



Working Safely Through Covid-19

7 Inclusive Principles for Arts & Cultural Organisations

Easy Read information



An Easy Read guide to the 7 inclusive principles

Summary



The coronavirus caused lots of places to shut during lockdown. This included many arts and cultural organisations .



Many of them have now reopened or are getting ready to reopen.



We have created a guide to help advise these organisations about how to reopen in a safe and inclusive way.



Our guide has 7 inclusive principles to make sure art and culture is includes everyone.



This is an easy read summary of our 7 inclusive principles.

Principle 1

Using the Equality Act



The Equality Act (2010) is a law to make sure all people are treated fairly.



It says that disabled people should be treated equally to others. You can see an Easy Read version of the Equality below:



[Click for Easy Read Equality Act](#)



Organisations must make reasonable adjustments requested by disabled people so they can be included and kept safe.



This includes making information about any coronavirus measures accessible.

Principle 2

Understanding the Social Model of Disability



The Social Model of Disability is a way to think about disability.



It says that people are not disabled because of their bodies or minds aren't 'normal'. They are disabled because of barriers in society.



Arts and cultural organisations need to remove these barriers.



Examples of barriers include not having easy read guides, BSL interpreters or lifts in buildings for wheelchair users.

Principle 3

Consulting Disabled People



Disabled people are experts in their own lives. They know lots about disability and how to make things accessible to them.



Organisations should always get advice from disabled people about how to be inclusive.



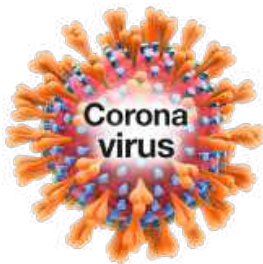
Organisations should work together with disabled people to make decisions.



The slogan we use to describe this is: "Nothing about us, without us!"

Principle 4

Providing Clear Information



The government has put people who are very medically vulnerable to coronavirus in two groups.



This means they have a higher chance of being very sick if they catch the virus.



Some disabled people are in these groups. But not all disabled people are in these groups.



It is important that arts and cultural organisations do not make assumptions about who is and isn't vulnerable.

Disabled people can assess their own risk. They should be given the right, detailed information to make their own decisions.

Principle 5

Customer Journey Mapping



A customer journey map is a way of understanding how a person visits an organisation.



It records the journey of their visit.



Arts and cultural organisations should work with disabled people to record their journeys.



This will help them understand where they can improve their venues or services to include disabled people.

Principle 6

Supporting Disabled Artists



Disabled people are not just customers of art and culture.

Disabled people are also artists, performers, curators, musicians, comedians, writers and more!



Its important arts and cultural organisations employ disabled people in creative jobs.



This might mean organisations need to be flexible with how they are recruited and supported to do the job.

Principle 7

Protecting Disabled Workers



1 in 4 disabled people might lose their job because of coronavirus.



Arts and cultural organisations have a duty to make sure disabled people do not unfairly lose their jobs.



Its important that lots of different people work in arts and culture.



Diversity is a good thing and something to celebrate!

Helpful Resources

Easy Read Equality Act

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85039/easy-read.pdf

Easy Read information about the Social Model of Disability by Shape

<https://www.shapearts.org.uk/news/social-model-of-disability-easy-read>

COVID-19: Caring for your workforce and making fair decisions in a time of rapid change

<https://www.artscouncil.org.uk/toolkits/covid-19-caring-your-workforce-and-making-fair-decisions-time-rapid-change#section-1>

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Questions?

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