

2023-2026 Investment Programme: Treating people in an equal way



Easy read booklet

Who we are and what we do



We are **Arts Council England**. We support creativity and culture in the UK.

We are funded by the public, so we need to spend money in an equal and fair way.



We need the creative and cultural organisations we support to follow the law on equality.

Every organisation should

- ✓ Run their organisation well
- ✓ Follow the law on pay and treating people in a fair way



Read more about the [Equality Act 2010](#).



We want to give more chances to people from different backgrounds in society.

How we follow the Equality Act



We need to show that

- ✓ No one is treated in a bad or unfair way
- ✓ We make it easier for people who are covered by the Equality Act to have more chances
- ✓ Have good relationships between people who don't get the same chances as other people.



This is the law. We will share what we do with creative and cultural organisations so they can do this too.



Anyone who gets public funding should follow the Equality Act.

We want the creative and cultural organisations we fund to do as much as they can to include people.



Protected equality groups



Some groups of people are protected by the law and have to be treated in a good and fair way.

We call this having **protected characteristics**.



Protected characteristics are

- Age
- Disability
- Gender
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation



We will also think about people who may not have much money. This can stop them from taking part in creativity and culture.

Equal pay



We also need to make sure that people are paid in a fair way.

Read more about the [Living Wage Campaign](#). A living wage should be enough money to live in a good way.

Everyone who works in creativity and culture should get paid properly.



A lot of creative practitioners are **freelance**. This means they get money for a project. So they don't get paid in the same way as if they worked for an organisation all the time.



We need to make sure creative practitioners are paid in a fair way.

Anyone over 23 years old must be paid enough to live.

Creative and cultural organisations have to follow the law on paying people.



They need to put this in all funding applications.

Read about the [National Living Wage](#).

More about equal pay



We know a lot of people get work experience in creativity and culture. This is good but should not take the place of paying people.



Volunteers are important to creativity and culture. Organisations should always treat these people in a good and fair way, even if they don't get paid.

A volunteer should never do more than they want to.



You can find out more at the [Museums Association](#) and [Voluntary Arts](#).

Another useful site is [Creative and Cultural Skills](#).

List of useful contacts



a-n The Artists Information Company – for visual artists

High Bridge Works
31-39 High Bridge
Newcastle upon Tyne
NE1 1EW
Phone: 0300 330 0706

Email: membership@a-n.co.uk

Website: www.a-n.co.uk

BECTU – for technical staff

373–377 Clapham Road
London SW9 9BT
Phone: 0207 346 0900

Email: info@bectu.org.uk

Website: www.bectu.org.uk



CILIP – for libraries

7 Ridgmount Street
London WC1E 7AE
Phone: 0207 255 0500

Email: info@cilip.org.uk

Website: www.cilip.org.uk

List of useful contacts



Equity – for actors, singers and dancers
Guild House
Upper St Martins Lane
London WC2H 9EG
Phone: 0207 379 6000

Email: info@equity.org.uk
Website: www.equity.org.uk

Independent Theatre Council – for theatre practitioners
The Albany, Douglas Way
London SE8 4AG
Phone: 0207 403 1727

Email: admin@itc-arts.org
Website: www.itc-arts.org



Museums' Association – for museums
42 Clerkenwell Close
London EC1R 0AZ
Phone: 0207 566 7800

Email: info@museumsassociation.org
Website: www.museumsassociation.org

List of useful contacts



Musicians' Union – for musicians
Head Office: 30 Snowsfields
London SE1 3SU
Phone: 0207 582 5566
Email: membership@theMU.org
Website: www.musiciansunion.org.uk

Music Mark – for music education services and hubs
PO Box 800
Winchester, SO23 3RY
Phone: 020 3633 9863
Email: info@musicmark.org.uk
Website: www.musicmark.org.uk



Writers' Guild of Great Britain – for writers
134 Tooley Street
London SE1 2TU
Phone: 0207 833 0777
Email: admin@writersguild.org.uk
Website: www.writersguild.org.uk