

Arts Council England

About our Equality Report How we will make sure our Investment Programme is fair



Easy read booklet

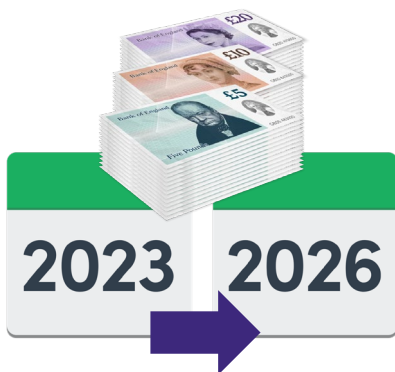
Who we are and what this booklet is about



We are **Arts Council England**. We help artists and arts organisations be creative and make art and culture.



One way we help is by giving money from our **2023 to 2026 Investment Programme** to **National Portfolio Organisations**.



Our **2023 to 2026 Investment Programme** is our main plan to give out money for the next 3 years.



National Portfolio Organisations (called **NPOs** for short) are organisations we give money to who want to help with our **Outcomes**.

LET'S CREATE

You can read about our **Outcomes** in our plan called [Let's Create](#).



We wrote an **Equality Report**. This checked our Investment Programme treats all types of organisations and people in a fair way. We looked at



- NPOs and people who work for them
- other **people involved in the arts**. This includes people who come to see or hear arts and culture or visit museums and libraries.



We looked at information for different types of art, people of all ages, people with disabilities, people from different backgrounds and other groups of people.



This booklet tells you what we found out in our Equality Report and about the changes we will make so our Investment Programme is fair.

Age

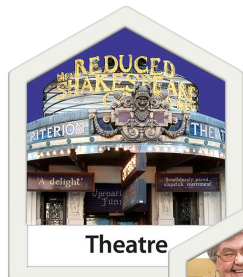


People who work for NPOs

The number of people between 35 and 64 years old who work for NPO's is low compared to what it should be.



Some ages groups only work in some types of art or jobs. We need to change this.



Theatre



Library



For example

- lots of people between 20 and 34 years old work for theatres
- lots of people between 45 and 55 years old work for libraries
- lots of people older than 65 work for museums
- most people on **Boards** are older than 50. A **Board** is the group of people who make sure an organisation is managed well.



Covid-19

Because of Covid-19 lots of younger and older people lost their jobs in the arts. This means less younger and older people work in the arts now.



People involved in the arts

People older than 75 are less involved in the arts than people of all other ages. For all other ages similar numbers of people are involved.



People who are between 65 and 74 years old spend the most money on the arts.



Covid-19

Covid-19 meant lots of older people stayed away from events for a long time. This might mean they get less involved in the arts now and in the next few years.



Because older people spend the most money on the arts this might be bad for the arts.

Disability



People who work for NPOs

People with disabilities are only in charge of a very small number of NPOs.



Only a small number of people with disabilities work for NPOs.



Only a small number of people with disabilities are on Boards of NPOs.



Disabled people are stopped by

- the cost of travel
- not enough support
- buildings and information that are not **accessible**.

Accessible is when something can be used or understood by everyone.



Covid-19

Covid-19 meant most disabled people worked less than other people. But for some disabled people working from home was good.



People involved in the arts

People with disabilities are less involved in the arts and go to museums less than other people. Disabled children go to museums less with their schools than others.



People with disabilities go to libraries more than other people.



Disabled people are stopped by

- the cost of being involved
- the cost of travel
- information that is not accessible.



Covid-19

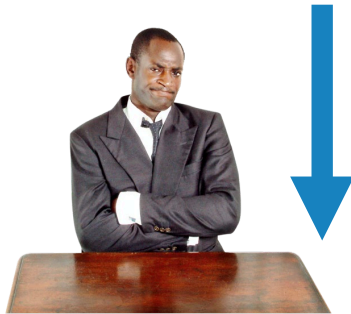
Covid-19 meant most disabled people stayed away from events for a long time. It's important to make sure events are safe and accessible and to do art online.

