

Easy Read

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

What we did in 2021 to 2022



This document was written by the Arts Council of Wales.
It is an easy read version of ‘Strategic Equality Plan Annual Report 2021-2022’.

June 2023

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 the words in blue mean on **page 25**.



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

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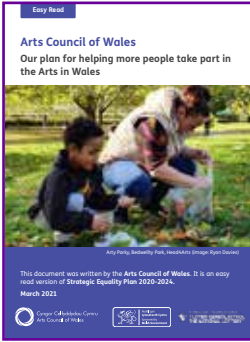
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What this document is about



We wrote the **Strategic Equality Plan** for 2020 to 2024 to help more people take part in the arts in Wales.



This is a report about the work we did on that plan in 2021 and 2022.



We believe that the arts are for everyone.



We want to work with people from **diverse** backgrounds and treat everyone equally and fairly.



Diverse means people from all different cultures, abilities and ways of life.

They:

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

We want the arts in Wales to include:



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



- 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 help make sure Wales is a fair and equal place to live.



We want people from **diverse** backgrounds to have the same chances to take part in the arts as others.

Work affected because of Coronavirus



Most of our activities in 2021 to 2022 were affected because of Coronavirus.



People who have less money, less education and disabled people were most affected.

Our equality plan goals

Our equality plan has 5 goals. These are:



1. Improve our knowledge and experience when working with partner organisations and communities we work with.



2. Employ staff in the arts from **diverse** backgrounds and people with **protected characteristics**.



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

- Age
- Disability
- Black, Asian or Minority Ethnic
- Who they fancy or love
- Being pregnant
- Being married

This is not right. These groups of people must be treated equally and fairly.



3. Make sure people in the arts and artists get fair and equal pay in Wales.



4. Support **diverse** artists and arts organisations to access funding.



5. Make sure there are more **diverse** people taking part in the arts.

The important work we did in 2021 to 2022



We looked at our bigger **Strategic Equality Plan** for 2020 to 2024 again.



Our focus now is how to support people living in poorer communities and how to make this the main goal in our 2022 to 2023 plan.



We published a joint **Widening Engagement Action Plan** with **Amgueddfa Cymru**. [Widening Engagement Action Plan](#)



We started the **Widening Engagement** project in August 2021 to find out why the arts are not popular with some groups of people.



We continue to check if people can access funding. There are many people who have done well and were able to apply for funding.



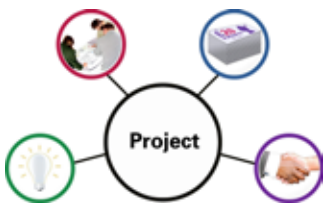
We appointed our **Agent for Change**, Andrew Ogun. Andrew focused on making changes to policies and processes to make work fair and equal.



We continue to support artists and arts organisations who are struggling with the impact of Coronavirus.



We want our equality plan to focus on the lessons we learnt from **#WeShallNotBeRemoved** campaign that talked of how Coronavirus has affected disabled artists and how people are feeling lonely.



We continue to support organisations and people to get involved in the arts through a project called **Creative Steps**.



Many people are now members of **Hynt**. **Hynt** cards help people who need support to go to arts events. We are working with other UK Arts Councils to find out if we can have this card all over the UK.

How we have done

Information we collected in 2021 to 2022



1. Equality and diversity information

We want to check that our rules and policies help us to treat everyone fairly and equally.



We ask all our staff and people applying for jobs to complete the equality, **diversity**, and monitoring form.



We work with the Arts Council's research team and other organisations like Stonewall and the Welsh Language Enabler to use the right words and include more options in the form.

The information we collected shows us that:



- Most staff and applicants said they are heterosexual or straight.



- Most staff and applicants said they were Welsh. The second highest number of people were British.



- Most people said they have no religion. Many staff members did not say about their religion.



- Most of the staff have said their **ethnicity** is either White, White Asian, White British, White English, White Irish, White Other and White Welsh. Most applicants said they are White British, White Welsh or White Irish.

Ethnicity is a person's race or background. For example black, white or Asian.



- We ask our staff to record whether they are disabled. More staff told us about their disability this year compared to last year.



- Most staff and applicants were between the ages of 40 to 49 years old.



