

Screening flowchart and template (taken from Section 75 of the Northern Ireland Act 1998 – A Guide for public authorities April 2010 (Appendix 1))

Introduction

Part 1. Policy scoping – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.

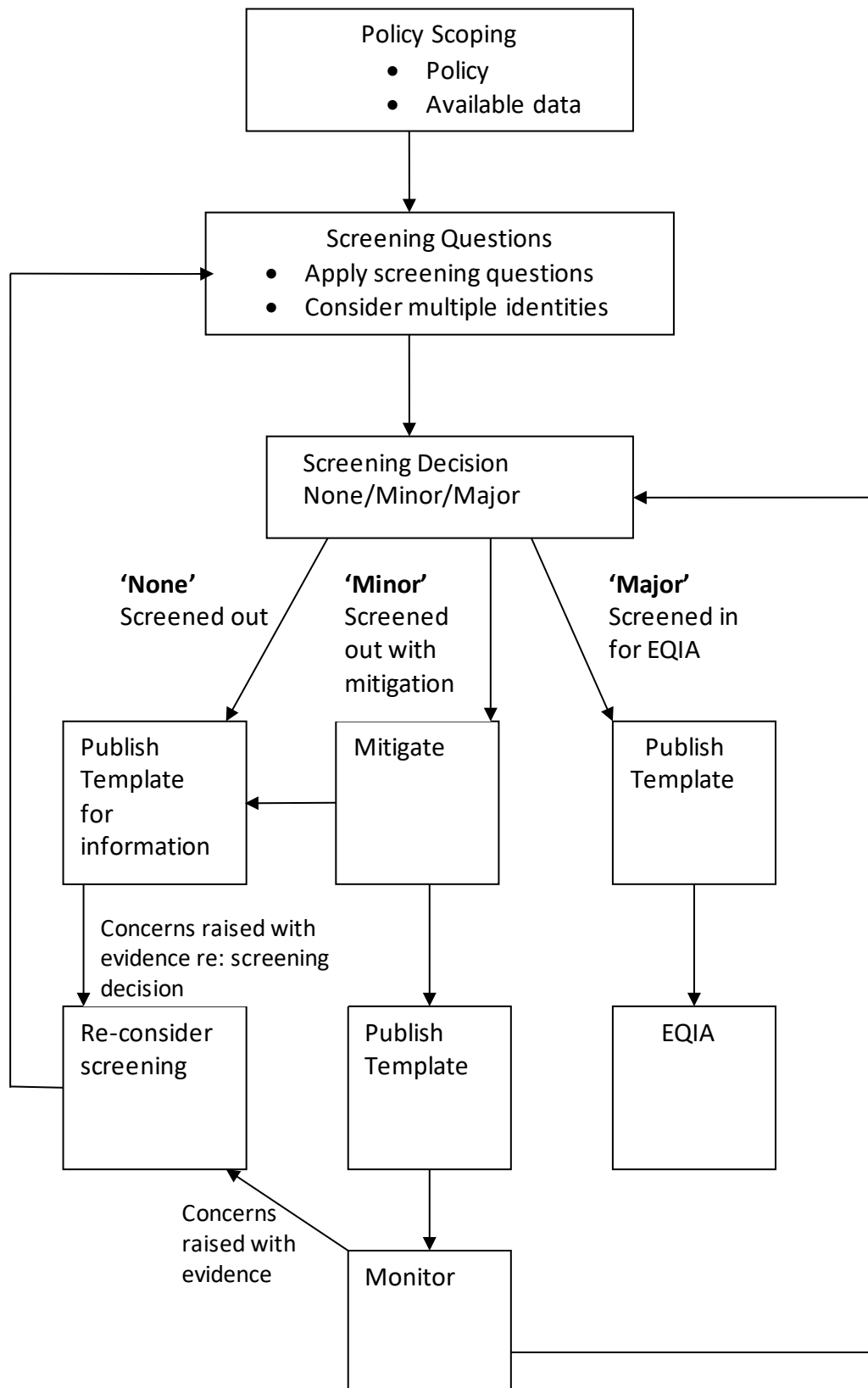
Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

Part 3. Screening decision – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

Part 4. Monitoring – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

Part 5. Approval and authorisation – verifies the public authority's approval of a screening decision by a senior manager responsible for the policy.

Screening Flowchart



Part 1. Policy scoping

Information about the policy

Name of the policy

Support for Individual Artists Programme (SIAP) July 2022

Is this an existing, revised or a new policy?

Existing policy.

What is it trying to achieve? (intended aims/outcomes)

The aim of the overall Support for Individual Artists Programme (SIAP) is to support artists across all disciplines to create work and develop their practice.

Broadly, awards can be for specific projects, specialised research or personal artistic development.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how.

This programme is open to Artists of all disciplines and in all types of working practice (including DJs) who have made a contribution to artistic activities in Northern Ireland for a minimum period of 1 year within the last 5 years.

With this in mind, it is the ACNI's understanding that there are potential barriers for some groups within society to apply to the SIAP. It is hoped that all Section 75 categories will benefit from this programme as they have access to and avail of the services that these Artists deliver. However, understanding that there are potential barriers for some groups within society to access arts and cultural services, ACNI will put specific actions in place that will benefit access for these groups.

Who initiated or wrote the policy?

This programme was developed by the Arts Council of Northern Ireland and aligns to National Lottery principles.

Who owns and who implements the policy?

