

Arts Council of Wales

Our plan for helping more people take part in the Arts in Wales



Arty Parky, Bedwellty Park, Head4Arts (image: Ryan Davies)

This document was written by the **Arts Council of Wales**. It is an easy read version of **Strategic Equality Plan 2020-2024**.

March 2021



Cyngor Celfyddydau Cymru
Arts Council of Wales



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How to use this document



This is an easy read document. But you may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what all the words in blue mean on **page 29**.



Where the document says **we**, this means the **Arts Council of Wales**. For more information contact:

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Introduction



We want the arts to be for everyone.



We have done a lot of work in the past to make the arts more equal, but we still need to do more.



The **Black Lives Matter** and **We Shall Not be Removed** campaigns have made this even more important.



We are especially worried about the low number of disabled people and Black, Asian and **minority ethnic** people working within the arts.

Minority ethnic people are people who live in places where most of the other people are a different race.



In 2019 Covid-19 stopped all of our programmes and activities. We want equality to be an important part of how we get back to normal.



We have chosen 5 things to focus on, that will help us make the arts more equal. We have called these our **Equality Objectives**.

Our **Equality Objectives** are important things we must do to make the arts fairer for everyone.



This plan says what we will do over the next 4 years to meet our **equality objectives**.

Equality objective 1



Work with artists, other organisations and people from groups that have not been treated equally.



Why?

These are the best people to help us to change. It will help us understand how to make the arts more equal.



How?

We will talk to these groups and listen and learn. We will record what we learn and how things have changed because of it.



We will show how the artists we work with and people from **protected groups** have helped support the changes we make.



Protected groups are groups of people the law protects from being treated unfairly because of who they are. For example, it is against the law to treat someone differently and unfairly because of their age.

The **protected groups** are:



- People of different ages.



- Disabled people.



- Women who are pregnant or breastfeeding.

- Men and women.

- People who are married or in civil partnerships.



- Lesbian women, gay men and bisexual people.

- **Transgender** people.

Transgender people are people who are born as one sex but are the other sex. For example a person who looks like a man may be a woman on the inside.



- People of different religions.



- Black, Asian and **Minority Ethnic** people.

Actions for 2020 to 2021



We will talk with artists from Black, Asian and **Minority Ethnic** backgrounds. And with people from poorer areas.



We will do this to learn about how we can make the arts fairer for these groups.



We will write a **Covid-19 recovery plan**. This plan will say how we will support the Arts in Wales to stay strong through Covid-19.



Equality will be an important part of this plan. We will ask our member organisations to do the same.



We have a group of people who are responsible for making our organisation equal. We will make this group bigger and more **diverse**.

Diverse means made up of lots of different types of people, from different backgrounds.

Actions for 2021 to 2022



We will make sure everyone can be part of the talks we have with artists and other organisations.



We will work together with other organisations so we can help each other to be more equal.

Long term actions



Keep having important talks with artists from **protected groups**. And keep checking our progress.



Keep telling everyone how we are doing.



Have people from **protected groups** lead on this work.



Carry on with our good work from our last plan.



Our new website means we can show lots of information. And our information on social media is available in different languages. English, Welsh, British Sign Language and some others.

Equality objective 2



Have more people from protected groups work in the arts.

Why?



So that more people from **protected groups** will be part of decisions and progress. We have tried to make our workforce more **diverse** before, but we haven't done well enough.

How?



We will look at information about people from all of our arts events in Wales.



This information comes from the **Arts Portfolio Wales Survey**. We send out this survey to our Arts Portfolio members every 6 months, It help us gather information about arts events and who goes.



Every year we will also look at how well our member organisations have done. We will do this by looking at their **Equality Objectives**.



Our member organisations will have to set their own targets too. And we will check how they are doing.



We will look at information about who we employ and how we employ them.



And we will look at information about how our organisation gets better



We will ask our groups responsible for equality and pay to look at this information.



We will record information about how we buy things and how we get services from others.

Long term plan



We will have twice as many disabled people and people from Black, Asian and **Minority Ethnic** backgrounds working in the arts.



We will prove that the work we have done has helped this.



We will have 3 times as many people from these backgrounds on our teams who make decisions.

Actions for 2020 to 2021



We will employ an **Agent for Change**. Their job will be to make the Arts Council more equal.



We will use this person to understand what people think of our organisation.



We will use this understanding to make changes.

Actions for 2021 to 2022



Help other arts organisations to make changes and make **diversity** more important.



We'll get better at seeing how well the other arts organisations' **equality objectives** work.



And we'll work out the best way to show this information to the public.



We will work on our plans for a programme to help us change, called the **Wales Change Maker Programme**.



We will create a group to help make our meetings less formal, to make them easier for everyone to understand.



When we look at how we spend our money we will think about equality.



We will work with the Welsh Government to help make our workforce more **diverse**. We will do this by signing up to the **Cultural Contract**.



We will ask the other arts organisations we work with to sign up to this as well.



We will check through our plan to help the Broadcasting, Entertainment, Communications and Theatre Union. We will start the **Theatre Diversity Action Plan**.



We will run programmes with other organisations to improve our workforce. Organisations such as **Weston Jerwood** and **Creative & Cultural Skills**. And our **Ffolio** and **Horizons** programmes.



These programmes can help us build a more **diverse** workforce through funding and advice.

