

Easy Read

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

What we did in 2019 to 2020



This document was written by the Arts Council of Wales. It is an easy read version of 'Strategic Equality Plan Annual Report 2019-2020'.

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Cyngor Celfyddydau Cymru
Arts Council of Wales



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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 20**.



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

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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 in 2019 and 2020.



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.



We want to work with more 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
- Who they fancy or love
- Being married
- Being pregnant
- being Black, Asian, or **Minority Ethnic** person (sometimes called **BAME**).



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



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



For example, disabled people or people who are Black, Asian or **Minority Ethnic**.

Work affected because of coronavirus



Most of our activities had to be stopped from March 2020 because of coronavirus.



It has affected the wellbeing of people and the economy.



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



Campaigns like **Black Lives Matters** and **We shall not be removed** made us think about how to make things better for everyone.



Black Lives Matters has shown us how some people are still treated unfairly. And how coronavirus has affected people who are Black, Asian or [Minority Ethnic](#).



We shall not be removed talked of how coronavirus has affected artists who are disabled. And how people are feeling lonely.

The important work we did in 2019 and 2020



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



There are many organisations who have done well and were able to apply for funding because of **Creative Steps**.



4 Wales based artists who are disabled got money from the project called **Unlimited**.



We worked with **Unlimited** to start something new called **Unlimited Present** in venues across Wales.



Unlimited Present helps artists who are disabled to present their work.



It also gives a chance for artists and audiences who are disabled to take part in talks to make things better.



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**. We are trying to find out if we can have this card all over the UK.



We are working with **Arts Marketing Association (AMA)** to make their audience **diverse** by offering support to people.



We have offered support to people who are disabled or Black, Asian or **Minority Ethnic** to become members of **AMA**.



Our **Sharing Together** programme supported 7 new ideas:



1. A book club called **Blind Bookworms** that is run by young people who are **visually impaired**. The book club is open to all.

Visually impaired means people who have problems with their sight.



2. We supported Swansea council to start a group of Creative Producers from Black, Asian or **Minority Ethnic** or **diverse** backgrounds.



3. Jonny Cotsen an artist who is deaf started an art group to bring students, trainers, artists and young people across Wales together.



4. Susan McGowen put together a group called **Mothers who Make** for artists who are mothers or pregnant.



5. Taking Flight had an event to talk about how to make performances relaxed and **accessible**.

Accessible means everyone is able to use and get something.



6. **Engage Visual Arts & Galleries area** group are working on making staff diverse.



7. Youth **Arts group** had events to talk about offering support and including young people in arts.



Our programme **Night Out** gave support to Black, Asian, or **Minority Ethnic** people to promote events. It gave them a chance to present their work.



Our **cARTrefu Cymru programme** has worked with older people, people who are disabled and have mental health problems to take part in arts.



Our new programme called **Creative Pathways** has worked to offer support for talented people who have less money.



We are working to start a programme called **Cultural Ambitions**. This will offer support for young people who have difficulties in life.



Our website, launched in April 2019, is much more **accessible**.



Our information is **accessible** to screen readers and **British Sign Language (BSL)** users.



We also have documents to help people who are disabled or with a **visual impairment**.



We launched our **Arts Portfolio Investment review** to make sure more people with **protected characteristics** get involved.

What we said we would do better



We said we would work to improve **equality** and **diversity** in the arts.

Equality means treating everyone fairly.



We know how important it is to talk about **Black Lives Matter** and **We shall not be removed**.



We shared stories and case studies on our website and social media.



We said we would have more staff in arts from a **diverse** background.

We are working to make this happen by:



- finding out how other organisations have made changes



- having talks with organisations like **Cardiff and Vale College** and **Sgil Cymru** about **apprenticeships**.

Apprenticeships means people can learn while doing a job to get experience. But they may not get paid.



- Through the work of our **Creative Pathway** programme.



We have changed our application forms and job advertisements to encourage people from **diverse** communities to apply for jobs.



Arts Portfolio Wales gave us their plans about how they would have more staff and members on the board with **protected characteristics**.



We had talks with **Broadcasting Entertainment Communications Theatre Union** about things they would do to work with more staff from **diverse** background.

What did our Monitoring group say



Our monitoring group is made of staff from our organisation and outside advisors.

They said:



- Our plan needs to change a bit.



- It needs to include changes in arts and culture and new things that we need to work on.



- We have to work with more staff from diverse backgrounds.



- Give more chances for people from diverse backgrounds to take part in the arts .

What we need to do



Have talks with artists who are Black, Asian, **Minority Ethnic** or disabled to listen to what they have to say about living and working in Wales.



Find a new date for our Annual Conference that was cancelled because of coronavirus.



This will give us a chance to talk about things that are important to us like **equality** and **diversity** in arts.



Make our report **accessible** for different audiences. Get feedback from people about our report.



Make sure our coronavirus recovery plan is written to treat people equally and fairly.



Start a new job role in Arts Council to make changes. So we can work with more staff from **diverse** backgrounds.



Make our monitoring group a full committee of Arts Council members.

What do we need to do next?



We will continue to work to get staff and members of our boards from **diverse** backgrounds.



We will look at how to best collect information about the work we do.



We will check on the plans made by organisations we fund for treating people equally and fairly.



We will look at how to make our online meetings better. And invite people to take part in our meetings.



We will make changes to our lottery funding programme to make sure it is equal and fair.



We will work with people with knowledge and skills on how to encourage **diverse** organisations and people to apply for funding.



We will support **diverse** people and organisations to get money.



We will look how to best support artists who have less money.



We will offer **apprenticeships** to people from **diverse** backgrounds.



We will continue the important work through our programmes that are working well.



We will look at what things are working or not working by talking to organisations and people we work with.

Hard words

Accessible

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

Apprenticeships

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

Diverse

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

Equality

Equality means treating everyone fairly.

Minority Ethnic

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

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

Visually impaired

Visually impaired means someone who has problems with their sight.