The programme belongs to the Arts Council and is open to all individual artists across NI.
The ACNI is responsible for the implementation and administration of SIAP.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? Yes

If yes, are they

- ☒ financial
- ☐ legislative
- ☐ other, please specify _____

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

- ☒ staff
- ☒ service users
- ☒ other public sector organisations
- ☒ voluntary/community/trade unions
- ☐ other, please specify

Other policies with a bearing on this policy

SIAP has been developed to support artists across all disciplines to create work and develop their practice. It is a programme implemented by the ACNI to consistently help Artists create and develop their work to enhance their careers in their respective disciplines.

Available evidence

Data Sources:

- Annual Funding Survey
- General Population Survey
- SIAP Equality monitoring information
- Continuous household Survey
- Emergency grant Survey

Section 75 category	Details of evidence/information																																																																																								
Religious belief	Individual artists are required to supply monitoring information with their application for funding through ACNI’s Support for Individual Artist Programme (SIAP). A significant proportion of applicants (36%) in the last 3 years have indicated that they have no religion i.e. replied ‘None’. Catholic applicants over the last three years represent a fifth (20%) of all applicants. Protestant applicants represent roughly one tenth of all applicants (9%) and in the previous five years applicants designating as Protestant had declined. Also notable is a significant number of respondents who replied with ‘Other’ or ‘Not answered’. This high level of non-response and/or indicating no religion, is not dissimilar to the Annual Funding Survey results (which collects employment information across arts organisations in NI), as outlined below. Religious profile of applicants (SIAP) – 2018-2023 (n) <table><tr><th></th><th>2017-2018</th><th>2018-2019</th><th>2019-2020</th><th>2020-2021</th><th>2021-22*</th><th>2022-23</th><th>Grand Total</th></tr><tr><td>Catholic</td><td>71</td><td>65</td><td>194</td><td>208</td><td>NA</td><td>287</td><td>616</td></tr><tr><td>Protestant</td><td>43</td><td>44</td><td>109</td><td>80</td><td>NA</td><td>138</td><td>324</td></tr><tr><td>Islam</td><td>-</td><td>-</td><td>-</td><td>2</td><td>NA</td><td>2</td><td>2</td></tr><tr><td>Buddhist</td><td>4</td><td>4</td><td>8</td><td>9</td><td>NA</td><td>13</td><td>29</td></tr><tr><td>Jewish</td><td>-</td><td>1</td><td>1</td><td>2</td><td>NA</td><td>2</td><td>6</td></tr><tr><td>None</td><td>124</td><td>129</td><td>294</td><td>344</td><td>NA</td><td>539</td><td>1034</td></tr><tr><td>Not answered</td><td>11</td><td>7</td><td>17</td><td>199</td><td>NA</td><td>314</td><td>245</td></tr><tr><td>Hindu</td><td>-</td><td>-</td><td>1</td><td>-</td><td>NA</td><td>1</td><td>1</td></tr><tr><td>Other</td><td>25</td><td>16</td><td>68</td><td>43</td><td>NA</td><td>55</td><td>175</td></tr><tr><td>Total</td><td>278</td><td>266</td><td>692</td><td>887</td><td>3</td><td>1544</td><td>2432</td></tr></table> *2021-22 awards were not made as funding was diverted into the Individual Emergency Resilience Programme to combat Covid impacts. SIAP Data for Section 75 Groups 2022/23 shows the following breakdown for ‘Religion’ for Artists. In the table below a large proportion of Artists i.e. 35% stipulated ‘None’ in their response and 20% did not answer this question; as opposed to 19% who identified as Catholic and 9% as Protestant.		2017-2018	2018-2019	2019-2020	2020-2021	2021-22*	2022-23	Grand Total	Catholic	71	65	194	208	NA	287	616	Protestant	43	44	109	80	NA	138	324	Islam	-	-	-	2	NA	2	2	Buddhist	4	4	8	9	NA	13	29	Jewish	-	1	1	2	NA	2	6	None	124	129	294	344	NA	539	1034	Not answered	11	7	17	199	NA	314	245	Hindu	-	-	1	-	NA	1	1	Other	25	16	68	43	NA	55	175	Total	278	266	692	887	3	1544	2432
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Jewish	-	1	1	2	NA	2	6																																																																																		
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Religious profile of applicants (SIAP) – 2018-2023 (%)

	2018-2019	2019-2020	2020-2021	2021-22	2022-23	Grand Total
Catholic	24%	28%	23%	NA	20%	25%
Protestant	17%	16%	9%	NA	9%	13%
Islam			0%	NA	0%	0%
Buddhist	2%	1%	1%	NA	1%	1%
Jewish	0%	0%	0%	NA	0%	0%
None	48%	42%	39%	NA	35%	43%
Not answered	3%	2%	22%	NA	20%	10%
Hindu		0%		NA	0%	0%
Other	6%	10%	5%	NA	4%	7%
Total	100%	100%	100%	NA	100%	100%

*2020-21 in the tables above excludes 2 awards to University of Atypical

Similar findings were found in the analysis of those individuals who were awarded an emergency grant in 2020/21 in the table below. A large number of artists i.e. 36%, indicated that they had no religious belief. There was a slightly higher percentage of artists here who confirmed they were Catholic at 25%, and 11% preferred not to reveal their religious affiliation. Applicants defining themselves as protestant remains at 9%.