Race



Your **race** means your background or skin colour.

Most people in England are white but the number of people from different races is going up.



People who work for NPOs

The number of people who work in the arts who are not white is low compared to what it should be.



People in charge of most NPOs are white. This means NPOs with people from other races in charge get less money from us.



Lots of people think mostly white people work in the arts. This might stop people from other races from trying to work in the arts.



Covid-19

More people from other races lost their job during Covid-19 compared to white people.



People involved in the arts

White people are more involved in the arts and visit museums more. People from other races use libraries more.



White children go to the arts more when they are growing up than children from other races.



People from other races are stopped by

- the cost of being involved
- problems with travel to events.



Covid-19

Because more people from other races lost their job during Covid-19 they now have less money to get involved in the arts.

Gender



Your **gender** means if you think of yourself as a man, a woman or something else.



People who work for NPOs

Lots of women work in the arts compared to what it should be.



Women and men work in different types of art and jobs. More women work in museums. More men work in music. We need to change this.



Less women are in charge of NPOs than males. This means NPOs with women in charge get less of our money. We need to change this.



Covid-19

More women lost their jobs because of Covid-19 than men. This is because women do less jobs that they can do from home.



More women from other races lost their jobs than white females.



People involved in the arts

More women are involved in the arts than men. This includes libraries and all other types of art except museums.



Similar numbers of men and women go to museums.



Girls are more involved in arts than boys at school and outside school.

Transgender people and gender reassignment



Transgender means people who are now a different gender to the one they were given when they were born.



Gender reassignment is when you change your body so it looks like the gender you feel you are.



There is not much information about transgender people in England or in the arts. We have changed our forms so we will have this information soon.



Less transgender people have jobs than other people. This might be because they are not treated fairly.

Sexual orientation



Your **sexual orientation** is who you are attracted to. This might be men, women, both or someone else.

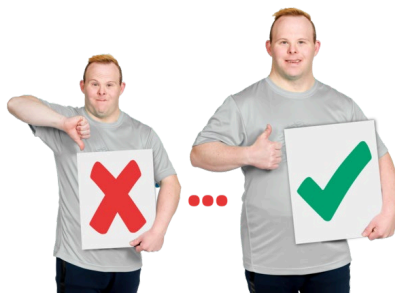


There is not much information about sexual orientation in England or in the arts. We have changed our forms so we will have this information soon.



A small number of **LGBT** people are in charge of NPOs or work in libraries. More work in theatres.

LGBT is short for lesbian, gay, bisexual and transgender people.



There is not much information about the involvement of LGBT people in the arts. We need to change this.

Religion or belief



A **religion** is your faith or what you believe in.



There is not much information about religion in the arts. We will make changes so we have this information soon.



Christians are the biggest religious group in England. Muslims are the next biggest. The number of people with no religion is going up.



Some people from some religions feel they are not treated fairly at work because of their religion. This includes Muslims, Sikhs and Buddhists.

Marriage and civil partnership



If you are in a **civil partnership** it means you have an official relationship by **law** that is like marriage. Civil partnerships are for any 2 people who aren't family.



The **law** protects people and makes sure everyone is treated in a good and fair way.



People who are married and people in civil partnerships have the same **rights** by law. **Rights** are the rules we follow.



There is not much information about civil partnerships in the arts. We will think whether we need to make changes to get this information.

Pregnancy and maternity



Pregnancy is when you have a baby growing in your body.

Maternity is everything to do with having a child.



Pregnant women and mothers who work in the arts say bad things happen to them at work more often than pregnant women and mothers who work for other types of organisation.



Most organisations want to support pregnant women but some think it's too expensive to do this.



There is not much information about pregnancy and maternity in the arts. We will think whether we need to make changes to get this information.

Socio-economic groups



Socio-economic groups are groups of people depending on things like the level of their education, the amount of money they have and the type of job they do.



Most people that work in the arts are in a **higher socio-economic group**. This means they have a better level of education than others, more money and a better job.

