure (DCAL) and the Department of Social Development (DSD).

### **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. The Intercultural Arts Strategy and Programme was launched in May 2012. ACNI coordinated an exhibition of work by six ethnic minority artists which was held at Parliament Buildings, Stormont from 8th – 29th June 2012. Works from artists, a private lender and the ACNI collection were included in the exhibition. The Arts Council committed £300,000 over a three-year period to the Intercultural Arts Programme and to date, a total of £11,865 has been allocated to individual minority ethnic artists and £49,263 to community and voluntary groups. Community Arts Partnership has been contracted to take forward a support structure for the Intercultural Arts Programme, including networking events, seminars, information programme and artists support, training and development. The programme is currently open for applications.

### **Navigating the journey from conflict to interculturalism: The Arts in Northern Ireland**

The Arts Council in collaboration with the Platform for Intercultural Europe hosted the 6th Intercultural Practice Exchange at the MAC, Belfast from the 14th – 16th November 2012. The title of this conference was: Navigating the journey from conflict to interculturalism: The Arts in Northern Ireland. This conference provided delegates (comprising of artists, representative of arts organisations, academics and politicians) with the opportunity to exchange good practice in the field of interculturalism and the arts.



Arts Council initiatives such as the Re-imaging Communities Programme, Intercultural Arts Strategy and the Troubles Archive were explored. The conference also considered how the arts and artists articulate the conflict in Northern Ireland. For example, how the arts as a vehicle helps to promote reconciliation and develop community relationships at an inter and intra community level. Such issues are pertinent in light of the most recent Programme for Government, specifically in relation Together: Building a United Community, Equality and Good Relations and the forthcoming revision of the Racial Equality Strategy.

### **Youth Arts Strategy**

Widening opportunities to participate in youth arts is integral to the ambitions of ACNI's five year plan. A Youth Arts Strategy has been developed and will be launched in September by the Minister for Culture, Arts and Leisure. The 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. Work on the strategy was quality assured through Participation Network, who have experience in engaging 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 from the 17<sup>th</sup> February until the 11th May 2012. The Youth Arts Strategy will be launched in September 2013. A rollout of associated actions will begin in 2014 (e.g. Apprenticeship Programme, Young People and Mental Health Arts Programme).

### **Community Arts Strategy**

During 2012/13, work continued on the development of the Community Arts strategy and it is now in the final stages. This piece of work has been informed by extensive primary research which included opportunities for Section 75 groups to feed into the evidence gathering process through targeted engagement with community and voluntary groups, arts organisations and individual artists.

The final strategy will fully reflect the evidence collated, setting out a series of priorities for action to be achieved over the five year period. These priorities will be embedded within an Action Plan which will contain

dedicated costs, targets and evaluation measures. The Arts Council will screen and if applicable, EQIA the document during autumn 2013 with the aim to launch the final strategy in spring 2014.

### **Music Strategy**

In 2011, a comprehensive Music Review commissioned by ACNI and part funded by the British Council was carried out by Judith Ackrill and Nod Knowles (Ackrill & Knowles 2011). The research dimension of this review occurred between March – June 2011 and the findings fed into a comprehensive music review which was produced to the Arts Council in September 2011. Upon receipt of the music review the Arts Council developed its associated strategy and action plan.

The vision of the Arts Council for the development of the music sector in Northern Ireland was a comprehensive and inclusive one. This inclusive approach is to ensure that all those in society can avail of the increasingly rich variety of musical worlds in Northern Ireland today, across the different spheres of musical activity: from education to participation, from composition to performance.

During 2012/13 the Arts Council carried out an Equality Impact Assessment (EQIA) of the Draft Music Strategy. The twelve-week statutory consultation of the Draft Music Strategy began on the 7th December 2012 and closed on the 1st March 2013. No changes were made to policy in light of this consultation process. On the 5th July 2013 there was a press launch of the Strategy. A full launch is scheduled for October 2013.

