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Section 75 Screening Form

Part 1. Policy scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step-by-step basis.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Information about the policy

Name of the policy:

Heritage, Culture and Creativity Programme – Arts Policy

Is this an existing, revised or a new policy?

This is a new policy. In July 2024 Minister for Communities Gordon Lyons released a statement setting out his intention to provide, for the first time, a comprehensive collection of culture-related policies under the heading of 'Heritage, Culture & Creativity'. The Arts Policy is one of the policies contained within the Heritage, Culture & Creativity (HCC) Programme.

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

The Arts policy will build on the work undertaken by the Culture, Arts & Heritage Taskforce, which included extensive sectoral engagement and consultation for the Arts sector. Further collaboration and engagement with local and central government will also be key to the development of the final policy position. The

policy aims will be based across three broad themes of: People &Communities; Places; and Partnerships – these reflect the Programme for Government's missions of People, Planet, Prosperity.

The policy will seek to encourage greater participation, particularly from people and communities that might feel that arts is not for them; focus on the contribution that the arts sector can make in terms of place-shaping, cultural spaces and equality of access and opportunity across socioeconomic grouping, age and geography; and explore the potential for encouraging new and deeper collaborations and partnerships, supporting greater financial sustainability across the sector and identifying approaches and opportunities that maximise the value of the arts and their potential contribution to achieving Department and Executive policy outcomes including in relation to health & general wellbeing, education, net-zero and the economy.

In addition, the policy will draw on the key priorities identified in the Culture, Art & Heritage Taskforce 'Investing in Creative Delivery' report: -

Strengthening - we improve ways to build the resilience, grow the capacity and ensure the sustainability of the sector, and to enable practitioners, organisations, venues, places and beneficiaries to thrive.

Connecting – we forge better ways of realising the full potential of creative connections, intersections and partnerships across and with the sector, and in support of shared goals for people, planet and prosperity.

Innovating - we generate more effective ways to fuel innovation and propel the growth, impact and reach of the arts sector, and to enable diffusion and benefits of creativity and innovation across society, the environment, and the economy.

The current aim is for the policy to be ready for public consultation in late 2025.

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

Yes

If yes, explain how.

Seeking greater participation is a key element and the policy will aim to support initiatives linked to diversity and inclusion. The policy will also seek to ensure

access to creative learning for children and young people, and to support skills development and career pathways.

The Culture, Arts & Heritage Taskforce was made up of a diverse 40+ group of stakeholders, and in developing their 'Investing in Creative Delivery' report they held wide ranging focus groups involving over 200 people from across the arts ecosystem, including those from the minority ethnic/global majority communities and the arts and disability sector.

In the public consultation phase, there will be a further opportunity for representatives of S75 groups to input to ensure the policy is fully inclusive.

Who initiated or wrote the policy?

This is a new policy and is part of the Heritage, Culture & Creativity programme as set out by the Minister in his Statement to the Assembly in July 2024.

Who owns and who implements the policy?

The Department for Communities. The Minister for Communities will seek endorsement at Executive level given the reach and impact of the policy in terms of its potential to contribute to deliver on Executive policy outcomes in relation to health, education, net-zero and the economy.

Implementation factors

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

If yes, are they

☒ financial

☐ legislative

☒ other, please specify: Sectoral participation_____

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 - Sectoral arts organisations and individual artists and creative practitioners

Other policies with a bearing on this policy

What are they and who owns them?

Draft Programme for Government 2024-2027 – NI Executive
New Decade, New Approach – NI Executive
Building Inclusive Communities 2020 – 2025 – Department for Communities
ACNI 10-year Strategy 2024-2034 – Arts Council of Northern Ireland
Stories, Skills and Sustainability – Northern Ireland Screen
Investment Strategy for NI – NI Executive
Children and Young People's Strategy 2020-2030 – NI Executive
Green Growth Strategy – NI Executive
Draft Tourism Strategy for NI – 10-year plan – Department for Economy
International relations Strategy – The Executive Office
NI Anti-Poverty Strategy (under development by Department for Communities)

Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for **each** of the Section 75 categories.

