

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

What we did from 2020 to 2021



This document was written by the Arts Council of Wales. It is an easy read version of 'Strategic Equality Plan Annual Report 2020 – 2021'.

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How to use this document



This is an easy read document. But you may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what all the words in blue mean on **page 22**.

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What this document is about



We wrote a plan in 2020 to get more people to take part in the arts in Wales.



This is a report about the work we did on this plan in 2020 to 2021.



We think the arts should be made and enjoyed by people from all different kinds of backgrounds.

For example, people who are deaf, disabled and **minority ethnic**.



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



We want to stop racism. And we want to have more disabled and **minority ethnic** people working in our team.



Racism is unfair or nasty treatment of people because they belong to a particular race.

The arts in 2020 to 2021



Coronavirus had a big effect on all work in the arts in 2020 and 2021.



A lot of arts events could not take place.



Disabled people and poorer people were affected badly by Coronavirus.



A group of disabled artists got together to start a campaign called **We Shall Not Be Removed**.



They were worried about their health and about being isolated.



Isolated means being cut off from people. Through not seeing many people. Or because you do not feel connected to many people.



In 2021 the Black Lives Matter campaign started, which talked about how black people are not treated equally.



Because of these world events, we updated our plan for making the arts more equal in Wales.

Our aims

The 5 aims in our plan are:



- Work together with the community to learn from them.
- Help more **diverse** people to work in the arts.



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



- Make sure that everyone who work in the arts gets paid well.



- Help more **diverse** artists and organisations to get funding.



- Help more **diverse** people to take part in the arts.



We want to focus mainly on people who are **minority ethnic**, deaf, disabled and **neurodiverse**.



Neurodiverse is a label used to talk about conditions like ADHD, Autism, Dyslexia and Dyspraxia. **Neurodiverse** people may think and learn differently and see the world differently to other people.

The important work we did in 2020 to 2021



We talked with artists from lots of different backgrounds.



We learned that the way we work makes it hard for some people to take part in the arts.



We used what we learned to help us write our 5 aims.



We carried on with our **Creative Steps Programme**. This programme supports organisations run by **minority ethnic** or disabled people.

We gave money to and helped these organisations:

- Taking Flight Theatre Company
- Gentle Radical
- Race Council Cymru
- Laku Neg
- Fio
- G Expressions





We worked with **minority ethnic**, deaf and disabled artists to make the **Creative Steps Programme** better for artists too.



A new staff member joined our team. This person is our **Agent for Change**.



His name is Andrew Ogun. He has helped us to reach more disabled and **minority ethnic** people who would like to work with us.



We have carried on with our **Hynt** card scheme. Now over 18 thousand people have a **Hynt** card. And 41 venues in Wales are part of the scheme.



These venues are committed to being **accessible** for everyone.

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



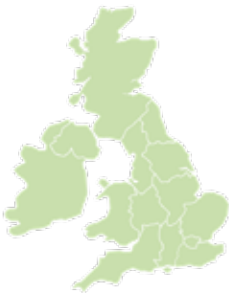
We ran 5 **Hynt** training sessions. They were led by deaf or disabled people. These sessions were for staff who work in ticket offices at arts venues.



The training was about helping venues to be more **accessible** for blind and **visually impaired** people.



Visually impaired means people who have problems with their sight.



We are planning to make the **Hynt** card work across the whole of the UK.



We carried on giving out our **Unlimited** awards. These awards went to artists Cheryl Beer, Gareth Churchill and Steph Back.



We gave out two awards with the **British Council**. These went to:

- Chris Tally Evans to work with an artist from Brazil
- Gina Biggs to work with an artist from Colombia.



We gave out two awards with **Paul Hamlyn**. These went to Nye Russel-Thompson and Paul Whittaker.



We carried on with parts of our **Creative Pathways Programme**. This helped 7 organisations in Wales to give year long work placements to people from poor backgrounds.



We worked with **BBC Wales** to support a new music project called **Horizons**. This project worked with **minority ethnic** musicians. And gave funding to them.



We worked with **BBC Arts**, **BBC Wales** and **Ffilm Cymru** on our **Ffolio** project. It went well. It supported artists to make short films.



These films were shown on **BBC4** and **BBC Global**.



We carried on working with **Amgueddfa Cymru** on our project that helps more people take part in the arts.



We worked with 3 organisations to do research and speak different communities.

They were:



- **Re:cognition** – working with a community in the countryside.
- **Richie Turner Associates** – working with the deaf and disabled community.
- **WAARU (Wales Arts Anti Racist Union)** – working with **ethnic minority** and **diverse** communities.

