

ARTS COUNCIL OF NORTHERN IRELAND



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2017-18

Contact:

• Section 75 of the NI Act 1998 and Equality Scheme	Name:	Nick Livingston
	Telephone:	028 92 623526
	Email:	nlivingston@artscouncil-ni.org
• Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above	☒
	Name:	
	Telephone:	
	Email:	

Documents published relating to our Equality Scheme can be found at:

<http://www.artscouncil-ni.org/research-and-development/equality>

Signature:

John Edmund, Chair, Arts Council of Northern Ireland

This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2017 and March 2018

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1 In 2017-18, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

1.1. Policy update and data collection enhancement

The Equality Monitoring Working Group was set up in 2013 as part of the Arts Council's arrangements for assessing compliance with Section 75 duties associated with delivering its Equality Scheme.

Its function is to provide strategic leadership for the outworking of the Equality Scheme and Action plan by ensuring that equality and diversity is embedded across the organisation.

Chaired by the Chief Executive the group meets quarterly to review progress of the Equality Scheme and Action Plan (2013-2018). Its membership is drawn from a cross-section of the organisation and is represented by all grades and departments and the reporting function is provided by the Research and Policy Team.

The group's core functions are to:

- Contribute to the promotion of equality of opportunity and good relations
- Assist in the identification of issues that may cause disadvantage or discrimination
- Identify and develop initiatives aimed at finding solutions to issues identified as causing disadvantage and discrimination
- Assist with the communication and mainstreaming of equality related actions into Arts Council policy and practice
- Review the Council's performance and progress in complying with equality legislative requirement and good practice.
- Inform the design of relevant research undertaken to provide a sound evidence base for action or assessment of programme effectiveness.

It provides leadership within the organisation in areas such as the completion of a GAP report in May 2014 addressing shortcomings in gathering and evaluation of data within a number of core business areas. Now four years since the review the changes made have resulted in more gathering tailored information, relating to the categories detailed within Section 75, these include:

- Annual Funding Survey (AFS), formerly Regularly Funded Organisations (RFO)
- Support for Individual Artists' Programme (SIAP) in application for Grants
- Grants Management System (GIFTS)
- General Population Survey (GPS)

These data sources give ACNI information on the composition of the NI cultural workforce, Northern Ireland wide participation in the arts, and provides insight into the areas requiring

improvement of access to funding. The use of these data sources tailors information gathered specifically to the arts sector and aids our understanding of the sector. This work has resulted in datasets providing a more thorough representation of participants in the arts across Northern Ireland.

Disability action plan

The Arts Council's Disability Action Plan (2015-18) outlines the organisation's commitment to promoting positive attitudes towards people with disabilities and encourages participation in all aspects of the arts.

Setting out a range of action points, the Disability Action Plan aims to ensure that people with a disability have the same opportunities to avail of continued investment in the arts, including the employment of persons with a disability in the arts sector. The plan builds on measures already taken by the Arts Council to promote inclusion and access, including funding the core costs for several Arts and Disability organisations, supporting artists through the Individual Disabled/Deaf Artists grants programme and ensuring quality of access to the arts through the Arts & Disability Equality Charter.

The Arts Council has detailed a series of actions to be implemented over the next three years. These include:

- Increase the number of arts activities targeting people with a disability;
- Providing increased opportunities for disabled artists to access funding streams such as the Support for Individual Artists Programme;
- Increasing the number of disabled people engaged in all aspects of the arts;
- Promoting accessible and inclusive arts venues and programming; and
- Adopting new and inclusive methods for improving Arts Council communication with disabled/deaf people.

The Arts Council's Disability Action Plan (2015-18) is attached with specific progress updates provided in the right hand column.

Promoting Access Group

ACNI organises and chairs the Promoting Access Group; a quarterly forum of arts and disability rights organisations. It provides an opportunity for organisations to discuss access to the arts for those with a disability and to share best practice.

Disability Charter Mark

University of Atypical (formerly the Arts and Disability Forum), an organisation funded by the Arts Council, delivers the Arts and Disability Charter on behalf of ACNI. This award involves arts organisations working closely with University of Atypical (UoA) to have their venues audited for barriers to disabled access and receive suggestions to improve their facilities. On reaching the standards laid out by UoA they are awarded the Charter Mark to indicate their investment and commitment to making the venue accessible. The scheme has similarities to the Equality Commission's 'Every Customer Counts' but is specifically about the arts.

An independent review of this scheme is underway in 2018/19 to determine how this programme could be best utilised to meet the access and equality challenges faced by NI organisations.

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In June 2017 ACNI met with UoA (University of Atypical; formerly the Arts and Disability Forum) and the UK Arts Disability Champion, Andrew Millar, appointed by the Minister for the Department for Work and Pensions. The challenges facing the whole UK Arts Sector were discussed and potential interventions that ACNI could consider. UoA also facilitated meetings between Andrew Millar and NI disabled artists.

Statistics on Disability and the Arts

As part of our Audit of Inequalities for 2016/17 all available sector specific information has been collated to show the engagement in the arts from those with a disability. DfC/NISRA data from the 2017/18 Continuous Household Survey will not be available for further dissemination until all official statistics linked with its contents have been released and the data set from the 2016/17 Continuous Household Survey is not yet available to download.

Statistics for engagement in the arts of those with a disability (DfC and NISRA's Continuous Household Survey 2015/16) show that adults with a disability (69%) are less likely to engage with the arts than those without a disability (85%); attendance at events mirrors this finding (64% and 83% respectively). The same findings are distributed across respondents independent of age.

In contrast to attendance, it was found that similar proportions of respondents with a disability and those without are likely to have participated in the arts (30% and 32% respectively) and in adults, between 19 and 49 there was no difference in participation between those with or without a disability.

NISRA and ACNI's General Population Survey 2016 found that:

- over the 13 year period the average attendance of those with a disability is 53.6% compared with an average of 81.1% of those without a disability;
- there was a general increase in attendance and participation of disabled respondents between 2004 and 2011, reaching a peak in 2011 of 64%;
- engagement of disabled respondents dropped in 2014 but recovered in 2016 to 61%.

There is clearly a large variation in access to the arts between disabled and non-disabled members of the community. The major differences, where more disabled respondents feel there is a barrier, are:

- I might feel uncomfortable or out of place (10% vs 2.4%);
- Lack of transport (10.6% vs 2.8%); and
- Lack of facilities for disabled people (3.7% vs 0.3%).

Disability can be shown to have a strong correlation with a reduced engagement in the arts and is an area that ACNI is keen to explore how barriers might be reduced, best practice promoted within organisations, and provide support to disabled artists.

1.2. Data Collection

i) Annual Funding Survey

The Arts Council is an official statistics provider and its Research and Policy team captures its own equality monitoring data through the 'Annual Funding Survey' (AFS). Clients in receipt of funding under the Annual Funding Programme, 106 organisations in 2017/18, are required to complete an online survey at the end of each financial year, including the composition of their workforce across a number of Section 75 criteria. These organisations include employees, board members and volunteers; providing a robust picture of the arts sector in

Northern Ireland. 2017/18 analysis is not currently available for release as it falls under the directions of the Official Statistics act. This survey collects:

- Ethnic Background of board members, artistic staff, managers, and other staff based on 12 categories;
- Staff members by age and gender; and
- The religious group of staff members.

ii) Support for Individual Artists Programme (SIAP) Awards

ACNI also collects monitoring information for all applicants to its 'Support for Individual Artists Programme' (SIAP). Annually there are over 200 individual artist grants made, and almost as many unsuccessful applicants. Equality monitoring information is collected as an element of the application process. This provides a picture of the individual artist demographics in Northern Ireland and contributes towards ACNI's understanding of the sector. Equality monitoring information is collected across all nine Section 75 fields:

1. Disability
2. Gender
3. Dependents
4. Religion
5. Politics
6. Ethnicity
7. Marriage
8. Age
9. Sexual orientation

In 2016/17 there were over 5,300 contract staff, 984 permanent staff, and 4,809 volunteers within the cohort of the Arts Council's annually funded organisations. In 2016/17 there were 305 awards to individual artists through SIAP, and 259 unsuccessful artists. It is likely that there is overlap as artists often work with different organisations across the sector. The combination of these two surveys draws on a pool of over 6,000 employees, board members, volunteers, or individual artists across the sector; it can be interrogated against a range of fields. By gathering this sector specific information a robust picture of the composition of the sector can be created and this can be used by the Arts Council to support the development of strategies, programmes, and projects.

iii) General Population Survey and Continuous Household Omnibus Survey

The Arts Council runs a module of questions at regular intervals in a General Population Survey (GPS) run by the Central Survey Unit of the Northern Ireland Statistics and Research Agency (NISRA). Resulting data gives a breakdown of participant characteristics. The Arts Council is also able to draw upon results from the Continuous Household Survey, an ongoing survey mechanism used by Government departments to gather population level insight into a range of areas including engagement in arts and culture. The next ACNI GPS module is planned for 2019.

iv) Using the Information

Intelligence gathered through these surveys in 2017/18 allows the Arts Council to monitor the composition of its funded clients under the nine Section 75 groups, enabling it to

promote best practice in staff recruitment and training. An internal audit of inequality was conducted in 2016/17 allowing equality information to be tracked over the period of the 2013-2018 Equality Scheme to inform the planning of policy and the next Equality Scheme in 2018.

Additional classifications in the data collected, relating to the performances, exhibitions and participatory work of clients has allowed the Arts Council to quantify the extent of client engagement with people with disabilities, people from ethnic minorities, people from the LGBTQ community, older people and younger people. Three successive years of data has been collected creating a strong position to begin trend analysis.

v) Premium Payment Scheme

ACNI recognises that certain groups within society face barriers to attending and participating in the arts. The Premium Payment Scheme is an award (introduced in 2003) for successful applicants who require financial support in meeting the costs associated with delivery of their project for people with particular needs as defined under Section 75.

To improve the quality of data collected under this scheme the Arts Council has asked applicants to estimate the number of people who are likely to benefit, documented by Section 75 group, and specify what the payment will be used for. A new template was designed in March 2015 and was piloted with Small Grants Programme applicants. It has since been rolled out across all funding programmes.

An initial indication of the challenges facing the premium payment scheme will be raised in 2018/19 during a commissioned project to generate case study information. It is likely that changes to the monitoring of premium payment awards will be necessary.

b) Arts and Older People Programme

Launched in June 2010, the Arts Council's Arts & Older People Programme (AOPP) pilot was developed to increase opportunities for older people to engage with the arts by providing funding to arts-based projects addressing the related social justice issues of poverty, isolation and loneliness, as well as promoting positive mental health. The evaluation carried out during the past seven years has informed the strategic direction of the programme. Funding secured from the Public Health Agency, The Baring Foundation and Arts Council Lottery means that the work can be extended to provide opportunities for older people to access and participate in the arts, particularly in dealing with social justice issues.

The Arts and Older People Programme has made 128 grant awards and reached 20,000 participants with a renewed focus on older men, carers, and those living in poverty. The Arts and Older People Programme facilitates training of artists, training of carers, and evaluation using the Warwick Edinburgh Mental Wellbeing Scale. Case study evaluations of the programme were conducted in 2017/18 and the results of this research were published on the ACNI website in March 2018¹.

Quantitative evaluation processes have been internalised; including the collection of participant, organisation and artist data, together with its analysis and interpretation.

i) Statistics for engagement in the arts for older people

ACNI and NISRA's General Population Survey 2016 shows that although the engagement, attendance and participation of older people in the arts is much lower than any other age

¹ <http://artscouncil-ni.org/news/publications-archive/g/research>

category there has been an upwards trend over the last 12 years. There has been a 15% rise in engagement, over 10% increase in attendance, and a 5% rise in participation. There was a drop in all engagement during 2014 to 54.7% however 2016 data shows that the engagement of this age group is recovering, rising to 59.3%.

Annually funded organisations tailor a portion of their programme towards reaching an older audience. In 2016/17 18% of the annually funded organisations' programmes were aimed at older people.

Of all subsections of age the hardest to reach were men, 65+. Looking at the 12 year trends engagement in the arts from over 65 males has increased by nearly 20% from 37% to 55%; peaking at 60% in 2011.

c) Young People Health and Wellbeing Arts Programme ("ARTiculate" Programme)

In 2011, the Arts Council embarked on the production of a strategy for Youth Arts in Northern Ireland. A recommendation within the Youth Arts Strategy was to develop a programme aimed at our most disadvantaged and hard to reach young people, with a priority on mental health awareness, targeting young people at risk.