Section 75 category	Details of evidence/information
Religious belief	The NISRA Continuous Household Survey 2024-25 included questions on engagement with the arts. In 2024/25, just over four out of every five adults (82%) had engaged with the arts within the previous year, i.e. either participated in arts activities or attended arts events. Analysis by religion showed no difference in the proportions of adults from Catholic and Protestant backgrounds who had engaged with the arts (both 81%); however, it did show that more adults from the Protestant community participated in arts activities within the previous year (31%) than those from the Catholic community (24%). ACNI Audit of Inequalities 2017-2022 published in July 2023. The audit analysed equality information collected by ACNI for each S75 category between 2017 and 2022. For those respondents that did indicate their religion in the Annual Funding Survey of funded organisations, 52% (762) identified as Catholic and 28% (405) as Protestant in 2021/22, representing a similar proportion to the previous year at 58% (774) and 25% (342) respectively. Data for the funding programme Support for Individual Artists for 2020/21 showed that there were 22% who identified as Catholic and 10% as Protestant.

Section 75 category	Details of evidence/information
	Although the data revealed that there were fewer applications from Protestants, there is no indication of any inequality in access to the arts due to religion. It should be noted that due to the contentious nature of the subject a high proportion of respondents chose not to specify this information making it impossible to determine a more accurate breakdown by religious belief.
Political opinion	ACNI Audit of Inequalities 2017-2022 published in July 2023. The audit analysed equality information collected by ACNI for each S75 category between 2017 and 2022. Between 2016/17 and 2020/21, there were a total of 1,483 applications to the Support for Individual Artists Programme. Most artists applying over the five-year period (1,483) stated their political opinion to be 'other' (62%) followed by Nationalist at 316 (21%). Only 83 reported that they were Unionist (6%), with 118 (8%) not answering which political opinion they held. Similar to religious belief, this is a contentious topic which may explain why any arts specific source has a high proportion of 'other' responses.
Racial group	ACNI Audit of Inequalities 2017-2022 published in July 2023. The audit analysed equality information collected by ACNI for each S75 category between 2017 and 2022. The Annual Funding Survey data from 2021/22 showed that people from a minority ethnic background accounted for 5% of all staff. NI has a much smaller minority ethnic community when compared to the rest of the UK and this is reflected in the proportion of respondents working in the arts sector, though the size of the sample makes it difficult to determine trends.

Section 75 category	Details of evidence/information
	18.9% and 23.8% of programme activities were targeted at ethnic minority groups in 2020/21 and 2021/22 respectively. ACNI's most recent data from their Annual Investment Survey Insights Report for 2024-25 uses figures provided by their annually funded organisations and shows that 9% of organisations' workforce are from an ethnic minority background, and that 14.24% of programme activity was specifically targeted at ethnic minority groups. Census 2021 NISRA Statistical bulletin - Ethnic group - minority ethnic groups account for 3.4% of the usually resident population. The Equality Commission NI's Key Inequalities in Employment in Northern Ireland Statement notes that migrant workers and refugees face multiple barriers to employment.
Age	The NISRA Continuous Household Survey 2024-25 included questions on engagement with the arts. In 2024/25, just over four out of every five adults (82%) had engaged with the arts within the previous year, i.e. either participated in arts activities or attended arts events. When looking at age group, there is a relationship between engagement in the arts and age, with engagement generally decreasing as age increases (65% for 65+ compared with 92% for 25-34 age group). Attendance at arts events decreases with age. This is especially true beyond the 45-54 age group with lower proportions from successive age groups attending an arts event within the previous year. Adults aged 65 years

Section 75 category	Details of evidence/information
	and over have consistently been the least likely to have attended an arts event. ACNI Audit of Inequalities 2017-2022 published in July 2023. The audit analysed equality information collected by ACNI for each S75 category between 2017 and 2022. The Annual Funding Survey data shows that the majority of funded arts organisations' staff were aged between 35-44 (26%), 25-34 (25%) and 45-54 (19%). The age group with the lowest staff was 65+ (5%), followed by 16-24 (11%) and 55-64 (14%). The Annual Funding Survey data shows that 42.6% and almost 49.5% of programme activity was targeted at young people aged 5-24 years old in 2020/21 and 2021/22 respectively; and that 20.6% and almost 23% of programme activity was targeted at older people aged 65+ in 2020/21 and 2021/22 respectively. ACNI's Annual Investment Survey Insights Report for 2024-25 shows that annually funded organisations' workforce is concentrated in the 25-44 age range (55%), with relatively few under 25 (13%) or over 55 (13%). The report also notes that 39.42% of annually funded organisations' activity was specifically directed at young people (aged 5-24), 18% at people aged 65+, and 12.17% at young children (aged 0-5). The Equality Commission NI's Key Inequalities in Employment in Northern Ireland Statement notes that those aged 18-24 years have higher unemployment rates than those aged 25 and older, and that those aged 50-64 years are less likely to be in employment that those aged 25-49.

