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Heritage Lottery Fund NI

Audit of Inequalities

(2017-2022)

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Foreword

I am delighted to announce the launch of the Heritage Lottery Fund (NI) draft Audit of Inequalities and Action Plan (2017-2022) for a 12-week public consultation. HLF is committed to ensuring a strong focus on positive outcomes for all sections of the local community through our wide ranging grant programmes to safeguard and promote our shared heritage.

While our grant funding is making a significant difference to the lives of many people and communities here in NI, we also realise that there are some groups of people who have never considered applying to our funding programmes, and many others who, for various reasons, are perhaps either unable to or unsure of how to go about it. We want to raise awareness of HLF's work generally, and we aim to make sure that our organisation reaches out to all, and actively encourages an interest in learning about heritage and in participating with our projects.

We want people to be able to use our services easily, and for our published information, grant related forms and funding processes to be as clear and easy to understand as possible; and provided in ways that suit our diverse customers' needs.

This consultation document sets out proposed actions that we think are important to begin to make these changes happen. I encourage you to read these documents and to let us have your comments.

A handwritten signature in black ink, appearing to read "Ros Kerslake".

Ros Kerslake
Chief Executive

Introduction

The Heritage Lottery Fund is consulting on its draft Audit of Inequalities and Action Plan (2017-2022) from 09 October 2017 to 05 January 2018, and we would welcome your views.

Please see the link to our website detailing the information [Equality Scheme for Heritage Lottery Fund NI](#)

We have set out our assessment of the key inequalities that exist across our business functions in Northern Ireland and the actions that we will prioritise to tackle them.

Your comments can be provided to us using any of the contact methods below, or if you prefer we will be happy to meet with representative groups, or to discuss your views by phone. We look forward to hearing from you.

Write to us at: Heritage Lottery Fund Northern Ireland
3rd Floor, 51-53 Adelaide Street
Belfast BT2 8FE

Telephone: 028 9072 7727

Textphone: 02075916255

Fax: 028 9031 0121

Email: pmullan@hlf.org.uk

Web: www.hlf.org.uk

**Please forward your responses to reach us no later than
05 January, 2018.**

Please note that the HLF will, under the Freedom of Information Act (2000), make public any responses it receives. If you wish your response to be kept confidential, please let us know the reason, and we will give consideration to your request. However, we must advise that this cannot be guaranteed.

Alternative Formats

This consultation document can be made available in alternative formats such as:

- Paper Copy
- Large Print
- Easy Read
- Audio
- Braille
- Other languages

You can also read and download this consultation document from our website. Go to – [Equality Scheme for HLF NI](#) on the HLF website.

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About Our Organisation

The National Heritage Memorial Fund (NHMF) was set up by Parliament in 1980 to save the most outstanding parts of the UK heritage at risk of being lost to the nation. In 1994, the NHMF and its trustees were given the additional task of distributing the heritage share of National Lottery money for good causes, which it operates through the Heritage Lottery Fund (HLF).

Today we are a non-departmental public body accountable to Parliament via the Department for Culture, Media and Sport (DCMS).

The HLFs focus is on conserving, sustaining and sharing heritage. Through our grant making programmes we aim to –

- Conserve the diverse heritage for present and future generations to experience and enjoy
- Help more people, and a wider range of people to take an active part in, and make decisions about their heritage
- Help people learn about their own heritage and the heritage of others

About Our Teams

We have four departments: Operations, Strategy & Business Development, Communications; and Finance & Corporate Services. Our central office is in London, although our work is supported by regional Operations offices across England, Scotland, Wales and Northern Ireland. Requests for grants of up to £100,000 are assessed by each regional office; with our local committees (one for each region) making decisions on all grant requests over this amount, up to a maximum of £2 million.

Across the UK we have 302 staff. In Belfast we have a dedicated Operations team of 10 staff providing advice and support to applicants and undertaking assessments and monitoring of grant applications.

Statutory Equality Duties

In England, Scotland and Wales, HLF is required to comply with the GB Equality Act (2010) when carrying out its public functions. In Northern Ireland we have different equality obligations, known as Section 75, introduced as part of the Northern Ireland Act 1998.

Section 75 requires public authorities when carrying out their work to have due regard to the need to promote equality of opportunity between nine categories-

- Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- Between men and women generally;
- Between persons with a disability and persons without; and
- Between persons with dependents and persons without.

Public authorities must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. In line with our Section 75 duties and the Equality Commission's Guidei, HLF NI has sought to promote equality and good relations throughout its work here reporting annually to the Equality Commission on our progress and achievements made.

Equality Commission Requirements

Whilst considerable progress has been made, there are still persistent inequalities within our society. In its Guide, the Commission recommends that public authorities undertake an Audit of Inequalities across their business functions. Undertaking this work will help identify the key inequalities which exist for service users and for those affected by the organisation's policies.

The Guide further recommends that the outcomes should be used to develop an organisational Action Plan outlining how the inequalities will be addressed. The Commission reminds us that the proposed equality actions should be aligned with corporate strategies and business planning processes in order that 'equality of opportunity and good relations are incorporated and mainstreamed at a strategic level into the business of the public authority'¹.

Audit of Inequalities and Action Plan (2012-2014)

In our first Audit of Inequalities, and its accompanying Action Plan we set some challenging targets for HLF NI to take forward. These included setting up

¹ From ECNI Guidance above

equality monitoring arrangements across our funding programmes, developing a new Disability Action Plan, implementing a timetable of actions linked to our Equality Scheme (2012) and reviewing the composition of our local HLF NI Committee. We are pleased that we made good steady progress on a number of fronts, and that we will also carry forward actions relating to equality monitoring into our second Action Plan.