In January 2017 the Programme was launched with a total of fund of £600,000 over a three year period. The funding was secured from Public Health Agency and Arts Council National Lottery money. "ARTiculate" is mainly a grant giving programme with an evaluation element to capture its impact upon participants.

The aim of the programme is to work with the 5 local strategic suicide prevention implementation groups to design and introduce programmes for young people focusing on building resilience and providing support mechanisms to promote positive mental health and emotional well-being.

The Arts Council, in collaboration with a third party consultant has designed an evaluation framework to measure the programme's impact. This has involved a dedicated focus group with a representative sample of young people to develop appropriately sensitive forms. All work carried out as part of this project will adhere to 'best practice' standards in working with vulnerable young people. The principles of informed consent, confidentiality and anonymity govern all work with this group. This approach is consistent with arrangements for consultation as set out in Chapter 3 of the Equality Scheme.

The evaluation of the first phase of the "ARTiculate" programme has been completed for distribution amongst the working group. However due to the complexities of evaluating a pilot study the results have not yet been published.

1.3. Strategic Information

The Arts Council's Equality Action Plan outlines a commitment to fund the use of creative approaches to raise awareness of, and address issues facing, Section 75 groups. It achieves this primarily through its core funding of 107 arts and culture organisations.

1. In 2016/17 there were 109 BME employees reported as working within the 107 annually funded organisations. This makes up 2% of the workforce. These figures are

comparable with last year.

2. There were 160 disabled employees working within ACNI's client organisations in 2016/17, a total of 3% of the workforce. This is comparable to 3.6% of the workforce in 2015/16.
3. Of the total workforce in 2016/17 4,510 respondents' religious beliefs were not recorded; so no analysis can be conducted for this Section 75 group.

The Arts Council continues to raise awareness of the opportunities for all artists to access funding through the Support for Individual Artist Programme (SIAP). In 2017/18 there were a total of 627 applications, of which 270 were awarded grants. This is an increase in the number of applicants but a reduction in the number of successful awards from 2016/17 (563 and 307 respectively). In 2016/17 the value of the awards made to independent artists decreased to £638k from £709k in 2016/17.

In 2017/18:

1. Around 11% of all successful SIAP applicants and successful awardees identify themselves as disabled.
2. In 2016/17 there were 28 applications from BME artists and 12 successful awards made. This has changed from 2016/17 when 17 applications were received and 4 were successful from BME artists.
3. There are consistently more successful female applicants than male applicants; 153 successful awards to female artists compared with 111 successful awards to male artists. This has been the case since 2010-11.
4. It is not possible to determine the religious beliefs of successful awardees since a significant proportion responded that they have no religious belief (45%). The low numbers of non-Christian religions make analysis of their trends impossible and the numbers of those responding with 'other' or simply not responding at all compromises any analysis between Christian denominations.
5. Similar observations of non-response or response of 'other' (72%) make any political analysis impossible.
6. Age across the application and award of grants was stable between 2012/13 to 2016/17, with the greatest number being from the category 26 - 49. This trend is observed in 2017/18.
7. Unmarried (53%, awardees, 2017/18) and married (36%, awardees, 2017/18) individuals make up majority of applications and awards and the cross section of marital status of applicants and awardees has remained stable.
8. The distribution of applications and awards to the LGBTQ community from 2012/13 to 2016/17 has been stable with an average of 7% of all successful awardees and 8% of all applicants. In 2017/18 12% of all applications were from the LGBTQ community and 9% of successful applicants.

1.4. Intercultural Arts Programme

The Arts Council is committed to promoting engagement in the arts by minority ethnic communities through its Intercultural Arts Strategy 2012 –2015. The Intercultural Arts programme was a dedicated grant programme created as part of this strategy. A key aim of ACNI's Intercultural Strategy is to support the Minority Ethnic Arts infrastructure and promote exchanges between different cultural groups in society.

ACNI continues to implement recommendations from 'Opening Doors: An Arts-led Approach to Building Social Capital' an external report commissioned by the Arts Council of Northern Ireland

to evaluate ACNI's Intercultural Arts Programme. Recommendations include mainstreaming intercultural policy and practice, further advocacy for the benefits of intercultural arts practice and dedicated funding for an intercultural arts support programme. ACNI has created an associated Action Plan to implement these recommendations.

The second phase of the intercultural arts support programme was successfully delivered through the Community Arts Partnership's Programme for Intercultural Arts Support (PICAS). During 2017/18 this included delivery of :

- Intercultural Mapping Project.
 - One to one interviews with Local Government Officers: (Culture Arts and Tourism, Good Relations, Community Planning), Arts organisations and Arts Facilitators
 - Development of Intercultural Mapping Report.
- Intercultural residential training programme
- Promotion of Intercultural work opportunities

While the Intercultural Arts funding programme had previously included a dedicated grant scheme, support has now been mainstreamed into ACNI's general support mechanisms. Examples follow:

Artsekta

ACNI directly supports Artsekta's community engagement outreach programme which inter-connects with annual festivals such as Mela. In 2017/18 their programme reached 12,000 participants and an estimated 75,000 audience members. The Connections Roots Orchestra led by Neil Martin took place in March 2017 "One Land, Many Voices" and an Intercultural Story-telling festival took place in January/February 2017. Arts in education resources (passport work-book and teacher's tool-kits) have been developed by Artsekta for their projects, building on their legacy in the curriculum areas of Global Citizenship, Cultural Awareness and Diversity.

Projects:

- One World Journeys - aimed at 5-16yrs in school and community settings in rural areas in NI, incorporating a passport work-book and teacher tool-kit.
- Cultural Threads-Textile Recycling Project exploring Global Citizenship and consumption in the developing world aimed at post-primary schools 11-13yrs
- Human Chain, a dance, music , story-telling project informed by Seamus Heaney's final anthology led by Jo Egan of Macha Productions, and in collaboration with Homeplace.
- The Gathering Place, a visual arts and installation project in partnership with Voluntary Arts Ireland engaging adults and older people.

Terra Nova Productions

Terra Nova are a theatre company established as a hub for intercultural theatre practice. In 2017/18 they reached 1,345 participants and attracted 1,130 audience members.

During 2017 were nominated for the UK National Diversity awards.

Projects:

- In 2017/18 a new 'Arrivals' production 'Me You Us Them' was devised through community workshops; a play addressing racism. The Arrivals productions have featured

across council venues.

- A rehearsed reading of 'Me, You, Us, Them' took place as part of East Belfast Arts Festival in August 2017 with the touring to venues including HomePlace and the Marketplace in Armagh in Feb/March 2018.
- The company also delivered 'Home 2', an intercultural emerging artist programme in partnership with East-side Arts.

Obon on the Foyle

Obon on the Foyle is an international festival for Japanese Taiko and Arts and has a wide range of national and international partnerships and a high calibre of artists proposed for their annual festival.

Obon on the Foyle contributes to arts in the community, with 600 participants and an estimated 58,000 audience members from their civic work, underpinned by wide-ranging partnerships with the Japanese Society of NI, Foyle Racial Equality Group, Rainbow Health, NW Carnival, Synergies NI, Eirebus and Aoife (Association of Irish Festivals and Events).

The annual programme reflects the diversity of NI society at a high level inclusive of school, community dance groups from all religious backgrounds, and a new project 'Teen Taiko' aimed at young LGBTQ people.

Projects:

- Women in Taiko- programme which aims to empower women world-wide addressing stereo-types of women in Taiko to foster relationships between female players world-wide.
- Taiko Tour- an outreach performance touring to schools and community groups in different locations across NI.
- Hannari Club Project- dance project with the Japanese and indigenous community in Whitehead
- Manga Comic workshops- workshops and exhibition in partnership with the Void Gallery.
- Music and Dance Commissions-Sarah Murphy in collaboration with Fireworks DDTA and NW College dance resulting in a performance/ spectacle for the festival.

1.5. Other Client projects

More Generally, ACNI fosters support for projects that reach a range of Section 75 groups. However it is important to note that while funding programmes encourage a specific Section 75 focus (e.g. children, older people, disability, intercultural arts), engagements are not restricted to dedicated projects since all clients are required to reflect Section 75 considerations in the planning and execution of their activities.

Furthermore, although geography is not addressed under Section 75, it is one that is borne in mind by the Arts Council as a real barrier to equality of opportunity. The Council actively encourages applications from across Northern Ireland and has taken concrete steps to give effect to this objective. The Local Government Challenge Fund is an example; this is designed to secure the widest possible access to the arts throughout Northern Ireland.

The following examples illustrate the range and diversity of activity delivered by core funded clients during the financial year 2017/18.

University of Atypical (Formerly Arts and Disability Forum)

University of Atypical organise the Bounce! Arts Festival. With a three-day programme this festival presents new work by deaf and disabled artists; both local and international. It is designed to reflect the depth and range of diversity in Northern Ireland society, encouraging people to challenge their own perceptions of disabled people through the medium of art and culture. University of Atypical in collaboration with ACNI co-ordinated the iDA (Individual disabled artist awards) . This funding programme is a dedicated annual arts development programme, delivered through the University of Atypical, to enable deaf and disabled artists who are working in a range of art forms to develop their professional artistic career. During 2017 thirteen individual artists were given awards of up to £5,000 each.

Kids in Control

Kids in Control, a professional theatre company that works with children and young people of all abilities and backgrounds, has been showcased each year at the Bounce! Festival. Through a dedicated programme it addresses issues in disability arts provision and the lack of high quality professionally led integrative theatre practice for disabled performers and theatre practitioners.

Waterside Theatre

Telling Tales is a drama based project engaging older people living throughout the Derry City and Strabane District Council area. Older people experiencing multiple deprivation attend weekly workshops. The project brings together participants from communities of different religious background, each living with long term illness.

Three new pieces of theatre were developed through the project, with live theatre events and performances for invited audiences. The project will be externally evaluated to determine benefits to health and wellbeing.

Streetwise

Streetwise Community Circus aims to make circus skills accessible to people throughout Northern Ireland. Their disability workshop programme operated in Ballymena, Carrickfergus, Antrim, Downpatrick, and Cookstown. Each centre received 20 workshops and ends in a public performance.

These projects fed into the Aurora Project; which ran for 8-9 weeks in 5 locations, offering circus skills to older people, and adults with learning difficulties or mental health issues. In 2015 a comprehensive review of the Aurora Project was published and is available on their website.

Sole Purpose

Sole Purpose Productions are one of the sector leaders in socially engaged and LGBTQ theatre in NI, with 150 participating members and audiences of circa 1,000. The organisation has unique model supporting new writing through its Theatre Lab and 'LGBT Theatre Lab'.

In May/June 2017 Artistic Director Patricia Byrne undertook a residency by Roosevelt High School in Seattle informed by Sole Purpose's 'Blinkered' a play exploring youth suicide. Theatre and writing workshops in the school resulted in 'Scenes of Intervention' which was presented at a major youth mental health awareness event in Washington state.

Between Sept-Dec 2017 the Sole Roots Theatre Lab workshops supported the development of new writing with people with a mental health condition and /or a disability.

Performances of 'Every Move you Make' a play which explores relationship abuse among young people toured to the Realtog Centre in Cavan and two secondary schools in Derry.

Wheelworks

WheelWorks is a youth arts organisation that works with young people across Northern Ireland, forging new creative and inclusive spaces that empower and inspire young people to express what matters to them.

Wheelworks Multiple Realities Programme delivers digital art forms (virtual reality, digital music, digital art, film and animation) fused with traditional visual and performing arts. It is targeted predominantly at young people of different sexual orientation, ethnicity or disability.

In 2016/17 8 groups of new and previously engaged participants aged 7 – 18 from across Northern Ireland, including ethnic minority communities, disabled young people, young refugees and asylum seekers, rurally isolated groups, LGBTQ young people and young people from areas of multiple deprivation were engaged.

Partisan Productions

Partisan has a continued strategic focus in working with marginalised and disenfranchised groups including PUL communities, rural communities, young people and older people through a tested model of forum and legislative theatre and creative methodologies as an alternative means of creating dialogue with and between communities. They engaged with around 600 participants and projected audiences of 3,700.

17/18 programme included:

- Into the East: 'East Belfast Granny' exploring the experience of older women as carers and patterns of life-long and inter-generational equality. Youth Drama Theatre Workshops.
- The Advice Centre Show in partnership with Advice NI exploring the impact of social welfare reforms.
- Piece by Piece: Two year Legislative/Forum Theatre project engaging communities and individuals across N.I examining the reality of 'peace' and alternative visions of a shared future.
- Schools project in partnership with Clanmill Housing engaging with transition year children in twelve Primary Schools in Belfast and Banbridge exploring perils and joys of living together.

