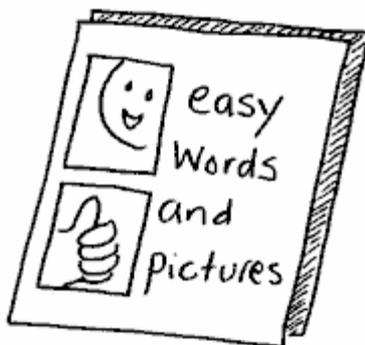




department for  
culture, media  
and sport

# DISABILITY EQUALITY DUTY SECRETARY OF STATE REPORT DEPARTMENT FOR CULTURE MEDIA SPORT (DCMS)

## Easier-to-read full report



The pictures for this document came from Change Picture Bank  
and “Speaking Up” Resources

“Speaking Up” is a charity that supports and empowers people with learning difficulties, disabilities and mental health problems to speak up for themselves.

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## FOREWORD BY THE SECRETARY OF STATE

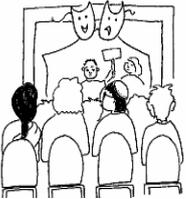
My department works hard to make peoples lives better so I am happy that I can tell you about what we have done to make our services and activities more accessible for disabled people since 2006.



I think that everyone should have a chance to watch football on television, listen to the radio, have good holidays in England or go to their local library or museum if they want to.



I also think it is important that everyone can take part in what we do for the arts (going to galleries and the theatre), culture (visiting old buildings and museums) and sport (playing sport and enjoying the Olympic Games and Paralympic Games).



We know that disabled people can sometimes find it hard to take part in these things and we want to make it easier for them.



This report talks about some of the good things we have done to make things better, and what we plan to do next.

We want to make sure that all of our services know about the good things we have done to help disabled people take part.



We also want to make sure that we do better to help and encourage disabled people – especially disabled children – to try new sports and cultural activities over the next few years.



To do this we will carry on working with other areas of the Government, local Councils and other organisations.



We will also carry on asking disabled people what they think – and listening to what they say they want and need so they can take part.



We want everyone to feel that they can get involved in sports and cultural activities to make their lives better.

**ANDY BURNHAM**  
**SECRETARY OF STATE FOR CULTURE, MEDIA AND SPORT**



## SUMMARY



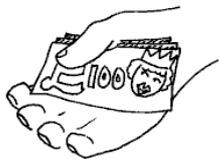
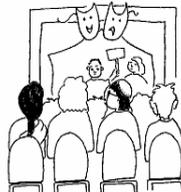
This report has been done by Andy Burnham - the Secretary of State for the Department for Culture, Media, and Sport.



The Department for Culture, Media and Sport is part of the Government. It looks after some of the services that the Government pays for like museums, art galleries, the National Lottery and the 2012 Olympics.



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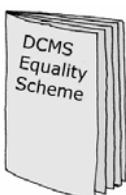
The Department for Culture, Media and Sport gets its money from the Government so it is a public authority.



This report also includes information about the Olympic Games and Paralympic Games, which is being led by Tessa Jowell, the Government Minister for the Olympics.



All public authorities, including the Department for Culture, Media and Sport have to do certain things under the Disability Equality Duty law (2006). They have to:



- Write a Disability Equality Scheme and make it available to everyone – you can find the DCMS Equality Scheme Easier-to-Read summary at: [http://www.culture.gov.uk/reference\\_library/publications/5084.aspx](http://www.culture.gov.uk/reference_library/publications/5084.aspx)

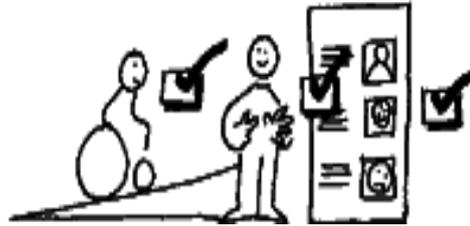


- Involve disabled people in writing and updating their Disability Equality Scheme



- Write a report every year on how they are making sure their services involve disabled people and meet their needs

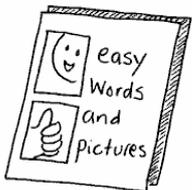
The Department for Culture, Media and Sport has paid special attention to make sure that the work they oversee is meets the needs of disabled people.



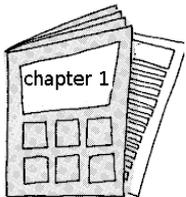
### What is in the main report?



