

Easy Read



Cyngor Celfyddydau Cymru
Arts Council of Wales

Can you be our Agent for Change?

Information about a new job at the Arts Council for Wales



This document was written by Arts Council for Wales. It is an easy read version of 'Can you be an Agent for Change'.

Date: February 2021

How to use this document



This is an easy read document, but you may still need support to read and understand this document. Ask someone you know to help you.



Some words may be hard to understand. They are in **bold blue writing**. They have been explained in a box below the word.



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



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



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

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Introduction



We want to change how we work with some **groups of people**. For example:

- People from **Black, Asian and Ethnically Diverse backgrounds**.



People from Black, Asian and Ethnically Diverse backgrounds may come from different countries. They may have different beliefs, values and cultures.



Deaf

- People who are Deaf



- Disabled people



We want to make sure that these **groups of people** have enough chances to work and be involved in the arts.



We don't think these **groups** have had enough chance to be involved. We want to make sure this changes.



We take care of funding for the arts in Wales.



We need to manage our funding in a way that helps make sure **everyone** has the chance to be involved in the arts.



We also want there to be more people from these **groups** on our staff team.



We are a charity. This means our work is checked by a **board of governors**. We want people from the **groups** to be on the **board of governors** too.



We want to employ someone to help make all these changes. If you think this person could be you, we would like to hear from you.

What the job is about



This job is called the **Agent for Change**.



As the **Agent for Change** you will use what you know and your own experiences to:



- be able to see how and when people are not being treated fairly



- say **what** needs to be done to change this



- and help make sure changes happen within the Arts Council for Wales.



You will understand and use the experiences of people from the **groups**.



You will support our staff to make changes.



Here are some of the things we would like you to do:



1. Make sure our work is easier to find, use and understand for the **groups of people**. For example, this could mean making sure our plans are in different languages.



2. Work with groups in Wales who don't have enough say in the arts. And who have had bad experiences.



3. Work with the Welsh Government.

Llywodraeth Cymru
Welsh Government



4. Help make our staff team more **diverse**.

Diverse means people from different backgrounds and with different needs.



5. Support us to write new goals.



6. Help make sure our staff get the right training.



7. Help us find the best ways to check the work we do.

What skills and experiences do you need for the job?

Equality



You will be passionate about equality and treating people fairly.



You will want to make a big difference to the arts in Wales.



It is really important that you have personal experience of the **groups of people** we want to involve.



You will be able to find the best ways to work with the **groups of people**.



You will have experience of how to improve equality.



It will be helpful if you understand how things are in Wales.



You will be good at saying what is important to you.



You will be good at finding ways to solve problems.

What we will give you



We understand that this will be a difficult job. So, we will put a support group in place to help you.



We understand that it will take time for changes to be made. That is why the job will be for 2 or 3 years.



We are open to talking about how the job could be done.



You will work with our Council members often.



You will report to our Chief Executive.



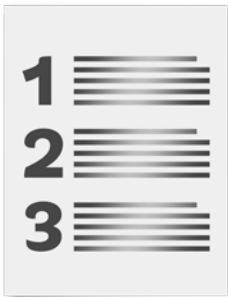
The salary for this job is **£59,269**.



We will talk more about how the job can be done when we offer the job to someone.



The person who gets the job will be chosen by a group of people from different backgrounds and with different needs.



They will be look at what experience you have that could help you do the 7 things we would like you to do listed on pages 7 and 8.



If you would like to find out more please contact Carys Hedd Paschalis:

Email: hr@arts.wales

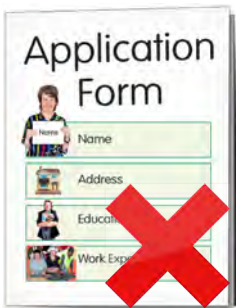
How to apply



We want to make sure applying for the job is fair.



If you need any support to apply please contact us.



There is not an application form for this job.



We would like you to write an **Expression of Interest**.



This means you will write in your own words why you want the job.



You need to make sure you tell us:

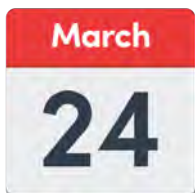
- Why you are interested in the job
- What knowledge and experience you have that you can use to do the job
- How you think the job should be done



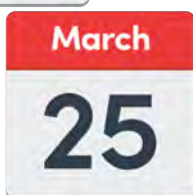
Please email your letter to: hr@arts.wales



Your letter must get to us by 10 March 2021.



Interviews will take place on 24 and 25 March 2021



Hard words

Black, Asian and Ethnically Diverse backgrounds

People from **Black, Asian and Ethnically Diverse backgrounds** may come from different countries. They may have different beliefs, values and cultures

Diverse

This means people from different backgrounds and with different needs.