



# Arts Council England

## The different types of people in the arts last year



### Easy read booklet for 2021-2022

# 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 2021 to March 2022.

# 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 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 we want. They are

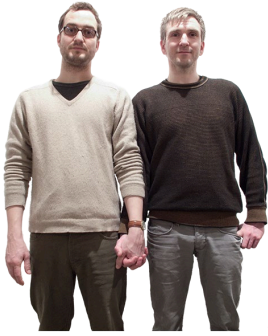
- people from Black, Asian and other different backgrounds.
- disabled people.
- **females**. This means women and girls.
- **LGBTQ+** people.



**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 whose **gender** is not the same as what was written on official documents when they were born.



**Gender** is how male or female you feel you are. You may not feel male or female at all. You can choose to be male, female, both genders or no gender. No gender is often called **non-binary**.



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



# What has happened so far



In the last 8 years the mix of people in the arts has got a bit better and it's a bit more like the mix of people in England.



But we think the changes are too slow and the mix is not right yet. We are not happy about this.



It's important to have the right mix of people so arts and culture do well. Arts Council England and other organisations need to do more work to make this happen.



We are changing the organisations we give money to in 2023-2026 and we already changed some of our other plans to try to get a better mix of people in the arts more quickly.

# About people who work in organisations we give money to



## People from different backgrounds

People from Black, Asian and other different backgrounds do all job types in the arts. More people are artists. Less are in charge.



The number of people from different backgrounds who work in the arts has gone up a little in the last 3 years.



The number of people from different backgrounds who work in the arts is low compared to the number of people from different backgrounds in England.



## Females

A little less than half of people who work in organisations we give money to are females. The number of females has gone down a little in the last 3 years.



Females do all job types in the arts. More people are in charge or have jobs that need special skills. Less are artists.

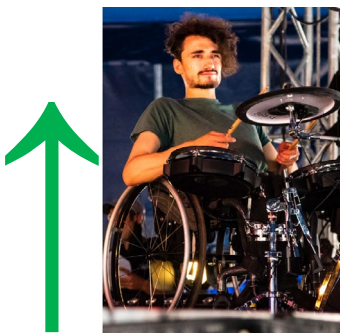


For all job types, more women work in the arts than men or non-binary people.

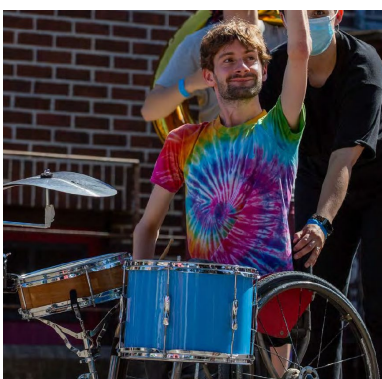


## **Disabled people**

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



The number of disabled people who work in the arts has gone up a little in the last 3 years.



Disabled people do all job types in the arts. About the same number of people have jobs that need special skills, are artists and do other jobs. A few more people are in charge.





## LGBTQ+ people

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



The number of LGBTQ+ people who work in the arts has gone up a little in the last 3 years.



LGBTQ+ people do all job types in the arts. About the same number of people do all jobs types.



## Socio-economic background

For us, your **socio-economic background** is about the life you had when you were 14 years old and how much money the adults in your home were paid.



A little less than half of people are from a **high socio-economic background**. This means someone in their home earned a good amount of money.



## **People we do not know about**

Lots of people did not tell us about themselves so we do not know if they are from a different background, are disabled, are LGBTQ+, or about their socio-economic background.



Less people than before told us if they are female or from a different background.



More people than before told us if they are disabled or LGBTQ+.



## **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 in charge at organisations we give money to



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



People in charge at arts organisations are mostly females.



LGBTQ+ people are the 2nd biggest group of people in charge in most organisations.



People from different backgrounds are the second biggest group of people in charge in creative jobs.

# 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.

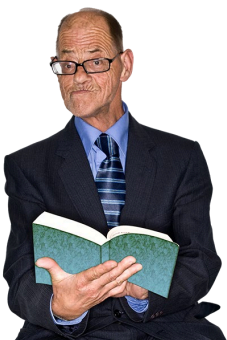


Most people on boards are

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



More females are on boards than men. The number of females has gone up.