ArtsCare

ArtsCare are NI's leading arts in health organisation with participation numbers around 150,000 and audiences of around 900,000. In recent years ArtsCare have increased their engagement with children and young people.

- The Twilight Zone project in partnership with CAMHS that works with children and young people with extreme mental health difficulties.
- The 'Red Flag' project (funded by ACNI "ARTiculate") engages with young people at risk of sexual exploitation, drugs and domestic abuse.

Other projects:

- 'Home Is Where the Art Is' a pilot project with artists across the art forms working on a one to one basis with individuals with dementia and their carers.
- 'Sixteen Pairs of Hands', a Dance and Disability Festival is a collaborative project with Belleek Pottery.
- The organisation also extended its programme to the NW Cancer Centre and hosted the European Doctors Orchestra with performance at HomePlace and the Ulster Hall.
- ArtsCare also continued the delivery of their Artist in Residency programme mentoring programme across all five Health and Social Care Trusts.

ArtsCare contributed towards to the 'Creative Health' report published by the all-party group at

Westminster on the arts, health and well-being and the organisation have been invited by members of this group and ACE (Arts Council England) to engage in further dialogue.

Outburst

Outburst is the NI sector leader in Queer Arts, with an established international reputation, reaching audiences of 12,000. Outburst's sectoral impact has been significant in mainstream arts programming with the annual festival showcasing in all main arts venues in Belfast. The organisation continues to develop new audiences for theatre and generate awareness of LGBTQ issues to the wider community. Their annual programme reflects the diversity of the LGBTQ community inclusive of young people, trans people, the BAME and those with a disability.

Programme:

- 'Queertopia' a performance showcase for emerging talent and Trans emerging artist showcase.
- 'Youth Takeover' aimed at engaging LGBTQ young people aged 16-25.

Beyond Skin

Beyond Skin offer Intercultural Arts participants skills development in music, dance and Ethnic/Traditional Visual Arts and Crafts for radio, film and recording production. Their programmes have accreditation through OCN and this is overseen by WOMAD.

PART A

- 2** Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2017-18 (*or append the plan with progress/examples identified*).

The Arts Council's Equality Scheme Action Plan (2013-18) is attached with specific progress updates provided in the right hand column.

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2017-18 reporting period? (*tick one box only*)

☐ Yes ☒ No (go to Q.4) ☐ Not applicable (go to Q.4)

Please provide any details and examples:

2017/18 is the concluding year of the current Equality Action Plan, changes made in the preceding years have been mainstreamed into policy and practice, and are subject to review in the revised strategy.

- 3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

N/A

- 3b** What aspect of the Equality Scheme prompted or led to the change(s)? (*tick all that apply*)

☐ As a result of the organisation's screening of a policy (*please give details*):

N/A

☐ As a result of what was identified through the EQIA and consultation exercise (*please give details*):

N/A

☐ As a result of analysis from monitoring the impact (*please give details*):

N/A

☐ As a result of changes to access to information and services (*please specify and give details*):

N/A

PART A

☐ Other (*please specify and give details*):
N/A

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4 Were the Section 75 statutory duties integrated within job descriptions during the 2017-18 reporting period? *(tick one box only)*

- ☐ Yes, organisation wide
- ☒ Yes, some departments/jobs
- ☐ No, this is not an Equality Scheme commitment
- ☐ No, this is scheduled for later in the Equality Scheme, or has already been done
- ☐ Not applicable

Please provide any details and examples:

An appreciation of Equality of Opportunity issues, as they relate to access to the arts, employment is an essential criterion of all relevant posts advertised. Responsibilities are also reflected in Personal Performance Agreements and are integrated into the staff induction process.

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2017-18 reporting period? *(tick one box only)*

- ☐ Yes, organisation wide
- ☒ Yes, some departments/jobs
- ☐ No, this is not an Equality Scheme commitment
- ☐ No, this is scheduled for later in the Equality Scheme, or has already been done
- ☐ Not applicable

Please provide any details and examples:

Responsibilities are reflected in Personal Performance Agreements where relevant.

In the 2017-18 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- ☒ Yes, through the work to prepare or develop the new corporate plan
- ☒ Yes, through organisation wide annual business planning

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- ☐ Yes, in some departments/jobs
- ☐ No, these are already mainstreamed through the organisation's ongoing corporate plan
- ☐ No, the organisation's planning cycle does not coincide with this 2017-18 report
- ☐ Not applicable

Please provide any details and examples:

During the 2017/18 period work has begun on the creation of a new strategic plan, which will take into consideration equality of access to the arts; including a consultation process that considers equality issues and creates related objectives; commensurate with ACNI's resource levels.

During the 2017/18 reporting period, ACNI Business Planning actions were aligned to three key policy / strategy areas contained within the 5 year strategy 'Ambitions for the Arts': Champion the Arts, Promoting Access to the Arts, and Creating resilience. Integration of equality outcomes were mainly contained within Promoting Access to the Arts; through annual funding to arts organisations facilitating more engagement in the arts, and tackling barriers for section 75 groups; such as Age, Ethnicity, and Disability.

Equality action plans/measures

7 Within the 2017-18 reporting period, please indicate the **number** of:

Actions
completed:

1

Actions ongoing:

2

Actions to
commence:

0

Please provide any details and examples (*in addition to question 2*):

Over the course of the Equality Action Plan 49 actions have been either completed or successfully mainstreamed into ACNI practice.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2017-18 reporting period (*points not identified in an appended plan*):

N/A

- 9** In reviewing progress on the equality action plan/action measures during the 2017-18 reporting period, the following have been identified: *(tick all that apply)*

- ☒ Continuing action(s), to progress the next stage addressing the known inequality
- ☒ Action(s) to address the known inequality in a different way
- ☐ Action(s) to address newly identified inequalities/recently prioritised inequalities
- ☒ Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

- 10** Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

- ☒ All the time ☐ Sometimes ☐ Never

- 11** Please provide any **details and examples of good practice** in consultation during the 2017-18 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

ACNI organise and chair the Promoting Access Group; a peripatetic quarterly meeting between arts and public sector organisations. This meeting provides an opportunity for organisations to discuss access to the arts for those with a disability and to share best practice.

- 12** In the 2017-18 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- ☒ Face to face meetings
- ☐ Focus groups
- ☐ Written documents with the opportunity to comment in writing
- ☒ Questionnaires
- ☐ Information/notification by email with an opportunity to opt in/out of the consultation
- ☐ Internet discussions
- ☒ Telephone consultations
- ☐ Other *(please specify)*:

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Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

Consultees favour verbal responses to consultations either through face-to-face meetings or via telephone consultations. Organisations are always encouraged to respond in writing to formalise points raised where possible. Meeting with organisations assists in raising the awareness of Arts Council work and strengthen relationships with new / existing stakeholders.

The majority of responses are received from a range of organisations including umbrella arts organisations, specialist theatre production groups and disability charities.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2017-18 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

N/A

- 14** Was the consultation list reviewed during the 2017-18 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable – no commitment to review

Consultee list is planned to be reviewed before the new strategic plan public consultation process is undertaken in December 2018.

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

[<http://artscouncil-ni.org/research-and-development/equality/screening>]

- 15** Please provide the **number** of policies screened during the year *(as recorded in screening reports)*:

1

- 16** Please provide the **number of assessments** that were consulted upon during 2017-18:

0

Policy consultations conducted with **screening** assessment presented.

PART A

0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	Consultations for an EQIA alone.

- 17** Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

Resilience Programme: a business development programme for arts organisations was screened but determined not to have any impact on the equality of access to the arts for any Section 75 groups. Hence this did not proceed to full EQIA.

- 18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*

☐ Yes ☒ No concerns were raised ☐ No ☐ Not applicable

Please provide any details and examples:

Screening for the resilience programme conducted as a routine action.

Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2017-18 reporting period? *(tick one box only)*

☐ Yes ☐ No ☒ Not applicable

Please provide any details and examples:

N/A

Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2017-18 reporting period? *(tick one box only)*

☐ Yes ☒ No, already taken place
☐ No, scheduled to take place at a later date ☐ Not applicable

Please provide any details:

The Arts Council commissioned The Strategic Investment Board (SIB) to undertake a review of the Annual Funding Programme, which was delivered in October 2016, and

PART A

there were no adverse findings relating to the equality of provision of funding to organisations across Section 75 groups.

Improvements were made to monitoring arrangements associated with the Premium Payment Scheme, with methods used now enabling the specific S75 group to be identified.

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

N/A

- 22** Please provide any details or examples of where the monitoring of policies, during the 2017-18 reporting period, has shown changes to differential/adverse impacts previously assessed:

Artform Officers continue to promote funding opportunities through funding clinics and artist networks for under-represented groups through the Support for Individual Artist Programme. In the 2017/18 period, 25 LGBTQ artists were funded through SIAP, with an increase of 60% on funding to this S75 group from the previous year.

An audit of inequality has been conducted in 2016/17 allowing equality information to be tracked over the period of the 2013-2018 Equality Scheme to inform the planning of the next Scheme in 2018. This has highlighted trends in arts engagement and although causation with ACNI policies cannot be determined, changes in the sector have been compared to prioritise future policies.

In 2017/18, £83,354 was awarded to disabled artists through SIAP. This represented an increase on the previous year (£73,782 reported) and the highest annual sum awarded to disabled artists since the data was first recorded in 2005/06; comprising of 13% of the total funding distributed under the award.

Artform	% of total successful applications 2017/18	2017/18 Value (£)	2017/18 Number
Craft	13%	£ 5,567	2
Dance	16%	£ 5,250	2
Drama	26%	£ 21,409	6
Literature	9%	£ 8,300	6
Music	1%	£ 900	1
Visual Arts	24%	£ 41,928	15
Total Disabled SIAP	13%	£ 83,354	32
Total SIAP	100%	£ 637,840	278

Collection of data through the ACNI module of NISRA's General Population Survey has shown that there has been a 15% rise in engagement in the arts by over 65s over the last 12 years. Collection of the Annual Funding Survey shows there was a 1.65% rise in

employment of over 65s between 2014/15 and 2015/16.

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

N/A

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2017-18, and the extent to which they met the training objectives in the Equality Scheme.

Training delivered in 2017/18 fully met obligations set out in the Equality Action Plan. All new members of staff recruited during the reporting period were made aware of ACNIs Equal Opportunities Policy as part of the induction process, including new Board members.

A new chair was recruited to the Board in the 2016/17 period and two members reached the end of their term. Board equality training was last carried out on 7th September 2016 for two Board members and there are 3 Board members who are currently awaiting Equality Training from the Equality Commission in December 2018.

Finally, all staff have received equality training or have been made aware of equality issues during their induction.

- 25** Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

N/A

Public Access to Information and Services (Model Equality Scheme Chapter 6)

- 26** Please list **any examples** of where monitoring during 2017-18, across all functions, has resulted in action and improvement in relation **to access to information and services**:

N/A

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2017-18?

Insert number here:

Please provide any details of each complaint raised and outcome:

No complaints were received during this period

Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

Review in progress.

29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

(1) Section 75 consultee contacts database will be updated to reflect changes in administration at the local authority level. This exercise was last completed in 2012.

(2) Emphasis will be placed on ensuring compliance with ACNI's equality screening obligation for the next period. This will involve preparing an EQIA timetable and ensuring completion of policy/scoping assessments.

(3) Dedicated programme monitoring systems will continue to be reviewed to ensure they are compliant with Section 75 needs.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2017-18) reporting period? *(please tick any that apply)*

- ☒ Employment
- ☐ Goods, facilities and services
- ☐ Legislative changes
- ☒ Organisational changes/ new functions
- ☐ Nothing specific, more of the same
- ☐ Other (please state):

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:

12

Fully achieved

1

Partially achieved

0

Not achieved

2. Please outline below details 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 ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ	Development of the Disability Action Plan (DAP) 2015-2018	National	Development of the Disability Action Plan (DAP) 2015-2018
Regional ^{iv}	Implementation of the Promoting Access Group; a best practice group made up of a range of stakeholders across Northern Ireland.	Regional	Visible commitment to sharing of best practice and promotion of access issues amongst key organisations.
Local ^v	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.	Local	Ensure that our clients and other organisations promote positive attitudes towards disabled people by adopting principles, conditions and policies that meet the duties outlined

PART B

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

	Training Action Measures	Outputs	Outcome / Impact
1			
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	ACNI Communications Team create awareness of how Arts Council funding supports organisations working with section 75 groups including disability	Press releases, PR photography, content marketing on digital platforms	Positive imagery of disabled people, disabled artists and marginalized young people engaging in arts activity. Organisations, projects and artists profiled include: Stage Beyond Theatre, Gulliver's Travels; University of Atypical, Bounce Festival, Individual Disabled Artists Award and Charter Awards; Outburst Festival; Shannon Yee, Major Independent Artists Award; "ARTiculate" programme announcements and news releases.

