

2025-2026

Management Board and ACW Report #25

Period covered: 1 April – 30 June 2025

Picture: Welsh and English shortlisted titles for Wales Book of the Year, 2025

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An explanation of this report

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

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

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

Update from Artistic & Executive Director

The merry month of May... With a new financial year upon us, it was an opportunity for us in Literature Wales to embark afresh on a creative year of programmes. From the 1st of April, we have a clean slate for the year's programme development spreadsheet, while we have a calendar to map our working year and identify pinch points – an opportunity for us all to plan and be organised.

With the arrival of fine weather, the doors and windows of Tŷ Newydd will be swung open to welcome the new season and guests from all over the world. In May of this year, a group of 14 writers attended the centre for a two-week residency – 5 poets from Wales and 9 writers from various European countries in Europe – where they explored minority languages, nature and literature. This wonderful project (mentioned on page 8) of cultural exchange culminated in a trip to the Hay Festival where there was an opportunity to bring all the project's partners together to celebrate. There was also an opportunity at Hay a fly on the wall during some of the Writers at Work sessions: a writer development programme that we continue to support on an annual basis.

Hay's Writers at Work are one of several cohorts of authors who have embarked on their development journey with us this term. It's also great to be able to start our relationship with the Writing Well, Pencerdd and Representing Wales cohorts. Through these programmes, we will reach our Arts Council target of ensuring that at least 75 writers from under-represented backgrounds participate in intensive writer development programmes during the year.

This quarter's report is full to the brim. Follow links to our website and remember that there is creative content on our social media channels to enjoy – just a glimpse of what is being created through our work.

Leusa Llewelyn, Artistic Director
Claire Furlong, Executive Director



Tŷ Newydd Writing Centre

Highlights

Activity

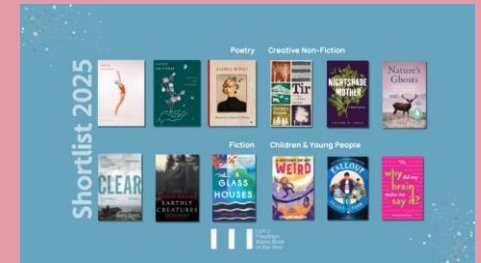
- Three creative writing sessions focusing on the relationship between literature and the environment were led by Kerry Steed as part of Pembrokeshire's Lit in Place.
- The Representing Wales writers met for the first time at Tŷ Newydd for a bilingual multi-genre masterclass with Alys Conran and Hanan Issa.
- Five poets who are developing the ancient craft of the cynghanedd, through our Pencerdd project, enjoyed sessions with Tudur Dylan and Aneirin Karadog.
- One month after their residential week at Tŷ Newydd to develop spoken word poetry, our Speak Back writers received 1:1 follow up support from tutors Taylor Edmonds and Kandace Siobhan Walker.
- The Writing Well facilitators have been focusing on the practical elements of running projects. Sessions have included safeguarding, creative evaluation and project planning.
- Poet and facilitator Leigh Manley lead two Writing Squad sessions in Maesteg, with support from artists Duke Al Durham and Rhiannon Oliver.
- All poets submitted their creative work for the Chronic Women anthology, led by National Poet of Wales Hanan Issa and Gwyneth Lewis.
- 10 schools in Wrexham enjoyed creative writing workshops with writers Rhian Cadwaladr and Buddug Watcyn Roberts as part of our national Eisteddfod outreach work



14 writers begin [12-months of intensive writer development](#) as part of Representing Wales.



[Six literary facilitators](#) start 15 months of development as part of Sgwennu'n Well | Writing Well



12 titles for the English Language [2025 Wales Book of the Year shortlist](#) were announced



Alex Wharton, Children's Laureate Wales, embarked on an epic [6-day 40-mile walking tour](#) and worked with the Family unit at HMP Parc to [empower 16 fathers](#).



