

## Introduction

Arts Council of Wales is committed to promoting Equality and Inclusion, and to ensuring that as many people as possible can engage with the arts activity of their choice. This can mean as an audience member, artist or participant.

This information sheet is not intended to offer direct guidance on how to make your work more accessible. It will give you information on what you, as an applicant to our National Lottery funding programme, should consider when planning and delivering your work and how to source detailed advice from specialist organisations.

Try to start thinking about what you'll do to make your work more accessible at an early stage of your planning. Remember that you can include any associated costs in your project budget.

## What do we mean by accessible work?

We are not talking here about the physical accessibility of buildings and spaces. This is equally important, and we expect you to have considered this before making your application to ensure that the place where your activity is taking place is accessible for disabled audiences.

We want you to take things further to ensure **equality of opportunity**. We want you to consider your audience, artists and/or participants and ask how your work could be enhanced. For example, you could consider:

- Audio described performances
- BSL (British Sign Language) interpreted performances
- Surtitled/Captioned performances
- Tactile/direct handling exhibitions
- Braille floor plans and/or audio described tours
- Tactile signage/interpretation panels
- Touch tours
- Pre and post show talks

- A quiet room as part of mental health access support

You may have other audiences or participants that you want to engage from other protected characteristic groups as defined by the Equality Act 2010. Careful consideration needs to be given as to how you can welcome these audiences and ensure that your performance is accessible to them. Needs vary from group to group, but you may need to consider:

- Performance times (daytime or evening)
- Public transport timetables and ensuring these correspond with show/event times
- Subject Matter
- Available refreshments

We can't tell you exactly what you need to do. Your audiences or participants (potential or real) are specific to you. We want you to get to know your audience or participants, and consider how to make your work accessible, welcoming and enjoyable. We want you to build relationships with any groups you specifically want to reach and consider wrap around activities as part of your project.

Publicity and promotional material is an important way of letting people know what you're doing. Again, you need to consider the design, which text and fonts you should use, what colours (and combinations thereof) are on any online or printed material, and whether you could make information available in other forms such as large text, braille, easy read or in languages other than English or Welsh. How does your website look? Is it easy to navigate and read or does it have lots of jargon or arty-speak? You could consider creating audio flyers and programmes, video flyers (perhaps with subtitles or BSL). Remember to include access information in your publicity materials.

There are many things to consider, and we wouldn't expect you to change everything all at once. We will expect you to consider your audiences or participants, and how you can engage with them. We want you to demonstrate in your application that you have considered accessibility and are making real changes to show meaningful commitment to equality and inclusion.

## Useful Contacts & Reading

The best place to start is with organisations that represent disabled people. For example the Action on Hearing Loss Cymru website gives information on different

methods of communication. Disability Arts Cymru has wide experience and knowledge of involving disabled people in the arts as both audience and performers/artists. Diverse Cymru works with people across all the protected characteristics and can offer advice and guidance on these groups. This list is not exhaustive, simply a useful starting point.

- Disability Arts Cymru, [www.disabilityartscymru.co.uk](http://www.disabilityartscymru.co.uk)
- Disability Wales/Anabledd Cymru, [www.disabilitywales.org](http://www.disabilitywales.org)
- Diverse Cymru, [www.diversecymru.org.uk](http://www.diversecymru.org.uk)
- RNIB Cymru, [www.rnib.org.uk/wales-cymru-1](http://www.rnib.org.uk/wales-cymru-1)
- Action on Hearing Loss Cymru, [www.actiononhearingloss.org.uk/about-us/our-work-across-the-uk/wales/](http://www.actiononhearingloss.org.uk/about-us/our-work-across-the-uk/wales/)
- SNAP Cymru, [www.snapcymru.org](http://www.snapcymru.org)
- Learning Disability Wales, [www.ldw.org.uk/](http://www.ldw.org.uk/)
- All Wales People First, [www.allwalespeople1st.co.uk/](http://www.allwalespeople1st.co.uk/)
- Mind Cymru, [www.mind.org.uk/about-us/](http://www.mind.org.uk/about-us/)
- Disability Advice Project, [www.dapwales.org.uk/](http://www.dapwales.org.uk/)
- Race Council Cymru, [www.racecouncilcymru.org.uk/](http://www.racecouncilcymru.org.uk/)
- Welsh Refugee Council, [welshrefugeecouncil.org.uk/](http://welshrefugeecouncil.org.uk/)
- Romani Cultural and Arts Company, [www.romaniarts.co.uk/](http://www.romaniarts.co.uk/)
- Age Cymru, [www.ageuk.org.uk/cymru/](http://www.ageuk.org.uk/cymru/)
- Stonewall Cymru, [www.stonewallcymru.org.uk/](http://www.stonewallcymru.org.uk/)

Our website contains useful guidance documents, such as our Equalities Guide, Equal Spaces, and Deaf Audiences toolkit. Please visit our website here: <https://arts.wales/about-us/strategy/equalities>.