

# Equality Plan:

Our plans for treating everyone equally

Easy Read



Cyngor Celfyddydau Cymru  
Arts Council of Wales

This is an Easy Read version of **Strategic Equality Plan**  
A summary of our equality objectives 2012

This plan is also available in large print, braille, audio and British Sign Language. If you want information in languages other than Welsh or English, please contact us.

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The Arts Council of Wales has an equal opportunities policy. This means we have rules to make sure everyone we work with is treated the same.



**Learning Disability Wales**

**Anabledd Dysgu Cymru**

Easy read words by Kai Jones, Learning Disability Wales.

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front cover

Adeola Dewis, *MAGICK - The Last Royal Wizard*, Carnival-theatre production

Photo by: Paddy Faulkner

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TAN Dance International Cultural Exchange  
Photo by: 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 by: Como Loveo

# What the Arts Council of Wales does

The Arts Council of Wales work to get art to as many people in Wales as possible.

The arts can include



Theatre



Music



Painting



Film



Writing



Dance

People who make art are called **artists**.



Cardiff Multicultural Mela  
Photo by: Tejan Timblo

## Including you in the arts

The arts are great at

- understanding what makes us different from each other
- understanding what we have in common with each other

We want the arts in Wales to include everyone.

We know that the arts in Wales will be more exciting and fun if everyone is included.

To help make this happen we are going to make sure that **equality** is always at the centre of our work.

**Equality** means that everyone is treated fairly and equally.

## What is an Equality Plan?

To make sure we always treat people equally we have made an **Equality Plan**.



An **Equality Plan** is a plan that says what we will do to make sure we do not **discriminate** against people.

**Discrimination** is when you are treated worse than other people for some reason.

## About discrimination

You can be discriminated against because of your

**Disability** - because you have a physical disability, a sensory disability, a learning disability, or mental illness

**Age** - because you are too young or too old

**Gender** - because you are a woman, or because you are a man

**Religion** - because of what you believe or do not believe

**Race** - because of the colour of your skin or where you were born

**Pregnancy** - because you are expecting a baby

**Marriage and Civil Partnership** - because you are married

**Gender Re-assignment** - because you have changed your sex

**Sexual orientation** - because you are **heterosexual, lesbian, gay** or **bisexual**

## Heterosexual, lesbian, gay and bisexual

**Heterosexual** means a man who is attracted to women or a woman who is attracted to men.

**Lesbian** means a woman who is attracted to other women.

**Gay** means a man who is attracted to other men.

**Bisexual** means people who are attracted to women and men.

You could be discriminated against for more than one reason.



For example, because of your disability and your age.



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

# Our Equality Plan

Our Equality Plan will help us to make sure we always treat people equally.

We will treat people equally



when we give money to artists



when we put on events



in the work we do everyday

But treating people equally sometimes means treating people differently.

This is a short version of our plans to make sure we treat people equally. This version is Easy Read.

Link:

<http://www.artscouncilofwales.org.uk/equality-Plan-easy-read>

We have also made a full Equality Plan. This version is not Easy Read.

Link:

<http://www.artscouncilofwales.org.uk/equality-targets-12-13>



The Soul Exchange, National Theatre Wales  
Photo by: Dan Green

# What we are going to do to make the arts in Wales more equal

We have identified 16 things that we will do to



get more people to enjoy the arts in Wales



make sure we treat people equally

We will:

1. Make sure we give money to more different kinds of arts
2. Make sure that the organisations we give money to treat people equally
3. Promote training about equality to organisations we give money to
4. Make sure that projects that make the arts more equal and help people understand each other have a better chance of getting money from us
5. Share examples of projects that have helped to make people more equal 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



Turning Points, Chris Tally Evans' storytelling project and film  
Photo by: Caroline John

8. Get people to talk with us and each other about the things we can all do to make sure people are more equal. We will start by making the Creative Case for Diversity the subject of our next conference
9. Give people in the arts a guide to treating everyone equally
10. Make sure a wider range of people come and work at the Arts Council of Wales
11. Train our staff and trustees about equality
12. Check that we are doing what we say we will do
13. Make sure we treat everyone equally when we buy the things we need
14. Make sure that the people who work for us get paid the money that is fair

15. Make sure we always have good information about people who can be discriminated against. Use this information to help us improve our work in the future
16. Work with other organisations and people who can help us understand the views of people who can be discriminated against

We will look at this Equality Plan every year to make sure we are doing the things we have said we will do.

If we find that we should be doing things differently we will make changes to the Equality Plan.

We will tell you about how we are doing in our Annual Equality Report.

We will put this on our website. You can also ask us for a paper copy.



Maindee Festival 2011  
Photo by: Rhys Webber



If you want to help us with our Equality Plan,  
please let us know.

Our contact details are:



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