Religious profile of applicants (emergency grants 2020-2021)

Perceived religious beliefs	n	%
Catholic	670	25%
Protestant	244	9%
Islam	3	0%
Buddhist	19	1%
Jewish	2	0%
None	955	36%
Not answered	91	3%
Hindu	2	0%
Other	138	5%
missing data	219	8%
prefer not to say	302	11%
Total	2645	100%

Political opinion

There has been an historical tendency for voting preferences in Northern Ireland to closely reflect the religious affiliations of the population. This implies that those issues and differentials identified in relation to persons of different religion may also impact on persons of different political opinion. Furthermore, there has been no suggestion that any political grouping suffers any adverse impact in accessing and participating in the arts in Northern Ireland. There is no evidence from any monitoring returns of a definitive impact with regards to political opinion.

Changes were made to the fields listed between 2021/22 and 2022/23 which have gone some way to combat the low response rate to this question. In 2021/22 43% of respondents did not answer and a further 34% replied with 'other.' In 2022/23 the respondents identifying as nationalist (21%) and Unionist (3%) did not vary by more than 1% from 2021/22 however the additional fields did increase meaningful response rates; with 28% selecting 'Prefer not Say,' 21% selecting 'Apolitical,' 21% not answering and 6% selecting 'Not listed.'

Political Opinion - SIAP 5 year trend: 2018-2023 (number)

Year	Nationalist	Not Answered	Other	Unionist	Apolitical, Prefer not Say	Grand Total
2018-2019	49	8	187	22		266
2019-2020	176	18	456	42		692
2020-2021	171	372	300	36		879
2021-2022	NA	NA	NA	NA		3
2022-2023	319	327	95	42	761	1544
Grand Total	521	432	1351	128		2432

Political Opinion - SIAP 5 year trend: 2018-2023 (%)

Year	Nationalist	Not Answered	Other	Unionist	Apolitical, Prefer not Say	Grand Total
2018-2019	18%	3%	70%	8%		100%
2019-2020	25%	3%	66%	6%		100%
2020-2021	20%	43%	34%	4%		100%
2021-2022	NA	NA	NA	NA		NA
2022-2023*	21%	21%	6%	3%	49%	51%
Grand Total	21%	18%	56%	5%		100%

Changes to the collection methodology between 2021/22 and 2022/23 with the addition of 'Apolitical' and 'Prefer not Say' has the potential to disrupt the trend analysis.

Analysis of those awarded an emergency grant for individuals in 2020/21 revealed similar results to those above, as 35% of Artists indicated 'Other' as their political opinion and 30% preferred not to say. Again, 20% defined themselves as nationalist generally and only 3% of artists defined themselves as unionist generally.

	Political opinion - Emergency grants 2020-21 <table><tr><td>Political Opinion</td><td>Awarded / Awarded – Completed (n)</td><td>Awarded / Awarded – Completed (%)</td></tr><tr><td>Nationalist Generally</td><td>526</td><td>20%</td></tr><tr><td>Unionist Generally</td><td>98</td><td>4%</td></tr><tr><td>Other</td><td>915</td><td>35%</td></tr><tr><td>Prefer not to say</td><td>788</td><td>30%</td></tr><tr><td>Not answered</td><td>318</td><td>12%</td></tr><tr><td>Total</td><td>2645</td><td>100%</td></tr></table>	Political Opinion	Awarded / Awarded – Completed (n)	Awarded / Awarded – Completed (%)	Nationalist Generally	526	20%	Unionist Generally	98	4%	Other	915	35%	Prefer not to say	788	30%	Not answered	318	12%	Total	2645	100%																																																								
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Racial group	Although it may be difficult to draw any firm conclusions about the SIAP data due to the low sample size (see table below), it is fairly consistent that the proportion of applications from minority ethnic groups combined is low as they make up only 2.4% of the total (excluding ‘Not answered’ and ‘Other’). The trend across the 5 years (below) shows an extremely high percentage of applicants are White, just shy of 90%. The 2011 census notes the NI population as 98% white with just under 1% Irish travellers/white gypsy and just over 1% who are not white. This is much less than the rest of the UK. We have seen more diversity over the last five years in SIAP grant awards and want to continue with that trajectory. Racial group - SIAP 5 year trend: 2018-2023 (n) <table><tr><td>Year / Ethnic Group</td><td>2018- 2019</td><td>2019- 2020</td><td>2020- 2021</td><td>2021- 2022</td><td>2022- 2023</td><td>Total</td></tr><tr><td>White</td><td>242</td><td>628</td><td>783</td><td>NA</td><td>1119</td><td>2181</td></tr><tr><td>Black African</td><td>-</td><td>-</td><td>-</td><td>NA</td><td>6</td><td>-</td></tr><tr><td>Black Caribbean</td><td>-</td><td>2</td><td>5</td><td>NA</td><td>4</td><td>6</td></tr><tr><td>Chinese</td><td>1</td><td>2</td><td>-</td><td>NA</td><td>3</td><td>3</td></tr><tr><td>Indian</td><td>1</td><td>-</td><td>-</td><td>NA</td><td>2</td><td>1</td></tr><tr><td>Mixed ethnic</td><td>4</td><td>15</td><td>12</td><td>NA</td><td>34</td><td>39</td></tr><tr><td>Other Asian</td><td>2</td><td>2</td><td>2</td><td>NA</td><td>0</td><td>7</td></tr><tr><td>Other</td><td>4</td><td>5</td><td>7</td><td>NA</td><td>12</td><td>22</td></tr><tr><td>Not answered</td><td>12</td><td>38</td><td>78</td><td>NA</td><td>318</td><td>170</td></tr><tr><td>Total</td><td>266</td><td>692</td><td>887</td><td>3</td><td>1498*</td><td>2432</td></tr></table>	Year / Ethnic Group	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023	Total	White	242	628	783	NA	1119	2181	Black African	-	-	-	NA	6	-	Black Caribbean	-	2	5	NA	4	6	Chinese	1	2	-	NA	3	3	Indian	1	-	-	NA	2	1	Mixed ethnic	4	15	12	NA	34	39	Other Asian	2	2	2	NA	0	7	Other	4	5	7	NA	12	22	Not answered	12	38	78	NA	318	170	Total	266	692	887	3	1498*	2432
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**Additional fields were added in 2022/23 with small numbers of responses which cannot be compared across years*