Section 75 category	Details of evidence/information
Marital status	ACNI Audit of Inequalities 2017-2022 published in July 2023. The audit analysed equality information collected by ACNI for each S75 category between 2017 and 2022. The typical trend over the 5-year period analysed was that the most significant proportion of applicants to the Support for Individual Artists Programme were unmarried making up on average 52% of approved applications, with those who were married representing an average of 35% of all approved applications over the trend period.
Sexual orientation	ACNI Audit of Inequalities 2017-2022 published in July 2023. The audit analysed equality information collected by ACNI for each S75 category between 2017 and 2022. 2020/21 Annual Funding Survey data showed that almost 25% of the workforce within arts organisations described their sexual orientation as heterosexual or straight and 3.6% as LGBTQI+. However, it should be noted that the total by which this is a proportion of, included 'unknown' and 'prefer not to say'. Excluding 'not known' and 'prefer not to say', heterosexual/straight artists would represent 87% of the artists employed by ACNI annually funded organisations and 12% of LGBTQI+ artist. 21.3% and 22.5% of programme activity was targeted at the LGBTQI+ community in 2020/21 and 2021/22, respectively by Annual Funding Programme clients. ACNI's Annual Investment Survey Insights Report for 2024-25 notes that the figures show the annually funded organisations' workforce is predominantly heterosexual (81%) with 19% identifying as gay, queer and bisexual (this is caveated to note that the proportion of the sample may be skewed with 70% responding as 'prefer not to say' or 'not known'). The report also shows that

Section 75 category	Details of evidence/information
	15.78% of annually funded organisations' activities were specifically directed at LGBTQ+ groups. Census 2021 NISRA Statistical bulletin - Sexual orientation – 2.1% of over 16s identified as LGB+
Men and women generally	The NISRA Continuous Household Survey 2024-25 included questions on engagement with the arts. In 2024/25, just over four out of every five adults (82%) had engaged with the arts within the previous year, i.e. either participated in arts activities or attended arts events. Women were more likely to have engaged with the arts compared with men (84% and 79% respectively). A higher proportion of women than men participated in arts activities (35% and 26% respectively), and more women than men had attended an arts event within the previous year (81% and 77% respectively). ACNI Audit of Inequalities 2017-2022 published in July 2023. The audit analysed equality information collected by ACNI for each S75 category between 2017 and 2022. Annual Funding Survey data showed that the majority of artists within the sector who responded identified as female (including transgender women) at 2414 (52%) in 2020/21 and 2913 (53%) in 2021/22. Males working in the sector represent the second largest group at 2193 (47%) in 2020/21 and 2547 (46%) in 2021/22. The workforce in the arts is typically characterised as having a slightly greater proportion of females to males working in the sector, however this is not reflected across the Creative Industries as a whole. ACNI's Annual Investment Survey Insights Report for 2024-25 notes that from the figures provided by their annually funded organisations, 54.3% of all staff were women (including transgender women), 44.8% men

Section 75 category	Details of evidence/information
	(including transgender men), and approx. 1% identified as gender fluid and non-binary. The Good Work Review Job quality in the Creative Industries report by the Creative Industries Policy and Evidence Centre shows that women are underrepresented in the creative industries by 10 percentage points as compared to the industry average.
Disability	The NISRA Continuous Household Survey 2024-25 included questions on engagement with the arts. In 2024/25, just over four out of every five adults (82%) had engaged with the arts within the previous year, i.e. either participated in arts activities or attended arts events. Adults who do not have a disability (86%) were more likely to engage with the arts than adults who have a disability (71%), however adults with a disability were slightly more likely to have participated in the arts compared to adults without a disability (32% and 30% respectively). Adults with a disability were less likely to attend an art event than adults without a disability (67% and 84% respectively). ACNI Audit of Inequalities 2017-2022 published in July 2023. The audit analysed equality information collected by ACNI for each S75 category between 2017 and 2022. According to the Annual Funding Survey there is still a significant proportion of the arts workforce by disability that is not known at 3072 (55%) in 2020/21 and 3367 (60%) in 2021/22. Removing the prefer not to say and not known categories from the analysis, there is significantly more non-disabled artists than disabled at