Scope of This Audit and Action Plan (2017-2022)

In preparing this second report we have drawn heavily from information held in-house; this includes data relating to our local grant funding, applicant profile data, our own staff expertise, local knowledge and feedback from our consultees and stakeholders; our annual progress reports, S75 publications and previous customer survey info.

We have also considered the Commission's 'Key Inequalities'ⁱⁱ statement and its Equality Surveyⁱⁱⁱ, and taken alongside our own organisational information and staff experience, we acknowledge that there is more work that we can do to address inequalities experienced by some sections of our community. Across our business functions, we have identified inequalities for:

- People of a different race, nationality and ethnic background
- People with Disabilities
- Young people
- LGBT people

We have also carefully considered our organisation's current and upcoming grant programmes, our UK-wide policies, and those that impact significantly in Northern Ireland. However, as HLF NI is very small (10 staff), and part of the much larger HLF UK, we are limited in the specific actions that we can take forward independently. In its Guide, the Commission has recognised that 'the scale and size of an audit of inequalities should be proportionate to the size and relative functions of a public authority'.

With this in mind, HLF NI has focused on identifying key actions that it can address and these primarily relate to awareness raising, equality monitoring, staff training and sectoral engagement. Although HLF NI may not be in a position to take direct action on many aspects, it will implement a number of useful steps as outlined above. HLF NI also has an influential role within HLF UK and there are strategic aspects within the Action Plan that we will wish to raise with the HLF Board for it to consider implementing UK wide. The following documents provide the context for HLF UK's work in coming years, with key extracts outlined below:

The UK Culture White Paper

The recently published White Paper^{iv} sets out the Government's vision for culture. As an organisation we have been scrutinising our business functions to ensure that we deliver against each of the goals outlined in the White Paper. The Paper outlines that government expects to 'see real and tangible progress in diversity as that is a legitimate expectation of anyone who applies for public funds' and that there also needs to be 'greater participation among communities who currently do not benefit from many cultural opportunities - particularly those with young families, and those who are disadvantaged and socially isolated'.

The Government's vision has four main themes –

- **Opportunities for enjoyment of culture** – the importance of lifelong cultural experiences and how they should be available to everyone, regardless of background
- **Culture and place** – how culture is integral to the identity of local areas and has the potential to transform a place
- **Culture and international standing** – how culture can further enhance the soft power of the UK
- **Cultural investment, resilience, and reform** – making sure our culture has a robust and resilient future

HLF UK Strategic Framework 2013-2018^v

Our Strategic Framework (now extended to 2019) aims to 'give confidence and provide certainty to the sector about how the HLF will deploy its significant resources in coming years'. Our overarching goal is to make a lasting difference for heritage and also for people. The HLF is committed to achieving equality outcomes and a key corporate priority outlines that we will 'monitor progress on our existing commitments including diversity in grant making, workforce and governance.'

Over the next four years the HLF share of the National Lottery good causes income will be around £300M per year. Approximately 75% of this amount will be available through 'open programmes' which will enable essential projects to save heritage at risk as well as providing exciting new opportunities for greater public engagement.

£25 million each year will go to small grants programmes and we aim to make it even easier for less experienced groups to apply through our funding programmes. Regional Operations teams through their outreach work and engagement with under-represented groups in their local areas will focus on actions that will lead to an increased number of applications being submitted from diverse groups and considered for funding programmes. HLF UK plans to measure its level of success by the overall increase in numbers of grants awarded, and by 'the number of awards being made to black and minority ethnic organisations'.

Business plan 2017-2018

By 2018 in Northern Ireland, we aim to have spent 2% of our budget on projects benefitting black and minority ethnic groups. Although to date, there has been little interest shown by minority groups in heritage programmes, we recently funded an Indian Culture project, which brought new forms of dance and music to Northern Ireland audiences.

We are hopeful that through good engagement with the sector and by seeking new opportunities to meet and talk with key interest groups, that we may spark their interest in heritage and in considering our funding programmes.

Moving forward, we plan to assist those less-experienced organisations in making applications to us. We want to make the process of applying for a grant and delivering on a project as straightforward as possible. In future we will also take greater account of the experience of applicants in determining how best to support them through the necessary steps.

How we will Review Progress

We will monitor our progress against the Action Plan targets on a regular basis updating and revising it as needed too. As outlined in our Equality Scheme, we will publish the updates on our website, and also advise our consultees and the Equality Commission of our progress too.

And Finally

The measures outlined in the accompanying Action Plan outline our overarching goals for the next few years and give an indication of the intended timescales. We would welcome your views on our proposals.

We wish to thank all those who have worked with us and we look forward to continued engagement with a wide range of representative organisations as we begin work on our second Audit of Inequalities Action Plan.

Endnotes

ⁱ *Link to the ECNI Guidance for Public Authorities*

<http://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75GuideforPublicAuthoritiesApril2010.pdf>

ⁱⁱ *Link to ECNI Key Inequalities in NI*

[http://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/Keyinequalities\(F\)1107.pdf](http://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/Keyinequalities(F)1107.pdf)

ⁱⁱⁱ *ECNI equality Awareness Survey, 2011*

<http://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/Eq-Awareness-ExecutiveSummary.pdf>

^{iv} *Link to the UK Culture White Paper (March 2016)* <https://www.gov.uk/government/publications/culture-white-paper>

^v *Link to HLF Strategic framework* <https://www.hlf.org.uk/lasting-difference-heritage-and-people-our-strategy-2013-2018>