

Easy Read

Widening engagement

Our plans to make the arts more popular



This document was written by the Arts Council of Wales. It is an easy read version of 'Widening Engagement Action Plan 2022-2025'.

January 2022

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 18**.



Where the document says **we**, this means the **Arts Council of Wales** and the **National Museum Wales** - **Amgueddfa Cymru**. For more information contact:

Website: arts.wales

Phone: 03301 242733

Contact us: arts.wales/about-us/contact-us



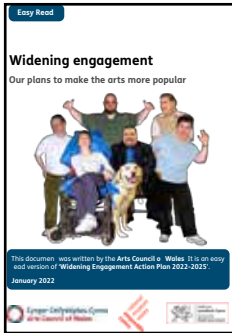
This document was made into easy read by **Easy Read Wales** using **Photosymbols**. To tell us what you think about this easy read version, please [click here](#).

Contents

Page

About this document.....	4
Introduction.....	5
Our goals.....	6
What we plan to do.....	9
Our staff.....	9
Cultural democracy.....	10
Welsh language.....	11
Accessible services.....	12
Staff training and skills.....	13
Telling people about our work.....	14
What we have done so far.....	15
Hard words.....	18

About this document



In this document we talk about **deaf and disabled people**.



The terms **deaf and disabled people** include people with any disability. Including a learning disability.



In this document we talk about **diverse** communities.

Diverse means we are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.



The term **diverse** communities includes all the different communities we have in Wales.



For example, communities with black and non-black people of colour. Or gay communities.

Introduction

national
museum
wales
amgueddfa
cymru

Cyngor Celfyddydau Cymru
Arts Council of Wales

We are the **Arts Council of Wales** and the **National Museum Wales - Amgueddfa Cymru**.



We did a big project in August 2021.



We wanted to find out why the arts are not popular with some groups of people.

We talked to lots of different people. For example, we talked to:



- deaf and disabled people
- black and non-black people of colour working in the arts
- people living in poorer communities.



This document is about what we found out. And our plans to make the arts better.

Our goals



We found out that the Welsh arts are not **inclusive** and **accessible** enough.



Inclusive means everyone can take part, and everyone has a fair chance.

Accessible means it is easy to go somewhere. And to get around. It also means something is easy to understand.



We want to change this.



We want to get rid of **discrimination** in the arts.



Discrimination is when you are treated badly or unfairly because of your sex, race, religion, disability, or sexual identity.



We want **everyone** to be able to enjoy the Welsh arts.



We want **everyone** to have a say in Welsh arts and events.



Our work follows the Welsh Government's law called the **Wellbeing of Future Generations Act (Wales) 2015**.



This act is about building a better, stronger, and fairer Wales. Now and in the future.



You can find out more about this act by clicking [here](#).



Llywodraeth Cymru
Welsh Government

We will work closely with the **Welsh Government**.



We will action our goals between 2022 and 2025.

What we plan to do

Our staff



We will recruit more **diverse** staff. Especially in leadership jobs.



We will make it easier for people from **diverse** communities to get a job with us.



Having more **diverse** staff will help us to understand **diverse** communities better. And what their lives are like.



We will not put up with **discrimination** in the Welsh arts. For example, against disabled people. Or against gay people.



We will make sure our **diverse** staff feel safe and included at work.

Cultural democracy



Cultural democracy is when everyone has a say in local arts and cultural events.



This includes **diverse** communities.



We will make sure everyone has a say in the arts. And where and when events happen.



We will make it easier for **diverse** groups to get money for their arts projects.



We will make it easier for **diverse** groups to create events that interest them. And their communities. For example, events in schools about black history.

Welsh language



We want everyone to feel proud of the Welsh language.



We want the Welsh language to be included in the Welsh arts. And in all public services.



We will make sure Welsh speakers feel included in the Welsh arts.



We will help more people in the arts to learn and use Welsh.



We will support people to use Welsh and learn Welsh.

Accessible services



We will make the Welsh arts more **accessible** and **inclusive** for everyone.



This includes **deaf and disabled people**.



We will use British Sign Language in all our public work.



We want British Sign Language to become the third language in Wales.



We will create resources in ways that everyone can understand. For example, in Easy Read. And in different languages.



We will use technology to make the arts more **accessible**.

Staff training and skills



We want the arts to feel safe and **inclusive** for everyone.



All our staff will have training on:

- how to be more **inclusive**
- how to avoid **discrimination**
- **equality**

Equality



Equality means treating people fairly.



This training will be for all staff. Including leadership staff.



We will not put up with **discrimination** in the arts.



We will help more young and **diverse** people to start working in the arts.

Telling people about our work



We want more people to know about us. Especially people from **diverse** communities.



We will change how we communicate so more people hear about us. And more people understand what we do.



We will work more closely with **diverse** communities. For example, with deaf and disabled groups. And with black and non-black people of colour.



We want to show people that we are fully **inclusive**.



We want to show people that they can trust us.

What we have done so far

We have already started working on our plans. For example, at the **Arts Council of Wales**, we are:



- Helping organisations led by deaf and disabled people. Or led by people from **diverse** communities.



- We have hired a Welsh Language Enabler to support the use of Welsh throughout our organisation and work.



- Helping the arts to be more **inclusive** for disabled people and their carers. For example, using the **Hynt card** gives carers and personal assistants free access to events.



- Working with schools so people can learn more about black history in Wales.



- Making it easier for organisations to get arts **funding**. **Funding** is money that organisations can get to help them do their work.



- Taking on more **diverse** staff.

At the **National Museum Wales - Amgueddfa Cymru** we are:



- Making a new plan for our whole organisation and all our work. It will focus on our commitment to the ideas in this plan.



- Being more **inclusive**. And making it easier for **diverse** people to come and work for us.



- Working on exhibitions about **diversity** and black history.



- Making sure our collections belong to the right people.



- Doing more to include young people in our work. Especially young people who normally would not visit museums.



- We are working on projects for older people. In partnership with the Older People's Commissioner, Alzheimer's Society, Innovate Trust and care home providers.



- Making our museums more **accessible**.

Hard words

Accessible

Accessible means it is easy to go somewhere. And to get around. It also means something is easy to understand.

Discrimination

Discrimination is when you are treated badly or unfairly because of your sex, race, religion, disability, or sexual identity.

Diverse

Diverse means we are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.

Equality

Equality means treating people fairly.

Inclusive

Inclusive means everyone can take part, and everyone has a fair chance.