Section 75 category	Details of evidence/information
	2084 (92%) and 1976 (89%) in 2020/21 and 2021/22 respectively. ACNI's Annual Investment Survey Insights Report for 2024-25 notes from the figures provided by their annually funded organisations that 27% of staff have a disability which is higher than the Northern Ireland average of 24% - though notes that this figure may be skewed as the proportion of the sample reporting 'prefer not to say' or 'not known' was above 83%. The report also notes that 19.52% of annually funded organisations' activities were specifically directed at people with disabilities. The Good Work Review Job quality in the Creative Industries report by the Creative Industries Policy and Evidence Centre shows that disabled workers are underrepresented in the creative industries by 2 percentage points as compared to the industry average. The Equality Commission NI's Key Inequalities in Employment in Northern Ireland Statement notes that there is a persistent employment gap between people with and without disabilities.
Dependants	The NISRA Continuous Household Survey 2024-25 included questions on engagement with the arts. In 2024/25, just over four out of every five adults (82%) had engaged with the arts within the previous year, i.e. either participated in arts activities or attended arts events. Adults with dependents were more likely to engage with the arts (87%) compared to those without (79%) and were more likely to attend arts events than those without at 83% and 72% respectively; however, those with dependents were less likely to participate in the arts than those without at 28% and 32% respectively.

Section 75 category	Details of evidence/information
	ACNI Audit of Inequalities 2017-2022 published in July 2023. The audit analysed equality information collected by ACNI for each S75 category between 2017 and 2022. Across all ACNI's programmes, most approved and decline applications were from artists with no dependents. The Equality Commission NI's Key Inequalities in Employment in Northern Ireland Statement notes that women with dependents experience a lower employment rate and higher economic inactivity rate, and that lone parents with dependents experience barriers to their participation in employment.

Note to reader - If you are aware of and would like the Department to take into account any further evidence or information relevant to this policy, please send this to culturepolicy@communities-ni.gov.uk

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision?

Specify details for **each** of the Section 75 categories

Section 75 category	Details of needs/experiences/priorities
Religious belief	The policy is intended to promote equality of opportunity and good relations, and to remove any barriers to engagement with the arts. Considerations may include ensuring access to venue/facilities on day/times to accommodate religious practices and being mindful of participation rates in activities that may be impacted by cultural or religious practices.
Political opinion	The policy is intended to promote equality of opportunity and good relations, and to remove any barriers to engagement with the arts. Considerations include ensuring that venues are safe and welcoming spaces, free from anything that may cause intimidation or cause people to feel unsafe. Activities and programmes should be open to all and be conducted in a non-partisan manner.
Racial group	The policy is intended to promote equality of opportunity and good relations, and to remove any barriers to engagement with the arts. Considerations include addressing language barriers, economic barriers, underrepresentation, ensuring

Section 75 category	Details of needs/experiences/priorities
	venues are safe and welcoming spaces, and tackling racism.
Age	The policy is intended to promote equality of opportunity and good relations, and to remove any barriers to engagement with the arts. Considerations for older people include transport issues, economic barriers, health issues, loneliness and isolation, and IT barriers. Considerations for younger people include career opportunities and pathways, economic barriers, transport issues and confidence/anxiety issues. Consideration for children include poverty, transport issues, and ensuring access to painting, books, music, dance and creative learning opportunities in early years learning.
Marital status	The policy is intended to promote equality of opportunity and good relations, and to remove any barriers to engagement with the arts. Considerations may include economic barriers and childcare issues relating to single parents, provision of child/family friendly events. More applicants to ACNI schemes are single, low pay may be a barrier to continued working in the arts if one has spouse/family to consider.
Sexual orientation	The policy is intended to promote equality of opportunity and good relations, and to remove any barriers to engagement with the arts. Visibility, representation, inclusion, education, training, and awareness should all be considered. There is also a

