



Equality Outcomes 2017-21 Progress Report 2019

April 2019

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This document has been published in accordance with regulation 4(1) of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

Introduction

This report sets out progress made over the last two years to achieve the National Galleries of Scotland's (NGS) equality outcomes published for the period 2017-21. This is a requirement under section 4(1) of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 to support organisations in delivering the General Equality Duty of the Equality Act 2010.

Background

The General Equality Duty of the Equality Act 2010 states that organisations must have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

The characteristics protected in the legislation are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The public sector equality duty also covers marriage and civil partnerships, with regard to eliminating unlawful discrimination in employment.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires listed authorities to publish a set of equality outcomes which they consider will enable it to better perform the general equality duty and to report progress against these every two years.

NGS Equality Outcomes

In April 2017, NGS published the following outcomes to further the needs of the General Equality Duty:

1. Young people and families with young children feel welcome at all gallery sites
2. More visitors with disabilities have the confidence to undertake self-guided visits due to improved information and support before, and during, their visit
3. The acquisition of artworks and the public programme of exhibitions and displays increasingly represent artists who share protected characteristics
4. Visitors have greater knowledge and understanding of the collection as a result of an improved approach to accessible interpretation, labelling, signage and alternative formats provided as standard throughout our exhibitions and displays
5. NGS attracts, recruits and develops a diverse workforce and volunteer-base, supporting everyone to reach their full potential

A summary of progress is provided below against each of these outcomes.

Progress Reports

Outcome 1: Young people and families with young children feel welcome at all gallery sites	
<i>General Equality Duty Needs Met:</i>	Advancing equality of opportunity Eliminating discrimination Fostering good relations
<i>Protected Characteristics Covered:</i>	Age Pregnancy and maternity (Disability, Race and Sex in particular projects)

Families

Our families programme has continued to develop and grow over the last two years. Particular highlights include *Early Openings* for children on the autistic spectrum and their families, the installation and opening of a Changing Place facility at the Scottish National Gallery of Modern Art. As well as special activities, materials have been produced for families during self-led visits. Further details are provided below.

Monthly workshops

- *Early Openings* for children on the autistic spectrum and their families
- Family Art Tours include BSL interpretation
- Regular monthly programme of free activities from 0-12 (BYOB, Open Studio, Wee Treasures, Walk Talk Make, Postcard Portraits)

Holiday programmes (February half-term, Easter, Summer and October holidays):

- Community mornings, including transport food provision, creative activity and a supported session in the gallery
- Free drop-in afternoon activities for the public

Special activity:

- Multi-sensory springtime storytelling for people of all ages with profound and multiple learning disabilities and their families, first offered as part of Disabled Access Day 2019 and to launch the Changing Places toilet (more below).
- Concerts for under 5s as part of *Gaelic Festival* and Christmas.

Self-led family resources (recent examples):

- *Art Stomps* trail for under 5s
- *Families! Pick me up* trail for NOW 2,3,4
- *Move, Make, Colour, Create* outside trail for ages 5+

Resources currently in production:

- Sensory Map for PG. Printed and online.
- Sensory Stories – to help visitors with autism with pre-visit information. Going to go online and sent to *Early Opening* participants.
- Family Flashcards – a kind of D.I.Y Trail for PG.

- Weekend Art Trolley at Portrait Gallery with *draw and explore* bags
- Art Trolley for Mod 1 Learning Space
- Families Sketchbook with hints and tips to explore and chat at all the gallery sites

These programmes are intended to introduce and welcome families into the gallery spaces, and to encourage engagement with the collection. 'Families' is a key strand in our audience framework, especially for the Scottish National Gallery of Modern Art, recognising the need for accessible, top-quality facilities, good value for money, and creative stimulation for children.

In addition, an art print from the NGS collection is gifted to all newborn babies receiving the Scottish Government Baby Box.

Young People

With regard to young people, the proportion of the mainstream audience aged 16-24 in 2018/19 was 19%, up from 16% at the end of 2016.

Targeted activities to engage young people with the collection continue to deliver exciting projects and meet their objectives. The NGS Outreach programme aims to provide disadvantaged young people across Scotland with opportunities to develop their skills and creativity, many of whom engage with NGS and the collection for the first time through these projects.

Art of the Future (supported by Players of People's Postcode Lottery) encouraged youth groups across the country to make contemporary art with a message, via an innovative 'mail art' project. Each group received random materials and disparate objects in a toolkit box, designed to spark their imagination. The project engaged sixteen organisations and over 100 young people, who displayed their original works of art at the Scottish National Gallery (10 February to 29 April 2018), promoting their views on mental health provision, body image pressure and the challenges of social media, alongside other issues. The exhibition received strong support from the public.

