

Arts Council of Wales Lottery Distribution Account 2023-24

ARTS COUNCIL OF WALES LOTTERY DISTRIBUTION

Report and Financial Statements for the year ended 31 March 2024

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etc. Act 1993 (as amended by the National Lottery Act 1998)

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What we do...

The Arts Council of Wales is the country's official public body for funding and developing the arts.

Established by Royal Charter on 30 March 1994, we exist to support and develop the arts in Wales for the benefit of people throughout Wales, and to support Welsh arts internationally.

We are also a Welsh Government Sponsored Body (WGSB), a National Lottery Distributor, and a registered charity (number 1034245).

Our [Royal Charter](#) sets out our objectives.

They are to:

- develop and improve the knowledge, understanding and practice of the arts;
- increase the accessibility of the arts to the public;
- work through the Welsh and English languages; and,
- work with other public bodies in Wales, and with the other Arts Councils in the UK, to achieve these aims.

A copy of our Royal Charter can be found on our [website](#).

Chair's foreword

It brings me immense pleasure to present the Report and Financial Statements of the Arts Council of Wales. This year has been marked by our Investment Review, vibrant cultural events, and strategic funding that have not only enriched our artistic landscape but also propelled our vision of a flourishing arts sector in Wales.

Throughout the year, the Arts Council of Wales remained steadfast in its commitment to fostering creativity, diversity, and accessibility in the arts. From supporting groundbreaking exhibitions and performances to nurturing emerging talents, our endeavours have continued to inspire and engage audiences across communities in Wales.

Key events such as the National Eisteddfod, the Welsh Language Music Day, and Celtic Connections, and our ongoing programmes in Arts and Health and Creative Learning have showcased the depth and diversity of Welsh arts and culture on both national and international platforms. These moments of celebration serve as a testament to the vitality and resilience of our creative ecosystem.

Our work internationally has also continued to thrive, serving as a beacon of Welsh creativity on the global stage. From collaborative projects to cultural exchanges such as Wales in France, we have forged meaningful partnerships that transcend borders, showcasing the richness and diversity of Welsh arts to audiences around the world. These experiences not only amplify our collective voice but also foster cross-cultural understanding and appreciation. There are challenges of course, not least in Europe as we handle the implications of the UK's new relationship post-Brexit, but we will continue to navigate this challenging environment and we will continue to advocate for legislative change to allow the voices of Wales to be heard across Europe and the world and for the world to come to Wales. All of this within the principles of sustainability and our responsibilities for climate justice.

In parallel, our Investment Review encapsulates our strategic initiatives aimed at sustaining and strengthening the arts infrastructure in Wales. Through targeted funding programs, capacity-building initiatives, and partnerships with cultural organisations, we have endeavoured to empower artists, enhance access to the arts, and foster innovation and excellence.

As we look to the future, and navigate the complexities of the current landscape we recognise the real challenge of cuts to our funding going forward, and what that may mean for the sector.

The Council remains dedicated to its mission of championing the arts and cultural heritage of Wales. We recognise the transformative power of the arts in enriching lives, stimulating economies, and building cohesive communities, and we are committed to ensuring that these benefits reach every corner of our nation.

I extend my heartfelt gratitude to all our partners, stakeholders, and supporters who have played a vital role in shaping our achievements this year. Together, we have laid a strong foundation for the future, one that is rooted in creativity, inclusivity, and sustainability.

Thank you for your continued trust and collaboration as we journey forward, guided by our shared passion for the arts and the belief in their enduring impact on society.

Warm regards,

Maggie Russell
Chair

Performance Report and Operational Review

<p>2023/24</p> <p>19,876</p> <p>arts events were run by our portfolio of funded organisations, generating attendances of</p> <p>3,703,702</p>	<p>2023/24</p> <p>84,018</p> <p>participatory sessions were run by our portfolio of funded organisations, resulting in attendances of</p> <p>779,761</p>	<p>2023/24</p> <p>13,139</p> <p>participatory sessions were run by our portfolio of funded organisations in Welsh, resulting in attendances of</p> <p>84,999</p>	<p>2023/24</p> <p>13,473</p> <p>participatory sessions run by our portfolio of funded organisations were targeted at people in the protected characteristics group</p>
<p>2022/23</p> <p>17,579</p> <p>arts events were run by our portfolio of funded organisations, generating attendances of</p> <p>3,538,469</p>	<p>2022/23</p> <p>69,704</p> <p>participatory sessions were run by our portfolio of funded organisations, resulting in attendances of</p> <p>635,636</p>	<p>2022/23</p> <p>11,342</p> <p>participatory sessions were run by our portfolio of funded organisations in Welsh, resulting in attendances of</p> <p>76,854</p>	<p>2022/23</p> <p>12,735</p> <p>participatory sessions run by our portfolio of funded organisations were targeted at people in the protected characteristics group</p>

Chief Executive

As I reflect on my 18 months in post, I am filled with both pride and gratitude for the unwavering support and dedication shown by all those involved in the arts community across Wales. My warmest thanks also to the hard work and commitment of our staff at the Arts Council of Wales who have worked tirelessly in what has been an ever changing world as we continue to fund and support the arts ecology of Wales. Our annual report serves not only as a testament to the achievements of the past year but also as a blueprint for our continued commitment to fostering artistic excellence and cultural vibrancy throughout our nation.

Despite the challenges presented by a standstill budget for 2023/24, we have remained steadfast in our support of the arts, recognising its transformative power to enrich lives and communities. Through targeted investments, we have endeavoured to nurture emerging talent, sustain established institutions, and promote inclusivity within our cultural landscape.

Our work in Arts and Health and Creative Learning is world leading and a model of good practice and it's a credit to all involved, both internally and in the sector. So much so that other nations are getting in touch to learn more about our innovative work in health and education. This isn't the first time for Wales to lead and others to follow, as our Hynt scheme, that ensures access to carers and those with specific access requirements, that's been in existence for 10 years, is the template model for a new scheme across the UK called All In.

2023/24 saw us undertake our Investment Review, increasing the number of organisations in which we'll invest on a multiyear basis from 67 to 81. There is an increase in global majority led organisations being supported, more activity in the Welsh language and a more diverse cohort in theatre – but there is more work to be done. We are now proactively identifying where there are gaps in investment, whether it be art form, geography or language, and making strategic interventions. This was a huge undertaking for both the sector and for the staff at the Arts Council of Wales and I'd like to thank all involved for their hard work and professionalism.

Alongside the Investment Review we continued to support the development of the arts in Wales with our lottery funding with project grants for both freelance artists and organisations. 90% of the funding we receive is distributed throughout Wales to make a difference, from smaller community projects of quality to projects of high ambition. Creative Steps, our fund that specifically targets artists or creative practitioners who identify as ethnically or culturally diverse, Deaf or disabled has been an undoubted success, as has Llais y Lle the scheme that targets Welsh language community activity and develops freelance practitioners and community groups to use the language creatively.

More venues across Wales are now in receipt of multiyear funding agreements and they play a hugely important role for the communities they serve. The cost-of-living crisis has been challenging for all throughout this period, but venues have been particularly affected with the gradual return of audiences post-Covid being a slow process and their costs increasing. But there are some positive signs on audience return and we will continue to work with venues as they navigate the way ahead.

At the heart of our mission lies a deep-seated belief in the intrinsic value of the arts to Wales and for all the communities of the nation. Beyond their economic impact, which is significant, the arts embody our identity, heritage, and aspirations as a nation. They serve as a catalyst for social cohesion, innovation, and personal expression, transcending barriers and inspiring imagination. We will continue to strive for the right of every community in Wales, regardless of ethnicity, language or social group, to have access to arts of quality that are relevant and affordable, and we will advocate for increased funding for the arts wherever possible to help ensure that we can reach our goals for the people of Wales.

Now more than ever, as we navigate a rapidly changing world, the arts play a pivotal role in shaping our collective narrative and fostering resilience in the face of adversity.

Yn gynnes,

Dafydd Rhys
Chief Executive

Our 10-year strategy

Our vision

The arts is part of the daily lives of the people of Wales, connecting us to each other, integral to our wellbeing, and inspiring us for generations to come.

Our mission

The role of the Arts Council of Wales is to create an environment where the knowledge, understanding and practice of the arts can flourish and where everybody in Wales can engage with the arts. Our aspiration is a Wales of ambition and fairness where the most exciting arts are created; arts that are integral to the health and wellbeing of the nation, relevant to all communities and where opportunities exist for the voices of Wales to inspire the World.

Our approach

Our Strategy is a framework – it is not intended to be a single publication that remains, untouched, in its current form throughout its term. The last few years have demonstrated how change, often unpredicted, forms a significant part of our lives and how we must adapt and reprioritise in response. Our Strategy is intended to do just that, to be flexible and responsive to the changes - planned and unplanned - we will inevitably experience. For this reason we have identified both immediate commitments and those we will seek to build over the longer term, at a time when necessary foundations have been laid and they will provide the greatest contribution. Our Strategy will be reviewed at regular intervals throughout its term, the impact of progress will be reported and evaluated and key tasks reprioritised to ensure our direction of travel remains truly effective and appropriate to the successful delivery of our goals, and achievement of our mission is evident.

Our principles

Our Strategy sets out Council's priorities for the next ten years, securing and developing Wales' cultural value now, and for future generations. It's been shaped by the six principles developed during our Investment Review consultation which are also our published Well-being Objectives: **creativity, equality and engagement, Welsh language, climate justice, develop talent, transform**. The Well-being of Future Generations Act underpins the principles which also align with the Welsh Government's Programme for Government.

Although we describe each one separately, all six principles are linked through our work and the activities we support.

Using these six principles we will celebrate, develop, and support the future of the arts in Wales, instilling equity, diversity, inclusion, social justice and sustainability at the heart of our work. They will guide us and help us tell the story of how the arts can make a difference.



Creativity

Art has the power to connect and help us understand each other and the world around us. It challenges our thinking and sparks our imagination. It brings joy and hope to audiences and participants.

Creativity is in everything and everyone we support. We want to see a wide variety of creative forms and practices, developed with audiences and communities in mind, encouraging artistic innovation of the highest quality.



Equality and engagement

Everyone has the right to enjoy and take part in our culture, language, landscape, and art. Arts and culture in Wales should reflect the lives of everyone – they belong to us all.

We will seek to remove the barriers and challenges faced in experiencing the arts. We will ensure that people from diverse communities are fully represented in the workforce, as leaders, decision makers, creators, visitors, participants and audience members.



Welsh language

Our aim is for Welsh language and culture to be at the centre of creativity; it belongs to everyone. It offers creative celebration and inspires connection between communities.

We will encourage and share creative opportunities that contribute to growth in the use and ownership of the Welsh language. We will support the arts sector to place the Welsh language at the centre of creativity by asking what is needed, listening and learning from each other. We will work together to increase the availability of Welsh language services and creative opportunities.



Climate justice

We are committed to championing the important role of the arts in transforming our society and economy to tackle the climate and nature emergencies.

At the heart of our approach is a recognition that climate change is about more than the environmental repercussions - it is about social justice and inequality.

We will support the arts sector to develop creativity that inspires people to take action for climate justice, and work towards an environmentally sustainable and globally responsible arts sector grounded in social justice.



Develop talent

We will create an environment to help artists thrive.

We need to ensure there are pathways that allow people from all backgrounds to develop sustainable creative careers, skills, and leadership.

Working collaboratively, we will ensure that the opportunities available for artists are distributed fairly, provide fair work and improve outcomes for the people of Wales, now and in the future.



Transform

We will seize new opportunities and be agile and confident enough to respond in a positive way to all the changes happening around us.

We will take risks, build resilience and be responsive to change, whilst remaining relevant to the people and communities of Wales. We want to find the best opportunities for the arts, and to learn from what's happened in the past and share what works best.

Our goals

- **Develop** - Develop and improve the knowledge, understanding and sustainable practice of the arts.
- **Connect** - Making connections to improve the opportunity for the people of Wales to experience and enjoy the arts.
- **Promote** - Collaborating with partners to promote a Wales of vibrant culture and thriving Welsh Language.

These goals derive from our Royal Charter, the Wellbeing of the Future Generations Act and the long-term vision for the arts. Through them we have identified key tasks that will provide support for the arts sector, now and for the future, capturing the legacy of work and its longer-term impact.

