

Ffotogallery – Strategic Equalities Plan 2020/21

Within the terms of its Equalities commitment, Ffotogallery is committed to equal opportunities policy and practice to ensure that all employees and service users, both actual and potential, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation.

Our policy and action plans are herewith updated, reflecting the Equality Act that came into force on 1 October 2010. The Equality Act brings together over 116 separate pieces of legislation into one single Act. Combined, they make up a new Act that provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. The Act simplifies, strengthens and harmonises the current legislation to provide Britain with a new discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The nine main pieces of legislation that have merged are:

- the Equal Pay Act 1970
- the Sex Discrimination Act 1975
- the Race Relations Act 1976
- the Disability Discrimination Act 1995
- the Employment Equality (Religion or Belief) Regulations 2003
- the Employment Equality (Sexual Orientation) Regulations 2003
- the Employment Equality (Age) Regulations 2006
- the Equality Act 2006, Part 2
- the Equality Act (Sexual Orientation) Regulations 2007

Ffotogallery adopts an inclusive and broad approach to equality and diversity – one that includes all the protected characteristics covered by the Equality Act 2010. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic or national origin, colour or nationality), religion or belief (or lack of belief), sex and sexual orientation, and Welsh Language. Our approach recognises that discrimination is often experienced due to a combination of factors.

We recognise, too, that we need to continue to work hard to tackle current inequalities. But we also want to make sure that we value the role people from all parts of our society can play in creating a vibrant Wales. We know that the arts in Wales will be stronger, more exciting and relevant to more people if we embrace diversity. We are enthusiastic about wanting to look at what we do and how we work through fresh eyes. It will revitalise our approach and help increase access to the arts.

Strategic Equalities Plan 2020/21

1. Governance

Current practice and areas for development

Ffotogallery aims to ensure that its Board of Management is representative of the community and users it serves. The Board is responsible for ensuring that the Strategic Equalities Plan is properly implemented, monitored and reviewed.

In developing the board over the last decade, Ffotogallery has achieved good representation of women, the LGBT community, maternity and a broad age range of members. Welsh-English bilingualism has also been well represented. However, we have identified cultural diversity, disability and religious diversity as areas that need to be strengthened. We have completed phase one of a two stage Board recruitment process, including the recruitment of new members reflecting our Equalities commitment.

Three new Board members have been recruited in January 2020. Two are women and two are Welsh speakers. A second tranche of new Board members is planned for 2020/21.

Arising from the Ffotogallery and Diversity Review conducted in Autumn 2019, the Board adopted a Diversity Action Plan in January 2020 which is being implemented in 2020/21.

Action	Measure	Lead team
Recruit new Board members reflecting identified priorities around gender cultural diversity, disability and religious diversity	<ul style="list-style-type: none"> Board membership representative of the community and users it serves, particularly increasing women, Black Asian and Minority Ethnic 	<p>Board, led by Chair and input from Director, Business Manager and ACW Advisers.</p> <p>Ffotogallery's Chair and Director attended the ACW Diversity Training Workshop in Newport, and we have been implementing some of the good practice in 2019, in relation to Diffusion and other programmes of work.</p>

	<p>(BAME) and disabled people's representation</p> <ul style="list-style-type: none"> - Board takes appropriate action to replace members who stand down in accordance with the Equality Plan - Board and Director attend ACW Diversity Training Workshop - Discuss with A&B Cymru opportunities to recruit new Board members in the priority groups through their Board Bank 	<p>We have also contributed to the What Next Diversity Task Force, and researched models of best practice elsewhere in the UK, for example The Bristol Quality Charter and toolkit 2019.</p> <p>A&B Cymru is appointing a Business Adviser to work with us on organisational change processes, and we are in dialogue with them about prospective new members from their Board Bank.</p>
<p>Use partnership working with Equalities groups to target prospective new Board members, particularly from culturally diverse sector and disabled people</p>	<ul style="list-style-type: none"> - Develop partnerships with culturally diverse organisations such as Iris, Autograph and Disability Arts Cymru to identify prospective Board members. 	<p>Director</p>

