

Easy Read

# Our plan to help more people take part in the arts in Wales

## What we have done so far

### December 2017

Easy read version of the Arts Council of Wales Strategic Equality Plan Updates 2017 – 2021, December 2017 report

April 2018



Cyngor Celfyddydau Cymru  
Arts Council of Wales



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# How to use this document

This is an easy read version. The words and their meaning are easy to read and understand. You may need help and support to read and understand this document. Ask someone you know to help you.

Some words may be difficult to understand. These are in **bold blue writing** and have been explained in a box beneath the word.

If any of the words are used later in the booklet they are shown in **normal blue writing**. If you see words in **normal blue writing**, you can look up what they mean in **Hard words** on page 18.

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# Introduction



We will write reports every 6 months to tell you how we are doing with our plan. This is the first one.



Helping more people take part in the arts is one of the most important things we can do.

We are doing well so far. We have been:



- working with older people who are not usually involved with the arts. This is with **cARTrefu Cymru** and **Age Cymru**.



- supporting artists who are disabled or **BAME**.



**BAME** means a black person, an Asian person or a **minority ethnic person**.

A **minority ethnic person** is someone who lives in a place where most of the other people are a different race.



But we still have a lot of work to do. Not many disabled people do paid work in the arts. Not enough **BAME** people work in the arts in Cardiff.



We must have more disabled people and **BAME** people in top jobs.

## Equality



This report tells you how we are doing with our **equality objectives**.

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

# Equality objective 1

## Make sure people within the arts sector know about equality



We have talked with a lot of people about equality and will keep talking.



At our last conference one of the main subjects was equality and **diversity**. We looked at the best way to involve everyone.



**Diversity** is valuing different people who have different ways of living and culture.



We paid for 2 films about:



- the arts that older people and young people are getting involved in
- working with the arts in communities with people who have a hard life.



After the conference we put these films on Facebook and YouTube.



We ran some training on using the Welsh language. We helped organisations to check how much they use Welsh now. And how they can use it more.



We will keep our **Equal Spaces** document up to date. We will make sure arts people know about it. And know about our **Equality Guide**. They both give information about equality in the arts.



We paid for an instruction booklet to help places include people whose hearing is not good. You can get it on our website.



We are working on a new website. We want it to be as **accessible** as possible.



**Accessible** means everyone is able to use it.

# Equality objective 2



Have different types of people working in the arts

We now advertise our jobs in:



- Stonewall Cymru for **lesbian, gay** and **bisexual** people



**lesbian** women are women who are attracted to other women



**gay** men are men who are attracted to other men



**bisexual** men and women are people who are attracted to both men and women.



- the **Race Council Cymru** for **BAME** people



- the **Chinese in Wales** association.





We ask people applying for a job if they see themselves as disabled.



We found out that there are different ways to say if you are disabled or not.



Some people may not see themselves as disabled but the Equality law says they are. Now we will ask if the Equality law sees them as disabled.



We will have equality and **diversity** training for our staff this year. We are trying to find the best people to do the training for us.



**BBC Wales** and **S4C** are also trying to have more diverse staff. We have joined a group with them to find the best way to do this.

## Creative steps programme



Our creative steps programme supports disability and **BAME** arts organisations. We helped:



Taking Flight Theatre

- **Taking Flight Theatre Company** to learn how to make sure people know about them. Also how to find businesses to support them.



- **Fio**. They use the arts to work with **BAME** young people and those who have a difficult life. We helped them understand what to do to get a big grant.



- **Age Cymru** to carry on using the arts to work with older people.

## Unlimited Programme

**UNLIMITED** ...

The **Unlimited Programme** supports disabled artists and arts organisations in the UK.



This programme gave money for 2 plays to be put on in Wales. 5 people also got money to go on training.



Groups who ask us for a grant must now show us their equality plan. We said no plan no money.



All groups now have equality plans. We help them to check how good they are and see how they could do better.



We will keep doing this and give them training on equality.



We will look at how we make decisions on Lottery funding.



Our **equality guide** and **equal spaces** give a lot of information about doing good work on equality. We will pay for more things to help the arts with equality.

# Equality objective 3

## Make sure all types of people are represented in leadership roles



All organisations who ask us for a grant must now show us their equality plan. We expect the plan to say how they will get more **diversity** on their management groups.



We will work with the groups on this. We will have training for them.



We will make sure everyone knows about our **equality guide** and **equal spaces**.

# Equality objective 4

## Get different types of people enjoying art



**Hynt** is our disability access card. It makes it easier for people who need some support to go to arts events.



9,500 people have a **hynt** card. People with a hynt card are buying more and more tickets every year. We will keep checking how well the **hynt** card is doing.



We give money to help arts projects to travel around Wales. They must use **accessible** places for this. We will check how well this is going.



We have money to give to help places be more **accessible**. Not many places asked for this money. We will find out why.



Every year arts companies from the UK go to a special event in Italy. This year **Shape Arts** looked at how **accessible** their venue was.



They were in a very old and beautiful place. It was easy for people in wheelchairs to use the place. But there are other things they can do to make it more **accessible**. We will hear what is being done later.

# Equality objective 5

## Get different types of people taking part in arts



We have 2 projects that work with people of different ages:



- Working with older people living in residential homes who usually are not involved with the arts. This is with **cARTrefu Cymru** and **Age Cymru**.



- Creative learning through the arts works with schools. The schools are in places where people are poor. Or have other problems that may get in the way of learning for the children.



Nearly half the special schools in Wales get money for creative learning. We aim to work with all of the special schools in Wales.



We found out what work is already going on with the arts and health.



We found 207 arts projects. Nearly half of them focus on the age of people – older people and young people. Then comes work with disabled people.



This means nearly half of the projects do work with all other people in the **protected groups**.



**Protected groups** are groups of people the law protects from being treated unfairly because of who they are. For example a person who is treated unfairly because they are young.



With this information we are writing a plan for the arts and health in Wales.



We are looking at a project with the Gypsy, Roma and Travelling community in Wales.





We are working with other groups to bring people together from all the arts.



We are looking at the best ways to work with older people for them to be healthy and happy.

# Hard words

## Accessible

Accessible means everyone is able to use it.

## BAME

BAME means a black person, an Asian person or a minority ethnic person.

## Bisexual

Bisexual men and women are people who are attracted to both men and women.

## Diversity

Diversity is valuing different people who have different ways of living and culture.

## Equality objectives

Our equality objectives are important things we must do to make the arts fairer for everyone.

## Gay

Gay men are men who are attracted to other men.

## Lesbian

Lesbian women are women who are attracted to other women.

## Minority ethnic

A minority ethnic person is someone who lives in a place 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 a person who is treated unfairly because they are young.