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			• Total media releases issued: 14 • Total releases published online: 15 • Total photo calls carried out: 9
2	Arts & Disability Equality Charter Assessment Area and Indicator	Venues undertaking Charter Status required to review (1) Information Provision (2) Publicising Access (3) Interpersonal Communication and (4) Audience Communication	Venues achieving Equality Charter Status meet this criterion. Venues undertaking Equality Charter Status supported in meeting this criteria.

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 pro forma to reflect current disability duties	Updated screening pro forma	Reflects consideration of the impact of ACNI policies on disabled people
2	Convening the Promoting Access Group; gathering stakeholders from a number of different sectors.	Quarterly meetings of the group held at arts venues throughout NI.	The sharing of best practice creates links between organisations and increases the opportunities to allow participation in arts activities by those with a disability.

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	Outputs	Outcomes / Impact
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	measures)		
1	Funding of Arts & Disability Equality Charter	In 2017/18 Charter support included: • Strule Arts Centre retained its Excellence Award; • Charter Status granted: Millenium Forum and Enniskillen Castle; • 1 Charter Certificate Granted: Ardhowen Theatre working towards charter status; • 6 venues engaged to review their charter status; • 23 venues working towards charter status.	Improved access and customer experience for audience members with a disability.
2	Encouraging participation by disabled people in public life	Quarterly meetings of internal Equality Monitoring Working Group with cross-cutting representation to monitor Action Plan delivery.	Manage delivery of measures detailed in the Arts Council's Equality Scheme and Action Plan 2013-2018.
3	ACNI funds work that helps arts venues improve disability access	The Arts and Disability Equality Charter, administered by university of Atypical, review was completed in March 2018 and the implementation of a tiered structure and enhanced process to charter awards is pending, subject to funding and resources. 4 training sessions delivered by University of Atypical including 2 Disability Equality Training sessions, one session on Dementia Friendly Training and one session on	Arts and Disability Equality Charter supported arts organisations and venues to provide improved disability access across a number of areas.

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		Communication Impairment Awareness.	
4	ACNI funds the Individual Deaf and Disabled Awards (iDA) grants scheme for individual deaf and disabled artists.	iDA Grants Scheme, administered by University of Atypical (Formerly Arts & Disability Forum), received 37 applications, with 13 successful disabled and deaf artists in NI receiving funding to develop their practice and/or produce new work of quality and originality in 2017/18. UoA provided pre application advice to circa 22 disabled and deaf artists and gave developmental support to successful applicants.	Increased access to funding programmes and new opportunities for deaf/disabled artists
5	Provision of Premium Payment for projects requiring additional assistance for costs associated with delivery of their project for people with particular needs as defined under the Northern Ireland Act 1998, Section 75	Financial support for sign-language interpreters, captioning, companions and transport requirements.	Improved access
6	Support core costs for Arts & Disability organisations	Annual Funding (core costs) provided to University of Atypical, Drake Music, Open Arts.	Improved access to funding programmes
7	Encourage participation by disabled people in public life	Raise awareness of the opportunities for artists with a disability to access funding streams. Monitor applications for SIAP funding from artists with a disability.	Achieved in 2017/18: Two Funding Clinics established with the Arts & Disability Forum. From 2014-2018 there has been an increase in the number of disabled applicants and successful applicants

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			to SIAP: • Applicants 56 in 2016/17 to 66 in 2017/18. • Successful applicants 30 in 2016/17 to 32 in 2017/18
8	Promote positive attitudes towards disabled people	Increase in the number of images of people with disabilities accessing and participating in the arts published on ACNI website and ACNI publications. Achieved in 2017/18: Video releases of Bounce! Festival, Kids in control spring showcase, and Lagan Village Youth and Community Group national lottery awardees. Coverage of Share Dance festival Portugal, Stage Beyond Theatre Company's Gulliver's Travels production, and publicising University of Atypical's iDA Awards and Charter Award.	Greater levels of inclusivity to the arts for people with a disability in Northern Ireland.

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

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	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
2	Encouraging participation by disabled people in public life	Appropriate representation on governance groups within Arts Council and funded client organisations	Establish baselines using data from the AFS survey; discuss board recruitment process with the Department for Communities.	Monitoring representation on ACNI governance groups has not been practical to implement but will be reviewed in preparation for the next equality scheme. 4 th year of data collected pending analysis for release of official statistics in late 2018.

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

	Action Measures not met	Reasons
1	N/A	N/A

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

(a) Qualitative

Mid-term and end of year grants reports – monitor progress against grants

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(b) Quantitative

General Population Survey (GPS), Annual Funding Survey (AFS), GIFTS Administrative Programme, Section 75 Monitoring Information from SIAP Awards.

Also, the review of ACNI's primary funding programme in 2016/17 will potentially identify new opportunities for action.

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?

No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	N/A	N/A	N/A

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

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-
- ⁱ **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.
- ⁱⁱ **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.
- ⁱⁱⁱ **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.
- ^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level
- ^v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.
- ^{vi} **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

ACNI Equality
Scheme Action
Plan

2013 to 2018

POLICY AREA: RESEARCH & DATA COLLECTION

Objective – To review data collection across the Section 75 groups

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action Status
1 Improve data systems in the collection, storage and analysis of Section 75 groups engagement in the arts	1.1 Review the equality data collected by ACNI through GIFTS, the RFO and Omnibus Surveys to help identify any areas for improvement	Production of a data gap analysis report with recommendations on how to improve the depth of data collection for Section 75 groups.	All Section 75 groups	2014/15 to 2017/18	Strategic Development/ IT Manager/ Arts Development	Completed 14/15 and 2017/18
	1.2 Establish an internal Equality Monitoring Working Group (EMG) to provide strategic leadership for the outworking's of the Equality Scheme and Action Plan	Quarterly meetings of the Working Group to oversee and ensure implementation of the Action Plan. Minutes on progress to be forwarded to the Board and Senior Management.	All Section 75 groups	2013/14	Strategic Development/Arts Development and Human Resources	Completed 13/14
	1.3 Review current data collection in relation to the Premium Payment Scheme and identify any limitation	Produce and implement a set of recommendations to improve data collection within GIFTS.	All Section 75 groups	2014/15 to 2017/18	Strategic Development/Arts Development/ IT Manager	Completed 2016/17

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action Status
	1.4 In future research and policy development due consideration will be given to the needs of individuals with multiple Section 75 identities	Individuals and groups are consulted with in the development of all relevant policies and associated needs identified and addressed.	All Section 75 groups	2013/14 – 2017/18	Strategic Development	Mainstreamed within policy and practice. Stakeholder Engagement for development of 5 year plan in progress; public consultation planned for December 2018. Internal Audit of Inequalities conducted across all section 75 groups in 2016/17 to determine any specific targeting required. This includes barriers that could inform specific needs.
	1.5 Monitor the composition of ACNI advisory groups	Appropriate representation on ACNI advisory groups	All Section 75 groups	2015/16	Strategic Development/ Arts Development	Monitoring representation on ACNI advisory groups has not proven practical to implement but will be reviewed in preparation for the next equality scheme.

POLICY AREA – ACCESS AND PARTICIPATION

Objective – Increase access and participation of Section 75 groups in the arts

This Section will consider the current engagement of each Section 75 group in the arts and outline actions to redress any inequalities identified.

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
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Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
2 Achieve a balance of applications from a range of community backgrounds	2.1 Applications will be encouraged from a broader range of communities across Northern Ireland and the border regions by disseminating information, promoting the programme and targeting gap areas where possible	Data captured through equality monitoring forms and programme evaluations will be monitored on an annual basis to establish the effectiveness of this engagement	Religious belief and political opinion	2013/14 to 2017/18	Visual Arts and Arts Development	Target gap analysis has identified particular needs in relation to rural arts development. A number of SIAP funding clinics for visual and participatory arts are hosted in Belfast and Derry. Analysis of individual artists monitoring information shows that applicants and recipients chose 'None' or 'Not Answered' (46%) in 2016/17 when asked to identify their religion and 'Other' (67%) when asked to identify their political opinion. Due to the sensitive nature of the subject many applicants provide answers that do not align with either religious belief or political opinion. This makes it impossible to accurately assess against section 75 groups.
3 Increase attendance and participation in the arts by ethnic minority groups	3.1 Promote attendance and participation through the Intercultural Arts strategy and associated programme.	Achieve programme objectives as stated	Racial Group	2013/14 to 2017/18	Arts Development (Participatory Arts) and Research / Policy	Completion of projects funded through the Intercultural Arts Programme and continued engagement of minority ethnic communities through ACNI Project Lottery and Small Grants programmes. Ongoing support through the CAP PICAS programme to BAME artists and projects.
	Support the minority ethnic infrastructure through the Intercultural Arts Programme	Design dedicated actions to support infrastructure development and support between	Racial Group	2013 to 2018	Arts Development (Participatory Arts) and Research / Policy	Implemented through ICAP funding programme. Infrastructure, sectoral development supported through CAP's PICAS

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
		5 and 10 applications per annum				programme.
	3.2 Develop robust planning, monitoring and evaluation systems to measure engagement of minority ethnic groups	Develop a bespoke monitoring framework to gather data on programme participants	Racial Group	2013/14 to 2015/16	Strategic Development	Independent evaluation of the Intercultural Arts Programme finalised. Ongoing monitoring of projects and participants.
	3.3 Support the professional arts practice of minority ethnic artists living and working in NI	Support 2 artists per annum through the ACES programme	Racial Group	2013/14 to 2017/18	Arts Development (Participatory Arts) and Research / Policy	1 BAME artist was supported through the ACE scheme in 2017/18, but this was the only BAME artist that applied.

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
4 Increase the number of artists working with local communities	4.1 Support professional arts practice within minority ethnic community settings	Support 2-3 artists per annum through the Artist in the Community Strand of the Intercultural Arts Programme	Racial Group	2013/14 to 2017/18	Arts Development (Participatory Arts) and Research / Policy	Networking, training and development events hosted by Community Arts Partnership through funded support programme.
5 Promote access and participation of children and young people in the arts	5.1 Develop an annual implementation plan for the Youth Arts Strategy with assigned responsibilities	Publish ACNI actions against Youth Arts Strategy.	Age – young people	Annually	Arts Development and Strategic Development	ARTiculate – the Young People and Well Being Arts Programme, successfully launched in 16/17. Year 2 awards were made to 12 organisations who have worked with 1,130 young people to date during 591 sessions, with a total grant amount of £119,045. ACNI allocation of £5,000 to the Mike Moloney Award Programme for 16 to 25 year olds ref Circus / Street Theatre skill and professional development; 1 allocated in 2016/17 and 2017/18.
	5.2 Develop a Young People and Mental Health Arts Programme by 2013 and evaluate its effectiveness	Achieve programme objectives	Age – young people	2013/14 to 2017/18	Arts Development	ARTiculate Programme launched in January 2017 and year 1 evaluation has been completed
	5.3 Increase the number of older people attending and participating in the arts	Source data from General Population Survey	Age – older people	2013/14 to 2017/18	Arts Development and Strategic Development	Arts and Older People Programme has made 136 grant awards and engaged over 22,500 participants to date. The fourth phase of the programme is currently underway. GPS module planned for 2019,

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
						supporting 39 projects.