Racial group - SIAP 5 year trend: 2018-2023 (%)

Year / Ethnic Group	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Total
White	91%	91%	88%	NA	72%	90%
Black African				NA	0%	
Black Caribbean		0%	1%	NA	0%	0%
Chinese	0%	0%		NA	0%	0%
Indian	0%			NA	0%	0%
Mixed ethnic	2%	2%	1%	NA	2%	2%
Other Asian	1%	0%	0%	NA	0	0%
Other	2%	1%	1%	NA	NA	1%
Not answered	5%	5%	9%	NA	21%	7%
Total	100%	100%	100%	NA	95%*	100%

**An additional 4% is made up from the responses to 'ethnic group not listed' and 'prefer not say.'*

Also, due to the small proportion of minority ethnic applicants, there is not a considerable deviation between the number of applications and the number of successful applicants.

SIAP data for 2022/23 specifically, revealed that a very high percentage of applicants identified as White (72%) however the number of respondents choosing not to disclose their ethnicity rose significantly from 9% not answered in 2020/21 to 21% not answered, and a further 3% selected 'Prefer not Say.'

Analysis of those awarded an emergency grant for individuals in 2020/21, correlated strongly with 2019/20 and 2020/21 data where 91% of applicants identified as White and 3% and 4% preferred not to reveal their ethnic group or answer the question. Percentages for all other ethnic groups were very low, notably 1% of applicants from Black African and 'Other' backgrounds.

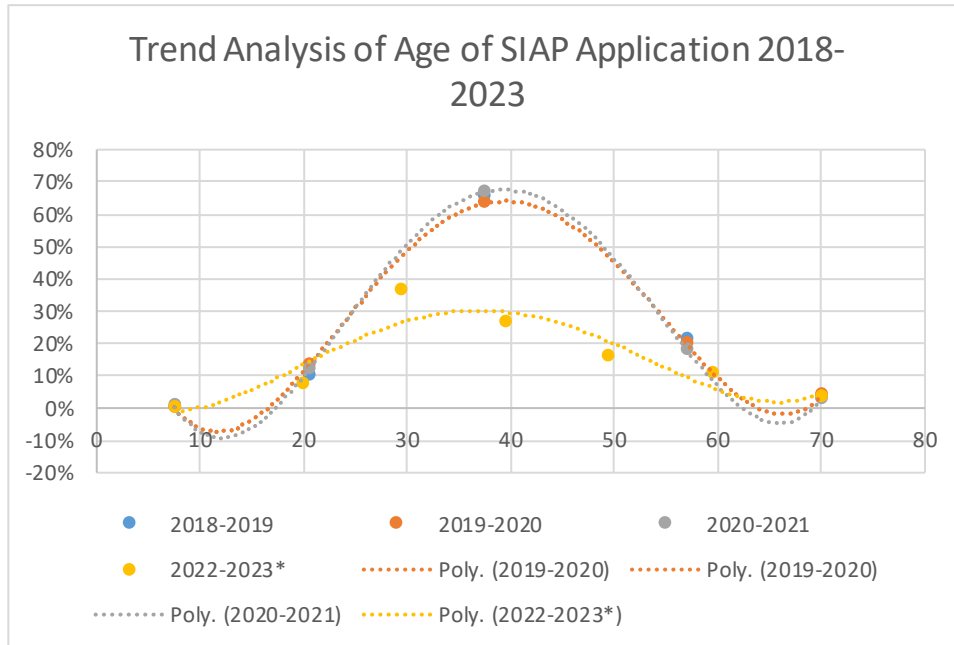
Ethnicity (emergency grants 2020-2021)

Ethnic Group	Awarded / Awarded – Completed (n)	Awarded / Awarded – Completed (%)
White	2368	91%
Black African	15	1%

	Mixed Ethic Group	0	0%
	Chinese	2	0%
	Indian	2	0%
	Other	12	0%
	Black Caribbean	0	0%
	Other Asian Background	5	0%
	Other Black Background	4	0%
	Irish Traveller	3	0%
	Prefer not to say	78	3%
	Not answered	106	4%
	Total	2595	100%
Age	There has been an uptake in applicants across all age categories in the last 5 years (see table below). However as the data fields have changed between the first four years of the period, it is more difficult to compare the results.		
	Age - SIAP 5 year trend: 2018-2023 (n)		
	Year	<16	16-25
	2018-2019	-	26
	2019-2020	-	90
	2020-2021	3	101
	2021-2022	NA	NA
	26-49	170	54
	50-65	9	7
	65+	25	17
	Not Answered	47	887
	Grand Total	3	
	Year	0-15	16-24
	2022-2023*	2	91
	25-34	450	329
	35-44	198	135
	45-54	42	297
	55-64		1544
	65+		
	NA/Prefer not Say		
	Age - SIAP 5 year trend: 2018-2023 (%)		
	Year	<16	16 -< 25
	2018-2019		10%
	2019-2020		13%
	2020-2021	0%	11%
	2021-2022	NA	NA
	26 -< 49	64%	63%
	50 -< 65	20%	17%
	65+	3%	3%
	Not Answered	2%	5%
	Grand Total	100%	100%