Welsh Government

The priorities of the Welsh Government set the overall context for our work. The Welsh Government's expectations of us are set out in our Remit Letter which spans the five year period of Government 2021-2026. Our shared goals are:

- decarbonisation
- addressing all inequality and achieving an anti-racist Wales
- improving access and participation for all
- promoting health and well-being
- creating opportunities for young people
- projecting a powerful and positive image of Wales to the world

As a Welsh Government Sponsored Body, we operate within a complex network of public policies, strategies and legislation. The most important of these is the Welsh Government's Well-being of Future Generations legislation. Well-being and sustainability are fundamental to our work. Our activities address all seven of the well-being goals:

- a prosperous Wales

- a resilient Wales
- a healthier Wales
- a more equal Wales
- a Wales of more cohesive communities
- a Wales of vibrant culture and thriving Welsh Language
- a globally responsible Wales

We also adopt, in our planning and in the delivery of our work, the legislation's five ways of working:

- long-term
- prevention
- integration
- collaboration
- involvement

Public benefit

At the Arts Council of Wales, our mission is deeply rooted in the belief that the arts have the power to enrich lives, inspire creativity, and strengthen communities. We are committed to ensuring that the arts are accessible, inclusive, and contribute to the well-being and prosperity of all people in Wales.

As stewards of public funds, we recognise our responsibility to deliver tangible and meaningful benefits to the public. We believe that the arts play a fundamental role in enhancing the quality of life for individuals, fostering social cohesion, and driving economic growth.

In setting our objectives, and in the planning of our work, Council members have given serious consideration to the Charity Commission's general guidance on public benefit. Public benefit is at the centre of all aspects of our work. This commitment is strengthened by the Welsh Government's Well-being of Future Generations legislation.

As a Welsh Government Sponsored Body (WGSB) we allocate taxpayers' money for the benefit of the Welsh public.

The funding that we distribute has a number of public purposes:

- it helps to make sure that Welsh audiences can enjoy and take part in high quality arts activities
- it enables investment in the commissioning, production and exhibition of the arts, helping to sustain the careers of creative professionals in Wales
- it makes the arts more affordable, bringing them within reach of more people
- it encourages innovation and risk-taking, raising the quality and diversity of the arts made and promoted in Wales
- it furthers the cultural, social and economic priorities in the Programme for Government

Public funding also helps to address 'gaps' in the market by investing in those activities that the commercial sector either won't, or isn't able to, support. In all aspects, our funding is intended to encourage the best of the arts and to enable as many people as possible to enjoy and take part in these activities.

We undertake detailed research each year to assess the extent to which we're achieving these goals. In the pages that follow, we set out the key highlights of our work during 2023/24 and the public benefit that these activities deliver.

Creative learning through the arts

Creative learning through the arts: an action plan for Wales was launched in 2015 as an initial five-year programme. The first phase transformed the learning experiences of learners across Wales by placing the arts and creativity at the heart of education. This ground-breaking programme has supported and continues to support schools in developing new approaches to curriculum design, supports teachers in exploring innovative approaches to teaching and supports learners to grow as independent, creative learners, who are more engaged, more confident, and higher achievers.

Now in its third phase, the jointly funded programme will run until 2025. The programme continues to focus on developing creativity and creative approaches to teaching and learning across the curriculum by providing opportunities to enhance the Expressive Arts Area of Learning and Experience.

It is aligned to the delivery of the Programme for Government 2021-2026, providing opportunities for our most vulnerable young people to achieve their potential in learning and, through our curriculum enrichment offer, provides cultural experiences to all young people throughout Wales.

Developing creativity remains the key focus of the programme, using the arts as the creative intervention and bringing the skills and experience of creative practitioners into the learning environment to work in partnership with teachers and learners. The current programme includes:

- **Lead Creative Schools Scheme** A two-step intervention that supports schools to develop their practice whilst exploring the Creative Habits of Mind and the High Functioning learning space in line with the four core purposes of Curriculum for Wales; developing ambitious, capable and confident learners, who are also enterprising, creative contributors prepared with skills for life. The scheme encourages school leaders to embed changes to pedagogy, across their setting, through the design of creative and authentic learning experiences, with the support of Creative Agents and Creative Practitioners.
- **Cynefin: culturally and ethnically diverse Wales** Schools are given the opportunity to work alongside creative professionals to explore diversity in Wales, past and present. Teachers and learners work collaboratively with creative professionals whose lived experience ensures 'authentic learning opportunities' which connect the curriculum to the real world of the learners and their communities.
- **Creative Leadership Programme** The aim of the programme is to encourage confidence in new ways of working, innovation, reflection, and resilience whilst also developing the understanding of the role of creativity in the context of the Curriculum for Wales, the four purposes and the professional standards for teaching and leadership.

- **Creative learning in the early years** Designed to complement the curriculum for funded, non-maintained nursery settings in Wales, this initiative creates inspiring opportunities for artists and early years settings to collaborate through co-constructed projects working with learners aged 3-4 years old. It supports the natural creativity and curiosity of children and inspires early years practitioners with new ideas and approaches to enable creative habits of mind in their practice, across the curriculum, and throughout their setting. This programme is delivered in partnership with Early Years Wales and is part funded by the Paul Hamlyn Foundation.
- **Go and See** offers grants of up to £1,000 and can be used to fund visits to high-quality arts events in galleries, theatres, arts centres and other venues. Events could include visits to performances and exhibitions or visits to experience arts professionals developing and creating their work.
- **Have a Go** is designed to provide learners aged 3–16 with opportunities to have a go at a one-off hands-on activity or workshop to support schools with the delivery of the Expressive Arts Area of Learning and Experience. The fund offers grants of up to £1,500 and applications can be made by state-maintained schools, pupil referral units and/or arts and cultural organisations in Wales.

Since 2015 Creative Learning Wales has:

- engaged with over **1,313** state-maintained schools (90% of schools in Wales)
- involved **799** schools in intensive creative learning enquiries through the **Lead Creative Schools Scheme**
- supported **Cynefin** projects in **95 schools**
- worked with **72** school leaders to explore creative leadership and share best practice
- supported **37** Early years settings in rounds one and two and aims to reach **70** in total
- provided **234,000** learner engagements in arts and creative learning activities
- enabled **7,701** teacher engagements in professional development and training linked to developing creative skills in the expressive arts
- seen **3,873** engagements with creative practitioners
- supported over **1,300** visits to high-quality arts and cultural events in galleries, theatres, arts centres and other venues through **Go and See**
- funded **87** opportunities for teachers and learners in our schools to work with artists and arts/cultural/heritage organisations on a range of expressive arts activity through **Have a Go**

82.0%

of children in Wales
attended an arts
event in 2023

(2022: not available)

Source:
Children's Omnibus
Survey

84.1%

of children in Wales
took part in arts
activity in 2023

(2022: not available)

Source:
Children's Omnibus
Survey

Our performance

A year of strong performance against our corporate objectives

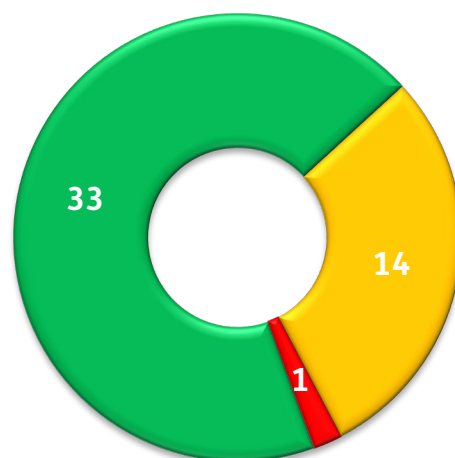
2023/24 was a transitional year following the expiry of our previous Corporate Plan 'For the Benefit of All' at the end of March 2023 and the launch of our new 10-year Strategic Framework. Our Annual Plan 2023/24 presents the key tasks mapped against our 3 goals – Develop, Connect, Promote – and the 6 principles developed during our Investment Review. These are designed to reflect aspects of the sector that need positive change, action and evaluation, and align with the 7 Wellbeing goals of the Future Generations Act.

We identified 12 key programmes of work and highlighted the key priorities and corresponding actions within each. Each programme area was mapped against our 6 published principles and the 6 priorities in the Welsh Government's Programme for Government Remit Letter.

Progress was monitored throughout the year through quarterly progress reports presented to Council and Welsh Government. We also met quarterly with officials of the Welsh Government.

We successfully delivered against 9 of the 12 key programme areas and 69% of our tasks. At the end of the year:

- 33 out of 48 tasks had been successfully completed
- 14 tasks were progressed
- 1 task, to allocate funding from new and existing sources to raise the profile of the sector through continued advocacy and financial support, could not be progressed in the current financial climate and in consideration of the in-year announcement of a 10.5% cut to our Welsh Government funding for 2024/25



The current financial crisis and the rapidly escalating costs of living we are all facing, has continued to dominate this year. We are acutely aware of the significant impact of this on the Sector, particularly as it seeks to manage its own escalating costs whilst seeking ways to increase audience and participant numbers following the impact of the recent pandemic.

2023/24 was a year in which we faced our own challenges. We progressed our key areas of activity against the backdrop of financial pressures which led to a reprofiling of our own expenditure and a programme of voluntary redundancies. A restructure at senior leadership level became effective from April 2024.

Delivering our Investment Review

- This Investment Review introduced the new approach of multiyear funding options for organisations.
- Officers assessed a record number of 139 eligible applications, based on proposals that sought to progress our 6 published principles and 5 balancing factors. Council considered these recommendations and announced its decisions and initial offers to 81 successful organisations – 23 of which were new to this type of funding arrangement - in September 2023. Following the conclusion of the Investment Review Appeal process and confirmation of our budget for 2024/25 by Welsh Government, final offers were confirmed to the organisations in February 2024, and negotiations of new Funding Agreements with each began.
- The Investment Review also identified 14 commitments that would help address existing gaps in provision of creative activities across Wales.

Developing our Strategic Framework and supporting plans

- A draft Strategic Framework was initially approved at Council in March 2023. Further activity on it was suspended pending Investment Review decisions and development of the initial draft of the Culture Strategy by Welsh Government. The updated draft Strategic Framework is being prepared for approval, following which it will be launched in 2024/25.
- The supporting Annual Plan 2023/24 reflected the format of the Framework and provided a platform for its initial monitoring and reporting.
- Additional, aligning plans focusing on Climate Justice in the Arts, Equalities, International and Welsh language, are under development.
- All our work going forward is underpinned by our 6 principles and 5 balancing factors.

Identifying ways of sustaining creative activity and developing sustainable and inclusive career paths in the arts

- **Business development** and **cost of living** strategic support was offered to more than 80 individuals and organisations.

- Following the **Investment Review** we announced several **strategic interventions** to help address existing gaps in provision of creative activities across Wales. These will be developed using Lottery funding.
- We continued to explore this area of work with colleagues in **Creative Learning** and with external partners such as **Creative Wales** and **Careers Wales**. Actions arising from the **Freelancer and Public Sector** group were considered with Creative Wales, the unions, **Local Authorities** and other partners, as were skills identified as a strategic priority in our Investment Review and in our Memorandum of Understanding with Creative Wales. We are exploring the connection of our Creative Learning work with industry facing opportunities.
- Advocacy for fair pay and continued professional development and training opportunities is a key consideration of our **Nurturing Talent** principle, support for which had to be evidenced by applicants to the Investment Review. Commitments to this will be included in the new multiyear funding agreements and are also reflected in conditions for our Lottery funded programmes.
- We sponsored two places in the **Future Generations Leadership Academy** for people who work in the arts. This is a scheme for young leaders aged 18-30, run by the Office of the Future Generations Commissioner. The participants graduated in February 2024.

Developing increased opportunities for children and young people

- We continued to work in partnership with Welsh Government and the education sector to deliver year 2 of the 3 year extension to our flagship **Creative Learning** programme, collaborating with schools as they prepared, implemented and delivered the Curriculum for Wales.
- We began to look at increased opportunities for children and young people living in areas of high deprivation who face life challenges, and ways to include their voices in our policy development. This included delivering recommendations from the **Youth Arts Report 2021/22**, liaising with **Youth Arts Network Cymru**, **National Youth Arts Wales** and other multiyear funded organisations. We also attended the **UK-wide National Lottery Children & Young People Group**.
- We contributed to **Welsh Government's Child Poverty Strategy for Wales 2023**.

