

A photograph of a young boy with dark hair, wearing a blue puffer jacket, looking upwards with a joyful expression. He is surrounded by other children, some of whom are partially visible in the background. The scene appears to be outdoors, possibly in a garden or park, with green foliage in the foreground and background.

**2022-2023**

## **Management Board and ACW Report #15**

**Period covered: 1 October – 31 December 2022**

A group of children enjoying the Lyrical Landscapes project Photo Credit: Phil Boyd / Literature Wales



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 Artistic & Executive Director

Quarter 3 saw the end of a very eventful year for Literature Wales, and to celebrate our achievements in 2022 we published a blog about [some of the year's highlights](#).

Over at our new headquarters in Tŷ Newydd, the open programme of residencies drew to a close – the first programme since reopening after the COVID-19 pandemic. For a season sometimes best suited to staying warm and dry indoors, we migrated online for a programme of six taster virtual courses featuring some of Wales' most exciting up and coming writers tutoring for the first time, including Wales Book of the Year 2022 shortlisted poet Abeer Ameer, and the young winner of the Prose Medal at the National Eisteddfod 2022, Sioned Erin Hughes. The Board of Trustees also enjoyed an in-person AGM at Tŷ Newydd in October, followed by a creative strategic planning day to give the executive team food for thought as we prepare for the Arts Council's Investment Review process in Quarter 4.

Two large commissions saw the National Poet, Hanan Issa, continue to trailblaze through her first year in post, celebrating Wales at the World Cup with a video of her poem, [The Crows Gathers](#), being broadcast on S4C, and her reinterpretation of Dylan Thomas' [A Child's Christmas in Wales](#) featured centre stage at Hay Festival's Winter Weekend.

The Children's Laureate, Connor Allen, also launched a video of his poem, [Keys to the Future](#), to explore the effect of technology on children's mental health. And in response, the benefits of being outdoors and enjoying the natural world was explored on Youth Climate Action Day by both Connor and Cafi Wyn, the Bardd Plant Cymru, in partnership with National Trust Cymru with 350 children from 12 schools [participating in creative workshops](#) at some of the National Trusts' most treasured outdoor sites.

We head into 2023 full of excitement and hope for a creative year ahead.

**Claire Furlong**, Executive Director

**Leusa Llewelyn**, Artistic Director



# Highlights

## Activity

- One year on since their initial appointment, **Children's Laureate**, Connor Allen, and **Bardd Plant Cymru's** Casi Wyn [celebrated the start of their second year](#) on National Poetry Day 2022 by working with 12 schools in partnership with the **National Trust**.
- The beginning of Quarter 3 saw the [announcement](#) of **Tŷ Newydd Writing Centre's** autumn virtual taster courses.
- On **World Mental Health Day**, and in partnership with **The Royal College of Psychiatrists in Wales**, our **Children's Laureate** shared an [animated video of poems](#) written with Cardiff schools, highlighting the effects of technology on children's mental health.
- **Wales Book of the Year** [opened submissions](#) from publishers and self published authors in preparation for the 2023 awards.
- Our latest Climate Emergency project, **Lit in Place**, in partnership with **WWF Cymru**, was [announced](#), with workshops starting in Rhosgadfan and Rhondda Cynon Taf.
- Schools were [invited to apply](#) for 50% off any workshop with a writer of colour, as part of our **Cymru Ni** project, run in partnership with the **Welsh Government**.
- In partnership with **CADW**, Alex Wharton, celebrated stories of Black and Ethnic Minority people, and their lives in Wales. Iestyn Tyne supported Alex with Welsh translation. You can see these creative responses [here](#).
- Our **National Poet of Wales**, Hanan Issa, shared two important commissions: firstly, with **FAW**, [supporting Wales in the World Cup](#), and [A Child's Christmas in Wales](#), celebrating 70 years since the first broadcast of Dylan Thomas' seminal work, with the **Hay Festival**.
- Our **Emerging Writers course** with tutors Darren Chetty and Iestyn Tyne [opened for applications](#). This free Tŷ Newydd course is themed around Welshness and Identity.
- Together with **Transport for Wales**, [young people celebrated](#) the new Metro Transport System in Taff's Well.

## Operations

- Ahead of the annual review in 2023, staff reviewed and amended all **internal policies**.
- In **Senior Leadership Team** meetings, risks were reviewed, updated and added to, reflecting the needs of the organisation.
- In November, the **Arts Portfolio Survey** for the Arts Council of Wales was successfully submitted.
- The **Annual Report** was submitted to the Charity Commission, and accounts submitted to Companies House in December.
- There were changes for the Board, as we said goodbye to Natalie Jerome and Eric Ngalle Charles, and [we opened recruitment](#) for additional trustees and a Deputy Chair.
- pEGWa, architects from Caernarfon, made a **site visit to Tŷ Newydd** in December to further assess the work needed on the Tŷ Haul to liaise further with our preferred contractors, InnerWorld Designs. Work will be carried out in Q4. The architects also began work on assessing the fabric of the building to create a new **Conservation Plan**.





Children's Laureate and Bardd Plant Cymru worked with over 155 students in October in Ceredigion schools as part of [National Poetry Day](#)



2 Welsh Language courses were held at Tŷ Newydd, for LGBTQA+ writers and the young winners at Eisteddfod yr Urdd



From Tuesday 11<sup>th</sup> October- 5 December, submissions for the 2023 **Wales Book of the Year** prize were [open](#).



National Poet of Wales, Hanan Issa, was [commissioned by Hay Festival](#) to commemorate 70 years since Dylan Thomas' A Child's Christmas in Wales was first broadcast



Lit in Place facilitators were [announced](#), and activity began with 'Gwledda' planting trees in December



The Children's Laureate's 'Keys to the Future' poem shared on World Mental Health Day, in partnership with **The Royal College of Psychiatrists** in Wales



Alex Wharton [worked with CADW](#) to share stories of Black and Ethnic Minority people in Wales



Schools were [invited to apply for funding support](#) as part of the **Cymru Ni** project



Our **Emerging Writers Course**, tutored by Darren Chetty and Iestyn Tyne [opened for applications](#)

# Our Place in the Sector

All staff at Literature Wales are heavily involved in facilitating activity across the sector, whether through answering enquiries from writers or presenting at prestigious public events. In the last quarter, highlights include:

- Claire and Leusa had an initial meeting with **Cyhoeddi Cymru/Publishing Wales** to introduce themselves and learn more about the group. They will be returning to present our strategy, and how we can work together with publishers across Wales this Spring.
- Marvin led 4 training sessions for **ACW's Cynefin project**, briefing teachers and arts facilitators about creating a space to explore difficult conversations about race & identity, sharing learning from our Cymru Ni project.
- Leusa was a judge for **Arts & Business Cymru Awards**, celebrating partnerships between arts and businesses.

Our staff have delivered **652** hours of sector support activity so far this year meaning we have already exceeded our annual target.

## Culture Change

Literature Wales, alongside the National Companies, have been granted **£164,315** over the next 2 years from **Welsh Government's Anti-Racist Culture and Sport fund** to develop the work we've been doing under the banner of Diversity in Leadership. This follows on from the group commissioning research into the workforce of the creative industries in Wales. **Theatr Genedlaethol** are administering this funding on behalf of the group.

The exact plans of how the money will be spent are currently being developed but will start with hiring a Project Manager to work alongside all the organisations on the following areas:

- Create a critical friends group (paid) to enable accountability
- Review practices in companies, including HR to achieve inclusive cultures within organisations
- Design a programme of culture change including training
- Evaluation of approaches

We're glad to be supporting this work and in the coming months, plans will become clearer for the extent of our involvement.

# Tŷ Newydd Update

Quarter 3 and the arrival of shorter days and wilder weather is when our annual programme of courses draws to its close. The comfort and enjoyment of our paying guests can sometimes be boosted by how glorious Tŷ Newydd is during the bright seasons – and encourage return custom.

But the centre continues to be busy with private writing and reading retreats, meetings, strategic courses, private venue hires, Nant writers' retreats and in between activity - maintenance work! We also welcomed three VIP groups to stay for business meetings, including our Board of Directors for their AGM and a strategic planning day; the Arts Council's Welsh-Language Strategy Steering Group; and some of Gwynedd Council's Cabinet Members.

Quarter 3 saw us welcome over **130 guests** to Tŷ Newydd. We held one Welsh-language day course, attracting **6** writers to learn more about the myths and legends of the Mabinogi with **Rhiannon Ifans**. Then, we were joined at the virtual Tŷ Newydd by a total of **60 writers** taking part in **6 digital taster courses** with **Llŷr Titus, Sioned Erin Hughes, Casia Wiliam, Lesley Parr, Siân Hughes** and **Abeer Ameer** – several writers receiving their first ever taste of tutoring. The English language tutors were Book of the Year 2022 winners and shortlisted writers, continuing with our aim of developing and celebrating the WBOTY writers annually beyond the initial ceremony.

**4** strategic courses were held during the quarter. These important courses run parallel to our programme of income-generated courses annually and offer free of charge residencies to groups of (usually) under-represented writers. Our Q3 strategic courses delivered training for a group of young disabled writers as part of our Writer Commissions project; a group of 14 LGBTQ+ writers focusing on their various writing projects in the Welsh-language; 8 young writers on our annual Cwrs Olwen course for winners from the Urdd National Eisteddfod; and we also welcomed **Casi Wyn, Bardd Plant Cymru** and **Áine Ní Ghlinn, Laureate na nÓg**, for a residential where they both translated each other's laureate poems.

Nant hosted **10 retreats** during quarter 3, and an additional 3 venue hires over the Christmas and New Year period. Nant reached a **capacity of 43%** in quarter 3 – with the effort to attract writers to book retreats in December once again proving difficult and disappointing. In 2023-24, we will be developing strategic retreats at Nant, offering quiet or unsellable weeks to writers on low incomes free of charge through a competitive process.

*"I was very nervous to accept initially but there was a lot of support. It was also helpful that it wasn't very long and that I chose the topic to present. I really appreciate being invited to do this. It's boosted my confidence. Diolch yn fawr iawn!"*

– One of the virtual course tutors who received their first experience of tutoring.

**97%** participants noted that their course at Tŷ Newydd had had a positive effect on their health and well-being.

**8** accommodation rooms in Hafoty were painted during Q3, with small furnishings bought to improve guests' stay in these rooms.





## Goal Highlight: Climate Emergency

The **Climate Emergency**: We want to act where we can, to mitigate against further escalation of the climate crisis and raise awareness through our work by partnering with organisations such as the World Wildlife Foundation and Natural Resources Wales, as well as encourage localism and resilient communities.

In **March 2022**, we opened a competitive process for our 4<sup>th</sup> round of Writer's Commissions, inviting facilitators to devise and deliver creative writing projects, exploring the connection between literature, well-being and the natural environment in partnership with **Natural Resources Wales**.

### Activity: Writer Commissions, [The Long View](#)

**Taylor Edmonds** and **Nasia Sarwar-Skuse**, were successful with their project; The Long View, supporting **10** women of colour, in Cardiff through creative writing workshops, paired with nature visits.

Outcomes for participants included:  
Increased engagement with nature and community building, with individuals describing sessions as *"Refreshing, Intimate and Relaxing"*

The facilitators also noted how the diverse experiences of the participants enriched discussions about nature and the environment, adding that the intergenerational participation made it often feel as though they *"had travelled far simply by listening to one another"*



We are small but part of something.  
We retreat in the winter and dream  
Of the long view from the wet sand  
Out to the horizon. *Ala mma.*



- Excerpt from Community poem

### Activity: Writer Commissions, [Writing Tree](#)

Another successful commission was **Writing Tree**, delivered by **Gwyn Lewis** and **Dr Sarah Douglas**, in partnership with the **Anuerin Bevan University Health Board**. Along with the ABUHB's Specialist Perinatal Mental Health Service, new parents enjoyed sessions of Shinrin-yoku (forest bathing) followed by creative writing sessions.

The health and well-being effects of nature were collected by using the [Warwick-Edinburgh Mental Well-being Scale](#) (WEMWBS), as well as traditional feedback. Participants were asked before each session to rate themselves against statements such as *"I've been feeling good about myself"*. Before the first session, average scores were **2.3** out of 5. Following the second session, the average score became **3.3** out of 5, an almost **43%** increase in confidence/self-belief. Before and after sessions, participants were asked words to describe themselves as a parent. Prior to the first session, the most common word was **'Anxious'**, then changing to **'Loving'** post sessions. This project has provided a template on how to record health and wellbeing outcomes within climate emergency projects which is intended to be shared wider.



## Goal Highlight: Climate Emergency

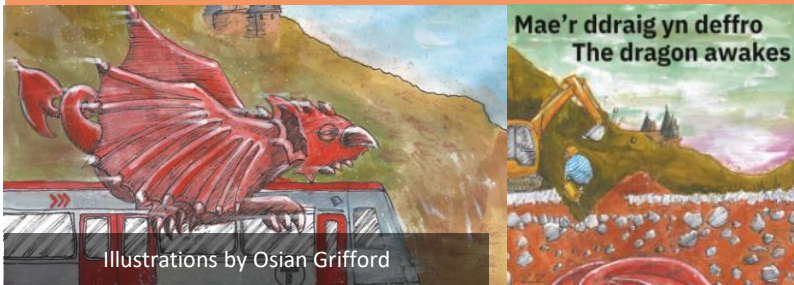
### Activity: Transport for Wales

During Autumn 2022, poet **Mike Church** and illustrator **Osian Grifford** worked with **Transport for Wales** and 24 year 4 students at Ffynnon Taf Primary School in Taff's Well to encourage younger generations to articulate their concerns about the future of our planet. Their poetry and art were turned into a collection of zines and poster poems, which are displayed in the school and local train station.

Some outcomes reported were:

- Higher engagement with literature among students
- A new relationship developed with the school to local artists
- And increased knowledge of local transport systems.

To read more about the positive outcomes, and views from Transport for Wales and teachers, read our news story [here](#).



Illustrations by Osian Grifford



Fruits of our Fire workshops

**Activity:** In partnership with the **World Wildlife Foundation**, [Lit in Place](#) is a pilot project, where **3** facilitators explore and understand the climate and nature emergency, with their local communities, through literature.

Artist **Siôn Tomos Owen** is working with participants of **Welcome to the Woods' Woodland Therapy Group** in Rhondda Cynon Taf, to create a bilingual illustrated diary documenting how the group connects with nature. Woodland Therapy offers a weekly opportunity for participants to combat mental health issues through different activities engaging with nature, including foraging for and cooking meals.

Since October 2022, Siôn has attended **5** woodland retreats and held **2** Storytelling sessions.

There are an average of **14** participants across the sessions, with at least **50%** new to the activity.

“*I struggle walking for very long when it's raining like this, but it's needed or we wouldn't have all this!*”  
- Participant

Artist and creative, **Iola Ynyr**, is working with a primary school in Rhosgadfan, as part of the **Gwledda** project.

So far the project supports **6** regular participants, all parents of children who attend the school.

During sessions, participants enjoy the wild garden and vegetable garden, which is then followed by a creative writing session.

In December, school children, along with the parents, enjoyed planting trees on the school grounds with **North Wales Wildlife Trust**. The trees were nursed locally at Penrhyndeudraeth Powder Works where weapons used to be made for warships.

During this session, over **35** trees were planted.

Participants can look forward to further talks from other local partners **GwyrddNi**, and will enjoy the fruits of their labours at a feast event to be held in March, with hopes that some participants will grow enough in confidence to read out some of their creative work.



Gwledda workshops. Photo credit: Lindsay Walker Photography

## Arts Council Wales 22/23 Targets

**Goal: Wales' Literary Culture:** Ensure wider engagement, better accessibility and more impact for creative writing activities

| Targets for 31 March 2023  | Progress year to date  | Method of data capture                      |
|--|--|---|
| Develop partnerships with at least <b>3</b> community groups working with specific groups currently under-represented in Wales' Literary Culture.                                | So far <b>3</b> facilitators chosen to work with hyper local communities as part of the <b>Lit in Place</b> project, Siôn Tomos Owen is working Welcome to our Woods, in Treherbert, supporting individuals with mental health issues connect with nature. Iola Ynyr is working with Ysgol Gynradd Rhosgadfan, supporting parents of low in-come families, and The LUMIN Syllabus are working in Swansea, supporting people of colour and low income families to explore their relationships with nature and the local environment. You can read more about the projects <a href="#">here</a> .<br>In Q3, activity also started with the <b>Somali Dance Partnership</b> .   | Our project progress and evaluation reports |
| <b>Increase guidance</b> available for our Inspiring Communities Fund programme, supporting literary event organisers across Wales to deliver inclusive and accessible events.   | Ongoing: During Q3 work started on updating guidelines and edits to the application form. This is due to be finalised in March 2023 and go live for the new financial year.  |   |
| Train more writers through <b>Creative Conversations</b> programme in themes such as: safeguarding, sharing best practice & how to deliver literature in participatory settings. | Since April 2022 <b>6</b> Creative Conversations have taken place: <ul style="list-style-type: none"> <li>Inclusive online workshops with <b>Kittie Belltree</b> and <b>Sara Beer</b></li> <li>Delivering inclusive creative writing workshops for children and young people with <b>Connor Allen</b></li> <li>Dysgu'r Gynghanedd Mewn Ysgolion with <b>Siw Jones</b></li> <li>Creating authentic representations of Mental Health in fictional characters with Paul Whittaker and <b>Tamsin Griffiths</b></li> <li>Create your own magazine or book with publisher <b>Jannat Ahmed</b>.</li> </ul> The creative conversations/ offer of training to writers is due to be redeveloped. See notes in Learning Points: Activity (p24) for further information. |   |
| Invest <b>£45,000</b> on a programme aimed to support the delivery of a diverse curriculum in Wales, which includes <b>£21,000</b> going directly to writers of colour.          | <b>£9710</b> already gone directly to writers of colour with a further an overall total for the year of <b>£16957</b> . The figure is lower than planned due to 1 White writer being commissioned to support another writer on workshops exploring Positive Social change movements across Welsh history. Also, some workshops were reshaped into video resources, meaning more money has gone to videographers than writers.  |   |

## Arts Council Wales 22/23 Targets

**Goal: Representation & Equality:** Deepening our relationship with artists, participants and audiences.

| Targets for 31 March 2023   | Progress year to date  | Method of data capture   |
|---|--|--|
| Ensure <b>all</b> documents are presented using a variety of accessible tools, including dyslexia friendly versions.                              | Ongoing: All current open call outs are provided with a <b>dyslexia friendly</b> application form. We also accept <b>audio</b> and <b>video</b> applications in our high profile opportunities, such as National Poet. Work continues to review and adapt current provisions, such as our resources.   | Our project progress and evaluation reports and staff records. |
| <b>Deliver</b> the third edition of Representing Wales, investing in <b>14</b> writers intensely, all who come from underrepresented communities. | Ongoing: Over Q3, panel members began the sifting process, with a final decision due in February. After internal consultation, we will now support <b>13</b> writers intensely. As we are opening up to a wider range of under-represented characteristics this will ensure we have enough budget for accessibility needs. <ul style="list-style-type: none"> <li>- Staff completed <b>14</b> hours of consultation</li> <li>- A soft launch was released, with applications <a href="#">open</a> in August</li> <li>- Provided <b>3</b> free sessions for potential applicants</li> <li>- Developed a <b>Welsh language marketing plan</b> and created with flyers handed out at the Eisteddfod</li> <li>- E-mailed a range of <b>stakeholders</b> to spread the word.</li> </ul> |  |
| Through <b>Representing Wales</b> , engage with approximately <b>300</b> individuals within the wider programme.                                  | So far, open sessions have reached <b>130</b> individuals. Conversations have begun to differentiate between Representing Wales open sessions, Tŷ Newydd online courses, and training for writers (previously known as Creative Conversations) to ensure our Writer Development offer is cohesive across the organisation.   |  |
| <b>Monitor</b> the evolution of the programme and <b>long term impact</b> , including engagement with existing cohorts.                           | <b>Cohort 1</b> are receiving after-care and are due to fill in surveys in March 2023, with a few members having longer catch-ups. The mid-point check in has been completed with <b>cohort 2</b> , with the end of year check-out sessions scheduled. In February, <b>cohort 2</b> will be consulted with their ongoing support as part of their after-care programme.  |  |



## Arts Council Wales 22/23 Targets

**Goal: Welsh Language:** Committing to seizing and developing the opportunities that Welsh language creativity offers.

| Targets for 31 March 2023  | Progress year to date  | Method of data capture   |
|--|--|--|
| Submission of your updated <b>Welsh Language Plan</b>  | This plan was <b>submitted</b> to the Arts Council of Wales in <b>September 2022</b> .   | Our project progress and evaluation reports and staff records. |
| Facilitate <b>5 partnership projects and ongoing stakeholder meetings</b> tackling under-representation in children's literature in the Welsh language | <p><u>Partnership projects</u></p> <ul style="list-style-type: none"> <li>• Discussed a potential partnership with Penguin Random House for their Lit in Colour project.</li> <li>• Joined the Books Trust Cymru conference on Equality, Diversity and reading for pleasure.</li> <li>• Delivered a Stori i Bawb course at Tŷ Newydd in partnership with the Books Council</li> <li>• We are developing a Mentoring Programme in partnership with the Books Council for under-represented writers to publish in Welsh</li> <li>• The Cadw project saw Alex Wharton's poems be translated in Welsh by Iestyn Tyne.</li> <li>• Our Cymru Ni project created a list of Welsh language texts with Dr Ann Alston, to be used as a teacher resource.</li> </ul> <p><u>Ongoing stakeholder meetings</u></p> <ul style="list-style-type: none"> <li>• Made contact with the Books Council's new Head for the Department of Children's Books and Reading Promotion, Bethan Mai Jones</li> <li>• Supported Race Equality First, by providing a list of Welsh texts featuring characters of colour</li> <li>• In Q3 a relationship developing with EmpathyLab to widen their reading list of Welsh texts from under-represented writers.</li> </ul> |  |
| All staff and Directors complete a bespoke <b>Welsh Language Awareness</b> training course.  | This has been put on hold until all board members are in place. We are also looking into commissioning a bespoke training session, that could be offered as part of a future commercial.   |  |
| Build <b>international partnerships</b> with other Celtic language nations including ROI, NI, and Scotland.  | Ongoing. Leusa has picked up conversations with the <b>Four Nations Literature Group</b> which will lead to closer collaboration. Following a joint event at Hay Festival with Bardd Plant, Children's Laureate and Laureate na nÓg, (The first Gaelic speaking Irish Children's Laureate) we welcomed <b>Áine Ní Ghlinn</b> to <b>Tŷ Newydd</b> , for a poetry retreat, translating poems into Welsh and Irish. Our Children's Laureate and Bardd Plant are due to be featured in the <b>Bologna Festival Booklet</b> , and the Representing Wales team will meet with the <b>Scottish Books Trust</b> to share learning points in Q4.  |  |

## Arts Council Wales 22/23 Targets

**Goal: Health & Well-being:** Deepening our relationship with artists, participants and audiences.

| Targets for 31 March 2023  | Progress year to date   | Method of data capture  |
|--|---|---|
| <p><b>Expand and build upon strong partnerships</b> in health and well-being, including the Royal College of Psychiatrists in Wales, the Reading Agency, local health boards and the Wales Arts Health &amp; Well-being Network.</p> | <ul style="list-style-type: none"> <li>• Our Children’s Laureate, <b>Connor Allen</b>, worked in partnership with the <b>Royal College of Psychiatrists</b> to explore mental health and technology, with the animated <a href="#">video released</a> in October, on World <b>Mental Health Day</b>.</li> <li>• Writer Commissions 4 project “<a href="#">Writing Tree</a>” concluded in Q3, which supported new mothers in partnership with <b>Aneurin Bevan University Health Board’s perinatal service</b>.</li> <li>• <b>2</b> shorter well-being projects are planned for Q4, between <b>Valleys Steps</b>, <b>Risca Volunteers</b> and the <b>Aneurin Bevan University Health Board</b>.</li> </ul> | <p>Our project progress and evaluation reports and staff records.</p> |
| <p>Develop a <b>strategic approach</b> to <b>national partnerships</b>.</p>  | <p>The <b>Artistic Director</b> and <b>Executive Director</b> continue to meet literary partners and stakeholders with the aim of mapping the sector, to provide a clear pathway for Writers, audiences and the public – to better define our individual remits and demonstrate partnership work.</p>   |   |

## Arts Council Wales 22/23 Targets

**Goal: Climate Emergency:** Deepening our relationship with artists, participants and audiences.

| Targets for 31 March 2023   | Progress year to date  | Method of data capture   |
|---|--|--|
| <b>Deliver</b> Llên mewn Lle, training Local Laureates to be <b>leading literary facilitators</b> .       | Ongoing: Activity for <b>Gwledda</b> , based in <b>Rhosgadfan</b> , and <b>Fruits of our Fire</b> , based in <b>Rhondda Cynon Taf</b> , started in Q3. Iola Ynyr started mentoring with clare e potter, and facilitators enjoyed a training session from our national partners <b>WWF Cymru</b> . Activity for <b>LUMIN Syllabus</b> starts in Q4.   | Our project progress and evaluation reports and staff records. |
| Focus on <b>establishing local projects</b> and developing relationships with Inspiring Communities fund. | <b>In progress.</b> The criteria for Inspiring Communities Fund has been created to support local event organisers to run events in an inclusive, sustainable and effective way. Work continues on effectively communicating this to prospective applicants. In Q3, <b>12</b> schools successfully used the Inspiring Communities Fund as part of the Cymru Ni project to hold <b>28</b> workshops and <b>2</b> assemblies, with more to come in Q4. |  |



## Arts Council Wales 22/23 Targets

### Operational Measure: HR

| Targets for 31 March 2023  | Progress year to date  | Method of data capture |
|--|--|------------------------|
| Recruit <b>2</b> new directors for the Board.  | <b>6</b> applications received, interviews will take place on <b>26 Jan</b> and new Trustees will be considered by the full Board at the next Board meeting in Feb 2023.   | HR records.            |
| <b>All</b> staff and board members to receive <b>Anti-racism and ableism training</b> .  | In Q3, <b>2</b> members of staff went on Anti-Racism training, delivered between Arts and Business and Race Council Cymru. Conversations are ongoing regarding bespoke training for all.   |                        |
| <b>CEO</b> recruitment successfully delivered.   | <b>Complete</b> 1 Sept 2022 – 2 candidates appointed as Artistic Director and Executive Director.  |                        |
| Work to <b>reduce staff commuting</b> and encourage active travel, including the <b>installation of electric car charging points</b> at Tŷ Newydd. | Ongoing – Cycle to work scheme introduced, with <b>2</b> members of staff taking this up. A <b>Government Grant</b> (which will partially pay for the instalment of an EVCP) has been received. Two electrical contractors have done a site visit to assess the practicalities of installing an EVCP. Due to the fabrication of Tŷ Newydd's buildings and grounds, it would prove very difficult and costly to install an EVCP. Funds were not available in this financial year to justify such a cost. It will be forecasted into 2023/24 budget, and a further third electrician will be invited to provide a quote for this work. |                        |

## Arts Council Wales 22/23 Targets

### Additional Targets.

|                    | Targets for 31 March 2023  | Progress year to date   | Method of data capture   |
|--------------------|--|---|--|
| <b>Fundraising</b> | <b>Develop a policy</b> in relation to ethical fundraising (both incoming and outgoing).   | Complete. On <b>24 August</b> , we held a session funded by the <b>Arts and Business Cymru Prosper scheme</b> , unpacking ethical fundraising. From this we have created a public <b>Our Pledge</b> document plus an internal process for assessing fundraising sources.      | Our project progress and evaluation reports and staff records. |
| <b>Operational</b> | Roll out new <b>internal writer database</b> , tracking self-described EO data alongside specialisms and future career goals to allow LW to better identify suitable opportunities for writers, using a personal approach to language. | Ongoing. A trial collection from unsuccessful National Poet applicants resulted in <b>2</b> responses. In Q3, this opportunity was shared with <b>592</b> writers, resulting in a further <b>27</b> entries. Work continues to embed this into all new open/closed call-outs. |  |

# Operational Targets

## Highlights from Q3

| Targets for 31 March 2023  | Progress year to date  | Method of data capture |
|--|--|------------------------|
| <b>EDI, Dismantling Barriers:</b> Scope out opportunities to support other projects and organisations (e.g diversifying the curriculum) and factor into future plans | <p>So far, we have:</p> <ul style="list-style-type: none"> <li>• Worked with DARPL and the regional education consortia to deliver professional learning for teachers, focusing on anti-racist teaching methods.</li> <li>• Organised extended conversations with Welsh Government about using the creative responses of the CADW project as an educational resource</li> <li>• Supported the Reading Agency and Race Equality First in compiling a reading list that features characters of colour.</li> </ul> <p>In Q3: As part of our Cymru Ni   Our Wales project, Professional Learning resources are being developed by writers for teachers. These digital resources give guidance for teachers on how to diversify the lessons they deliver.</p> | 23-24 Activity Plan    |
| <b>Recruitment:</b> Embed guaranteed interview scheme in every job recruitment.  | Ongoing/Current. Included in recent recruitment for Creative Manager, Creative Executive, new board members, as well as the presently active recruitment for a Programme Manager.  | Annual report          |
| <b>EDI, Partnerships:</b> pilot collaboration with a new partnership organisation who specialise in engaging and support our priority groups                         | Completed. Retreat in partnership with Llyfrau Lliwgar at Tŷ Newydd delivered for LGBTQA+ writers in Q3; and partnerships with Disability Arts Cymru, Aneurin Bevan Health Board, Made in Roath & Aurora Trinity Collective organised as part of the fourth round of Writer Commissions to focus on priority groups.   | Activity Plan          |



# Operational Targets

## Missed Targets

| Targets for 31 March 2023  | Progress year to date   | Method of data capture  |
|--|---|---|
| <b>Communications:</b> Send 3 organisational stakeholder newsletters   | Stakeholder newsletter has been pushed back due to abundance of comms announcements. Reminders to input activity/announcements into the LW press calendar are now in all staff calendars, and staff are collating a list of announcements to avoid over communication.                  | Comms output  |
| <b>Partnerships, Consultation &amp; Legacy:</b> Host 2 training sessions for organisations developing impact framework   | Impact framework not successfully operational across all projects yet. Simplified version has been created for 23/24. Impact team meeting with university researcher in Q4 to interrogate current impact processes, particularly in terms of creating health and well-being indicators. | Agreements with organisations   |
| <b>Partnerships, Consultation &amp; Legacy:</b> publish resources for writers including mentoring for participatory projects, resources for well-being and resources to support work with disabled creators. In addition, we will publish guides and videos for early career writers to develop their skills | No progress yet, still in development. Question in the Stakeholder Survey, due to go out in Q4 asks specifically what writers would like resources on, to help maintain usefulness and relevance of resource creation.  | Log of published resources, monitoring their usage stats and feedback |

# Equality, Diversity & Inclusion Progress

In this quarter, several exciting commissioned work became ready to share with audiences, including [Alex Wharton's creative responses](#) to the Welsh Government's audit on public monuments, street and building names associated with the slave trade. In partnership with Cadw, we worked to commission Alex to write creative pieces celebrating notable Black people in Welsh history. Alex worked with Welsh-language poet Iestyn Tyne to translate the poems into Welsh and to perfect Alex's pronunciation to produce [Welsh language performances](#) of these startling poems.

Our National Poet, **Hanan Issa**, worked with the Hay Festival's Winter Weekend to unveil her [contemporary creative response](#) to the festive classic *A Child's Christmas in Wales*. Hanan's work describes her own experience of Christmases past, and wonders what her son's future will hold. She says, "I wish I could say that my son's Christmases, Eids and winters are as carefree as mine or those of Dylan Thomas".

Our **Cymru Ni** project, funded by Welsh Government, and developed to address structural inequalities and platform diverse voices within educational settings continued, with a number of teaching and learning resources produced, including professional learning videos and a comprehensive book list with teaching suggestions. The resources will be shared widely with schools in quarter 4.

Several projects looking at representation, diversity and inclusion took part at Tŷ Newydd this quarter, including free-of-charge retreats for a Welsh-language [LGBTQA+ group of writers](#) and for a [group of bilingual 18 to 25-year-old writers](#) who identify as Disabled, Deaf or chronically ill. A series of 6 virtual taster courses were also held under the Tŷ Newydd banner between October – December. These taster courses have been designed to be more inclusive for those who cannot travel to Tŷ Newydd, offering a more accessible way to access creative writing training from the comfort of their own home.

Finally with our creative work, the successful commissions that are to receive funding and support through our [Lit in Place project](#) in partnership with WWF Cymru were announced. Following a call out to artists to develop creative writing projects exploring the climate and nature emergency with a community of their choice, the final projects include a project in Rhosgadfan, which will work with a community from a low income to grow a community veg patch; a project in Treherbert working with participants to combat mental health issues through engaging with nature; and a project which will support people of colour and those from low-income in the Swansea area to create and publish responses to the climate and nature emergency from the past, present, and future.

We were also delighted to receive news that a bid, submitted by the collective body of Arts Council of Wales National Companies, for funding from Welsh Government to establish a Diversity in Leadership programme had been successful. More information in the Our Place in the Sector section. Two staff members also received intense anti-racism training during this quarter, and will present their learning to the whole team of staff.

*"Working on this project has been a hugely transformative experience for me. It's showed me a Wales that I didn't know of before. And it's given me a real sense of hope, pride and inspiration. These stories are all of ours, and my duty has been to celebrate the people and the lives they lived. Any dust has been shaken off – these names and many more are here for us to look back, absorb and decide how we go forward. I'm very grateful for the opportunity, diolch yn fawr." – Alex Wharton, 2022*



A still from the video, [Rosanne](#), a poem written by Alex Wharton and dedicated to the Black Soldiers of the 320<sup>th</sup> Barrage Balloon Battalion. In the introduction to the poem on Cadw's website, they write: "No African American soldier in the Second World War was awarded the Medal of Honour."

# Sustainability: highlights and updates

## Quarter 3 Progress

Results from the staff sustainability survey for the first half of the year have been analysed. 20% of potential commutes are estimated to have been made by car alone, exceeding our target of avoiding 75% potential commutes avoided or made by public transport/active travel. Following the creation of a clearer recycling system and signage in GJC, 100% of staff always or almost always ensuring they recycled correctly and only one staff member listing signage as a barrier to recycling correctly.

Following the results of the staff survey, a list of actionable steps to reduce the environmental impact of Literature Wales was presented and shared with all staff in a staff meeting. As part of this presentation, instructions were shared to set up power saving settings for laptops, reducing energy use wasted by laptops / computers being left on idle or standby. This also included instructions to switch search engine to Ecosia which uses ad revenue from searches to plant trees.

A compost bin has been installed at Tŷ Newydd and is currently in use. We have now received water limiters for all taps from Dŵr Cymru, which will be installed in Q4. Staff at Tŷ Newydd have made an active effort to regularly close shutters during the winter months to avoid heat loss and reduce emissions from heating.

## Quarter 3 Missed Targets

An electric vehicle charging point has still not been installed at Tŷ Newydd. The installation work has been quoted at £3,000 due to the labour-intensive work of feeding the cable from the mains in the Tŷ Newydd basement to the charging point. This is significantly more than the grant we could receive (up to £350), but we will explore if cable can be fed from Hafoty rather than the main building (less distance may result in a lower cost).

Printer counts have continued to be higher than expected, with 1,492 pages printed by GJC alone as of the end of Q3. A more realistic target has been set for next year, and further work is required to reduce printing and ensure we meet this new target. The most common reasons for staff printing, as identified by the staff survey, were printing for postage purposes, printing signs or posters for Tŷ Newydd, and printing consent or health and safety forms. Possible solutions including suggesting staff print multiple address labels per page and encouraging e-signatures as a default for forms.



# Learning Points Operational

**Fundraising** – We have not made progress as planned against fundraising targets this year. Reasons are varied, from staff not being able to deal with workloads to a very challenging external environment for fundraising, with corporate partners dealing with cost-of-living issues, and trusts being inundated with applications. A full proposal on fundraising will be presented for the board meeting suggesting solutions to these issues, including hiring a dedicated fundraiser and refining our case for support.

**Internal Writers Database**- In Q3, we shared an opportunity for writers newsletter with 592 writers across Wales via MailChimp. Although this mass communication technique allowed us to reach many people, we still only received 27 new entries. A few individuals unsubscribed from MailChimp, and links became inactive within the e-mail. Take up has been low with writers we work with frequently. We will now embed this opportunity within all new call-outs and direct commissions with writers, and continuously develop a communication plan to share with writers why it is useful for them to sign up.

**Call out guidelines** – We are behind with our target to create a clear document outlining when we use open call-outs vs. closed call outs or direct commissioning. This has been delayed as the piece of work is complex. We have moved away from the default being an open call out, but feel that 6-9 months of trying different approaches and evaluating them will allow us to build the knowledge needed to create clear guidelines.

**Writer Pay research** – We had anticipated getting the results of our Writer Fees research, in partnership with Aberystwyth Uni in September 2022. Unfortunately the process was delayed as the researchers balanced this alongside their teaching schedule. We have now received the initial findings but they have not yet taken the Welsh language submissions/interviews into account so there is little point in analysing the results and determining action points for Lit Wales yet. We are anticipating that the final results are given to us by the end of March. We had hoped to be able to put findings into action when budgeting for 23/24 but we are currently working with estimates. In future, we have realised we may need to anticipate longer time frames when working in partnership with a university, or if we need speedy work we may need to pay and commission the work independently. This has been factored in to future budgets.

## Learning Points: Activity

| Activity   | Learning Points<br>1 October – 31 December 2022  | Future Actions / Recommendations   |
|--|--|--|
| <b>Cwrs Olwen at Tŷ Newydd</b>   | Traditionally, Cwrs Olwen has always been offered to the winners (and runners up) of Eisteddfod yr Urdd's literary competitions. It's an important step in setting up a long standing relationship between Literature Wales and young, talented and emerging Welsh-language. The project is incredibly successful, and should be celebrated.<br>Two learning points are: 1. the course has capacity every year for more writers to join and benefit from the course; 2. the group of writers usually lacks diversity.  | Partnerships could be sought from other organisations, e.g. Young Farmers; Codi Pais, Y Stamp or Cara magazines to offer spaces for more, and more underrepresented writers, to join the course; or/and an open call-out from Literature Wales. This should be done early on (call-out in September/ October) to ensure that we welcome a full capacity course of young writers.   |
| <b>Creative Conversations</b>  | The aims of this project was to bring writers and creative facilitators together in a virtual room to receive training from experienced writers on specific topics in the first half of the session – and to use the recording from the session as video resources on our website. The latter part of the event was to focus on facilitate a creative conversation between the group, to encourage the sharing of good practice, and ultimately the emergence of more grassroots literary activity. The events were not as week-attended as we wished, and the idea of turning the live event into resources did not work – as the recordings were not of high enough quality, and the training was often delivered in a more conversational two-way manner with the audience. | We have decided to re-develop our training offer for writers for 2023+. We will decide on a core set of topics that are relevant to writers and facilitators (safeguarding, Welsh language awareness, access etc) and ensure a consistent and high quality programme to run every year, in both languages – and to deliver high quality resources to be created separately. This virtual offer will sit side by side with public virtual training events forming part of the Representing Wales programme, and the more creative courses offered under the Tŷ Newydd banner. |
| <b>Write Back/Grym Geiriau (One of the Writer Commissions Round 4)</b> | Aimed at disabled and Deaf Writers, this residential retreat at Tŷ Newydd welcomed several neurodiverse writers, offering several new learning points to staff on how to accessibly host neurodiverse writers to the best of our ability.  | <ul style="list-style-type: none"> <li>- Continue to issue Access Riders to writers, and seek support from Disability Arts Cymru or other expert organisations if a requirement is new or unclear- or ask for clarification from the writer, or an informal conversation beforehand.</li> <li>- Prepare to be flexible with complex and last minute catering requests during courses with neurodiverse writers.</li> </ul>   |
| <b>Representing Wales: Call-out for Applications</b>                   | Learning points from the two previous rounds of Representing Wales' call out for applications were incredibly useful this year, reinforcing the benefits of a wider eligibility criteria to attract a high number of applications – particularly in Welsh. For next year, further recommendations are proposed to ensure more Welsh language applications, more diverse applications, and applications from 3 local authorities that we continue to fail to reach.   | <ul style="list-style-type: none"> <li>- Escalate our Welsh-language campaign, create unique messaging to appeal to the unique audience</li> <li>- Target specific areas, working with partners to reach local authorities</li> <li>- Develop the Q&amp;A sessions further, to go into the mechanics of the application form</li> <li>- Simplify the process yet again.</li> </ul>   |