A subsidiary strand of the project involved 46 S4-S6 female pupils from ethnic minority backgrounds in four Edinburgh schools. They created 'Games of the Future' from conceptual 'sports' boxes sent out by NGS, and were supported by Action for Children to develop confidence in their origin and identity. The project helped the girls achieve the Physical requirements of their Bronze Duke of Edinburgh Award.

The culmination of this aspect of the project was a 'Sports Day', when the four schools played each of the games invented by their peers, on the lawn at the SNGMA Two on Saturday 28 March 2018. This dramatic spectacle was exhibited as a video documentary in the Bothy, in the grounds of SNGMA One, from 19 April - 29 May 2018, and on the NGS website. 54 young people attended the event.

Beings

In this interactive project and exhibition addressing well-being, young people explored their feelings by creating new art in direct response to particular works of art from our collection. The experimental display in the SNPG from 1 February to 28 April 2019 was co-produced by the participants who presented their artworks together with works from the NGS collection to form a collective mind-map. The aim was to create a visual environment where all responses were valued, including those of the visitors.

Almost 200 students from five schools in Edinburgh, Fife and Moray participated in the project, engaging in sessions within their schools and in planning days at the SNPG, when they came together to test, plan and design the project and exhibition. The students at one school had multiple needs.

Seven other groups of young people (54 participants) took part in the project, from North Ayrshire, North Lanarkshire, Edinburgh and the Scottish Borders.

Unemployed groups from the DWP East Coast Jobcentres (7 young people), and Skills for Industry (3 young people) also took part.

Image Liberation Force

This is an ongoing project to engage young people with the Scottish art collection. In 2018 we ran three projects with unemployed young people over six sessions in Eyemouth (6 young people) and Galashiels (10). We also worked on the Lincluden housing estate in Dumfries with a group of 8 young people on this project.

Outcome 2: More visitors with disabilities have the confidence to undertake self-guided visits due to improved information and support before, and during, their visit	
<i>General Equality Duty Needs Met:</i>	Eliminating discrimination Advancing equality of opportunity
<i>Protected Characteristics Covered:</i>	Disability

20% of the Scottish population has long-term activity-limiting health problems or disability, according to the 2011 census. In 2018/19 visitor research, only 2% of those who answered the question on disability reported having a disability (and 2% preferred not to say), down from 4% in 2016/17. Over the same time period, the overall visitor figure has increased 12.5%, meaning that the actual number of visitors with disabilities has dropped back to 2013 levels. It is likely that there are several factors contributing to this decline including issues with the lifts at two sites, the temporary loss of disabled parking at the Mound while construction work takes place, and changes in the events programme at the Scottish National Gallery during building work. Changes to the way in which the survey is conducted may also be a contributing factor, as all members of a visiting party are now profiled in the response, rather than just the respondent, and some visitors choose to complete a shorter survey (without the equalities questions) in their preferred language.

To address this downturn and increase the number of visitors with disabilities enjoying our mainstream programme we will continue to put in place the information and support necessary to encourage and enable more people with physical or mental disabilities to participate confidently in our mainstream programme, not just specialised and targeted activity. However, we also recognise that it is often through the specialist programming that many of these visitors first engage with NGS and it is therefore crucial that we continue these activity strands, and work on sustaining that engagement.

Information and Support

As well as the business-as-usual provision detailed in the mainstreaming report for 2019, we have introduced significant new support over the last year which we hope will improve visitor figures over time.

Changing Places Toilet

NGS installed a new Changing Places toilet in the grounds of the Scottish National Gallery of Modern Art One working closely with PAMIS, an organisation that supports families of people with profound and multiple learning disability (PMLD) and runs the Changing Places toilet campaign in Scotland.

Our Portaloo Accessible Plus is a free-standing unit that will be for the use of visitors with PMLD for whom other accessible toilets are not suitable. There are currently very few Changing Places toilets in Edinburgh, most of which are in venues not open to the general public and are beyond the city centre. By positioning our unit in the car park of Modern One, opening it at 9am, an hour before the gallery opens, and

not requiring a key, we hope to provide a facility that will not only be useful for gallery visitors, but for anyone near the city centre who needs to use it.

Of course, we are delighted that having this facility gives NGS the opportunity to properly welcome and creatively engage with visitors with more complex disabilities for the first time. Our first event with visitors with PMLD for Disabled Access Day (16 March 2019) was a fully inclusive sensory storytelling event for people of all ages with complex disabilities. 58 people attended. We are planning to do more activities like this in the future, dates tbc.

