

REGISTERED COMPANY NUMBER: 07779153 (England and Wales)
REGISTERED CHARITY NUMBER: 1146560

Report of the Trustees and
Audited Financial Statements for the Year Ended 31 March 2023
for
Llenyddiaeth Cymru/Literature Wales
(A Company Limited by Guarantee)

BPU Limited
Chartered Accountants
Statutory Auditor
Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff
CF23 8AA

Llenyddiaeth Cymru/Literature Wales

Contents of the Financial Statements for the Year Ended 31 March 2023

	Page
Report of the Trustees	1 to 46
Report of the Independent Auditors	47 to 50
Statement of Financial Activities	51
Balance Sheet	52 to 53
Cash Flow Statement	54
Notes to the Cash Flow Statement	55
Notes to the Financial Statements	56 to 74
Detailed Statement of Financial Activities	75 to 76

Literature Wales Annual Report & Accounts

2022/2023

For the year ended 31 March 2023



Introduction

Literature Wales is the national company for the development of literature. Our vision is a Wales where literature **empowers, improves, and brightens lives**. We believe that literature, in its great variety, has the power to connect communities and bring comfort, inspiration and hope to those who need it most. We utilise this power, and through a variety of programmes and services, use literature to help shape and improve our society, economy, and culture.

Contents

Statement by the Chair of the Board of Trustees and the Artistic and Executive Directors of Literature Wales	3
Performance Summary	4
Our Year in Numbers	5
Expenditure on Writers and Artists.....	6
Our year in Money.....	7
Our priorities.....	8
Our priorities: Climate Emergency.....	9
Our priorities: Health & Well-being.....	11
Our priorities: Representation & Equality.....	13
Strands of Activity.....	16
Strands of Activity: Participation	17
Strands of Activity: Wales’ Literary Culture	19
Strands of Activity: Writer Development.....	21
Our Foundation: The Welsh Language.....	23
Operations.....	25
Communications.....	26
Finance.....	28
Fundraising	30
Governance	31
HR	32
Monitoring & Evaluation	34
Risk	35
Sector Facilitation	36
Tŷ Newydd	38
Our Partners 2022/2023.....	40
Structure, Governance and Management	41

Statement by the Chair of the Board of Trustees and the Artistic and Executive Directors of Literature Wales

We are proud to present our activities and operations for the year 2022-2023 in this annual report. It has been a year of both change and consolidation for Literature Wales. Change came with the departure of our long-standing CEO, Lleucu Siencyn, to take up a strategic role at the Arts Council of Wales. The public launch and implementation of our new strategic plan for 2022–2027 was amongst the first actions of our new Executive Director, Claire Furlong, and Artistic Director, Leusa Llewelyn. Developed collaboratively by Literature Wales’s staff and trustees, the new strategic plan consolidates our priorities and values for co-creating projects which meet the needs of writers and audiences in Wales, and is also responsive to changing literary, cultural, and environmental landscapes.

Having emerged from a global pandemic under new leadership, our theme for the year has been resilience, in our creative programmes and in our everyday operations. Our creative programmes have developed resilient writers and supported community resilience throughout Wales, and our organisation has also embedded new ways of working to ensure its future security and sustainability. With this in mind, our new strategic plan places representation and equality at the centre of all our work, and also builds on our commitment to challenge the climate emergency. It is designed to help maintain agility in an uncertain world and shape an exciting future for Wales’ literary culture and communities. Details of our activities and impact are shown in detail throughout this report.

Creative writing is a powerful tool for building resilience. This year we have worked with over 400 literary facilitators who have, in turn, worked with communities across Wales to harness literature’s power in support of well-being. For example, at Llanelli and Ammanford we worked with Rufus Mufasa in partnership with People Speak Up and Plant Dewi to explore themes of motherhood and well-being through creative writing, leading to a published collection of poetry.

The National Poet of Wales also embodies the power of poetry, not only to help define our nation, but also to respond to key national and global moments. This year Ifor ap Glyn passed the baton to Hanan Issa, whose commission from Football Association Wales, “[The Crowd Gathers](#)”, distilled the nation’s feelings at reaching the UEFA World Cup finals.

From our home at Tŷ Newydd in Gwynedd we have concentrated on building a resilient sector for the future, primarily through targeted writer development courses which support those who are currently under-represented in our literary landscape. Furthermore, after years of online workshops, we were thrilled to welcome the Representing Wales cohorts and others to face-to-face workshops at Tŷ Newydd, not only to build their writing skills, but also to foster strong networks for the future.

Literature Wales’ responses to the constantly changing world over the past year – living through the pandemic, the rising cost of living, and climate emergency – have highlighted the profound positive impact that engaging in literature can have on writers and audiences. As Chair and new leaders for the organisation, we are confident that the work we do, collectively and collaboratively, continues to realise our strategic aim to create a nation where literature empowers, improves and brightens lives.



Cathryn Charnell-White
Chair



Claire Furlong
Executive Director



Leusa Llewelyn
Artistic Director

Performance Summary 2022/2023



Literature Wales

Our Year in Numbers 2022/2023

662,038

impressions across our social media channels.

£22,190

distributed via literary event organisers to writers across Wales via the Inspiring Communities Fund.

13,000

views of our free, online resources for writers.

13,000

views of writer profiles on our Writers of Wales directory.

407

freelance writers engaged, with an average fee of **£1,291**

800+

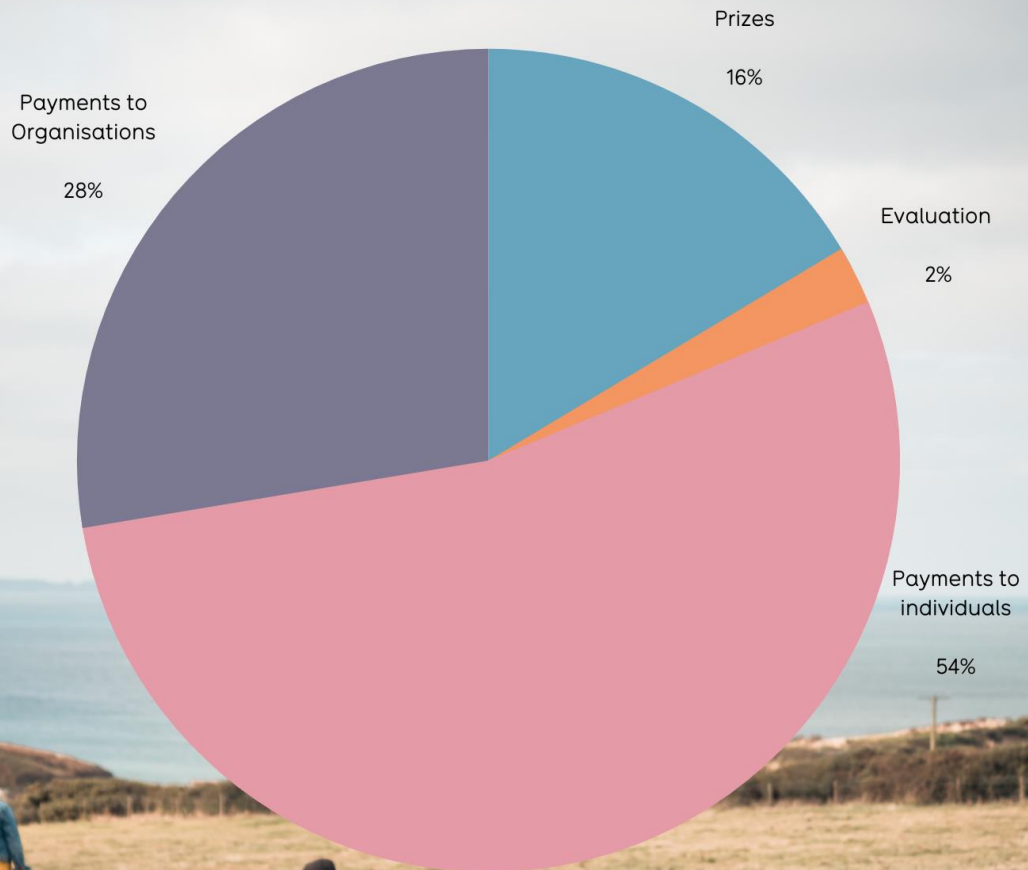
hours of staff time spent supporting individuals and organisations

368

writers welcomed to our Tŷ Newydd Writing Centre from Wales, the UK and beyond.

Literature Wales

Expenditure on Writers and Artists 2022/2023



Literature Wales

Our Year in Money 2022/2023

Participation

£316,811

Writer
Development

£429,818

Wales' Literary
Culture

£176,177

Operational
Costs

£65,222

Grants

£70,407

Fundraising

£54,190

*Figures for period April 2022- March 2023

Our Priorities 2022/2023



Our priorities: Climate Emergency

Our Year 2022/2023

Our Goal: We will use creativity to educate, explore and challenge, increasing knowledge of the climate emergency and inspiring lasting change.

Outcomes

To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Increasing knowledge and confidence of artists to use the climate emergency theme in their creative work: Working in partnership with organisations with expertise on the climate and nature emergency is critical to achieving this outcome. During the year we partnered with organisations such as National Trust, WWF and Natural Resources Wales, using their expertise and networks to enhance literary activity. For example, artists Grug Muse and Durre Shahwar were appointed as writers in residence for Natur a Ni project with Natural Resources Wales, working for a year with participants often left out of the climate emergency conversation such as farmers, for example. Reflecting on the experience, Durre said:

“It gave me recognition and credit for the work I do in this area, encouraged me to apply for the Future Wales Fellowship, and gave me space in which to explore further ideas and development for the future”

Raising Awareness of the Climate Emergency in Wales: Through the year we brought creativity and conversation around local climate change issues directly to communities. For example, [Lyrical Landscapes](#) in partnership with National Trust Cymru supported 350 children across Wales to explore local climate issues such as coastal erosion and wildfires. 12 schools worked with Bardd Plant Cymru, Cafi Wyn and Children’s Laureate Wales, Connor Allen creating poems responding to what they had learnt.

Contributing to resilience of communities through literature: Often communities can feel disconnected from decisions that change their local landscape or their relationship to it. Literature Wales believes that creative writing can act as a tool to facilitate conversation and increase understanding. During autumn 2022, pupils from Ffynnon Taf Primary School were supported in articulating their feelings and connection to Transport for Wales’ development of the new South Wales Metro depot in Taffs Well through [creative writing and illustration](#). Pupils learnt the importance of active travel on the environment and celebrated the uniqueness of their area by exploring local legends.

Project Highlight: Lit in place

Artist and creative practitioner **Iola Ynyr** ran a workshop series entitled **Gwledda** (meaning ‘to feast’). Working with the wider community of Rhosgadfan School in Gwynedd the group drew inspiration from the changes in the natural world. After talks from climate experts, GwryddNi and North Wales Wildlife Trust, participants created a pamphlet of creative writing which was shared at a showcase in the school hall along with a meal cooked by participants with ingredients produced from the land.

lola's mentor clare e potter described the experience:

"Creating safe spaces for people to be vulnerable creatively and then gain strength and use the creativity as power and voice to invite others in. It's democratic and radical!"

Siôn Tomos Owen ran storytelling, creative writing and illustration sessions in Treherbert with a support group who struggle with their mental health. Siôn continues to develop their conversations into a larger illustrated diary. In a blog post reflecting on the Fruits of our Fire project, Sion Tomos Owen recounts how K, one of the participants, normally very quiet, smiling nervously and listening, contributed at one of the sessions:

[K said:] "I struggled for years to get back to feeling myself but coming here has helped so much. Being out in the fresh air, hearing the poems and smelling the fire makes me feel better inside my head, enough to speak about it because I feel safe enough to talk about it now."

Learning points and the future

Marketing activity: Through Lit in Place we saw that sometimes participants are reluctant to engage with a climate focussed project as it feels overwhelming, therefore in the future we will look at marketing that focuses on the community and creative writing aspects of projects.

Provide learning opportunities for facilitators: We have seen that writers often feel that they are expected to be climate 'experts' so in future we will try to integrate more sessions led by climate scientists and create case studies and resources for writers on how to integrate climate issues into creative writing sessions.

Safeguarding: Having writers working in close contact with the communities in which they live can have safeguarding risks. Next year we will prioritise training for artists on well-being and professional boundaries.



Our priorities: Health & Well-being

Our Year 2022/2023

Our Goal: We will support the well-being of individuals and communities, using the healing potential of literature to enrich services.

Outcomes

To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Deliver literary activity designed to improve confidence and encourage self-expression:

Encouraging the creative use of words can be the key to unlocking self-expression and confidence. Our [O Mam Fach](#) project was one of a series of Writer Commissions delivered in partnership with the Royal College of Psychiatrists in Wales, People Speak up and Plant Dewi. The project created a safe space for mothers to process the pandemic through poetry, using words to start a peaceful protest that challenges the frontline of motherhood. The project led to the production of two printed books; *The Frontline Collection*, an anthology of work by more than 35 people that reflect upon the experience of womanhood, and *Ruffling Feathers*, a collection of poems by Louise Bretland-Treharne.

Advocate for literature as a tool for health and well-being and partner with organisations from the health sector:

In partnership with Newport Mind and funded by Comic Relief, Piece by Piece delivered 47 sessions with 231 attendances. This included eight sessions led by Duke Al Durham at Bassaleg School with year 7 pupils who are struggling with their mental health. The students used poetry and illustration as a tool to express themselves and staff from Newport Mind guided discussions on mental health and creating a positive learning environment. The project culminated in a booklet of the students' poems and illustrations titled 'Masking Our Fears Away'.

Promote engagement with local landscapes and nature through literature and creative writing:

Lit in Place was a six-month pilot project run in partnership with WWF Cymru that saw creative facilitators Siôn Tomos Owen and Iola Ynyr delivering creative writing workshops for communities exploring their local eco-systems. Together they reached 225 participants over 25 sessions, with participants growing in confidence by sharing their personal experiences and stories. The groups have immersed themselves in their local environment, gaining knowledge from other local partners such as North Wales Wildlife Trust, GwyrddNi, and Crop Cycle. In addition to creative writing, activities included planting trees, exploring carbon lifecycles, and learning about eco-friendly ways of growing food.

Project Highlight: Writer Commissions

In our [fourth round of Writer Commissions](#) we partnered with Natural Resources Wales to commission four creative writing projects which explored the connection between literature, well-being, and the natural environment. One of the commissions, [Writing Tree](#), supported new mothers and their partners to improve their own well-being and the new family's connection to nature through forest bathing and creative writing workshops. The project was hosted by the Aneurin Bevan University Health Board's Specialist Perinatal Mental Health Service which works with expectant and postnatal mothers who have experienced significant mental health difficulties and are at risk of relapsing during the perinatal period. Before each session, participants were asked to choose three words which described them as a parent. The most common word before the project was 'anxious' and the most common after was 'loving'.

Learning points and the future

Staff and artist well-being: This has been a consideration within Health and Well-being projects, with Ar y Dibyn providing free counselling sessions to staff and artists.

Training: Following feedback from artists and facilitators working in communities, we know that the sector would benefit from additional skills training. We will therefore develop a new safeguarding workshop for artists who work within communities.

Learning from the sector: In 2022/23 some Literature Wales staff met with Astrid Bree, an Impact Research fellow at Bath Spa University to consider ethical data collection for health and well-being outcomes where a health board is not a project partner and therefore additional support is not involved. In these projects, Literature Wales now collects data on feelings rather than a numerical scale system such as WEBMIS.



Our priorities: Representation & Equality

Our Year 2022/2023

Our Goal: We will shape a sector that supports equal access for all by addressing historical and structural inequalities and platform diverse voices.

Outcomes

To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Creating new opportunities for both artists and participants from under-represented communities:

In partnership with Tŷ Cerdd, Hyaat Women Trust and National Dance Company Wales, we supported an artist development pathway for artists with Somalian heritage across a range of specialisms. Artists enjoyed four developmental workshops concluding in a sharing showcase to an audience of 120. In addition, our strategic course (Re)Writing Wales supported 14 writers who define themselves as from under-represented backgrounds in developing creative non-fiction essays on the theme of Welshness and Identity. The group enjoyed workshops from Darren Chetty and Iestyn Tyne and guest readings from Hanan Issa, Grug Muse and Mike Parker.

Support the Welsh Government's Anti-Racist Wales 2030 objective: Our Cymru Ni project supported recommendations in Professor Charlotte Williams OBE's report ["Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group"](#) by firstly offering schools free workshops by writers from Black, Asian and Ethnic Minority Backgrounds discussing topics around race and identity, followed by fully funded workshops curated by writers of colour. This received positive feedback with **100%** of schools reporting that creative sessions benefited the schools, **100%** of teachers reporting they could implement a part of the session into their own teaching and **99%** reporting that literature/creative writing helped to explore more complex topics. We also supported artists to work in their own communities. For example, in one of our Writer Commission projects, in partnership with Natural Resources Wales and Aurora Trinity Collective, Taylor Edmonds and Nasia Sarwar-Skuse supported 10 women of colour, and by extension their children, enabling them to access specific nature spaces, (such as parks) in Cardiff, followed by creative writing workshops, with the aim of creating a sense of belonging and enabling the writers to claim their own space in the local environment.

Increase public awareness on the benefits of creating a diverse literary workforce: The Inspiring Communities Fund provides part-funding for writers' fees, enabling organisations to organise literary events and for audiences to learn from and be inspired by literature and creative writing. In 2022/23 the fund was utilised by the School of Medical and Health Services at Bangor University to host a Q&A with writer Horatio Clare on the topic 'Living through Madness, Mania and Psychosis'. The session allowed mental health students to consider the therapeutic impact of creative writing within their own practice. The session was also recorded and will be used as a teaching tool for years to come.

As part of our programme of events at the Senedd, artists shared the health and well-being benefits of poetry in February. The event attracted more than 100 guests with topics ranging from overcoming trauma, dealing with diabetes and obsessive-compulsive disorder to living with dementia, with performances by artists Rufus Mufasa, Eyllt Maelor, Patrick Jones and Duke Al Durham.

Across the year, Literature Wales staff have sought advice from other organisations. For example, staff spent 18 hours in consultation with organisations such as Disability Arts Cymru and Scottish Book Trust, to develop an open and accessible call-out and programme for the third round of our Representing Wales Writer Development Programme. Staff also spent over 520 hours sharing information with organisations and writers alike, for example by advising on how to develop events featuring writers from LGBTQA+ communities, where to find opportunities as a disabled writer and developing a new sector initiative with the other national arts companies.

Project Highlight: Representing Wales

In 2022/2023, our professional development programme [Representing Wales](#) showcased our second cohort of writers, who come from low-income backgrounds. During the year, writers have enjoyed **nine** workshops, **eight** writing rooms, **four** masterclasses and **70** mentoring sessions, with **six** of these sessions being open to the public. **Seven** members of the cohort also spent **120 hours** on a Welsh language learning course, run in partnership with the National Centre for Learning Welsh, which was funded through the Work Welsh scheme. Since the programme 100% of the cohort reported that their understanding of the publishing industry has improved, 100% felt the programme has positively impacted their creative writing practice and 64% have been offered writing opportunities or commissions as a result of participating in the programme.

Aftercare support for our first cohort of writers which developed writers of colour continued through 2022/23 through additional mentoring sessions, with several writers going on to celebrate a variety of successes. For example, Phil Okwedy delivered a residential weekend course on storytelling at Tŷ Newydd with Daniel Morden in September. Shara Atashi was chosen by the then National Poet of Wales, Ifor ap Glyn to take part in the [Language Sudoku](#) project, celebrating the many languages in Wales by translating each other's poetry. Hanan Issa was named as the [National Poet of Wales 2022-25](#) and Taz Rahman shared some exciting news on Twitter:

"Delighted to announce my first poetry collection with @SerenBooks in February 2024. Thanks @LitWales for the 2021 writer development award & @ZoeBrigley's mentorship"

Following the successes of our strategic creative writing course, **Stori i Bawb**, and in response to the overwhelming research on the lack of diversity in children's literature, we focused [Representing Wales 3](#), which offers a development opportunity for under-represented writers in Wales on writers who write for children and young adults.

Learning points and the future

Widening eligibility: Whilst developing the third round of our professional development programme Representing Wales, we realised that categorising programme years to a specific under-represented characteristic (such as writers of colour, from low-income backgrounds) meant that some writers could wait years to become eligible to apply. We have since expanded the eligibility criteria, and will continue to do so, ensuring that this opportunity is talent-based rather than based solely on one under-represented characteristic.

Communities as organisers: We will continue to work with and listen to grassroots communities, to ensure our support is relevant to the specific needs of that community.

Mapping out the sector: We will continue to develop our relationships with other literary organisations such as Book Trust Cymru, the Books Council of Wales, and publishers to identify gaps in provision and ensure our offer is required and relevant to continue to create a flourishing ecosystem and clear pathway for new and emerging voices.



Strands of Activity 2022/2023



Strands of Activity: Participation

Our Year 2022/2023

Our Goal: We will enable more people in Wales to discover the joys of actively participating in literature.

Outcomes

To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Increasing the number of quality literary activities in local communities throughout Wales:

For example, investment was increased in our Inspiring Communities Fund, which supported 115 events across Wales. We also, in partnership with Natural Resources Wales, appointed two Poets in Residence – Durre Shahwar and Grug Muse – to creatively respond to a national conversation about the future of Wales’ natural environment. The aim was to develop a shared vision for the year 2050, by encouraging people to find out more about the way our actions impact the natural environment and how our relationship with nature needs to change. Durre conducted one online workshop and one in her local mosque, whilst Grug had face to face conversations with four Welsh-speaking farmers in North Wales. The resulting poems were used in Natural Resources Wales report, as part of a celebratory film and can be seen on the [Literature Wales website](#).

Supporting children and young people and enabling them to develop their creative writing skills:

Many of our projects work in schools supporting learners to develop their creative writing skills. A major programme which finished in July 2022 was ‘Do You Get Me’, a year-long residency by former Children’s Laureate Wales, Eloise Williams, at Tonyrefail School which showed the standardised reading age of pupils had increased by 1 year and 4 months as a result of the project. Tonyrefail School have since employed a full time Reading Champion to continue raising the reading ages of students across the school and set up a Writers Academy for pupils who want to continue to focus on their creative writing. ‘Do you Get Me’ has since become a blueprint for Angori, run in partnership with Gwynedd Council, whereby artist Sioned Erin Hughes is increasing the confidence of pupils and enabling them to develop their creative writing in the Welsh language in Porthmadog.

*“I used to have an imagination when I was little but then it went.
When I worked with Eloise, my imagination came back”*

- Connor, Year 7

Helping children and young people to feel empowered through developing confidence with creative writing:

Our Children’s Laureate Wales and Bardd Plant Cymru contributed a huge amount to this outcome, visiting over 2,000 children across Wales during the year. Projects were wide ranging, including work around [Children’s Mental Health Week](#), where Children’s Laureate Wales, Connor Allen, and Duke Al Durham worked with 60 children from 11 schools to explore themes of community, connection and identity in relation to their mental health. One of the teachers from a participating school said:

*“The workshops empowered the children to think about and consider
their mental health in a supportive and creative environment.”*

– Ninian Park Primary School

Outputs:

In 2022/2023, Literature Wales delivered almost **500 participation sessions**, with over **14,000 attendances**.

Project Highlight: Inspiring Communities Fund

In 2022/23 the Inspiring Communities Fund continued to enable local communities to organise, run, and enjoy a variety of literary activities. The fund offers financial support of up to 50% of the fees paid to writers for literary events including talks, lectures, creative writing workshops and more. The main aim of the scheme is to enable literary events to take place which otherwise may not happen and inspire audiences across the country, providing them with opportunities to participate in and contribute to Wales' literary culture. The fund continued to support activities which align with Literature Wales' three priorities: Climate Emergency, Health and Well-being and Representation and Equality. For example, this year we funded:

- Storytelling Under the Stars with Daniel Morden, in Brecon Beacons National Park Dark Skies Festival.
- A creative writing course for girls of colour between the ages of 14-17 with Nasia Sarwar-Skuse
- The School of Medical and Health Services at Bangor University hosting a Q&A with Horatio Clare, about writing his memoir *Heavy Light*, a moving account of his mental breakdown and recovery, with the recording of the session being used as a teaching tool for medical students for years to come.

In addition, we continued to support a range of Welsh-language literary societies' programmes across Wales including Cylch Llên Llanfairpwll; Cymdeithas Ceredigion, Cylch Llenyddol Bro Ddyfi; Cylch Llenyddol Idris, and more.

Learning points and the future

More literary events: In our recent stakeholder survey, 91% of individuals felt their local community would benefit from more literary events. We will in future years conduct an internal audit to focus our offer to communities who may not be aware of this fund. In 2023/24 we will refine the application process and enhance the marketing for this fund to reach new audiences.

Advocating for literature: We will continue to advocate for literature to organisations that do not specialise in this area. In 2022/23 staff spent over 40 hours sharing the power of literature, which resulted in new partnerships, projects, and audiences.

Communication: The success of communicating with schools and collecting feedback has been varied across the year. We will continue to develop relationships with schools, ensuring our expectations for responses and feedback are clear before any literary activity begins.

Strands of Activity: Wales' Literary Culture

Our Year 2022/2023

Our Goal: We will celebrate the diverse range of contemporary writers and literary heritage of Wales with the world by creating a platform for literature which is relevant and accessible to everyone.

Outcomes

To achieve this goal, we have embedded three key outcomes into our work. Which are illustrated by the following examples:

Increase the profile of our national laureates as representatives of a diverse Wales:

In 2022-23 our Bardd Plant Cymru, Casi Wyn and Children's Laureate Wales, Connor Allen continued to represent children's literature from Wales both nationally and internationally. This included appearances at high-profile events such as Hay Festival alongside the Irish Children's Laureate, **Áine Ní Ghlinn**, resulting in a collaboration between Casi and **Áine** to translate each other's poetry between Gaelic and Welsh. The announcement of our new National Poet of Wales, Hanan Issa, was met with much enthusiasm, with the WesternMail naming her as "*A poet for our times*", just one tweet announcing her appointment attracting **3876 likes**, and **587 retweets** and interviews across Welsh and UK media outlets including, BBC Radio 4, The Guardian and Barddas magazine.

Inspire and create new audiences through poetry, making it relevant to individuals and

communities: Children Laureate Wales, Connor Allen and Bardd Plant Cymru, Casi Wyn collaborated to inspire the next generation throughout the year including working with 155 pupils to [celebrate National Poetry Day and Libraries week](#) at the National Library in Aberystwyth. Pupils had the opportunity to hear the laureates perform their poems, write their own poetry, and ask questions during a Q&A. Across digital and face-to-face sessions, the two laureates reached an audience of 2,475 children and young people in 73 schools from around Wales.

Challenge perceptions, using poetry as a tool to start or add to national conversations: This year, the laureates have worked on a range of commissions to highlight, celebrate or open conversations on issues that affect our nation. For example, the National Poet, Hanan Issa, released 'Hold You' a poem to mark World Alzheimer's day. To mark Youth Climate Action Day, the Bardd Plant Cymru and Children's Laureate Wales, in partnership with National Trust, worked with 350 students from 12 schools inspiring students imagine the future for their local landscapes. Cymru Ni, also supported the Welsh Government's Anti-Racist Wales 2023 objective by supporting 56 workshops by 9 writers of colour.

Project Highlight: National Poet of Wales

This year we said goodbye a formidable National Poet, Ifor ap Glyn following six years in the role and handed the baton to Hanan Issa, following a competitive open recruitment process.

One of the recurring themes of Ifor's time in the role was a desire to engage with other languages and cultures, within Wales and around the world. He was keen to celebrate this aspect in his final project in the role – Swdocw Iaith / Language Sudoku, held in Summer 2022, to celebrate the languages of Wales. Six poets from Wales were commissioned to write poems in their own languages and came together to Tŷ Newydd Writing Centre, to translate each other's works and six

original poetry videos were created in Breton, German, Urdu, English, Turkish and Welsh; and each translated and subtitled into the other languages.

During Ifor ap Glyn's six years as National Poet of Wales he took part in nearly 900 events and wrote over 90 commissioned poems, whilst travelling abroad extensively, sharing our culture and language and collaborating with poets from a variety of backgrounds.

The role that Ifor, and now Hanan holds, explores Welsh culture and identity through literature, conjures conversations between communities and provides commentary on national events. For example, since her appointment, Hanan has written 'Global Warming' in response to the energy crisis, opened Arts Council of Wales' Imagining our Futures conference with a new poem, [The ABCD's of Equal Opportunities](#); been appointed the Hay Festival's International Fellow, taken part in a national event celebrating the 10th anniversary of opening the Wales Coastal Path; and written a [poem commissioned by the Football Association of Wales](#) to support Wales during their 2022 FIFA World Cup campaign in Qatar.

Learning points and the future

The rejections process: Learning from the National Poet call-out, we have thoroughly planned the 'rejections' process by being fair considerate and transparent in our feedback, and working collectively to source other opportunities which would be suitable for unsuccessful candidates. This format was factored into the Children's Laureate Wales and Bardd Plant Cymru open call-out.

Safeguarding: For the announcement of the National Poet, detailed safeguarding procedures were created in preparation for an influx of attention, requests and any negative eventuality. This process became an essential part of the Bardd Plant Cymru and Children's Laureate Wales' process to ensure all artists felt supported and in safe hands.

The ripple effect: Our laureate roles are contracted to 25 days of work, however, often face a flurry of attention and requests following the announcement. Work continues to best capture the effect of their wider work due to the laureates' national role.



Strands of Activity: Writer Development

Our Year 2022/2023

Our Goal: We will develop and support a skilled and visionary literary workforce by providing opportunities for writers and championing fair employment practices.

Outcomes

To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Develop writers' creative skills and increase their confidence in using those skills:

In 2022/23 we welcomed 368 writers to our commercial courses at Tŷ Newydd. The programme included a range of themes and genres including a spring poetry masterclass with Gillian Clarke and Carol Ann Duffy, writing sparkling non-fiction with Horatio Clare and how to write a novel with Manon Steffan Ros and Llwyd Owen. We delivered eight digital courses under the Tŷ Newydd banner widening access to develop creative writing skills from writers in Wales and beyond, resulting in 100% of audiences reporting that taking part in the course helped improve their craft. Since April 2022, nine creative conversation sessions took place spanning a range of skills such as how to deliver inclusive online workshops with Kittie Belltree and Sara Beer to how to create your own magazine or book with publisher Jannat Ahmed.

Increase opportunities for writers to build their profile and experience, including in delivering creative writing activity and participatory workshops: Our [Writers of Wales directory](#) is a user-generated online resource for writers and facilitators across Wales to share information such as their location, genre and contact details. In 2022/23 the directory had 327 profiles from writers across Wales. The directory played an essential role in showcasing writers from Black, Asian and Minority Ethnic backgrounds for our [Cymru Ni](#) project, where schools could receive 50% of the fee for a writer visit. As part of the Cymru Ni project, we offered emerging writers such as Duke Al Durham the opportunity to shadow experienced facilitators to develop their confidence in workshop creation and delivery. On reflection of running Race and Identity workshops with Conner Allen, Duke said:

"It was a pleasure shadowing Connor yesterday. I really believe what myself and Connor have created is extremely impactful and gets children talking and asking questions about some difficult subject areas"

Provide opportunities for writers to progress to the next stage of their careers, and for established writers to share their knowledge and experience with emerging writers:

Highlight: Tŷ Newydd strategic courses

Literature Wales held **11** strategic courses during the 2022/23 year. These important courses run parallel to our programme of income-generating courses annually and offer free of charge residencies to groups of (usually) under-represented writers. These included: Our professional development programme [Representing Wales](#) provided intensive support to 26 writers. Cohort 1, which developed writers of colour in 21/22 received additional mentoring sessions as part of their aftercare. Cohort 2 offered a development opportunity to writers from low-income backgrounds. Each writer received a £3000 bursary and attended **nine** workshops, **eight** writing rooms and **four** masterclasses, two of which were hosted online, and two as

residential masterclasses held at our Tŷ Newydd Writing Centre. The writers benefitted from editorial support and bespoke career guidance on navigating the industry over **70** hours from 1-2-1 mentoring which in 2022-23 included some of the most exciting and successful names in Wales' literary culture and beyond such as, **Sophie Mackintosh, Kerry Hudson, Patrice Lawrence, Jacob Ross, Cynan Jones, Niall Griffiths** and **Eloise Williams**.

Stori i Bawb, a course in partnership with the Books Council of Wales for nine Welsh-language under-represented writers, aimed to create diverse and representative stories and characters for children and young people; **Scriptwriting Skills Retreat** in partnership with Sherman Theatre which welcomed 12 under-represented scriptwriters from Wales to spend a week-long residential course with tutors Branwen Davies and Alice Eklund. Another strategic course saw us working in partnership with the National Eisteddfod to bring a group of emerging LGBTQA+ writers together for a retreat with **Arwel Gruffydd**. The work produced on the retreat was later performed at the National Eisteddfod in Tregaron.

Learning points and the future

Develop training: There has been clear indication from writers and facilitators for more support in developing hard skills associated with creative practice. Therefore, we will decide on a core set of topics that are relevant such as safeguarding and Welsh language awareness training. These will be offered in both Welsh and English and will be a virtual offer to increase accessibility.

Develop professional development pathways: We will understand the similarity and differences in offers across Wales-based arts organisations, to ensure our offer of development is specific, needed, and relevant.

Publish fair fee guidance: In 2022/23 we worked with Aberystwyth University to conduct Writers' Fees research. By publishing guidance on fair fees for writers, we hope to help organisers budget effectively and support writers to be paid fairly as freelancers.



Our Foundation: The Welsh Language

Our year 2022/2023

Our Goal: We will promote the Welsh Language and celebrate our unique diverse Welsh culture by encouraging a thriving literary scene and opportunities to explore through literature.

Outcomes

To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Celebrate writing in the Welsh language nationally and internationally:

As well as celebrating the Welsh language in our activity, last year saw us build international partnerships with other Celtic language nations, including increased collaboration with the Four Nations Literature Group. In 2022, our Bardd Plant Cymru and Children's Laureate Wales joined **Áine Ní Ghlinn**, the Laureate na nÓg (The first Gaelic speaking Irish Children's Laureate) for a joint event at the Hay Festival. We later welcomed **Áine** to Tŷ Newydd, for a poetry retreat, translating poems into Welsh and Gaelic. Our previous National Poet Ifor ap Glyn and current National Poet, Hanan Issa, were supported in November to attend Scotland's Push the Boat Out Festival. Towards the end of the year, the Representing Wales team also met with the Scottish Book Trust to share learnings about writer development programmes.

Develop the creative and professional skills of new, emerging, and diverse Welsh-language

writers: As part of our Cymru Ni project, Nia Morais developed school workshops around the theme of positive social change with experienced facilitator clare e potter. Together, clare and Nia delivered 11 workshops, and Nia went on to develop a resource, supporting schools in Wales to deliver recommendations contained in the ["Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group"](#) report by Professor Charlotte Williams OBE. In March, [Tŷ Newydd welcomed 14 emerging Welsh writers from a range of diverse backgrounds](#) to develop their creative non-fiction with tutors Darren Chetty and Iestyn Tyne. Those who were developing writing in Welsh were offered bespoke 1-2-1 sessions with Iestyn and were able to connect with the Books Council of Wales and editors from Wales Arts Review.

Widening access to those wanting to learn and write in Welsh:

Tŷ Newydd offers a variety of Welsh-language creative writing courses, including courses on topics that are unique to the Welsh language and its literary heritage. For example, the yearly Welsh-language Cynganeddu Course, run in partnership with Barddas poetry society, focuses on the ancient poetic craft of *cynganedd* (strict-metre verse), and this year was delivered by Mererid Hopwood and Karen Owen. In addition, the popular creative writing course for Welsh learners was tutored by Bethan Gwanas – a prolific and successful Welsh language writer who also has a career as a Welsh language tutor for adults – and Siôn Tomos Owen. Those on our intensive writer development programme, Representing Wales, were supported with 120 hours of online learning followed by an intensive weeklong retreat at Ty Newydd, in partnership with the National Centre for Learning Welsh.

Project Highlight- Stori i bawb

At the beginning of the year, nine under-represented writers took part in the Tŷ Newydd Strategic Course, Stori i Bawb. The course sits alongside the equivalent English-language course Books for All

and delivered a variety of workshops, talks and discussions in Welsh around writing for children and young people, and how to introduce new, original viewpoints from writers with relevant life experience into the world of Welsh publishing.

The week-long residential course helped the writers to develop their creative craft from leading Welsh-language children's writers including Elgan Rhys, Manon Steffan Ros, Patience Agbabi and the co-authors of *The Pump* series. The course also helped to develop their professional careers during an industry day specific to Welsh-language publishing that featured representatives from the Books Council of Wales, Llyfrau Broga, Y Lolfa, and Gwasg Carreg Gwalch.

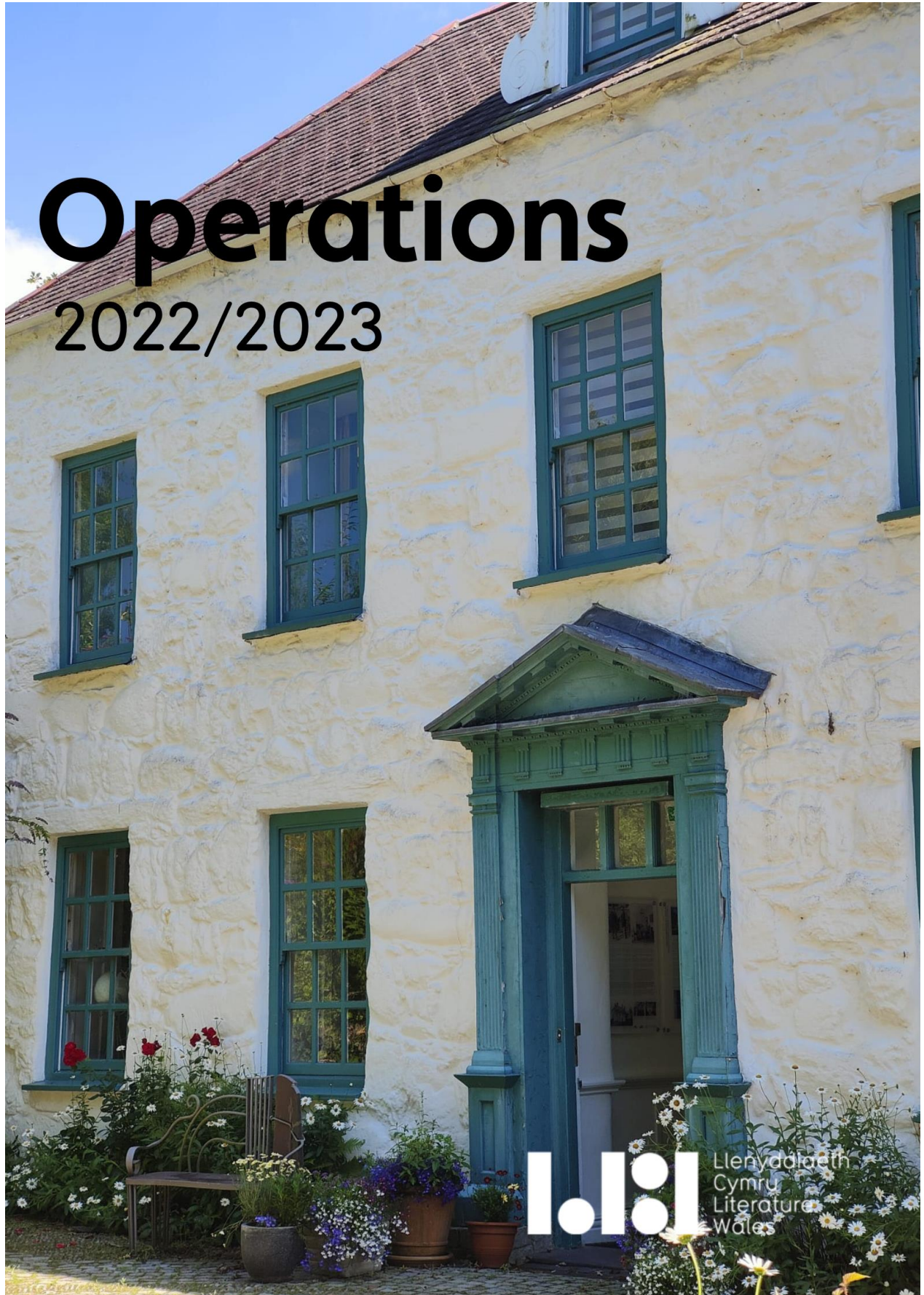
Learning points and the future

Revitalise our engagement with Welsh speaking communities: When opening applications for our professional development programme Representing Wales in 2022-23 for the following year, we targeted Welsh-language events, such as the National Eisteddfod to attract new Welsh voices. As a result, we received the highest number of Welsh-language applications and/or applications from Welsh learners for this development programme. We will therefore continue to develop our communication with these groups.

Develop more Welsh-language facilitators: We will develop and run a programme to develop the facilitation skills of writers in the Welsh language, so communities can interact with literary facilitators and literature and creative writing in their mother tongue.

Promote Welsh-language writers: We will encourage Welsh-language writers and facilitators to submit their profiles to the Writers of Wales Directory and we will take an active role in showcasing Welsh-speaking writers to our stakeholders.





Communications

Literature Wales made many significant changes this year, for example the launch of our new strategy, an HQ move, and senior personnel changes. We succeeded in communicating these changes in a clear and measured way, proving ourselves to be agile yet stable.

However, we continued to face challenges to effective communication. Press and media coverage – especially on the international and UK-wide stage – is difficult to secure. Striking the balance between marketing and strategic communications is an ongoing issue, with much of our digital output focussing on the former as we attempt to sell courses and encourage new audiences to apply for and take advantage of our services. Later in the year, we finalised a new Master Communications Plan, which assists us in better timetabling and allows us to exercise caution in agreeing to, or creating activity beyond our capacity to evaluate and communicate effectively.

Performance Data

- The Literature Wales website reached over 358,000 individuals
- Across our social media (Facebook, Twitter, Instagram) we reached over 1.7 million individuals across 2,000 posts.
- The announcement of our new Strategic Plan gained over 5,000 views on our social media.
- We contributed as speakers and panellists for many external events including: Chairing What Next?, chairing an event at Hay Festival on Welsh Plural, spoke about Literature for Well-being at a Dyslexia conference and guest speaker at an U3A (University of 3rd age) event.
- Staff received six in-house communications training sessions on subjects such as: creating assets on Canva, writing project copy, the difference between a news story and a media release, and more.

Highlights

- This year, Literature Wales launched our [Strategic plan 2022-2025](#), detailing our ambitions to help us realise our vision of a Wales where literature empowers, improves and brightens lives.
- Hanan Issa was announced as the new National Poet of Wales on 6 July. Her appointment was met with enthusiastic acclaim publicly, with her own tweet announcing the appointment attracting 3,700 likes, 564 retweets and 233 comments. Coverage was secured across a range of press & media outlets including The Guardian, The Bookseller, The Western Mail, Golwg, ITV Wales and Barddas.
- Our media partnership with BBC Cymru Wales on Wales Book of the Year was further cemented with all announcements taking place on BBC Radio Wales and BBC Radio Cymru.
- We put additional resources into safeguarding artists (such as the National Poet of Wales) during high-profile announcements and beyond, by ensuring they receive ample information, contact details, and reassurance at each stage, and by finalising our community guidelines for social media which offers information on what our online community can expect from us, and what we expect from them in return.

Learning points and the future

Develop accessibility: We have made considerable progress in the accessibility of our comms, especially when announcing new opportunities for writers. Documents are available in editable dyslexia friendly and large print formats as a rule, and we ensure BSL interpretation at the majority of our external events. We are collaborating with Disability Arts Cymru in Summer 2023 to deliver a course on Re-Writing the Protagonist, and will ensure that any good practice we have learned during this process will be implemented across our communications where possible. We will also invest in developing the accessibility of the Literature Wales and Tŷ Newydd websites.

The coming year will see the creation and implementation of an audience development plan, to ensure new talent is seeing our opportunities, and more stakeholders are informed about the impact of our work.

We will continue to build relationships with press & media contacts both in Wales and further afield. We will attempt to better understand the post-pandemic media landscape and adapt our methods of pitching articles and sharing significant announcements accordingly.

Reporting on participation figures for activity with external media outlets can be difficult. For example, we have previously collected data from RAJAR (a listening figures site) however this has since become a subscription-based service. Media outlets have different reporting schedules to us, therefore our method of collecting this data will need to be reviewed.

Finance

Literature Wales has continued to maintain robust financial controls and adapting procedures where necessary to ensure reporting systems are efficient. 2022 saw the continued rollout of the redeveloped budget templates following trials the previous year. This means that projects now have a single running budget allowing project managers to plan and record income and expenditure for their projects. Looking ahead to 2023/24, these budgets will be used for quarterly forecasting, in addition to transaction recording.

While we had planned for an external review of financial procedures the cost implications meant this was not feasible. However, alongside our annual audit the finance team conducted their own review of controls following Charity Commission guidance. Elsewhere, rising inflation has seen running costs increase and will continue to do so throughout 2023/24, Literature Wales will continue to reduce these costs where possible and look to negotiate with suppliers in order to bring costs down.

At the end of 2022/23 the organisation's free reserves is higher than the current target. During 2023-24 we will aim to reduce them to a suitable level by boosting planned activity and bringing forward planned conservation work for Tŷ Newydd.

Performance Data

- 4 sets of management accounts and 1 annual report submitted to ACW
- Continued use of scenario modelling to plan for changes to income flow and used in Investment Review application
- Rollout of running budgets for use by all staff completed
- Successful switch to cloud based accounting software

Learning Points and the future

We have recognised the need to ensure a number of staff members are able to understand and perform some of the financial processes for the organisation. As a small team there is a risk of a key team member being unavailable for some time which would result in some procedures being left incomplete. With this in mind, additional training for the Apprentice Bookkeeper and members of the SLT is planned for 2023/24, this will ensure cover is sufficient. A finance procedures manual will also be updated and shared with the wider team during the year.

Following the successful rollout of the budget templates or running budgets for each project, Literature Wales staff will be broadening their use to include quarterly reforecasts. Sessions will be provided throughout the year to ensure all staff are supported in this new way of working and to identify any issues early on.

After using scenario modelling during the COVID-19 pandemic which allowed the organisation to adapt to changes in circumstances as needed, the Executive Director and Finance Manager will produce scenario models for 2024 onwards. This will enable us to plan better for the future. The 2022 Reserves policy was updated to identify the purposes and level of reserves and designated funds required by the organisation. At year-end Literature Wales had total unrestricted reserves of £465,872 (2022: £416,099) and total restricted reserves of £944,413 (2022: £962,838). At the year-end Literature Wales has the following levels of funds:

- Available general unrestricted funds: £243,074
- Tŷ Newydd buildings fund: £42,071
- Tŷ Newydd capital development fund: £20,000
- Pilot activity fund: £25,000
- Legacy fund: £21,030

Fundraising

Fundraising continued to be challenging for Literature Wales in 2022/2023, although lots of progress was made in creating a strong fundraising strategy for future years. We were fortunate to be awarded a place on the Arts & Business Cymru 'Prosper' programme, which paired our Executive Director with a mentor from a corporate giving background, and our Creative Lead with responsibility for fundraising was supported by mentoring to develop our individual giving programme for 2024 onwards.

The external environment for fundraising remains challenging, with colleagues across the border in England facing devastating cuts to their public funding, and many trusts refining their remits which meant that competition for funds was at a new high. We employed fundraising consultants, Cause4, to support our work with trusts and foundations, with limited success.

Performance Data

Performance in several areas was not as good as hoped for but we exceeded our overall fundraised income target of £248,000 by 29%. Final figures were:

- **£153,666** from Commercial courses, venue hire & merchandise
- **£124,176** from Trusts & Foundations and Lottery
- **£2000** from Corporate Commissions
- **£36420** from Corporate Sponsorship
- **£2869** from donations and campaigns
- **£700** from individual donations

Highlights

Tŷ Newydd Commercial Hires – Emerging from the COVID-19 pandemic we were pleased to see income from Tŷ Newydd commercial hires exceed expectations. For us, it's important to balance charitable use of the building with the opportunity to earn income so in the coming years we will work to ensure high occupancy of the site, with a balance between strategic courses and commercial hires.

Ethical Fundraising Policy – Literature Wales is always striving to run its projects as ethically as possible. We claim to be values-led but had never fully explored what that would mean for our fundraising. So, through a series of facilitated discussions we had input from the full team on what ethical fundraising means for us, before turning that into a policy that aligns with our values and respects Charity Commission guidelines. Following this process, all team members were confident to create partnerships that were values-led, which we believe leads to more impactful work, and we have implemented ethical practices as we develop our fundraising strategy.

Learning Points and the future

We have recognised the need to have a dedicated member of staff for fundraising, to bring our trust and foundation fundraising in-house and implement our strategy for individual giving over the next few years. Recruitment will start in April 2023 for this role.

Governance

Good governance is the foundation of our organisation. We aim to be transparent and accountable for our actions through clear collaboration between executive team and board, plus public sharing of quarterly reports.

22/23 was an important year for ensuring the organisation's future resilience. In April 2022, our long-standing CEO, Lleucu Siencyn left the charity to take up a post at the Arts Council of Wales, leading to the trustees to appoint two members of staff as Interim CEOs, Claire Furlong and Leusa Llewelyn. Over the next 6 months the trustees led a thorough recruitment process with the support of recruitment agency Goodson Thomas, which led to the permanent appointment of Claire and Leusa from September 2023.

Several trustees are coming to the end of their terms between summer 2022 and 2023 (7 in total). We thanked Natalie Jerome, Elizabeth George and Eric Ngalle-Charles for their fantastic contributions and started a comprehensive public call out for new trustees. Six were successful and two, Rachel Harries and Casi Dylan joined our board in February 2023. The start dates of the remaining four successful applicants will be staggered to ensure future resilience.

HR

Our Year 2022/2023

After a turbulent couple of years through the COVID-19 pandemic, Literature Wales and its new leadership have put a firm emphasis on the well-being and skills development of its team. Morale has been high, as demonstrated in facilitated team discussions on matters including internal communications and evidenced via annual Professional Development Reviews. Staff turnover has been low in this period, and four members of the team have gained internal promotions.

New staff policies have been put in place throughout the year, such as implementation of the new hybrid working policy, and the development of a Menopause in the workplace policy. We pride ourselves on leading the sector and have been pleased to share this, and other HR policies with our colleagues across the industry to support their development.

Outcomes

- Recruited 2 new directors for the board
- All staff and board members to receive Anti-racism and ableism training
- CEO recruitment successfully delivered
- Training: Well-being training offered for all staff
- Training: 2 staff trained as Mental Health First Aiders
- 100% of staff attended three cross-team training sessions
- 4 staff benefitted from sustained professional development opportunities
- 15% of employees, volunteers and Directors identify as being from Black, Asian and minority ethnic backgrounds, 15% have disabilities

Performance Data

- 6 new trustees were recruited for the board.
- Two staff members attended an anti-racism training course, delivered by Arts & Business and Race Council Cymru, and shared their learnings with the full staff team. All staff also attended a Neurodiversity awareness session in February 2023, and Deaf Awareness training with Taking Flight Theatre.
- Leusa Llewelyn and Claire Furlong were [appointed as Joint CEOs](#) in September 2022
- 12 staff planned to undertake Mental Health First Aid Training in April 2023
- All staff attended 7 cross-team training session on topics including Ethical Fundraising, and internal communications.
- 12 staff benefitted from sustained professional development opportunities
- 13.3% of employees, volunteers and Directors identify as being from Black, Asian and minority ethnic backgrounds, 10% have disabilities

Highlights

To support a healthy working environment during the transition between leadership, all members of our Senior Leadership Team were offered coaching sessions with HR consultant, Lesley Rossiter. A total of 17 sessions, were delivered with staff who benefitted, expressing more confidence in their leadership abilities and resilience as a result of the sessions.

Six employees were able to gain Institute of Leadership qualifications at levels 2, 3 & 5 through training offered via Grŵp Llandrillo Menai. This subsidised training was made available by the Welsh Government and the European Social Fund. The staff who took part reported positively about the shared learning experience with colleagues across varied sectors, and one colleague is developing a new organisational resource focused on improving our well-being offer to staff and freelance facilitators, and artists. This is a dynamic document that will continue to be developed following feedback from our team members.

Learning points and the future

During the year, we found recruiting quite challenging, especially for roles that required excellent Welsh language skills. Despite our progressive recruitment processes, such as guaranteed interview scheme, we also found it hard to attract candidates from under-represented backgrounds. As this is a sector-wide issue we have joined with the other national arts companies in Wales and received funding from Welsh Government's Anti-Racist Wales Culture and Heritage Fund to work jointly on a Culture Change project, starting in March 2023.

Monitoring & Evaluation

Our Aim: We will better communicate the impact of our activity with every statistic having a story, and every story having a statistic.

Performance Data

We delivered:

- Implementation of a new impact monitoring system, based on seven goals
- An Annual Report
- 4 quarterly reports, featuring a showcase of impact on one of our seven goals.
- A stakeholder survey was sent to over 800 individuals to collect their constructive feedback
- Two comprehensive reports to our main funder the Arts Council of Wales
- 13 Creative Presentations by staff members for the full team, sharing learnings from projects

Highlights

Project Planning: In April 2022 we rolled out a new project planning system which tracks outcomes and bespoke indicators for each project. Alongside each project tracking the specific impact on an individual community it also enables us to showcase the intersectionality of projects by all outcomes being aligned to our seven over-arching [Goals](#) (which align with the Well-being of Future Generations Act 2015).

Health & Well-being outcomes: Mid-way through the year we recognised that our outcomes for Health & Well-being were not as impactful as possible so we consulted with Astrid Breel, an impact research fellow at Bath Spa University to further develop our understanding of a complex topic.

Sector Facilitation: Literature Wales is increasingly operating as a sector support body, with hundreds of hours of staff time spent on supporting other organisations to deliver impactful literary activity. In 2022 we developed a system for tracking this activity better, allowing us to better articulate the impact of this vital work.

Learning points and the future

- Our Stakeholder survey did not receive as many responses from freelancers as hoped, and we have attributed this to it being sent out at the end of the year, often a long time after a freelancer has worked with us. In future, we will run continuous data collection, allowing the feedback to be gathered when fresh in people's minds.
- Increasingly we work as a supporting partner on delivery which can mean we have little control over data collection. Going forward, we have trained our team to actively discuss evaluation plans with partners at the beginning of project development, to ensure that we can gather what we jointly need and are able to communicate impact more effectively.
- We need to improve communication of long-term impact of our writer development projects and will develop a case-study based approach to this in 2023.

Risk

Outcomes

In 2022/23 we will generate a more risk-conscious culture by:

- Embedding the new risk management system, aligned with our goals and organisational outputs.
- Allocating a sliding scale of responsibility to all members of the team, including the Board of Directors.
- Regularly reviewing all risks and associated mitigating tactics to ensure risks are up to date and relevant to our activity.

Highlights

Distribution of Risk Management: From April 2022, we split risks into 'strategic' and 'project' levels. All project leads (most members of staff) are now responsible for identifying and mitigating project level risks, with oversight from the Artistic Director.

The Senior Leadership Team have been assigned different aspects of strategic risks, and one of these is now reviewed at each week's SLT meeting, leading to more active risk management for the whole organisation.

Learning points

As risk is now distributed across the team, we have realised that more robust training is needed for new staff to ensure they are confident with assessing and mitigating risks. We have also learnt that project leads need to be proactive in communicating mitigations with the wider team to avoid duplication/contradiction. From 2023, this is now raised monthly at creative meetings.

Sector Facilitation

We aspire to consult widely with our stakeholders and improve information flow internally and externally. We are also increasingly seeking to move away from direct delivery and work as a facilitator and partner, working with others to amplify the reach and impact of our collective work.

Outcomes

Our Sector Facilitation work in 2022-23 has led to a range of new activity from existing partnerships, as well as new partnerships, including the Nature and Well-being commissions launched with Natural Resources Wales, Creative Responses educational project co-run with Cadw, Lyrical Landscapes with National Trust, Lit in Place in partnership with WWF, and many more. Without our partners, this activity would not have been possible or would have to be delivered on a smaller scale.

We have also provided support to groups, organisations and individuals to deliver work with our priority groups. This includes working with Race Equality Wales on representation in books for children, supporting the Creative Words Award for Disability Arts Cymru, and taking part in sector wide discussions with the Dyslexia and Arts Network. Our partnership with these organisations has encouraged new literary activity that contributes towards our strategic aims and shares our knowledge of literature with organisations who are ideally placed to work with under-represented groups.

Our sector facilitation has also contributed to progress in the wider literature and arts sectors in Wales. Alongside the other seven national arts companies we have gained funding from the Welsh Government's Anti-Racist Wales Culture, Heritage and Sport Fund to deliver Culture Change which uses learning from our research into lack of diversity in the arts workforce to deliver sector-wide initiatives.

Performance Data

During the year, Literature Wales staff logged over 850 hours of sector facilitation activity. This included providing support for writers or organisations, contributing to sector-wide discussions, meetings to establish potential partnerships and projects, and providing training or project advice. This equates to an average of 46 hours of in-kind sector support per staff member, exceeding our goal of 12 hours per staff member.

Highlights

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.

This has included:

- Working with the National Eisteddfod to organise events including a performance of new literature and music work created on a LGBTQA+ writers retreat at Tŷ Newydd, an opening ceremony at the Babell Lŷn (Literature Pavilion) featuring Bardd Plant Cymru, Casi Wyn, and an event as part of Byw Nawr, our poetry residency project at the palliative care unit in Aberystwyth.

- Supporting a new course provider, Black Mountains College, to devise and deliver a creative writing course. We also ensured there was a bursary available for a writer from an under-represented background to attend this course.
- Literature Wales staff leading 4 training sessions for the Arts Council of Wales' Cynefin project, briefing teachers and arts facilitators about creating a space to explore difficult conversations about race & identity, and sharing learning from our Cymru Ni project.
- Literature Wales staff judging for the Arts & Business Cymru Awards, celebrating partnerships between arts and businesses.
- Working with DARPL (Diverse and Anti-Racist Professional Learning) programme for teachers and delivered a session on how teachers across Wales can teach Of Mice and Men appropriately at GCSE level.
- Providing support and a sounding board for organisations including: Artworks, Disability Arts Cymru, S4C, Dyslexia and the Arts Network, Petra publishing, Inclusive Journalism as they develop programmes connected to literature and/or our three priorities.
- Sponsoring Wales-based national competitions including the Crime Cymru First Novel Competition, Wales Poetry Award, New Welsh Review's New Welsh Writing Award, and Firefly Press' Children's Fiction Competition.

Tŷ Newydd

Our Year 2022/2023

2022-23 was the first full year without COVID-19 restrictions directly impacting the day-to-day running of Tŷ Newydd Writing Centre. We launched a full programme of courses in January 2022 which included over **40** courses, ranging from day courses to weekend and week-long courses, as well as digital courses. Nant Writers' Retreat Cottage attracted new bookings and we can now see a regular client base being built, with returning guests and bookings year on year.

Tŷ Newydd was also announced as Literature Wales' official Headquarters in September 2022.

Planned Outcomes and Performance

- Nant Writers' Retreat Cottage reached was used to **68%** of its calendar capacity, missing its target of 75% occupancy.
- **5 projects** were held at Tŷ Newydd free of charge for groups and communities that are under-represented within Wales' Literary Culture. These were:
 - Stori i Bawb— a course for 14 under-represented writers which aimed to help diversify children's literature
 - A course in partnership with Sherman Theatre where under-represented scriptwriters received writer development opportunities
 - Cariad yw Cariad residential, in partnership with Eisteddfod Genedlaethol where Welsh-language LGBTQ+ writers and singer-songwriters attended a weekend course to develop an artistic project for the National Eisteddfod in Tregaron
 - Llyfrau Lliwgar, a weekend retreat space for LGBTQ+ creative readers and writers from Wales to write and critique
 - Our Emerging Writers course providing a week-long course aimed at under-represented emerging writers from Wales writing creative non-fiction.

We also provided a meeting space for a local steering group tasked with celebrating Cadfan Sant, which led to a day course in partnership with the group, free of charge to the local community.

- A **Conservation Maintenance Plan** wasn't created as planned due to the architect prioritising managing the renovation works on the Tŷ Haul. This outcome has been postponed to 2023-24.
- **76%** of course tutors were Welsh and/or based in Wales, exceeding the target of 50%

Highlights

- **368** writers attended a course or retreat at Tŷ Newydd
- **£107,938** was paid to a total of **65** writers
- Nant Writers' Retreat Cottage was booked for **251** nights for **35** writers
- **93%** of participants agreed that their course helped their development as a writer
- **98%** of participants noted that their course had had a positive effect on their health and well-being

- **88%** of participants said they would be highly likely to book another course or retreat at Tŷ Newydd in future

Literature Wales employed a new Operations Support, based at Tŷ Newydd, in June 2022; and a Creative Manager taking responsibility for Tŷ Newydd's creative programming, in October 2022; both joining the existing team at Tŷ Newydd, which includes a Catering and Hospitality Co-Ordinator and a Tŷ Newydd Manager. Other colleagues located in the north are also based at the Tŷ Newydd office, including our Artistic Director, two Creative Executives and a Finance Support.

A new gardener was sourced to maintain and upkeep the site's lawns and pathways. The grounds have never looked better, with guests and visitors regularly commenting on the grounds' improved appearance.

8 accommodation rooms in Hafoty were painted, with small home furnishing items bought to improve guests' stay in these rooms. This is part of our ongoing efforts to continuously improve our accommodation provision in line with guest feedback.

Essential renovation work on the Tŷ Haul commenced in quarter 4, with InnerWorld conservationists working in parallel with pEGWa architects to execute a schedule of works conducting essential repairs and maintenance to the fabrication of the building. Following this immediate work, the architects will subsequently develop a new Conservation Management Plan to further inform our repairs and maintenance work.

Learning points and the future

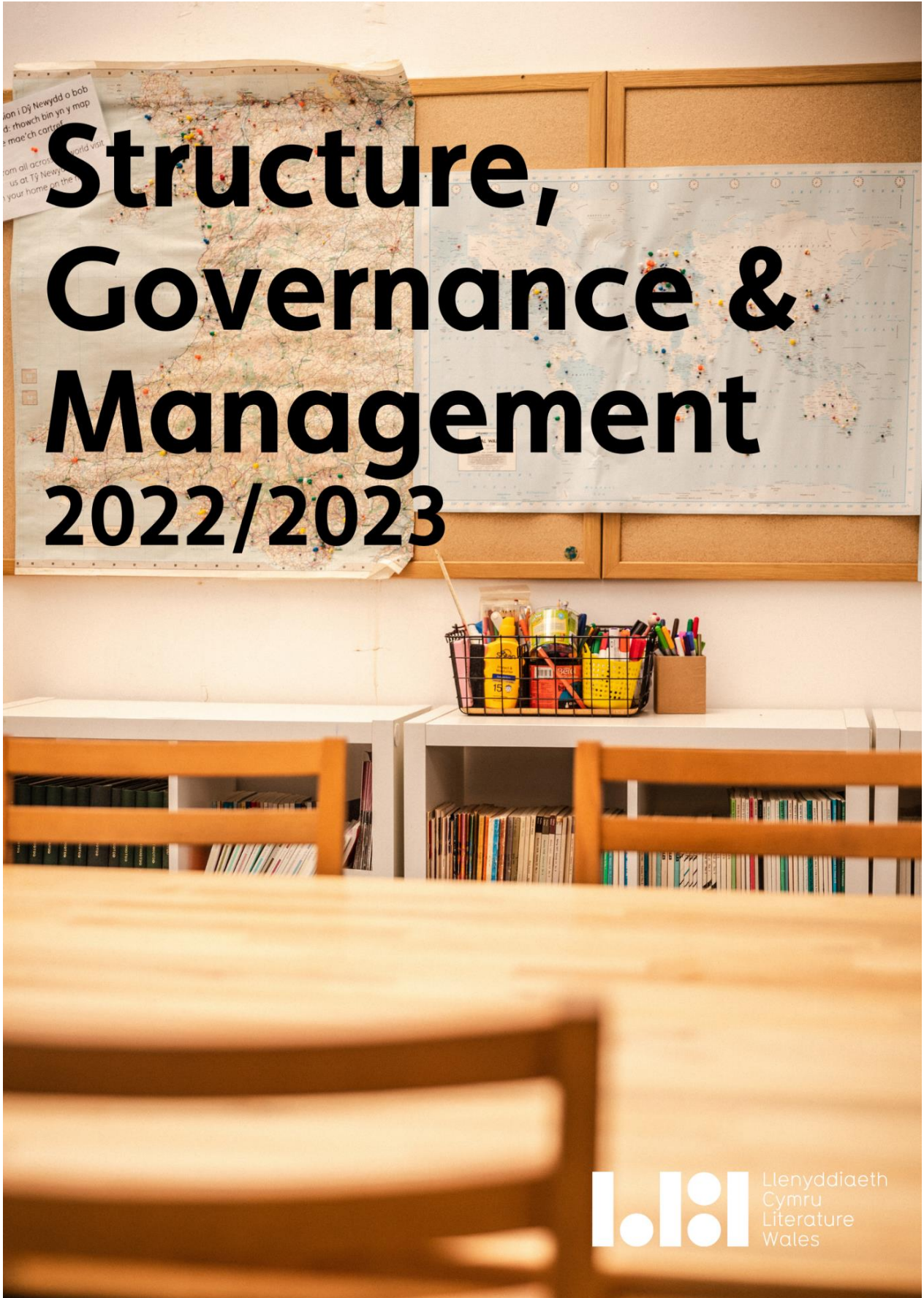
Emerging from the COVID-19 pandemic we have noticed shifts in the way our guests book, with many course bookings coming much later, impacting our ability to plan and, if necessary, cancel courses that aren't selling. We've also stopped offering cheaper shared rooms as people seem less keen to share post-pandemic.

We've also been struggling due to high inflation rates affecting our direct costs to deliver courses, with the price of food in particular soaring. We will be reviewing our pricing structure to reflect these increases, whilst also taking care to ensure our courses are as affordable as possible. In addition, to increase income we will be investing in marketing Nant for writer retreats during the winter months as occupancy was low in 2022/23.



Our Partners 2022/2023





Structure, Governance & Management 2022/2023

Structure, Governance and Management

Governance document

Literature Wales is a charitable company limited by guarantee, incorporated on 19 September 2011 and registered as a charity on 23 March 2012. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association, which were updated in 2019/20.

Recruitment and appointment of new trustees

All new trustees are appointed as Directors of the organisation following an open and transparent recruitment process as defined by the Articles of Association. Trustees are appointed to strengthen the skills and experience represented by the Board of Directors. All new trustees receive an induction pack and receive information regarding the roles and responsibilities of being a trustee, as well as training on charity governance.

Organisational structure

Literature Wales is led by the Board of Directors, who are also trustees of the organisation. The Board of Directors meets four times a year and is responsible for the strategic direction of the organisation and overall financial planning. The Board delegates day-to-day running of the organisation to the executive team, led by the Executive Director and Artistic Director, who are supported by a Senior Leadership Team that meets regularly to discuss progress towards strategic aims and other targets.

Key Management Personnel

The Key Management Personnel of the organisation are Executive Director, Claire Furlong and Artistic Director, Leusa Llewelyn; Operations Manager and Company Secretary Alys Lewin; and Finance Manager, Emma Richards. Remuneration for the Key Management Personnel is set and approved annually by the Chair of the Board and follows the organisation's banded salary structure.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name Llenyddiaeth Cymru | Literature Wales
Charity registration number 1146560
Company registration number 07779153
Registered office Tŷ Newydd Writing Centre
Llanystumdwy, Cricieth
GWYNEDD
LL52 0LW

Trustees serving in the reporting period

- C. Charnell-White
- N. Jerome
- E Charles
- C Austin
- J D Ellis
- A Finlayson
- J O'Shea
- D Roberts
- O Taylor-Shaw
- C Thatcher
- C Dylan
- R Harries

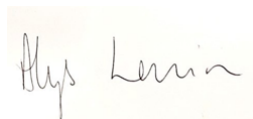
Artistic Director Leusa Llewelyn
Executive Director Claire Furlong

Company Secretary Alys Lewin

Principal Bankers CAF Bank
25 Kings Hill Avenue,
Kings Hill,
Kent
ME19 4JQ

Auditors BPU Chartered Accountants
Radnor House
Greenwood Close
Cardiff Gate Business Park
CF23 8AA

Signed:



Alys Lewin
Company Secretary

Dated:

With thanks to:

All our funders, partners and supporters including:

Arts Council of Wales

Welsh Government

The National Lottery

Garfield Western Foundation

Photographers and Illustrators:

Camera Sioned

Dafydd Owen (FfotoNant)

Lindsay Walker Photography

Osian Grifford

Phil Boyd

Richard Outram

And

Rhys Iorwerth



Llenyddiaeth Cymru Literature Wales

llynyddiaethcymru.org
literaturewales.org

post@llynyddiaethcymru.org
post@literaturewales.org

01766 522 811

LlenCymruLitWales



@LlenCymru
@LitWales



@LlenCymruLitWales



**Report of the Trustees
for the Year Ended 31 March 2023**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07779153 (England and Wales)

Registered Charity number

1146560

Registered office

Glyn Jones Centre
Wales Millenium Centre
Bute Place
Cardiff
CF10 5AL

Trustees

Company Secretary

A Lewin

Auditors

BPU Limited
Chartered Accountants
Statutory Auditor
Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff
CF23 8AA

Principal bankers

CAF Bank
25 Kings Hill Avenue
Kings Hill
Kent
ME19 4JQ

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Llenyddiaeth Cymru/Literature Wales for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware;
and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the board of trustees on and signed on its behalf by:

.....
Cathryn Charnell-White
Trustee

Report of the Independent Auditors to the Trustees of Llenyddiaeth Cymru/Literature Wales

Opinion

We have audited the financial statements of Llenyddiaeth Cymru/Literature Wales (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Report of the Independent Auditors to the Trustees of Llenyddiaeth Cymru/Literature Wales

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Report of the Independent Auditors to the Trustees of Llenyddiaeth Cymru/Literature Wales

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risks of acts by the charity that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

The laws and regulations that we determined were most significant to the charity were the Companies Act, Charities Act, Employment Law, Health and Safety regulations, General Data Protection Regulation, Safeguarding Vulnerable Groups Act (SVGA) 2006, Equality Act and the Welsh Language Act.

We obtained an understanding of how the charity is complying with those laws and regulations by making enquiries of the management and those charged with governance, and corroborated these enquiries through our review of board minutes and review of legal and professional spend for the year.

We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur. We addressed the risk of management override of internal controls and assessed the effectiveness of the controls that management has in place to prevent and detect fraud, including testing of manual journals and evaluating the assumptions and judgements made by management in its significant accounting estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**Report of the Independent Auditors to the Trustees of
Llenyddiaeth Cymru/Literature Wales**

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

for and on behalf of BPU Limited

Chartered Accountants

Statutory Auditor

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Date:

Llenyddiaeth Cymru/Literature Wales

Statement of Financial Activities (Incorporating an Income and Expenditure Account) for the Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	3,570	-	3,570	4,281
Charitable activities	6	1,029,574	98,305	1,127,879	956,765
Other trading activities	4	34,504	232	34,736	69,838
Investment income	5	1,668	-	1,668	666
Other income		292	-	292	6,601
Total		1,069,608	98,537	1,168,145	1,038,151
EXPENDITURE ON					
Raising funds	7	54,190	-	54,190	93,950
Charitable activities	8	965,645	116,962	1,082,607	870,241
Total		1,019,835	116,962	1,136,797	964,191
NET INCOME/(EXPENDITURE)		49,773	(18,425)	31,348	73,960
RECONCILIATION OF FUNDS					
Total funds brought forward		416,099	962,838	1,378,937	1,304,977
TOTAL FUNDS CARRIED FORWARD		465,872	944,413	1,410,285	1,378,937

The notes form part of these financial statements

Llenyddiaeth Cymru/Literature Wales

Balance Sheet 31 March 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	15	887,602	888,925
CURRENT ASSETS			
Stocks	16	1,349	1,424
Debtors	17	136,578	106,706
Cash at bank and in hand		754,197	722,401
		892,124	830,531
CREDITORS			
Amounts falling due within one year	18	(369,441)	(340,519)
NET CURRENT ASSETS		522,683	490,012
TOTAL ASSETS LESS CURRENT LIABILITIES		1,410,285	1,378,937
NET ASSETS		1,410,285	1,378,937
FUNDS	21		
Unrestricted funds		465,872	416,099
Restricted funds		944,413	962,838
TOTAL FUNDS		1,410,285	1,378,937

The notes form part of these financial statements

Llenyddiaeth Cymru/Literature Wales

Balance Sheet - continued 31 March 2023

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011. These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

.....
Cathryn Charnell-White
Trustee

Llenyddiaeth Cymru/Literature Wales

Cash Flow Statement for the Year Ended 31 March 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	<u>33,750</u>	<u>184,849</u>
Net cash provided by operating activities		<u>33,750</u>	<u>184,849</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(4,427)	(805)
Sale of tangible fixed assets		805	-
Interest received		<u>1,668</u>	<u>666</u>
Net cash used in investing activities		<u>(1,954)</u>	<u>(139)</u>
Change in cash and cash equivalents in the reporting period			
		31,796	184,710
Cash and cash equivalents at the beginning of the reporting period		<u>722,401</u>	<u>537,691</u>
Cash and cash equivalents at the end of the reporting period		<u>754,197</u>	<u>722,401</u>

The notes form part of these financial statements

Llenyddiaeth Cymru/Literature Wales

Notes to the Cash Flow Statement for the Year Ended 31 March 2023

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	31,348	73,960
Adjustments for:		
Depreciation charges	4,944	4,884
Interest received	(1,668)	(666)
Decrease in stocks	75	48
Increase in debtors	(29,872)	(40,211)
Increase in creditors	<u>28,923</u>	<u>146,834</u>
Net cash provided by operations	<u>33,750</u>	<u>184,849</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/22 £	Cash flow £	At 31/3/23 £
Net cash			
Cash at bank and in hand	<u>722,401</u>	<u>31,796</u>	<u>754,197</u>
	<u>722,401</u>	<u>31,796</u>	<u>754,197</u>
Total	<u>722,401</u>	<u>31,796</u>	<u>754,197</u>

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties. The principal accounting policies adopted are set out below.

Incoming resources

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants

Grants receivable are treated in different ways dependent upon their purposes and the terms of the grant.

Grants receivable for specific purposes are treated as restricted funds so that any unused funds can be separately identified.

Grants receivable to facilitate the general running of the project i.e. where the directors/trustees can choose how the funds are expended, are treated as unrestricted funds.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure comprises these costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

1. ACCOUNTING POLICIES - continued

Resources expended

Governance costs include those costs associated with meeting constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

Offsetting

There has been no offsetting of assets or liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Charitable funds

Unrestricted funds

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds

Designated funds are unrestricted funds of the charity which have been set aside to fund particular future activities of the charity.

Restricted funds

Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	- 2% straight line
Plant and machinery	- 10% and 20% reducing balance
Fixtures and fittings	- 10% reducing balance

The trustees have agreed to revalue the freehold land and buildings owned by the charity every 5 years from October 2019. Depreciation has not been charged on the freehold land and buildings because due to their expected realisable value at the end of 50 years the Trustees consider the value of the depreciation charge to be insignificant.

Fixed assets are stated at cost less accumulated depreciation. Additions costing less than £500 are not capitalised.

1. ACCOUNTING POLICIES - continued

Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Taxation

As a charity, Llenyddiaeth Cymru / Literature Wales is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Basic financial assets

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Basic financial liabilities

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Liabilities policy

Liabilities are recognised in the Statement of Financial Activities as they become payable.

Irrecoverable VAT

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES - continued

Pensions

The charity operates a defined contribution scheme for the benefit of its employees. The assets of the scheme are held separately from those of the charity. Contributions payable are charged to the profit and loss account in the year they are payable and are charged against unrestricted funds.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	<u>3,570</u>	<u>4,281</u>

4. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Sale of books and merchandise	4,263	4,266
Hire of Tŷ Newydd	<u>30,473</u>	<u>65,572</u>
	<u>34,736</u>	<u>69,838</u>

Llenyddiaeth Cymru/Literature Wales

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

5. INVESTMENT INCOME

	2023	2022
	£	£
Interest receivable	<u>1,668</u>	<u>666</u>

6. INCOME FROM CHARITABLE ACTIVITIES

	2023	2022
	£	£
Income from activities	138,968	49,380
Grants	<u>988,911</u>	<u>907,385</u>
	<u>1,127,879</u>	<u>956,765</u>

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Arts Council of Wales	863,741	848,485
Welsh Assembly Government	56,470	4,800
Bardd Plant Cymru	10,000	10,000
Other	<u>58,700</u>	<u>44,100</u>
	<u>988,911</u>	<u>907,385</u>

7. RAISING FUNDS

Raising donations and legacies

	2023	2022
	£	£
Fundraising	37,730	39,158
Tŷ Newydd Operational	<u>16,460</u>	<u>54,792</u>
	<u>54,190</u>	<u>93,950</u>

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9) £	Grant funding of activities (see note 10) £	Support costs (see note 11) £	Totals £
Income from activities	988,028	-	24,172	1,012,200
Grants	<u>-</u>	<u>70,407</u>	<u>-</u>	<u>70,407</u>
	<u>988,028</u>	<u>70,407</u>	<u>24,172</u>	<u>1,082,607</u>

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023 £	2022 £
Participation	316,811	93,875
Writer development	429,818	235,921
Wales literary culture	176,177	247,415
Operational costs	<u>65,222</u>	<u>210,381</u>
	<u>988,028</u>	<u>787,592</u>

10. GRANTS PAYABLE

	2023 £	2022 £
Grants	<u>70,407</u>	<u>58,388</u>

The total grants paid to institutions during the year were as follows:

	2023 £	2022 £
Grants to organisations	23,923	15,404
Grants to individuals via organisations	2,475	500
Grants to individuals (Bursaries)	<u>44,009</u>	<u>42,484</u>
	<u>70,407</u>	<u>58,388</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

11. SUPPORT COSTS

	Depreciation £	Governance costs £	Totals £
Income from activities	<u>4,944</u>	<u>19,228</u>	<u>24,172</u>

Support costs, included in the above, are as follows:

	2023 Income from activities £	2022 Income from activities £
Depreciation of fixed assets	4,944	4,884
Auditors' remuneration	8,160	7,740
Governance costs	9,834	9,242
Administrative costs	<u>1,234</u>	<u>2,395</u>
	<u>24,172</u>	<u>24,261</u>

12. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023 £	2022 £
Auditors' remuneration	8,160	7,740
Depreciation - owned assets	<u>4,944</u>	<u>4,884</u>

13. TRUSTEES' REMUNERATION AND BENEFITS

No trustees received remuneration for the year ended 31 March 2023 (2022: £nil).

No board and committee members (2022: 6) received fees for the year ended 31 March 2023 (2022: £1,415).

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

13. TRUSTEES' REMUNERATION AND BENEFITS - continued

Trustees' expenses

No travel expenses were reimbursed to the board members during the financial year (2022: £0).

14. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2023	2022
Average number of employees	<u>18</u>	<u>19</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	<u>-</u>	<u>1</u>

Key management personnel

The total benefits paid to key management personnel during the year was £188,952 - 4 key personnel (2022: £152,289 - 5 key personnel).

	2023	2022
	£	£
Gross Staff Costs	523,645	507,379
Employers National Insurance	47,561	46,869
Employers Pension Contributions	<u>22,086</u>	<u>18,302</u>
Total Staff Costs	<u>593,292</u>	<u>572,550</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

15. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Plant and machinery £	Fixtures and fittings £	Totals £
COST/VALUATION				
At 1 April 2022	2,219,446	3,020	51,022	2,273,488
Additions	-	-	4,427	4,427
Disposals	-	-	(805)	(805)
At 31 March 2023	<u>2,219,446</u>	<u>3,020</u>	<u>54,644</u>	<u>2,277,110</u>
DEPRECIATION				
At 1 April 2022	1,349,446	2,281	32,836	1,384,563
Charge for year	-	74	4,871	4,945
At 31 March 2023	<u>1,349,446</u>	<u>2,355</u>	<u>37,707</u>	<u>1,389,508</u>
NET BOOK VALUE				
At 31 March 2023	<u>870,000</u>	<u>665</u>	<u>16,937</u>	<u>887,602</u>
At 31 March 2022	<u>870,000</u>	<u>739</u>	<u>18,186</u>	<u>888,925</u>

Arts Council of Wales has a legal charge over the properties held within fixed assets. These properties are Tŷ Newydd and Nant and Hafodty, Criccieth, Gwynedd.

The freehold property was valued at £900,000 on an open market basis on the 30th of October 2019 by North Wales Surveyors. Its value has been reviewed and is deemed to be £870,000 in the trustees' opinion at the balance sheet date.

16. STOCKS

	2023 £	2022 £
Stocks	<u>1,349</u>	<u>1,424</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	116,090	90,759
Prepayments and accrued income	20,488	15,947
	<u>136,578</u>	<u>106,706</u>

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	179,713	127,488
Other creditors	47,722	99,045
Deferred income	142,006	113,986
	<u>369,441</u>	<u>340,519</u>

Deferred Income:

	2023	2022
	£	£
Balance brought forward	113,986	50,415
Income received	169,313	141,759
Income released	<u>(141,293)</u>	<u>(78,188)</u>
	<u>142,006</u>	<u>113,986</u>

Contained within deferred income is £98,630 that relates to courses and trading, and £43,376 that relates to performance related grants received in advance.

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	696	228
Between one and five years	<u>2,088</u>	<u>-</u>
	<u>2,784</u>	<u>228</u>

Total lease payments recognised as expenses in the SOFA during the year were £696 (2022: £912).

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fixed assets	17,602	870,000	887,602	888,925
Current assets/(liabilities)	448,270	74,413	522,683	490,012
	<u>465,872</u>	<u>944,413</u>	<u>1,410,285</u>	<u>1,378,937</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

21. MOVEMENT IN FUNDS

	At 1/4/22 £	Net movement in funds £	At 31/3/23 £
Unrestricted funds			
General fund	224,605	36,071	260,676
Glyn Jones Bequest	65,614	2,359	67,973
John Tripp Fund	4,580	-	4,580
Tŷ Newydd Bursaries	2,538	-	2,538
Legacy Fund	21,030	-	21,030
Pilot Activity Fund	25,000	-	25,000
Representing Wales - Aftercare	4,800	(1,586)	3,214
Tŷ Newydd Buildings	25,000	17,071	42,071
Tŷ Newydd Capital Reserve	20,000	-	20,000
BOTY Consultation	3,000	2,000	5,000
Children's Laureate	1,842	(1,842)	-
Do You Get Me	1,090	(1,090)	-
Somali Dance	1,000	-	1,000
Commissions	16,000	(16,000)	-
National Poet	-	2,000	2,000
Rhys Davies Trust	-	9,480	9,480
Cymru Ni	-	1,310	1,310
	416,099	49,773	465,872
Restricted funds			
Bardd Plant Cymru	5,793	(2,880)	2,913
Dylan Day	662	-	662
Llen Pawb / Lit Reach	1,754	-	1,754
Rhys Davies Trust	3,684	-	3,684
Roald Dahl 100	6,000	-	6,000
Weird & Wonderful Wales	1,142	-	1,142
Capital Development Fund	870,000	-	870,000
Jan Mark Bursary	5,870	-	5,870
Judi Thwaite Bursary	500	-	500
Literature & Health	10,368	(4,910)	5,458
Bridging the Gap (MIND)	13,027	(9,006)	4,021
Representing Wales (Lottery)	44,038	(1,629)	42,409
	962,838	(18,425)	944,413
TOTAL FUNDS	1,378,937	31,348	1,410,285

Llenyddiaeth Cymru/Literature Wales

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

21. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,032,740	(996,669)	36,071
Glyn Jones Bequest	2,359	-	2,359
Representing Wales - Aftercare	-	(1,586)	(1,586)
Tŷ Newydd Buildings	17,071	-	17,071
BOTY Consultation	2,000	-	2,000
Children's Laureate	1,165	(3,007)	(1,842)
Do You Get Me	-	(1,090)	(1,090)
Commissions	-	(16,000)	(16,000)
National Poet	2,000	-	2,000
Rhys Davies Trust	9,480	-	9,480
Cymru Ni	2,793	(1,483)	1,310
	<u>1,069,608</u>	<u>(1,019,835)</u>	<u>49,773</u>
Restricted funds			
Bardd Plant Cymru	11,037	(13,917)	(2,880)
Literature & Health	-	(4,910)	(4,910)
Bridging the Gap (MIND)	11,000	(20,006)	(9,006)
Representing Wales (Lottery)	76,500	(78,129)	(1,629)
	<u>98,537</u>	<u>(116,962)</u>	<u>(18,425)</u>
TOTAL FUNDS	<u>1,168,145</u>	<u>(1,136,797)</u>	<u>31,348</u>

Llenyddiaeth Cymru/Literature Wales

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	218,638	24,446	(18,479)	224,605
Glyn Jones Bequest	53,282	12,332	-	65,614
John Tripp Fund	4,580	-	-	4,580
Tŷ Newydd Bursaries	2,258	280	-	2,538
Legacy Fund	16,030	-	5,000	21,030
Pilot Activity Fund	20,000	-	5,000	25,000
Representing Wales - Aftercare	5,000	(200)	-	4,800
Tŷ Newydd Buildings	20,000	-	5,000	25,000
Tŷ Newydd Capital Reserve	15,000	-	5,000	20,000
BOTY Consultation	-	3,000	-	3,000
Children's Laureate	-	1,842	-	1,842
Do You Get Me	-	1,090	-	1,090
Somali Dance	-	1,000	-	1,000
Commissions	-	16,000	-	16,000
	<u>354,788</u>	<u>59,790</u>	<u>1,521</u>	<u>416,099</u>
Restricted funds				
Bardd Plant Cymru	2,849	2,944	-	5,793
Dylan Day	662	-	-	662
Llen Pawb / Lit Reach	1,754	-	-	1,754
Reading Friends	1,521	-	(1,521)	-
Rhys Davies Trust	3,684	-	-	3,684
Roald Dahl 100	6,000	-	-	6,000
Weird & Wonderful Wales	1,142	-	-	1,142
Capital Development Fund	870,000	-	-	870,000
Jan Mark Bursary	5,870	-	-	5,870
Judi Thwaite Bursary	500	-	-	500
Literature & Health	14,328	(3,960)	-	10,368
Bridging the Gap (MIND)	6,252	6,775	-	13,027
Representing Wales (Lottery)	35,627	8,411	-	44,038
	<u>950,189</u>	<u>14,170</u>	<u>(1,521)</u>	<u>962,838</u>
TOTAL FUNDS	<u>1,304,977</u>	<u>73,960</u>	<u>-</u>	<u>1,378,937</u>

Llenyddiaeth Cymru/Literature Wales

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

21. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	868,915	(844,469)	24,446
Glyn Jones Bequest	12,332	-	12,332
Tŷ Newydd Bursaries	280	-	280
Representing Wales - Aftercare	-	(200)	(200)
BOTY Consultation	3,000	-	3,000
Children's Laureate	13,468	(11,626)	1,842
Do You Get Me	17,100	(16,010)	1,090
Somali Dance	1,000	-	1,000
Commissions	16,000	-	16,000
	<u>932,095</u>	<u>(872,305)</u>	<u>59,790</u>
Restricted funds			
Bardd Plant Cymru	12,500	(9,556)	2,944
Literature & Health	-	(3,960)	(3,960)
Bridging the Gap (MIND)	11,000	(4,225)	6,775
Representing Wales (Lottery)	82,556	(74,145)	8,411
	<u>106,056</u>	<u>(91,886)</u>	<u>14,170</u>
TOTAL FUNDS	<u>1,038,151</u>	<u>(964,191)</u>	<u>73,960</u>

Llenyddiaeth Cymru/Literature Wales

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	218,638	60,517	(18,479)	260,676
Glyn Jones Bequest	53,282	14,691	-	67,973
John Tripp Fund	4,580	-	-	4,580
Tŷ Newydd Bursaries	2,258	280	-	2,538
Legacy Fund	16,030	-	5,000	21,030
Pilot Activity Fund	20,000	-	5,000	25,000
Representing Wales - Aftercare	5,000	(1,786)	-	3,214
Tŷ Newydd Buildings	20,000	17,071	5,000	42,071
Tŷ Newydd Capital Reserve	15,000	-	5,000	20,000
BOTY Consultation	-	5,000	-	5,000
Somali Dance	-	1,000	-	1,000
National Poet	-	2,000	-	2,000
Rhys Davies Trust	-	9,480	-	9,480
Cymru Ni	-	1,310	-	1,310
	<u>354,788</u>	<u>109,563</u>	<u>1,521</u>	<u>465,872</u>
Restricted funds				
Bardd Plant Cymru	2,849	64	-	2,913
Dylan Day	662	-	-	662
Llen Pawb / Lit Reach	1,754	-	-	1,754
Reading Friends	1,521	-	(1,521)	-
Rhys Davies Trust	3,684	-	-	3,684
Roald Dahl 100	6,000	-	-	6,000
Weird & Wonderful Wales	1,142	-	-	1,142
Capital Development Fund	870,000	-	-	870,000
Jan Mark Bursary	5,870	-	-	5,870
Judi Thwaite Bursary	500	-	-	500
Literature & Health	14,328	(8,870)	-	5,458
Bridging the Gap (MIND)	6,252	(2,231)	-	4,021
Representing Wales (Lottery)	35,627	6,782	-	42,409
	<u>950,189</u>	<u>(4,255)</u>	<u>(1,521)</u>	<u>944,413</u>
TOTAL FUNDS	<u>1,304,977</u>	<u>105,308</u>	<u>-</u>	<u>1,410,285</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,901,655	(1,841,138)	60,517
Glyn Jones Bequest	14,691	-	14,691
Tŷ Newydd Bursaries	280	-	280
Representing Wales - Aftercare	-	(1,786)	(1,786)
Tŷ Newydd Buildings	17,071	-	17,071
BOTY Consultation	5,000	-	5,000
Children's Laureate	14,633	(14,633)	-
Do You Get Me	17,100	(17,100)	-
Somali Dance	1,000	-	1,000
Commissions	16,000	(16,000)	-
National Poet	2,000	-	2,000
Rhys Davies Trust	9,480	-	9,480
Cymru Ni	2,793	(1,483)	1,310
	<u>2,001,703</u>	<u>(1,892,140)</u>	<u>109,563</u>
Restricted funds			
Bardd Plant Cymru	23,537	(23,473)	64
Literature & Health	-	(8,870)	(8,870)
Bridging the Gap (MIND)	22,000	(24,231)	(2,231)
Representing Wales (Lottery)	159,056	(152,274)	6,782
	<u>204,593</u>	<u>(208,848)</u>	<u>(4,255)</u>
TOTAL FUNDS	2,206,296	(2,100,988)	105,308

RESTRICTED FUNDS

Literature Reach is a programme which provides opportunities for literature to benefit the health and wellbeing of the most disadvantaged and vulnerable individuals in our communities. It is funded by Arts Council Wales and the participating Local Authorities.

Literature and Health includes various grants received for promoting health and wellbeing through literature.

Rhys Davies Trust – Literature Wales received a grant from The Rhys Davies Trust for various activities including community workshops in South Wales.

Bardd Plant Cymru – Literature Wales receives annual funding from Welsh Government and S4C towards this project, which is the Welsh-language Children's Post Laureate.

21. RESTRICTED FUNDS - continued

Capital Development Fund – funded the purchase and substantial improvement works on the freehold properties. The value of the properties reflected in the accounts reflect the market value. The Arts Council of Wales (ACW) has a legal charge over the properties until April 2031. Should the charity sell or change its use of the properties the charity would be required to repay ACW's original investment of £1,010,192.

Jan Mark Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.

Judi Thwaite Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.

Reading Friends Funding was provided by the Reading Agency for a befriending project to connect older people and people with dementia by starting conversations through reading.

Roald Dahl 100 funding was provided for specific projects surrounding the Roald Dahl centenary. The remaining balance is to be spend on supporting legacy activities with young people across Wales.

Weird and Wonderful Wales funding was provided for a tour of Wales exploring myths and legends and includes funds received from sales of merchandise that will be earmarked for activities with target clients and communities.

Dylan Day funding was awarded by the Welsh Government to run events in celebration of Dylan Thomas' birth following the centenary in 2014.

Representing Wales – a 12 month professional writer development programme for writers of colour launched in 2020-21 funded by the Lottery through the Arts Council of Wales. The programme aims to support a cohort of 12 writers in developing their professional career as a writer.

Bridging the Gap – Funding from Newport Mind through Comic Relief to provide support to young people with mental health conditions.

DESIGNATED FUNDS

The income funds of the charity include the following funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

Glyn Jones Bequest – A legacy was bequeathed to Literature Wales with the purpose of supporting new writers and creating a meeting place for writers. This fund is allocated to developments at the Glyn Jones Centre in the Wales Millennium Centre;

John Tripp Fund – A reserve set aside to assist writer development; and

Tŷ Newydd Bursaries – A reserve set aside to assist writer development.

Representing Wales – Aftercare – A designated fund created to support the 2021 cohort of Representing Wales once the programme comes to an end.

21. DESIGNATED FUNDS - continued

Rhys Davies Trust – Funding received from the Rhys Davies Trust for the development of emerging writers.

Tŷ Newydd Buildings – in order to ring-fence funds to respond to unforeseen repairs or maintenance costs as well as large scale conservation or renovation work at Tŷ Newydd. This is not for ongoing or planned maintenance or repair work, or for work which may be covered by an insurance claim.

Tŷ Newydd Capital Development – Combined with the Capital Development Reserve (Restricted Fund), Directors aim to hold sufficient funds to meet the requirements to repay the ACW grant awarded to develop Tŷ Newydd in 2005, should it default on any of the conditions of the Legal Charge or Grant Agreement. This agreement comes to an end on 3 April 2031, after which any funds remaining will be transferred to General Unrestricted Reserves.

Pilot Activity Fund – to allow LW to pilot new activity and partnership in a low risk manner. Directors have created a new fund which will allow staff to pursue new opportunities and continue to extend the organisation's reach.

Legacy Fund – to allow LW to extend activity or support partner organisations in taking ownership of projects.

Do You Get Me – A year long residential project at Tonyrefail Comprehensive School involving former Children's Laureate Eloise Williams.

Children's Laureate – designating unspent funds for use at the end of Connor Allen's first year as Children's Laureate.

Somali Dance – Contribution to Somali Dance project in partnership with NDCW.

BOTY Consultation – funds ringfenced for consultation on Book of the Year, originally planned for early 2022 but postponed until new CEO in post.

Cymru Ni – A training programme for black writers to deliver workshops that explore our modern Wales, helping learners become 'ethical and informed citizens of Wales and the world' and helping schools implement the recommendations of the Cynefin report.

22. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the income and expenditure account in respect of defined contribution schemes was £22,086 (2022 - £18,302).

23. RELATED PARTY DISCLOSURES

Details of trustee remuneration and benefits are disclosed in note 13.

24. COMPANY STATUS

The organisation is a company limited by guarantee. The guarantors are the trustees as set out on page 43. The liability is limited to an amount of £1 per member in accordance with the organisation's Memorandum of Association.

Llenyddiaeth Cymru/Literature Wales

Detailed Statement of Financial Activities for the Year Ended 31 March 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	3,570	4,281
Other trading activities		
Sale of books	4,263	4,266
Hire of Ty Newydd	<u>30,473</u>	<u>65,572</u>
	34,736	69,838
Investment income		
Interest receivable	1,668	666
Charitable activities		
Grants	988,911	907,385
Income from activities	<u>138,968</u>	<u>49,380</u>
	1,127,879	956,765
Other income		
Other income	<u>292</u>	<u>6,601</u>
Total incoming resources	1,168,145	1,038,151
EXPENDITURE		
Raising donations and legacies		
Fundraising	37,730	39,158
Ty Newydd Operational	<u>16,460</u>	<u>54,792</u>
	54,190	93,950
Charitable activities		
Participation	316,811	93,875
Writer development	429,818	235,921
Wales literary culture	176,177	247,415
Operational costs	65,222	210,381
Grants to organisations	<u>70,407</u>	<u>58,388</u>
	1,058,435	845,980

This page does not form part of the statutory financial statements

Llenyddiaeth Cymru/Literature Wales

Detailed Statement of Financial Activities for the Year Ended 31 March 2023

	2023 £	2022 £
Support costs		
Depreciation		
Depreciation of fixed assets	4,944	4,884
Governance costs		
Auditors' remuneration	8,160	7,740
Governance costs	9,834	9,242
Administrative costs	1,234	2,395
	<u>19,228</u>	<u>19,377</u>
Total resources expended	<u>1,136,797</u>	<u>964,191</u>
Net (expenditure)/income	<u>31,348</u>	<u>73,960</u>

This page does not form part of the statutory financial statements