

Easy Read



Cyngor Celfyddydau Cymru
Arts Council of Wales



Noddir gan
Lywodraeth Cymru
Sponsored by
Welsh Government

A report on our plan to help more people take part in the arts in Wales

What we did from 2018 to 2019



This document was written by the **Arts Council of Wales**. It is an easy read version of ‘**Strategic Equality Plan Annual Report 2018-2019**’.

February 2020

How to use this document

This is an easy read version. The words and their meaning are easy to read and understand. You may need help and support to read and understand this document. Ask someone you know to help you.

Words in **bold blue writing** may be hard to understand. They have been explained in a box beneath the word.

If the hard word is used again it is in **normal blue writing**. You can check what the words in blue mean on **page 15**.

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



Website: <http://www.arts.wales>



Email: information@arts.wales



Phone: 03301 242733



This document was made into easy read by **Easy Read Wales** using **Photosymbols**.

Contents

Page

How to use this document.....	2
What this document is about.....	4
The important work we did in 2018 – 2019.....	5
An example of work we have supported.....	10
What we said we would do better.....	12
What do we need to do next?.....	14
Hard words.....	15

What this document is about



We wrote a plan in 2017 about helping more people take part in the arts in Wales.



This is a report about the work we did on this in 2018 and 2019.



We believe the arts are for everyone.



We are worried that some groups of people do not have the same chances to take part in the arts as others.



For example, people who are disabled or **BaME**.

BaME means a black person, an Asian person or a **minority ethnic** person.



A **minority ethnic** person is someone who lives in a place where most of the other people are a different race.

The important work we did in 2018 – 2019



We launched our new website in April 2019.



It is much more **accessible**.

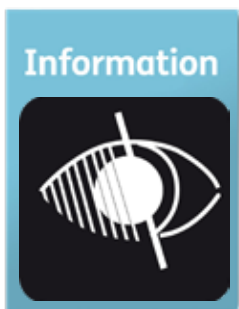
Accessible means everyone is able to use and get to something.



We have meetings throughout Wales for people in the arts. We have used these meetings to talk about our plans to help more people get involved.



We put information together about working with deaf and hard of hearing audiences.



And we are putting information together for blind and **visually impaired** audiences.

Visually impaired means people who have problems with their sight.

Equality



We are making sure staff at the arts council understand more about **equality**.

Equality means treating everyone fairly.



Our staff come from lots of different backgrounds.



One member of staff is disabled.



We are working with other organisations to offer people from more backgrounds **apprenticeships** and **internships**.

Apprenticeships and **internships** are when people learn while doing a job to get experience. But they may not get paid.



We have asked people what they think about our plans.



There is a lot of support for our idea to give money to **diverse** organisations and people.

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



We are going to make it easier for people to apply for money.



We are supporting more people to get involved in the arts through a project called **Creative Steps**.



We also gave money to a project for disabled artists called **Unlimited**.



And we did more work for a project called **Ramps on the Moon**.



We gave training to arts organisations about [diversity](#).



We are still using our **Hynt** card. **Hynt** cards help people who need support to go to arts events.



Many people are now members of Hynt.



All projects that apply for money from us need to show that the venues are [accessible](#).



We have given money to projects that are looking to have more [diverse](#) audiences.



We have given support to **Gypsy, Roma** and **Traveller** artists.

People from **Gypsy, Roma** and **Traveller** communities can come from different backgrounds - other countries or cultures. Some live on special sites and some move from place to place.



Our project called **Creative Learning through the Arts** has worked with most of the special needs schools in Wales.



An example of work we have supported



We supported Suzi Larke with a photography **exhibition** called **Unseen**.

An **exhibition** is when you show your art to the public.



Unseen was about mental health issues.



It helped people show their experiences about their mental health when they did not know how to explain it in words.



What we said we would do better

We said we would be working with more people with **protected characteristics**.



Protected characteristics is to do with a law about treating people **equally** and fairly.

Some groups of people are treated unfairly because of things like:

- Age
- Disability
- **BaME**
- Who they fancy or love
- Being pregnant
- Being married

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

We are working with more **BaME** employees and volunteers.



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



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



But we are working with fewer people who are disabled.



And we have not worked with enough artists who are **BaME** or disabled.

What do we need to do next?



We will keep talking about the importance of this work.



We will make a guide for people who are blind or **visually impaired**.



We will find out how we can work with more people from **diverse** backgrounds.



We will make it more **accessible** to apply for money.



We will look at how to best support people and organisations with **protected characteristics**.



We will talk to other organisations about making rules for treating people **equally** and fairly.

Hard words

Accessible

Accessible means everyone is able to use and get to something.

Apprenticeships and internships

Apprenticeships and internships are when people learn while doing a job to get experience. But they may not get paid.

BaME

BaME means a black person, an Asian person or a minority ethnic person. A minority ethnic person is someone who lives in a place where most of the other people are a different race.

Diverse

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

Equality

Equality means treating everyone fairly.

Exhibition

An exhibition is when you show your art to the public.

Gay, lesbian or bisexual

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

Gypsy, Roma and Traveller

People from Gypsy, Roma and Traveller communities can come from different backgrounds - other countries or cultures. Some live on special sites and some move from place to place.

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
- **BaME**
- Who they fancy or love
- Being pregnant
- Being married

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

Visually impaired

Visually impaired means someone who has problems with their sight.