2. Staff and volunteers

Ffotogallery is committed to equal opportunities policy and practice and to ensuring that all employees and volunteers, including freelance staff, are treated equally and as individuals regardless of age, disability, ethnic or national origin, gender, marital or parental status, political belief, race, religion or sexual orientation. Ffotogallery is committed to undertaking open recruitment and selection procedures and wherever possible all vacancies are advertised and fair and equitable short listing and interview processes will be followed. This also applies both to internships and volunteering opportunities.

Employees of and volunteers working with the organisation are informed of the equal opportunities policy and receive training on equal opportunities issues as appropriate. Ffotogallery also ensures that the changing and developing needs of staff and volunteers are recognised and appropriate adjustments made to working conditions and/or training provided.

In its recruitment of staff and volunteers over the last decade, Ffotogallery has achieved good representation of women, the LGBT community, Welsh speakers, maternity and a broad age range of members. Our ongoing relationship with Disability Arts Cymru has helped with the recruitment of disabled people as volunteers, and they also received mentoring and support tailored to their individual needs.

We have identified Welsh-English bilingualism as an area that needs strengthening in terms of core staff and freelancers. We employed a native Welsh speaker as Event Producer for Diffusion 2019, and a number of Welsh speaking technicians, exhibition assistants and media and communications personnel in the lead up to and for the duration of the festival. We have identified cultural diversity, disability and religious diversity as areas that also need to be strengthened, across our staff and volunteer workforce. Two Asian staff members were employed on a freelance basis during the whole of 2019/20 to work on Diffusion/European Prospects and The Place I Call Home respectively. This increased the representation of Black Asian and Minority Ethnic (BAME) arts professionals within our small team.

Success in securing a major award from the NatWest Skills and Opportunities Fund will enable Ffotogallery to offer 40 young people (aged 16 – 30) places in our new Creative Skills Academy, a pathway from entry level work in the creative industries to market readiness as self-employed professionals or small businesses. Four cohorts of 10 individuals were recruited between 2018 and 2020, targeting diverse, economically disadvantaged communities in South Wales, and addressing perceived barriers to employment in the creative industries. To date 42 paid interns have undertaken real work experience with Ffotogallery, including seven Welsh speakers and twelve recruited from outside Cardiff including the Valleys, Swansea, Abergavenny and Newport. One of our BAME interns undertook a Diversity review during Autumn 2019 and her recommendations have been adopted by the Board and are being progressively implemented through the Diversity Action Plan.

In March 2020, we heard that Ffotogallery's application had been successful to become a Host organisation for Weston Jerwood Creative Bursaries 2020-22, focused on supporting us to:

- Create a year-long Fellowship for an early-career creative professional from a low socio-economic background
- Take part in a dedicated programme of organisational change to support a meaningful shift towards more inclusive organisational cultures, audience development and artistic programming.
- Engage with a powerful UK-wide, cross-art form network of Hosts, Fellows and alumni, committed to greater socio-economic diversity and inclusion in the arts.

Due to the Covid-19 crisis, the start of this programme has been delayed until September 2020, subject to developments making it possible to proceed. It is hoped that the Fellow will be in place by January/February 2021.

Action	Measure	Lead team
Consider how Ffotogallery may attract applications for staff and volunteering opportunities by individuals from more diverse backgrounds, including the areas currently under-represented	<ul style="list-style-type: none"> - Undertake research to identify and address existing barriers - Work with specialist equalities groups to promote greater understanding of roles and opportunities offered by Ffotogallery to under-represented groups - Investigate training and work placements, apprenticeships targeted at underrepresented groups within the protected characteristics employment data 	Director/Operations Manager
Additional training on equalities to be available to	<ul style="list-style-type: none"> - Additional training sessions considered and incorporated into Staff Development Plans 	Director/Operations Manager

