

Easy Read

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



Elevator, Unity Festival 2016, Hijinx (image: Jonathan Dunn)

This is an easy read version of the Arts Council of Wales
'Strategic Equality Plan 2017 – 2021'



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 29.

Where the document says 'we', this means **Arts Council of Wales**. To get more copies of this easy read version please contact:



Arts Council of Wales
Bute Place
Cardiff, CF10 5AL



Phone: 0845 8734 900



SMS: 07797800504

You will only have to pay the usual price for a message



Email: info@arts.wales



Website: <http://www.arts.wales>



This document was made into easy read by Learning Disability Wales using Photosymbols.

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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 need to do more.



We have found out that people from the **protected groups** are not really taking part.



Protected groups are groups of people the law protects from being treated unfairly because of who they are. For example a woman who is treated unfairly because she is pregnant.

The **protected groups** are:



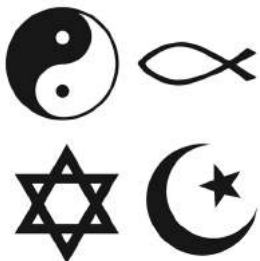
- People of different ages.



- Disabled people. Including people with mental health problems – who need support with their thoughts or feelings.



- Women who are pregnant or breastfeeding.



- People of different religions.



- **Lesbian** women – women who are attracted to other women.



- **Gay** men – men who are attracted to other men.



- **Bisexual** men and women – people who are attracted to both men and women.



- Men and women.



- **Transgender** people.

Transgender people are born as 1 sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman.



- People who are married or in civil partnerships.



- Black, Asian and Minority Ethnic (**BAME**) people.

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.



The **protected groups** need special thought to help them take part in the arts. And to make the arts more fair.



We are especially worried about the low number of disabled people and **BAME** people working within the arts.



In this plan we will talk about our 5 **equality objectives**.



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



We have worked hard to get information about equality in the arts. We have gathered information about equality in the arts through:

- plans and policies
- applications for funding
- reports
- surveys.



We have used this information to choose our **equality objectives**.



This plan says what we will do over the next 5 years to meet our **equality objectives**.

Equality objective 1

Make sure people within the arts sector know about equality



We want people to know about equality issues so they can help us make the arts fairer.



We need to do more to make more people aware of our **equality objectives**.

What we will do



Work hard to give people information about how best to improve equality and diversity.



Ask people their opinions about our work and policies. Especially our work and policies that have an effect on **protected groups**.



Make sure our staff have the skills to promote equality. And are able to talk to and challenge the organisations we support about equality issues.



Make sure our staff have the opportunity to go on training about equality.



Make sure our **Equalities Monitoring Group** keep an eye on how well we are doing with our **equality objectives**.



Make sure everyone checks equality in the same way.

How we will do it



We will keep talking to people and asking them about equality at our events.



We will promote equality in the arts at our national conference.



We will create a new way for checking our work for equality. And we will share the best ways of working on our website, in reports, and at events.



We have written 2 documents called the **Equality Guide** and **Equal Spaces**.

Equality



These documents give information and advice about equality in the arts.



We will share these documents. And support organisations to use these documents to make their work fairer.



We will get advice about making our website accessible. We will make sure we communicate in an accessible way.



We will ask for help and advice on achieving our **equality objectives**.

Equality objective 2

Have different types of people working in the arts



We want our workforce to be as diverse as the people who live in Wales.



There are not many people from the **protected groups** who work within the arts.



There are not many disabled or **BAME** people working in the arts in particular.



We need leaders in the arts to take on more responsibility to make change happen.

What we will do



We will make sure the Arts Council of Wales staff is made up of different types of people.

We will make sure our staff understand equality issues. And that they know how to support the arts to become fairer.



We will focus on getting more disabled and **BAME** people to work in the arts.



We will support the role of **lesbian, gay and bisexual** people. And also people who are **transgender**.



We will make sure disabled and **BAME** artists have the opportunity to create and show their work.



We will help the organisations we support to get different types of people working for them.

How we will do it



We will try new ways of recruiting people to work for us. We will look at how other organisations have recruited different types of people.



We will train staff to become champions for equality and diversity.



We will keep our **Creative Steps Business and Organisational Development Programme** going. This programme supports disability and **BAME** art organisations.



We will make sure we have funding that is for artists from the **protected groups** only.



We will keep supporting the **Unlimited Commissions Programme**. This is a plan to support disabled artists and organisations.



We will look at how the **BAME Artists Development Programme** is working. We will look at how to make it even better.



We are a **Stonewall Cymru Champion**. We are working with Stonewall Cymru to be the best workplace we can be for **gay, lesbian and bisexual** people.



We will keep doing this. This will help us be the best place to work for everyone.



We will make sure the organisations we support have a plan for equality. We will not give them funding if they do not have 1.



We will look at the types of organisations we give funding to. We will see if we need to change who we give funding to, to help make the arts fairer.