Progressing our Arts and Health programme and our Memorandum of Understanding and partnership with the NHS Confederation

- We continued to strengthen our world leading reputation by hosting international visits, including a delegation from **Flanders** in March 2024. The **Future Generations Act** and policies that led to the NHS, Welsh Government and Arts Council of Wales Partnership generated much interest and learning.
- Our work with **Health Boards** continued to grow and embed, with Lottery-funded projects such as **Space to Grow** (partners include **Cardiff & Vale** and **Urban Vertical**) bringing the Health Boards closer to their communities and providing participants with vital links between services at key transition points. Programmes not only supported the wellbeing of those on the front line but

offered those taking part with first-hand learning and experience of the impact of this work which, in turn, contributed to a culture shift within Health Boards towards embracing the benefits of the Arts and Health programme.

- We secured the transfer of **Cultural Cwtsh**, our online creative hub commissioning and showcasing creative content from artists for health and care workers, to **Public Health Wales** as part of its *Hapus* programme.
- We worked with **Welsh Government** to secure a joint plan for future delivery of an arts, health and wellbeing programme.
- We continued our close working partnership with the **Baring Foundation** on a wide range of arts and health related issues, particularly in relation to **Arts and Mental Health**. We focused on completing the second year of our **Arts and Minds** programme with the Health Boards. Each Health Board has continued to deliver work in partnership with their chosen Mental Health Service. Much of this work was shared at **Wales Arts Health & Wellbeing Network's** arts, health and wellbeing conference, *Weave*, in October 2023. We are having positive conversations with the Baring Foundation and the Health Boards to scope out the parameters for a further 3 years of funding for this work.

Developing an approach to arts and culture that actively promotes equality and widens our engagement with individuals and communities across Wales in deciding what counts as culture, where it happens and who makes and experiences it

- The needs and wishes of audiences and participants were key to our Investment Review decisions. We want our funding to support creativity that seizes new opportunities and takes risks, being resilient and responsive to change, while remaining relevant to the people and communities of Wales. We will support organisations that can demonstrate a commitment to giving marginalised communities in Wales a platform.
- Our lottery programme **Llais y Lle** placed 9 creative individuals in 9 different communities across Wales to work collaboratively and creatively to increase the use and ownership of the Welsh language. An assessment and report of the finding will be created in June 2024. 17 individuals received funding during the second year of implementation.
- Many of our **Arts, Health and Wellbeing** projects are benefitting under-represented and marginalised groups, including those recovering from addiction; NHS staff at risk of suicide; young people with disordered eating and high anxiety; new parents with mental health problems; older isolated adults, as well as people living with Parkinson's and dementia.
- In partnership with **Amgueddfa Cymru** we progressed several actions in our **Widening Engagement Action Plan**, including delivery of identified areas of training for staff.
- We progressed our **Creative Steps** and **Hynt** schemes, including a recent evaluation and impact report for Hynt as it celebrates its 10th year and forms the basis for the development and launch of a UK wide access card scheme, 'All In'.

- We launched **Perspective(s)**, a unique 2-year funding programme for the visual arts and heritage sector in Wales to develop narratives and ways of working that provide a balanced, authentic and decolonised history of Wales and a reflection of Wales today.

Progressing our commitment to promote the use of the Welsh language in the arts

- We developed a draft **Welsh Language plan** for launch in 2024/25. This was informed by a series of open discussions and individual meetings with organisations and key individuals; by the **Welsh Language Consortium's** investigative work; the findings of key areas identified by our Welsh Language Enabler, and by previously published reports. An assessment of Llais y Lle's first year of implementation will also inform the plan.
- **Synhwyro'r Iaith**, our online practical resource to help put the Welsh language at the centre of creativity, is growing and feeding into the **Creative Learning** programme.
- We worked with **Cyfieithwyr Cymru** and the **Welsh Art Consortium** to investigate possible translating identity/creative translation techniques and needs. **Cymraeg yn y Canol** has fed into the creation of the Welsh Language plan and the ongoing requirements and support for organisations through the Investment Review requirements, including **Cynnig Cymraeg** and supporting individuals to learn Welsh.

Raising the profile of the arts sector in Wales and internationally.

- Our **Gwrando (Listening) Fund**, for artists in Wales to listen to indigenous languages and practice across the world, included an in-person workshop with digital input from international artists such as Taloi Havini, winner of Artes Mundi, capturing artist learning across the programme.
- **#pethaubychain**, a curated digital campaign for St David's Day, highlighted artists and work from Wales and focused on wellbeing. We also supported Welsh Government overseas offices to celebrate St David's Day by programming in-person and digital artistic content such as **Vri** in India; **Qwerin** in Brussels, and events in London.
- We scoped work with the Welsh Government and **British Council** for **Welsh Government Year of Wales in India** to inform the arts programme for the year and participation in the **India Stakeholder group**. Activity for the launch included **Vri** performances across India, and workshops and readings by **Bardd Plant Cymru** and **Nia Morais**, at **Kolkata Book Fair**.
- **Magnetic 2**, was the second edition in the **UK-France initiative**, with Welsh artist **Tom Cardew** undertaking their residency at **Frac Bretagne** in **Rennes/Brittany** and French artist **Maxime Voidy** at **Aberystwyth Arts Centre**. Funding for **Magnetic 3** was agreed by all partners and communications plans have been put in place.
- Following the successful research visit to **Brittany** in October 2023 by members of **Visual Arts Group Wales**, a reciprocal visit by partners in Brittany was made to Wales in February 2024. This provided an opportunity to meet Welsh artists and curators, to visit a selection of Welsh galleries, and to see the **AM10** exhibitions.

Discussions are underway to underpin relationships and connections with some initial resource and commitment from **Wales/France UK** strategic partners.

- We advised **Welsh Government** on future funding routes in partnership with the **Quebec Government** in Canada.
- We prepared for the **Cultural Mobility Forum**, which will be hosted by **On the Move** and our Wales Arts International team in Caernarfon in April 2024.
- At **Showcase Scotland** in January 2024 we presented **Lleuwen** and **Pedair**.

Supporting the Welsh Government's Net Carbon 0 ten year action plan

- We drafted the **Climate Justice in the Arts Plan** in collaboration with **Natural Resource Wales (NRW)**. This will be launched in 2024/25. We continued to inform Welsh Government's research into the cultural sector and the climate and nature emergencies and worked closely to ensure alignment with our Climate Justice Action Plan.
- Our joint initiative with NRW, the **Creative Nature Programme**, is in the second year of delivery. Activities for the 2023-25 programme include the second round of the **Future Wales Fellowship**, focused around the theme 'connection to nature' and in partnership with **National Trust**, **Elan Valley Trust** and **Peak Cymru**. 8 artists (out of 189 applications) were successful and the programme is well underway.
- A nature strand has been added to the **Arts, Health and Wellbeing** fund. Projects to date include a nature/environmental partner.
- We are supporting the Arts Engagement Programme element of **NRW's** flagship nature recovery project, **Natur am Byth**.

Examining our own ways of working to ensure we develop our own practices and partnerships to maximise efficiencies and safeguard our resources to develop and support the arts in Wales

- We established a Monitoring Task and Finish Group to review and simplify our processes for us and grant applicants.
- We began to apply the balancing factors and supporting data developed for our Investment Review to other areas of our work. This will inform our policy and decision making, providing opportunities for more people to enjoy the arts in new and exciting forms. Our 2023/24 Annual Report will be presented through an online PowerBi dashboard, allowing the information to be interrogated using such things as artform, geography, language, success rates, and individuals/organisations.
- We continued to engage Arts Associates in decision-making for our Lottery funded programmes. Associates were appointed and engaged as part of the Investment Review.
- The redevelopment of **Theatr Clwyd**, is progressing well. A Deed of Covenant was agreed with building owners **Flintshire County Council** to release funding for the project.

- We've continued to work with the Arts Councils in the UK and Ireland on specific initiatives, including participation at the **Nordic Baltic UK Ireland** gathering in Glasgow which focused on the power of international collaboration.
- A new Memoranda of Understanding is in place with **Creative Wales** and we have a Partnership Agreement in place with **Amgueddfa Cymru** and the **National Library of Wales** to progress the development of the **National Contemporary Art Gallery for Wales** with funding from the Welsh Government.
- We expanded our partnership working with **Welsh Language Commissioner** and **National Centre for Learning Welsh**.
- **BBC Cymru** has committed to ongoing support for **Horizons/Gorwelion** for three years, so joint funding will continue in 2024/25.
- We continue to develop **new ways to access our information**. All published documents are available in Welsh, English, British Sign Language and Easy Read and Large print formats. Videos have been produced for our key announcements including the Investment Review. Our grant application process has been enhanced to accept video and audio applications, increasing accessibility to our grant funding opportunities.
- We have settled into a **hybrid working model** so examined our own office requirements. We reduced the space at Cardiff from two and a half floors to one which will also result in a significant cost saving over the remaining term of the lease.

<div>2,614</div> <div>funding applications processed</div> <div>(2022/23: 1,741)</div>	<div>1,313</div> <div>schools have engaged in the <i>Creative Learning through the Arts</i> programme since 2015</div>	<div>799</div> <div>schools have participated in <i>Lead Creative Schools Scheme</i> projects since 2015</div>	
	<div>3,873</div> <div>creative practitioner engagements with the <i>Creative Learning</i> programme since 2015</div>	<div>Over 1,300</div> <div>visits to high-quality events supported through <i>Go and See</i> since 2015</div>	
<div>7,701</div> <div>teacher engagements with the <i>Creative Learning</i> programme since 2015</div>	<div>234,000</div> <div>learner engagements with <i>Creative Learning</i> activities since 2015</div>	<div>489</div> <div>performances supported by the Arts Council's <i>Night Out</i> scheme</div> <div>(2022/23: 402)</div>	
<div>8%</div> <div>Arts Council running costs as a proportion of total income (whole Council)</div> <div>(2022/23: 5%)</div>	<div>We retained Green Dragon Level 5</div> <div>the highest category of environmental performance</div>	<div>845</div> <div><i>Collectorplan</i> loans to support the purchase of contemporary art</div> <div>(2022/23: 763)</div>	

Equalities

“Our Equalities work has progressed this year with Committee continuing to receive update reports. As Chair, and on behalf of the Committee, I have continued to monitor, question and challenge our progress and our plans. In this final year of our current Plan, I remain confident about our path towards change.”

Devinda De Silva

Chair, Strategic Equality Committee

In 2023/24 the primary focus of our work in the arts has been our Investment Review and ensuring that all organisations awarded multiyear funding demonstrated a clear and realistic commitment to advancing our equalities and widening engagement agenda. Increasing the number of organisations led by disabled artists and artists from culturally and ethnically diverse backgrounds was also a key priority, and our resulting portfolio including several such organisations.

We continued to see progress with our equalities strategy and through our Widening Engagement action plan that will improve and increase opportunities for artists, arts organisations and communities to engage with the arts more often and in ways that are important and relevant to them and their lives.

In partnership with Amgueddfa Cymru, we have continued to meet with the Widening Engagement Task Force tasked with monitoring and overseeing the delivery of the joint Action Plan. The Task Force received and reviewed progress reports, continued to support our work on developing an appropriate evaluation framework, and initiated a discussion around communication and engagement with communities.

Our revised Creative Steps programme has seen significant progress throughout the year with 63 individual artists and 8 organisations receiving funding through the scheme. The scheme, which includes an increased flexibility of approach together with mentoring and enhanced support for organisations and individuals, is seen to be clearly achieving its aims of reducing barriers and so encouraging new artists with protected characteristics to apply to us for support. Supporting their personal and business development through Creative Steps has resulted in many of these artists subsequently receiving funds to create work through our other Lottery funding schemes.

The commissioned work looking at creating best practice accessibility standards was completed. Further work will now be progressed through conversations with venues and disabled users.

There has been further progress working with the UK Arts Councils on the development of a UK-wide access card scheme, building on the success of the Hynt scheme in Wales. We

published an evaluation of the Hynt scheme which received UK-wide applause and recognition. The evaluation is playing a key role now in informing the development of the wider scheme, All In.

Our Agent for Change drove forward our work, questioning and challenging our approach, our strategy development, and our decision making. This included our Investment Review work, the development and implementation of Creative Steps, our approach to recruitment and staff development and a focus on improving opportunities within the music industry for people from ethnically and culturally diverse backgrounds, through our partnership with Focus Wales.

In partnership with Amgueddfa Cymru we continued delivery of the Perspective(s) programme, which seeks to bring about a step change in how the visual arts and heritage sector reflects the cultural and ethnic diversity of our society. This unique programme has brought together 7 galleries with 7 national museums and 7 creative practitioners to co-create/commission exhibitions and performances.

This was the final year of our current Strategic Equality Action Plan so, towards the end of the year, focus turned towards identifying the key objectives for the next four years.

Welsh language

“Everyone should have the same chance to access, take part, enjoy, and create art through the medium of Welsh. During the last year we have seen Cymru and Cymraeg increasingly celebrated on a global stage, with the arts and culture playing an important role in how the world sees us, and how we see ourselves.

“Part of the Council's work is to create opportunities for artists from all backgrounds to be creative through the medium of Welsh and to give people from all over Wales and the world the opportunity to enjoy the creativity of the Welsh language.”

Tudur Hallam

Chair, Welsh Language Committee

Our purpose, as outlined in our 1994 Royal Charter, is to develop the arts and make them more accessible to the public, working with others to achieve that purpose and operating through the Welsh and English languages. As a bilingual organisation, therefore, our commitment to the Welsh language is integral to our work and during the last year this commitment has been demonstrated on many levels. Our current work and future strategy are closely linked with the seven goals of the Well-being of Future Generations Act, particularly “A Wales of vibrant culture and thriving Welsh language”.

In its strategy, Cymraeg 2050, the Welsh Government notes its long-term target is to achieve one million Welsh Language speakers by 2050. We believe that in working through the arts, we can support Welsh Government to deliver on its strategic themes within this, particularly around:

- an increase in the number of Welsh speakers
- an increase in the use of Welsh
- creating favourable conditions within the arts sector for the language to thrive

The Welsh language is one of the six principles of the Council’s Strategic Framework. Our aim is for the Welsh language and culture to be at the centre of creativity; for it to belong to everyone, a reason for creative celebration and an empowering connection between communities.

Every organisation applying to our Investment Review for multiyear funding needed to demonstrate their commitment to the Welsh language as part of their longer-term mission, vision and aims.

A new Welsh language plan was developed in consultation with the Committee and members of Consortiwm Cymraeg. The strategic objectives identified are: encourage,

create, and share creative opportunities that will contribute to growth in the use and ownership of the Welsh Language. We will support the arts sector to place the Welsh language at the centre of creativity by asking what is needed, listening to and learning from each other. We will work together to increase the availability of Welsh language products and services for all

Activities undertaken by the Welsh Language Committee during 2023/24 included:

1. monitoring **progress against Council's Welsh Language priorities**, identifying for Council where more progress is required
2. ensuring successful implementation and maintenance of the **Welsh Language Standards** and acting when Standards are not met
3. supporting and encouraging the innovative work developed by our Welsh Language Enabler, including launching the second year of **Llais y Lle**, launching a new toolkit for arts practitioners called **Synhwyro'r Iaith** and developing **creative translation** methodologies for the sector
4. providing relevant advice in relation to the Investment Review
5. further developing the partnership with the **National Centre for Learning Welsh** to improve or refine the language skills of staff and creative freelancers within the arts sector
6. progressing implementation of recommendations outlined in the **Welsh Language Mapping Report**, including responding to commissioned research to identify the needs and opportunities for Welsh language development pathways within the arts for creative workers and implementing developments with the **Welsh Arts Consortium**

The Committee met 3 times during 2023/24 to discharge its responsibilities. Members in total attended on 7 out of a possible 9 occasions.

Future generations

“We’ve continued to ensure the Council actively supports the Well-being of Future Generations Act and for the principles and ethos of the Act to be integral in all the work we do. As well as all seven well-being goals, we are committed to working according to the principles outlined in the five ways of working: long-term; integration; involvement; collaboration; prevention.

“Crucially, the Act provides us with a clear direction to work with partners across all sectors and to recognise the important contribution the arts make in tackling economic, social and environmental issues.

“During 2023/24, the Well-being of Future Generations Act underpinned the six principles which guided our Investment Review. The principle of long-term thinking has been central to the creation of our new multiyear funding model. This work has also provided the basis for the creation of Council’s new 10-year Strategic Framework.

“The Creative Nature Memorandum of Understanding between the Council and Natural Resources Wales builds on this commitment to develop cross-sector approaches and forms the foundation of our commitment to take a justice-centred approach to tackling the climate and nature emergencies through the arts.”

Prue Thimbleby

Chair, Future Generations Committee

The Well-being of Future Generation (Wales) Act 2015 (WFGA) is landmark legislation that aims to improve the economic, social, environmental, and cultural well-being of Wales. The Arts Council of Wales is one of the public bodies named in the Act that must comply with the legislation.

This year we’ve contributed to the delivery of our **Investment Review** which has culminated in the selection of 81 organisations who will receive multiyear funding. We’ve also monitored the development of the **Strategic Framework**, which sets out the six principles which will guide Council’s work for the next 10 years, and **Wales Arts International’s Impact Framework** which measures the impact of our international work against the 7 Well-being Goals.

In addition, we have contributed to the development of the **Plan for Climate Justice and the Arts**, which is framed by the WFGA. The Plan champions the important role of the arts in transforming our society and economy to tackle the climate and nature emergencies. At the heart of our approach is a recognition that climate change is about more than the environmental repercussions - it is about social justice and

inequality. The plan outlines how we will support the arts sector to develop creativity that inspires people to act for climate justice, and work towards an environmentally sustainable and globally responsible arts sector grounded in social justice.

The Plan has been developed as part of our partnership with Natural Resources Wales and the Centre for Alternative Technology's Zero Carbon Britain Innovation Lab, using elements of co-design with the arts sector.

As well as Climate Justice, our work in **Arts and Health**, the **Welsh language**, **Creative Learning**, and **Children and Young People** is integral to our commitment to the WFGA. Through our partnership with the **Welsh NHS Confederation**, we continue to make significant progress in Arts and Health, and our work with **Health Boards** continues to grow and embed both internally within the Health Boards and reaching out into their communities. We have continued to deliver our **Arts, Health and Wellbeing Lottery programme**, including a new nature strand which interlinks with our Creative Nature Partnership with Natural Resources Wales, have completed the first 3 year phase of our **Arts & Minds** programme, and have partnered with Public Health Wales to transfer to them the assets of the **Cultural Cwtsh**, as part of their **Hapus** online resources.

A new Portfolio Manager with responsibility for Children and Young People was appointed and discussions are underway on how to recruit young people to the Committees and ensure a stronger voice for our future generations on Council.

Activities undertaken by the Future Generations Committee during 2023/24 included:

1. continuing to embed the Future Generations **Five Ways of Working** in our policies, strategies and in the delivery of our work
2. contributing to the delivery of the **Investment Review** and to the development of the **Plan for Climate Justice and the Arts**
3. developing plans to give young people a greater voice within the Arts Council, including exploring the possibility of developing a group of **Young Associates**
4. sponsoring 2 places for artists on the **Future Generations Leadership Academy**
5. monitoring staff training and awareness of the WFGA, including offering training opportunities led by the WFG Office
6. learning from the work of other organisations, such as attending the **Nordic, Baltic UK-Ireland Arts Councils meeting** in Glasgow to discuss themes on arts and health, current conditions of artists and creative practitioners, climate crisis and international working, artists rights, freedoms and safety, and arts and technology such as AI
7. ensuring retention of our **Green Dragon Level 5 Accreditation** for environmental sustainability and reviewing ACW carbon emissions data
8. sharing the Council's experiences of embedding the WFGA at meetings, networks and events including **Sustainable Development Coordinators Cymru + (SDCC+)**, the

Future of Culture in Wales and a panel arranged by the Future Generations Commissioner at the **National Eisteddfod**

The Committee met 4 times during 2023/24 to discharge its responsibilities. Members in total attended on 11 out of a possible 12 occasions.

Environmental performance

We promote the minimisation of waste amongst our staff by encouraging reduction, reuse and recycling and waste separation, reducing the amount sent to landfill.

WASTE	2023/24	2022/23
Non-financial (tonnes)		
Landfill ¹	0	0
Reused/recycled ¹	0	0

¹ The Council recorded less than one tonne

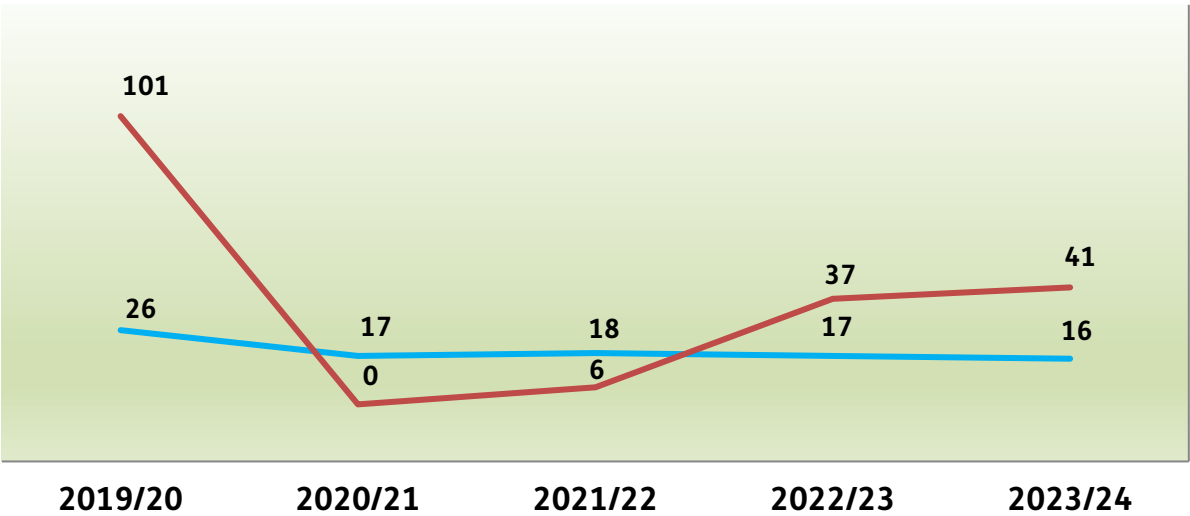
We reuse or recycle our surplus and redundant IT and office equipment. We use licensed and appropriate organisations to dispose of our waste.

All our major suppliers of office equipment and supplies have environmental policies and reporting mechanisms in place, and we consider environmental performance and awareness when selecting contractors and suppliers.

Managers and staff are provided with monthly reports analysing printing and copying activity, to encourage lower overall usage. Our internal reporting systems enable us to capture and measure details of our use of consumables, waste, energy, and staff travel, and thus our carbon dioxide equivalent (CO₂e) emissions so that staff can manage their consumption of resources.

CO₂e emissions (tonnes) - 5 year trend

— Energy: Greenhouse gases — Staff travel



ENERGY ¹	2023/24	2022/23
Greenhouse gas emissions (CO₂e tonnes)		
Gross emissions, scope 2&3 (indirect)	16	17
Energy consumption (kWh)		
Electricity (renewable)	60,439	72,854
Gas	10,461	8,285
Financial indicators (£)		
Expenditure – energy	18,022	15,482
Water supply costs (office estate) – currently unable to assess, included in service charge	N/A	N/A

¹ Offices only. The impact of home working is not captured.

Our Cardiff and Colwyn Bay offices are leased on a shared occupancy basis, with certain costs included within our service charges. These arrangements restrict our ability to accurately assess our total environmental impact from energy usage. Our major use of electricity is in our Cardiff office where the landlord has confirmed that 100% of the supply is from verifiable Natural Renewable sources (wind, water and hydro).

We promote the use of environmentally friendly means of transport and encourage staff to make journeys by the most efficient means possible, taking account of both environmental and financial considerations. We balance this against the delivery of our strategic priorities to develop the arts in Wales, and to promote Welsh arts and artists internationally. This presents a significant practical challenge. There are inevitable fluctuations in the level of CO₂e emissions attributable to travel when we are actively involved in international projects.

STAFF TRAVEL	2023/24	2022/23
Travel emissions (CO₂e tonnes)		
Rail	3	3
Air ¹	23	24
Car/vans	15	10
Travel cost (£)		
Rail	17,909	15,372
Air	18,703	19,317
Car/vans	24,510	16,943
Travel (miles)		
Rail	51,705	45,407
Air	75,724	97,664
Car/vans	53,821	36,083

¹Includes the influence of radiative forcing in air travel emissions to capture the maximum climate impact. Radiative forcing is a measure of the environmental impact of emissions of NO_x (nitrous oxides) and water vapour when emitted at high altitude.

Principal risks and uncertainties

Managing our affairs effectively

As stewards of public funds we must operate in an efficient and accountable manner. Our priorities and funding decisions are agreed by Council in accordance with the policies and procedures that apply to our use of public funds. The Audit & Risk Assurance Committee's (ARAC's) role is to ensure that we deliver on these commitments, doing so in ways that are transparent, accountable and that represent value for money. An extensive programme of internal audit assists us in this work.

Protecting the public's money

An important part of ARAC's work is reviewing our defences against **Fraud** and **Cyber-crime**. Attempts to illegally gain access to our funds and ICT systems occur regularly. Council takes these issues very seriously and ARAC looks carefully at our policies and processes to ensure they are robust and secure. There were no successful attacks during the year.

Taking risks: a balanced approach

Unauthorised access to our systems is just one of a range of potential risks that could compromise our performance and reputation. We expect the organisations that we fund to be well-managed and to represent good value for money. Our ongoing monitoring assesses the extent to which this is the case. But we are not so risk averse that we ignore important opportunities for innovation and growth. We aim to take appropriate but informed risks, as circumstances dictate. However, we do not behave recklessly; neither would we wilfully squander public money nor endanger our reputation for prudent and effective delivery.

Our systems of internal control identify and prioritise the risks that could prevent us achieving Council's policies, aims and objectives. They evaluate the likelihood of the risks being realised, consider the impact should they occur, and seek to manage them efficiently, effectively and economically. We continually seek to improve our internal control systems.

ARAC reviews the robustness and suitability of this aspect of Council's work. The **Corporate Assurance Framework** (CAF) and separate **Corporate Risk Register** were scrutinised at regular intervals throughout the year. This provided members with greater clarity on the levels of assurance in operation across all the Council's activities and the corresponding risks identified. ARAC reviewed the Horizon Scanning section of the CAF at each of its meetings.

Financial risk and capital management

The Council holds financial instruments mainly to finance its operations, for example trade debtors and trade creditors, and cash balances arising directly from its operations. The financial risk management of exposures arising from trading financial

instruments, primarily trade debtors and trade creditors, is through a series of policies and procedures.

Risks are managed as follows:

Fraud risk – the Arts Council, in common with most other organisations, is exposed to fraud risk on an increasing and ever more sophisticated scale. Systems are in place to detect duplication of applications and payment details. We take part in the National Fraud Initiative data matching exercise. Fraud awareness training is undertaken annually by staff.

Liquidity risk – the Council is satisfied that it has sufficient liquid resources, in the form of cash at bank and agreed funding for 2023/24, to meet all current contracted commitments. The Council does not consider that its activities are exposed to any significant liquidity risk.

Interest rate risk – cash and cash equivalent balances are held in instant access variable rate bank accounts which on average carried an interest rate of 3.18% (2022/23: 0.88%) in the year.

The Council does not consider that its activities are exposed to significant interest rate risks.

Foreign currency risk – the Council is not currently exposed, to any significant degree, to foreign exchange risks.

Cash flow risk - the Council is not exposed to any significant cash flow risks.

Credit risk – The Council is not exposed to any significant credit risk as most debtors relate to Welsh Government income.

The risks to our performance: what they are and how we deal with them

Principal risks	Key mitigating actions
Governance Council fails to ensure meetings of Council and Committees are accessible through its papers and the way participants attend (e.g. in person or remotely), resulting in disparity in information shared with Members and contributions Members can make at meetings	<p>Council papers and appropriate Committee papers formatted to plain text versions and compatible with screen readers. Additional work underway to review and revise current templates to plain text compatible versions. Additional awareness and training in producing accessible documents rolled out for staff.</p> <p>Meeting arrangements ensure equity for attendees, both in person and online, regarding accessibility.</p>
Planning, strategy and delivery New Corporate Plan/Strategy not in place at time when we are negotiating new funding agreements with organisations receiving multiyear funding offers post-Investment Review assessment and decisions, resulting in risk of lack of information/direction for applicants to agree their proposals	<p>Investment Review consultation feedback and final published guidance reflect our longer-term strategies and key messages in our new Strategic Plan which has been developed alongside Investment Review activity.</p> <p>The Strategy page on our website has been updated with key information on our 6 principles, to align with information published in the Investment Review Guidance.</p> <p>Draft Strategic Plan will undergo further development leading to final approval by Council in May 2024, together with the Annual Plan 2024-25.</p>
Financial and resource management The cost of living crisis, and its impact over the longer term, has a significant, detrimental effect on the sector and on our own available resources, including staffing	<p>In response to the Welsh Government's announcement of a 10.5% reduction in our grant-in-aid for 2024-25 we reprofiled our expenditure, undertook a programme of voluntary redundancies, and restructured the Senior Leadership Team. We limited to 2.5% the cut to multiyear funding offers to organisations successful in the Investment Review. We continue to advocate to Government the case for the arts and ensure efficient and strict budgeting. We will monitor the situation closely.</p>

Principal risks	Key mitigating actions
Funding Change in Lottery licence holder may impact negatively on lottery income levels and/or disruption in business services including receipt of lottery income	New Lottery licence holder, Allwyn, has indicated there will be no reduction in the funds available to good causes. We will monitor the situation closely.
Grants management Investment Review does not complete successfully and fails to deliver target outcomes Currently funded capital projects fail to secure additional funds to cover escalating costs so fail to complete	We delivered the Investment Review. Final decisions were advised in February 2024 and multiyear funding agreement negotiations with successful organisations are underway. One major capital project has secured additional investment. We undertook a survey of our capital projects to assess impact.
IT Unforeseen or unexpected outages compromise business continuity There is a breach in our IT security.	A full Disaster Recovery Plan is in place and tested annually. If an incident arises, alternative offsite IT facilities are available. Staff are equipped to work remotely and do so with no significant IT issues. Cyber security and IT penetration tests are conducted annually. We comply with IASME security standards. We have robust reporting and investigation arrangements in the event of a security or data breach.
Personal Data Personal data is lost, compromised or stolen	The Council has controls and policies in place to ensure data security and integrity. Encrypted IT systems ensure the physical security of data is tightly controlled. Staff undertake regular training and awareness sessions.
Staffing Recurrent pressure to cut costs reduces staff capacity to an unacceptable level	Delivering an expanding programme of activity with fewer staff is a continuing concern for Council. Work is underway to deliver projects that support new ways of working. Progress against plans is carefully monitored and reviewed on a quarterly basis, and every effort is made to implement efficient business practices. Voluntary redundancies and restructuring were managed on a phased basis to ensure sufficient resources were available to complete key areas of work.

Principal risks	Key mitigating actions
Risk management Our current policies and controls fail to protect us from potentially fraudulent activity	<p>Council's suite of risk management policies is reviewed regularly. We share good practice with other Welsh Government Sponsored Bodies.</p> <p>Robust assessment and monitoring procedures are in place across all areas of activity to ensure grant monies are used for the specified purpose.</p>
Environment Our published strategy to develop and promote the arts in Wales and internationally has a detrimental impact on the Council's environmental targets The current environmental crisis has a longer term impact for future generations	<p>Projects and activity we fund, in response to grant applications and through procurement, must demonstrate an understanding or development of environmental considerations.</p> <p>We hold Green Dragon level 5 accreditation and adopt Future Generations resilience considerations across our offices, including Fair trade, printing/consumables, energy usage and recycling. Our Travel and Subsistence Policy is based on HM Revenue & Customs and other government practices and rates.</p> <p>Hybrid working arrangements are in place.</p> <p>We use virtual meetings, where appropriate, to save on travel and time. Staff guidance is in place regarding attending external meetings and events.</p> <p>A Portfolio Manager leads our Well-being of Future Generations considerations, including climate justice. We are developing our own climate justice action plan. Climate Justice is one of the 6 key principles of our Investment Review and new Strategy.</p> <p>Our Future Generations Committee maintains oversight of this area.</p>

Principal risks	Key mitigating actions
<p>Equalities</p> <p>We make little or no progress regarding our equalities agenda</p>	<p>Led by our Agent for Change, we continue to drive forward our agenda through the joint action plan with other Welsh public bodies and our own Strategic Equality Plan and the joint Widening Engagement Action Plan with Amgueddfa Cymru.</p> <p>Equalities and Widening Engagement is one of the 6 key principles underpinning our Investment Review and new Strategy.</p> <p>We continue with our support for the Hynt scheme to promote a consistent offer for disabled visitors and their personal assistants/carers at venues throughout Wales.</p> <p>We continue to deliver the Creative Steps programme, providing targeted support for underrepresented individuals and organisations led by and/or working with underrepresented communities to promote business, organisational and career development.</p>

Financial and business review

The Council has two principal funding sources: grant-in-aid from the Welsh Government; and, as one of the bodies responsible for the distribution of funds for good causes, a share of the proceeds raised by the National Lottery. The Council is required to account separately for its grant-in-aid and lottery distribution activities.

Grant making policies

The Council invites applications for recurrent and one-off grants from organisations and individuals and monitors the proper and effective use of those grants. As well as meeting the Council's strategic aims, applications must demonstrate benefit to the people of Wales across all regional, cultural and economic sectors. Recurrent grants are funded from grant-in-aid only but one-off grants may be funded from grant-in-aid or Lottery income. Under the terms of its Lottery Policy Directions the Council makes grants in support of capital and other projects under revenue schemes relating to the arts in Wales.

Capital grants, to organisations only, support the purchase, improvement, restoration, building or creation of an asset that will be used for the benefit of the public to develop the organisation's work.

Council delegates Lottery grant-making in a number of strategic areas to Ffilm Cymru Wales, Nesta, BBC Cymru Wales, Literature Wales, and Tŷ Cerdd. The terms of the external delegation are set out in formal agreements and satisfy the conditions of the Council's Statement of Financial Requirements.

The obligations of the Council's Accounting Officer are unchanged by the delegation. But he has satisfied himself that the organisations and their systems are suitable to undertake the delegated functions, including: the assessment of applications for funding; holding, accounting for and distributing Lottery money allocated to them by the Council for that purpose; and monitoring funded projects.

The delegation agreements allow for appropriate access to the delegates by the Council's internal auditors and by the Comptroller and Auditor General for the review of the operation of the delegated functions.

One-off grants are available to help fund time-limited artistic projects of high quality which best meet the Council's funding priorities. Ongoing monitoring of our grant programmes alerts us to any specific risk issues. Identified risks lead to an escalation of the level of monitoring and, if necessary, can result in the payment of funding being withheld and/or deferred.

Grants processed

	2023/24	2022/23
Number of applications received:		
Capital schemes	11	4
Revenue schemes	1,367	955
	1,378	959
Number of grants made:	674	502
Value of grants made:	£'000	£'000
Capital schemes	444	330
Revenue schemes	14,544	15,003
	14,988	15,333
Grants payable at 31 March:		
Capital schemes	7,696	7,471
Revenue schemes	10,551	12,252
	18,247	19,723

Investment

Investment powers are governed by the Trustee Act 2000, the Framework Document issued by Welsh Ministers and the Financial Directions issued by the Secretary of State for Culture, Media & Sport. The Council's policy is to achieve the maximum return within these terms. Interest at a negotiated rate is received on all credit balances in the Council's current accounts. From time to time, higher rates may be available for restricted funds on long term deposit.

The Council's banking service is provided by **Santander UK plc**.

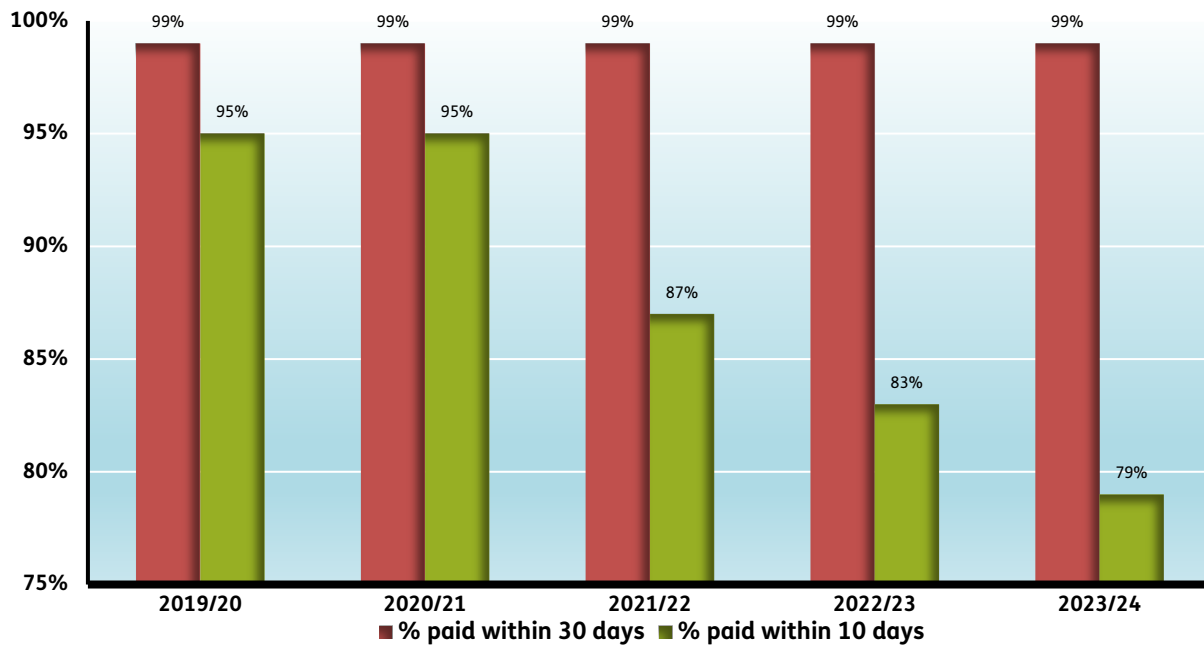
Balances held in the National Lottery Distribution Fund remain under the stewardship of the Secretary of State for Culture, Media & Sport so, although the Council receives investment income on its share of such balances, the Council has no investment powers over the Fund.

Payment of creditors

Council follows the Late Payment of Commercial Debts (Interest) Act 1998, and the UK Government's Better Payment Practice Code. Council is required to pay suppliers' invoices not in dispute within 30 days of receipt of goods or services or valid invoice, whichever is the later.

We aim to pay all invoices, including disputed invoices once the dispute has been settled, in line with these terms. During the year ended 31 March 2024, the Council paid 99% (2022/23: 99%) of all invoices within the terms of its payment policy.

The Council has a further aim to pay invoices within 10 days. For 2023/24, 79% (2022/23: 83%) of invoices have been paid within 10 days.



It is not anticipated that our policy will alter in future years and we will continue to adopt challenging performance targets.

Financial results

	2023/24 £'000	2022/23 £'000
Headlines from the Lottery Distribution accounts:		
• Share of proceeds from the National Lottery	17,234	17,681
• Net grants made	14,661	15,170
• Net expenditure for the year	(832)	(855)
• Balance held in the National Lottery Distribution Fund at 31 March	18,715	24,399
• Reserves at 31 March	4,493	5,325

National Lottery income remained steady this year. Our share of proceeds was £0.4m less than in 2022/23 but investment income on balances in the National Lottery Distribution Fund increased by £0.5m.

Allwyn became the new operator of the National Lottery Licence on 1 February 2024, the first change in the Lottery's 30-year history. Allwyn's commitment is to invest significantly over the coming 10 years and gradually introduce changes that will lead to more money for the good causes. Early indications are that income is holding up compared with historic trends. Council continues to monitor the proceeds received by the good causes and the potential impact on our future Lottery-funded programmes.

The ring-fencing of funds for our ongoing Capital programme and the progress of development of those key projects continues to impact our annual cash flows. Council allocated a total of £22m for the programme in 2012/13 for a period of five years. However, several priority projects remain at their development stages and Council considers it important to show commitment to them, and other financiers, by leaving indicative funding offers in place. So our remaining capital budget allocation of approximately £1.2m has been rolled through to 2024/25.

In addition to our ongoing funding schemes we received partnership income from the Baring Foundation for our Arts, Health and Wellbeing programme and from Natural Resources Wales towards the Future Wales Fellowships.

We began a cross-Council staff restructuring exercise during the year, to address the cut to our grant-in-aid funding for 2024/25 and escalating operating costs. In accordance with our policy for the apportionment of management and administration costs between our General and Lottery Distribution activities, these accounts include a

share of the compensation payments to staff who will leave the Council. The Welsh Government has covered these costs in full, so we have also recognised the income apportionment in these accounts.

At year-end grants payable totalled £18.247m **(2023: £19.723m)**. Undrawn funds in the National Lottery Distribution Fund plus cash and cash equivalents totalled £23.348m **(2023: £26.819m)**. Our share of balances held in the National Lottery Distribution Fund fell by approximately 23% compared with last year-end, reflecting the release of grant payments to a number of significant capital projects which are now on site or nearing completion.

The year ahead: 2024/25

Looking ahead to the 2024/25 financial year, the Council faces both challenges and opportunities as it navigates the ever-evolving landscape of the arts sector.

Challenges:

Budget cuts: Like many public organisations, the Arts Council of Wales is facing budget constraint, with a cut in core indicative funding of 10.5%. Whilst a balanced budget has been produced, continued reduced funding limits the Council's ability to support existing programs and initiatives, as well as hinder its capacity to invest in new projects.

Economic uncertainty: Economic fluctuations and uncertainties impact both public and private funding sources for the arts. Decreased corporate sponsorships or philanthropic donations may put additional strain on arts organisations which will increase demand for public subsidy so they can survive.

Digital Transformation: While the digital realm offers opportunities for reaching wider audiences and innovating artistic practices, it also presents challenges in terms of funding digital initiatives, ensuring digital access for all, and addressing issues of digital inequality.

Opportunities:

Innovation and adaptation: Post-pandemic, the arts sector has demonstrated remarkable creativity in response to challenges. The Council can seize this opportunity to support innovative projects, collaborations, and initiatives that respond to the changing needs and interests of audiences and artists.

Community engagement: Strengthening partnerships with communities across Wales can foster greater inclusivity and diversity in the arts. By prioritising community engagement initiatives, the Council can ensure that the arts are accessible and relevant to people from all backgrounds.

Advocacy and partnerships: Building alliances with other cultural organisations, government agencies, and advocacy groups can amplify the Council's voice and influence in advocating for increased support and recognition of the arts at both local and national levels.

Digital expansion: Investing in digital infrastructure, including a new website for our Night Out scheme, can enable the Council to harness the potential of digital technologies for artistic creation, distribution, and engagement. Embracing digital platforms can also enhance the Council's ability to reach new audiences and facilitate cultural exchange.

In navigating these challenges and capitalising on these opportunities, the Council will continue to play a vital role in nurturing artistic excellence, fostering cultural vitality, and enriching the lives of people throughout Wales.

Dafydd Rhys
Accounting Officer
18 October 2024

Endorsed on behalf of Council:

Maggie Russell
Chair
18 October 2024

Accountability Report

Corporate Governance

Our Trustees

Council Members who served since 1 April 2023 were:

Attendance of Trustees at meetings during 2023/24

	Council	Audit & Risk Assurance Committee	Capital Committee	HR & Remuneration Committee	Strategic Equality Committee	Welsh Language Committee	Future Generations Committee
	Number of meetings held:						
	10	7	4	4	0	3	4
Maggie Russell Chair from 1 April 2023	10						
Kate Eden from 1 April 2017 to 30 September 2023 Vice Chair To 30 September 2023 Chair of Audit & Risk Assurance Committee to 30 September 2023	6/7	3/3					
Lhosa Daly from 1 April 2019 Member of Future Generations Committee to 31 July 2023 Chair of Audit & Risk Assurance Committee from 1 January 2024	6	2/2					1/1
Ceri Ll Davies from 1 April 2021 Member of Audit & Risk Assurance Committee (Chair from 1 October to 31 December 2023) Member of Strategic Equality Committee	10	7			N/A		
Devinda De Silva from 1 April 2019 Chair of Strategic Equality Committee	8				N/A		
Ruth Fabby MBE from 1 April 2021 Member of Strategic Equality Committee	8				N/A		

Attendance of Trustees at meetings during 2023/24

	Council	Audit & Risk Assurance Committee	Capital Committee	HR & Remuneration Committee	Strategic Equality Committee	Welsh Language Committee	Future Generations Committee
	Number of meetings held:						
	10	7	4	4	0	3	4
Professor Tudur Hallam from 1 April 2019 Chair of Welsh Language Committee	7					3	
Emily Hutchings from 12 June 2023	6/8						
Gwennan Mair Jones from 1 April 2019 Member of Welsh Language Committee Member of Future Generations Committee	8					1	3
Tafsila Khan from 1 April 2021 to 31 March 2024 Member of Capital Committee to 31 March 2024	7		4				
Alison Mears Esswood from 1 April 2019 Member of HR & Remuneration Committee	9			3			
Keith Murrell from 1 April 2021 Member of HR & Remuneration Committee	9			4			
Victoria Provis from 1 April 2019 Chair of Capital Committee	8		4				
Elen ap Robert from 1 April 2021 Chair of HR & Remuneration Committee Member of Welsh Language Committee	10			4		3	

Attendance of Trustees at meetings during 2023/24

	Council	Audit & Risk Assurance Committee	Capital Committee	HR & Remuneration Committee	Strategic Equality Committee	Welsh Language Committee	Future Generations Committee
	Number of meetings held:						
	10	7	4	4	0	3	4
Prue Thimbleby from 1 April 2021 Chair of Future Generations Committee	7						4
Dr Sarah Younan from 1 April 2019 Member of Future Generations Committee	4						3/3

Attendance of independent Committee members at meetings during 2023/24

	Audit & Risk Assurance Committee	Capital Committee	HR & Remuneration Committee	Strategic Equality Committee	Welsh Language Committee	Future Generations Committee
	Number of meetings held:					
	7	4	4	0	3	4
Andrew Butler	6					
Elid Morris	5					
Arwel Thomas	7					
Ruth Cayford		2				
Michael Gwyther-Jones		4				
Jayne Woods		4				
Steve Burton			3			
Wendy Rees			4			
Guto Gwilym-Taylor				N/A		
Lara Ratnaraja				N/A		
Shereen Williams to 27 September 2023				N/A		

In accordance with the Council's Code of Best Practice, members of Council and independent Committee members make declarations of interest in respect of directorships, memberships of boards of management (or equivalent) or employment which may conflict with their Arts Council of Wales' responsibilities. The register of interests of Members of Council and of independent Committee Members is available for public inspection, by appointment, at each of the Council's offices during normal working hours.

All financial transactions between members and the Council, other than the remuneration of the Chair, are disclosed in note 13 to the financial statements, *Related party transactions*.

Personal data related incidents

The Council has controls and policies in place to ensure data integrity. ICT systems ensure that the physical security of data is tightly controlled. There were two minor personal data breaches during the year. Each was appropriately assessed and none were categorised as reportable to the Information Commissioner.

Our Chief Executive and Accounting Officer

Dafydd Rhys

Our Offices

Mid and West Wales:

Yr Egin
Heol y Coleg
Carmarthen
SA31 3EQ

North Wales:

Princes Park II
Princes Drive
Colwyn Bay
LL29 8PL

South Wales and national office:

Bute Place
Cardiff
CF10 5AL

Auditor

Comptroller and Auditor
General
157-197 Buckingham
Palace Road
London
SW1W 9SP

Internal auditors

TIAA Ltd
Artillery House
Fort Fareham
Fareham
PO14 1AH

Solicitors

Geldards LLP
Dumfries House
Dumfries Place
Cardiff
CF10 3ZF

Bankers Santander

UK p.l.c. 9 Queen
Street Cardiff
CF10 2UD

Statement of Accounting Officer's responsibilities

Under Section 35 of the National Lottery etc. Act 1993 (as amended) the Council is required to prepare for each financial year a statement of accounts for its Lottery distribution activities in the form and on the basis determined by the Secretary of State for Culture, Media & Sport. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the Council and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the *Government Financial Reporting Manual* and in particular to:

- observe the Accounts Direction issued by the Secretary of State for Culture, Media & Sport, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the *Government Financial Reporting Manual* have been followed, and disclose and explain any material departures in the financial statements; and
- prepare the financial statements on a going concern basis.

The Principal Accounting Officer for the Welsh Government has designated the Chief Executive as the Accounting Officer of the Council. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the Council's assets, are set out in *Managing Welsh Public Money* published by the Welsh Government and *Managing Public Money* published by HM Treasury.

As the Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that the Council's auditor is aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

The Accounting Officer confirms that, as far as he is aware, the annual report and accounts as a whole is fair, balanced and understandable and he takes responsibility for the annual report and accounts and the judgements required for determining that it is fair, balanced and understandable.

Endorsed on behalf of Council:

Dafydd Rhys
Accounting Officer
18 October 2024

Maggie Russell
Chair
18 October 2024

Governance Statement

This Governance Statement is the personal responsibility of me, Dafydd Rhys, the Arts Council of Wales' Accounting Officer and Chief Executive. It sets out the governance arrangements of the Arts Council of Wales.

It also describes how I've discharged my responsibilities for ensuring we conduct our business, in respect of both exchequer and lottery activity, in accordance with the law. This includes providing the necessary assurances that we're adhering to proper standards and establishing the necessary safeguards to protect the use of public money.

I explain how these funds are properly accounted for, and used economically, efficiently and effectively to support the delivery of our plans and priorities.

The legislative framework

We operate within a carefully prescribed and regulated legal environment. The Arts Council of Wales is accountable to the Welsh Government's **Cabinet Secretary for Culture and Social Justice**. Our work is also subject to the scrutiny of Committees of the **Welsh Parliament**. We work within a framework that sets out the terms and conditions under which Welsh Ministers provide our grant-in-aid funding, and how we're able to use this funding. We manage our funds with probity and in the public interest and, along with other public bodies in Wales, adhere to the principles contained in *Managing Welsh Public Money*.

As a distributor of Lottery funds under the National Lottery etc. Act 1993 (as amended), we're accountable to the UK's Secretary of State for Culture, Media & Sport. Our financial directions are issued by the Secretary of State, and our policy directions by the Welsh Ministers. These set out how we must operate in respect of Lottery distribution activities.

We're required to account for Lottery distribution activity separately from the rest of our work, and we have appropriate arrangements in place to ensure that we produce two sets of published accounts. Our Lottery Distribution accounts are audited under contract to National Audit Office by Audit Wales. Audit Wales also audits our General Activities account.

As a charity we must ensure we comply with the requirements of the Charities Acts. As such, we follow guidance issued by the Charity Commission, acting solely to further our chartered and charitable objectives.

The activities we carry out in connection with our *Collectorplan* scheme are subject to the Consumer Credit Act and guidance issued by the Financial Conduct Authority.

We've designed our systems, processes and controls to take account of these various responsibilities. Within these frameworks we make independent decisions regarding the strategic direction of the organisation, grant funding, and other financial decisions.

Risk assessment and management is fundamental in our operations and this Governance Statement should be read in conjunction with the *Principal risks and uncertainties* section of the Performance Report.

Should the need arise, the **Public Services Ombudsman for Wales**, the **Parliamentary Commissioner for Administration**, the **Charity Commission**, the **Information Commissioner**, the **National Audit Office**, and **Audit Wales** are all able to investigate the Council's affairs.

Our Governance arrangements

We're governed by a Board of Trustees – Council – consisting of a Chair and up to seventeen other independent members, one of whom is appointed as Vice Chair. Our Trustees are appointed by Welsh Ministers through an open selection process. Appointments are usually for a three-year term, renewable for a maximum of two additional terms.

Each Trustee brings specific expertise and knowledge to the oversight and development of our activities. At the year-end our Council comprised of the Chair plus fourteen members.

The Chair of Council is a remunerated position, at a rate set annually by the Welsh Government. All other Trustees provide their time and expertise on a voluntary basis. However, they're reimbursed for out-of-pocket expenses incurred on Council business.

We promote values of good governance

We observe Lord Nolan's seven **Principles for Public Life** and strive to ensure that all our employees, Trustees, Committee members and Arts Associates understand, apply and adhere to these Principles.

To support this, we have a **Code of Best Practice** which helps to ensure the roles and responsibilities of members and officers are clearly defined. It also contains the expected standards of propriety that members and staff should adhere to. The Code is reviewed and updated at least every two years.

In accordance with the Code, each member of Council, of each Committee, and all Arts Associates and staff are required to complete an annual **Declaration of Interest** statement, and to ensure that changes in circumstances are notified promptly. They make declarations of interest in respect of directorships, memberships of boards of management (or equivalent) or employment which may conflict with their Arts Council of Wales' responsibilities. The register of interests is available for public inspection, by appointment, at each of the Council's offices during normal working hours. All financial transactions between members and the Arts Council are disclosed in the notes to the financial statements under *Related party transactions*.

Council, the Audit & Risk Assurance Committee and HR & Remuneration Committee all carried out a **self-assessment review** of their performance during the year. The findings of these evaluations were positive. Areas identified for improvement are captured in action plans. Council's own annual self-assessment review concluded that most of its indicators of effectiveness were being met.

Council was content with progress made during the year to address areas identified in last year's review. Council recognised the importance of ensuring an appropriate mix and diversity of arts expertise and skills on the Trustee Board as new members are appointed.

The *Corporate governance in central government departments: code of good practice*, issued by HM Treasury, does not directly apply to the Arts Council of Wales. However, as Accounting Officer, I'm satisfied that the arrangements we have in place reflect good practice. I also believe that the Arts Council has complied with the principles of accountability, effectiveness and leadership expressed within the Treasury's Code, in so far as they are relevant to Welsh Government Sponsored Bodies and Lottery Distributors. Council endorses this view.

Whistleblowing

The Council has an established whistleblowing policy which is brought to the attention of staff at induction and available within the Council's intranet. The policy is reviewed at least every three years. There were no reported incidents during the year.

Taking informed decisions

Decisions taken by our Council and Committees are informed by advice provided by Arts Council staff. Papers and reports produced by officers are expected to show clearly all relevant information needed to enable informed decisions to be taken. All key papers highlight: financial, HR and the Well-being of Future Generations Act's 5 Ways of Working; risks; and an assurance statement.

Papers are circulated in advance of each Council and Committee meeting; tabled items and verbal reports are only accepted in exceptional circumstances. Council was content during the year with the timeliness and quality of information provided for its use. In the rare instances where the information provided does not meet the required standards, the paper is rejected and a replacement commissioned. There were no instances of this happening in 2023/24.

Where appropriate and relevant, advice from officers is supplemented with specialist, expert advice and legal opinions. Council will continue to ensure that it has sufficient time and information to properly debate policy and consider the future direction of the organisation. Key policy proposals are put out to public consultation. Responses and feedback further inform discussions at Council before policies are finalised.

We provide funding to third parties

One of the Council's most important duties is the distribution of funding to develop and support the arts in Wales. We're a major distributor of funding from the Welsh Government, the National Lottery and other sources.

We've developed robust and accountable systems and procedures to support this key activity. Grant-making and monitoring processes are reviewed annually by our internal auditors. Audit Wales also examines our grant-making activities each year. All recommendations made by our internal and external auditors are monitored by our Audit & Risk Assurance Committee to ensure they're implemented on a timely basis.

Security of data

We hold large amounts of data and treat seriously our obligations under the **Data Protection Act** which incorporates the **UK General Data Protection Regulation (UK GDPR)**. Our ICT systems

and rules ensure that the security of data is tightly controlled. We regularly assess our security arrangements and have taken steps to make them more robust. Cyber security and IT penetration tests are conducted annually. We comply with IASME security standards.

The high-level review over IT controls carried out by our external auditors and our programme of internal audit reviews carried out during the year revealed no serious issues. Similarly, the annual security review on behalf of Welsh Government highlighted no matters of serious concern in this area. There were two minor personal data breaches during the year. Each was appropriately assessed and neither was categorised as reportable to the Information Commissioner.

Complaints

Complaints about our work are investigated according to our Complaints Policy. Sometimes our policy requires a complaint to be investigated by an Independent Complaints Reviewer. For reasons of openness and transparency, we publish all final reports from the Reviewer. No complaints were referred to the Independent Reviewer in 2023/24.

Ministerial directions

As a Welsh Government Sponsored Body we're subject to non-statutory instruments, containing appropriate Directions. No Directions were issued to us during the year by the Welsh Government.

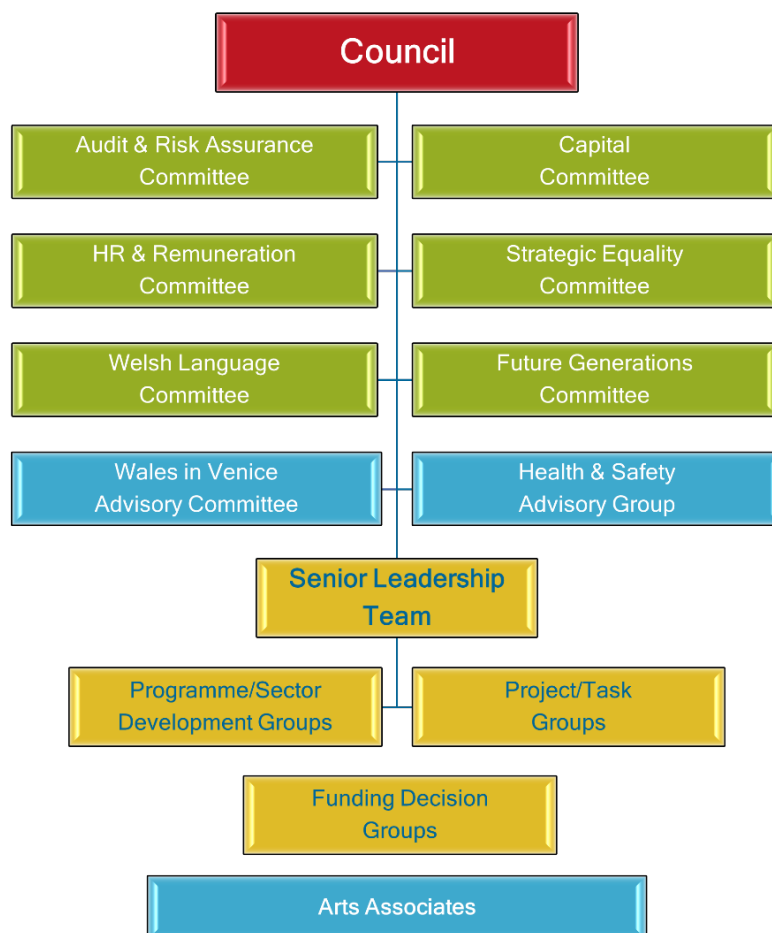
Our Governance Structure

To help support its work, Council has appointed six committees to provide specialist advice. These are: Audit & Risk Assurance Committee; Capital Committee; HR & Remuneration Committee; Strategic Equality Committee; Welsh Language Committee and Future Generations Committee. There is also an advisory committee for Wales' presence at the international Biennale of Art in Venice and a Health & Safety Advisory Group.

Each Committee includes Council members, one of whom acts as Chair, and has provision for independent committee members appointed through an open selection process for their specialist skills and experience. The minutes of each Committee meeting are provided to Council for discussion and to note. Terms of reference for each committee, which are reviewed annually, can be found on our website.

All new members of Council and of each Committee undergo an induction process appropriate to their role and are encouraged to continue their development during their period of appointment.

During the year we continued to draw on the services and experience of our cohort of **Arts Associates**. The Associates, who began their work during 2019/20, support executive staff. Their specialist knowledge and lived experience contribute to policy development, specific programmes of work, the assessment of grant applications, and advice to officers.



Executive management

Council has delegated responsibilities for the implementation of its strategy and operational matters to the Chief Executive and Senior Leadership Team. The Chief Executive has been authorised by Council to undertake the day-to-day administration and management of the business and staff of the organisation and is responsible to Council for those matters.

As the Arts Council of Wales' Accounting Officer, the Chief Executive is responsible for its overall efficiency and effectiveness and has responsibility for reviewing the effectiveness of the system of internal control. This review is informed by the internal auditors, the Directors, the Audit & Risk Assurance Committee, and comments from the external auditors in their management letter and other reports.

During the year, the Senior Leadership Team comprises the Chief Executive and four Directors.

The Senior Leadership Team meets formally throughout the year to consider key policy, strategic and operational matters, and provide advice to Council. It also oversees financial performance and risk management. Appropriate management structures have been created throughout the organisation to assist Senior Leadership Team members to oversee their respective departments and areas of responsibility.

The Senior Leadership Team is supported by a Management Board whose membership includes Heads of Department and Portfolio Managers.

There are written terms of reference for Council and its committees, and for the Senior Leadership Team and Management Board.



Council

Council is responsible for the strategic direction and management of our organisation. It is also responsible for ensuring, through the Chief Executive, that we operate within the various accountabilities required of us.

