

Our work on equality from 2023 to 2024

What we did to reach our goals



Photo by: Polly Thomas

This document was written by the **Arts Council of Wales**. It is an easy read version of 'Annual Report 2023-2024 Strategic Equality Plan 2020-2024'.

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Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 24**.



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Equality and us



We are the Arts Council of Wales. We give money to support the arts in Wales.



In Wales the law says organisations like us must support **equality**.

Equality means treating people equally and fairly.



This work is important to us. We want the arts to be for everyone in Wales.



This report is about the work we did for **equality** in 2023 and 2024.



Some people do not get involved in the arts as much as others.



We want to help everyone make, watch, and work in the arts.

Our equality plan



In 2020, we made a big plan about what we would do about **equality** from 2020 to 2024. This plan has **5 main goals**. They are:



1. Work with others and communities. Learn from them.



2. Make sure more people working in the arts are from groups with **protected characteristics**.

Protected characteristics are to do with a law about treating people equally and fairly. Some groups of people may be treated unfairly because of things like:

- Age
- Disability
- Gender
- Being pregnant or having a baby
- Race
- Religion or belief
- Sex
- Sexual orientation
- Being married or in a civil partnership.



3. Work to make sure people are paid equally and fairly.



4. Help more **diverse** people get funding to make their own art.

Diverse means we are not all the same. For example, people:

- Come from different backgrounds and cultures.
- Have different abilities.
- Believe different things.



5. Make sure more **diverse** people can join in the arts.



We also said we would work hard to support people to get more involved. Especially from these groups:



- People from **ethnically diverse** backgrounds

Ethnically diverse mean people who come from countries or cultures that are not white or British. Or their families have come from them.



- Deaf



- Disabled



- **Neurodivergent**

Neurodivergent means some people's brains work in different ways. For example, **neurodivergent** people may process information differently and have different skills.

What we did from 2023 to 2024

Arts Investment Review



This was a big piece of our work. It was made to look at how we are doing towards improving **equality**.



We found that a lot more people applied for funding. And many more received funding.



This is because we changed how we receive applications. We included audio and film. This made it easier for people to apply with different needs.



We now have much more **diversity** in the arts in Wales. For example, from organisations like Fio, Urban Circle, Taking Flight and others.



We also found more things we need to do to improve. This includes having more disabled artists in theatre in Wales. We have given 1.4 million pounds towards this.



We also thought a lot about communities across Wales. We have given funding to different communities. For example, Newport, Wrexham, Pembrokeshire and others.



But there are still areas we need to give more funding too. We promise to work with more local councils in Wales.



Many organisations thought a lot about the experiences of **diverse** groups of people in their applications. These stood out as the best. Especially when they thought about people with more than 1 need.



Creative Steps

This is a big fund that supports **diverse** artists and arts organisations.



8 organisations and 63 artists received funding through this scheme.



Widening Engagement Action Plan

This is a plan running from 2022 to 2025. Some of the work carried out has been:



- Making sure more **diverse** voices are heard.



- Making sure places like museums talk about the bad things that have happened in the past. For example, slavery.



- Making sure people are included from **diverse** backgrounds.



- Research to make rules about accessing arts venues and museums. Some films were made about this by UCAN Productions and Owls Productions.

Hynt



Hynt is a scheme that allows people with access needs to take support to arts venues and events.



By January 2024 over 31 thousand **Hynt** cards had been given out.

Agent for Change Report 2021 to 2024



This was year 3 of the **Agent for Change** role. The work of the **Widening Engagement Action Plan** is checked as part of this job.



They have also been supporting Black musicians. And supported musicians through a programme called **POWER UP**.



LEMFRECK is an artist who has been supported as part of this.



A group has been set up to support this work in the future. It is called the **Welsh Black Music Action Group**.

Arts Portfolio Wales



This is the group of organisations who are funded by us. There are 64 organisations in Wales.



This part is about the people Arts Portfolio Wales employed. This is so we can learn about their **equality** and **diversity**.