<p>staff and volunteers, as required</p>	<ul style="list-style-type: none"> - Additional training to be incorporated into volunteer induction sessions 	
<p>Review progress against targets and monitor actions and measures outlined in the Equalities Plan</p>	<ul style="list-style-type: none"> - Six monthly review at sub-group meeting of Board - Update and amend plan - Report at the next Board meeting 	<p>Board/Director</p>
<p>Ensure the future of the new Creative Skills Academy and recruit interns from priority areas</p>	<ul style="list-style-type: none"> - Launched the programme in July 2018 - Four intakes of ten interns in 2018/19 and 2019/20 - Board discussion in Summer 2020 on future paid internship opportunities 	<p>Director/Operations Manager</p>
<p>Host a one-year Weston Jerwood Fellowship for an early-career creative professional from a low socio-economic background</p>	<ul style="list-style-type: none"> - Create a year-long Fellowship for an early-career creative professional from a low socio-economic background - Take part in a dedicated programme of organisational change to support a meaningful shift towards more inclusive organisational cultures, audience development and artistic programming. - Engage with a powerful UK-wide, cross-art form network of 	<p>Director/Operations Manager</p>

	Hosts, Fellows and alumni, committed to greater socio-economic diversity and inclusion in the arts.	
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3. Access, social inclusion and participation

Being in Fanny Street we are closer to audiences and at the heart of the local artistic community. We have created a new, high quality art space in Wales' capital city, adding significantly to its cultural offer for the benefit of residents and visitors alike. Ffotogallery has returned to its historical 'home' in central Cardiff. We now need to build new alliances within the local community, including schools, colleges and universities, National Museum, the library service and a myriad of arts and cultural organisations in the city. The main hall, library/archive and community access to facilities and activities can support a dynamic programme providing diverse individuals and groups the opportunity to develop their creative skills and deepen their engagement with the arts.

As well as our current work to facilitate access and inclusion for disabled people, culturally diverse communities and LGBT+ individuals, over the last five years we have been specifically targeting the former Communities First areas in Cardiff through projects such as Hidden Presence, Cardiff Pride of Place, Route to Roots, One Match, Wales for Peace and Pride in Diversity which directly address issues of 'poverty of aspiration and poverty of opportunity' in terms of local people's access to cultural activities.

Year on year, Ffotogallery's annual programme has seen artists of the highest quality engaging with some of the most disenfranchised groups in Wales, from homeless people to young people who are victims of sexual abuse, LGBT+ and migrant groups, disabled adults and older people. We have worked with a wide range of schools and colleges in Cardiff and the Valleys, including Welsh-medium schools. Recent examples being group visits to exhibitions and our Valleys Project sessions, and Alina Kisina's Children of Vision project in 2019.

The last three Diffusions have involved close partnership working with Iris and the presentation of still and moving image work produced by LGBT+ artists. Ffotogallery is the creative producer for Suzie Larke's Unseen exhibition, a major UK commission and touring exhibition funded through the Unlimited programme for disabled artists. The two-year *Dreamtigers* India-Wales project, solo exhibitions by Vanley Burke, Amak Mahmoodian, Ayeesha Khan and Kurt Tong, along with the most recent focus on Arab artists and photographers through The Place I Call Home, and recruitment of several BAME interns, reflect our commitment to promoting cultural diversity. This commitment has been rewarded by a significant increase in BAME audiences and participants, both in Cardiff and further afield.

During Diffusion 2019, we worked closely with organisations representing refugees and asylum seekers, and many members of the Binary Graffiti Choir which performed at Diffusion 2019 were from this community, and several disabled people from other community choirs. The Altered Ego project at Insole Court involved disabled and non-disabled artists and addressed issues relating to creativity and brain injury. Diffusion 2019's programme included three performances of Liminality, the India-Wales immersive film/dance piece commissioned by Wales Arts International. As Ffotogallery was commissioned to deliver a major project called The Place I Call Home as part of a three year UK-Gulf initiative, we will be developing closer links with Gulf nationals living, working and studying in the UK (including Wales) as well as people from the wider Arabic diaspora.