The [Inspiring Communities Fund](#) continued to support literary activity across Wales, including the launch of *Cling Film* and *Beyond/ Tu Hwnt*. Photo credit: Lucent Dreaming



[Tŷ Newydd](#) welcomed many writers on a variety of courses; a day course with Fflur Dafydd and a week of building a sustainable poetry practice with Kim Moore and Roger Robinson

Operations Highlights and Office and Staff Update

- This quarter we finalised the Creative Support recruitment and welcomed Hazel Ravu to the team.
- We have also started the process of recruiting a cover for the role of Tŷ Newydd Manager.
- During May we held the year's first board meeting in Cardiff. Trustees were given a creative presentation on the Representing Wales project. We were pleased to welcome Sioned William and Joanne Doyle as new Trustees, and Steve Dimmick was elected as the new Chair. Cathryn Charnell-White stepped down from the role of Chair and will remain as a Trustee until November 2025.
- During Staff Meetings, members of the team continue to share project impact presentations. This quarter included presentations on Pencerdd, the Inspiring Communities Fund, and Representing Wales.
- We completed and submitted the Arts Council of Wales' Multi-year Funded Organisations Survey. This included calculating audience data from across all our projects for the 2024-25 financial year.
- All staff took part in a digital spring clean in April by deleting any unnecessary or duplicate document. This makes it easier to find the documents we need, helps to make sure we are complying with our Data Retention schedule, and reduces our emissions from cloud storage.
- Staff have been given training in using the new Beacon CRM software and how this will be implemented in specific areas of Literature Wales' work, including Tŷ Newydd bookings and application processes for our Writer Development programmes.
- Several staff members had their 'work birthdays' this quarter, from Nicola celebrating her first year with the company to Miriam Williams celebrating her ninth year at Literature Wales.
- Our Annual Report and Financial Statements for 2024-25 have been drafted, reviewed and audited. This faster timescale will allow us to translate and share the report with the board during the Q2 meeting.
- A new system for administering staff payslips in-house has been introduced this quarter, making our systems more efficient and reducing costs.
- Members of staff (and the board) have continued to hold monthly book club meetings to discuss books by writers from Wales. This quarter included discussions of *A Room Above a Shop* by Anthony Shapland (a previous Representing Wales and Hay Writers at Work recipient) and *Earthly Creatures* by Stevie Davies (Short Listed for Wales Book of the Year 2025 in the Fiction category).
- 17-year-old Robin spent a week at Tŷ Newydd on work experience and wrote a [comprehensive blogpost](#) about his experiences.

Our Place in the Sector

There's something about the dawning of a new financial year that means a lot of friends across the sector have time, energy, and sometimes money to reach out and plan new initiatives. It's also a busy time for conferences which are great opportunities for the LW team to get out and about. Leusa, Bran and Claire have started new monthly meetings to make sure our stakeholder engagement work is strategic and actions are shared appropriately.

We've been out **seeing work, supporting partners, and bringing inspiration home**. For example, Claire benefitted hugely from a trip to Cuirt Festival in Galway, thanks to Welsh Government. As well as getting to know Irish writers, publishers and journals, we learnt lots about *why* Irish literature is gaining the worldwide attention that we think Welsh literature deserves too. Coming out of this, there is a plan to hold a Wales/Irish day long festival at Wales Week Ireland in partnership with the festival.

There's always so much going on in Spring, and this year we made effort to build our relationship with Swansea Uni/Dylan Thomas prize through visiting their DylanED programme alongside the awards. This was great inspiration for how writers can work in school settings over longer periods but also has built relationships with key people in Swansea literary scene. And of course, several of the team visited Hay – visiting events like their school's programme and partnership work with National Trust, alongside the events we were involved in.

