



Strategic Equality Plan

A summary of our equality objectives



Cyngor Celfyddydau Cymru
Arts Council of Wales

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Arts Council of Wales operates an equal opportunities policy.



front cover: Adeola Dewis, *MAGICK - The Last Royal Wizard*,
Carnival-theatre production, SWICA (photo: Paddy Faulkner)



TAN Dance International Cultural Exchange
photo: Carolyn Davies

**Everyone has the right freely to
participate in the cultural life of the
community, to enjoy the arts . . .**

(Article 27, Universal Declaration of Human Rights)





Anna Rothlisberger with Pez Y Pescado at Hijinx Theatre's Unity Festival 2011
photo: Como Loveo



Cardiff Multicultural Mela
photo: Tejan Timblo

Introduction

We want more people in Wales to be in a position to choose to make the arts a part of their lives. We know the arts in Wales will be stronger, more exciting and more relevant if they include more people.

Our research and survey work shows us that audiences for and participants in the arts are becoming more diverse. But we know too that access to the arts is still hugely unequal for all kinds of social, economic, geographical and financial reasons.

We are committed to addressing these inequalities.

The Equality Act 2010 recognises that people may not be treated equally because they have certain 'protected characteristics'; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity,

race (including ethnic or national origin, colour or nationality), religion or belief (or lack of belief), sex and sexual orientation. We recognise that people with certain protected characteristics are amongst those who currently do not have equal access to the arts in Wales.

Our Strategic Equality Plan will help us to make sure we treat people equally when we carry out our work. It will also say how we will work with the organisations we fund to support and encourage them to treat people equally too. But treating people equally sometimes means treating people differently. This is reflected in our detailed plan.

This is a summary of our plans to make sure we treat people equally. To find out more about what we already do, what we plan to do and how we will make sure we put our words into actions, you can read our detailed plan.



Leila and Lindsay, Unusual Stage School's Skills Week, Disability Arts Cymru
photo: Brian Tarr



The Soul Exchange, National Theatre Wales
photo: Dan Green

We have identified 16 things that we will do to increase equality and diversity in the arts in Wales. These are our equality objectives. We will also carry on doing the things we already do.

Our Equality Objectives

We will:

1. Make sure our funding supports more different kinds of arts and reaches a greater range of artists
2. Work with the organisations we fund to help them build equality into their work and include more people
3. Support the organisations we fund to identify and undertake training

4. In our funding schemes, prioritise projects that make the arts more equal and help people understand each other
5. Share examples of projects that have made a real difference to equality or helped people understand each other better
6. Make sure all the information we produce is easy for people to access and understand
7. Share information about what's going on in the arts and how people can get involved
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 the focus of our next conference



Turning Points, Chris Tally Evans' storytelling project and film
An *Unlimited* commission for the London 2012 Cultural Olympiad and Festival
photo: Caroline John



Visiting Katt and Fredda, Theatr Iolo
photo: Kirsten McEernan

9. Develop and publish arts specific Equality and Diversity Best Practice Guidance and introduce this to the arts sector
10. Proactively encourage a wider range of people to join our staff, Board and advisors
11. Train our staff and Board
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.
13. Make sure we consider equality when we buy goods and services by reviewing our procurement procedures

14. Continue to implement the recommendations of our Equal Pay Review
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
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



Maindee Festival 2011
photo: Rhys Webber

We will review this plan every year. The detailed plan tells you more about how we will do this. We will make changes to it if the evidence we collect tells us we need to do things differently.

We will tell you about the progress we are making in our Annual Equality Report. We will publish this on our website but you can ask us for a paper copy.

If you want to help us put this plan into action, please let us know. Our contact details are:

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