The Department for Culture, Media and Sport looks after lots of different sorts of organisation. These organisations are all funded by the Government so they have to make sure that disabled people can use their services. You can find a list of these organisations in Annex 1.



This is the full easier-to-read report and has a chapter for each different sort of organisation – the arts, sport, the 2012 Olympic Games, etc. The different sorts of organisation are called **Sectors**.



The chapters tell you how each sort of organisation (or sector) does different things to make their services accessible for disabled people.



The chapters also tell you what they plan to do to make sure more disabled people can take part.



## Involving Disabled People

To write this report we have consulted with groups of disabled people.

The Department for Culture, Media and Sport has a Disability Reference Group and they were asked to look at the report early on.



We also asked another group - Equality 2025. They are a group of disabled people who give advice to the Government.



## What We Found Out

When we were writing this report we looked at disability equality in all of our sectors or organisation types.

We looked at what the sectors have done, what has worked well, and what they could do better.



We found out that some organisations are doing well and that we need to share what they have learnt with the others.



We also found out that we need to fill up the gaps in our knowledge so that we can involve all disabled people in what we do.

When we spoke to our Disability Reference Group they said that we needed to look at the following things:



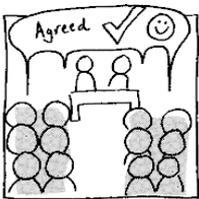
- Employees and disabled staff should have good disability awareness training so that everyone can be confident and feel like they belong.



- The top Managers should take the lead on including disabled people so that everyone follows their lead.



- When we advertise for Trustees and Board Members we should put the adverts in lots of different places so that disabled people will see them and apply for them. We should also make sure that we look at what skills people have and train them so they can get involved in our Board.



- We should involve disabled people in making decisions at all levels so that there is better access to our services and we should get their help in dealing with conflicting priorities - for example improving access and conserving our heritage.



- We should look at where we are doing well to involve disabled people and find out what makes those services good at involving disabled people.



- We should keep getting feedback on how we are doing to make sure we keep making our services better for disabled people.



## What Happens Next?

The Department for Culture, Media and Sport wants to make a positive difference to people's lives.



We want to make sure that everyone has the chance to get involved in the arts, culture and sports activities and be the best they can.

We have already done some work to help more people access our services – some of these things are:



### ***Excellence in the Arts***

Another report called "Supporting Excellence in the Arts: From Measurement to Judgment" told us about some work we needed to do to make our Arts sector better.

As part of this new work we want to make sure that everyone knows about Arts and cultural activities (like museums, theatres and galleries) and can join in.



For example, we will ask teams of people to look at the different museums and see whether everyone can access them.



### ***Digital Switchover***

We want to make sure that everyone can use digital TV and radio if they have the right equipment (like a digital TV box or a freeview box).

To make sure everyone knows when TV goes digital, we have told the BBC to set up the Switchover Help Scheme. This helps lots of people who are 75 years old or over, or who have a severe disability, or are registered blind or partially-sighted.

**B | B | C**



The Scheme gives people support including equipment, help with getting the equipment up and running and help afterwards if they need it.



Digital UK has also set up a programme that will help other people including people with sensory, mobility and/or dexterity impairments, learning difficulties, those who experience mental health problems and those who are socially isolated.

<http://www.helpscheme.co.uk>



### ***Olympic Games and Paralympic Games***

The London 2012 Olympic Games and Paralympic Games will be accessible to everyone.



The Olympic Games and Paralympic Games will make sure disabled people are included and can take part. It will also encourage other people to have positive attitudes towards disabled people.



The Paralympic Games will give us a chance to help and encourage more disabled people to get involved in sports – before and after the Games.

The Government has a target of getting 2 million more people active by 2012. This includes people with disabilities.



### ***Research***

We have done a survey called Taking Part since 2006-07.

The survey told us some of the things which stop disabled people from taking part in our services and sectors.



We are also working on a new project which will help us to understand what activities people want to do at different ages and what stops them from taking part.



## ***UN Convention on Disability Rights***

Recently the Government said that it would sign up to the UN Convention on the Rights of Disabled People.



This Convention will try to make sure that all disabled people around the world will have the same rights as non-disabled people and be treated equally.