An important part of our work is **convening partners and making links to create great work**. Obviously this quarter saw the Llif project, which has stimulated interesting discussion on future working for the EUNIC partners, including British Council. We will also be working with them to have a Ukrainian writer in residency for October at Tŷ Newydd. Collaborations with Ireland are also coalescing, including the Stinging Fly summer school in Tŷ Newydd. We also held a joint event at the London Welsh Centre, supported by Welsh Government and Irish Government discussing literary collaboration between Wales and Ireland with Ifor ap Glyn and Aine Ni Ghlinn.

Finally, we've been out and about **sharing** what we do. We've been part of talks and panel discussions for the Writers Guild of Great Britain, Society of Authors, UK Soft Power council and Aberystwyth's Translation conference.

It's been a busy 3 months...!

Our Priorities Highlight: Wales' Literary Culture

Wales' literary culture is a huge economic and social asset, and one that allows us to take Wales to the world. This quarter we are pleased to share a selection of projects which has allowed us to provide platforms for our writers which promotes the rich and diverse literary sector in Wales.

Writers at Work, in partnership with the Hay Festival and Folding Rock.

For ten days in May/June, ten writers attended a packed programme of masterclasses, talks and workshops as part of the 2025 Hay Festival Writers at Work. Its aim to offer professional development supporting each writer to reach the next level of their writing career. Suzie Miller, Natalie Haynes, Rachel Joyce, Tom Bullough and Curtis Brown agent Cathryn Summerhayes were among the speakers who offered their time and expertise to the group. Throughout the week [Folding Rock interviewed and platformed](#) each Writer at Work on their website and many writers went on to write blogs for the Hay Festival website. Below is an excerpt from Jade E Bradford's blog:

"It's spring, 2025. I've finished writing my short story collection, finally. Gosia's memoir is available for pre-order. We're both announced as Writers at Work and it feels like the right time...I meet authors whose work has shaped the essence of who I am. Everyone asks how Writers at Work is. I say I am having the time of my life. I mean it. I keep a notebook for writing and a notebook for thoughts, I move from events to workshops and back again, trying to breathe in all of Hay Festival's energy. It's the first time I've truly ever understood what it is to be a kid in a candy store. I am living inside literature."



The 2025 Writers at Work.
Photo credit: Sam Hardwick



Image shows 14 writers who took part in in LLIF/EUNIC residency.

LLIF / EUNIC

In May we had the privilege to bring together 14 writers from various countries to discuss themes of the climate crisis, ecology, nature and society through the lens of minority languages. Using Tŷ Newydd as their base, they went on field trips to Ynys Enlli, heard from local bardd Twm Morys, visited Capel y Beirdd and learnt about climate focused projects in Wales such as the National Trust's Natur am Byth. Many creative conversations took place in the communal dining space as they listened and reflected on the differences and similarities of our relationships with the world. [See the impact of this residency by watching this short film.](#) We're grateful to all the funders and partners who have made this retreat possible: EUNIC London, Welsh Government, Wales Arts International through Arts Council Wales, British Council, Literature Across Frontiers, and Hay Festival.

Our Priorities Highlight: Wales' Literary Culture

Sarah McCreadie, Cymru EWRO 2025 poet

Literature Wales and the Football Association of Wales have a long-standing partnership. In October 2024, we were pleased to support Cymru, who had reached the UEFA Women's EURO play-offs for the first time, with [over 400+ poems from children across Wales](#). Sarah McCreadie, [acclaimed poet and spoken word artist was commissioned in June](#) to praise and document Cymru's efforts in the UEFA Women's Euro 2025 tournament in Switzerland.

On Thursday 19 June, Sarah scaled Yr Wyddfa for the Cymru squad announcement. Sarah is tasked with writing an impressive 15 poems until the end of the group stages. As a Welsh learner who weaves y Gymraeg into her poems, Sarah has been working with Marged Tudur to translate some of her long-form pieces into Welsh. Below is an excerpt from her first commissioned poem '[Rydyn ni yma / We are here](#)'. All of Sarah's poems will be shared on our [social media](#), [website](#) and [newsletter](#).



Poet in Residence, Sarah McCreadie with two of the Cymru 2025 squad. Photo credit: FA Wales



Poet in Residence, Sarah McCreadie on top of Yr Wyddfa. Photo credit: FA Wales

Fire and waves
and football
forged
this mountain peak

Y daith did not begin with four Cymru goals
it began when these menywod hanesyddol were
girls in baggy kits
who dared kick a ball for the first time

and it began with our first steps of 1973
and it began with the rebel girls of P.E.

*To the child she was
Rhiannon says believe*

Sustainability: highlights and updates

Quarter 1 Progress

In April we asked all staff to take part in an afternoon of digital cleaning to reduce the amount of cloud storage we use and its related emissions (from the electricity usage and cooling of servers). To reduce our data usage, detailed instructions and a system for dividing responsibility for SharePoint channels were shared with all staff. Follow-up sessions will be arranged for Q2 to complete this work where staff were not able to complete this work during the initial sessions. We will also arrange an equivalent session focusing on emails during Q3.

Quarter 1 Missed Targets

This quarter we were able to begin monitoring our emissions for the 2024-25 year. Unfortunately, several targets around travel and transport were not met, as mileage and related emissions continued to rise.

For the first time, staff mileage for the last financial year (an estimated 13,924 miles) was higher than it was pre-pandemic (an estimated 13,578 miles in 2019-20). Additionally, writer travel increased significantly in 2024-25, with an estimated 16,126 miles claimed for delivering Literature Wales activity. This is an increase of 46% compared to 2023-24 (an estimated 11,076 miles), although it is slightly less than mileage claimed in 2022-23 (estimated as 16,477 miles).

To reduce these emissions for the current financial year, Sustainability Officers have reviewed travel by cost centre and identified actions related to the projects and operational work that is contributing the most towards this mileage.

Arts Council Wales 25/26 Targets: Creativity

Outcomes:

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

Targets for 31 March 2026	Progress this quarter	On track?
8 New commissioned works from the National Poet, published and/or performed.	On track: 1 is completed (Menywod Cronig), two more in the pipeline (Techniquet and Centre for Islamic Studies) plus one direct from Literature Wales about coffee import/export in Cardiff.	
15 new poems created by women with lived experience of chronic illness and disability as part of the Unwell Women programme.	14 original poems written, and submitted for the anthology. 1 poet unfortunately pulled out of project. But all 14 poems will also be adapted into either English, or Welsh – with the anthology featuring 28 poems. Anthology will be published in Q4.	
New visual artwork poem created in collaboration between Anni Llyn, a local visual artist, and community group members on Pen Llŷn, responding to the theme of Erosion and Sarn y Plas.	On track: Underway – artist commissioned and programme on track	
75 Writers from under-represented backgrounds are engaged in intensive writer development programmes (such as Representing Wales or TN Strategic courses).	On track: 43 engaged so far this year, with many more due during the Strategic Courses this winter.	
3 Case studies of writers from under-represented backgrounds, who have benefitted from LW programmes published and celebrated and 'ripples page created for website.	On track: Anthony Shapland approached and a video case study is planned for the end of summer. Two more writers to be decided on by autumn 25 with a view of publishing case studies in September, November, February	

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Targets for 31 March 2026	Progress this quarter	On track?
8 Writers from under-represented backgrounds who have taken part in LW writer development programmes, to be booked as tutors or guest readers for Tŷ Newydd courses (in person or virtual).	On track: Programming currently underway and this is a decision making factor.	
Writing Well facilitators supported to plan and deliver creative projects for health and well-being in their chosen communities. Cohort of 6 under-represented writer facilitators receive personalised support to develop a supported programme with a suitable community of their choice by December 2025.	On track: Currently delivering training, then projects will be developed over the summer, and delivered in the autumn	
10 writers who took part in Reinventing the protagonist 24/25 report positively on confidence and creative skills 9-months following their course (Nov 2024). A further 8 writers who are Disabled and/or Deaf will be recruited for cohort 3, and a suitable programme designed for a residential course at Tŷ Newydd.	On track: 9-month feedback to be sent out shortly, and recruitment to take place in Q3.	
14 Writers taking part in Speak Back (Emerging Writers course) in March 2025 report back 6 months later that they have achieved personal creative goals as a result of the course. For example, performing at prestigious spoken word event, or winning slams.	On track: Action not due until September	

Arts Council Wales 25/26 Targets: Equalities & Engagement

Outcomes:

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

Targets for 31 March 2026	Progress this quarter	On track?
Staff report increased confidence and awareness in making projects accessible and inclusive and utilise staff and creative meetings to share expertise and learning. Over 50% strongly agreeing.	No progress yet: Staff survey due in Q3	
Staff report increased understanding and confidence of working sensitively with disabled and D/deaf writers through developing and delivering a course at Tŷ Newydd specifically for this community. 100% of staff working on Reinventing the Protagonist report increased understanding and confidence.	No progress yet: Retreat in planning and will be measured in staff survey later this year.	
Comms Team to share guidance with staff on identifying target audiences and any barriers they may face in engaging with our opportunities and services. Guidance shared by June 2025 and staff report increased knowledge and confidence in annual staff survey.	Delayed: Mainly due to EUROS project (confirmed late) this has been pushed back but there are plans to share over the summer.	
175 community events are funded through Inspiring Communities Fund, and two case studies from event organisers detailing how to reach new audiences are shared.	On track: 91 sessions supported April - June 2025. Case studies will be delivered in Q2.	
40 Participants with lived experience of disability and/or chronic illness report positive well-being impacts from taking part in workshops associated with the Chronic Women project, led by Hanan Issa and Gwyneth Lewis.	On track: Workshops to take place between November 2025 and February 2026; the project partners will meet soon to discuss which groups of participants to work with within different health boards.	

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Targets for 31 March 2026	Progress this quarter	On track?
Nia Morais, Bardd Plant Cymru, will work with 30 young people who identify as LGBTQ+ to weave poetry with beach art in Swansea, Neath Port Talbot and Anglesey. This project, which celebrates the use of the Welsh language in an underrepresented community, is in association with Yr Urdd, who will commission a short film of the finished poem/art installation.	On Track: The Urdd's original plan of a joint project with LGBTQ+ young people in both Neath and Anglesey has not been realised. Instead, Nia will work with 15 young people in Neath. An additional workshop has been organised with Llyfrau Lliwgar in Cardiff and local schools. Both workshops will be completed by the end of July with the beach art scheduled to take place in August.	
£3,000 to be distributed in ICF funding to event organisers in Blaenau Gwent, Merthyr Tydfil, Flintshire & Wrexham which are identified cold spots. This will follow a targeted campaign to engage event organisers and support through application process.	Underway, but behind schedule: Initial research/scoping exercise for Wrexham LA in progress, individual event organisers and groups/organisations identified. Further research on other 3 LAs to be completed in Quarter 2. Targeted campaign to begin in Q2. No applications received from any of the target 4 local authorities in Quarter 1.	
10 schools and 1 Welsh Immersion Unit in Wrexham receives creative writing workshop before August 2025, pamphlet of their poetry published, and celebratory event takes place at the Eisteddfod itself.	On track: Workshops delivered and the pamphlet is ready to be launched at Wrexham Eisteddfod in August in a celebration featuring 20 schoolchildren performing their poems.	
5 groups in Pen Llŷn who traditionally don't engage in literary projects engaged by Anni Llŷn in Erydiad project exploring community voices and opinions on landscape, climate emergency, society and language.	Complete: Sessions held with reading group in Nefyn, also open to the customers of Yr Heliwr, Nefyn community pub; also family sessions at Plas Carmel; workshops with Year 8 Ysgol Botwnnog and sessions with new Welsh speakers in Plas Carmel and Congl Meinciau - these groups identified as groups who have not recently engaged in creative writing activity.	