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
6 Increase attendance and participation of older people in the arts	6.1 Implement ACNI's Arts and Older People Strategy 2010 – 2013 and its associated Programme	Objectives achieved.	Age – older people	2013	Arts Development and Strategic Development	Completed 13/14
7 Highlight issues facing older people through the Arts and Older Peoples' Programme	7.1 Meet the strategic themes of the Arts and Older People Programme	Strategic themes met	Age – older people	2013	Arts Development	Completed 15/16 with the publication of 'Not So Cut Off': a qualitative evaluation involving Arts and Older People Programme participants. Case study evaluations of the project were completed in 2017/18 and published on ACNI's website. Monitoring of programme participants has matched entrance and exit surveys for over 600 participants; generating a robust data set to determine the health and wellbeing impact of the projects.
	7.2 Provide bespoke training for 77 artists in working with older people e.g. Dementia Training	Training achieved	Age – older people	2013	Head of Community and Participatory Arts/ Arts and Older People Development Officer	Completed 14/15
8 Promote best practice in working with older people through artists training and development	8.1 Publish ACNI actions against Arts and Older People Strategy and report to funders	Final report in September 2013 to core funder	Age – older people	2013	Head of Community and Participatory Arts/ Arts and Older People Development Officer	Completed 14/15

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
	8.2 Manage programmes of activities targeted at older people	Establish baseline of 3,500 participating in arts activities through the Arts and Older People Programme	Age – older people	2013	Head of Community and Participatory Arts/ Arts and Older People Development Officer	Completed 14/15
9 Secure funding to enable the continuation of the Arts and Older People Programme	9.1 Amount of funding secured	Secure £700,000 funding to continue the Arts and Older People programme	Age – older people	2013	Director of Strategic Development and Head of Community and Participatory Arts	Completed 13/14.
10 Raise awareness of issues regarding sexual orientation through the arts	10.1 Continue to fund the use of creative approaches to sexual orientation awareness and sensitive consideration of LGBT issues.	Number of projects delivered	Sexual orientation	Annually	Arts Development	Outburst Queer Arts Festival showcased LGBTQ arts across major venues in Belfast; raising awareness and providing opportunities for LGBTQ artists.
	10.2 Raise awareness of the opportunities for LGBT artists to access funding streams such as SIAP	Monitor SIAP application forms	Sexual orientation	Annually	Arts Development and Strategic Development	Embedded in practice and promoted through funded clients and SIAP information sessions; for example Outburst Festival & Bounce Festival inclusive of LGBTQ artists
11 Promote the benefits of men's engagement in the arts	11.1 Promote the benefits of male engagement in the arts	Increase the number of men attending and participating in the arts	Gender	Annually	Arts Development / Strategic Development	There have been 459 male participant surveys through the Arts and Older People Programme to date. This represented 30% of the total number of respondents.

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
						In 2017/18 5 Arts and Older People projects (AOPP) were awarded £33.5k are targeted specifically at older men and includes a geographical spread across NI. At the end of projects events are organised to celebrate the project achievements and raise awareness.
	11.2 Produce a series of case studies to raise awareness of the benefits associated with engaging in the arts	Awareness raised of the benefits to men in engaging in the arts	Gender	Annually	Arts Development / Strategic Development	Completed 2017/18 AOPP and ARTiculate case studies have profiled male engagement in the arts. AOPP case studies, published in March 2018, included the project 'Music to you Ears' which focussed on older men's engagement in the arts. Publication of case study research entitled 'Not So Cut Off': a qualitative evaluation involving Arts and Older People Programme participants. Projects targeting older men were showcased.
	11.3 Increased the number of men participating in Arts and Older People Programme	Increased proportion of men involved in programme activity using direct targeting methods	Gender	Annually	Arts Development / Strategic Development	An independent programme evaluation demonstrates that male participation fell from 30% (n=411) in Round 1 to 25% (n=330) in Round 2. Current monitoring shows that in round 3 males make up 29% of respondents (n=591).

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
12 Increase access and participation in the arts by disabled people	12.1 Implement a dedicated Disability Action Plan (2015 to 2018) to promote positive attitudes towards people with a disability and to improve their participation in public life.	Implement objectives as stated	Disability	2014/15 to 2017/18	Head of Community and Participatory Arts / Arts Development	Completed 2014/15 Disability Action Plan 2015 – 2018 in place
	12.2 Work with arts venues with a view to achieving the Arts and Disability Equality Charter status making venues more accessible.	Two venues achieve Charter Status each year	Disability	2013/14 to 2017/18	Head of Community and Participatory Arts / Arts Development	In 2017/18 University of Atypical (formerly Arts and Disability Forum) administered: 1 Charter Excellence Status renewal; 2 Charter Awards made; 1 Charter Certificate 'working towards charter status' granted. 6 venues engaged to review status; 23 working towards charter status.
	12.3 Provide training and sector support	3 training programmes delivered per annum	Disability	2013/14-2017/18	Head of Community and Participatory Arts / Arts Development	University of Atypical delivered: Disability Equality training; Communication Impairment Awareness training; Dementia Awareness Training.
	12.4 Continue to raise awareness of the opportunities for artists with a disability to access funding streams such as SIAP.	Increase the number of artists with a disability applying to and being successful in achieving funding from the SIAP and ACES programmes	Disability	2013/14 to 2017/18	Head of Community and Participatory Arts / Arts Development	11% of applicants and successful applicants to the SIAP award in 2017/18 were from disabled artists. 1 ACES Awards was given to disabled artists in 2017/18 and 2 Major Individual Awards were given to disabled artists.

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
	12.5 Create a Promoting Disability Access Group. Members of the group represent the interests of people with a range of disabilities from across the sector.	This group will meet on a bi-annual basis	Disability	2013/14 to 2017/18	Head of Community and Participatory Arts	Promoting Access Group established including a number of stakeholders from local authorities and arts sector.
	12.6 The Promoting Access Group will meet on a bi-annual basis to monitor progress made since ACNI's 'Barriers to Access and Participation in the Arts for Disabled People' report (2007).	The group will meet twice a year	Disability	2013/14 to 2017/18	Head of Community and Participatory Arts /Arts Development	Frequency of meetings increased to quarterly. Review of progress made since 'Barrier's Report.
	12.7 Provide ongoing support through the Arts and Disability Awards Ireland (ADAI) Scheme administered by the Arts and Disability Forum (ADF).	Review on an annual basis the impact of the Arts and Disability Awareness Ireland (ADAI)	Disability	Annually	Head of Community and Participatory Arts /Arts Development	Allocation of £25,000 in year to artists with disabilities through the iDA grants administered by the Arts & Disability Forum. iDA awards process underway.

POLICY AREA – RAISING AWARENESS OF SECTION 75 AMONGST ACNI CLIENTS

Objective – Increased awareness and consideration of Section 75 amongst clients in service delivery

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action Status
13 Increase client awareness of Section 75	13.1 Arts Council to raise awareness by providing training	Awareness training delivered to relevant Annual Funding Programme clients	All Section 75 groups	2013/14-2014/15	Business Development Manager/Strategic Development	University of Atypical delivered: Disability Equality training; Communication Impairment Awareness training; Dementia Awareness Training.

POLICY AREA – PARTICIPATION IN PUBLIC LIFE

Objective – Encouraging participation in public life from under-represented groups

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action Status
14 Involve Section 75 Groups in policy development	14.1 Ensure that all Section 75 groups are involved in policy development	Individuals and groups are consulted with in the development of all relevant policies.	All Section 75 Groups	As required	Research and Policy Team	Embedded within the policy and practice; current engagement for the next 5 year strategy will be inclusive of all Section 75 groups.
	14.2 Monitor the composition of ACNI advisory groups	Balanced representation on ACNI advisory groups.	All Section 75 Groups	As required	Research and Policy Team	Monitoring representation on ACNI advisory groups has not proven practical to implement but will be reviewed in preparation for the next equality scheme.
	14.3 Ensure accessibility of ACNI publications and communications.	Accessible information available in a number of formats	All Section 75 Groups	As required	Strategic Development/ Communications Department	Development of a child friendly strategy planned for the public consultation of the new 5 year strategy. ACNI offers alternative formats of publications on request: no requests have been received in 2017/18. ACNI published a BSL film in 2016/17 which has been accessed 526 times.

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action Status
15 Increase the number of applications from under-represented groups by raising awareness through governance support	15.1 Through governance support, recommend to funded organisations that they encourage applications from under-represented groups.	Recommendations given.	All Section 75 Groups	Ongoing	Business Development Manager	Governance support / training functions are now delivered through Arts & Business NI.
	15.2 Continue to monitor the composition of Boards of ACNI funded organisations	Organisation Monitoring returns	All Section 75 Groups	Ongoing	Arts Development / Research and Policy	4th year of data collected pending analysis for release of official statistics in late 2018.

POLICY AREA – ACNI STAFF RECRUITMENT

Objective – Encourage diversity in the workforce

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
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16Encourage applications from Section 75 groups, specifically on the basis of gender, religious belief, disability and race	16.1	Engage with key stakeholders including trade unions, and consult with Equality Commission about achievable outcomes and affirmative action. Consideration will be given to introducing Welcoming Statements and the Two Ticks Scheme.	Meetings held with relevant key stakeholders	Men and women, people with different religious beliefs, disabled people and different racial groups	Annually	Human Resources	JNCC in place between ACNI and NIPSA
	16.2	Engage with representative bodies to encourage applications from under-represented groups.	Meetings held with relevant representative bodies	Men and women, people with different religious beliefs, disabled people and different racial groups	Annually	Human Resources	Engagement with key stakeholders including trade unions, consultation with Equality Commission about achievable outcomes and affirmative action. JNCC in place between ACNI and NIPSA.

POLICY AREA – STAFF TRAINING

Objective – To increase equality of opportunity and good relations in the workplace

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action Status
17 Increase awareness of Section 75 requirements in relation to staff roles	17.1 To train all new staff in Section 75 matters.	ACNI will record the number of staff trained in Section 75 matters	All Section 75 groups	Ongoing, as required.	Human Resources	All staff have received equality training or have been made aware of equality considerations within their induction process.
	17.2 Provide all staff with Section 75 refresher training	ACNI will record the number who complete Section 75 refresher training	All Section 75 groups	Ongoing, as required	Human Resources	Recurring Action
	17.3 Provide Section 75 training to all ACNI Board members	ACNI will record the number of Board members receiving training	All Section 75 groups	2013/14	Human Resources	A new chair was recruited to the Board in the 2016/17 period and two members reached the end of their term. Board equality training was last carried out on 7th September 2016 for two Board members and there are 3 Board members who are currently awaiting Equality Training from the equality commission in December 2018.
	17.4 Provide Autism Training to all staff	ACNI will record the number of staff receiving training	People with a disability	2014/15	Human Resources	Completed 14/15

POLICY AREA – PUBLIC PROCUREMENT

Objective – To follow best practice in procurement

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action status
18 Incorporate ECNI and DFP guidance into a dedicated procurement policy	18.1 Develop ACNI procurement policy in line with guidance	Policy and procedures developed, reviewed and approved by Senior Management	All Section 75 Groups	2012/13	Procurement Officer	Completed 12/13
	18.2 Provide mandatory training on policies and procedures for all staff	ACNI will record all staff who received training	All Section 75 Groups	2012/13	Procurement Officer	Completed 12/13
	18.3 Embed procurement responsibilities as part of induction training	ACNI will record all staff who received training	All Section 75 Groups	2012/13	Procurement Officer	Completed 12/13

PROMOTING GOOD RELATIONS AND TACKLING PREJUDICE – ACTION PLAN – 2012 - 2017

Objective: To promote good relations and tackle prejudice

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action Status
19 Continue to fund and support cross-community projects that meet the requirements of ACNI funding programmes	19.1 Continue to fund cross-community arts based activities	Annual Funding Survey (AFS) returns and Project Lottery reports.	All Section 75 Groups	Annually	Arts Development / Strategic Development	22% of all arts organisations collaborate with community development organisations and 35% collaborate with cross border or cross community organisations.
	19.2 Develop an annual implementation plan for the Intercultural Arts Strategy and its associated Programme	Publish outcomes in programme evaluations	People of different racial groups	Annually	Arts Development / Strategic Development	Completed: ACNI has undertaken actions/ recommendations from Intercultural Report 'Opening Doors'.
	19.3 Roll-out second Re-imaging Communities Programme	Targets to be established by Re-imaging Consortium	All Section 75 Groups	As required	Head of Visual Arts/Arts Development/Strategic Development	Completed: Second phase of Re-imaging Communities (Building peace through the Arts) was rolled out successfully.
	19.4 Contribute to the aims and objectives of OFMDFM's Cohesion, Sharing and Integration Strategy, Sexual Orientation Strategy and Strategy to Improve the Lives of Disabled People 2012-2015.	Submit consultation responses as required	All Section 75 Groups	As required	Arts Development / Strategic Development	Ongoing input to policy and strategy development and implementation; for example through measures such as the TBUC engagement forum.

