

2023 to 2026 Investment Programme

About our Equality Analysis Action Plan



Easy read booklet

Who we are and what this booklet tells you about



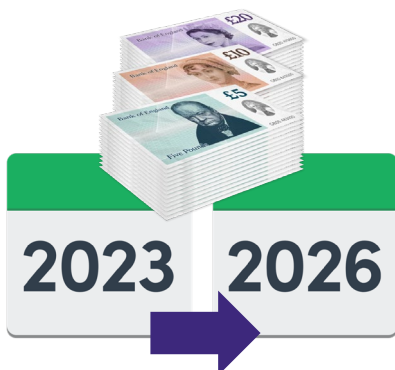
We are **Arts Council England**.



We help artists and arts organisations be creative and make art and culture.



One way we help is to give arts organisations money from our **2023 to 2026 Investment Programme**.



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



When we give out money it is called **funding**.



We wrote an **Equality Report** about our 2023 to 2026 Investment Programme.



Equality means being fair and treating everyone in the same way. It means everyone has the same chance to get funding.



Our **Equality Report** tells you how we will treat all types of people and organisations in a fair way when we do our Investment Programme.



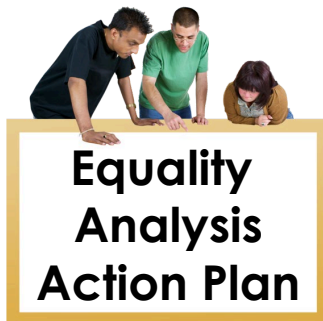
We did **analysis** about the information in our Equality Report.



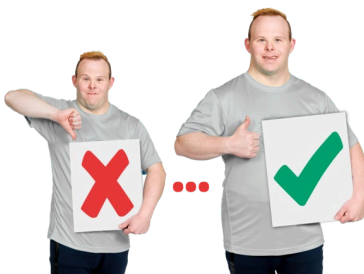
Analysis is when you study something carefully to understand more about it.



After our analysis we made an **Equality Analysis Action Plan** about what we will do to make equality better.



This booklet tells you about our **Equality Analysis Action Plan**.



We found 12 areas of our work where we can make equality better. We call these **areas of impact**.

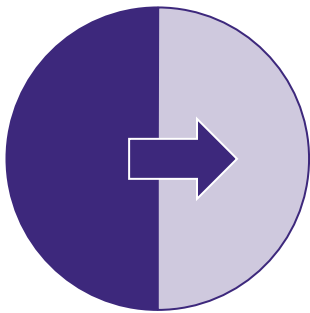


In the next pages of this booklet, we tell you

- about each area of impact.
- what we will do to make equality better for each area of impact.

Area of impact 1

A low number of applications from Disability led organisations



For Arts Council England, **Disability led** means more than half of the **board** and **senior management team** at an organisation have a disability.



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



A **senior management team** is the people who are in charge at an organisation and have high level jobs.



People who make important decisions in organisations are also called **leaders**.

Equality Analysis Action Plan



This area of impact is a problem everywhere in England.



Area of impact 1 **Action Plan**

We will



- help Disability led organisations that do not get money from us to apply for our funding.
- check if the organisations that get funding from us are adding more disabled people to their boards and **governing bodies**.
- find out what happens when the organisations that get funding from us add more disabled people to their boards and **governing bodies**.
- check if the organisations that get funding from us are meeting aims agreed with us to add more **diversity** to their boards, and **governing bodies**.



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Governing bodies are groups of people who work with organisations to decide the rules they will follow.



Diversity means lots of different types of people.

Area of impact 2

A low number of applications from Black, Asian and Ethnically Diverse led organisations

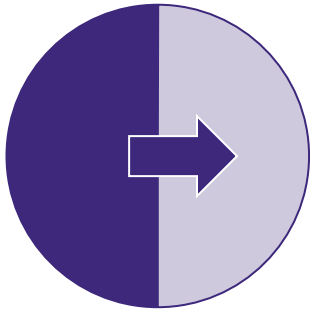


Ethnically Diverse means including lots of people from different **ethnic groups**.



An **ethnic group** is a group of people with the same cultural background, like the language they speak or the country they come from.

Equality Analysis Action Plan



For Arts Council England, **Black, Asian and Ethnically Diverse led** means more than half of the board and senior management team at an organisation are Black, Asian or Ethnically Diverse.



This area of impact is a bigger problem in the north of England.

Area of impact 2 **Action Plan**

We will



- think about Black, Asian and Ethnically Diverse led organisations that do not get money from us first when we decide who gets funding.



