

Arts Council of Wales

# Strategic Equality Plan - Our Targets for 2012/13

November 2012





Arts Council of Wales is committed to making information available in large print, braille, audio and British Sign Language and will endeavor to provide information in languages other than Welsh or English on request.

Arts Council of Wales operates an equal opportunities policy.

## Strategic Equality Plan - Our Targets for 2012/13

The **Strategic Equality Plan** sets out our key targets 2012/13. As part of its publication in April 2012 we also committed to producing and publishing a more detailed action plan for each of these targets by October 2012. These actions are set out below.

We monitor progress against our plan throughout the year. At the end of the year we will publish our final report against the plan as part of our Annual Report.

Objective	Action
<p><b>1. Make sure our funding supports more different kinds of arts and reaches a greater range of artists</b></p>	<p>a) Monitor Creative Steps projects and secure continued support where required</p> <p>b) Review and evaluate the process and impact of Creative Steps to help us decide how to develop the programme going forward</p> <p>c) Monitor the take up of funding across the range of our Lottery Funded Schemes and identify actions to address any potential inequalities</p>
<p><b>2. Work with the organisations that we fund to help them build equality into their work and include more people</b></p>	<p>a) Review the findings of the Disability Access Survey for RFO Venues and Galleries relating to venue access, how many people with disabilities contact the RFOs, how many chose to attend and what type of service they use.</p>
<p><b>3. Support the organisations we fund to identify and undertake training</b></p>	<p>See 2a above. Using our guidance documents:</p> <p>a) Ensure consideration for equalities and diversity training is across the protected characteristics and how these apply to the work of the RFO.</p> <p>b) Support the RFO it identify and arrange training</p>
<p><b>4. In our funding schemes, prioritise projects that make the arts more equal and help people understand each other</b></p>	<p>a) Renew Schemes Programme, specifically in relation to take up by marginalised groups. Develop recommendations for revising process and/or introducing new funding strands</p> <p>b) Build actions as appropriate onto our corporate and operational plans</p>
<p><b>5. Share examples of projects that have made a real difference to equality or helped people understand each other better</b></p>	<p>a) Find ways to share examples of the many stories and projects we have received</p>

<p><b>6. Make sure all the information we produce is easy for people to access and understand</b></p>	<ul style="list-style-type: none"> <li>a) We will publish our key documents (e.g. plans, strategies and funding guidelines) in Easy Read</li> <li>b) Work with Learning Disability Wales to increase the range of images available for them to use relating to arts activity</li> <li>c) We will publish plain text versions of our documents</li> <li>d) We will ensure all staff know we can produce hard copy documents on request</li> <li>e) We will develop audio/visual content to inform people visiting our website about who we are and what we do</li> </ul>
<p><b>7. Share information about what's going on in the arts and how people can get involved</b></p>	<ul style="list-style-type: none"> <li>a) We will develop an Arts Directory for, in the first instance, our RFOs that will provide a platform for them to share what they are doing</li> <li>b) An improved, more informative website</li> </ul>
<p><b>8. Encourage people to talk with us and each other about the things we can all do to increase equality and diversity. We'll start by making the Creative Case for Diversity a focus of our next conference</b></p>	<ul style="list-style-type: none"> <li>a) Set up our new Help Desk, providing high quality advice and information</li> <li>b) Bookable advice surgeries and information and advisory workshops to be held across Wales</li> <li>c) Ensure equalities consideration included on Arts Council Conference agenda.</li> </ul>
<p><b>9. Develop and publish arts specific Equality and Diversity Best practice Guidance and introduce this to the arts sector</b></p>	<ul style="list-style-type: none"> <li>a) Draft guidelines by October 2012</li> <li>b) Publish guidelines March 2013</li> <li>c) Use the Equalities section of our website to share our policy and guidance documents</li> <li>d) Showcase a broad range of work across the whole of our website</li> </ul>
<p><b>10. Proactively encourage a wider range of people to join our Council, staff and advisors</b></p>	<ul style="list-style-type: none"> <li>a) Revisit, revise and implement Our Culture: Open Doors, Open Minds to develop opportunities for placements</li> <li>b) Ensure our employment policies continue to include provision for flexible working patterns, including part time and home working</li> </ul>
<p><b>11. Train our Council and staff</b></p>	<ul style="list-style-type: none"> <li>a) Ensure staff who are responsible for writing our key documents are trained to write in Plain English/Cymraeg Clir</li> <li>b) Consider undertaking deaf awareness training in addition to general disability equality training</li> </ul>

<p><b>12. Improve how we assess what impact all our policies and the things we do might have on equality. We will take action to increase equality based on what these assessments tell us</b></p>	<ul style="list-style-type: none"> <li>a) Complete the review of our Equality Impact Assessment process</li> <li>b) Consider how we monitor whether the actions identified by the assessments have been completed</li> <li>c) Include a summary of these actions in our Annual Equalities Report</li> </ul>
<p><b>13. Make sure we consider equality when we buy goods and services by reviewing our procurement procedures</b></p>	<ul style="list-style-type: none"> <li>a) Include consideration of how we would monitor a supplier's evidence of equalities application when we revise our procurement procedures</li> <li>b) Undertake Equality Impact Assessments on our procurement procedures</li> </ul>
<p><b>14. Continue to implement the recommendations of our Equal Pay Review</b></p>	<p>See also actions for Objective 10 above</p>
<p><b>15. Improve how we collect data relating to all people who can be affected by inequality. Question what this data tells us and use it to set future equality objectives</b></p>	<p>See Objective 2 above</p> <ul style="list-style-type: none"> <li>a) Revise Equal Opportunity monitoring forms for individuals and organisations</li> <li>b) Develop an electronic process for compiling data from Equal Opportunity forms submitted</li> </ul>
<p><b>16. Continue to maintain and build relationships with other organisations and individuals who can help us understand the particular views and perspectives of different people affected by inequality</b></p>	<ul style="list-style-type: none"> <li>a) Explore potential new partnerships with other agencies in addition to those we already work with to ensure sufficient consideration to all protected characteristics</li> </ul>