

**BARD  
PLANT  
CYMRU**  
2025-2027

**CHILDREN'S  
LAUREATE  
WALES.**  
2025-2027

**2025-2026**

**Management Board and ACW Report #26**

**Period covered: 1 July – 30 September 2025**

Picture: Bardd Plant Cymru 2025-27 Siôn Tomos Owen and 2025-27 Children's Laureate Wales, Nicola Davies



Llenyddiaeth  
Cymru  
Literature  
Wales

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## An explanation of this report

This report is an amalgamation of the **Arts Council of Wales Funding Requirements** proforma and **our internal reporting requirements** which detail the impact we hope to achieve.

The Arts Council of Wales set targets only offer a small snapshot of the work we deliver. In addition, we have a rigorous impact monitoring process which shows how all our programmes contribute towards our 7 Goals. In all Organisational Reports we will be highlighting one goal per quarter to delve into the stats and stories we’ve gathered. Each report also includes an overview of our **Learning Points** from the period in question.

Attached to our strategic plan are many operational action plans; Fundraising, HR, Partnerships & Legacy, Sustainability, Finance, EDI and Communications. Within these are SMART goals for each year. We measure our progress against these quarterly, and in each organisational report we will include an overview of key progress made/deadlines missed in the quarter.



# Update from Executive & Artistic Director

This summer we've been in the party mood – celebrating Welsh writers at every opportunity. We started the quarter with Wales Book of the Year at the Sherman Theatre which was a wonderful opportunity to get writers, publishers and the whole sector involved in a proper celebration, in the midst of the difficulties surrounding us.

Wales Book of the Year is not just a one-day affair though. Immediately after the ceremony, we were meeting with the winners, Iola Ynyr and Carys Davies to plan celebratory events across the country and getting prepped to open applications in September for WBOTY 2026. Small changes have been made for next year, following a useful consultation period with key partners (Books Council Wales, Publishing Wales) and past-judges to better articulate our creative non-fiction category.

In September, we also celebrated our outgoing Children's Laureate and Bardd Plant – Alex Wharton and Nia Morais – and announced our new laureates – Nicola Davies and Siôn Tomos Owen – to the world. We were welcomed by the wonderful librarians in Maesteg, and local children, to share in the joy that these schemes continue to bring to children across the country. Later in this report is a look back at the impactful tenures of Nia and Alex. Nicola and Siôn certainly have big shoes to fill.

It's been a busy summer at Tŷ Newydd too. We've been running at capacity, with courses including poetry with Owen Sheers, Andrew McMillan and Zoë Brigley, welcoming partners from Ireland for the *Stinging Fly* summer school and even hosting a wedding! In addition, we've spent an inordinate amount of time talking about drainage and lime mortar thanks to our successful capital funding application to Arts Council Wales.

With the polarising and often inhumane political narrative at home and abroad it has seemed even more important recently to celebrate the talents of Welsh writers, and the joy found in writing. Developing the diversity of who is writing and sharing their unique viewpoint on the world is crucial.

So, as we head into winter, we will keep on keeping on. There are strategic courses on the horizon, and call-outs for writer development schemes. So many exciting things to be positive about...including new drainage!

**Claire Furlong**, Executive Director

**Leusa Llewelyn**, Artistic Director

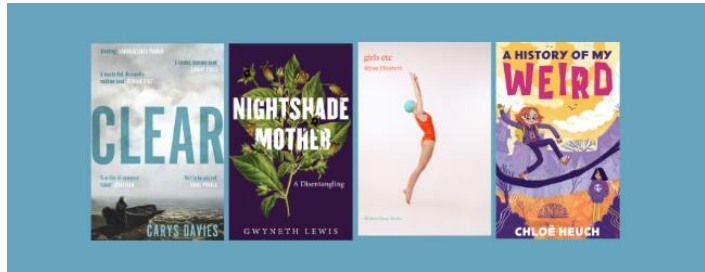




# Highlights

## Activity

- Quarter two began with the Wales Book of the Year ceremony which featured a performance from Sarah McCreadie our Bardd EWRO Cymru 2025. As this quarter came to a close, the [submission window opened for the 2026 WBOTY award](#).
- [Llyfrau Lliwgar](#) welcomed applications for a free-of-charge Welsh language LGBTQ+ writers' retreat. We look forward to meeting them in November.
- [Tŷ Newydd Writing Centre](#) welcomed 150 writers across 13 courses in quarter two, including Passion of the Poem and Writing YA Fiction: From idea to first draft. We also facilitated a range of private courses including wild swimming and yoga.
- Tŷ Newydd hosted Tialda Hoogveen the Friesian Children's Laureate's visit to Wales.
- The community-led climate writing group Diosg, which was set up at part of [Llên Mewn Lle / Lit in Place](#), featured at Gŵyl Arall.
- Activity across our writer development programmes continued with the Pencerdd cohort hearing from Gruffudd Eifion Owen and Representing Wales enjoying a writing fiction masterclass with Manon Steffan Ros and a writing poetry session with Kim Moore.
- Anni Llŷn facilitated poetry workshops on the themes of nature, culture and heritage in partnership with National Trust.
- The [Inspiring Communities fund](#) supported 13 events. One highlight being the [Between the Trees festival](#) which reached an estimated 4500 visitors.



Clear by Carys Davies is named the [English Language overall winner at Wales Book of the Year 2025](#).



Literature Wales outreach programme [Croeso i Wrecsam](#) opens National Eisteddfod's Pabell Llen



Applications for our [Writing Fiction course](#) for under-represented fiction writers opened. The course is tutored by Francesca Reece and Anthony Shapland.



20 mentors are supporting writers across two writer development programmes: [Sgwennu'n Well / Writing Well](#) and [Representing Wales](#)



Nicola Davies became the next [Children's Laureate Wales](#)



A [programme of free virtual events to support professional writer development](#) launched with the first talk with Welsh language publishers taking place at the end of September.

# Our Place in the Sector



Our annual Wales Book of the Year ceremony, held this year at the Sherman Theatre in Cardiff, is always our biggest opportunity to engage with the literature and publishing sector in person. Around 300 guests attended – ranging from sector representatives, to writers, to politicians and project partners. Following the evening's great success this year, Claire and Leusa travelled to Aberystwyth in September and held very positive talks with the Books Council about amalgamating celebrating their prestigious Tir na n-Og Prizes with Book of the Year. The meeting also saw our MOU being finalised, and productive discussions about writer development and publishing pathways.

The ripples from the international LLIF residency at Tŷ Newydd in May continue, with further international exchanges coming our way through direct influence of some of the European partners and UK partners such as British Council Cymru. In September, we hosted Tialda Hoogeveen, the Friesian language's children's laureate, to exchange ideas and experiences around encouraging children to enjoy and use minoritised languages through literature.

Hosting her allowed us to meet interesting individuals including Cyngor Sir Gwynedd's Cabinet Portfolio Holder for Education. Tialda also accompanied staff to our Children's Laureate and Bardd Plant announcement event in Maesteg. October will see a Ukrainian poet, Tania Ronionova, retreating at Tŷ Newydd for a month – where she will work with the Wales-based LLIF poets to translate peace poetry from Welsh into Ukrainian and vice versa.

Earlier in the quarter, Literature Wales opened the National Eisteddfod's Pabell Lân (literature tent) with a session celebrating a large-scale outreach project we held in Wrexham local authority schools. Leusa continues to sit on the Eisteddfod's central literature committee, an important partnership considering the Eisteddfod's extraordinary reach in terms of literary audiences.

Staff members continue to prioritise helping individual writers to reach their personal ambitions, and are often approached to talk about publishing pathways, funding opportunities and fair freelance work principles. Many of these informal chats translate to more meaningful relationships with writers joining courses and programmes, or going on to achieve successes as writers, and we take pride in this important line of work.

We continue to engage with a wide variety of partners, with several partnership agreements renewed in Q3 including with the Urdd, Disability Arts Cymru, Cardiff University's School of English Communication and Philosophy, WWF Cymru and more.

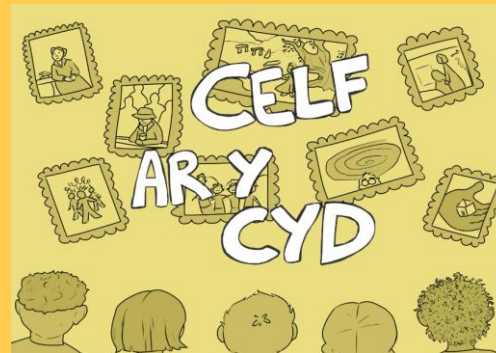
## Highlight: Celebrating the tenure of our 2023-25 Bardd Plant Cymru and Children's Laureate Wales laureates: Nia Morais and Alex Wharton.

Since the start of their tenure in 2023, Alex and Nia have reached close to 8,000 children and young people. From Haverfordwest to Holyhead, they have worked with groups of young people across Wales increasing their enjoyment of literature. In September, the ceremonial baton was passed onto two more inspirational authors: Siôn Tomos Owen will take the role of Bardd Plant Cymru and Nicola Davies as Children's Laureate Wales. The following pages will showcase some highlights from Nia and Alex's tenure.



Nia Morais, Bardd Plant Cymru 2023-2025

Throughout her projects, Nia has used literature as a tool to explore our relationships with the world and each other. Her work has helped amplify voices of children and young people and encourage cross-cultural understanding. Below are examples of some of the projects facilitated by Nia.



[Celf ar y Cyd](#) explored the relationship between picture and literature using the ekphrastic process. The [children's responses can be viewed here](#).

I am walking home and thinking of you.  
Past the bare bushes and trees,  
The farms lying in a patchwork  
On quiet green hills.  
Wyt ti wedi bwyta heddi? Sut wyt ti'n cysgu?

النار تهلک کل شیء  
*The fire consumes all that lies in its path*

والعنقاء تنظر إلینا بعینها الوحيدة من عل  
*And the phoenix watches us from above with one open eye*

Nia worked internationally with Ashtar Theatre (in Palestine) and Theatr Cymru to create a [trilingual poem in Arabic, Welsh and English](#).



[Friends of Bardd Plant](#) joined Nia across 10 counties of Wales, facilitating creative writing workshops to around 900 pupils.



## Highlight: Celebrating the tenure of our 2023-25 Bardd Plant Cymru and Children's Laureate Wales laureates: Nia Morais and Alex Wharton.

One of Alex Wharton's main ambitions as Children's Laureate Wales was to support children and young people explore the magic and playfulness of language. He wanted to help them feel understood and leave them inspired by the joy and freedom that writing and reading can bring. His workshops touched on a variety of themes. From [walking over 40 miles to five different schools](#) to share stories about local wildlife to empowering [16 fathers at the Family Unit at HMP Parc](#) to help communicate their love for their children, Alex used literature as a tool to connect and celebrate. The impact of Alex's visits can be viewed on the right.



*Alex created a warm and inclusive atmosphere where every young person felt heard, valued, and encouraged to express themselves through poetry. His energy, empathy, and creativity brought the sessions to life, and the children responded with enthusiasm and joy. It was truly heartening to see them grow in confidence and discover new ways to explore language and imagination*

- Jane Lantham, Development Director, UCAN

*It was heart-warming to see the engagement and joy that literature brings. This visit was a remarkable reminder of the positive influence of creative expression.*

- Hayley Morris, HMP Parc

*The children were enamoured with Alex! He inspired them to write their own poetry and even some of the quietest pupils volunteered to read their work out. He had a way of instilling confidence even in the shyest of children.*

- Ysgol Rhyd y Llan



Alex's workshops with the charity UCAN



School visit as part of [Shorelines and Shipwrecks](#)

## Looking ahead

Here are a few highlights to look forward to in Quarter 3:

- ❖ Welcoming Ukrainian writer, **Tania Ronionova**, for a 4-week residency at Tŷ Newydd in October supported by British Council Cymru and Wales Arts International (ACW)
- ❖ Launch of **Tŷ Newydd Programme 2026 in October** and hosting **4 strategic (free-of-charge) courses** at the centre for a variety of groups including Welsh-language LGBTQA+; Welsh-language young writers under 25; and fiction writers who are under-represented within Wales' literary scene
- ❖ 5 free **public webinars** held to support our writers' journeys. Sessions include panels from publishers and magazines; safeguarding the creative facilitator; and an evening to celebrate our 2023-25 children's laureates, Nia Morais and Alex Wharton. We encourage our trustees to join as [audience members](#).
- ❖ Starting conservation and upgrading work at Tŷ Newydd as part of the ACW £160K **Capital Grant project**
- ❖ 4 of our **flagship writer development programmes open for applications**: Representing Wales #6, Pencerdd #3; Reinventing the Protagonist for Deaf/Disabled writers; and our new National Writing Squad for young people aged 16-18
- ❖ Board and Staff **Away Day(s)** at Tŷ Newydd in November.
- ❖ The 2026 Book of the Year window for submissions is open and will close in Q3.



## Arts Council Wales 25/26 Targets:

Explanation of colour scheme on following pages:

- Green across the whole row: The target has been achieved or exceeded
- Green in right-hand column: There are no foreseen problems with achieving this target. This can be because activity is scheduled for later in the year but all confirmed, or that it is an ongoing target where we are clearly on our way to success
- Orange in right-hand column: There are some concerns from leadership about our ability to meet this target by March 2026. A further explanation of what the concern is will be written. For example, it could be that we've so far failed to confirm a date for the event to happen, or we're relying on a partner
- Red in the right-hand column: We have failed to meet the target. If we have failed to meet a target, there will be an explanation of why, and what else we are doing to try and ensure we have the intended – or similar – impact.

## Arts Council Wales 25/26 Targets: Creativity

### Outcomes:

- Creation of new creative work that enriches the literary identity of Wales
- Writers from under-represented backgrounds are platformed and celebrated through performances, commissions and being appointed as tutors/judges and laureates
- A thriving sector for writers and literary facilitators where they are supported to develop their creative skills

Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
8 New commissioned works from the National Poet, published and/or performed.	<b>On track:</b> 6 are in the pipeline, including; 1) The Storm (Menywod Cronig) – complete, 2) Commission in Oct 25 from Barbican Centre 3) Centre for Islamic Studies in the UK - October 4 ) Coffee – November 25 5) Techniquet@40 – Dec 25 6) Santes Dwynwen – Jan 26	<b>On track:</b> The Storm completed, and arrangements made for Coffee, Barbican Centre, Islamic Studies, Techniquet and Santes Dwynwen .	2 more opportunities left to arrange but project manager is confident
15 new poems created by women with lived experience of chronic illness and disability as part of the Unwell Women programme.	<b>Complete:</b> 14 original poems written and submitted for the anthology. 1 poet unfortunately pulled out of project. All are translated so there are 28 poems in total. Anthology will be published by Honno in Q4.		
New visual artwork poem created in collaboration between Anni Llŷn, a local visual artist, and community group members on Pen Llŷn, responding to the theme of Erosion and Sarn y Plas.	<b>Almost Complete:</b> 'Eiliad' a poem by Anni Llŷn delivered in both English and Welsh and celebrated in a community event at Sarn y Plas in September. The final artwork not ready until the spring, but the artist talked about the process at the event and a model of the artwork was on display on location.	<b>Almost Complete:</b> A public event unveiling the poem was held in September, but the artwork won't be installed on location until there is better weather in the spring.	
75 Writers from under-represented backgrounds are engaged in intensive writer development programmes (such as Representing Wales or TN Strategic courses).	<b>On track:</b> 43 engaged so far this year (W@W: 4, Representing Wales: 28, Writing Well: 6, Pencerdd: 5)	<b>On track:</b> Planning for strategic courses underway which will add: Emerging Writers: 12, RW#6: 12, Cwrs Olwen: 12, Llyfrau Lliwgar: 12, Reinventing the protagonist: 8. This will make a total of 99	
3 Case studies of writers from under-represented backgrounds, who have benefitted from LW programmes published and celebrated and 'ripples' page created for website.	<b>Delayed:</b> Video case study was planned for September but pushed back due to writer availability.	<b>Delayed:</b> Content gathered from staff for 'ripples' page. Case study delayed, but still planning for 3 by end March.	Extra support will be given to comms team

## Arts Council Wales 25/26 Targets: Creativity

Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
8 Writers from under-represented backgrounds who have taken part in LW writer development programmes, to be booked as tutors or guest readers for Tŷ Newydd courses (in person or virtual).	<b>On track:</b> Programme will be launched in October	<b>On track:</b> Programming took place in this quarter, with final confirmations in the coming weeks. No issues with achieving this target.	
Writing Well facilitators supported to plan and deliver creative projects for health and well-being in their chosen communities. Cohort of 6 under-represented writer facilitators receive personalised support to develop a supported programme with a suitable community of their choice by December 2025.	<b>On track:</b> Training scheme delivered, and trainee facilitators have submitted their project plans. They will be delivered Nov-25 – March 26.	<b>On track:</b> Trainee facilitators were supported to develop their project plans, which were submitted at end of September	
10 writers who took part in Reinventing the Protagonist 24/25 report positively on confidence and creative skills 9-months following their course (Nov 2024). A further 8 writers who are Disabled and/or Deaf will be recruited for cohort 3, and a suitable programme designed for a residential course at Tŷ Newydd.	<b>Delayed but underway:</b> Post project feedback form was sent out, slightly delayed. So far 8 have responded. Recruitment is due to take place in Q3	<b>Delayed but underway:</b> Questionnaire was distributed and recruitment packs for next year's programme are currently being created for launch in November 2025	
14 Writers taking part in Speak Back (Emerging Writers course) in March 2025 report back 6 months later that they have achieved personal creative goals as a result of the course. For example, performing at prestigious spoken word event, or winning slams.	<b>Complete:</b> Highlights include:  Performances at the Edinburgh Free fringe (as part of the Edinburgh Festival); a National Eisteddfod Poetry Competition win; a workshop leader for the Dylan Thomas Prize and a video commission with National Trust.  Possibly the greatest takeaway has been the connections made: <i>'I invited Katrina Moinet to a conversation event with me for Aberystwyth Poetry Festival. I am so happy for Katrina [for her various successes]; we are friends. I'm very grateful for our meeting at Speak Back'.</i> - Suzanne Iuppa		



## Arts Council Wales 25/26 Targets: Equalities & Engagement

### Outcomes:

- Increased organisational confidence and expertise in putting inclusivity and accessibility at the heart of creative planning
- The opportunities of actively participating in literature are discovered by individuals across Wales
- Historically under-represented communities participate in literature activity

Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
Staff report increased confidence and awareness in making projects accessible and inclusive and utilise staff and creative meetings to share expertise and learning. Over 50% strongly agreeing.	<b>On track:</b> Staff survey due in Q3	<b>On track:</b> Staff survey designed, to be sent out in Q3	
Staff report increased understanding and confidence of working sensitively with disabled and D/deaf writers through developing and delivering a course at Tŷ Newydd specifically for this community. 100% of staff working on Reinventing the Protagonist report increased understanding and confidence.	<b>On track:</b> Retreat in planning and will be measured in staff survey in Q3	<b>On track:</b> Staff survey designed. Application documents for the 2026 retreat are currently being designed and staff are implementing learnings from last year.	
Comms Team to share guidance with staff on identifying target audiences and any barriers they may face in engaging with our opportunities and services. Guidance shared by June 2025 and staff report increased knowledge and confidence in annual staff survey.	<b>Back on track:</b> Guidance shared, support given to relevant staff and staff survey to measure knowledge/confidence to take place in Q3.	<b>Back on track:</b> Guidance shared at a staff meeting in August, meetings with project managers who are designing new project in place to implement advice.	
175 community events are funded through Inspiring Communities Fund, and two case studies from event organisers detailing how to reach new audiences are shared.	<b>On track:</b> 110 sessions supported in first half of the year	<b>On track:</b> 29 sessions supported in June-Sept. Lower in Q2 due to less events taking place over the summer.	
40 Participants with lived experience of disability and/or chronic illness report positive well-being impacts from taking part in workshops associated with the Chronic Women project, led by Hanan Issa and Gwyneth Lewis.	<b>On track:</b> Workshops to take place between November 2025 and February 2026.	<b>On track:</b> Workshop schedules, evaluation plans are in development with partners.	

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Nia Morais, Bardd Plant Cymru, will work with 30 young people who identify as LGBTQ+ to weave poetry with beach art in Swansea, Neath Port Talbot and Anglesey. This project, which celebrates the use of the Welsh language in an underrepresented community, is in association with Yr Urdd, who will commission a short film of the finished poem/art installation.	<b>Not achieved:</b> Workshop in Anglesey did not take place due to changing priorities of the Urdd. Workshop in Neath took place, but attendances were smaller than initially planned..	<b>Not achieved:</b> Workshop in Neath was held, artist has been commissioned, and the street art will be completed in October half term. Boom Cymru is engaged to film the project which will be featured in Y Sin in November.	Desired impact achieved but smaller than anticipated participant numbers reached, and community in Anglesey not engaged with.
£3,000 to be distributed in ICF funding to event organisers in Blaenau Gwent, Merthyr Tydfil, Flintshire & Wrexham which are identified cold spots. This will follow a targeted campaign to engage event organisers and support through application process.	<b>Underway:</b> Only 1 application received from the 4 target areas by end September. More applications are expected soon, including large Wrexham Carnival of Words	Research and relationship building focusing on Flintshire & Wrexham delivered, with all local schools contacted and many community organisers. 1 new applicant supported to complete form for Sept deadline.	Should reach target due to festival but more support given to staff to ensure relationship building in Blaenau/Merthyr in Q3.
10 schools and 1 Welsh Immersion Unit in Wrexham receives creative writing workshop before August 2025, pamphlet of their poetry published, and celebratory event takes place at the Eisteddfod itself.	<b>Completed:</b> Workshops took place Q1. Celebratory event at the Eisteddfod - 'Croeso i Wrecsam!' opened the Babel Lân for the week, and drew an audience of around 150 - many of whom were non-Welsh speaking family members. 22 children performed poems on the stage, and the poets - Rhian Cadwaladr and Buddug Roberts - hosted the event flawlessly. 500 copies of the poetry pamphlet distributed with support from Wrexham Local Authority. Leusa Llewelyn, Artistic Director, gave an interview to Heledd Cynwal on the project for the live Eisteddfod programme on 2/8/25, and a small mention to the project was seen on BBC Cymru Fyw.		
5 groups in Pen Llŷn who traditionally don't engage in literary projects engaged by Anni Llŷn in Erydiad project exploring community voices and opinions on landscape, climate emergency, society and language.	<b>Complete:</b> Sessions held with reading group in Nefyn, also open to the customers of Yr Heliwr, Nefyn community pub; also family sessions at Plas Carmel; workshops with Year 8 Ysgol Botwnnog and sessions with new Welsh speakers in Plas Carmel and Congol Meinciau - these groups identified as groups who have not recently engaged in creative writing activity.		

## Arts Council Wales 25/26 Targets: Welsh Language

### Outcomes:

- Writers (professionals, participants and CYP) develop creative skills - and are encouraged to create pioneering artistic work - through the medium of Welsh
- A Wales that confidently celebrates our unique, diverse Welsh culture and literary traditions, ensuring they thrive
- A culture of respect, understanding and enthusiasm towards the Welsh language and its literary tradition within our offices, our freelance networks and the wider sector

Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
Nia Morais, Bardd Plant Cymru, to publish at least 4 poems that will speak to the children of Wales on a variety of themes. Some will be collaborations, and some created in partnership with the Bardd Plant Cymru programme partners (Yr Urdd, Llywodraeth Cymru, S4C, Cyngor Llyfrau Cymru).	<b>Completed:</b> 4 poems delivered by end of August and can be read on <a href="#">our website</a>		
10 Welsh language LGBTQ+ writers who visits Tŷ Newydd as part of partnership retreat between Llyfrau Lliwgar and Literature Wales proceeds to contribute towards publication of pioneering creative work on LGBTQ+ themes.	<b>On track:</b> Course planning underway and call-out for writers open but course doesn't take place until the winter.	<b>On track:</b> as left	
12 young writers taking part in Cwrs Olwen report feeling more confident and inspired to start their writing careers through the medium of Welsh and having better understanding of publishing pathways.	<b>On track:</b> Course planning underway but doesn't take place until the winter.	<b>On track:</b> as left	
The Wales Book of the Year Prize, and Welsh language winners, gaining coverage in English language media. 6 pieces of coverage focusing on Welsh language shortlist/winners.	<b>Complete:</b> 3 pieces of coverage around the shortlist announcement and 6 covering the ceremony/winners.. Coverage was in nation.Cymru, BBC and Western Mail for the shortlist. For the ceremony we received coverage in; BBC News Online, The Bookseller, nation.Cymru, Western Mail (general), Western Mail (interview with Iola Ynyr) , Radio Wales Arts Show (interview with both winners)		



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Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
Pencerdd scheme for emerging cynganeddwyr runs for the second time for 5 under-represented individuals. The programme focuses on Wales' literature's oldest and most unique tradition and ensures that it's utilised and evolved by new voices. 5 new cynganeddwyr whose voices and lived experiences are under-represented in cynganedd take part in development programme, and shares learning with a community of their choice.	<b>Complete:</b> Whilst scheme has not finished yet, 100% of new cohort is under-represented as cynganeddwyr. (80% women, 60% LGBTQ+, 20% working class background, 20% from NE Wales). All have been fully engaged in the programme so far and opportunities are secured for sharing their learning.		
Welsh literary culture and tradition to be celebrated through partnership with Ireland. 3 events (public events/courses) delivered which connect Irish and Welsh literary culture.	<b>On track:</b> 1 event delivered at London Welsh Centre (10 June) with Ifor ap Glyn and Aine Ni Ghlinn. Stinging Fly Summer school delivered in August, and event arranged for Menna Elfyn in Dublin this November	Stinging Fly summer school delivered in August and we have developed partnership with British Council in Ireland to support Menna Elfyn's participation in a European event held in Dublin this November. In addition an event in our public programme which discusses the outcomes from Ireland's Universal Basic Income for artists has been programmed for March 2026.	
Staff who are Welsh learners report that the weekly Welsh sessions led by different members of the team who are fluent speakers have improved their confidence to use their Welsh with their role. All Welsh learners reporting increase in confidence, and be able to point to tangible way they are now using their Welsh skills in the workplace	<b>On track:</b> Sessions are taking place weekly but measurement to meet this target will be as part of the staff survey in Sept/Oct.	<b>On track:</b> Sessions have continued to take place weekly and measurements will be taken during staff survey in Q3	

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Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
8 writers taking part in Welsh-language lessons through our support and intervention. Continue and develop the partnership with National Centre for Learning Welsh to offer bespoke Welsh-language learning courses for writers taking part in a variety of our programmes, following on similar courses in 2023 and 2024	<b>On track:</b> Partnership with National Centre for Learning Welsh confirmed. Lessons started in September, continuing until March 2026. 10 writers from across three programmes will be supported (Representing Wales, Writing Well and Writer at Work) plus one staff member.	<b>On Track:</b> lessons started on 24/9/25.	
Writers working in European minoritised languages will report an increased understanding about Wales and the Welsh language, following a 2-week residency at Tŷ Newydd in May 2025. All writers report an increased understanding in post residency evaluation, and most report desire to collaborate further with Welsh writers.	<b>Completed.</b> 100% (9/9) of the writers 'definitely agreed' that the LLIF residency and their visit to Wales increased their understanding of Wales and the Welsh language; and 100% (9/9) of the writers 'definitely agreed' that they were inspired to collaborate further with Welsh writers. <i>"Wales shows that it is possible to support and promote a minority language without nostalgia or nationalism, but with generosity and a sense of cultural future. I was inspired by the way Welsh is integrated into everyday life, creative spaces, and public discourse – and how literature is used as a bridge between languages and communities. This is something we in the Faroe Islands and Nordic region can learn from. I'll be bringing back this example to conversations with cultural institutions and festivals in my own country, especially regarding how we support young writers working in small languages."</i>		

## Arts Council Wales 25/26 Targets: Climate Justice

### Outcomes:

- Activity which utilises literature to increase knowledge of the climate emergency inspires individuals and communities to make changes for the benefit of the environment and climate
- An increased understanding of the environmental impact of our work across the Literature Wales team, and increased confidence in considering and implementing sustainable practices
- Minimised carbon emissions from the operations of Literature Wales, on track to be carbon neutral by 2030

Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
Participants from EcoDewi in St David's Peninsula report feeling empowered to tackle local climate justice issues, and increased feeling of community cohesion following participation in Lit in Place	<p><b>Complete:</b> Feedback confirmed that participants from EcoDewi in St David's Peninsula felt empowered to tackle local climate justice issues following workshops: <i>"The project opened my eyes to so much I didn't (or chose not to) know. The workshops drew my attention to the importance of climate change, the need to talk about climate change, and it really helped my understanding of it to write it down."</i></p> <p>Feedback also confirmed participants' increased feeling of community cohesion following participation in Lit in Place: <i>"I was surprised at how the activities brought lots of things up for me – ideas, realisations, inspiration. It makes me want to do more! It made me think about plants and my part in the world. It was thought provoking in creating the opportunity to think and communicate outside the normal comfort zone which was very worthwhile for me. I'm really impressed by the community commitment, it was great to be together in a group and to chat to the farmer and the ecologist which added so much more context – I feel like I've learned lots."</i></p>		
Alex visits 5 schools on his 5-day walk on Ynys Môn to run workshops about climate emergency	<b>Complete:</b> over 350 children reached on the walking tour, visiting 5 schools.		
2 writer residencies to be delivered by local facilitators to support existing community groups use creative writing to positively respond to the effects of the climate emergency locally.	<b>On track:</b> Funding confirmed by WWF, first residency to take place in Winter 25 around Cleddau Estuary.	<b>On track:</b> Project manager assigned and planning underway.	As funding took longer than anticipated to confirm, close eye is being kept to ensure timely delivery with partners. No major concerns
Staff understand benefits of procuring local facilitators, and implement best practice during project planning. Staff receive project-based reports on mileage quarterly and report in staff survey that they understand the benefits of procuring local facilitators and have implemented changes when project planning	<b>On track:</b> Staff meeting about procurement delivered. Q1 mileage reports analysed and discussed with project manager.	<b>On track:</b> Q1 mileage report made and analysed. Staff survey designed and will go out Q3	



## Arts Council Wales 25/26 Targets: Climate Justice

### Outcomes:

- Activity which utilises literature to increase knowledge of the climate emergency inspires individuals and communities to make changes for the benefit of the environment and climate
- An increased understanding of the environmental impact of our work across the Literature Wales team, and increased confidence in considering and implementing sustainable practices
- Minimised carbon emissions from the operations of Literature Wales, on track to be carbon neutral by 2030

Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
By December 2025, informal internal audit completed of LW procurement to ensure sustainability considerations are present in both large and small purchases. Audit completed and staff training session delivered	<b>On track:</b> Audit to take place in December, with staff training in January. Food purchases have separate target and progress is being made to ensure local procurement.	<b>No progress yet</b>	Due to staff changes this was delayed. Additional oversight now on meeting target
Checklist for sustainability considerations shared and explained to local community event organisers. Available on website, actively shared and support offered to 8 organisations who are applying to Inspiring Communities Fund.	<b>Complete:</b> Checklist shared on website and all successful ICF applicants now given sustainability advice and invited to discuss issues with us.		
40% of food shopping for Tŷ Newydd purchased from local suppliers.	<b>On Track:</b> Improvement from 25% in Q1 to 37% in Q2.	<b>On track:</b> Actions taken include: Local milk delivery arranged. Coffee supplier switched to local brand Relationship built with local deli to source more from there. Increased promotion of local food within meal descriptions i.e. 'local beef Bolognese' to increase awareness with guests.	Still more action needed and increased oversight from TN manager needed
Gas reduction plan created by August 2025, and presented to staff in Q3, with TN Manager reporting on practical steps taken to reduce consumption by March 2026.	<b>On track:</b> Plan has been completed	Plan completed in September.	

## Arts Council Wales 25/26 Targets: Develop Talent

### Outcomes:

- Supporting a skilled and visionary workforce of freelancers, professional writers and staff in the literature sector by providing training, paid opportunities and championing fair employment practices
- Writers, particularly those from communities who face barriers to developing skills and careers, are receiving support to progress along writing and publishing pathways
- The diverse range of contemporary writers and the literary heritage of Wales is celebrated, encouraging more understanding across Wales

Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
Publish Writer Fee guidelines, and fair employment guidelines updates in June 2025. Measure 25/26 fees against guidelines. Spread awareness of the guidance through conversations directly with writers and support them to advocate for fair fees. Update to be published in June 2025. 30 writers to benefit from dedicated conversation about writer fees and how to advocate for themselves.	<b>Partially Completed:</b> Support log shows that 38 writers have had dedicated conversations so far this year. Updated writer fees (for 26/27) will be published by Christmas to allow for 26/27 budgeting.	30 conversations with writers were logged this quarter. Writer fees updated on website and Q1 anomalies (mistake on invoice and stay at Nant as part payment) investigated.	
2 tangible actions taken following the Culture Change programme.	<b>Complete.</b> Internal promotion has taken place, and new entry level role specifically for someone from under-represented background in arts administration has been hired.		
At least 175 freelance writers directly offered paid professional opportunities to tutor, mentor, train or perform for LW programmes.	<b>On track:</b> 131 individual writers paid for their services in the first half of the year	<b>On track:</b> 85 writers paid during Q2	
Representing Wales participants, who aspire to, go on to publish work within three years of taking part in the programme. 40% of Representing Wales participants published within 3 years as standalone volume.	<b>On track:</b> % will be calculated at end of financial year but we are inundated with individual success stories, many crediting success to the programme.	<b>On track.</b> Q2 highlights include: - (RW2) Jon Doyle's debut novel <i>Communion</i> will be published by Atlantic Books in April 2026. <i>"As I write to you, I'm going through the page proofs of my novel before it goes to print, so I'm very much in the thick of it and a little bit cross eyed from squinting at the screen. Which is to say, you should 100% be proud of what RW has become, because I'm certain I wouldn't be here if it wasn't for the programme"</i> - (RW3) Bethany Handley's latest publication <i>My Body is a Meadow: Finding Freedom in the Outdoors</i> will be published by Headline in May 2026. - (RW4) Marged Wiliam will be published by Y Stamp in 26/27.	

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Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
300 attendances at Public Writer Development Programme sessions developed and delivered virtually, focusing on inspiring writers and explaining publishing pathways. Sessions available to all (open to the public) but specifically marketed to unsuccessful applicants for our writer development opportunities.	<b>On track:</b> Programme published and sessions taking place from September to March. 381 event registrations received and 1 event took place	<b>On track:</b> Programme launched in mid-September with one event (Welsh language publishers panel) taking place. 53 attended the session	
5 emerging cynganeddwr paired with an athro barddol (mentor) for the year long programme by July 2025.	<b>Complete:</b> All 5 emerging cynganeddwr paired with an Athro Barddol ready for the year-long development process.		
The National Poet, and her work, is platformed at 6 high-profile events, such as official launch of Erddig Memorial Woodland, and Wales/Ireland collaboration at Irish Embassy in June.	<b>On track:</b> 1 event taken place and 5 in the diary. 'Welsh Stories' event at Hay Festival (May), Voiced festival in London (October), Plygain with Catrin Finch (December), Centre for Islamic Studies (Nov), Techniquet (October), Chronic Women (March)	<b>On track:</b> Further planning took place for autumn events	
Securing 40 pieces of press & media coverage (print, online & broadcast) celebrating the Wales Book of the Year 2025 shortlisted and winning writers.	<b>Complete:</b> As of 28 <sup>th</sup> July, 46 pieces of coverage logged, including tv, radio, print and online. This doesn't include new stories and newsletters by publishers or other organisation.		
160 Writers are supported through the Inspiring Communities Fund, to work in communities across Wales	<b>On track:</b> 66 individual writers funded April - September 2025	<b>On track:</b> Progress slowed this quarter (less events held during summer holidays etc) but we are confident in meeting target due to large applications due for multi-author festivals.	



## Arts Council Wales 25/26 Targets: Transform

### Outcomes:

- An increased sense internally and externally of what Literature Wales exists to achieve and crucially, what it does not, through increased collaboration with other organisations and a joined up single message from the whole sector
- An organisational culture that truly embodies the values outlined in our Pledge and leads the sector as a model of an effective, ethical employer or staff and freelancers
- network of literary facilitators is created and enhanced to bring literature for well-being into communities

Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
At least 3 events as part of our writer development programmes that feature representatives of BCW and book/magazine publishers demystifying the process for emerging writers.	<b>Complete:</b> Over 20 reps from publishing sector involved in the programme, across 10 events.		
By March 2025, lead 5 meetings to discuss sector issues with literature partners across Wales.	<b>Complete:</b> Meetings with BCW to finalise MOU, planning meeting with WLE, Eisteddfod literary central panel, Nat Cos meeting with Dafydd (ACW). Strategy meeting with National Library and 4 Nations Literature Group meeting scheduled for early October		
Complete work with literary organisation to map the sector, which can be shared on each other's websites and used to train staff. Framework completed by orgs by Jun 25, and internal training session to take place by Aug 25.	<b>Delayed:</b> Organisations were not responding to questionnaire (including nothing from ACW). Staff member responsible has changed tack and is focusing on verbal meetings instead.	<b>Delayed:</b> Process changes and updated web copy for our site drafted. It will be shared with staff in Q3. Books Council and LW have swapped organograms with view to setting up meetings between staff at all levels in Q3 to better understand work and collaborate	
All line managers report feeling increased comfort/ability to deal with difficult conversations with colleagues, as a result of training. 100% on 4 or 5 in staff survey.	<b>On track:</b> 2 managers attending training on dealing with difficult conversations. Informal feedback has said that whilst the training was not high quality, having the time out to think about these issues has increased comfort. Staff survey will be delivered in the autumn.	<b>On track:</b> no progress this quarter	
Our team of staff report they feel valued and supported by Literature Wales as an employer. Retain 100% of staff giving 5/5 or 4/5 in response to staff survey question on feeling valued and supported.	<b>On track:</b> Staff survey to take place in the autumn. In the meantime, there have been no instances of staff complaints of under-valuing/support.	<b>On track:</b> no progress this quarter	

## Arts Council Wales 25/26 Targets: Transform

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- network of literary facilitators is created and enhanced to bring literature for well-being into communities

Targets for 31 March 2026	Progress year to date	Progress this quarter	On track?
Deliver staff and trustee away day in autumn 2025 which offer training, increased understanding of LW strategy, and foster a collaborate work ethos between both groups. Staff and trustee away day to be held in November 2025, featuring a discussion on implementing our values – coming up with tangible actions for all to better embody them as part of their role.	<b>On track:</b> Away Days are in the diary for 17-19 November with timetable designed to have structured sessions and space for conversation and relationship building.	<b>On track:</b> Draft programme for the away days developed this quarter, including exercise on implementation of values, and discussions about under-representation and looking ahead to our new strategy.	
Facilitators who have taken part in Writing Well (1st cohort in 24/25) report 9 months following project end that they have used skills gained on the programme on other projects.	<b>On track:</b> Due to take place in Nov/Dec	<b>On track:</b> As left	
Chronic Women project bringing 14 women writers together to explore writing about (and for) health. Following the publication of the anthology, the cohort will continue as a network – and will be offered opportunities to develop their skills as facilitators, to use their learning to empower others in communities across Wales. At least 10 of the cohort of 14 takes part in further development opportunities to hone skills as creative practitioners by end of March 2026.	<b>On track:</b> 14 poets have engaged in 2 virtual workshops to explore writing about and for health. They will meet again in Q3 to encourage the continuation of the network. Programming underway for further training on facilitation.	<b>On track:</b> This quarter focused on programming facilitation training to take place in Q4	
Facilitators taking part in Writing Well (cohort 2) report that the personalised support to developing their literature for well-being projects in their chosen communities is useful, and has improved their skills and confidence. 6 facilitators report that their skills and confidence has improved following personalised support.	<b>On track:</b> This evaluation has not yet started but due in March 2026	<b>On track:</b> As left	

## Learning Points: Activity and Operational

Activity	Learning Points 1 July - 30 September 2025	Future Actions / Recommendations
Teams	Using functions such as Bookings in teams can greatly reduce time spent on administration.	Representing Wales 6-month catch ups were arranged via writers booking themselves in through a Teams Booking link. This prevented a weeks worth of back and forth to arrange a suitable time, and time spent on creating individual Zoom links. This process will be shared with the wider creative team.
Wales Book of the Year	Various learning points noted in the debrief meeting: tweaks for the processes and ceremony in 2026	<ul style="list-style-type: none"> <li>- Overhaul of photography brief and procedure to avoid being too disruptive to the winning writers</li> <li>- Reception for guests to be at least 1 hr – an important part of the event; and consider inviting shortlisted writers to the venue in the afternoon for a briefing and a separate reception</li> <li>- Refine script to avoid too much repetition of thanks to partners</li> <li>- Appoint a staff member to manage the team of staff, volunteers, and other workers</li> </ul>
Tŷ Newydd Capital Grant	Projects of these sizes and scopes with the funder's extremely tight deadlines are incredibly challenging and take up a lot of staff time	<ul style="list-style-type: none"> <li>- Engage external Project Manager sooner, to streamline communications</li> <li>- Ideally have longer lead-in time with funding (couldn't be avoided this time)</li> <li>- Avoid external works over winter if possible</li> <li>- If we have 8 weeks to complete works, ask architect/QS for 5 week scope to allow for slippage, rather than fill the 8 weeks.</li> </ul>