Outcome	Action Measures	Performance Indicator	Section 75 Group	Timescale	Responsibility for taking actions forward	Action Status

Appendix 1

Action Rationale

This section details the underlying evidence identified to support each action described in the main section of this report

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
Improve data systems in the collection, storage and analysis of Section 75 groups engagement in the arts	Having undertaken the Audit we have identified some gaps in the depth of data available for certain Section 75 groups. This will require ACNI to examine ways in which in-house data collection tools can be used more effectively	Maintain and improve data collection on Section 75 groups' engagement in the arts
Achieve a balance of applications from a range of community backgrounds	The Audit found that there is no significant differential in the attendance and participation rates of individuals on the basis of religious belief. However, at a Programme level, evidence indicates that in the first tranches of the Re-Imaging Communities Programme there is a differential uptake on the basis of religious belief.	The independent evaluation of the Re-Imaging Communities Programme found that based on community background 50% of the projects occurred in predominately Protestant areas, 19% in predominately Catholic areas and 32% in areas not considered to be single identity.
	The Audit found that there is no significant differential in the attendance and participation rates of individuals on the basis of political opinion. However, at a Programme level, evidence indicates that in the first	The independent evaluation of the Re-Imaging Communities Programme found that based on community background 50% of the projects occurred in predominately Protestant areas, 19% in predominately Catholic areas and 32% in areas not considered

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
	tranches of the Re-Imaging Communities Programme there is a differential uptake on the basis of political opinion.	to be single identity.
Increase attendance and participation in the arts by ethnic minority groups / Increase the number of artists working with local communities / Develop robust planning, monitoring and evaluation systems to measure engagement of minority ethnic groups	Research shows that there are a number of barriers that impede take-up and participation by minority ethnic people in the arts. Despite information on targeting of activities, there is a shortage of data collected on the number of persons from a minority ethnic background currently engaged in the arts. Results captured from SIAP Monitoring Returns for 2009/10, 2010/11 and 2011/12, show that on average, 3% of applications come from artists from a minority ethnic background.	The need to increase the access and participation of minority ethnic communities in the arts.
Promote access and participation of children and young people in the arts	Research shows that children and young people are more engaged in the arts when compared with other age groups. However, some young people face distinct barriers which inhibit their engagement.	Increase the engagement of children and young people in the arts with specific reference to those with multiple identities and other disengaged groups.
Increase attendance and participation of older people in the arts	Evidence shows that attendance and participation in arts events declines with age. Some older people face distinct barriers which inhibit their engagement.	Increase attendance and participation of older people in the arts.
Marital Status	We do not consider there to be any major issues or inequalities for this Section 75 category in relation to attendance and participation in the arts	

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
	or on allocation of funding.	
Raise awareness of issues regarding sexual orientation through the arts.	Clients supported deliver arts based projects regarding LGBT issues.	Provide opportunities to raise awareness of issues regarding sexual orientation through the arts.
	SIAP monitoring returns show that the proportion of applications received from LGBT artists has increased from 3% in 2009/10 to 5% in 2011/12.	Provide opportunities for LGBT artists to access funding streams such as SIAP.

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
Promote the benefits of men's engagement in the arts	Evidence shows that females are more likely to attend arts events than males with the gap between the two widening with regards to participation. Girls are more likely to attend an arts event than boys, with the difference being greater with respect to participation. Evidence also shows that boys are less interested in the arts than girls. To encourage more boys and young men to attend and participate in the arts.	To encourage men to attend and participate in the arts.
AOP Programme to attempt to address this imbalance during the final application phase.	Analysis of the participant surveys and feedback from artists as part of the AOP Programme Interim Evaluation found that few men have been attracted to AOP Programme activities.	
Implement the current Disability Action Plan to promote positive attitudes towards people with a disability and to improve their participation in public life.	Evidence shows that there are barriers to engagement in the arts for people with a disability.	Increase access and participation in the arts of persons with a disability
Work with arts venues with a view to achieving the Arts and Disability Equality Charter status making venues more accessible.	Evidence shows that persons with a disability are less likely to attend one or more arts events than those without a disability (59% compared with 87%). It also shows that only 25% of persons with a disability participated in one or more arts events compared to 31% of persons without a disability.	Increase Access and participation in the arts of persons with a disability
Incorporate ECNI and DFP guidance	ECNI has highlighted that there is a lack	Lack of data in relation to disability and

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
into a dedicated procurement policy	of data relating to disability and its disaggregation.	its disaggregation
Awareness raised on the funding opportunities available to artists with a disability	SIAP Equality Monitoring Returns show that applications from artists with a disability increased from 6% in 2009/10 to 10% in 2011/12. Some 14% of NI artists have a long-term illness, a health problem or a disability that limits (to a greater or lesser extent) their daily activities or the work they can do. However, it should be noted that these figures are not directly comparable.	Provide opportunities for artists with a disability to access funding streams such as SIAP.
Encourage funded organisations to participate in initiatives such as the 'Buddy Scheme'.	Evidence suggests that individuals with dependents face distinct barriers to engagement in the arts for example, childcare costs among parents of young children.	Breaking down barriers to engaging persons with dependents in the arts.
Section 75 groups involved in policy development Increase the number of applications from under-represented groups by raising awareness through governance support. In 2013 the NILT asked if certain groups in NI were treated unfairly when compared with other groups. This question was asked in the context of equality laws which aim to make sure that everyone is treated equally. The results show that almost over a third of people (including older people themselves) think that transgender people are treated unfairly. This compares to only 13%	Having undertaken the Audit we have identified some gaps in the depth of data available for certain Section 75 groups. This will require ACNI to examine ways in which in-house data collection tools can be used more effectively. Looking at the Monitoring Return forms for the make-up of funded organisations' Boards over the period 2009/10 to 2012/13, on average, 81% of Boards consist of persons with no disability. Equality Monitoring Return forms for the Boards of ACNI funded organisations	Across all Section 75 groups

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
considering that children are treated unfairly.	show that for organisations identifying the gender make up of their Board approximately three fifths consist of both men and women with just over 1 in 4 having representation of only men and around 1 in 8 having only women. Current data does not allow any further gender breakdown regarding the composition of gender-mixed boards. According to Equality Monitoring Returns for the period 2009/10 to 2011/12 Boards of ACNI funded organisations are on average 91% White with persons designating as Other or Mixed Racial Background comprising around 2%. According to Equality Monitoring Returns for the period 2009/10 to 2011/12 Boards of ACNI funded organisations just over half were unable to specify the sexual orientation of their Board members. However, of those who were able to specify around 99% were heterosexual and around 1% was lesbian, gay or bisexual.	
Recommendations from key stakeholders will be considered and implemented where appropriate	The most recent audit of ACNI workforce was conducted in May 2012. Given the size of the organisation, many numbers are too small to permit publication. As such, we cannot disclose the entirety of the data collected.	Encourage applicants from Section 75 groups specifically relating to gender, religious belief, disability and race.
Continue to fund and support cross-community projects that meet the requirements of ACNI funding programmes	The CRC Peace Monitoring Report 2012 shows that Northern Ireland still remains a divided society. Evidence shows that the number of interface walls has increased and there remains deep	The promotion of good relations and tackling of prejudice

Linked outcome	Supporting Evidence	Inequality or Issue to be addressed
Attendance and participation figures captured through the evaluation of the Intercultural Arts Programme Targets to be established by the Re-imaging Consortium To be updated upon the publication of the Strategies	division in housing and education. 2010/11 RFO survey returns show that over two thirds (68%) of participation based activity can be described as cross-community. ACNI notes the evidence within the ECNI Equality Awareness Survey 2011 regarding Travellers, transgender persons, LGB persons and individuals with mental ill-health.	



Disability Action Plan 2015 – 2018

Final Report



This document is available in a range of formats on request. Please contact us with your requirements (see page 2 for details).

This document can be made available in alternative formats from the Arts Council of Northern Ireland. This includes large print, Braille, audio cassette and computer disc.

The Arts Council of Northern Ireland is committed to ensuring that the Disability Action Plan is accessible to all interested parties. If you would like a copy in an alternative format, please contact:

Name: Graeme Stevenson, Policy and Research Officer

Telephone: 02890 385 243

Email: gstevenson@artscouncil-ni.org

Website: www.artscouncil-ni.org



Sinead O'Donnell, Artist

Cover: Replay Theatre Company, 'Bliss'. Photo: Neil Harrison

Foreword

The Disability Action Plan 2015 - 2018 is a clear statement of the Arts Council of Northern Ireland's ongoing commitment to promote positive attitudes towards people with disabilities and to encourage participation by people with disabilities in public life.

The Arts Council is committed to ensuring that people with a disability have the same opportunities to avail of the many benefits that come from the continued investment in the arts. Within our Five Year Strategic Plan '*Ambitions for the Arts*' 2013 - 2018, we have committed to implement a new Disability Action Plan aimed at increasing the number of disabled people engaged in the arts.

Everybody has a cultural life. The opportunity to engage in or to enjoy the arts should be available to all because the potential to enjoy the arts and to develop, a capacity for artistic expression is present in all. The arts are a real source of innovation and creativity. Everybody contributes to the public support of the arts and everybody should be able to benefit from that investment. That is why access to the arts is of such importance. We know that many people with a disability experience great joy and satisfaction from accessing and participating in the arts, acting as a vehicle to transforming lives and allowing individuals to become more involved and vocal in their local communities. Other benefits include the opportunity to socialise with friends, build self-confidence, learn new skills and develop existing skills. Setting aside the statutory requirements placed upon public authorities to publish a Disability Action Plan, the Arts Council is passionate about not only increasing access and participation to the arts for people with a disability, but also identifying those steps that are required to make it possible for people with disabilities to have access to the range of career opportunities in the arts including production roles, arts administration as well as in performance.

However, we know that there is an underlying inequality in terms of those who do and those who do not engage with the arts. Research findings show that people with a disability are much less likely to attend arts events than people without a disability, while participation levels are also lower. Improving access and participation in the arts for persons with a disability is considered a priority for the Arts Council.

The Disability Action Plan outlines the measures we will take as a Public Authority towards seeking to drive change and so enable more people with a disability to engage in the arts. This will build upon work already undertaken, such as the Arts & Disability Equality Charter, which recognises how arts organisations are changing to ensure that the arts are accessible to everyone. We will require our funded organisations to demonstrate the practical measures they pursue to engage with disabled people as members of the audience or as participants in their work.

Roisin McDonough

Bob Collins

Chief Executive

Chair

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Open Arts Choir



Streetwise Community Circus

1. Introduction

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the Arts Council of Northern Ireland is required when carrying out its functions to have due regard to the need to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life ('the disability duties').

Under Section 49B of the DDA 1995, The Arts Council of Northern Ireland is also required to submit to the Equality Commission a Disability Action Plan showing how it proposes to fulfil these duties in relation to its functions.

Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within the Arts Council of Northern Ireland will be:

Graeme Stevenson
Policy and Research Officer
MacNeice House
77 Malone Road
Belfast
BT9 6AQ

Telephone: 02890 385243
Email: gstevenson@artscouncil-ni.org
Website: www.artscouncil-ni.org

Following submission to the Equality Commission for Northern Ireland, this document will be available in alternative formats, including large print, in Braille, on audio cassette, easy read, and computer disc on request. It will also be available as a download from our website. Please contact the above person to discuss your requirements.

The Arts Council of Northern Ireland confirms its commitment to submitting an annual progress report on the implementation of this plan to the Equality Commission and to carrying out, a three year review and five year review of progress using the information submitted to the Equality Commission over the review period.

A formal report of progress on meeting the objectives relating to the disability duties will be included in the Arts Council's annual report. A copy of this plan, our annual progress to the Equality Commission and our five year review of plans will be made available on our website www.artscouncil-ni.org.

2. Arts Council of Northern Ireland – its role and functions

The Arts Council of Northern Ireland (ACNI) is a non-departmental public body (NDPB) of the Department of Culture, Arts and Leisure (DCAL). It is governed by a board, known as the Council, which sets the strategic direction for the Arts Council and oversees the work of the Executive.

It is the lead development agency for the arts in Northern Ireland and the main support for artists and arts organisations, offering a broad range of funding opportunities through our Exchequer and National Lottery funds.

ACNI was established in 1962 as a successor to the Committee for the Encouragement of Music and the Arts (CEMA) which had operated since 1942. It became a statutory body on 1st September 1995. Its functions are set out in Article 4 (1) of the Arts Council (Northern Ireland) Order 1995 and include developing appreciation of and access to the arts, encouraging the provision of arts facilities, advising government departments on matters relating to the arts and advocating the causes of arts to government and other significant stakeholders

The Arts Council's mission statement is "to place the Arts at the heart of our social, economic and creative life". This is stated in the Arts Council's five year strategy document *'Ambitions for the Arts: a Five Year Strategic Plan for the Arts in Northern Ireland 2013-2018'*.

ACNI strives to comply with good practice in procurement policy, closely liaising with the Central Procurement Directorate (CPD) within the Department for Finance and Personnel (DfP).

3. Commitment to the effective Implementation of the Disability Action Plan

The Arts Council of Northern Ireland is committed to the effective implementation of this Disability Action Plan. We will allocate all necessary resources (in terms of people, time and money) in order to implement this Plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operating plans.

