

Easy Read



Cyngor Celfyddydau Cymru
Arts Council of Wales

Arts Council of Wales Creative Steps

Money to support organisations led by people
from diverse backgrounds



This document was written by the Arts Council of Wales. It is an easy read version of **Creative Steps** for organisations.

October 2022

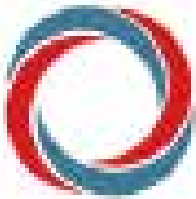
How to use this document



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 20**.



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

E-mail: creativesteps@arts.wales

Phone: 03301 242733

Website: 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](#).

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Introduction



Creative Steps is the name of a new National Lottery Arts Funding Programme.



Creative Steps is money for organisations led by people from **diverse** backgrounds.

Diverse means we are not all the same. People come from different backgrounds. They:

- Have different abilities
- Believe different things
- Have different sexual identities
- Make different choices about how they live their lives
- Are different ages.



This document tells you how to apply for this money as an organisation.



This document will help you to do a good funding application.



Creative Steps is not for creating and doing arts projects. Please go to our website for more information about our [other funding for arts projects](#).

About Creative Steps for organisations



We know that we are not working enough with organisations led by people from **diverse** backgrounds.



And we know that people from **diverse** backgrounds have not been able to get our funding easily in the past.



We must support these organisations so we can get more artistic work created by **diverse** artists

We define **diverse** backgrounds as:



- Anyone from the African, Asian, Caribbean, Hispanic, Eastern European, Latino or Middle Eastern communities in Wales.



- Anyone who sees themselves as being from an ethnic group that is not only White.



- Anyone from Gypsy, Roma, and Traveller Communities.



- Deaf people and people with hearing loss.



- Disabled people.



- **Neurodiverse** people

Neurodiverse people are people whose minds work in different ways.



- People who have faced **racism** or **discrimination**.

Racism is unfair or nasty treatment of people because they belong to a particular race.



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



It is important to us to fund projects that help make sure Wales is a fair and equal place to live.

The Social Model of Disability



To understand disability we use ideas called **The Social Model of Disability**.



The **social model of disability** says that the way society is run can stop disabled people from doing things non-disabled people do.



We believe society needs to change to make sure things within it are run so everybody can use them.

How can we help and what can you apply for?



We want to help you with your ideas. And guide you through applying for **Creative Steps** funding.



We can be flexible about what we give you money for. And how much we can offer you.

We can help you apply for funding by:



- Helping you come up with a plan for the funding that will best meet your organisations' needs.



- Supporting you to get help from someone. Like an Arts Council Office or Arts Associate. We could also help you pay for a professional from outside of the Arts Council to help you. For example, someone to help you with marketing or business planning.



- Helping you write your application. For example we can support you to send us your application in a different way – like through a video, instead of in writing.

Your project could be things like:



- Developing the resources and skills your organisation needs. For example, a website, managing money and fundraising.



- Setting up groups with other organisations to learn together and from each other.



- Working with a professional to support you to find new ways of working as an organisation.



- Making your organisation more professional.

Who can apply

Creative Steps is for organisations that:



- are based in Wales



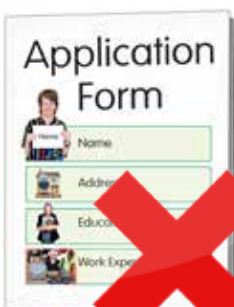
- are led by **diverse** people. This means over half of your managers and board should be from **diverse** backgrounds



- want to or already do provide arts activity for people



- are ready to develop further. We want **Creative Steps** to help you achieve your long-term goals. If you are not sure about this, you can talk to us.



Organisations in our **Arts Portfolio Wales** will **not** be able to apply. Our **Arts Portfolio Wales** is a group of organisations we support and give money to each year to help them run.

How much can you apply for



You can apply for between **£500** and **£250 thousand**.



Before you apply for the big amount, you need to develop your business:



- You can apply for a **small** amount of up to **£10 thousand** to pay people to advise and support you to develop your business.



- You can apply for more small amounts of money if you need more support or planning.



Your project can be delivered over 3 years.



If you apply for more than 1 year, we will review your work before we agree to money for next year.



We will set clear targets for each year. We will talk about if you have met these targets before we can move on.



We cannot promise to give you money after your project ends. You must find other funding from somewhere to continue with your work.



We can fund most of your project – 90%.



The remaining money must come from somewhere else. Or the rest of the money could be **in-kind** funding.

In-kind funding is resources or support that is worth money. But you do not have to pay cash for it. For example, volunteer time.



We will only pay for **some** staff costs who are involved in developing the business.



If you cannot find funding from somewhere else, we may be able to fund the **total** cost of the project in some cases.



We want everyone to be able to take part in this work.

We may think of giving money for:

- Organisations that want up to £250 thousand over 3 years.
- **Access needs.** For example, we can support you with things like support workers, specialist equipment and interpreters.
- Most of the cost of the project.
- If you do not have money to pay your staff, we may be able to pay their salaries. But you must show us that their jobs are needed for developing your business.

How to apply

Important dates



The deadline for the **Creative Steps** funding is the last day of each month.



The first closing date is **31 December 2022**.



If your application is for up to £10 thousand, please leave **6 weeks** after the deadline date to start your project.



This is the time we need to sort out all the applications and get back to everyone.



If your application is for **over** £10 thousand, please leave **8 weeks** after the deadline date to start your project.



We cannot fund projects that have already started.



If you are successful, we will support you at every step. We will provide you feedback and tell you about funding options for the future.



If you are not successful, we will tell you why. And what could be done next.

Help with your application



Your project should help you achieve your goal.



If you need help with your application or if you are not sure, you can contact us.

Our officers will:



- Talk to you about your ideas. And help you plan how to best meet your creative needs.



- Help you decide how much money you will need for your project.



- Give support and guidance to make an application.



- Support you to submit your application in a different way to writing it. For example, through a video.

What if I have a question?

You can contact us:

- to check if you your organisation is able to get this money
- to check if your project would help us meet our aims
- for help with your application
- for more information about our funding.

You can contact us by:



Email: creativesteps@arts.wales



Phone: 03301 242733
(choose option 1, and option 1 again).



Website form: arts.wales/about-us/contact-us



Twitter: @Arts_Wales_

We will get back to you as soon as we can.

Hard words

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. People come from different backgrounds. They:

- Have different abilities
- Believe different things
- Have different sexual identities
- Make different choices about how they live their lives
- Are different ages.

Neurodivergent

Neurodivergent people are people whose minds work in different ways.

Racism

Racism is unfair or nasty treatment of people because they belong to a particular race.