



Arts Council England

The different types of people in the arts last year



Easy read booklet
2022

Who we are and what we do



We are **Arts Council England**. We give money to help artists and arts organisations do **creative work** and make **arts and culture** happen.



Creative work is when you use your imagination to think of new ideas or make new things. You can use your creativity to make arts and culture.



Arts and culture includes

- music
- dance
- theatre
- museums
- libraries.



We want to increase the different types of people in the arts. This booklet tells you about the people in the arts from April 2020 to March 2021.

What we want



We want the mix of people in the arts to match the mix of people in England.



We want different types of people to work for and to be in charge at arts organisations including here at Arts Council England.



We want different types of people in **audiences**. An **audience** is a group of people who come to see or hear arts and culture.



We want arts and culture to be more **inclusive**. **Inclusive** means everyone can be involved.

Arts organisations tell us they want these things too.

People we want



We want more types of people in the arts. This booklet tells you about 4 types. They are

- people from different backgrounds
- disabled people
- females - women and girls
- **LGBTQ+** people.



LGBTQ+ is short for lesbian, gay, bisexual, transgender, queer and other people.

Lesbian means women who are attracted to women.



Gay means men who are attracted to men.

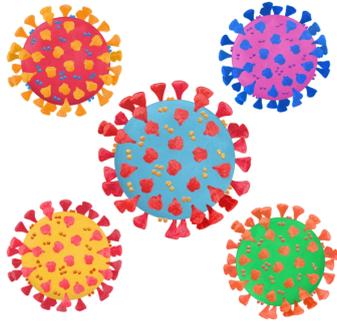
Bisexual means people who are attracted to both men and women.



Transgender means people who are now a different **gender** to the one given when they were born. **Gender** is whether you are male or female.

Queer means people who might be lesbian, gay, bisexual, or transgender.

Changes to our information because of COVID-19



Our information from 2020 and 2021 is a bit different to other years because of **COVID-19**. **COVID-19** is a virus affecting people all over the world.



Because of COVID-19 lots of arts organisations had to close for a long time and had less money.



Because of this we told arts organisations they could stop collecting the information we usually ask for from July 2020 until July 2021.



We also stopped giving our normal funding for a while. We gave out emergency money from the government instead.



The bad effects of COVID-19 on arts organisations caused the most problems for people



- who don't have much money
- from different backgrounds
- with disabilities.



We believe the best way for arts organisations to recover from the bad effects of COVID-19 is for them to be more inclusive.



The effects of COVID-19 make it difficult to compare the information in this booklet to our information for other years.



But we know there is more work to do to make the arts more inclusive and we want to make sure this happens.

What we did in COVID-19



We set up a Response **Fund** and a Cultural Recovery Fund to give money to arts organisations who needed it. A **fund** is a pot of money.



The Cultural Recovery Fund was for people from different backgrounds who were in charge of arts organisations. The Response Fund was for all arts organisations.



We asked people in arts organisations to tell us about their backgrounds so we could give them money from the right fund.



The money for the funds came from the **Government** and the **National Lottery**. The **Government** is in charge of running the country. The **National Lottery** gives money to charities and other groups.

About people who work in organisations we give money to



Females

About half of people who work in organisations we give money to are females.



Women do all job types in the arts. Larger numbers are in charge or have jobs that need special skills. Fewer are artists.



For all job types more women work in the arts than men or LGBTQ+ people.



People from different backgrounds

People from different backgrounds do all job types in the arts. Larger numbers are artists. Fewer are in charge.



Less people from different backgrounds work in the arts compared to the number of people from different backgrounds in England.



Disabled people

The number of disabled people is low and is low compared to the number of disabled people in England.



Disabled people do all job types in the arts. Similar numbers do jobs where they are in charge, have jobs that need special skills, are artists and do other jobs.



LGBTQ+ people

The number of LGBTQ+ people is high compared to the number of LGBTQ+ people in England.



LGBTQ+ people do all job types in the arts. Larger numbers are artists. Fewer are in charge.



People we don't know about

Lots of people don't want to tell us about themselves so we don't know if they are from a different background, are disabled, or are LGBTQ+.



Nearly half of all people who work in organisations did not want to tell us what jobs their parents did when they were 14 years old.



But more people now tell us this information than before. This helps us understand more about their backgrounds.



Big arts organisations

We know a lot about the types of people who work at organisations with more than 50 staff.



You can find out more about these organisations on this website.

About people on the boards of organisations we give money to



A **board** is a group of people who make sure an organisation is managed well.



Most people on boards are

- from a white background
- not disabled
- not LGBTQ+.



The number of males and females on boards is similar.



Most people on boards are 50 to 64 years old. The next biggest group of people are 35 to 49 years old.

About people in charge at organisations we give money to



There are lots of different names for the jobs people in charge do at arts organisations so they are hard to compare.



Lots of people in charge had **furlough** last year which made it even harder to compare information about them. **Furlough** meant their wages were paid by the government because of COVID-19 .



We collected information about **non-salaried** board members instead. Non-salaried means they aren't paid.



The information collected showed

- almost half of board members are females
- nearly 1 in every 5 board members are from a different background
- nearly 1 in every 10 board members are disabled or LGBTQ+.

About different types of art



Organisations that create dance also have the most females working for them. Music organisations have the least.



Organisations that create dance have the most people from different backgrounds working for them. Museums have the least.



Theatres and organisations that create writing have the most disabled people working for them. Music organisations have the least.



Theatres and organisations that create writing have the most LGBTQ+ people working for them. Museums have the least.

About people in different parts of England



Organisations in the South-West have the most females working for them. Organisations in the North have the least.