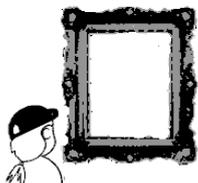
### **Thank you to...**

The members of our Disability Reference Group -David Bonnett, June Bretherton, Colin Chaytors, Chris Hammond, Sir William Lawrence, Ruth Myers, Bob Twitchin and Tim Reedy (member of staff).



## ABOUT DCMS

The Department for Culture, Media and Sport wants to make everyone's lives better. We do this by:



- Making sure people have the chance to take part in cultural and sporting activities (art galleries, museums, sports clubs and the Olympics)



- Making sure that people want to visit different parts of England if they want to (Tourism and heritage (looking after old buildings))



- Making sure that people can express themselves through creative and leisure activities (the media such as TV, radio and film, fashion and the National Lottery)



We try to make sure that everything we do is accessible to everyone and that anyone can get involved whatever their sex, disability or ethnic background.



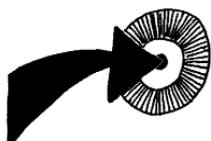
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### What we hope to do



Our target was to get more people involved in sports and cultural activities by the end of March 2008 – especially people who have not taken part in these activities before. We will put the numbers of people who took part on our website on 11<sup>th</sup> December 2008.

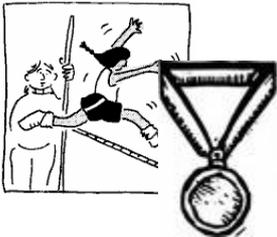


## ***Departmental Strategic Objectives (DSOs) (our new plan)***

We have agreed a new set of objectives (a new list of things we plan to do) for 2008-2010. These are:



- **Opportunity:** Encourage more people to take part in and enjoy culture, media and sport activities



- **Excellence:** Support people to do their best in culture, media and sport activities



- **Economic impact:** Make sure that we are making the most of ways to make money from our activities



- **Olympics:** Make sure that the Olympic Games and Paralympic Games go well and that we can carry on providing sports activities for everyone afterwards

## CHAPTER ONE: ARTS

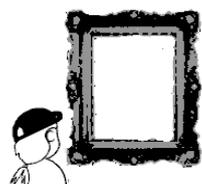


### What do we do?

The Department for Culture, Media and Sport (DCMS) gives out Government money for the arts in England. We also decide what should happen in the arts each year and support arts projects in partnership with other Government departments.

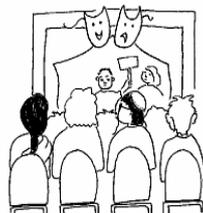


The money we give to the arts helps to make sure arts activities in England are excellent and that everyone can access them.



### Why do we do it?

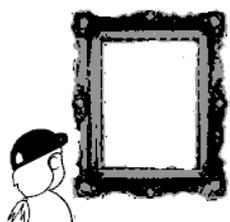
We think that taking part in the arts helps to make people feel more included in society.



We think that everyone should be able to get involved with all different types of arts and cultural activities – by watching or by taking part themselves.

## GETTING INVOLVED IN THE ARTS

There are 2 main ways that people can get involved in the arts



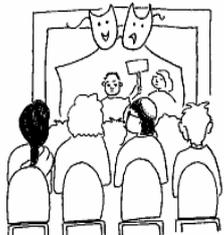
- By going to arts events (like going to see a play at the theatre or going to an art gallery)

66% of all people go to an arts event at least once a year.

- By taking part in the arts (by going to an art class or joining a drama group)



52% of all people take part in an arts activity at least once a year.

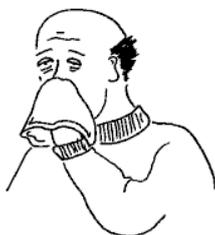


### Going to arts events

The Taking Part survey tells us that disabled people go to arts events much less than non-disabled people do.

Disabled people told us that the main reason they don't go to arts events is that they have bad health.

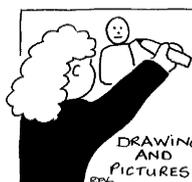
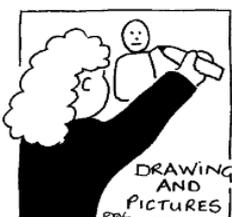
They also told us that they would go to more arts events if they happened closer to their home, they cost less money, or if they had more free time.



### Taking part in arts activities

The Taking Part survey tells us that disabled people take part in arts activities much less than non-disabled people do.

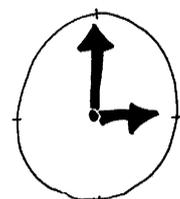
Craft, literature, visual arts and media have the highest amount of disabled people taking part.