### **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:

- Continue to roll out ACNI's revised Equality Scheme and its associated Action Plan;
- The continuation of the Arts and Older People Programme;
- The continuation of the STartUP and Small Grants programmes;

- The continuation of the Intercultural Arts Programme;
- The launch of the Youth Arts Strategy and its associated Programme;
- The launch of the Music Strategy;
- The establishment of a Young People and Mental Health Arts Programme;
- The launch of a new Community Arts Strategy for the period 2013 to 2018;
- The continuation of the Re-Imaging Communities Programme – Building Peace through the Arts;
- Launch of the ACNI's successor five year Strategy: Ambitions for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018;
- 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.
- The Arts Council will participate in an International Symposium on Human Rights and Culture in July 2013.
- The Arts Council has been invited to deliver a paper in Brussels to the OMC Group on Cultural Diversity, Intercultural Dialogue, Accessible and Inclusive Culture in July 2013.

## 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?

- Revised Equality Scheme submitted to the Equality Commission on the 1st November 2012.
- ACNI's internal Equality Monitoring Working Group was established and met for the first time in January 2013.
- Revised Equality Scheme desk audited and approved by the Equality Commission on the 27th February 2013.

Once the Equality Scheme was approved, the Arts Council had one month to achieve the following:

- **Finalise, agree and publish the associated Action Plan – informing the Equality Commission of any changes or amendments**

The Action Plan was reviewed and amended internally. An amended document was sent to the Equality Monitoring Working Group for final review and agreement.

- **Develop a programme of awareness raising of Section 75 commitments and the Scheme**

Letters were sent to ACNI's Section 75 database, finalised documents (including approved Equality Scheme, Summary Equality Scheme and Action) were posted on the news section and compliance section of ACNI's website, news item appeared within the April's edition of ACNI's e-newsletter. In addition, all of the approved Equality Scheme documentation was sent to the Equality Commission on the 26th March 2013.

- **Produce a Summary Equality Scheme**

A Summary Scheme was developed and circulated to the Equality Monitoring Working Group for agreement.

## **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 2012-13.**

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-imagining Communities Programme and the Arts and Older People Programme.

### **Targets within the 2012-13 Business Plan**

- **Demonstrate contribution of the arts to Cohesion, Sharing and Integration:** delivery of Building Peace through the Arts - Re-imagining Communities Programme and the Intercultural Arts Programme.
- **Review of Community Arts Practice:** during 2012/13 work continued on the development of the Community Arts strategy and it is now in the final stages.
- **Implement Music Strategy Action Plan:** during 2012/13 the Arts Council carried out an Equality Impact Assessment (EQIA) of the Draft Music Strategy. The twelve-week statutory consultation of the Draft Music Strategy began on the 7th December 2012 and closed on the 1st March 2013.
- **Deliver 35 Re-imagining Communities projects as a mechanism for dealing with flags, murals and graffiti to create a neutral living environment:** in February 2013, the Arts Council launched the Building Peace through the Arts – Re-imagining Communities Programme. The first applications were approved on the 28th May 2013.
- **Target areas of disadvantage and low take-up to ensure equality of access to funding programmes:** the Arts Council analysed the spatial distribution of grants across all programmes to determine if actions are needed to raise awareness of funding opportunities. During 2012/13 the mapping exercise was completed, cold spots were identified and a funding fair protocol was devised and implemented.

- **Increased attendance and participation levels amongst older people:** in July 2010 the Arts Council launched a programme designed to encourage older people to take part in the arts. Throughout the lifetime of the project, 50 organisations were awarded a total of £627,507. The Arts & Older People Programme, phase II will be launched on the 16th October 2013.
- **Deliver first year of Action Plan for Intercultural Arts Strategy:** The Intercultural Arts Strategy and Programme was launched in May 2012. The Arts Council committed £300, 000 over a three- year period to the Intercultural Arts Programme and to date, a total of £11,865 has been allocated to individual minority ethnic artists and £49,263 to community and voluntary groups. In addition, Community Arts Partnership have been contracted to take forward a support structure for the Intercultural Arts Programme,
- **Promote attendance at Ulster Scots cultural sector events:** the Arts Council worked with the Ulster-Scots Community Network to build capacity through strengthened networks. This work was ongoing throughout 2012/13 and a full programme was delivered in association with USCN.
- **Promote attendance at Irish Language cultural sector events:** the Arts Council worked with Pobal to increase sectoral working among current and emerging Irish-language clients. This work was ongoing throughout 2012/13 and a full programme was delivered in association with Pobal.
- **Deliver first year of Action Plan for Youth Arts Strategy:** during 2012/13 the Arts Council carried out an Equality Impact Assessment (EQIA) of the Draft Youth Arts Strategy. The EQIA was open for 12 weeks from the 17th February until the 11th May 2012. The Youth Arts Strategy will be launched in October/ November 2013 and a rollout of associated actions will begin in 2014 (e.g. Apprenticeship Programme, Young People and Mental Health Arts Programme).

## **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 this reporting period ACNI screened and conducted a full EQIA on the following strategies:

### **Youth Arts Strategy**

In accordance with Section 75 of the Northern Ireland Act 1998 and commitments made within our published Equality Scheme, ACNI is required to screen all of its policies to ensure the promotion of equality and good relations. Letters were sent out to a designated Section 75 list and those involved in the development of the Draft Youth Arts Strategy to notify them of the screening process.

In accordance with the Equality Scheme and the Equality Commission Guidance, the Arts Council carried out an Equality Impact Assessment (EQIA) of the Draft Youth Arts Strategy. The twelve-week statutory consultation began on the 17<sup>th</sup> February 2012 and closed on the 11<sup>th</sup> May 2012. In light of comments received during this consultation process the following changes/additions were made to the final policy:

- The final action plan will detail a scoping study to be undertaken with the sector to ascertain training needs and requirements for artists and secondly, to examine the current provision for skills based training.
- Development of a communications section for the Youth Arts Strategy.

- Observation was made that there are low level threats to youth attendance and participation in the arts. The fact that there are now lower numbers of graduates in the arts in Northern Ireland illustrates a shift in career progression. Reference was made to a report commissioned by DELNI on skills needs in Northern Ireland. Information from this report was incorporated into the final Youth Arts Strategy.
- 21% (369,390) of adults and 6% (105,540) of children in Northern Ireland have a disability and the incidence is higher here than in the rest of the United Kingdom. Over one quarter of all families here are affected. ACNI included this statistic within the finalised Youth Arts Strategy.
- A query was made into how many children with disabilities were involved in the consultations. The following narrative was incorporated into the final strategy: To ensure that young people with a disability had the opportunity to feed into the development of the strategy, the Arts Council surveyed 40 children attending Tor Bank Special School, Parkview and St Gerard's Education Resource Centre. Young people with a disability were also consulted as part of the wider consultation with other youth forums and youth groups.
- ACNI considered the NIMDM figures from 2010. The analysis on page 59 of the draft Youth Arts Strategy is based on a cross-analysis of the YPBAS and NIMDM data. The strategy was updated so that the above point was clear.
- Some young people asked for emphasis beyond mental health issues and commented on the need to explore cultural identity. The Arts Council accepted this point and the Action Plan was updated.
- Some young people asked for emphasis beyond mental health issues and wanted to explore the issue of sexuality. The Arts Council accepted this point and the Action Plan was updated.



- Some young people wanted us to raise awareness to more than just mental health and to include matters such as sexual health. There was also discussion of the generational impact of the troubles on mental health. We accepted this point and included it within the Action Plan.
- Some young people thought it is important to highlight the impact of arts outreach on addiction. We accepted this point and included it within the Action Plan. Some pioneering work has been carried out by youth arts organisations such as Replay examining addiction through the medium of the arts.
- Some young people suggested the Arts Council to introduce a ceremony event, profiling young artists and supporting their artistic achievements. This red-carpet awards night could be hosted by a special guest and involve trophies and certificates of recognition. ACNI welcomed this comment and included a platform event in the Action Plan.

### **Music Strategy**

In accordance with Section 75 of the Northern Ireland Act 1998 and commitments made within our published Equality Scheme, ACNI is required to screen all of its policies to ensure the promotion of equality and good relations. Letters were sent out to a designated Section 75 list to notify them of the screening process of the Music Strategy.

In accordance with the Equality Scheme and the Equality Commission Guidance, the Arts Council carried out an Equality Impact Assessment (EQIA) of the Draft Music Strategy. The twelve-week statutory consultation of the Draft Music Strategy began on the 7<sup>th</sup> December 2012 and closed on the 1<sup>st</sup> March 2013. No changes were made to policy in light of this consultation process.

### **Ambitions for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018**

This draft policy was 'screened in' and deemed necessary to conduct a full Equality Impact Assessment. Note: The Arts Council invited comment from the public on our decision detailed within the screening document to submit the strategy to a full EQIA. This screening

consultation period ran from the 14th January 2013 and closed on the 28th January 2013.

In accordance with the Equality Scheme and the Equality Commission Guidance, the Arts Council carried out an Equality Impact Assessment (EQIA) of the Five Year Strategic Plan. The thirteen-week consultation (statutory requirement is twelve-weeks) of the Five Year Strategic Plan began on the 28th January 2013 and closed on the 29th April 2013. Comments are currently being analysed, therefore, at this stage we cannot comment on changes to the policy in light of this consultation process.

- **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:**
  - Revised Equality Scheme submitted to the Equality Commission on the 1st November 2012.
  - ACNI's internal Equality Monitoring Working Group was established and met for the first time in January 2013.
  - Revised Equality Scheme desk audited and approved by the Equality Commission on the 27th February 2013.

Once the Equality Scheme was approved, the Arts Council had one month to achieve the following:

- **Finalise, agree and publish the associated Action Plan – informing the Equality Commission of any changes or amendments**

The Action Plan was reviewed and amended internally. An amended document was sent to the Equality Monitoring Working Group for final review and agreement.
- **Develop a programme of awareness raising of Section 75 commitments and the Scheme**

Letters were sent to ACNI's Section 75 database, finalised documents (including approved Equality Scheme, Summary Equality Scheme and Action) were posted on the news section and compliance section of ACNI's website, news item appeared within the

April's edition of ACNI's e-newsletter. In addition, all of the approved Equality Scheme documentation was sent to the Equality Commission on the 26th March 2013.

- **Produce a Summary Equality Scheme**

A Summary Scheme was developed and circulated to the Equality Monitoring Working Group for agreement.

In addition to the above, 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:**

To complement the EQIA consultation process on the Arts Council's draft Ambitions for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018, a programme of public engagement events was developed. This took the form of public meetings, workshops, dedicated artform sector platforms, stakeholder engagements and various social media channels, e.g. webinar, Facebook and Twitter. The purpose of this wider engagement was twofold: so that the Arts Council could get a measure of views on the plan, to listen and find what refinements or changes were necessary but also to gauge how it addresses the needs and challenges faced, in the hope that it will become a shared vision for the development of the arts for the next five years.

An example of such engagement is the Arts Council's approach in seeking the views of children and young people on the Strategic Plan. To ensure that the Arts Council provided young people with the opportunity to express their views in the most effective way we worked closely with Participation Network. Participation Network supports the public sector in engaging effectively with children and young people in the development and review of policy and services that impact on their lives. The Arts Council was assisted by Participation Network in developing a youth-friendly version of the Five Year Plan in preparation for five focus group sessions. In addition, Participation Network liaised with agencies and organisations to identify appropriate groups of children and young people with whom the engagements could take

place. Emphasis was placed on identifying Section 75 groups who experience particular exclusion and marginalisation; BME groups; children and young people with a disability; those who experience economic disadvantage and LGB young people. The bespoke focus group sessions explored the main key themes identified within the Draft Strategy. Each session was also adapted to suit the target audience in each situation.

### **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 screening decision? E.g. screened in, screened out, mitigation, EQIA...</b>	<b>Were any concerns raised about screening by consultees; including the Commission?</b>	<b>Is policy being subject to EQIA? Yes/No If yes indicate timeline for assessment.</b>
Draft Music Strategy	Screened in	No	Yes and completed in March 2012
Draft Ambition for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018	Screened in	No	Yes and completed in April 2013

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

Please provide an update of policies subject to EQIA during 2012-13, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2013-14.

- EQIA Timetable: April 2012 - March 2013

<b>Title of Policy EQIA</b>	<b>EQIA Stage at end March 2013 (Steps 1-6)</b>	<b>Outline adjustments to policy intended to benefit individuals and the relevant Section 75 categories due to be affected.</b>
Youth Arts Strategy	6	In light of comments received during this consultation process the following adjustments were made to the final policy:

		<ul style="list-style-type: none"><li>• The final action plan will detail a scoping study to be undertaken with the sector to ascertain training needs and requirements for artists and secondly, to examine the current provision for skills based training.</li><li>• Development of a communications section for the Youth Arts Strategy.</li><li>• Observation was made that there are low level threats to youth attendance and participation in the arts. The fact that there are now lower numbers of graduates in the arts in Northern Ireland illustrates a shift in career progression. Reference was made to a report commissioned by DELNI on skills needs in Northern Ireland. Information from this report was incorporated into the final Youth Arts Strategy.</li><li>• 21% (369,390) of adults and 6% (105,540) of children in Northern Ireland has a disability and the incidence is higher here than in the rest of the United Kingdom. Over one quarter of all families here are affected. ACNI will include this statistic within the finalised Youth Arts Strategy.</li><li>• A query was made into how many children with disabilities were involved in the consultations. The following narrative was incorporated into the final strategy: To ensure that young people with a disability had the opportunity to feed into the development of the strategy, the Arts Council surveyed 40 children attending Tor Bank Special School, Parkview and St Gerard's Education Resource Centre. Young people with a disability were also consulted</li></ul>
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		<p>as part of the wider consultation with other youth forums and youth groups.</p> <ul style="list-style-type: none"><li>• ACNI considered the NIMDM figures from 2010. The analysis on page 59 of the draft Youth Arts Strategy is based on a cross-analysis of the YPBAS and NIMDM data. The Strategy was updated so that the above was clear.</li><li>• Some young people asked for emphasis beyond mental health issues and commented on the need to explore cultural identity. We accepted this point and included within the Action Plan.</li><li>• Some young people asked for emphasis beyond mental health issues and wanted to explore the issue of sexuality. We accepted this point and this was included within the Action Plan.</li><li>• Some young people wanted us to raise awareness to more than just mental health and to include matters such as sexual health. There was also discussion of the generational impact of the troubles on mental health. We accepted this point and included it within the Action Plan.</li><li>• Some young people thought it is important to highlight the impact of arts outreach on addiction. We accepted this point and included it within the Action Plan. Some pioneering work has been carried out by youth arts organisations such as Replay examining addiction through the medium of the arts.</li><li>• Some young people suggested the Arts Council to introduce a ceremony</li></ul>
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		event, profiling young artists and supporting their artistic achievements. This red-carpet awards night could be hosted by a special guest and involve trophies and certificates of recognition. ACNI welcomed this comment and included a platform event in the Action Plan.
Music Strategy	6	No adjustments were deemed necessary from the comments received from consultees during both the screening and EQIA process.
Draft Ambition for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018	5	Consultation closed in April 2013 and all adjustments that will benefit individuals and the relevant Section 75 categories will be included in the Annual Progress Report for 2013/14.

**Where the EQIA timetable for 2012-13 (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.**

The EQIA of the Community Arts Strategy did not occur during 2012/13 as the final draft strategy is currently being refined. ACNI intends to screen and if applicable EQIA this strategy during the autumn of 2013, with the aim to launch the final strategy in spring 2014.



- Ongoing EQIA Monitoring Activities: April 2012- March 2013

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		

**Please outline any proposals, arising from the authority’s monitoring for adverse impacts, for revision of the policy to achieve better outcomes the relevant equality groups:**

None identified

### 2013-14 EQIA Timetable

Title of EQIAs due to be commenced during April 2013 – March 2014	Revised or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
Draft Community Arts Strategy	New	Completed by March 2014

## **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.**

No Section 75/Equality training was delivered within the 2012/13 period. However, the Arts Council’s revised Equality Scheme was desk audited and approved by the Equality Commission on the 27th February 2013.

Within three months of approval of the Equality Scheme, the Arts Council produced the following in relation to training:

- **A detailed training programme developed and renewed annually.** This was taken forward by the Policy Development Officer and the HR Team. A draft programme was submitted to the Equality Monitoring Working Group for review, comment and agreement. The deadline for

this piece of work was the 27th May 2013. The 2013/14 Annual Progress Report will outline the training provision delivered in light of this training programme.

## **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 link within ACNI's website provides information concerning the screening and EQIA's 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 has developed a new website which 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.**

### **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. The next scheduled survey is due to take place in January 2014.

### **RFO Survey**

The RFO Survey comprises ACNI's main monitoring system, collecting 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 analysed 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.