Organisations in London have the most people from different backgrounds working for them. Organisations in the South-West have the least.



Organisations in the North have the most disabled people working for them. Organisations in the South-West have the least.



Organisations in London have the most LGBTQ+ people working for them. Organisations in the South-West have the least.

About organisations in different Arts Council bands



When we give you money, we put your organisation into 1 of 3 bands called Band 1, Band 2 and Band 3. Band 3 organisations get the most money from us. Band 1 get the least.



Organisations in Band 1 have the most people from different backgrounds and the most disabled people working for them. Band 3 have the least.

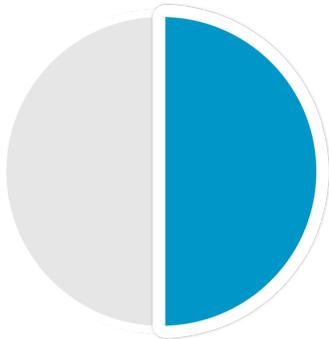


In all 3 bands about half the people that work for organisations are female.



Organisations in Band 2 have the most people LGBTQ+ people working for them. Band 3 have the least.

About organisations who got money from us because of COVID-19



We gave money to over half of the organisations who asked for our Cultural Recovery Fund.



Most of the Cultural Recovery Fund was given to people from different backgrounds who were in charge of organisations.



Most of the Response Fund was given to organisations with disabled people in charge.



A small amount of the Cultural Response Fund was given to organisations with disabled people in charge.

About our projects



We have 2 projects called **National Lottery Project Grants** and **Developing your Creative Practice**. Some people used these projects to ask us for money.



People from different backgrounds got the most money from these projects.



The next biggest group to get money from these projects were disabled people.



Females and LGBTQ+ people also got lots of money from these projects.

About audiences



The number of people in audiences last year was a lot lower than other years because of COVID-19.



Disabled people

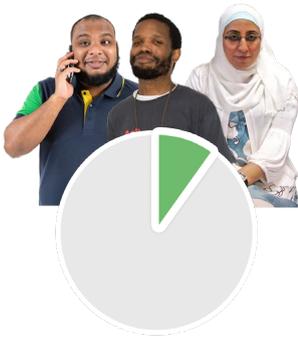
7% of audiences have a disability.



There are more people with a disability in audiences in the Midlands.



Organisations that create writing have the most disabled people in their audiences.



People from different backgrounds

7% of audiences are from different backgrounds.



There are more people from different backgrounds in audiences in London. There are less in audiences in the South-West.



Visual arts organisations and organisations that create writing have the most people from different backgrounds in their audiences. Music organisations have the least.



Visual arts are things like paintings and films.



Females

64% of audiences are female. This is about the same in all parts of England.

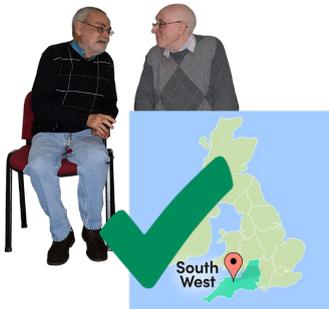


Organisations that create dance or writing have the most females in their audiences. Music organisations have the least.



Age

Organisations that create dance and music have the most older people in their audiences. Organisations that create writing have the least.

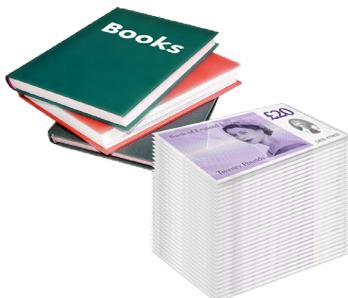


Organisations in the South-West have the most older people in their audiences. Organisations in London have the least.



Money

Most people in audiences have jobs in offices. Some might be in charge of people they work with.



They have a good education and earn a good amount of money.

About the people who work for us



Lots more females work for us than males. The number of females who work for us and are in charge has gone up a little.



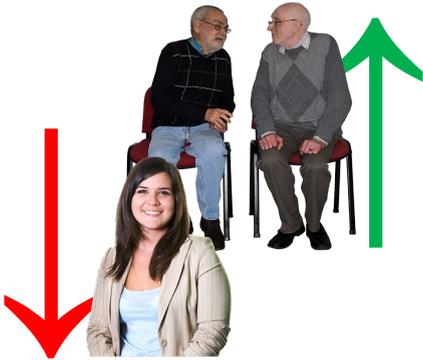
The number of people from different backgrounds who work for us and are in charge has also gone up a little.



The number of people who work for us who are disabled and are in charge has gone up a little.



The number of people who are LGBTQ+ and are in charge has gone up a little.



The number of younger people working for us has gone down a little. The number of older people has gone up a little but the number who are in charge has gone down a little.



The number of people who work for our Area Councils who are female or from a different background has gone down.



The difference in **pay** for males and females is bigger than before. **Pay** is the money you get when you do a job.



The difference is because

- there are less women than men in the best paid jobs
- there are more women than men in the lower paid jobs.



People from different backgrounds get a little bit more pay than people from white backgrounds. Last year people from a white background got more.

What to do if you have any questions



Send an email to this address
enquiries@artscouncil.org.uk



Write to us at this address
**The Hive,
49 Lever Street
Manchester M1 1FN**



Find out more on these sites
Twitter: @ace_national
Instagram: @aceagrams
Facebook.com/artscouncilofengland



Find out more on our website
www.artscouncil.org.uk



Thank you to A2i for the words
www.a2i.co.uk (reference 34804a)

The full version of this document is called
"Equality, Diversity and inclusion: A Data
Report, 2020/21"