Festivals have the lowest number of disabled people taking part.

Disabled people told us that health and access are the main reasons that they don't take part.

They also told us that they would take part in more arts activities if they felt healthier, had more free time, or if the activities happened closer to where they lived.



In another report (The Goss Consultancy Report 2007), disabled people told us that physical access, customer care and other peoples' attitudes were the main things which stopped them from taking part in arts activities. Arts Council England are working to make sure the organisations they fund fix these problems by giving them training in 2008/09.



## THE ARTS ORGANISATIONS WE SUPPORT - our sponsored bodies



### Arts Council England

Arts Council England develops the arts in England. It has 9 offices around the country.



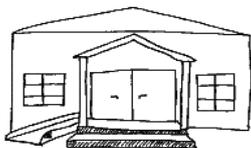
It gives out Government money and money raised from the National Lottery to artists and arts organisations.

### Grants for the Arts (GftA)

Grants for the Arts are grants for individuals, arts organisations and other people who use the arts in their work.



In 2007/08, 2.5% of the grants for organisations were given to disability-led organisations and 6.8% of of the grants for individuals were given to disabled artists.



### Regularly Funded Organisations (RFOs)

Arts Council England gives money to around 880 arts organisations on a three-year basis so that they can produce good quality arts activities for the public.



In 2007/08, 6 of these organisations were led by disabled people according to the definition that the Arts Council uses – Shape, Graeae Theatre, Heart 'n' Soul, Full Circle Arts, North West Disability Arts Forum and Dada South.

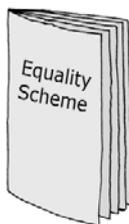
62 of the 880 organisations spend half of their time on projects which involve disabled people.



In 2006/07 Arts Council England had 905 applications for money from arts organisations – in these organisations 2% of permanent staff and 4% of board members were disabled.

According to the 2007 Footprint Report around 12.6% of the people working in the arts are disabled.

## PROGRESS – What our arts organisations are doing to make what they do better for disabled people



The Arts Council has a national Disability Equality Scheme (DES) and a main action plan. It also has disability action plans for each of the 9 regions.



To write their Disability Equality Scheme, the Arts Council involved over 200 disabled people and set up an arts sector reference group.

The Arts Council also involves disabled people in its Equality Impact Assessments.



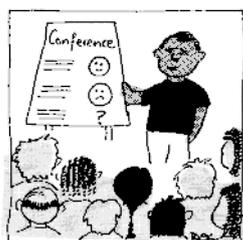
By the end of 2008, all Arts Council staff will have had disability equality training.



### Cultural Leadership Programme

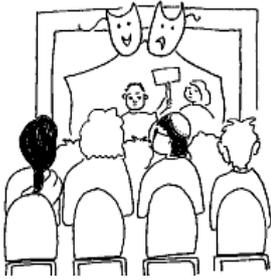
The Cultural Leadership Programme (CLP) is a programme which helps people become leaders of arts and cultural organisations.

It is running some projects to support disabled people to become leaders:



- the **Disability Action Learning Intelligence hub (DALI)**, which looks at disability leadership through action learning.
- **High Time**, a conference in January 2008 which brought together a range of disabled and Deaf leaders from the arts and cultural industries.
- **Sync**, provides information about leadership development in ways that are accessible and relevant.





## CASE STUDY: “SEE A VOICE PROJECT”

See a Voice is a joint project between STAGETEXT who provide captions in theatres, and VocalEyes, who do audio description for arts events.

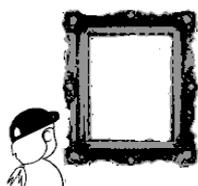
This helps make theatres more accessible to people with sensory disabilities.

The See a Voice project has been given money by the Treasury’s Invest to Save budget (£725,000) and the Arts Council’s Grants for the Arts National Activities (£300,000).

This means that STAGETEXT and Vocaleyes can make their services cheaper so that more **assisted performances** happen and more deaf, partially sighted and blind people can enjoy the theatre.

There are 26 venues/organisations currently signed up in (London North, London South, Birmingham, Liverpool, Keswick, Newcastle, Suffolk/Essex and Oxford).

## NEXT STEPS

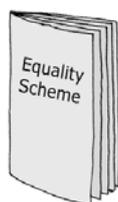


### **Arts Council Equality Scheme and Advisory Groups**

The Arts Council's Disability Equality Scheme involved an arts sector reference group which does research into what issues disabled people in the arts experience.