- check if the organisations that get funding from us are adding more Black, Asian and Ethnically Diverse people to their boards, and governing bodies.



- find out what happens when the organisations that get funding from us add more Black, Asian and Ethnically Diverse people to their boards and governing bodies.

Equality Analysis Action Plan

Area of impact 3

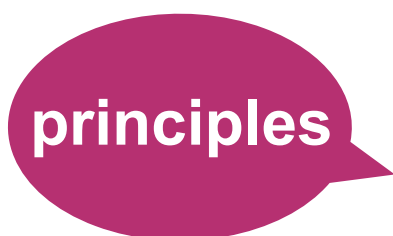
A low number of applications from, and awards to, Disability led IPSOs and Black, Asian and Ethnically Diverse led IPSOs



An **award** is when we give funding to an organisation.



IPSO is short for **Investment Principles Support Organisation**.



IPSOs want to help others follow our **Principles**.



Our **Principles** are what we believe in. We think about our Principles before we give money to people or organisations.

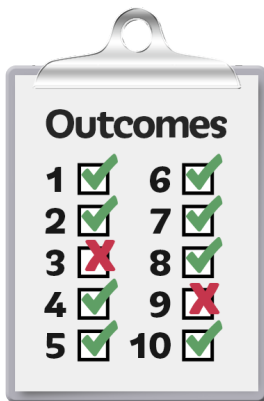
Equality Analysis Action Plan



There is another type of organisation called an **NPO** which is short for **National Portfolio Organisation**.



NPOs want to help with our **Outcomes**.



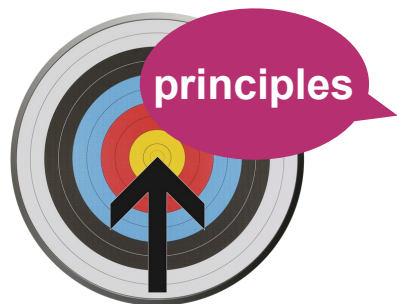
Our **Outcomes** are what we want to do.



We wrote about our Principles and Outcomes in our plan called **Let's Create**.

[Click this link to find out more.](#)

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Area of impact 3 **Action Plan**

We will

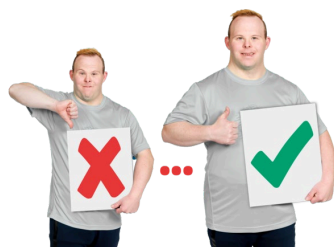
- think about Disability led and Black, Asian and Ethnically Diverse led organisations that do work to support our Principles, but do not get regular money from us first when we decide who gets funding.
- check IPSOs and NPOs are meeting aims agreed with us to do work to support our principles.
- check IPSOs and NPOs are meeting aims agreed with us to add more diversity to staff, boards, leaders and governing bodies.
- make sure the **Inclusivity and Relevance** part of our website has good information about Disability led NPOs and Black, Asian and Ethnically Diverse led NPOs that help the arts be more inclusive and support the work IPSOs do.

Inclusive means everyone can make and enjoy art and culture.

Relevant means the art and culture we support is for and about all the different people in our country.

Area of impact 4

Use our Elevate programme to help more Diverse led organisations apply to become NPOs

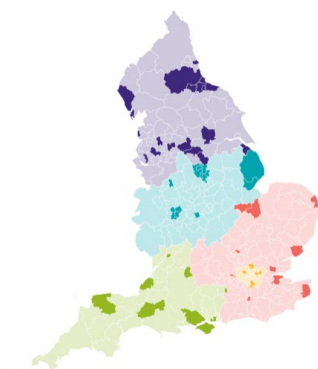


Our **Elevate** programme gives funding to Diverse led organisations that are not NPOs to help them grow and get stronger.



For this area of impact, we will think about these types of organisations first for funding

- Disability led organisations in all parts of England.
- Black, Asian and Ethnically Diverse led organisations in the north of England.
- organisations that are right for our **Priority Places** list and **Levelling Up for Culture** list.



Our **Priority Places** list is a list of places we have not given enough support to in the past and that need our help the most.

Equality Analysis Action Plan



Levelling up means making sure everyone has the same chances in life wherever they live in the country.



Our **Levelling Up for Culture** list is a list of places we want to give funding to so they can have more culture like other places in the country.



Area of impact 4 **action plan** **We will**



- look at information from **round 2** of Elevate and use what we find out when we do round 3.
- do round 3 of Elevate to support Diverse led organisations so they are ready to apply for the next Investment Programme.
- start an Elevate **Alumnus** programme where organisations that got Elevate funding before can learn from each other and support organisations that want to apply for the next round.