Year	0-15	16-24	25-34	35-44	45-54	55-64	65+	NA/Prefer not Say	Total
2022-2023*	0%	6%	29%	21%	13%	9%	3%	19%	100%

*Note the collection fields changed between 2021/22 and 2022/23 leading to difficulty comparing the full 5 year sample.



The change in data collection has disrupted the ability to make like-for-like comparison between 2022/23 and preceding years, however by modelling bell curves based on the data available we can attempt to correlate between the two collection methodologies.

To correlate between data sets it was assumed that age would be distributed normally. However as individual ages are not available there were not enough discrete data points to plot the distribution of age. As a result this normal distribution was modelled using a trend line. To do this each age range was converted to a mean value between the maximum and minimum points; this is of course a simplification purely for high level comparison. These age ranges were plotted on the x axis for each year.

We can see that the bell curve modelled between 2018/19, 2019/20 and 2019/20 shows very similar characteristics; suggesting that there was a trend in age of SIAP applicants; clearly peaking in the 26-49 category. The limited data points across the x axis prevents a more detailed curve being modelled.

When we compare the bell curve created from 2022/23 we can see a much flatter profile (also with no negative values). This is likely to be as a result of the increased number of discrete data points, and more age fields created a more data points across the x axis.

However it is still notable that a much greater proportion of applicants are aged 25-34 than those in the categories 35-44 and 45-54.

Where age categories were similar we can see that all data points for each year fall closely to the trend lines. Where age categories are less similar we can see greater deviation between trend lines.

It is possible that the limited collection of data points between ages 26 – 44 in preceding years has masked a prevalence of younger applicants. We can see that the number of applicants in 2022/23 aged 26-34 is greater than the next two age categories. It could be that there is a greater number of younger applicants than older applicants; however, this will only become apparent as the new data fields are collected in subsequent years. At this point it will need to be determined if 2022/23 is an outlier, or whether there is inequality experienced in older applicants to the SIAP programme.

Age Emergency Grants

Emergency grant monitoring recorded age in the categories in the same manner as used between 2018-2020 for the SIAP programme. As with the SIAP data above, those awarded an emergency grant for individuals in 2020/21 in the 26-<49 age group, reveals a very high percentage of applicants at 69%. Much lower percentages are revealed for applicants in the 50-<65 and 16-<25 age group at 16% and 11% respectively. Similarly, those aged 65+ made up only 2% of applicants.

Age (emergency grants 2020-2021)

Age Group	Awarded / Awarded – Completed (n)	Awarded / Awarded – Completed (%)
<16	0	0%
16-<25	278	11%
26-<49	1816	69%
50-<65	412	16%
65+	46	2%
Prefer not to say	21	1%
	71	3%
Total	2644	100%

Marital status

The highest percentage of applicants across the trend period are unmarried, who make up 43% of applicants. This is followed by 30% of applicants who have declared they are married. 16% of applicants chose not to reveal their marital status.

Marital status - SIAP 5 year trend: 2018-2023 (n)

SIAP	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Divorced	9	29	26	NA	40	104
Married	95	244	288	NA	392	1019
Co-habiting/living with partner				NA	169	169
Civil Partnership				NA	10	10
Not Answered	10	19	134	NA	317	480
Prefer not Say				NA	58	58
Separated	6	18	22	NA	21	67
Single/Unmarried	142	377	411	NA	532	1462
Widowed	4	5	6	NA	5	20
Grand Total	266	692	887	3	1544	3389

Marital status - SIAP 5 year trend: 2018-2023 (%)

SIAP	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Divorced	3%	4%	3%	NA	3%	3%
Married	36%	35%	32%	NA	25%	30%
Co-habiting/living with partner				NA	11%	5%
Civil Partnership				NA	1%	0%
Not Answered	4%	3%	15%	NA	21%	14%
Prefer not Say			5%	NA	4%	2%
Separated	2%	3%	2%	NA	1%	2%
Single/Unmarried	53%	54%	46%	NA	34%	43%
Widowed	2%	1%	1%	NA	0%	1%

The data fields collected in 2022/23 were changed which has contributed to some of the changes in the data and mean consistent 5 year analysis is not possible. The field unmarried was changed to single/unmarried which may significantly affect data for this field. Unmarried accounts for those both single and cohabiting but not married. The proportion of applicants identifying as Single/Unmarried fell by 12% from 46% to 34% while the proportion identifying as cohabiting, a new field, was 11%. The change in data could be rationalised by the separation of one field into two. Although there was a 7% drop in the number of individuals declaring as married between 2020/21 and 2022/23 although the inclusion of the civil partnership field (1% of applicants) cannot make up for this change in data.

The analysis of those awarded an emergency grant for individuals in 2020/21, revealed a similar outcome for marital status among the age categories below as per the SIAP data for the years 2018-2020. Approximately half of applicants revealed they were unmarried at 49% and 32% revealed they were married. Only 6% of applicants preferred not to state their marital status.