We have supported and provided facilities for the Phrame women's photography collective, including exhibitions during Diffusion and at the Senedd, and hosting portfolio reviews and other events to increase the representation of women in the Wales' photography sector.

We have also partnered with the National Assembly of Wales on the Many Voices, One Nation exhibition, featuring commissioned work by six Wales-based artists and exploring themes such as the Youth Parliament, Climate Change and Farming, social democracy and local identity, to mark 20 years of Devolution. The exhibition opened at the Senedd in Sept 2019, before touring to Aberystwyth and Merthyr in 2020. In 2020/21 we have embarked on Many Voices, One Nation Phase Two, an a thematic framework for Ffotogallery's work for the next 3-5 years.

Action	Measure	Lead team
Develop and deliver a targeted exhibition, publishing, learning and engagement programme, for Ffotogallery and Diffusion 2021, focusing on, disabled people, BAME and culturally diverse communities and LGBT+ artists and audiences	<ul style="list-style-type: none"> - Formal and informal learning opportunities aimed at participants from the 9 protected characteristics groups - Exhibitions and print and online publishing activities aimed at artists and audiences from the 9 protected characteristics groups 	Director/Programming Team

<p>Strengthen partnership working with Iris to ensure that the LGBT+ dimension of Diffusion is as high quality and visible as possible</p>	<ul style="list-style-type: none"> - Collaborate with Iris in the planning of Diffusion 2021, including artist commissions, exhibitions and screenings 	<p>Director/Exhibition</p>
<p>Implement best practice from the Tu Fewn project in Ffotogallery's future work with disabled artists and audiences</p>	<ul style="list-style-type: none"> - Update plans for working with disabled artists and audiences, including PhotoRenga, Unseen and Diffusion 2021 	<p>Director/Education/Exhibition</p>
<p>Be creative partner for Suzie Larke's Unseen, an Unlimited disability art commission and touring exhibition, and the PhotoRenga project.</p>	<ul style="list-style-type: none"> - Support production and exhibition of the new work during 2020/21 - Facilitate workshops and online activities 	<p>Director/Production Coordinator</p>
<p>Support Phrame women's photography collective</p>	<ul style="list-style-type: none"> - Provide exhibition facilities, resources and input to their events and activities 	<p>Production Coordinator</p>
<p>Ensure that capital plans maximise access for people with physical, sensory, cognitive and learning</p>	<ul style="list-style-type: none"> - Embed specialist disability access advice into the feasibility study 	<p>Director</p>

4. Developing the creativity of children and young people

Ffotogallery shares the Welsh Government and Arts Council's ambition to see more children and young people across Wales actively involved in high quality creative activity. Whatever the circumstances that they face, we want all young people to have the opportunity to develop their talents (including to an advanced level of attainment).

Ffotogallery's Learning and Engagement work has over the years made a significant contribution to developing children and young people's creativity. Ffotogallery has increasingly played a national strategic role in terms of promoting visual and media education. We work across Wales with WJEC, ESIS, Careers Wales and a wide range of schools, colleges and specialist learning agencies. We recently delivered Welsh-medium digital animation workshops for educationally disengaged young people in Swansea, for Interfilm/S4C. We are an approved Arts Award provider.

A key priority moving forward will be working with the Welsh Government and Arts Council on the implementation of the Arts and Education Strategy.

Ffotogallery is already engaged in internship and volunteering opportunities for young people, partnering with higher education institutions in Wales such as Cardiff Metropolitan University and USW. We will seek to maintain these programmes in 2020/21 to provide new opportunities for young people to gain real experience of working in the arts in creative, technical and administrative roles.

During Diffusion 2019, the artist Alina Kisina worked with primary and secondary school children in Maesteg, Adamsdown and Merthyr on the participatory project Children of Vision, exploring visual impairment and creativity.

