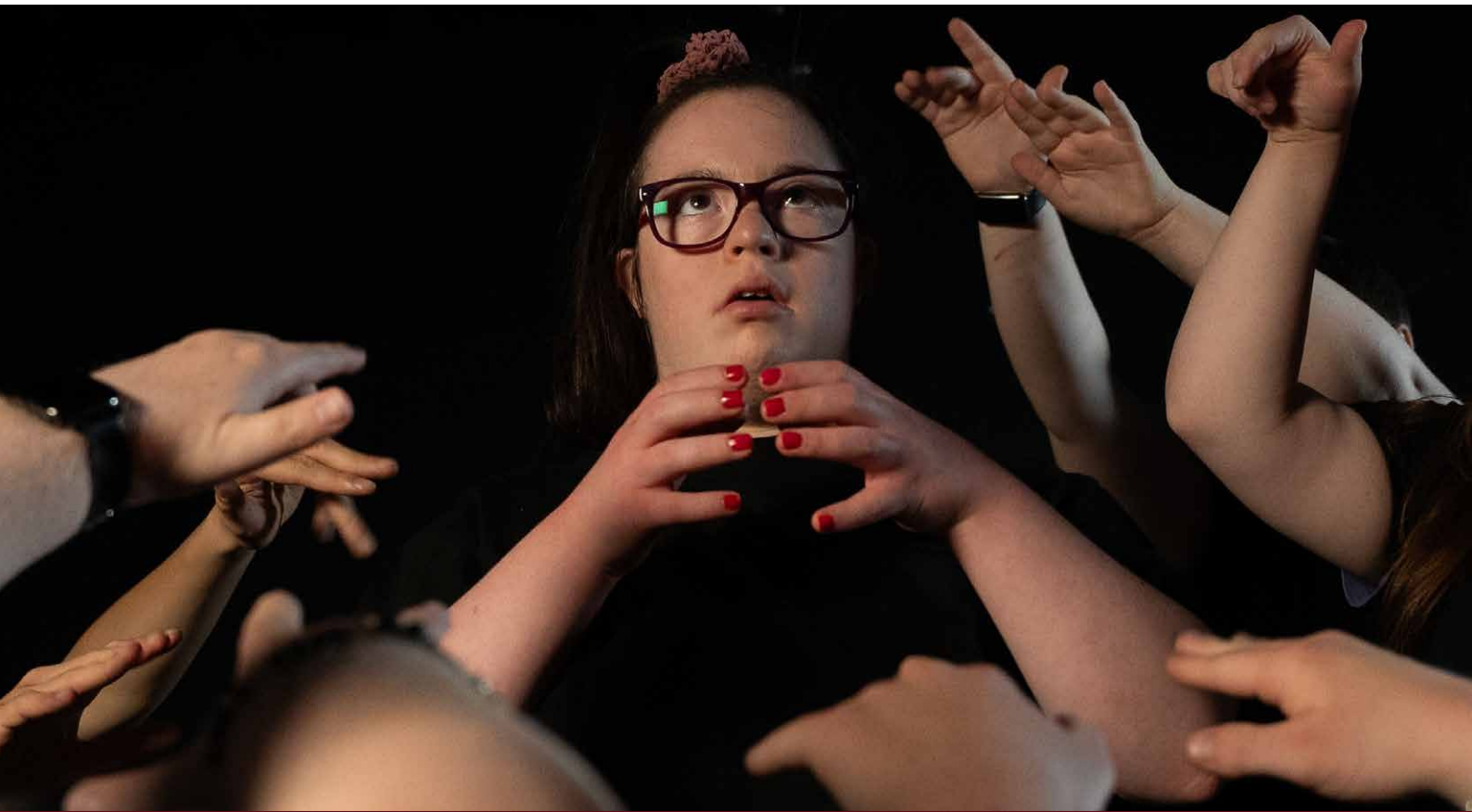


# Our Strategic Equality Plan

What we will do to make sure people are treated fairly

Our plan for 2024 to 2028



This document was written by the Arts Council of Wales. It is an easy read version of 'Arts Council of Wales Strategic Equality Objectives 2024-2028'.

September 2024



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# How to use this document



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

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# Arts Council of Wales and treating people equally and fairly



We believe everyone should be valued and treated well.



This is a plan about what we will do to make sure people are treated equally and fairly, according to their needs.



It is the law that we have a plan about equality. But it's also a really important part of our work.



We want Wales to be a place that is creative. And to recognise the creativity of all people in Wales.



This is our plan about what we will do to make the changes needed. And to reduce the difficulties that many groups of people face. So everyone has the chance to be involved and be creative.



Our last plan about equality ran from 2020 to 2024. We did a lot of work, but Covid stopped us doing as much as we wanted to.



We promise to do all we can to achieve this plan. And to make sure everyone can be fully involved in the arts.

# Our goals



We have 4 big goals. We call these our **Long Term Objectives**. We will now talk more about each of these.



**1. We will involve people from all backgrounds in all of our work.**



We will make sure people are treated fairly and give them the support they need.



We will collect information about the work we do. We will report on the difference it has made.



Our Executive Leadership Team is responsible for achieving this goal. They will report to the Arts Council about it.



**2. Make sure we employ people from a range of backgrounds and needs.**



We will also work to make sure people are paid fairly.



We will keep checking how we recruit staff. And supporting with training and development.



There is a lot of work to be done here.



We will collect information from organisations we fund every year about these issues. And we will check the work we are doing and report on it.



Our Executive Leadership Team is responsible for this goal. They will report to the Arts Council about it.





**3. We will make sure artists and organisations from a range of backgrounds are funded and supported.**



We have learnt that there has been progress here. For example, with accessing funding from the Lottery. But more work is needed.



We will collect information and report on this.



Our Executive Leadership Team is responsible for this goal. They will report to the Arts Council about it.



**4. We will make sure people from different backgrounds can be involved in the arts.**



We have made some progress with this. But there are many communities in Wales we have not reached yet.



We will collect information about this work from organisations that we fund. And from people using the arts from a range of groups and needs.



Our Executive Leadership Team is responsible for this goal. They will report to the Arts Council about it.