The Arts Council has also set up national and regional Independent Disability Advisory Groups (IDAGs) which will tell them about the issues which disabled people face.



The Arts Council are asking their RFOs (the organisations they give money to) to have disability equality action plans in place by 2010. The Arts Council will give them training and support to be able to do this well.



### **Arts Council Deaf Arts Strategy and Disability Arts Strategy**

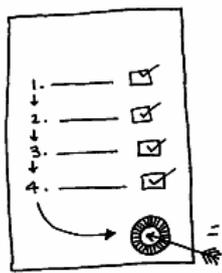
The Arts Council is writing a plan for Disability Arts and a plan for Deaf Arts to make sure they encourage deaf and disabled people to get involved in the arts.



### **Diversity Network**

In March 2008 a Diversity Network was set up by 10 large and small arts organisations.

They will look at how they can make the arts more inclusive for everyone – including disabled people.



### **DCMS Culture Strategy**

The Department's new Culture Strategy is a plan for how we will work in partnership with local authorities, voluntary and amateur arts organisations and broadcasters.

This will make sure that we support other arts and culture activities which involve local people in different areas.

## CHAPTER TWO: ARCHITECTURE AND THE HISTORIC ENVIRONMENT SECTOR



### What do we do?

The Department for Culture, Media and Sport is in charge of the historic environment in England – things like old historic places and buildings and statues.

Our job is to make sure these old buildings and places are protected so that people can visit them and learn about our history.



We are also in charge of how new buildings which are open to the public look through the Better Public Buildings project.



### Why do we do it?

We think that our historical places and buildings make England a better place to live.

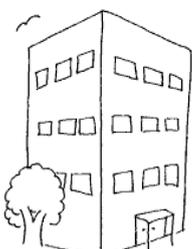
We want new buildings to look nice and make the people who visit them feel excited and welcomed.



We want to involve everyone in how our cities and towns look and how buildings work for people.

We want all places and buildings to be accessible to everyone.

## GETTING INVOLVED IN ARCHITECTURE AND HISTORIC PLACES



Architecture means the style which buildings are built in, how they work inside and how public spaces are designed - we are all involved in architecture when we see different buildings.

People visit old and new buildings to look at their architecture.



Our historic buildings and places are open to the public and lots of people visit them to learn about our history and our past.



Disabled people usually have to pay a reduced rate but their supporters can get in free.

People tell us that their health and not having their own car stops them from getting involved in historic buildings.

## THE ORGANISATIONS WE SUPPORT - our sponsored bodies



The Department for Culture, Media and Sport gives money to organisations who look after our historic places and buildings.



### English Heritage

We give money to English Heritage (EH) – they look after all of England's old buildings and places for the Government.



English Heritage works in partnership with other Government departments, local authorities and other organisations to make sure people can visit our historic buildings and places so they can learn about our past.



### The Commission for Architecture and the Built Environment (CABE)

CABE is the department which works with the Government on architecture and how cities and towns are designed.

They give advice to people and organisations who are making new buildings or public spaces – so they can work really well and fit in with the other buildings.



### Heritage Lottery Fund

The Heritage Lottery Fund (HLF) gives out money from the National Lottery to organisations which look after our old buildings and places.



### The Churches Conservation Trust (CCT)

CCT looks after old churches and religious buildings which are not used as churches any more.

It repairs them and opens them for visitors.



## Historic Royal Palaces (HRP)

HRP looks after the five historic royal palaces (the Tower of London, Hampton Court Palace, the Banqueting House, Kensington Palace and Kew Palace) and the things inside them.

### PROGRESS – What our organisations are doing to make what they do better for disabled people



#### English Heritage

English Heritage Disability has a Disability Action Group which wrote their Disability Equality Scheme (DES). The group includes people from RNID, RNIB, SCOPE, MIND and People First. The DES is available in easy read on their website.

English Heritage has a Commissioner who is in charge of making everyone aware of diversity.

People who apply for jobs with English Heritage can do their applications in different ways. They are supported to tell English Heritage if they are disabled so they can have the right equipment to help them do their job.

They are working with People First to find jobs for disabled people at historic sites.

English Heritage has trained 60 of its Managers to make sure that they take the needs of disabled people into account when they plan things like signs for old buildings.

