



Arts Council England

The different types of people in the arts last year



Easy read booklet

2021

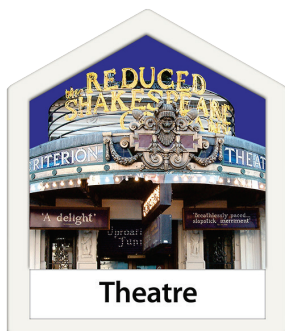
Who we are and what we do



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 have 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.



In 2020 we set an aim to increase the different types of people in the arts. This booklet tells you about the people in the arts from April 2019 to March 2020.

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



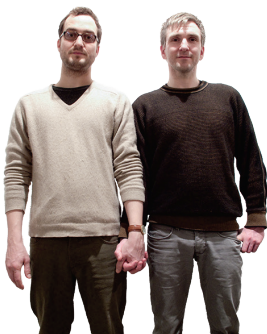
We want more types of people in the arts. This booklet tells you what we've done to increase 4 types. They are

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



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

How we will change the types of people in the arts



We will support artists and arts organisation to increase the types of people in the arts.



We will get as much information as we can about the types of people in the arts and use it to help us with our aim.



We will bring inclusivity into all our work.



We will not give money to artists or arts organisation who don't want to help us with our aim.

How we will ask you to help



If you ask us for money you need to tell us the types of people who are **underrepresented** in your organisation and audiences.



Underrepresented means there aren't as many of these types of people.



You need to tell us how you will have more underrepresented people in your organisation and audiences.



You need to set good aims and check you meet them. We will support you to do this.

About people who work in organisations we give money to



Females

The number of females has gone up a little.



Women do all job types in the arts. Larger numbers are in charge. Fewer are artists.



For all job types more women work in the arts than men.



People from different backgrounds

The number of people from different backgrounds has gone up a little but is low compared to the number of people from different backgrounds in England.



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



Disabled people

The number of disabled people has gone up a little but is low compared to the number of disabled people in England.

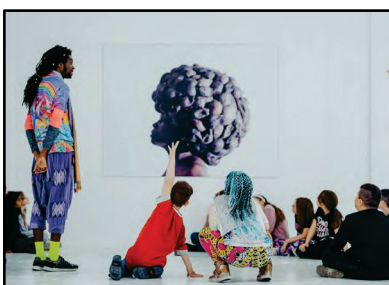


Disabled people do all job types in the arts. Larger numbers are in charge or have jobs that need special skills. Fewer are artists.



LGBT people

The number of LGBT people has gone up a little and is high compared to the number of LGBT people in England.



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



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 what their **sexual orientation** is.



Your **sexual orientation** means who you are attracted to. You might be attracted to men, women, or both.

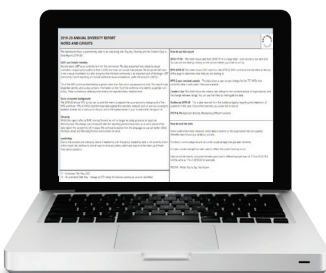


The number of people who don't want to tell us about themselves has gone down.



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



People in charge at arts organisations are mostly females.



LGBT people are the 2nd biggest group of people in charge.



There are lots of different names for the jobs people in charge do at arts organisations.



This makes it difficult for us to find out about changes in the types of people who do these 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.



The number of people on boards who are from different backgrounds or are older has gone up a little.



The number of people on boards who are female has gone up a little.



The number of people on boards who are disabled or LGBT has gone up a little.

About different types of art



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



Museums and organisations that create dance or writing have the most females working for them. Music organisations have the least.

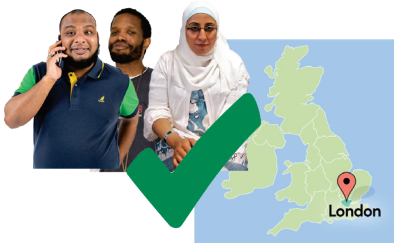


Theatres have the most disabled people working for them. Dance organisations have the least.



Theatres have the most LGBT 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.



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



Organisations in London have the most disabled people working for them. Organisations in the South-East have the least.



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

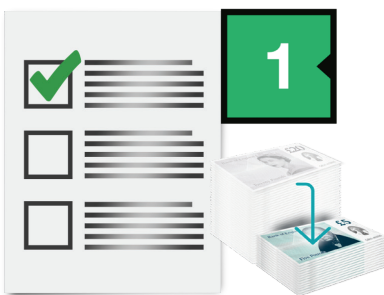
About organisations in different Arts Council bands



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. They need to show us lots of plans so we know they will spend the money well.



Band 1 organisations get the least money from us. Their plans can be simpler.

Band 2 organisations are in between.



In all 3 bands about half the people that work for organisations are female and a small number are disabled or LGBT.

How well organisations we have given money to have done



If we give money to an organisation they have to try to help us increase the different types of people in the arts. There are lots of ways to do this.



We give each organisation a score to show how well they have done.



The number of organisations who have helped and got a good score has stayed the same.



The number of organisations who have done very well and got a really good score has gone up.

About our projects



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



The number of disabled people or people from different backgrounds who get money from these projects has gone up a little and is a little higher than from other projects.



The number of females who get money from these projects has gone down and is a lot lower than from other projects.



The number of LGBT people who get this money from these projects has gone up a lot and is a lot higher than from other projects.

About audiences



If we give you lots of money you need to collect information about the types of people in your audiences and tell us about it.



Disabled people

8% of audiences have a disability.



There are less people with a disability in audiences in London.



Organisations that create writing have the most disabled people in their audiences. Libraries and museums have the least.



People from different backgrounds

11% of audiences are from different backgrounds.



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



Dance and visual arts organisations have the most people from different backgrounds in their audiences. Music organisations have the least.



Females

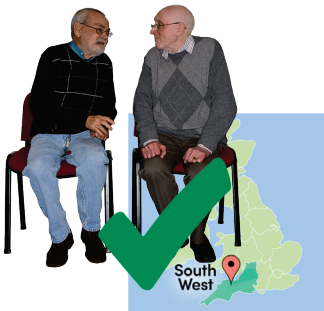
64% of audiences are female. This is about the same in all parts of England.



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

Age

Most people in audiences are older apart from **visual arts** audiences. **Visual arts** are things like paintings and films.



Music organisations and organisations in the South-West of England have the most older people in their audiences.

Money

Most people in audiences have jobs in offices. Some might be in charge of people they work with. They earn a good amount of money.



About the people who work for us



The number of females who work for us has stayed the same. But the number of females in charge has gone up a little.



The number of people from different backgrounds who work for us and are in charge has 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 work for our Area Councils who are disabled or from a different background has gone up.



The number of people who are LGBT has stayed the same. The number of LGBT people in charge has gone down a little.



The number of young people aged 20 to 30 years old working for us has gone up a little.

The number of older people who are in charge has gone up a little.



The difference in **pay** for men and women is smaller 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.

What to do if you have any questions



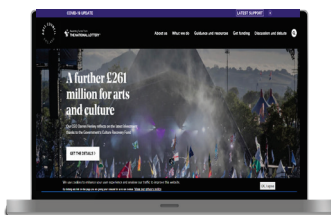
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[Facebook.com/artscouncilofengland](https://www.facebook.com/artscouncilofengland)



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



Thank you to A2i for the words
www.a2i.co.uk (reference 33726a)

The full version of this document is called
"Equality, Diversity and the Creative Case:
A Data Report, 2019/20"