2023-2026 Investment Programme: Treating people in an equal way





Easy read booklet

Who we are and what we do



We are **Arts Council England**. We support creativity and culture in the UK.



We are funded by the public, so we need to spend money in an equal and fair way.

We need the creative and cultural organisations we support to follow the law on equality.

Every organisation should



- ✓ Run their organisation well
- ✓ Follow the law on pay and treating people in a fair way

Read more about the <u>Equality Act</u> 2010.



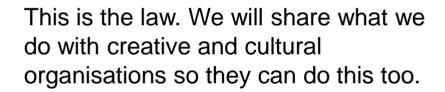
We want to give more chances to people from different backgrounds in society.

How we follow the Equality Act



We need to show that

- ✓ No one is treated in a bad or unfair way
- ✓ We make it easier for people who
 are covered by the Equality Act to
 have more chances
- ✓ Have good relationships between people who don't get the same chances as other people.



Anyone who gets public funding should follow the Equality Act.

We want the creative and cultural organisations we fund to do as much as they can to include people.







Protected equality groups



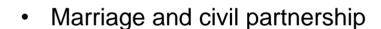
Some groups of people are protected by the law and have to be treated in a good and fair way.

We call this having **protected** characteristics.



Protected characteristics are

- Age
- Disability
- Gender





- Race
- Religion and belief
- Sex
- Sexual orientation



We will also think about people who may not have much money. This can stop them from taking part in creativity and culture.

Equal pay



We also need to make sure that people are paid in a fair way.

Read more about the <u>Living Wage</u> <u>Campaign</u>. A living wage should be enough money to live in a good way.



Everyone who works in creativity and culture should get paid properly.

A lot of creative practitioners are **freelance**. This means they get money for a project. So they don't get paid in the same way as if they worked for an organisation all the time.



We need to make sure creative practitioners are paid in a fair way.

Anyone over 23 years old must be paid enough to live.



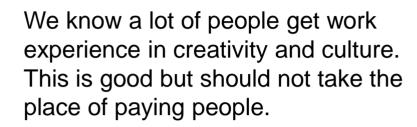
Creative and cultural organisations have to follow the law on paying people.

They need to put this in all funding applications.

Read about the National Living Wage.

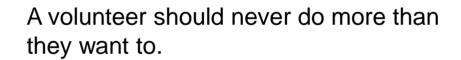
More about equal pay







Volunteers are important to creativity and culture. Organisations should always treat these people in a good and fair way, even if they don't get paid.





You can find out more at the <u>Museums</u> <u>Association</u> and <u>Voluntary Arts</u>.

Another useful site is <u>Creative and Cultural Skills</u>.

List of useful contacts



a-n The Artists Information Company – for visual artists High Bridge Works 31-39 High Bridge Newcastle upon Tyne NF1 1FW

Phone: 0300 330 0706

Email: membership@a-n.co.uk

Website: www.a-n.co.uk

BECTU – for technical staff 373–377 Clapham Road London SW9 9BT

Phone: 0207 346 0900

Email: info@bectu.org.uk
Website: www.bectu.org.uk



7 Ridgmount Street
London WC1E 7AE

Phone: 0207 255 0500

Email: info@cilip.org.uk
Website: www.cilip.org.uk

List of useful contacts



Equity – for actors, singers and dancers

Guild House

Upper St Martins Lane

London WC2H 9EG

Phone: 0207 379 6000

Email: info@equity.org.uk

Website: www.equity.org.uk

Independent Theatre Council – for theatre

practitioners

The Albany, Douglas Way

London SE8 4AG

Phone: 0207 403 1727

Email: admin@itc-arts.org





Museums' Association – for museums

42 Clerkenwell Close

London EC1R 0AZ

Phone: 0207 566 7800

Email: info@museumsassociation.org

Website: <u>www.museumsassociation.org</u>

List of useful contacts



Musicians' Union – for musicians

Head Office: 30 Snowsfields

London SE1 3SU

Phone: 0207 582 5566

Email: membership@theMU.org

Website: www.musiciansunion.org.uk

Music Mark – for music education

services and hubs

PO Box 800

Winchester, SO23 3RY Phone: 020 3633 9863

Email: info@musicmark.org.uk
Website: www.musicmark.org.uk



Writers' Guild of Great Britain - for

writers

134 Tooley Street London SF1 2TU

Phone: 0207 833 0777

Email: admin@writersguild.org.uk Website: www.writersguild.org.uk