Long Term Actions



We will change the way we employ people.



We will work with all our partners and people from **protected groups** to do this.



We will look closely at the way we find people to work for us.



And we will look very closely at the way we interview people.



We will think about the way we train our staff and we will make this better.

Equality objective 3



Make sure everyone in the arts in Wales is paid equally.



Why?

We know that the way people are paid is not equal.

How?



We will look at the way people have been paid by us in the past. Our people responsible for making things equal will look at this.



And we will think about **freelancers**.

A **freelancer** is someone who works for themselves.



We will use surveys to find out more about how people are paid in the Arts in Wales. Especially **freelancers**.

Long term plan



We will have good ways of checking people are paid equally in the arts.



We will support fair and equal pay in the arts across the whole of Britain, especially for **freelancers**.

Actions for 2020 to 2021



We will check how equally we pay people in our own organisation.



If the way we pay people is not equal we will plan ways to change this.



We will talk to artists, other organisations and lots of other people about making pay more equal in Wales.



We will make sure that artists who work for us are given the right amount of pay.

Actions for 2021 to 2022



We will keep working on paying people equally in our own organisation.



We will have a better way of seeing how we pay for things in our organisation.



This will make sure there is fair and equal access to the things we use.



Equality objective 4

Give more money to different artists and organisations so they can show their work the way they want to.

Why?

We know that the way money is given out is not as fair as it could be.



We know that the way people get support in the arts is not as fair as it could be.



We know that the way people get information about help is not as fair as it could be.



How?

We will look at how people can ask for money from us and write reports on this.





We will look carefully at how many people from **protected groups** are included.



And we will see if any of our work from before has helped.

Long term plan



We will be able to show that everyone has access to money from us.



We will show we are supporting more artists and organisations with people from **protected groups**.



We will show this in the projects we fund.

Actions for 2020 to 2021



We will look at the way people apply to get money from us.



And look at the way we decide who to give it to.



This will help us make sure we reach more people in Wales.



Our **Covid-19 Emergency Response Funds** reached more people from **protected groups** than our other programmes.



We will learn from this.



We will use our **Creative Steps Programme** to support art led by Deaf and disabled artists. And to support Black, Asian and **Minority Ethnic** artists.

Actions for 2021 to 2022



We want to help more **diverse** organisations and individuals apply for money.



We will ask people and experts outside of our own organisation to help us understand how we can do this.



We want to understand how we can help these applications to be successful.



We want **diversity** to be part of the way we make decisions.



And we want a better way of seeing where our funding goes and how helpful that funding is.



We'll keep looking at the way we research. We will keep trying to make this better.



We will use more programmes that support arts organisations. These programmes will include **Creative Steps, Unlimited, Sharing Together, and Ramps on the Moon.**

Long term actions



We will keep checking all our work on this.



Equality objective 5

We want the people who go and see art to be more diverse.



Why?

We know that this is getting better, but we want to do more.

How?

We will look at the information we get from our surveys.



This will tell us about who is going to see and take part in the arts.



It will also tell us if any of our work to help this has worked.



The **Audience Agency** collects information about the **diversity** of people who go to see art. We will get information from them.



We will carry on being part of the **Wales National Survey**. This survey collects lots of information, including who gets to see art.



We will collect and look at information about people who took part in the arts during Covid-19. We will use the **Indigo Survey** to help us do this.

Long Term Plan



We will prove that there are more **diverse** people going to see and take part in the arts.



There will be more people from poorer areas going to see and take part in the arts.

Actions for 2020 to 2021



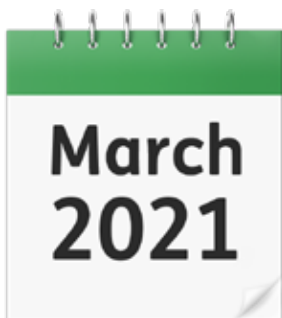
We will use something called the **7 Inclusive Principles for the Arts** to write a **Covid-19 recovery plan**.



This will help us to make sure equality is part of our recovery after Covid-19. And help to make sure disabled people and Black, Asian and **Minority Ethnic** people are treated equally.



We will support work to involve people that have less chance to see and take part in the arts.



We will say how well we have done on this before March 2021.

Actions for 2021 to 2022



Our **Hynt Scheme** is about helping disabled people access theatre and the arts. We will see if Covid-19 has affected this.



We will keep developing our **Hynt Scheme** across Wales.



We will restart our **Night Out Community Scheme**, which helped to pay for art in poorer areas.



We will take what we learn from the first year of this plan to do even more work in the second year.



We run some programmes about the arts, health and learning. We will make sure the way we run them helps us with our aims.



The **Future Generation Act Wales** helps us to make good decisions about equality. We will make sure our Equality and Welsh Language Plan follows this.

Hard words

Equality objectives

Important things we must do to make the arts fairer for everyone.

Freelancer

A freelancer is someone who is paid to work for themselves, not a company.

Minority Ethnic

Minority Ethnic people are people who live in places where most of the other people are a different race.

Protected groups

Protected groups are groups of people the law protects from being treated unfairly because of who they are. For example, it is against the law to treat someone differently and unfairly because of their age.

Transgender

Transgender people are people who are born as one sex but are the other sex. For example a person who looks like a man may be a woman on the inside.