They employ nearly 2 thousand people. Out of this number:



- About 130 said they were deaf or disabled.



- About 140 were from an **ethnically diverse** background.



- For **LGBTQ+**, about 200 were lesbian, gay or bisexual. 11 were trans.

LGBTQ+ stands for Lesbian, Gay, Bisexual, Transgender, Queer and other groups.

This is a community of people who share experiences because of who they are and who they love.



- About 400 were aged over 50 years.



- About 270 were aged 16 to 25 years old.



- About 200 had religious beliefs.



- 29 women were pregnant or on **maternity leave**.

Maternity leave means taking time off work after having a baby.



All these numbers are lower than in other years.

Who we gave money to



We funded projects for Deaf or disabled people. They got more funding than the year 2022 to 2023.



We funded projects for **ethnically diverse** people. Funding was less than last 2022-2023.



Children and Young People projects also had funding. But it was less than they had in the year 2022 to 2023.



Older People projects received about half of Children and Young People. But they got more than the year 2022 to 2023.



Projects for **LGBTQ+** people had less funding. But they got more funding than the year 2022 to 2023.



Over half of people receiving funding were women. But they got less money than the year 2022 to 2023.



Men got more money than the year 2022 to 2023.

About our team



This is information about staff who work for us.



We changed our **equality** form. It no longer asks what type of disability someone has.

Gender and relationships



About 7 in 10 staff were female. About 3 in 10 staff were male.



Some people chose **non-binary**, **other** or **no response**.

Non-binary means a person whose gender does not match usual ideas of what is male and what is female.



Fewer people were married than in most other years. And fewer people said they were single.



Slightly fewer people described themselves as **heterosexual** compared to other years.

Heterosexual means a woman who fancies and loves men or a man who fancies and loves women.



We have not included numbers for people who are **LGBTQ+**. This is because the numbers are small, and people may not want to be identified.

Nationality



The same number of people as last year said they were Welsh. Slightly more than last year said British. About 10 in 100 people said **Other**. Some did not answer.



Religion

More people chose Other as the type of religion. Less people said Christian than last year. Many people did not give this information.



Disability

Most people did not want to answer the question asking about being disabled. Of those who did answer, slightly less said yes than last year.



Age

The most popular age range for staff is between 40 and 49 years old. This is the same as other years.



People under 20 make up the lowest number of staff ages. There are similar numbers for over 60s.

Pay



The rates of pay for male staff and female staff can be confusing. It looks like male staff tend to earn more money than female staff.

But, this is because of 2 reasons:



- There are many newer female staff. All new staff start on a lower salary. This increases over time.



- There are many part-time female staff. This makes it look like more women earn less.

Strategic Equality Committee



This is a group of our workers that check the work we are doing on **equality**.



They check if we are reaching our goals and report on what we have done.



The group were not able to meet this year, for many reasons. So, the Chair of the group checked the progress we were making and wrote a report.



We also check we are following a law called the **Public Sector Duty**. There are rules here for treating people equally and fairly.



We have worked closely with many organisations to help improve **equality** together. We want our work to make a big difference in the future.

Hard words

Diverse

Diverse means we are not all the same. For example, people:

- Come from different backgrounds and cultures
- Have different abilities
- Believe different things

Ethnically diverse

Ethnically diverse mean people who come from countries or cultures that are not white or British. Or their families have come from them.

Equality

This means treating people equally and fairly.

Heterosexual

This means a woman who fancies and loves men or a man who fancies and loves women.

LGBTQ+

LGBTQ+ stands for Lesbian, Gay, Bisexual, Transgender, Queer and other groups.

This is a community of people who share experiences because of who they are and who they love.

Maternity leave

This means taking time off work after having a baby.

Neurodivergent

Neurodivergent means some people's brains work in different ways. For example, neurodivergent people may process information differently and have different skills.

Non-binary

Non-binary means a person whose gender does not match usual ideas of what is male and what is female.

Protected characteristics

Protected characteristics are to do with a law about treating people equally and fairly. Some groups of people may be treated unfairly because of things like:

- Age
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