Section 75 category	Details of needs/experiences/priorities
	need to create safe environments and tackle homophobia and transphobia.
Men and women generally	The policy is intended to promote equality of opportunity and good relations, and to remove any barriers to engagement with the arts. For women consideration should be given to issues around equal pay for women, childcare and other caring responsibilities, underrepresentation in the creative industries, and representation in more senior decision-making roles. For men consideration to address lower participation rates.
Disability	The policy is intended to promote equality of opportunity and good relations, and to remove any barriers to engagement with the arts. Access is a major consideration including physical access to venues and suitable seating arrangements; inclusive services such as provision of sign language/interpreters and large print materials; and the provision of autism friendly spaces and activities. Visibility, representation, inclusion, education, training, and awareness also need to be considered. Feedback from a Disability Focus Group arranged by the CAH Taskforce in May 2023 also highlighted that there are issues with access to work, difficulties with the application processes to access grant funding, negative perceptions around the quality of work produced by d/deaf and disabled people, and a reliance on token gestures to meet their needs.

Section 75 category	Details of needs/experiences/priorities
Dependants	The policy is intended to promote equality of opportunity and good relations, and to remove any barriers to engagement with the arts. Considerations may include economic barriers and the timing of activities/events to allow those with dependents to attend/engage.

Part 2. Screening questions

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of this Guide.

If the public authority's conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority's conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

a) The policy is significant in terms of its strategic importance;

b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;

c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;

d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are

concerns amongst affected individuals and representative groups, for example in respect of multiple identities;

e) The policy is likely to be challenged by way of judicial review;

f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;

b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;

c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;

d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

a) The policy has no relevance to equality of opportunity or good relations.

b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

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	The policy will seek to encourage greater participation across all sections of our society. It will aim to support diversity and inclusion and recognise the contribution of grassroots and community organisations in encouraging participation and fostering talent. We do not expect there to be any adverse impact on people relating to their religious beliefs. Any impacts of this policy should be positive. Where there are real or perceived barriers, the policy will seek to address these.	None
Political opinion	The policy will seek to encourage greater participation across all sections of our society. It will aim to support diversity and inclusion and recognise the contribution of grassroots and community organisations in encouraging participation and fostering talent. We do not expect there to be any adverse impact on people due to their political opinion. Any impacts of this policy should be positive. Where	None

Section 75 category	Details of policy impact	Level of impact? minor/major/none
	there are real or perceived barriers, the policy will seek to address these.	
Racial group	The policy will seek to encourage greater participation across all sections of our society. It will aim to support diversity and inclusion and recognise the contribution of grassroots and community organisations in encouraging participation and fostering talent. We do not expect there to be any adverse impact on people of different racial groups. Any impacts of this policy should be positive. Where there are real or perceived barriers, the policy will seek to address these.	None
Age	The policy will seek to encourage greater participation across all sections of our society. It will aim to support access for, and participation by, children and young people in both formal and informal learning environments to fully support their creative potential, including the development of inclusive career pathways. It will also aim to support inclusion and participation for older people. We do not expect there to be any adverse impact on people relating to age. Any impacts of this policy should be positive. Where there are	None

Section 75 category	Details of policy impact	Level of impact? minor/major/none
	real or perceived barriers, the policy will seek to address these.	
Marital status	The policy will seek to encourage greater participation across all sections of our society. We do not expect there to be any adverse impact on people related to their marital status. Any impacts of this policy should be positive. Where there are real or perceived barriers, the policy will seek to address these.	None
Sexual orientation	The policy will seek to encourage greater participation across all sections of our society. It will aim to support diversity and inclusion and recognise the contribution of grassroots and community organisations in encouraging participation and fostering talent. We do not expect there to be any adverse impact on people relating to their sexual orientation. Any impacts of this policy should be positive. Where there are real or perceived barriers, the policy will seek to address these.	None
Men and women generally	The policy will seek to encourage greater participation across all sections of our society.	None

Section 75 category	Details of policy impact	Level of impact? minor/major/none
	We do not expect there to be any adverse impact on men and women generally. Any impacts of this policy should be positive. Where there are real or perceived barriers, the policy will seek to address these.	
Disability	The policy will seek to encourage greater participation across all sections of our society. It will aim to support diversity and inclusion and recognise the contribution of grassroots and community organisations in encouraging participation and fostering talent. We do not expect there to be any adverse impact on people relating to disability. Any impacts of this policy should be positive. Where there are real or perceived barriers, the policy will seek to address these.	None
Dependants	The policy will seek to encourage greater participation across all sections of our society. We do not expect there to be any adverse impact on people with dependents. Any impacts of this policy should be positive. Where there are real or perceived barriers, the policy will seek to address these.	None

