

No	Action Measure	Disability Discrimination Act Measure	Key performances indicator	Responsibility	Timescale	Outcome	Progress 2021-22	Status
1	Deliver disability equality training to all Arts Council staff (including Board members) using suitably qualified trainers	Encourage participation by disabled people in public life	Number of staff members trained	Human Resources	2019/20 to 2023/24	Staff will be able to identify discriminatory forms of practice and challenge negative stereotypes.	Planning for staff training is underway in relation to the following areas a) disability awareness b) gender and sexual orientation c) ethnicity and cultural awareness. This is due to be completed by Q3 22-23. All staff were offered section 75 training online in 21-22.May 2021. All Board members are offered dates to attend Equality Commission online training sessions when they join ACNI.	Fully achieved
2	Increase the visibility of disabled artists work by embedding it in media output	Promote positive attitudes towards disabled people	Number of references to or images of disabled people used in communications output	Communications	2019/20 to 2023/24	Increased public awareness of disabled artist's work	There were 21 stories published on ACNI website and subsequently shared on social media and in fortnightly external e-newsletter in relation to section 75 groups.	Fully achieved
3	Support the careers of disabled artists by: 3a) Providing grants through SIAP 3b) Improving access to application process; and 3c) Funding key arts and disability organisations	Encourage participation by disabled people in public life / promote positive attitudes towards disabled people	<ul style="list-style-type: none"> <li>Number of disability arts organisations funded</li> <li>Number of disabled artists applying for and receiving funding</li> </ul>	Arts Development and Communications	2019/20 to 2023/24	Disabled artists have access to funding opportunities	We developed an SLA with University of Atypical who are a disability led arts organisation. They administered £424,000 of grants on ACNI behalf to 118 d/deaf, disabled and neurodiverse applicants. We received 1,982 applications from individuals across four programmes in FY21-22 and 74% of applications were successful in a grant award. 9% of all applications (n=176) were from applicants who stated that they had a disability. 75% of applications from disabled individuals were successful in a grant award.	Fully achieved
4	Work in partnership with arts and disability sector to deliver funding workshops targeted at disabled artists	Encourage participation by disabled people in public life	Number of workshops held and individuals attending	Arts Development	2021/22 to 2023/24	Increased number of application by and awards to people with disabilities	Workshops are available for SIAP programmes and there was no SIAP in 21-22.	Not within reporting period
5	Enable participation by disabled people in policy making groups such as the proposed deliberative forum[1] to better reflect the needs of unrepresented audiences and participants	Encourage participation by disabled people in public life	Number of disabled people on the deliberative forum	Strategic Development	2020/21	Ensure voice of disabled artists are reflected in policy making forums	Terms of Reference have been developed for Rural and Ethnic Minority Forums. Each have criteria for recruiting members, one of which is the inclusion of a disabled person where possible. Both groups have representation from disabled artists	Completed
6	Implement a revised Premium Payment programme to remove barriers to engagement by disabled people	Encourage participation by disabled people in public life	Number of awards made per annum	Arts Development	2019/20 to 2023/24	Funded activity is more accessible enabling marginalised groups experience the arts	The premium payments programme was ran in 2019/20. Since then, ACNI have offered additional funding on top of all grant programmes for individuals of up to £2,500 to cover personal assistance related to their disability requirements and will continue to do so.	Fully achieved
7	Scope existing access provision to core funded venues to evidence need	Encourage participation by disabled people in public life	Publish findings of the accessibility of funded arts venues.	Strategic Development	2019/20 and 2020/21	ACNI have a better understanding of the accessibility needs to the sector and have a baseline to use to request and prioritise capital improvements	ACNI were involved in work led by Arts Council England on a disability access scheme in Northern Ireland. The research has been completed and next steps will be discussed in 22-23. A short audit was conducted in relation to capital requirements for funded clients. Our 2020-2021 Annual Funding survey was published in Autumn 2021 and includes access information relating to communications, physical access, navigation and activity.	Fully achieved
8	Arts Council of Northern Ireland to participate in research to establish the feasibility of a national disability access card	Encourage participation by disabled people in public life	Facilitate completion of Northern Ireland research strand	Strategic Development	2019/20	Increase attendance at arts events by disabled people.	Work has commenced on the introduction of a UK wide access scheme for arts, cultural and creative venues. This has included dedicated consultation with potential users, festivals and venues in Northern Ireland, as well as feasibility studies to inform how this scheme can address the access barriers faced by disabled audience members. A UK wide Access Scheme Advisory Group has been created, which we will announce later this year. With colleagues in the rest of the UK Arts Councils, we are working toward having the pilot for the scheme up-and-running with the sector by early 2024 ahead of a full launch.	Fully achieved
9	Arts Council of Northern Ireland to participate on an arts and culture funders round table on disability to positively address priorities relating to access, employment and quality of experience	Encourage participation by disabled people in public life	Number of round table events attended	Strategic Development	2019/20 and 2020/21	Increase visibility of NI related activity and leverage more funding to deliver dedicated work.	This objective was merged with objective 8 and the work has been completed.	Completed
10	Create a dedicated Annual Funding Programme user group to strengthen reporting on equality and disability employment / audiences	Encourage participation by disabled people in public life	Number of organisations using dedicated systems to collect data on equality and disability related issues	Strategic Development	2020/21	More reliable and representative data on employment and equality within the arts sector	Consulation was undertaken by ACNI as part of the survey review process and this included relevent sector specific groups (eg. Outburst). These groups will act as touchstones moving forward to ensure definitions stay relevant and up to date.	Completed
11	As part of an audit of youth music, map provision for disabled young people in health and disability settings	Encourage participation by disabled people in public life	Quantification of provision for disabled children and young people	Strategic Development	2019/20	Clearly defined evidence base to strategy development	Completed. Audit of youth music and strategy has been published.	Completed

[1] The Deliberative Form is scheduled to be created in Year 2 of the Five Year Framework: Inspire, Connect, Lead.