Accessibility Guide

In response to visitor feedback, NGS published a comprehensive accessibility guide for the Scottish National Portrait Gallery to help disabled visitors to plan a visit. Further guides are planned for the other two gallery sites.

Visitor Research for SNG Project

In May 2018 as part of the wider Scottish National Gallery visitor needs research, further consultation was carried out with visitors with additional support needs. Visitors were consulted in six mini-focus groups, each to explore specific audience needs. This included:

- Visitors with dementia
- Deaf BSL users
- Blind or visually impaired visitors
- Visitors with hearing loss
- Visitors with learning disabilities
- Visitors with autism

Programming

We also continue to develop and offer specialist, targeted provision for groups of people with particular disabilities. Our regular, recurring community programmes for people with visual impairment, BSL, hearing impaired and dementia are detailed in our accompanying mainstreaming report. The following sets out recent additions to these programmes and one-off events.

Regular Deaf-led British Sign Language tours

After a period of research and piloting, which included a consultation event with the British Deaf Association on 10 Oct 2017 and taking part in a service learning project with students from Heriot Watt University, NGS launched a new regular programme of Deaf-led tours in March 2018. The tours are led in BSL by Deaf tour guides; they are supported by a Deaf volunteer and a dual language volunteer.

Special Dementia-Friendly Events:

The following events were held in addition to the regular dementia-friendly programming:

- *Joan Eardley* dementia-friendly poetry tours, Monday 24 - Thursday 27 April 2017
- *Step Into My Parlour*: Dementia-friendly theatre performances relating to the exhibition *When We Were Young*, Monday 23 - Wednesday 25 Oct 2017
- *When We Were Young*: Dementia-friendly poetry workshop, Monday 30 October 2017

- *A Celebration of Sporting Heritage*. Drop-in sporting reminiscence event exploring our collection of sports photography, Saturday 28 April 2018
- Tea Party: Café Cabaret Musical event inspired by *Toulouse Lautrec* for community groups including care homes and dementia groups. Friday 26 Oct 2018
- Dementia-friendly sculpture workshops, Monday 13 May - Thursday 16 May 2019

In the Mind's Eye

A strand of lunchtime talks incorporating detailed descriptions, suitable for both sighted and visually-impaired visitors, has recently been introduced, with the first session in November 2018.

Live Captioning

Live captioning for visitors with hearing loss was piloted for the opening talk of *Rembrandt in Britain*, on 6 July 2019. More piloting is still required to establish the best technical solution, but is currently on hold due to the building works at the Scottish National Gallery.

Autism-friendly *Early Openings*

As mentioned against outcome 1, we have introduced monthly sessions for All families affected by Autism Spectrum Disorder. They are invited to explore the Portrait Gallery before the doors open to the public and take part in creative, sensory activities.

Outcome 3: The acquisition of artworks and the public programme of exhibitions and displays increasingly represent artists who share protected characteristics	
<i>General Equality Duty Needs Met:</i>	Advancing equality of opportunity Fostering good relations
<i>Protected Characteristics Covered:</i>	All (initial focus on sex)

We recognize that there is an historical imbalance in the representation of the protected characteristics in our collection and public programme of exhibitions and displays. In recent years we have developed a ‘One Collection’ approach, pulling together previously separate elements. A collection development policy is currently being drafted which has ‘addressing the under-representation of female artist in the collection’ as a priority, as well as commitments to work towards this broader equality outcome. The policy also intends to challenge traditional and official narratives of art history to include work previously neglected or marginalized, which we also hope will support us in meeting our equality duty.

Our progress in improving representation of female artists to date is outlined below.

Acquisitions

In the last two years we have made many notable acquisitions of work by female artists, many of whom have entered the collection for the first time.

These artists include:

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| Katie Paterson | Angela Palmer |
| Susan Philipsz | Marie-Louise von Metisczky |
| Taryn Simon | Victoria Crowe |
| Jenny Saville | Sarah Barker |
| Margot Sandeman | Ciara Phillips |
| Bridget Riley | Joyce Gunn Cairns |
| Shelagh Atkinson | Frances Walker |

Exhibitions and Displays

Also focusing on increasing the representation of female artists in our public programme of exhibitions and displays, there has been significant progress over the last two years, particularly with modern and contemporary artists.

At the Scottish National Gallery of Modern Art there has been a programme of changing contemporary art exhibitions. *NOW* has celebrated the diversity of contemporary artistic practice with four exhibitions in the series each dedicated to a headline artist complemented by other artists.