We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with. We will ensure the effective communication of the plan to Arts Council staff and provide all necessary training and guidance for staff on the disability duties and the implementation of the plan. We confirm our commitment to submitting an annual report to the Equality Commission on the implementation of this plan as well as carrying out a three yearly and five yearly review of this plan.

The Disability Action Plan outlines our commitment to equality and valuing diversity under Section 75 of the Northern Ireland Act 1998. The Arts Council demonstrates this through promoting equality of opportunity and challenging discrimination through promotion, advice and enforcement. We have a duty to work towards the elimination of discrimination; promote equality of opportunity

and encourage good practice; promote affirmative action and monitor and report upon the measures we put in place to achieve these ends.

An internal Equality Monitoring Working Group (EMWG) drawn from representatives of each business area and chaired by the ACNI Chief Executive was established in 2013. It provides strategic leadership for the outworking's of ACNI's Equality Scheme and its associated Action Plan 2013 - 2018. Quarterly meetings of the Equality Monitoring Working Group will continue to take place in order to oversee and ensure effective implementation of the action measures contained within the ACNI Disability Action Plan. Minutes on progress from each meeting are forwarded to the Board of ACNI.

A formal report of progress towards meeting the action measures from the Disability Action Plan will be included in the Section 75 Annual Progress Report to be submitted by 31st August to the Equality Commission of Northern Ireland.

4. Internal Arrangements

The Arts Council board consists of 15 members appointed by the Minister of Culture, Arts and Leisure. They offer a broad range of skills and experience to further the strategic objectives of the arts in Northern Ireland. The Council is supported by a number of advisory committees. The committees comprise Council members and co-opted members. The committees are:

- Audit and Risk
- Finance and Capital
- Grants
- Remuneration

Supporting the work of the Council and the Chief Executive are the various departments and staff within the Arts Council:

Arts Development Department

The department is led by three Directors: Director of Arts Development; Director of Strategic Development; Director of Operations. The main activity of the department is the administration of the Council's grant funding schemes for a range of artforms and practices and the development of the Arts Council's Strategic, Corporate and Business Plans.

Corporate Services Department

The department is led by the Director of Corporate Services and provides support across the organisation including finance, IT, Human Resources and estates services.

5. Public Life

The Arts Council takes a broad view of the definition of the ‘public life’ duty placed on public authorities. The arts are unique in a number of ways; they have the ability to facilitate enjoyment and excitement in the lives of all, including people with a disability. Public life encompasses any form of engagement in the arts which can be experienced by all. For this reason the duty should not be constrained by a narrow definition that restricts consideration to public office.

The Arts Council considers active participation in the arts to include the employment of persons with a disability in the arts sector. All aspects of engagement with the arts, including access to employment and career opportunities across the sector, must be as equally open to people with a disability as they are to persons without.

Disability duties relate not only to public appointments but also in relation to how disabled people contribute to policy decision making and providing input on how public authorities carry out their functions. We will therefore develop ways to encourage disabled people to participate in consultative processes during the life of this Disability Action Plan.

The Arts Council believes that people with disabilities should fully participate in public life on an equal basis with others by actively promoting an environment in which persons with disabilities can contribute fully to public affairs, including participation in organisations and associations concerned with the public and political life, their activities and administration.

While the Arts Council does not have direct control over public life positions (DCAL has responsibility for appointing members to the Arts Council Board), it will continue to promote the principle in line with its other commitments under its Equality Scheme. This includes appointment to Boards of its funded organisations, acknowledging our role in ensuring that disabled people are aware of opportunities that emerge to apply for vacant positions through awareness raising and information sharing.

6. Arts and Disability in Northern Ireland

It is our ambition that the ACNI Disability Action Plan 2015 - 2018 will contribute to driving forward greater levels of access to the arts for people with a disability. Research evidence indicates that people with a disability continue to face a number of barriers in relation to access to and participation in the arts in Northern Ireland. The following section is designed to provide some context on the matter when considering the action measures proposed by ACNI.

Based on the 2014 General Population Survey (GPS) the following findings highlight the barriers that individuals with disabilities encounter when engaging in the arts:

- People with a disability are less likely to engage with the arts (either as a participant or attendee) compared to people without a disability (52% compared to 85%). Trend data shows a marked decrease in engagement compared to 2011 when 64% of disabled people engaged with the arts.

The engagement variable is a composition of both attendance and participation. When broken down into these constituents, the following details emerge:

- Persons with a disability are less likely to attend one or more arts event than people without a disability (48% compared with 84%). Compared to 2011, this shows a reduction of 9 percentage points in the proportion of disabled people attending the arts.
- 21% of people with a disability participated in one or more arts events compared to 32% of persons without a disability. This represents a slight decrease compared to the 2011 survey, when participation stood at 25%.

Despite the percentage change in both attendance and participation over the two survey periods, the relatively small number of disabled people sampled as part of the General Population Survey means the findings cannot be considered statistically significant.

Research published in 2007 into 'Barriers to disabled people's participation in and access to the arts in Northern Ireland' (conducted by Ipsos Mori on behalf of ACNI) identified a number of obstacles faced by persons with a disability. The four broad areas identified were:

- *Physical barriers* (ease of getting to and from a venue)
- *Financial constraints* (cost of tickets, transport and parking)
- *Social barriers* (signage, staff attitudes and access to venues)
- *Information and general awareness barriers* (unable to ascertain what is on in advance and unable to identify suitable arts events to attend).

The Arts Council works from the perspective of the social model of disability. This understands disability as a problem of exclusion from everyday life, requiring a change in society's values and practices in order to remove attitudinal and environmental barriers to participation. Under legislation (Disability Discrimination Act 1995) a person is considered to be disabled if they have "a physical or mental impairment which has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities". However, it is important to consider the diverse nature of disability rather than producing a narrow definition on the types of impairments and conditions that define disability.

The Arts Council believes that of most importance is the impact and effect that a condition can have on someone's day to day activities. It is important not to make judgements about how impairment is caused and never to make assumptions.

The Arts Council works in partnership with, and takes advice from, disabled people. We see disability as an equality and inclusion issue. We carry out strategic development work in the Arts & Disability sector and we support measures towards universal accessibility, in recognition that progressive changes made for disabled people impact positively on the whole population.

Arts & Disability is a general term to cover a broad range of arts practice embracing artwork by people with disabilities and activities involving disabled people as artists, participants and audience members. This approach is inclusive and aims to involve all sections of the community. Disability Arts is a specific form of arts practice where disabled artists create work that reflects their identity and experience as disabled people.

Whilst the Arts Council primarily connects with Arts & Disability practice, we recognise the value and principles of Disability Arts practice. The Arts Council has made substantial investment to create new opportunities for disabled people's involvement in the arts on their own terms, as artists, audience members, project participants and arts sector employees. Further information on the investment made by ACNI to create new opportunities for disabled people to be involved in the arts on their own terms is provided under section 8 of the Action Plan (Previous Measures).

7. Consultation Process

ACNI is committed to carrying out the consultation process of the draft Disability Action Plan in a meaningful manner in order to bring about positive change for all people with a disability who wish to access and participate in the arts in Northern Ireland.

In order to do this, ACNI will engage with organisations that provide services for people with a disability in Northern Ireland. During the formal public consultation phase, ACNI will seek to hold consultation events with a range of persons with disabilities, including current and potential artists, audience members and participants. This is to ensure that the views of disabled people who are directly seeking greater levels of access to the arts can have their say.

The Disability Action Plan will be shared with ACNI's Promoting Access Group. This group will meet on a bi-annual basis in order to monitor progress made since the release of ACNI's 'Barriers to Access and Participation in the Arts for Disabled People' report (2007). Members of the group represent the interests of people with a range of disabilities from across the sector.

8. Previous measures

The Arts Council of Northern Ireland has taken a number of measures to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life. The following notable measures have taken since the launch of the Arts Council's original Disability Action Plan in 2007:

Funding of Arts and Disability organisations and programmes of activities

- ACNI fund the core costs for several Arts and Disability organisations:
 - The Arts and Disability Forum is a disabled-led development agency working towards cultural equity for disability/ deaf people;
 - Open Arts provides a variety of high quality activities across a range of art forms, ensuring both participation and artistic excellence for people with disabilities; and
 - Drake Music supports access to independent music making for children and adults with complex disabilities;
- ACNI fund the core costs for several arts organisations providing a high level of creative engagement for people with disabilities, including Streetwise Community Circus, Kids in Control and Replay Theatre Company.
- A range of other organisations have been awarded funding for Arts and Disability projects through Lottery schemes.

Training

- Through Arts and Disability funded organisations and programmes, training courses have been delivered annually to staff from ACNI's funded organisations on accessibility to the arts for people with a disability.
- ACNI has provided Equality Awareness training to its members of staff. This training covered Section 75 Equality legislation, statutory duties as well as the nine grounds under the Northern Ireland Act 1998, Section 75.

Individual Disabled/Deaf Artists (iDA) Grants Scheme (formerly Arts & Disability Awards Ireland Scheme)

- ACNI funds the 'Individual Disabled/ Deaf (iDA) Grants Scheme for individual disabled/deaf artists.

Arts and Disability Directory

- ACNI hosts the Arts and Disability Directory. This website provides online information and published collaboratively by the two Arts Councils in Ireland.

Arts and Disability Equality Charter

- ACNI supports the Arts & Disability Equality Charter. This is a framework developed by disabled people to encourage and reward good practice amongst arts venues.
- The Arts and Disability Equality Charter is a hallmark of good access and is operated through a partnership of the Arts and Disability Forum and Open Arts with funding from ACNI.
- A number of organisations are recognised annually for their achievement in improving access to the arts for all under the Arts and Disability Equality Charter.
- In November 2013, the Arts and Disability Charter was awarded to the following arts venues: Strule Arts Centre; Waterfront Hall; Ulster Hall; Lyric Theatre; Grand Opera House; Alley Theatre; Burnavon Theatre.
- The 'Charter Plus' Plaque of Excellence has been awarded to Strule Arts Centre in Omagh. This is the first plaque of excellence ever to be awarded on the island of Ireland in recognition of the venue's determination to offer access to the arts to all and for their successful consultation with disabled users in order to improve access.
- ACNI will continue to seek an increase in the number of Charters awarded and support the wider work of the Charter as it develops.

Capital Build Programme

- ACNI has taken a number of actions over recent years to ensure equality of access to the arts for persons with disabilities.
- ACNI's capital build programme has sought to ensure that all venues constructed as part of the programme are compliant with the Disability Discrimination Act (DDA) 1995. This Act ensures that new buildings and physical features, including building entrances and exits, emergency escape routes, internal and external doors, are designed in order to permit access for disabled people.
- New venues have put in place other methods to support access (over and above statutory requirements) such as induction loops, Braille literature and disabled seating areas.

Premium Payments scheme

- ACNI recognises that certain groups within society face barriers to attending and participating in the arts. The Premium Payment Scheme is a unique award introduced in 2003 for successful applicants who can clearly demonstrate additional costs associated with delivery of their project for people with particular needs as defined under the Northern Ireland Act 1998, Section 75.
- The Premium Payment Scheme encourages clients to provide improved disability access.

Condition of Grant

- As part of the condition of grant for all ACNI funded capital projects, all new and approved schemes are asked to provide an access audit report. ACNI recommends that such reports are completed by a suitably qualified and experienced independent access consultant.
- A 'Condition of Grant' attached to our funding ensures that clients and other organisations promote positive attitudes towards disabled people by adopting principles, conditions and policies that meet the duties outlined in legislation.

9. Action Measures

ACNI will continue to carry out the measures outlined under Section 8 (previous measures) unless the action described has now been completed or unless funding for a particular scheme is ended.

The following table provides details on the additional action measures which ACNI will take over the period of this Disability Action Plan, together with key performance indicators, intended outcome(s) and timeline. Progress made towards achieving the following action measures will be reported back to the Equality Commission.