2. **Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?**

Section 75 category	If **Yes**, provide details	If **No**, provide reasons
Religious belief	The policy will seek to promote equality of opportunity. An Action Plan will support the implementation of the policy. Any actions identified, will be implemented and progress monitored.	
Political opinion	The policy will seek to promote equality of opportunity. An Action Plan will support the implementation of the policy. Any actions identified, will be implemented and progress monitored.	
Racial group	The policy will seek to promote equality of opportunity. An Action Plan will support the implementation of the policy. Any actions identified, will be implemented and progress monitored.	
Age	The policy will seek to promote equality of opportunity. An Action Plan will support the implementation of the policy. Any actions identified, will be implemented and progress monitored.	

Section 75 category	If **Yes**, provide details	If **No**, provide reasons
Marital status	The policy will seek to promote equality of opportunity. An Action Plan will support the implementation of the policy. Any actions identified, will be implemented and progress monitored.	
Sexual orientation	The policy will seek to promote equality of opportunity. An Action Plan will support the implementation of the policy. Any actions identified, will be implemented and progress monitored.	
Men and women generally	The policy will seek to promote equality of opportunity. An Action Plan will support the implementation of the policy. Any actions identified, will be implemented and progress monitored.	
Disability	The policy will seek to promote equality of opportunity. An Action Plan will support the implementation of the policy. Any actions identified, will be implemented and progress monitored.	
Dependants	The policy will seek to promote equality of opportunity. An Action Plan will support the	

Section 75 category	If **Yes**, provide details	If **No**, provide reasons
	implementation of the policy. Any actions identified, will be implemented and progress monitored.	

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	Arts and creativity can provide common ground for people of different religious beliefs. Through storytelling, art, music and drama we can create better understanding and empathy for others, and as such the policy aims to have a positive impact on good relations.	None
Political opinion	Arts and creativity can provide common ground for people of different political opinions. Through storytelling, art, music and drama we can create better understanding and empathy for others, and as such the policy aims to have a positive impact on good relations	None
Racial group	Arts and creativity can provide common ground for people of different racial groups. Through storytelling, art, music and drama we can create better understanding and empathy for others,	None

Good relations category	Details of policy impact	Level of impact minor/major/none
	and as such the policy aims to have a positive impact on good relations.	

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	Arts and creativity bring people together through programming activities and events, and as such creates opportunities to better promote good relations.	
Political opinion	Arts and creativity bring people together through programming activities and events, and as such creates opportunities to better promote good relations.	
Racial group	Arts and creativity bring people together through programming activities and events, and as such creates opportunities to better promote good relations.	

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?
(*For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).*

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

We have not flagged any adverse impacts for each S75 category and the evidence available does not indicate a person with multiple identities would be negatively impacted either. Any impacts of this policy should be positive including those with multiple identities. Where there are real or perceived barriers, the policy will seek to address these.

Part 3. Screening decision

In light of your answers to the previous questions, do you feel that the policy should: (please underline one)

1. **Not be subject to an EQIA**
2. **Not be subject to an EQIA (with mitigating measures /alternative policies)**
3. **Be subject to an EQIA**

If 1 or 2 (i.e. not be subject to an EQIA), please provide details of the reasons why:

We do not expect there to be any adverse impact on people relating to any of the Section 75 groups, any impacts of this policy should be positive and therefore an EQIA is not required.

If 3. (i.e. to conduct an EQIA), 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.

N/A, we do not expect there to be any adverse impact on people relating to any of the section 75 groups, any impacts of this policy should be positive.

Part 4. Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development.

You 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, then you should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Please detail proposed monitoring arrangements below:

Whilst this is a new policy which is still under development, and action plans/monitoring arrangements are not yet finalised, significant ongoing monitoring in terms of equality in the arts is currently carried out by the Arts Council of Northern Ireland (ACNI) who are an arm's length body of the department and the main funding and development organisation for the arts in NI. ACNI continually review and update their data collection systems to capture

equality information. They make an annual submission to the Equality Commission providing detail on activities in relation to providing services to different Section 75 groups, and they carry out regular audits of inequalities to review and analyse the information collected to identify any gaps.

Part 5 - Approval and authorisation

Screened by:	**Position/Job Title**	**Date**
John Ball	Head of Culture Policy	25/11/2025
Approved by:		
Iain Greenway	Director of Culture	26/11/2025

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.