Arts Council Wales 25/26 Targets: Welsh Language

Outcomes:

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

Targets for 31 March 2026	Progress this quarter	On track?
Nia Morais, Bardd Plant Cymru, to publish at least 4 poems that will speak to the children of Wales on a variety of themes. Some will be collaborations, and some created in partnership with the Bardd Plant Cymru programme partners (Yr Urdd, Llywodraeth Cymru, S4C, Cyngor Llyfrau Cymru).	On track: 2 poems completed. One currently underway to celebrate 50 th anniversary of the Tir Na Nog awards with Cyngor Llyfrau Cymru. Fourth will be complete by August.	
10 Welsh language LGBTQ+ writers who visits Tŷ Newydd as part of partnership retreat between Llyfrau Lliwgar and Literature Wales proceeds to contribute towards publication of pioneering creative work on LGBTQ+ themes.	On track: Course planning underway and call-out for writers open but course doesn't take place until the winter.	
12 young writers taking part in Cwrs Olwen report feeling more confident and inspired to start their writing careers through the medium of Welsh and having better understanding of publishing pathways.	Not yet started: Course planning underway but doesn't take place until the winter.	
The Wales Book of the Year Prize, and Welsh language winners, gaining coverage in English language media. 6 pieces of coverage focusing on Welsh language shortlist/winners.	On track: 3 pieces of coverage around the shortlist announcement and more expected to cover the ceremony/winners. Coverage was in nation.Cymru, BBC and Western Mail.	
Pencerdd scheme for emerging cyghaneddwy runs for the second time for 5 under-represented individuals. The programme focuses on Wales' literature's oldest and most unique tradition and ensures that it's utilised and evolved by new voices. 5 new cyghaneddwy whose voices and lived experiences are under-represented in cyghanedd take part in development programme, and shares learning with a community of their choice.	On track: new cohort that is under-represented as cyghaneddwy. (80% women, 60% LGBTQ+, 20% working class background, 20% from NE Wales)	

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Targets for 31 March 2026	Progress this quarter	On track?
Welsh literary culture and tradition to be celebrated through partnership with Ireland. 3 events (public events/courses) delivered which connect Irish and Welsh literary culture.	On track: 1 event delivered at London Welsh Centre (10 June) with Ifor ap Glyn and Aine Ni Ghlinn. Further events in discussion around Wales Week Dublin (March 26). Stinging Fly partnership course programmed.	
Staff who are Welsh learners report that the weekly Welsh sessions led by different members of the team who are fluent speakers have improved their confidence to use their Welsh with their role. All Welsh learners reporting increase in confidence, and be able to point to tangible way they are now using their Welsh skills in the workplace	On track: Sessions are taking place weekly but measurement to meet this target will be as part of the staff survey in Sept/Oct.	
8 writers taking part in Welsh-language lessons through our support and intervention. Continue and develop the partnership with National Centre for Learning Welsh to offer bespoke Welsh-language learning courses for writers taking part in a variety of our programmes, following on similar courses in 2023 and 2024	On track: Partnership with National Centre for Learning Welsh confirmed. An introductory session will take place in July with weekly lessons starting in September, and continuing until March 2026. 11 writers from across three programmes will be supported (8 from Representing Wales, 2 from Writing Well and 1 Writer at Work).	
Writers working in European minoritised languages will report an increased understanding about Wales and the Welsh language, following a 2-week residency at Ty Newydd in May 2025. All writers report an increased understanding in post residency evaluation, and most report desire to collaborate further with Welsh writers.	On track: post residency evaluation sent to all writers and will be returned and analysed in July. Initial verbal feedback was incredibly positive about the residency, and their understanding of Wales and the Welsh language (not only amongst the writers, but the cultural institute partners also).	