We will promote our documents about equality - **Equality Guide** and **Equal Spaces**.

Equality objective 3

Make sure all types of people are represented in leadership roles



There are not many people from the **protected groups** in leadership roles in the arts sector.



We want to get more people from the **protected groups** in leadership roles by 2021.

What we will do

Include equality and diversity issues in the work we do to improve the **Boards** of organisations we work with.



A **Board** is a group of people that makes decisions for an organisation about the work they do and how they are run.

Ask the organisations we support to make sure their **Boards** have different types of people on them.



Make sure organisations that get funding from us promote equality and diversity.



Find and share stories about the best ways to work.



Write a plan for getting different types of people into leadership roles in the arts sector.



Make this **equality objective** one of the most important things to do in 2017.

How we will do it



We will make sure the organisations we support have equality plans before we give them funding.



We want these plans to say what they will do to get different types of people on their **Boards**.



We will support organisations to get different types of people on their **Boards**.



We will look at how we choose organisations to give funding to. We will think about whether this needs to be changed to help get different types of people as leaders.



We will make sure people know about our **Equality Guide** and **Equal Spaces** document.



We will work with other organisations on a plan that focuses on equality in arts leadership.

Equality objective 4

Get different types of people enjoying art



There have been more art events aimed at disabled people.



But the number of disabled people attending art events goes up and down.



There have been more art events aimed at **BAME** people too.



But the number of **BAME** people going to art events has gone down.



We think the numbers go up and down depending on the work we are doing at the time.



Sometimes we focus on disabled and **BAME** people and the numbers go up.



This is the same across all the **protected groups**.



We want to make sure all different types of people enjoy art all of the time.

What we will do



Do work aimed at disabled and **BAME** people to get more people from these groups enjoying art.



Do work aimed at older people get more older people enjoying art



Make sure we fund events that lots of different types of people can enjoy.



Make sure the organisations we support are getting people from **protected groups** involved in their art.



Set targets that everyone can work towards to get more people from different groups taking part.

How we will do it



We have a disability card scheme for art venues. It is called **Hynt**.



Hynt makes it easier for people who need some support to go to arts events.



We will keep **Hynt** going and keep checking how well it is working.



We give some art venues funding to help them do their work. We have been trying to improve access to art venues through this funding.



But not much has happened with this yet. We will get feedback from the venues and think about what else we can do.



We will make sure the organisations we support have a plan for equality. We will not give them funding if they do not have one.



We will use these plans to see if jobs in the arts are equal.



We will check what work the organisations are planning to do to make their work fairer. We will support them with this work.



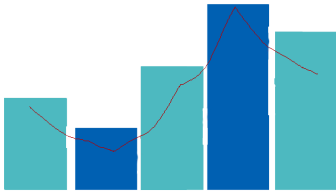
We will use our funding information sessions to learn about equality issues. We will make sure people from **protected groups** attend these sessions.



We will make sure people know about our **Equality Guide** and **Equal Spaces** document. They give information and advice about equality in the arts.

Equality objective 5

Get different types of people taking part in arts



The number of different types of people taking part in our art sessions goes up and down.



We are worried about the low number of **BAME** people taking part.



The numbers go up and down depending on the work we are doing at the time.



We need to look at what exactly makes the number of people taking part go up and down.



When we understand this, we will know what we need to do.



Then we can work to get more disabled and **BAME** people taking part in the arts.

What we will do



Do work aimed at disabled and **BAME** people to help them take part in art.



Do work aimed at older people to help them take part in art.



Do work aimed at children, young people and families to help them take part in art. Especially children, young people and families from poor areas.



Make sure the organisations we support are getting people from **protected groups** involved in their art.

How we will do it



We will keep our work that targets these groups going.



We have a project called **Creative Learning through the Arts**. This work is aimed at children and young people.



We have a project called **cARTrefu Cymru**. This work is aimed at older people living in residential homes.



We have started work on a plan for **Arts and Health in Wales**. We think this is really important. We think this work will also help us reach people from **protected groups**.



We give some art venues funding to run. We have been trying to improve access to art venues through this funding.



But not much has happened with this yet. We will get feedback from the venues and think about what else we can do.



We will make sure the organisations we support have a plan for equality. We will not give them funding if they do not have 1.



We will support them to meet the aims of their equality plans.



We will use our funding information sessions to learn about equality issues. We will make sure people from **protected groups** go to these sessions.



We will make sure people know about our **Equality Guide** and **Equal Spaces** document. They give information and advice about equality in the arts.



We are working on starting a project to get more Gypsy, Roma and Traveller people taking part in the arts.

Hard words

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.

Bisexual

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

Board

A Board is a group of people that makes decisions for an organisation about the work they do and how they are run.

Gay

Gay men are men who are attracted to other men.

Equality objectives

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

Lesbian

Lesbian women are women who are attracted to other women.

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.

Transgender

Transgender people are born as 1 sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman.