

# BARDD PLANT CYMRU

**Literature Wales is looking for the next**

**Bardd Plant Cymru 2021-2023**

**to delight and inspire the children of Wales**

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**Bardd Plant Cymru** is a national ambassadorial role that is awarded every two years to a Welsh-language poet.

The project was established in the year 2000, and since then sixteen poets have undertaken the role. All activities are conducted through the medium of Welsh, but the scheme provides for and engages with children whose first language is not Welsh.

**Are you a poet who loves working with children? Do you believe in the power of literature to inspire, empower, improve, and brighten lives - especially the lives of young people? Do you dream of celebrating and representing Wales' literary culture on a national and international stage? Then we want to hear from you!**

Literature Wales is looking for the next **Bardd Plant Cymru** and is inviting applications from talented, passionate, and visionary individuals for this role. We are open to applications from people from a range of backgrounds and experiences, and who are at any stage of their career as writers and artists. We are looking for people who share our values of equality and representation, and who will advocate for children's fundamental rights to be creative, to express themselves and, of course, to have fun with words.

The Bardd Plant Cymru project is run by Literature Wales with the support of Welsh Government, S4C, Books Council of Wales and Urdd Gobaith Cymru.

**Please note:** Bardd Plant Cymru is a Welsh-language role, and we welcome applications from both Welsh-language speakers and Welsh-language learners.

## Key facts about the role

- We are looking for a Bardd Plant Cymru to start from 1 September 2021. The closing dates for applications is Friday 9 July 2021.
- The role is for two years, until the end of August 2023.
- The fee for the work is £6,000 per year, plus expenses, and will involve 24 days of activity per year. This is equal to a rate of £250 per day.
- The work involves running workshops for children and young people, writing commissioned poems, and various other activities, both at schools and in other settings (such as festivals and youth clubs). There will likely be opportunities for further commissions, and invitations to head up national campaigns.
- Bardd Plant Cymru will engage with children across Wales and inspire them to be creative and to express themselves through poetry.
- Bardd Plant Cymru is a role awarded every two-years to a Wales-based writer who writes in the Welsh language.
- Bardd Plant Cymru is a Welsh-language project which works alongside its English-language sister project, Children's Laureate Wales. The next Children's Laureate Wales will also start their term in September 2021, and the role is also for two years.
- The current Bardd Plant Cymru is **Gruffudd Owen**, the sixteenth poet to undertake the role. All previous laureates can be found [here](#).

## How the project works

Literature Wales will work closely with Bardd Plant Cymru to devise and deliver a programme of activities for the two years. We are here to support and facilitate the role, and we very much want the selected laureate to make this their own project and have their own vision for it.

The role will involve working with children across Wales and with groups of children from a wide variety of backgrounds. Bardd Plant Cymru will also act as an ambassador and positive role model for children, championing their rights and interests. Bardd Plant Cymru will be expected to take part in public events and give media interviews from time to time (guidance will be provided). Bardd Plant Cymru's official programme of work will not involve regular school visits, however Literature Wales can advise the post-holder on how to arrange their own school visits directly. We expect many requests from schools will be received, which offers an opportunity for the poet to obtain further work as a result of the role.

Literature Wales' Strategic Plan (2019-22) is available [here](#). We recommend reading this in advance of sending your application. We are looking for exciting and innovative proposals that present creative and engaging ways of delivering the aims set out here through the Bardd Plant Cymru project.

Bardd Plant Cymru must be an effective communicator with excellent administrative and organisational skills to ensure the smooth running and success of the project. The post-holder will be expected to work closely with the Literature Wales project coordinator and communications team, as well as other partners on a regular basis.

We actively welcome applications from writers at all stages of their literary careers. Those who are just starting out will be given a range of opportunities to develop their profile and will be able to thrive in this role. The role provides a platform to develop skills in delivering creative activity in participatory settings, as well as enhancing artistic and professional reputation.

Our Tactical Priorities will be at the forefront of our work in the next few years, as and such we strongly encourage applications from people who are under-represented in the literature

sector, and from those who experience discrimination due to race, gender identity, sexual orientation, marital status, religion, nationality, ethnic origin, disability or age. We operate an anti-racist culture and are developing our Safeguarding and HR policies to include best practice processes when working with those who have suffered the trauma of discrimination and on addressing micro-aggressions in the workplace. We are dedicated to meeting access requirements; just let us know what you need.

Bardd Plant Cymru will:

- engage with children across Wales and inspire them to be creative and to express themselves through Welsh-language poetry;
- encourage children to have fun with poetry;
- promote every child's right to have their stories and voices heard;
- be an ambassador and positive role model for children, championing their rights and interests;
- promote Welshness
- help develop children's literacy and communication skills through creativity;
- support the development of the next generation of young writers;
- raise the visibility of children's poetry in Wales, nationally and internationally; and
- particularly engage Literature Wales' Target Client Characteristics, as specified in our Strategic Plan 2019-22 - children from black, Asian and minority ethnic backgrounds, children from low-income backgrounds, and children with disabilities or illnesses (physical or mental).

Below is a basic example of how a Bardd Plant Cymru's core work programme might look for one year:

Activity	Number of days
Projects (focused on the Laureate's priorities. Developed by Bardd Plant Cymru and Literature Wales)	14
Y Siarter Iaith tour or activities	5
Annual lecture or publication	1
Commissioned poems (4 poems)	2
Tir na-nOg Awards (2 commissioned poems and attendance at the ceremony)	2
<b>Total:</b>	<b>24</b>

Bardd Plant Cymru's official programme of work will not involve regular school visits. They will be available as additional freelance work for the poet, should they wish.

## About Literature Wales

Literature Wales is the national company for the development of literature. Our vision is a Wales where literature empowers, improves, and brightens lives.

We are a registered charity, and work to inspire communities, develop writers and celebrate the literary culture of Wales. Literature Wales works in Welsh, English and bilingually across Wales. We have offices in Llanystumdwy and Cardiff. Our patron is Sir Philip Pullman.

We facilitate, fund and directly deliver a literary programme across Wales. All our activities are structured into three Activity Pillars. Concentrating on these three areas will help us to ensure that all of our work is clearly linked to our mission, and enable us to use our resources most effectively:

**Participation** – inspiring some of our most marginalised individuals and communities through active participation in literature.

**Writer Development** – developing the creative and professional potential of early career writers.

**Wales' Literary Culture** – celebrating our contemporary writers and the literary heritage of Wales.

All of the pillars are inter-linked, and much of our work will flow from one to another. Projects will not be developed in isolation, but will complement and enhance each other, with clear progression and development during the three years covered by the Strategic Plan.

## Our Priorities

Based on our understanding of the power of literature to improve and transform lives, and the need to focus our activities where they will have greatest impact, we have identified three Tactical Priorities which will cross-cut all Activity Pillars. They are not types of activity but thematic priorities which will feature in everything we deliver, and in our partnership and facilitation work:

**Representation & Equality** – by ensuring representative inclusion throughout our activity and internal structures, we will provide platforms for, and encourage, under-represented literary voices; creating a national literary culture which represents contemporary Wales.

**Health & Well-being** – by supporting and advocating the various ways literature can contribute positively to the nation's health and well-being, we will improve the lives of people in Wales.

**Children & Young People** – by increasing accessibility to, and conveying the joy of creative writing and reading, we will make a significant contribution to the well-being of the future generations of Wales.

Literature Wales' Mid-Term Report for 2019-2022 can be found [here](#).

## Eligibility & Terms

Bardd Plant Cymru will:

- be willing and able to commit to at least 24 working days per year to work as Bardd Plant Cymru;
- be able to work with children and young people up to the age of 18;
- have some track record as a poet and/or spoken word artist; and
- be a confident and dynamic public speaker.

In addition to the core work programme, extra commissions, residencies, and opportunities may be presented to the post-holder during the term, by Literature Wales and partner organisations. Any such work would be contracted separately.

The work programme will be developed once the appointment has been made, according to the new Bardd Plant Cymru's ideas and specialisms. We are keen to create a bespoke offer to suit both the new Bardd Plant Cymru and Literature Wales' strategic priorities.

Bardd Plant Cymru will receive a fee of £250 per day of activity, plus expenses. This fee includes time that can reasonably be expected for project planning and administration.

We welcome applications from disabled individuals; individuals from Black, Asian and minority ethnic backgrounds; LGBTQ+ individuals; and individuals from lower socio-economic backgrounds under the positive action rules of the Equality Act 2010.

## How to submit your application

To express your interest in this role, please provide the following:

1. A letter (maximum two pages) **OR** video up to 5 minutes in length explaining:
  - What you would like to focus on or achieve during your two years in post. You might want to think about one main theme that you would want to engage children with, were you to become then next Laureate, for example Black Lives Matter, children's mental health, or the climate emergency.
  - Examples of the type of projects you would like to develop. There will be an opportunity to discuss these in more depth in an interview.
  - Why you want the role.
  - Why you are a suitable candidate for the role.
  - What impact the role would have on your career.
2. Three Welsh-language poems you have written for children and/or young people.
3. Your writer's CV, identifying relevant experiences and/or potential.
4. An Equality and Diversity Monitoring Form ([available here](#)).

Videos should be no longer than 5 minutes, provided as a Dropbox or WeTransfer link. If sending your application in video form, please also send an email detailing your writer's CV, Equality and Diversity Monitoring Form, and confirming your contact details.

Please send your applications, or any questions about the role, to [post@literaturewales.org](mailto:post@literaturewales.org), with Bardd Plant Cymru and your name in the subject line.

**Applications must be sent to Literature Wales by: 5.00 pm, Friday 9 July 2021**

### What happens next?

We will interview a shortlist to discuss applications in more detail. Interviews will be an opportunity for the applicants to present a more detailed plan for their two years in post. Interviews will take place virtually, through the medium of Welsh, via Zoom during the week commencing 19 July.

The role will be offered subject to a satisfactory DBS check (which Literature Wales will arrange and fund).

We expect the new Bardd Plant Cymru to take up the post from September 2021.

### Our recruitment policy

Literature Wales benefitted from being a part of the [Weston Jerwood Creative Bursaries](#), which support arts organisations to expand their approach to diverse recruitment and talent development. We are committed to welcoming candidates from a wide range of backgrounds, which includes assessing applications partly based on potential strengths. If you would like to apply for this role but are uncertain whether you have sufficient experience, please contact us for an informal chat.

*Literature Wales is a registered charity that works with the support of the Arts Council of Wales and the Welsh Government.*

Please see [www.literaturewales.org](http://www.literaturewales.org) for further information.