Action	Measure	Lead team
Develop and deliver a targeted exhibition, learning and engagement programme, for Ffotogallery and Diffusion 2021,	<ul style="list-style-type: none">- All programmes and projects include provision for children and young people from across the spectrum	Exhibition/Education

focusing on the creative involvement of children and young people		
Develop and extend opportunities for internships and volunteering for young people in Wales, for both Ffotogallery and Diffusion 2021	<ul style="list-style-type: none"> - Minimum of 10 internships and 100 volunteering opportunities - Develop new partnership working arrangements with USW and Cardiff University to promote internship and volunteering opportunities and to maximise support 	Exhibition/Education

5. Increasing the value of international cultural exchange and cooperation

We share the Arts Council's aim to enable leading artists and arts organisations in Wales to realise their international ambitions by expanding horizons, encouraging potential and connecting with inspiring partners and markets. In an increasingly globalised world we want the arts in Wales to be able to operate effectively in the global market place. However, we also know that experiencing and appreciating cultural traditions from around the world can increase our understanding of cultural diversity. We therefore encourage artists and audiences to develop international links.

We are committed to future development of Ffotogallery's pioneering work in a European context, which also opens up the potential for new artistic exchanges, new partnership projects and new funding streams to support international collaboration. The online European Prospects portal has become Europe's most significant web resource on photography and lens-based media, with an artist showcase featuring over 450 bodies of work, a constantly updating bulletin of new artist opportunities across the region, documentation of project activities and a growing network of international collaborators.

In pursuit of Ffotogallery's aim to 'import international talent to Wales and export Welsh talent to the world' we will continue to present high quality UK and international work in Wales (in partnership with organisations such as Artes Mundi, Delhi Photo Festival, Mostyn, Impressions, PARC, Mosaic Rooms, the Lithuanian Photographers' Association, Fotografie Forum Frankfurt, Le Chateau d'Eau, Galerie Les Filles du Calvaire Paris and the Canadian Cultural Centre, amongst other organisations). Likewise, we will seek to create new international partnerships which offer the opportunity for Welsh artists to present their work overseas, or to spend time working internationally on a residency or research project.

Ffotogallery was awarded in Autumn 2018 two year EU funding under the Creative Europe programme to lead *A Woman's Work*, a cooperation project with partners in Ireland, France, Lithuania, Germany and Finland. The project examines, through photography and digital media, women's role in industry and technology-based work in post-war Europe, challenging dominant views of gender and industry in Europe.

We also achieved success in securing India-UK funding from the British Council/WAI for the Dreamtigers project 2017/18 and for a legacy project with Chennai Photo Biennale in 2020/21, and the contract to curate and deliver *The Place I Call Home*, a major photographic exhibition that reflects the contemporary experiences of the Arabic diaspora living in the UK and British people living in the Gulf.

Action	Measure	Lead team
Deliver <i>A Woman's Work</i> , a transnational cooperation project with a particular focus on women and on the culturally diverse nature of Europe and the value of intercultural dialogue	<ul style="list-style-type: none"> - strengthen partnership relationships with Germany, Lithuania, Ireland, Finland and Spain - Produce final report and legacy plan by Dec 2020 	Director
Extend our engagement with India and the Indian community in Wales, and to play a full part in the re-positioning of the cultural relationship between India and the UK	<ul style="list-style-type: none"> - Dreamtigers artistic exchange project set up with Nazar Foundation/Delhi Photo Festival as our partner, which engages with the Indian community in Wales, with a particular focus on the younger generation 	Director

	<ul style="list-style-type: none"> - legacy publication and resources to be published and distributed in 2019/20 - legacy project with Chennai Photo Biennale including presentations in Wales (Diffusion 2021) and India (Chennai 2022) 	
Develop international dimension of Ffotogallery's work	<ul style="list-style-type: none"> - Broker new relationships with Europe, the Middle East and Asia - Ensure strong international dimension to Diffusion 2021 - Successfully tour The Place I Call Home to 6 venues in the six GCC countries and 4 venues in the UK 	Director

June 2020