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



# About different types of art



Organisations that make **literature** have the most people from different backgrounds working for them. Museums have the least. **Literature** is written work like books and poems.



More than half of people who work for museums are female. Museums have the most females working for them. Music organisations have the least.



Theatres have the most disabled people working for them. Music organisations have the least.



Theatres have the most LGBTQ+ people working for them. Museums have the least.

# About people in different parts of England



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



More than half of people working for organisations in the South-East are female. Less than half are female in London.



Organisations in London and the North have the most disabled people working for them. Organisations in the South-East, South-West and the Midlands have the least.



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

# About organisations in different Arts Council bands



When we give you money, we put your organisation into a group called either 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 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.



Disabled people got the most money from these projects.



The group who got the next biggest amount of money were people from Black, Asian and other different backgrounds.



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



# About audiences



The number of people in audiences last year was lower because of COVID-19 rules that we still had to follow in 2021.



## Disabled people

1 person in every 8 people in audiences have a disability. This has gone up a little.



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



Organisations that make literature have the most disabled people in their audiences.



## People from different backgrounds

1 person in every 10 people in audiences are from different backgrounds. This has gone up a little.



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



Organisations that do **visual arts** and make literature have the most people from different backgrounds in their audiences. Music organisations and museums have the least.



**Visual arts** are things like paintings and films.



## Females

More than half of audiences are female. This is about the same in all parts of England.



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



## Age

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



Organisations that create music have the most older people in their audiences. Organisations that do visual arts have the least.



## Socio-economic background

Nearly half of people in audiences are from a high socio-economic background.



A lot less people in audiences are from a low socio-economic background.

# 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.

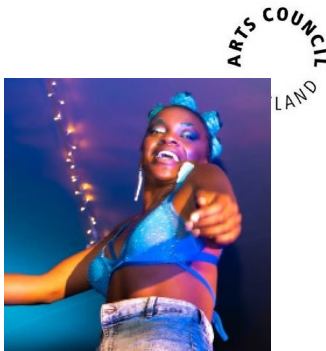


The number of people who are LGBTQ+ and are in charge has gone up a little.





The number of younger people working for us has gone down a little.



In our National Councils the number of people who are from a different background has gone up a little. The number of people who are disabled has stayed the same.



In our Area Councils the number of people who are from a different background has gone up a little. The number of people who are disabled has gone up a lot.



There are small differences in how much people are paid in some groups.



Males are paid a bit more than females.

People from different backgrounds are paid a bit more than people from white backgrounds.

# What to do if you have any questions



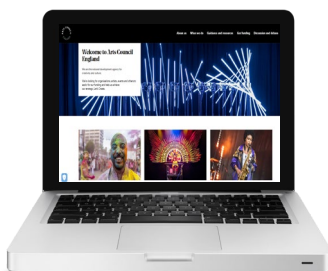
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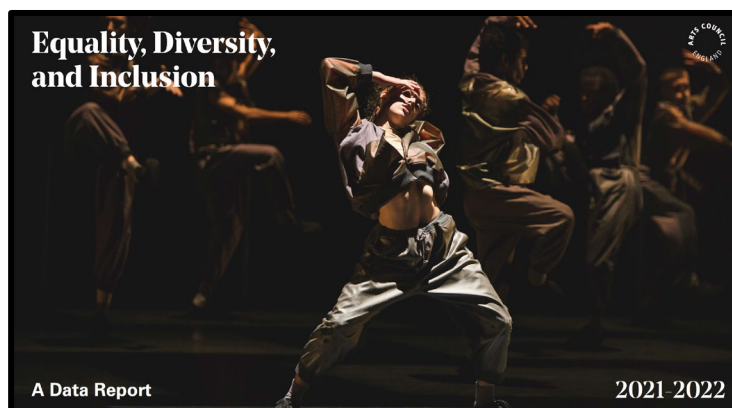
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Thank you to A2i for the words  
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The full version of this document is called  
“Equality, Diversity and inclusion: A Data  
Report, 2021-2022”