Sexual orientation - SIAP 5 year trend: 2018-2023 (%)

Year	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Grand Total
Bisexual	7%	8%	4%	NA	6%	5%
Gay man	5%	5%	4%	NA	3%	4%
Gay woman	2%	1%	2%	NA	1%	1%
Heterosexual	82%	82%	70%	NA	53%	70%
Not Answered	4%	4%	11%	NA	22%	9%
Not listed			0%	NA	0%	0%
Other			0%	NA	0%	0%
Pansexual			1%	NA	2%	1%
Prefer not to say			6%	NA	10%	7%
Prefer to self describe			1%	NA	0%	0%
Queer			1%	NA	3%	2%

73% of applicants identified as heterosexual in analysis of those awarded an emergency grant for individuals in 20/21. A low percentage of applicants i.e. 9% preferred not to reveal their sexual orientation. In other categories 3% identified as gay, and just under 2% identified as Gay woman/lesbian. Only 1% stated 'Other'.

Sexual orientation (emergency grants 2020-2021)

Sexual Orientation	Awarded / Awarded – Completed (n)	Awarded / Awarded – Completed (%)
Heterosexual / Straight	1937	73%
Bisexual	104	4%
Gay man	81	3%
Gay Woman / Lesbian	44	2%
Pansexual	34	1%
Queer	33	1%
Other	32	1%
Prefer not to say	241	9%
Not answered	139	5%
Total	2645	100%

Men and women generally

Changes in the collection of gender data have made direct comparison with data sets collected prior to 2020/21 difficult with changes occurring in both 2020/21 and 2022/23 in response to lobbying by LGBTQIA+ organisations. The incorporation of transgender applicants into their current gender profile is not possible to separate. Instead comparison will not be like-for-like between these two different data sets.

It would appear that there is reducing trend of people identifying as either female or male, from 53% and 45% respectively in 2018/19 to 35% and 33% respectively in 2022/23; however the increasing non-response rate, from 3% to 22% over the time period and broadening of categories; accounting for a further 10% or responses. As a result it will be unclear if there are any changes to distribution between these categories until a set of fields has been in place for a couple of years.

Gender - SIAP 5 year trend: 2018-2020 (n)

Year	2018-2019	2019-2020	Total
Female	140	346	1156
Male	119	331	980
Not Answered	7	13	294
Transgendered		2	2
Grand Total	266	692	2432

Gender - SIAP 5 year trend: 2021-2023 (n)

Gender	2020-2021	2021-2022	2022-2023	Grand Total
Agender	3	NA	7	10
Female (cisgender and transgender)	39	NA	542	582
Female (incl transgender women)	342	NA		342
Gender fluid	1	NA	15	16
Male (cisgender and transgender)	120	NA	517	638
Male (incl transgender men)	292	NA		292
Non-binary	6	NA	25	31
Not Answered	71	NA	337	409
Not listed		NA	11	11
Prefer not to say	13	NA	90	103
Grand Total	887	3	1544	2434

Gender - SIAP 5 year trend: 2018-2020 (%)

Year	2018-2019	2019-2020	Total
Female	53%	50%	48%
Male	45%	48%	40%
Not Answered	3%	2%	12%
Transgendered	0%	0%	0%
Grand Total	100%	100%	100%

Gender - SIAP 5 year trend: 2021-2023 (%)

Gender	2020-2021	2021-2022	2022-2023	Grand Total
Agender	0%	NA	0%	0%
Female (cisgender and transgender)	4%	NA	35%	24%
Female (incl transgender women)	39%	NA	0%	14%
Gender fluid	0%	NA	1%	1%
Male (cisgender and transgender)	14%	NA	33%	26%
Male (incl transgender men)	33%	NA	0%	12%
Non-binary	1%	NA	2%	1%
Not Answered	8%	NA	22%	17%
Not listed	0%	NA	1%	0%
Prefer not to say	1%	NA	6%	4%

Emergency grants: Analysis of those awarded an emergency grant for individuals in 2020/21 revealed over half of applicants (54%) were males – a significantly higher proportion in comparison with the data above. A slightly lower percentage of females awarded an emergency grant at 34%. Only 3% preferred not to say what their gender was, and just under 1% identified as non-binary.

Gender (emergency grants 2020-2021)

Gender	Awarded / Awarded – Completed (n)	Awarded / Awarded – Completed (%)
Female (cis and transgender)	907	34%
Male (cisgender and transgender)	1416	54%
Non-binary	24	1%
Gender fluid	9	0%
Agender	12	0%
Other	22	1%
Prefer not to say	83	3%
Not answered	172	7%
Total	2645	100%

Disability

The proportion of disabled artists applying for individual support has shown an upwards trend over the last 5 years both in those applying and making successful applications, with bigger percentages in recent years with 11% of the total for 2022/23 respectively. The increase in applications by this group may in part be due to the targeting of disabled artists by art-form officers. A series of workshops were facilitated by sector

representative bodies including University of Atypical (formerly ADF) to promote the scheme. However it is notable that there has been a decline in those without a disability between 2020/21 and 2022/23; but this may be as a result of increasing non-response rates by applicants and the inclusion of a field 'prefer not say.' Indeed these fields are likely to include people with disabilities – potentially masking a more marked increase in applications from these individuals.