An example of work we have supported



G Expressions is a youth organisation led by black people. We gave them £35,000 to develop their company.



The team has found a new way of working and has become more confident. They also shared their youth-led way of working with over 200 people.



They started a new online service for young people.



One young person says: “It’s the best thing I’ve done, becoming part of the team.”

What we said we would do better



Our plan for 2020 to 2021 was to make our staff team more **diverse**. Our **Agent for Change** Andrew Ogun is helping us to do this.



Still almost all of our staff are White British. But we have had more **diverse** people apply for jobs with us this year.



6% of our staff are disabled. This means for every 50 members of staff we have, 3 are disabled.



9% of people who applied for a job with us are disabled. This means for every 100 people that applied for a job with us, 9 were disabled.

We worked on making pay and working conditions better for **freelance** workers.



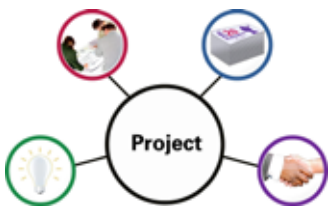
Freelance work means that the worker is self-employed and normally works for lots of different organisations.



We are also working with **Creative Wales** to make things better for everyone who works in the arts in Wales.



We said we would make our **Lottery Programme** more equal for everyone.



So we started **Connect and Flourish** which gave our £4.8 million in funding to projects where organisations, communities and artists work together.



Most of this funding went to projects that support **minority ethnic** or disabled artists in poor areas of Wales.



Because of Coronavirus, the organisations we support did not run many events.



But the number of events for deaf or disabled people went up a little. And the number of events for **minority ethnic** people went up a little more.

Funding that we gave out



We gave out emergency funding to organisations and **freelance** workers whose work had stopped because of Coronavirus.



We gave lots of funding to artists. Over half were female. Men also got a lot of funding. Most of the artists were aged between 26 and 49 years old.



Most artists who got funding were **heterosexual**. A small amount were **bisexual**, **gay** or **lesbian**.

People who are **heterosexual** fancy or love someone of the opposite sex.

People who are **bisexual** fancy or love both men and women.



People who are **gay** or **lesbian** fancy or love someone of the same sex.



Around 8 out of 100 artists who got funding were disabled.



Most artists who got funding were white. A small amount of funding went to people from **minority ethnic** backgrounds.



We gave money to organisations too. Most went to organisations led by and run for women. Some were run for young people and for men.



More people who have had **gender reassignment** applied for funding this year.

Gender reassignment is when a person has an operation, so that their body matches the sex they identify with.



We also gave out **capital grants**. This is money to help organisations to buy equipment or to make their venue better.



A small number of organisations were led by people from **diverse** backgrounds.



Most organisations that got this funding were for young people.

Strategic equality committee



This year we set up a new group called the **Strategic Equality Committee**. They help us make sure we do all we can to make the arts **accessible** to everyone.

What we will carry on doing



In 2020 to 2021 we worked with 11 **public bodies** to make our equality plan.



Public bodies are organisations that get money from **Welsh Government** to run services for people in Wales.



We will carry on working together to make things better and more equal.



We will carry on working with other **Arts Councils** to share ideas with each other.



We are talking about a card scheme like **Hynt** for the whole of the UK.



We will listen to our staff and their ideas for how to make things more equal.



We also want to work with new organisations and artists who can help us to make things better.



We want to think about how things will be better in the future. This helps us to make plans to achieve our goals.

Hard Words

Accessible

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

Bisexual

People who are bisexual fancy or love both men and women.

Diverse

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

Freelance

Freelance work means that the worker is self-employed and normally works for lots of different organisations.

Gay or lesbian

People who are gay or lesbian fancy or love someone of the same sex.

Gender reassignment

Gender reassignment is when a person has an operation, so that their body matches the sex they identify with.

Heterosexual

People who are heterosexual fancy or love someone of the opposite sex.

Isolated

Isolated means being cut off from people. Through not seeing many people. Or because you do not feel connected to many people.

Minority Ethnic

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

Neurodiverse

Neurodiverse is a label used to talk about conditions like ADHD, Autism, Dyslexia and Dyspraxia. Neurodiverse people may think and learn differently and see the world differently to other people.

Public Bodies

Public bodies are organisations that get money from Welsh Government to run services for people in Wales.

Racism

Racism is unfair or nasty treatment of people because they belong to a particular race.

Visually Impaired

Visually impaired means people who have problems with their sight.