Maurice Orr, Artist



Luminous Soul

**ARTS COUNCIL OF NORTHERN IRELAND DISABILITY ACTION
PLAN MEASURES 2015-2018**

Action Measure	DDA Measure	Key Performance Indicator	Outcome	Timeline / Progress
DEVELOPMENT OF DIGITAL, MARKETING AND PROMOTIONAL CHANNELS				
1. Use prominent and positive images of (a) disabled people engaging with the arts and (b) disabled and deaf artists on ACNI website and in publications.	Promote positive attitudes towards disabled people	Increase in the number of images of people with disabilities accessing and participating in the arts published on ACNI website and ACNI publications.	Greater levels of inclusivity to the arts for people with a disability in Northern Ireland.	Individual Disabled Artist awardees and funded disability projects profiled in ACNI publicity. Profiles were based on projects delivered by • Streetwise Community Circus • Stage Beyond • Open Arts • Arts & Disability Forum • Drake Music • Kids in Control.
2. Conduct review of the ACNI website to ensure it is user friendly for people with a range of disabilities.	Encourage participation by disabled people in public life	Workshops held with people with disabled people to seek their advice on the ACNI website and identify where improvements can be made.	Greater accessibility to the ACNI website for people with disabilities. Recognition that digital media is a successful method of communicating to a range of audiences.	Completed 30 April 2015

3. Adopt new and inclusive methods for communicating ACNI information to people with disabilities	Encourage participation by disabled people in public life	Improve access opportunities for deaf people to ACNI grant programmes through improving understanding of ACNI's work by providing information in different formats.	Improved access to ACNI funding guidance for deaf people. BSL film created and profiled on ACNI website: 'What the Arts Council does.'	Completed 30 June 2015
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Action Measure	DDA Measure	Key Performance Indicator	Outcome	Timeline
DATA COLLECTION AND MONITORING				
4. Review of ACNI's data collection tools for assessing disability access and participation to the arts.	Promote positive attitudes towards disabled people	Review ACNI data collection methods to enhance understanding of disabled people's engagement in the arts as audience members, participants and clients.	A stronger, more current evidence base to support monitoring activity and policy development.	April 2015 to March 2016 Completed: Intelligence relating to the number of disabled people working in arts organisations has been refined to enable the Arts Council to establish the capacity in which they work. Three years of data is now available.

				Training will be provided for organisations to ensure effective monitoring systems are in place.
5. Review the current data collection methods for the Arts Council's Premium Payments Scheme.	Encourage participation by disabled people in public life	Produce and implement a set of recommendations to improve data collection methods	This review will improve the quality of data relating to the programmes grant giving process underpinning a subsequent programme review	April 2015 to March 2016 Completed: A new template was designed in March 2015 and was piloted with Small Grants Programme applicants. It was rolled out across all organisation-based funding programmes
6. Manage ACNI's statutory equality responsibilities.	Encouraging participation by disabled people in public life	Quarterly meetings of internal Equality Monitoring Working Group with cross-cutting representation to monitor Action Plan delivery.	Manage delivery of measures detailed in the Arts Council's Equality Scheme and Action Plan 2013-2018.	Equality Monitoring Working Group continues to meet regularly.

7. Monitor the composition of internal advisory groups and client boards to ensure membership reflects the composition of Northern Ireland society by disability.	Encouraging participation by disabled people in public life	Appropriate representation on governance groups within Arts Council and funded client organisations	Establish baselines using data from the AFS survey; discuss board recruitment process with the Department of Culture, Arts and Leisure.	Monitoring representation on ACNI advisory groups has not proven practical to implement but will be reviewed in preparation for the next equality scheme. 4th year of data collected pending analysis for release of official statistics in late 2018.
8. Conduct in-depth research study in partnership with DCAL ALBs to better understand the barriers to access and participation encountered by disabled people	Encouraging participation by disabled people in public life	Develop a coordinated partnership approach on a single-issue basis across a number of DCAL's Arm's Length Bodies (ALBs). An application for funding this study will be made under the <i>Signatures</i> Programme, a key component of OFMDFM's <i>Delivering Social Change</i> framework.	A tangible evidence base in order to better understand the barriers that exist for people with a disability. Implement changes that will encourage greater access and participation by disabled people in public life.	2016-2017. Not completed as insufficient resources were available to progress from concept stage.

Action Measure	DDA Measure	Key Performance Indicator	Outcome	Timeline
ACCESS TO FUNDING				
9. Review of the ACNI Premium Payments Scheme.	Promoting positive attitudes towards disabled people	Review effectiveness of the Premium Payment Scheme and make recommendations for programme improvements	Improvements in programme effectiveness; greater awareness and increase in number of applications	Completed 2015-2016
10. Provide increased opportunities for disabled artists to access funding streams such as the Support for Individual Artists Programme (SIAP).	Encourage participation by disabled people in public life	Raise awareness of the opportunities for artists with a disability to access funding streams. Monitor applications for SIAP funding from artists with a disability.	Increase in awareness of the funding opportunities available to artists with a disability. Increase in the number of disabled artists being granted funding from SIAP and the Artists Career Enhancement Scheme (ACES) programmes.	In 2017/18, £83,354 was awarded to 32 disabled artists through SIAP. This accounted for 13% of all applications. This included two Major Individual Awards and one Artists Career Enhancement (ACE) awards.

Action Measure	DDA Measure	Key Performance Indicator	Outcome	Timeline
CAREERS AND TRAINING				
11. All ACNI staff to be provided with disability equality training.	Promoting positive attitudes towards disabled people	Disability equality training course to be delivered to all ACNI staff members.	Increased awareness of disability equality amongst ACNI staff members.	Completed 2016
12. All ACNI staff to be provided with Autism awareness training.	Promoting positive attitudes towards disabled people	Autism awareness training course to be delivered to all ACNI staff members.	Increased awareness of autism amongst staff including line managers with the purpose of enabling them to better assess applications and manage staff.	Completed March 2015
13. Provide training on disability related issues including disability equality for annually funded clients that work with disabled people.	Promoting positive attitudes towards disabled people	With the support of Arts and Disability Forum and Access NI deliver at least 3 training programmes annually for the duration of the plan.	Increased awareness of disability accessibility issues amongst ACNI's annually funded organisations.	Completed Annually

14. Increase the number of disabled people engaged in public life by encouraging regularly funded arts organisations to employ more disabled people.	Encourage participation by disabled people in public life	Increase the number of disabled people employed by arts organisations using a range of flexible positive recruitment and mentoring opportunities.	Establish baseline and target to increase the number of disabled people employed by regularly funded arts organisations. Data to be sourced from the 2014/15 Annual Funding Survey.	2015-2018 Annual funding survey provides information on the reported number of disabled employees in annually funded organisations. The number of disabled board members decreased, but the number of artists increased between 2015/16 and 2016/17. 2017/18 analysis is not currently available for release as it falls under the directions of the Official Statistics Act.
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Action Measure	DDA Measure	Key Performance Indicator	Outcome	Timeline
ACCESS AND PARTICIPATION TO THE ARTS				
15. Seek to increase the number of arts activities targeting people with a disability through annually funded clients.	Encourage participation by disabled people in public life	Using the findings from the ACNI Regularly Funded Organisation Survey as a baseline score, achieve an increase in number of activities targeting people with a disability.	By 2018, deliver at least a 2% increase in the number of activities targeting people with a disability. (Data Source: Regularly Funded Organisation Survey)	2015-2018 The Annual Funding survey was revised in 2015/16 to collect this information. In both 2015/16 and 2016/17 11% of programmes were tailored towards people with physical or mental

				impairment. In 2015/16 14 projects were in collaboration with organisations in the Disability Sector and in 2016/17 this had increased to 15 projects. 2017/18 analysis is not currently available for release as it falls under the directions of the Official Statistics Act.
16. Increase attendance to the arts for people with a disability.	Encourage participation by disabled people in public life	Using the Continuous Household Survey to achieve a baseline score, achieve an increase in attendance to the arts in Northern Ireland for disabled people.	By 2018, achieve at least a 2% increase in attendance to the arts in Northern Ireland for disabled people. (Data source: Continuous Household Survey)	2015-2018 2016/17 and 2017/18 CHS Data set not available, as per DfC/NISRA. In lieu the General Population Survey shows that attendance has increased from

				48.2% to 55.1% between the 2014 and 2016 surveys.
17. Increase in participation levels to the arts for people with a disability.	Encourage participation by disabled people in public life	Using the ACNI General Population Survey, achieve an increase in participation levels to the arts in Northern Ireland for disabled people.	By 2018, achieve at least a 5% increase in participation in the arts in Northern Ireland for disabled people, using the 2014 baseline of 21%	2015-2018 The General Population Survey shows that participation has declined from 21% to 19% between 2014 and 2016. Next GPS study planned for 2019.
18. Work with arts venues to seeking an increase in the number of venues awarded the Arts and Disability Equality Charter status.	Encourage participation by disabled people in public life	At least 4 arts venues to achieve Arts and Disability Equality Charter status per annum	At least 4 venues achieve Charter Status per annum. Case studies of successful organisations distributed to sector as examples of best practice.	2015-2018 2017/18 1 Charter Excellence Status maintained; 2 Charter Awards Made; 1 Charter Certificate 'working towards charter status' granted.

				6 venues engaged to review status; 23 working towards charter status.
19. Encourage funded organisations to participate in companion schemes such as the 'Buddy Scheme', ¹	Encourage participation by disabled people in public life	Number of funded organisations delivering companion schemes	An increase in the number of funded organisations delivering companion schemes	Venues offer buddy or similar schemes: including the MAC, the Grand Opera House, The Black Box, The Lyric, The Millennium Forum, The Playhouse, and the Waterside Theatre.
20. Support the delivery of the NI Vision Strategy Implementation Plan ² which seeks to address the needs of blind and partially sighted people.	Encourage participation by disabled people in public life and promote positive attitudes towards disabled people.	Engage with the Vision Strategy Steering Group and contribute to the planning and delivery of steps to remove barriers to the arts for people with sight loss.	Working in partnership with our funded organisations, achieve an increase in the number of arts events that offer audio described performances to blind and partially sighted people.	2015-2016 ACNI reports on a quarterly basis against Vision Strategy targets. ACNI's Annual Funding Survey has collected information on the

¹ Companion Schemes allow disabled people in need of assistance (by means of mobility or guidance) a complimentary ticket for a carer.

² Led by Royal National Institute of Blind People

				provision of Audio Described events since 2015/16. There has been a 16% reduction in provision of audio described performances between 2015/16 and 2016/17. 2017/18 analysis is not currently available for release as it falls under the directions of the Official Statistics Act.
21. Promote Relaxed Performances to encouraging children with an autism spectrum condition, learning disability or sensory/communication disorder and their families to engage with live performance and theatre.	Encourage participation by disabled people in public life	Explore opportunities to conduct a Relaxed Performance pilot study in partnership with a number of funded client organisations and partner venues.	Evidence from pilot study used to promote the benefits of Relaxed Performances amongst other venues and client organisations. Using a bespoke survey to establish a baseline measure, increase the number of relaxed performances delivered by client organisations by 2018.	2016-2017 Information has been collected from 2015/16 on the provision of relaxed performances by annually funded organisations. It is too early to establish a trend but there has been

				a significant increase in reported relaxed performances between 2015/16 and 2016/17. 2017/18 analysis is not currently available for release as it falls under the directions of the Official Statistics Act.
Action Measure	DDA Measure	Key Performance Indicator	Outcome	Timeline
PROMOTING GOOD RELATIONS AND TACKLING PREJUDICE				
22. ACNI will support the aims and objectives of OFMDFM's 'A strategy to improve the lives of Disabled People - 2012 to 2015'.	Encourage participation by disabled people in public life	One of the actions within the OFMDFM strategy is: "Improve access to sport, arts, leisure and other cultural activities so that people with a disability have equal access to community life". Reporting to DCAL, ACNI will demonstrate the actions that it has taken to support the delivery of the Strategy.	Removing the barriers encountered by disabled people when accessing the arts measured through an increase in attendance and participation to arts (Data source: Continuous Household Survey)	Annually 2016/17 and 2017/18 CHS Data set not available, as per DfC/NISRA. In lieu the General Population Survey shows that participation has declined from 21% to 19% between

				2014 and 2016.
23. Support DCAL's strategic priority of promoting equality and social inclusion for people with a disability.	Encourage participation by disabled people in public life	Promoting inclusion and equality in everything that we do will be delivered through the commitments outlined in the Arts Council Five Year Strategic Plan and Equality Scheme 2013-2018.	Access to the arts for all, ensuring that all of our services are fully accessible to everyone in the community across the nine Section 75 groups, including people with a disability.	2015-2018 Access identified as a key priority and monitored using the Annual Funding Survey, SIAP measures all nine S75 groups to ensure the grant programme is fully accessible.
24. Explore the use of creative measures to promote better levels of awareness and understanding on the needs of individuals with long term mental ill health and mental disabilities.	Encourage participation by disabled people in public life	Identify examples of best practice and case studies from our funded organisations in the use of creative measures for people with long term mental ill health and mental disabilities.	A greater number of people with mental ill-health benefiting from participating in the arts as audience members, as employees within organisations, as project participants and as artists.	2015-2018 Completed ARTiculate and Arts and Older People programmes identified to address youth mental health and age related mental illness through targeted

				participation and evaluation. Employment within the arts for disabled people monitored through the Annual Funding Survey.
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