- Male staff get slightly higher pay than female staff. But with the pay going up every year more women will reach the top of their salary grade.

Our Arts Portfolio Wales 2021 to 2022



2. We have more people with protected characteristics as employees and members of our Board.



We are working with more disabled people and those from culturally and **ethnically diverse** backgrounds.



There are more young people working in the arts.



More of our Board members are from **protected characteristic** groups.



We are working with more people who are **gay, lesbian, or bisexual**.



People who are **gay** and **lesbian** fancy and love people who are the same sex as them. **Bisexual** people fancy and love both men and women.

Our lottery funded programmes in 2021 to 2022

3. The focus is more on arts projects and programmes in the applications we get.



In 2021 to 2022 we gave a total of £14.6 million to 369 projects. Some of these projects were aimed at deaf and disabled people, and people from culturally and **ethnically diverse** backgrounds.



Information showed us that women had more grant funding than men.



Although the money given to men was more than women.



People aged between 26 and 49 years old had most of the grants.



Only 2 grants were given to people under the age of 25. And 7 grants to people over the age of 60.



More people who are **Lesbian, gay, or bisexual** had grants in 2021 to 2022.



We gave more grant funding to people from culturally and **ethnically diverse** backgrounds than we did to White people.



There were more grants in 2021 to 2022 given to deaf and disabled people.



25 grants were made to organisations that are led by culturally and **ethnically diverse** people.



And 27 grants were made to organisations that are led by deaf or disabled people.



There are more young people who are members of our Board.

Strategic Equality Committee

4. The new Strategic Equality Committee continues to check the work around our action plan.



The committee also supports the development and progress of the **Widening Engagement** action plan.



The Committee writes the agenda of our equalities work and reports directly to us.

Our legal duties

5. During 2021 to 2022 we checked our work to make sure we follow the law.

Our duty is to:



- Stop **discrimination**, harassment, and other behaviour that is against the law.



- Give equal chances for people with a **protected characteristic**.



- Build good relations between people with a **protected characteristic** and those who do not.

What we continue to do:



We continue to check and report on pay differences.



We collect information about people who apply for jobs at the Arts Council. We will look at how to best collect information about the training we deliver to our staff.



We make sure our policies, programmes and projects promote equality.



Our policies include our rules about equality. But we must find a way to check if it is working.

What do we need to do next

Working with other public bodies



Public bodies are organisations that get money from Welsh Government to run services for people in Wales.

We continue to work with a network of 11 **public bodies** on our shared equality goals.



The network includes:

- Natural Resources Wales
- Sports Wales
- Cardiff and Vale University Health Board
- Velindre University NHS Trust
- Welsh Language Commissioner
- Careers Wales
- and others.



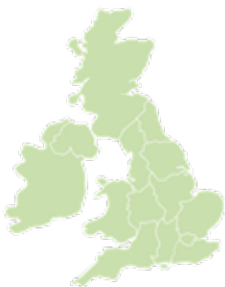
Working with other public bodies will help us to check:

- how we are doing
- share what we have learnt
- and find better ways of working.

Working with other organisations



It is important to work together with other organisations to improve our work.



We continue to work with other Arts Councils across the UK. It has helped us learn from their work and share our own.

We continue to work with **Amgueddfa Cymru** on our **Widening Engagement Action Plan**.



We are working with other organisations like **Stonewall Cymru, Diverse Cymru, Chwarae Teg, Older People's Commissioner for Wales, Race Council Cymru, Health Boards, Public Health Wales.**

Listening to our staff and people we work with



Our **Strategic Equality Committee** is made up of staff from across our organisation and advisors from outside our organisation.



We should find ways to work with other organisations and people we have not worked with.

Preventing harm



Our equality goals are written to protect and safeguard people.

Thinking long term



Our plan focuses on long term goals. It is important we think about the long term impact of what we do now.

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 people from all different cultures, abilities and ways of life.

They:

- Have different abilities
- Believe different things
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Ethnicity

Ethnicity is a person's race or background. For example black, white or Asian.

Gay, lesbian or bisexual

People who are gay and lesbian fancy and love people who are the same sex as them. Bisexual people fancy and love both men and women.

Neurodiverse

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