The English Heritage Customer Service Team is going to set up a 'mystery shopper' project to make sure disabled people are getting the right information which helps them to visit historical sites.

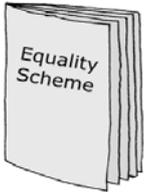
English Heritage has looked at the access at all of its offices and it will put the reports on its website by the end of 2008.





## **Commission for Architecture and the Built Environment (CABE)**

CABE works hard to make sure all buildings and public spaces are accessible and enjoyable for everyone.



CABE is writing an Equality Scheme which will include what it will do to make sure it thinks about disabled people when it plans its work – and how it will encourage other people to welcome disabled people.



CABE has an internal advisory group – the Inclusive Environment Group – which looks at physical access issues and how it can design spaces which welcome everyone.

Two CABE commissioners have told us that there are disabled.

CABE aim to make all buildings and public spaces accessible to everyone.



CABE is helping the Olympic Delivery Authority to make sure that the 2012 Olympic Games, Paralympics Games and other developments (like sports centres and buildings, transport) are fully accessible.



## **Churches Conservation Trust (CCT)**

The Churches Conservation Trust has been making lots of changes to their buildings to make sure they are accessible to disabled people.

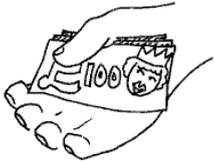


It has also started to make 'podcasts' so that people can 'visit' the churches and buildings via their website:

[www.visitchurches.org.uk](http://www.visitchurches.org.uk)

They will carry on making changes so that more disabled people can visit their churches and buildings.





## Heritage Lottery Fund (HLF)

The Heritage Lottery Fund encourages projects which involve disabled people to apply for its money.

It also asks everyone who applies for its money to tell them how they will make their building or public space accessible to everyone.



HLF has written a guide for organisations called *Improving your project for disabled people*.

By April 2002 HLF had given out 159 project grants to projects led by disabled people or concentrating on disability and heritage = £5,320,880. By April 2007 this increased 534 project grants = £17,194,615



People applying for grants from HLF can get information in different languages and formats and support to fill in the forms.



All of the people who work at HLF have had training on disability issues and around 3% of the staff is disabled.

HLF has a group who make sure all of their plans and their work meet disabled peoples needs and encourage everyone to be treated equally.



## Historic Royal Palaces (HRP)

All Historic Royal Places staff who work with the public have regular disability awareness training.

HRP organises a Disability Access Forum for Hampton Court and Kew Palace and Disability Access Panels for The Tower of London and Kensington Palace. These groups make sure that plans include disabled people.



The HRP also organises regular British Sign Language tours of the Tower of London, Hampton Court Palace and Kensington Palace and provides wheelchairs at most of its places. HRP are writing a guide to the Tower of London for people with Autism.



## CASE STUDY: EDUCATION

1. English Heritage works with a group of young people with learning difficulties at Witley Court.

The group is working there for a year to make a wildlife garden, a nature trail for all visitors and a piece of willow sculpture in the park.

One of the young people who was involved in the project has now got a job there.

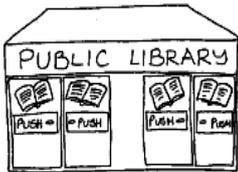


2. English Heritage is paying for someone to work in Liverpool to get more people – including disabled people - involved in heritage and historic environment projects and events.

One of the projects - 'Out of the Shadows' - records peoples experiences and their memories of being treated differently because of their disability, culture or sexuality.



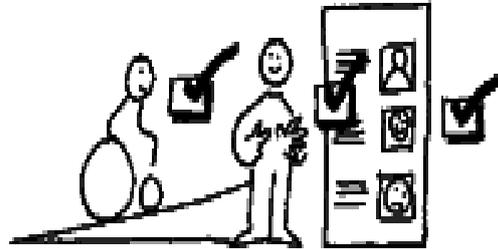
These recordings and memories will be kept in the Liverpool City Record Office so that people can learn about disability and difference.



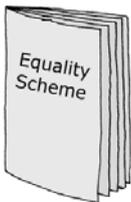
## NEXT STEPS



English Heritage Visitor Services is looking at which old buildings and places are not accessible and what they need to do to improve them.



English Heritage is starting to give out information in different accessible formats.



CABE is working with disabled people on its Equality scheme and will aim to make sure all of its work includes everyone.



CABE is training its staff and the people who advise them on including everyone in what they do.