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A **round** is when a funding programme gives you a new chance to apply.



Alumnus means a person who has completed something before.

Area of impact 5

Support new Diverse led organisations in the 2023 to 2026 Investment Programme



Area of impact 5 **Action Plan**

We will



- start **peer to peer** learning for Diverse led organisations that are in the same area or do the same type of work.
- start peer to peer learning for our **relationship managers**.
- use our **Transforming Governance** programme to support boards to be better at what they do. We will offer workshops, **mentoring** and advice.



Equality Analysis Action Plan



Peer to peer learning is when people who do the same thing give each other training and support.



Our **Transforming Governance** programme gives support to boards and leaders at NPOs, to help them grow and get stronger.



Relationship managers support the people and organisations we give funding to.



Mentoring is when someone teaches and supports someone else.

Equality Analysis Action Plan

Area of impact 6

Check how we thought about equality in our Investment Programme and think about what we can learn for the future



We want to check the way we do things and make changes so equality is better.



Area of impact 6 **Action Plan**

We will check

- our application system.
- our information about how to apply.
- our templates for applying.
- the diversity of who decides about funding.
- how **accessible** our application system is.



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

Area of impact 7

Not enough disabled people are leaders or on boards at organisations



This might be because of

- the way organisations **recruit**.
- **barriers to access**.

Recruit means find a person for a job.

Barriers to access are things that stop some types of people from doing some things.



Area of impact 7 **Action Plan**

We will

- use our Transforming Governance programme to find disabled people at organisations we give funding to and support them to be leaders and on boards.
- find out what happens when the organisations that get funding from us have more disabled people as leaders and on boards.
- have meetings to talk about how we can support disabled artists who want to stay as artists and not set up organisations.



Area of impact 8

Not enough Black, Asian and Ethnically Diverse people are leaders or on boards at Museums and Libraries



Area of impact 8 **Action Plan**

We will

- make an action plan about how to have more diversity in leaders, governing bodies and on boards at Museums and Libraries.
- use our Transforming Governance programme to support boards to be better at what they do. We will offer workshops, mentoring and advice.
- work with **Libraries Connected** so more Library NPOs know about their inclusivity training courses.
- make sure new Library NPOs know about our Inclusivity and Relevance Principle when they set up their boards.



I&R
principle

Equality Analysis Action Plan



Libraries Connected is a group of libraries in England, Wales and Northern Ireland. Libraries Connected get funding from us.

Area of impact 9

Not enough women leaders in some types of organisations



The types of organisations that have less women leaders include

- music.
- museums.
- big dance companies.



Area of impact 9 **Action Plan**

We will

- have meetings with women leaders to find ways to support more women to become leaders.
- think about barriers to access for women from different backgrounds and the different types and sizes of music organisations, museums and big dance companies.



Equality Analysis Action Plan

Area of impact 10

Get more information about socio-economic backgrounds to help us check what we do.



Your **socio-economic background** means your childhood, education, the money you earn and the type of job you do.

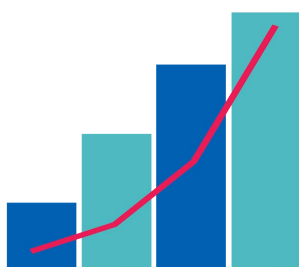


We asked for information about socio-economic backgrounds for the first time when organisations applied to our 2023 to 2026 Investment Programme.



Area of Impact 10 **Action Plan**

We will use the socio-economic information we find out to start a **dataset** that can be used to make what we do fairer in the future.



Data is information, numbers and facts about a subject. A **dataset** shows data in a clear way, like in a table or a graph.

Area of impact 11

Use the 2021 Census to help us think about diversity for our next Investment Programme



A **census** is a count of all the people who live in a place or a country. In the UK, there is a census every 10 years.



Area of Impact 11 **Action Plan**

We will use information from the 2021 Census to make sure our Investment Programme has a good understanding about different types of people in the UK.



We will think about things like

- disability.
- ethnicity.
- **sex.**
- **sexual orientation.**
- socio-economic background
- **intersectionality.**



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Your **sex** means if you are male, female or something else.



Your **sexual orientation** means if you are straight, gay, lesbian or something else.



Intersectionality means how people can be from more than one type of group and how this affects them.

Area of impact 12

Find ways for our Diversity and Levelling Up for Culture ideas to support each other



Area of Impact 12 **Action Plan**

We will work with our staff to find ways to make sure our Inclusivity and Relevance Principle is part of our Levelling Up for Culture work, including priority places in London.

Thank you to A2i for the words
www.a2i.co.uk (reference 37096a)