Disability - SIAP 5 year trend: 2016-2021 (n)

Year	No	Not Answered	Prefer not Say	Yes	Grand Total
2018-2019	234	9		23	266
2019-2020	607	17		68	692
2020-2021	710	87		90	887
2021-2022	NA	NA	NA	NA	3
2022-2023	933	349	88	174	1544
Total	2051	139		242	2432

Disability - SIAP 5 year trend: 2016-2021 (%)

Year	No	Not Answered	Prefer not Say	Yes
2018-2019	88%	3%		9%
2019-2020	88%	2%		10%
2020-2021	80%	10%		10%
2021-2022	NA	NA		NA
2022-2023	60%	23%	6%	11%

Analysis of those awarded an emergency grant for individuals in 2020/21 revealed that a high percentage of applicants i.e. 84%, were not disabled, with 7% confirming they are. The remaining applicants, 3%, preferred not to reveal whether they were disabled or not.

Disability (emergency grants 2020-2021)

Disability	Awarded / Awarded – Completed (n)	Awarded / Awarded – Completed (%)
Yes	185	7%
No	2223	84%
Prefer not to say	89	3%
Not answered	148	6%
Total	2645	100%

Dependants

Between 2016-2021 there was a high degree of consistency in the trend, with 65% of applicants not having dependents between this time period. However between 2020 and

2023 the amount of applicants not responding to this question has risen from 3% in 2019/20 to 26% in 2022/23. This makes the trend analysis much more difficult to determine. Despite the increased proportion of non-responses, the proportion of respondents without dependents was 2.5:1 in 2022/23 and 2.2:1 in 2019/19 suggesting that although the trend analysis appears different there are no significant changes in access to this group.

Dependents - SIAP 5 year trend: 2018-2023 (n)

Count of Dependents	Dependents			
Year	No	Not Answered	Yes	Grand Total
2018-2019	176	10	80	266
2019-2020	459	22	211	692
2020-2021	558	78	251	887
2021-2022	NA	NA	NA	3
2022-2023	807	408	329	1544

Dependents - SIAP 5 year trend: 2018-2023 (%)

Dependents			
Year	No	Not Answered	Yes
2018-2019	66%	4%	30%
2019-2020	66%	3%	30%
2020-2021	63%	9%	28%
2021-2022	NA	NA	NA
2022-2023	52%	26%	21%

Similarly to the trend between 2016-2020, 59% of those awarded an emergency grant for individuals in 2020/21, confirmed they had no dependents, whereas 34% confirmed they had dependents; and 3% preferred not to say.

Dependents (emergency grants 2020-2021)

Dependents	Awarded / Awarded - Completed	Awarded / Awarded - Completed
Yes	898	34%
No	1563	59%
Prefer not to say	68	3%
Not answered	116	4%
Total	2645	100%

Needs, experiences and priorities

Section 75 category	Details of needs/experiences/priorities
Religious belief	There is a decline in successful grants to applicants classifying themselves as 'protestant' This was 17% in 2017/18 and in 22/23 it was 9%. The majority of applicants (55%) either prefer not to classify (20%) their religion or have said 'none' (35%). There are a number of factors that may contribute to this decline and we will keep a watching brief on this. In addition to the data collected through the SIAP programme, ACNI will also utilise census data and general population studies to monitor this Section 75 category. We will encourage applications from people who designate their religion as protestant and promote and target programmes to specific areas.
Political opinion	As with religious belief this is a contentious topic and would explain why any arts specific source has a high proportion of 'other' responses. In 2022/23 4% have designated themselves as Unionist (a small decrease from 8% in 2018/19) and 21% nationalist with the majority (49%) choosing 'apolitical'. Although the 5 year data show variation between those not answering, selecting other, or recently selecting apolitical; the underlying trend is that the vast majority of respondents choose an option which does not identify a political belief. There are any complex reasons to this trend but similar to the above we will monitor this and encourage applications by targeting.
Racial group	Northern Ireland has a much smaller ethnic minority community when compared to the rest of the UK. The size of the sample makes it hard to determine trends, but there is no evidence of any inequality in the access to the arts, or selection for independent artist grants. In addition, the significant work carried out on the Intercultural Arts programme and Minority Ethnic Mentoring and Residency programme has made efforts to ensure artists from ethnic minority backgrounds are able to participate fully within the arts sector. As part of the Minority Ethnic Mentoring and Residency programme a new Minority Ethnic Deliberative Forum was established at its first meeting that took place at the end of September 2021. A second meeting took place in April 2022. The Forum provides insights on issues relevant

	for minority ethnic communities whilst informing ACNI's strategy and policies within this area. The Forum will also be instrumental in shaping and championing a dedicated Minority Ethnic Artists' programme, which is in its early stages of development. We have reviewed how we capture ethnicity and added a 'specify' box. We hope to add nationality and country of birth in the future to understand white migrant communities in NI.
Age	Data from SIAP in the preceding 5 years (2016-2021) and from those awarded an emergency grant for individuals in 2020/21, indicates that there is no inequality of opportunity with regards to age. However as of 2022/23 the data fields have been updated and there appeared to be a peak in applications from younger individuals in the 25-34 age category which did not completely line up with previous trend analysis. It will be necessary to continue the collection of this data and determine if 2022/23 is an outlier, or if there is a trend for applications from younger individuals.
Marital status	A number of additional data fields were collected in 2022/23; which broke the previous trend. The addition of cohabiting, and changing the field 'unmarried' to 'single/unmarried' have seen changes to the data. However there is still a similar 65-75% proportion of married to unmarried individuals showing some consistency between years. There does not appear to be any inequality across those that are married versus those that are not.
Sexual orientation	The previous trend available through SIAP data was broken by the evolution of data fields collected in 2020/21 and 2022/23. Both years changes were made on the basis of advice received from the LGBTQIA+ community. The integration of the trans community into the category of the gender they identify as means that data is not directly comparable. Further, much higher non-response rates have been observed in the last 2 years. It will be necessary to collect data in a consistent format for a period of 3 years before any trend data can emerge.
Men and women generally	Both applicants and successful applicants to ACNI's individual arts grants are very evenly distributed by gender. In general successful applicants are slightly more likely to be female. However data from the emergency grant allocations showed the majority of successful applicants awarded grants were male i.e. 54% to 34% respectively.