Three of the four *NOW* exhibitions have been headlined by female artists: Susan Philipsz, Jenny Saville and Monster Chetwynd. These exhibitions have also included works by Louise Hopkins, Mona Hatoum, Rivan Neuenschwander, Yto Barrada, Sarah Rose, Kate Davis, Sara Barker, Christine Borland, Catherine Street and Moyna Flannigan.

Bridget Riley, Tracey Emin and Sarah Lucas have all been represented in the 20th Century Masterpieces displays, also at the SNGMA.

Elsewhere, a career-spanning exhibition of works by Victoria Crowe was shown at the Scottish National Portrait Gallery in November 2018, in *Victoria Crowe: Beyond Likeness*.

Our 2019 Mainstreaming Report contains further detail on how the public programme supports the General Equality Duty.

Outcome 4: Visitors have greater knowledge and understanding of the collection as a result of an improved approach to accessible interpretation, labelling, signage and alternative formats provided as standard throughout our exhibitions and displays	
<i>General Equality Duty Needs Met:</i>	Eliminating discrimination Advancing equality of opportunity
<i>Protected Characteristics Covered:</i>	All

An Equalities Working Group was established for the first time in early 2018 and one of its work strands has been to consider how the labelling and other exhibition/ display signage could be made more accessible through formatting, colour choices, positioning etc. There are already areas of good practice within NGS which need to be developed and expanded. This work is ongoing but has already involved a review of current practice within NGS and a review of best and recommended practice externally. The group is due to consider the findings and make recommendations for a trial period.

Work is also underway to develop an interpretation strategy for content, considering tone of voice, house-style etc for in-gallery text, digital content and publications.

Outcome 5: NGS attracts, recruits and develops a diverse workforce and volunteer-base, supporting everyone to reach their full potential	
<i>General Equality Duty Needs Met:</i>	Eliminating discrimination Advancing equality of opportunity Fostering good relations
<i>Protected Characteristics Covered:</i>	All

Employment

Vacancies are always advertised on our website and sometimes, depending on the role, in other media such as the press or through agencies. We have an online application form which can be tailored to suit people with visual impairments (font size and contrast); we monitor equalities data of all job applicants covering all of the protected characteristics.

In November 2012 we started collecting employee data relating to all of the protected characteristics. While employees are perhaps more used to providing information on gender, marital status and age, there is still some reservation around questions on belief, sexuality and gender reassignment, with many still leaving this blank. We have to continue to encourage greater disclosure, reassuring staff of the anonymity of their responses and the importance of gathering that data.

Details of the current breakdown of staff by protected characteristics are included in our 2019 Monitoring Report. We also need to develop our reporting to cover applicants and learning and development.

Volunteering

NGS operates a vibrant and successful Volunteer Programme, adding over 11,000 hours of support to our work each year.

The Volunteer Programme Policy states that one of our aims is 'to make volunteering accessible to a diverse audience to be as responsive as possible to the different needs of our volunteers'.

Some of the ways in which we hope to achieve this include:

- Offering varied volunteering opportunities to attract different people, experiences, skills and backgrounds which may be during the day, evenings or weekends to allow for flexibility.
- Offering computer-based and non-computer based volunteering roles which may be regular or ad-hoc positions.
- Offering dedicated voluntary work placements for clients of charity partners.

We monitor the protected characteristics of our volunteers and know that several are under-represented in our volunteer-base. A key priority for the volunteering programme now is to work with existing partners and identify new potential partners that can help us to reach people that we don't reach now, and to start developing relationships with those communities.

Another key priority is to provide an ongoing training programme for colleagues so that they can develop the tools and confidence to engage with more volunteers with disabilities.

The success of the Volunteer Programme relies on NGS having opportunities to offer to prospective volunteers. The transformative project at the Scottish National Gallery will give a huge boost to volunteering opportunities. We also need to evaluate our systems, processes etc to identify any real or perceived barriers to accessing these opportunities.

A new Volunteer Management System is due to go live in the summer of 2019 which will enable better data capture, monitoring and reporting.

Monitoring Performance

A second report on progress against NGS' equality outcomes for 2017-21 will be published by 30 April 2021, as required by the specific duties which accompany the Equality Act 2010.

Progress against the outcomes will be reported regularly to Leadership Team and trustees.

Further Information

For additional information on NGS' approach to equality, please contact:

Planning and Performance Team
National Galleries of Scotland
73 Belford Road
Edinburgh
EH4 3DS
Tel: 0131 624 6473
Email: equalities@nationalgalleries.org