

Our work on Equality from 2022 to 2023

What we did to reach our goals



This document was written by the Arts Council of Wales. It is an easy read version of 'Annual Report 2022-2023 Strategic Equality Plan 2020-2024'.

May 2024



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How to use this report



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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 15**.



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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 2022 and 2023.



We have a bigger plan called **For the Benefit of All**. It explains how we will help more people enjoy and take part in the arts.



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



We want to make sure they can get join in with making, watching and working in art.

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.

What we did from 2022 to 2023

Some of the main things we did were:



We had a plan called **Widening Engagement Action Plan**. For this we worked with **Amgueddfa Cymru**. We worked on stopping racism.



We worked with another group to find out how to make venues better for disabled people.



We helped more theatres and arts centres join our **Hynt** scheme. This is a service to support disabled visitors.



We got money to give grants to people to make art about racism.



We made our **Creative Steps** fund better, so artists could get more help with their work.



We gave over 500 thousand pounds from the **Creative Steps** fund.



Andrew Ogun works for us doing the role of **Agent for Change**. [Here is a video about his work.](#)

**AMGUEDDFA
CYMRU**

Andrew worked with **Amgueddfa Cymru** on events for Black artists and a project for Black musicians.



We asked people what they thought about **Hynt**. Most said good things, like it helped them feel happier and more confident.



Almost 150 thousand more people went to arts venues because of **Hynt**.



We made an **Access Support** webpage for people who need more help applying for a grant. [You can find Access Support here.](#)

About our team



Most of our workers say that they are **heterosexual**, about 7 out of 10 people.

Heterosexual means:

- a woman who fancies and loves men or
- a man who fancies and loves women.



Most of our workers say they are Welsh.



About 9 out of 10 of our workers are white.



Most of our workers are between 40 and 49 years old.



We are employing more disabled people and people with **protected characteristics**. There was a small increase in people from other protected groups.

Who we gave money to



We gave more than 15 million pounds to over 500 projects.



1 in 4 projects we funded were for Deaf or disabled people.



1 in 5 projects we funded were for **diverse** people.



Around 1 in 5 projects were for children and young people.



Over 1 in 5 projects were for **LGBTQ+** people.

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.



Women got more than half of all the money.

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.



We talk with other groups about our **equality** goals.



This helps us learn from each another and do better.



This work is important for us now and 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

Equality

This means treating people equally and fairly.

LGBTQ+

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

Protected characteristics

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