### **Arts and Older People 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.

Findings from the draft final evaluation report (June 2013) notes that in January 2013, the Programme Steering Group reflected on the impact of the programme to date and identified future development needs. In summary, the Steering Group agreed that the aims and objectives of the programme should continue to reflect the Arts Council's Arts & Older People Strategy and centre upon social justice issues that affect older people on a daily basis. In addition, the report outlines a number of recommendations in how best to move the Art and Older People Programme forward in the future. These recommendations centre on issues around the application process, professional development and strategic development. The final report is expected in August 2013.

### **Community Arts Strategy**

During the financial year 2012/13, the Arts Council concluded the research dimension of the Community Arts Strategy with a number of stakeholder interviews (e.g. NICVA, Community Relations Council, Lloyds TSB, Rural Community Network and the Policing and Community Safety Partnership). The rationale for such engagement was to learn more about the work that such organisations are delivering and to identify the challenges they face and areas that they would like to see developed/ supported through the new strategy.

- **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, Open Arts, Drake Music and Kids in Control.

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.

We operate a 'Premium Payments' scheme to encourage enhanced disability access.

We support the Arts & Disability Equality Charter, a 'kite-marking' project developed by disabled people to encourage and reward good practice amongst arts venues.

We 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 2012/ 2013 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.

### **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 report that no Section 75 related complaints were received by ACNI between April 2012 and March 2013.

### **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 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.

### **Ambitions for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018**

An example of such engagement is the Arts Council's approach in seeking the views of children and young people on the Five Year Strategic Plan. To ensure that the Arts Council provided young people with the opportunity to express their views in the most effective way we worked closely with Participation Network. Participation Network supports the public sector in engaging effectively with children and young people in the development and review of policy and services that impact on their lives. The Arts Council was assisted by Participation Network in developing a youth-friendly version of the Five Year Plan in preparation for five focus group sessions. In addition, Participation Network liaised with agencies and organisations to identify appropriate groups of children and young people with whom the engagements could take place. Emphasis was placed on identifying Section 75 groups who experience particular exclusion and marginalisation; BME groups; children and young people with a disability; those who experience economic disadvantage and LGB young people. The bespoke focus group sessions explored the main key themes identified within the Draft Strategy. Each session was also adapted to suit the target audience in each situation.

### **Music Strategy**

During 2012/13 the Arts Council carried out an Equality Impact Assessment (EQIA) of the Draft Music Strategy. The twelve-week statutory consultation of the Draft Music Strategy began on the 7th December 2012 and closed on the 1st March 2013. No changes were made to policy in light of this consultation process. On the 5th July 2013 there was a press launch of the Strategy, while an official launch is scheduled for October 2013.

## **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.**

### **Intercultural Arts Strategy and Programme**

Funding for the Intercultural Arts Programme, allied to the Intercultural Arts Strategy was secured and launched in May 2012. 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. 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.

### **Navigating the journey from conflict to interculturalism: The Arts in Northern Ireland**

This conference provided delegates (comprising of artists, representative of arts organisations, academics and politicians) with the opportunity to exchange good practice in the field of interculturalism and the arts. The conference also considered how the arts and artists articulate the conflict in Northern Ireland. For example, how the arts as a vehicle helps to promote reconciliation and develop community relationships at an inter and intra community level. Such issues are pertinent in light of the most recent Programme for Government, specifically in relation Together: Building a United Community, Equality and Good Relations and the forthcoming revision of the Racial Equality Strategy.



## **Building Peace through the Arts - Re-Imaging Communities Programme**

In February 2013, the Arts Council launched the Building Peace through the Arts – Reimaging Communities Programme. The purpose of this next phase of funding is to build peace and improve community relations through consultation, creative engagement and the development of public artworks.

## **Troubles Archive**

In 2012/13, 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.**

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 2012 / 31 March 2013**

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

7

Fully  
Achieved?

Partially  
Achieved?

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			
2			
3			
4			

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	Updated information on the artsanddisability.com website	Updated information	Strengthened our engagement with disabled people and the organisations which support them

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 Equality Charter	ACNI provided training and support to a number of venues working to achieve Charter status	Organisations ACNI are currently supporting achieve Charter status in 2013/14

2	ACNI funds work that helps arts venues improve disability access	The ADAPT NI Access 400 programme and the Arts and Disability Equality Charter	The ADAPT NI Access 400 programme provides up-to-date profiles on public venues across Northern Ireland. Arts and Disability Equality Charter supports arts organisations and venues to provide improved disability access across a number of areas.
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 2012/ 2013 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