Arts Council Wales 25/26 Targets: Climate Justice

Outcomes:

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

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

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Targets for 31 March 2026	Progress this quarter	On track?
By December 2025, informal internal audit completed of LW procurement to ensure sustainability considerations are present in both large and small purchases. Audit completed and staff training session delivered	No progress yet	
Checklist for sustainability considerations shared and explained to local community event organisers. Available on website, actively shared and support offered to 8 organisations who are applying to Inspiring Communities Fund.	On track: Checklist shared on website and meeting arranged for with project team in July to identify the 8 organisations	
40% of food shopping for Tŷ Newydd purchased from local suppliers.	Not on Track: Analysis of Q1 receipts says only 25% purchased from local suppliers. Venue manager supporting Hospitality Co-Ordinator to improve. Actions for Q2 include; asking local milk deliverer to include on rounds, coffee change from Lavazza to Poblado and enquiring with the deli in Cricieth to look at cost implications of sourcing more from there.	
Gas reduction plan created by August 2025, and presented to staff in Q3, with TN Manager reporting on practical steps taken to reduce consumption by March 2026.	On track: Time set aside with relevant staff to complete plan in August 25	

Arts Council Wales 25/26 Targets: Develop Talent

Targets for 31 March 2026	Progress this quarter	On track?
Publish Writer Fee guidelines, and fair employment guidelines update in June 2025. Measure 25/26 fees against guidelines. Spread awareness of the guidance through conversations directly with writers and support them to advocate for fair fees. Update to be published in June 2025. 30 writers to benefit from dedicated conversation about writer fees and how to advocate for themselves.	Delayed but on track. Updated writer fees (for 26/27) will be published by autumn to allow for 262/7 budgeting. Ongoing system to identify fee anomalies is underway. Only 2 anomalies in Q1 – 1 explained by writer invoicing for £10 less than owed, and one involving a deal where a stay at Nant cottage was part of the agreement. All staff reminded to have dedicated conversations and system in Support Log set up to monitor this.	
2 tangible actions taken following the Culture Change programme.	Complete. Internal promotion has taken place, and new entry level role specifically for someone from under-represented background in arts administration has been hired.	
At least 175 freelance writers directly offered paid professional opportunities to tutor, mentor, train or perform for LW programmes.	On track: 61 unique writers have been paid for their services in Q1	
Representing Wales participants, who aspire to, go on to publish work within three years of taking part in the programme. 40% of Representing Wales participants published within 3 years as standalone volume.	On track. Many writers are preparing to go out for submission. Some highlights for this quarter include: Anthony Shapland's book <i>A Room Above a Shop</i> to be translated into Welsh by Writer at Work Esyllt Angharad Lewis and published later in the year (<i>Lan Star</i>). Natasha Gauthier won the Poetry Wales Award, with Natasha Borton winning 2nd place (both RW4) and Steffan Wilson-Jones of RW5 named as 1 of 3 winners for Sebra's short story competition. His work will be published in an anthology later in the year. Two writers (RW2 & RW3) have secured publishing contracts for their debuts (yet to be publicly announced).	
300 attendances at Public Writer Development Programme sessions developed and delivered virtually, focusing on inspiring writers and explaining publishing pathways. Sessions available to all (open to the public) but specifically marketed to unsuccessful applicants for our writer development opportunities.	On track: Programming underway	

Arts Council Wales 25/26 Targets: Develop Talent

Outcomes:

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

Targets for 31 March 2026	Progress this quarter	On track?
5 emerging cynganeddwr paired with an athro barddol (mentor) for the year long programme by July 2025.	Complete: All 5 emerging cynganeddwr paired with an Athro Barddol ready for the year-long development process: Nanw Maelor – Eurig Salisbury ; Megan Jones – Osian Rhys Jones ; Mared Fflur – Mererid Hopwood ; Llio Maddocks – Rhys Iorwerth; Breninig Davies – Gruffudd Eifion Owen	
The National Poet, and her work, is platformed at 6 high-profile events, such as official launch of Erddig Memorial Woodland, and Wales/Ireland collaboration at Irish Embassy in June.	On track: Techniquet 40th anniversary commission performed at event in Q2 Centre for the Study of Islam in the UK commission to be celebrated in September; Chronic Women commission to feature in high-profile event in Q4; and further plans being developed.	
Securing 40 pieces of press & media coverage (print, online & broadcast) celebrating the Wales Book of the Year 2025 shortlisted and winning writers.	On track: Count at end of June is 24 pieces of coverage and many more expected around ceremony.	
160 Writers are supported through the Inspiring Communities Fund, to work in communities across Wales	On track: 53 individual writers funded April - June 2025	

Arts Council Wales 25/26 Targets: Transform

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

Targets for 31 March 2026	Progress this quarter	On track?
At least 3 events as part of our writer development programmes that feature representatives of BCW and book/magazine publishers demystifying the process for emerging writers.	On track: Programming currently taking place.	
By March 2025, lead 5 meetings to discuss sector issues with literature partners across Wales.	On track: One formal meeting taken place, leading National Companies discussion with ACW on strategy. Others have taken place informally, alongside partnership delivery (such as British Council, Books Council, Literature Across Frontiers) but more formal discussions to take place alongside strategy review in the autumn.	
Complete work with literary organisation to map the sector, which can be shared on each other's websites and used to train staff. Framework completed by orgs by Jun 25, and internal training session to take place by Aug 25.	Delayed: Organisations are slow getting back with information to questionnaire (including nothing from ACW). Staff member responsible has changed tack and is focusing on verbal meetings instead.	
All line managers report feeling increased comfort/ability to deal with difficult conversations with colleagues, as a result of training. 100% on 4 or 5 in staff survey.	On track: 2 managers attending training on dealing with difficult conversations. Informal feedback has said that whilst the training was not high quality, having the time out to think about these issues has increased comfort. Staff survey will be delivered in the autumn.	
Our team of staff report they feel valued and supported by Literature Wales as an employer. Retain 100% of staff giving 5/5 or 4/5 in response to staff survey question on feeling valued and supported.	On track: Staff survey to take place in the autumn. In the meantime, there have been no instances of staff complaints of under-valuing/support.	

Arts Council Wales 25/26 Targets: Transform

Outcomes:

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

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

Learning Points: Activity and Operational

Activity	Learning Points 1 April– 30 June 2025	Future Actions / Recommendations
Recruitment	Guaranteed interview scheme meant we were overwhelmed when dealing with Creative Support role	As an entry level role, we were keen to make the ‘suitability for the role’ requirements as broad as possible to encourage applications from those that may have less direct experience or taken different routes to come to this role. In future, particularly when recruiting for non-Welsh essential entry level roles, we will be more specific on ‘suitability for the role’. For example, in this role, we should have stipulated a knowledge of Welsh literature scene rather than ‘an interest in literature’. In addition, we had many applicants based outside of Wales. Whilst we don’t want to 100% rule out an employee currently living outside of Wales, we will be clearer with our stipulation on regular office attendance.
Partnerships	Issues with partner ways of working/plans changing in worst case leading to reduced impact and inability to deliver funding targets	We’ve had a couple of instances where partners have changed plans, which has led to us not reaching the desired community, or large enough numbers for our programmes. An all-staff reminder session on our Partnership Checklist will be delivered in August 2025, which includes expectation setting and contracting. As with artist contracts, all partnership agreements will be steered through Claire to ensure consistency and senior oversight.
Pilot Projects, e.g. Regional Writing Squads	Pilot projects should produce useful evaluation to feed into the next development stage	Better planning and evaluation frameworks are needed before pilot projects are started, so that every staff member involved knows that we should learn as much as possible from running these projects.