	Overall though, there were no particular inequalities apparent from the data.
Disability	Employment within the sector is available to those with a disability and grants are available showing that the sector is supportive of those with a disability. The ongoing support of the University of Atypical and the dedicated work they do in partnership with ACNI, the Disability Charter Mark, plus the ACNI's Disability Action Plan (or example, its collaborative work with the four nations on the Disability Access Card); shows that the ACNI is committed to addressing any existing inequalities.
Dependants	During the period of analysis the proportion of applicants with dependents fell, falling from 45% of known individuals to 40%. However during this time the non-response rate for this question increased dramatically from 4% to 26%. This could create some uncertainty in these figures. The emergency grants in 2020-21 saw slightly more applications from those with dependents. However the General Population Survey of 2016 did reveal that 20% of respondents claim family commitments / childcare as a barrier to the arts proving that dependents do have an impact on the consumption and participation in the arts. But as this data is 6 years ago, the arts sector is changing for those with dependents and is more accessible for them.

Part 2. Screening questions

Screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	Understand decline in those classifying as protestant (9%)	Minor
Political opinion	Understand smaller % of Unionist applications (4%)	Minor
Racial group	The ACNI will continue to take action and maximise the participation of Minority Ethnic Artists in the arts in NI. This is reflected in the implementation of the Minority Ethnic Mentoring & Residency Programme introduced in 2020/21, which refreshed and established the Minority Ethnic Deliberative Forum in September 2021. The latter is giving MR artists a voice to express their concerns about their participation in the arts in NI, discuss the issues that affect them and guide the ACNI's strategy and policies within this area.	Minor
Age		None foreseen
Marital status		None foreseen
Sexual orientation		None foreseen
Men and women generally		None foreseen
Disability	Objectives and actions to improve access to the arts for people with disabilities. Continuation of support from ACNI providing applications in formats necessary for disabled applicants. Help/advice from ACNI arts officers	Minor

	and the sector's representative, University of Atypical. A new programme for Deaf/Disabled Artist Support Fund was launched by ACNI and University of Atypical, specifically for D/deaf and disabled artists in response to the COVID-19 outbreak.	
Dependants		None foreseen

2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	Yes promote to those classifying as protestant	Minor
Political opinion	Yes promote to those classifying as unionist	Minor
Racial group	Yes through ME DF, specific mentoring and residencies programme	Minor
Age		None foreseen
Marital status		None foreseen
Sexual orientation		None foreseen
Men and women generally		None foreseen

Disability	Objectives and actions to improve access to the arts for people with disabilities. SLA with UofA.	Minor
Dependants		None foreseen

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none

Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief	Continue to welcome applications from all backgrounds and socio-economic status.	Minor
Political opinion	Continue to welcome applications from all backgrounds and socio-economic status.	Minor
Racial group	Continue to welcome applications from all backgrounds and socio-economic status.	Minor

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If Yes , provide details	If No , provide reasons
Religious belief	Cross community arts.	

Political opinion	Cross community arts.	
Racial group	Intercultural arts events and the Minority Ethnic Deliberative Forum.	

Additional considerations

Multiple identities

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

This SIAP Programme welcomes artists from all Section 75 categories; including those with multiple identities.

Part 3. Screening decision

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

Based on the available data presented, and taking into consideration that the SIAP is meeting the needs of its artists; it is believed that this policy presents no foreseen inequalities of opportunity. Minor targeting is recommended for religion and political opinion.

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced.

In addition to SIAP, ACNI supports University of Atypical who provide grant programmes targeted specifically at Deaf/Disable artists and and MoU is in place between ACNI and UofA to provide application support for those in need of assistance.

Similarly, the significant work the ACNI conducts within the Intercultural Arts programme, and the new Minority Ethnic Mentoring & Residency Programme introduced in 2020/21, has made strides to ensure artists from ethnic minority backgrounds are able to participate fully in the arts sector in NI.

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

N/A

Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

ACNI's long running programme SIAP promotes equality of opportunity and good relations.
Promotion to protestant and unionist communities
Promotion through UofA to d/deaf, disabled and neurodiverse artists and support given through SLA.
ME DF and specific mentoring and residencies programme to support applications from ME backgrounds.

Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	1
Social need	1
Effect on people's daily lives	1
Relevance to a public authority's functions	1

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities?

If yes, please provide details

Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

Part 5. Approval and authorisation

Screened by:	Position/Job Title	Date
Matthew Malcolm	Policy and Research Officer	21/07/2023
Approved by:		
Karly Greene	Director of Strategic Development and Partnerships	26/7/23

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on the public authority's website as soon as possible following completion and made available on request.