No	Action Measure	Key Performance Indicator	Timescale	Outcome	Progress 2021-22	Status
1	1. Deliver Arts and Older People's Programme (and a successor programme) to address issues of isolation and loneliness amongst people over the age of 55	Number of sustained participants in the programme who have not engaged with the arts previously	2019/20 to 2023/24	Reduced levels of isolation and loneliness amongst older people	A programme was opened in spring 2021 with 27 organisations awarded funding in September 2021.	Ongoing
2	2. Deliver a young people and wellbeing programme (ARTiculate) to improve emotional, physical and social wellbeing of young people	Number of sustained participants Percentage of young people self-reporting positive impact on wellbeing	2019/20 to 2023/24	Improved emotional, physical and social wellbeing of young people	The project will open in September 2022 and will use ACNI Lottery funding	Ongoing
3	3. Increase tolerance of difference, sense of belonging and aspiration by delivering the Creative Schools Partnership programme in Urban Village areas	Number of sustained participants	2019/20 to 2023/24	Schools are better connected in the community, and have embed creative approaches to learning in their School Development Plans and their practice	FY21-22 Number of schools participating in Creative Schools Programme – 11 Number of initiatives delivered as part of Creative Schools programme –23 Number of pupils participating in Creative Schools initiatives* - 357 This relates to potential as oppose actual engagement with data sourced from school applications Number of artists/creative organisations involved – 44 This relates to potential as oppose actual engagement with data sourced from school applications *This relates to the total number of children engaged across all 11 schools at the beginning of the current round which started between September - December Number of schools reporting the programme has enhanced connections with local communities - 7 Number of schools reporting the programme has helped foster positive community identities - 7	Ongoing
4	4. Improve access to contemporary Northern Ireland art by implementing a schools lending programme	Number of schools in receipt of loaned art work	2019/20 to 2023/24	Increased equality of access to art in Northern Ireland.	Additional loans were made to 4 schools in 21-22. The four previous schools have had their loans extended by a year.	Ongoing
5	5. Create a dedicated Annual Funding Programme user group to improve reporting on equality and disability employment / audiences	Number of organisations using dedicated systems to collect data on equality and disability related issues	2020/21	More reliable and representative data on employment and equality within the arts sector helping to develop stronger policy decisions	Consultation was undertaken by ACNI as part of the survey review process and this included relevant sector specific groups (eg. Outburst). These groups will act as touchstones moving forward to ensure definitions stay relevant and up to date.	Completed
6	6. Implement a revised Premium Payment programme to remove barriers to engagement by disabled people	Number of awards made per annum	2019/20 to 2023/24	Funded arts activity is more accessible to Section 75 groups	The premium payments programme was ran in 2019/20. Since then, ACNI have offered additional funding on top of all grant programmes for individuals of up to £2,500 to cover personal assistance related to their disability requirements and will continue to do so.	Ongoing
7	7. Conduct an audit of inequality to monitor engagement in the arts by Section 75 groups	Audit of inequality completed by end of 2021/22	2021/22	ACNI has a better understanding of the barriers preventing engagement in the arts, and reflect this in future policy development.	The Audit of Inequalities is in development and will be completed by Q3 22-23.	Ongoing
8	8. Improved visibility of Section 75 groups by promoting positive imagery through ACNI media releases.	Number of communications releases with images of or reference to Section 75 groups.	2019/20 to 2023/24	Improved attitudes towards and awareness of the diversity of artists and arts organisations working in Northern Ireland.	There were 21 stories published on ACNI website and subsequently shared on social media and in fortnightly external e-newsletter in relation to section 75 groups.	Ongoing
9	9. Deliver equality training to all Arts Council staff (including Board members) using suitably qualified trainers	Number of staff members trained	2019/20 to 2023/24	Staff will be able to identify discriminatory forms of practice and challenge negative stereotypes	Planning for staff training is underway in relation to the following areas a) disability awareness b) gender and sexual orientation c) ethnicity and cultural awareness. This is due to be completed by Q3 22-23. All staff were offered section 75 training online in 21-22. May 2021. All Board members are offered dates to attend Equality Commission online training sessions when they join ACNI.	Ongoing
10	10. Review assessment process and guidance notes to ensure ACNI grants are accessible to all Section 75 groups.	Production of updated guidance	2023/24	Artists applicants whose first language is not English are better able to access ACNI grant awards.	Assessment process and guidance notes were amended reflecting discussion at the minority ethnic deliberative forum. Screening reports have helped us target programmes to under represented groups.	Ongoing