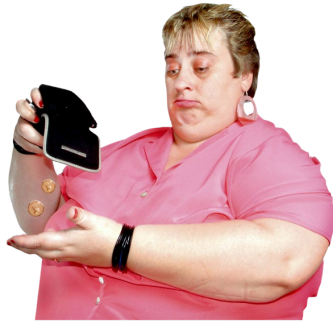


People who work for NPOs

Museums and libraries have the most people from lower socio-economic groups working for them.



There is not much information about the socio-economic groups of people who work for NPOs. We need to make changes so we get this information.



Covid-19

People with **low incomes** lost their jobs more than other people because of Covid-19. If you have a **low income** it means you do not earn much money.



People involved in the arts

More people in higher socio-economic groups are involved in the arts than people in lower socio-economic groups.



People in higher socio-economic groups think art is more important than people in lower socio-economic groups.



People in higher socio-economic groups take their children to the arts more than people in lower socio-economic groups. Their children also learn to play music more.



People from lower socio-economic groups are stopped by

- the cost of being involved
- the amount of time it takes.

The changes we will make



We will make sure our information is more **inclusive** and accessible so more people read it. **Inclusive** means everyone can be involved.



We will make sure everyone knows we want to be inclusive and that we want to give money to all types of people and organisations.



We will be more inclusive so different types of people work for us. We will do this for all types of job.



We will make sure we treat all types of people and organisations fairly.



We need more information about some groups of people. We will make changes so we get this.



We will try to give more money and support to organisations managed by different types of people and with different types of people on their Board.



We will try to give more money and support to organisations who have lots of different types of people working for them.



We will try to give more money and support to organisations who get lots of different types of people involved in the arts.



We will make it easier for you to tell us about problems with inclusivity or accessibility at Arts Council England or NPOs.



We will only give money to organisations who show us they will be inclusive. We will check often that they are inclusive.



We will support different types of people to get and keep jobs in the arts. We will give money to other organisations who do this too.



We will give money and support to arts that different types of people are interested in. This includes arts we have not given much money to before.



We will work with communities and other organisations so more types of people get involved in the arts.



We will check we make all of these changes.

Equality Analysis: National Portfolio 2023-26
Investment Process

Part 1: Information about the policy, programme, activity, or decision, and assessment as to whether an EA is required

What is being assessed?

This equality analysis focuses on the equality impacts of the National Portfolio process for 2023-26.

The NPO equality analysis will be approached in two stages:

- Stage one – focused on process design, led by the Funded Organisations team with support from the Director, Diversity and Senior Manager, Policy & Research (Equality & Diversity)
- Stage two – focused on an analysis of the application data, followed by analysis of recommendations, led by the Director, Diversity and Senior Manager, Policy & Research (Equality & Diversity) with support from the Funded Organisations team.

The stage two equality analysis will accompany decision paperwork for the NPO process at Executive Board, Area and National Council meetings. A final version will be produced for external publication, which will include an impact analysis of decisions made.

This stage one equality analysis draws on the evidence acquired for the equality analysis carried out for the Delivery Plan 2021-24 – our plan for how we will use our full range of funding programmes towards achieving the vision of Let's Create over its first four years.

General background / wider contextual information

Arts Council England will invest circa 70% of its annual funding in the 2023-26 National Portfolio. Approximately £414 million was invested annually during the 2018-22 funding period.

The National Portfolio Organisation investment programme is the largest of our three key strands of our investment, providing essential core investment to cultural organisations and working alongside our Music Education Vets, National Lottery Project Grants and Development Funds investment strands.

Following the Government's White Paper on 1 February 2021, the Secretary of State issued an instruction on how the Arts Council should use our resources to further the Government's Levelling Up priority. The policy direction requires that the Arts Council reduces its overall

Thank you to A2i for the words
www.a2i.co.uk (reference 35971a)

The full version of this document is called
**“Equality Analysis:
National Portfolio 2023-26
Investment Process”**