Council members are responsible for key decisions on corporate policy: the formulation of our Strategic and Annual Plans, and any major alterations to the terms and conditions of service for staff.

Council sets the annual budget, decides on the annual allocation of grants to multiyear funded organisations, and approves all grants over £50,000 or, in the case of Lottery funded capital projects, over £250,000. Decisions below these thresholds are delegated to authorised staff and to the Capital Committee.

Members assist with Council Committees. They may also attend arts events across Wales as representatives of Council.

Council activities undertaken during 2023/24 included:

1. as part of its ongoing scrutiny of **Governance**, preparing and monitoring the **Annual Plan** for the year, and the annual review and approval of the Terms of Reference for each of its **Committees**. Council also received and noted the Committees' year-end reports to inform its **Governance Statement** as part of this Annual Report and approved the **Annual Financial Statements 2022/23** and allocations for the **Budget 2023/24**
2. receiving regular updates on our **Corporate Assurance Framework**, **Risk Register**, and the performance of our **Arts Portfolio Wales** organisations
3. approving the decisions relating to the **Investment Review**
4. receiving updates and presentations on key programmes of work including **Arts and Health**, **Climate Justice and the Arts** and our work on **Widening Engagement**

Council meetings are held approximately every 6 weeks. Copies of agendas and minutes of our Council meetings can be found on our website.

Council met 10 times during 2023/24 to discharge its responsibilities. Members in total attended on 123 out of a possible 155 occasions.

Our governance response to working arrangements during 2023/24

Throughout 2023/24 we continued to operate a hybrid working model. As part of cost savings measures, we reduced our floor space at the Cardiff Office.

Most of our internal processes are now electronic and we continue to work well remotely. Once again, our internal audit plan was conducted remotely with no significant impact on performance or outcomes.

We use hybrid meetings for our Council and Committees, offering members and attending staff the option to meet in person at the Cardiff office or to join the meeting remotely. Duties of each Committee have remained the same and Council's ability to make decisions has not been compromised by these arrangements.

It is our view that effective governance has not been compromised by these working arrangements.

Audit & Risk Assurance Committee

“The Audit & Risk Assurance Committee is a crucial element of the Council’s governance arrangements. Operating under our Terms of Reference, we scrutinise the adequacy and effectiveness of our systems of internal control and test our risk management arrangements. Our role is to support the organisation to be as efficient as it can, ensuring that Council’s delivery of activity is effective and embraces strategic, governance, financial and operational aspects.”

Lhosa Daly

Chair, Audit & Risk Assurance Committee

As stewards of public funds we must operate in an efficient and accountable manner. Our priorities and funding decisions are agreed by Council in accordance with the policies and procedures that apply to our use of public funds. The Audit & Risk Assurance Committee’s role is to ensure that we deliver on these commitments, doing so in ways that are transparent, accountable and resilient.

An extensive programme of internal audit assists us in this work, assessing the quality of our delivery against the standards that we have set.

Following the appointment of Maggie Russell as Chair of Council in April 2023, Kate Eden returned to her role as Chair of the Committee until her resignation from Council in September 2023 to take up her new role as Chair of Amgueddfa Cymru. She was replaced as Committee Chair by Council member Ceri Davies from 1 October to 31 December 2023 and then by Council member Lhosa Daly from 1 January 2024.

Committee activities undertaken during 2023/24 included:

1. regular scrutiny of our **Corporate Assurance Framework** and **Corporate Risk Register** and consideration and re-approval of the Council’s risk management arrangements
2. consideration of internal delegation arrangements and the **ICT Annual Assurance Report**
3. oversight of progress of the **Investment Review**, including scrutiny of the project risk register and a special meeting in August to consider the internal audit opinion on the assessment and recommendation-making process undertaken by Officers, ahead of Council’s funding decisions in September
4. scrutinising the organisational and financial health of Council’s **Arts Portfolio Wales** organisations through enhanced reporting arrangements to assess the scale of impact of the cost-of-living crisis. The Committee also considered the revised monitoring arrangements prepared for the organisations who would be receiving new **multiyear finding agreements** following the Investment Review
5. reporting to Council on the outcome of **internal audit reviews** undertaken by our appointed internal audit service providers, **TIAA**, and monitoring progress in the implementation of the auditor’s recommendations for action

6. understanding key aspects of Council's operations, such as the **Memorandum of Understanding** with Creative Wales and **Partnership Agreement** for delivery of the National Contemporary Art Gallery for Wales
7. reviewing our **Annual Report and Financial Statements** and recommending their approval to Council
8. reviewing the Committee's own **Terms of Reference**, ahead of its annual approval by Council, considering feedback from the Committee Chair after attendance at the Audit & Risk Assurance Committee Chairs and Heads of Resources event hosted by Audit Wales

The Committee met 7 times during 2023/24 to discharge its responsibilities. Members in total attended on 30 out of a possible 33 occasions.

Audit outcomes

The findings of the Audit Wales annual audits are reported to our Audit & Risk Assurance Committee which considers the findings and monitors them to ensure appropriate action is taken on a timely basis. The annual programme for internal audit activity is approved by the Committee.

TIAA, our internal auditor, gave the following opinion in their annual report:

"TIAA is satisfied that, for the areas reviewed during the year, Arts Council of Wales has reasonable and effective risk management, control and governance processes in place."

Capital Committee

“During the past year, the Capital Committee has supported a range of organisations to progress or complete a number of exciting projects. Uncertainty over the levels of future Welsh Government capital funding and revenue from the National Lottery under its new operator, Allwyn, has delayed finalisation of our Capital Strategy for 2024-34 and commitment to the funding of new projects. However, we were able to provide additional funding for ongoing projects facing rising costs through the Welsh Government’s Capital Support Programme. This provides £2.6 million over two years and is helping several important projects to successful completion.”

Victoria Provis

Chair, Capital Committee

For three decades Council has invested National Lottery funds in capital projects. Across Wales we’ve helped organisations to enhance and extend their activities by funding the creation of exemplary buildings, transforming the places in Wales where people enjoy and take part in the arts. We’ve also worked with Welsh Government during that period to fund strategic capital projects and programmes.

We continue to oversee several projects that have been in development for a number of years as well as considering new applications for targeted investment to improve access, sustainable energy initiatives and minor adaptations.

The Committee scrutinises ongoing projects and accepts applications for those earlier entries into the programme that are progressing to later stages of the Royal Institute of British Architects (RIBA) Plan of Work. These later-stage projects require more intense monitoring and assessment despite being fewer in number. For some organisations this can include a significant amount of support and advice from Arts Council of Wales’ staff, particularly for smaller organisations undertaking their first capital project.

Projects currently on site include: Theatr Clwyd, Oriel Myrddin, Canolfan Ucheldre, and Pontardawe Arts Centre. Major capital projects completed in the last year and now open to the public include Pontypridd YMCA and Cwmni’r Fran Wen.

We have two major projects that are currently in development: Theatr Bara Caws, near Caernarfon, and Impelo at Llandrindod Wells.

This year, the Committee has been able to distribute significant Welsh Government funding towards inflationary costs for existing projects, including Pontypridd YMCA, Canolfan Ucheldre and Pontardawe Arts Centre. In addition, the Welsh Government funding supported some discrete projects: Maesteg Town Hall; The Met, Abertillery; The Riverfront, Newport; and Theatr Brycheiniog, Brecon. The impact of all these projects was to reduce the organisations’ carbon footprint and increase energy efficiencies.

Small Lottery capital grants were awarded to a range of organisations to make adaptations to their buildings. These included: Awen Cultural Trust, Bridgend; NoFit State Circus; Elysium Gallery, Swansea; and Small World Theatre.

Committee activities undertaken during 2023/24 included:

1. providing support and assistance to the largest capital investment in the arts in Wales, the ambitious refurbishment of **Theatr Clwyd** in Mold. The Committee is monitoring our own National Lottery support and Welsh Government support for the project, which totals £28.5m. During the year we have seen excellent progress with the works now well underway
2. ensuring all capital projects in which Council invests meet **Building Research Establishment Environmental Assessment Method (BREEAM)** sustainability standards
3. monitoring the capital elements of the **National Contemporary Art Gallery for Wales** programme. Capital funding was awarded to the following galleries to bring the buildings up to the required standard to host the collections from Amgueddfa Cymru and the National Library Wales:
 - Aberystwyth Arts Centre
 - Glynn Vivian Art Gallery
 - Mostyn
 - Newport Museum and Art Gallery
 - Oriel Davies Gallery
 - Oriel Plas Glyn y Weddw
 - Ruthin Craft Centre
 - Storiell

The Committee met 4 times during 2023/24 to discharge its responsibilities. This included on site visits to projects: Pontypridd YMCA, Pontypridd; and The Met, Abertillery. Members in total attended on 18 out of a possible 20 occasions.

HR & Remuneration Committee

“The significant cut in future funding has put pressure on our resources. The Committee is focused on ensuring there is support for all staff through this difficult time.”

Elen ap Robert

Chair, HR & Remuneration Committee

The HR & Remuneration Committee supports Council in discharging its responsibilities for the oversight of HR activities. This includes:

- setting and monitoring the Chief Executive’s annual performance targets
- recommending to Council the annual remuneration of the Chief Executive
- overall recruitment, retention and management of staff
- monitoring pay and conditions of service
- monitoring the wellbeing of the people who work for us
- supporting the governance needs of the organisation
- ensuring HR activity contributes effectively to the delivery of the Council’s strategic goals and business needs

Specific Committee activities undertaken during 2023/24 included:

1. publication of a **Pay Policy Statement**. This includes a detailed breakdown of the make-up of our staff. It also addresses **Gender Equality** and **Equal Pay** reporting
2. advising on the **Pay Remit** situation
3. setting levels of **remuneration** and monitoring the performance of the **Chief Executive**
4. reviewing **HR management information** and relevant **internal audit reports** to monitor the performance, health and wellbeing of staff
5. promoting staff **learning and development** to deliver corporate objectives through health and safety and general compliance courses
6. arranging and facilitating **workshops** with staff to promote respect in the workplace
7. advising on management of the **voluntary redundancy** process

The Committee met 4 times during 2023/24 to discharge its responsibilities. Members in total attended on 18 out of a possible 20 occasions.

Health & Safety Advisory Group

“The Health and Safety Advisory Group ensures robust processes are in place to keep our workforce safe.”

Rebecca Nelson

Chair, Health and Safety Advisory Group

Group activities undertaken during 2023/24 included:

1. reviewing arrangements at our offices, including consolidating to one floor in the **Cardiff Office**
2. ongoing development of our **Lone Worker policy** and the **Hybrid Working Policy**
3. managing **incident reporting** and monitoring
4. reviewing and updating our **Health and Safety Policy Statement**
5. reviewing and updating documents and instructions such as the **Health & Safety Management System** and **Fire Instructions**

The Group met twice during 2023/24 to discharge its responsibilities.

Overall assessment of governance and internal control

In my opinion, the Arts Council of Wales' systems of governance and internal control are sufficient to enable me to discharge my responsibilities as Accounting Officer. In signing off these accounts, I have gained assurance in the following ways:

- regular meetings of the Senior Leadership Team where relevant matters are reviewed and discussed;
- a meeting with the Finance and Business Services Director to go through the financial controls;
- attending Audit & Risk Committee meetings where internal audit reports are reviewed and other internal control matters are scrutinised.

Dafydd Rhys
Accounting Officer
18 October 2024

Endorsed on behalf of Council:

Maggie Russell
Chair
18 October 2024

Remuneration and Staff Report

Equal opportunities

The Council is committed to a policy of equality of opportunity in its employment practices. In particular, the Council aims to ensure that no potential or actual employee receives more or less favourable treatment on the grounds of age, disability, ethnic or national origin, gender, marital or parental status, nationality, political belief, race, religion or sexual orientation.

Each year Council publishes a **Pay Policy Statement**. This includes a detailed breakdown of the make-up of our staff. It also addresses Gender Equality and Equal Pay reporting.

Council ensures that appropriate facilities are available for disabled employees. Public signage also promotes the Council as a bilingual organisation.

Our HR policies

Council's aim is to be a progressive, family-friendly employer. We operate HR policies that reflect our legal obligations as an employer. Policies are reviewed on a regular basis and updated to reflect any relevant changes in legislation. The management of Council's HR policies is monitored by the HR & Remuneration Committee.

Employee communication, consultation and negotiation

Council's recognised trade union is **Unite**, with which it has established a procedural agreement; representatives of management and union meet regularly to discuss matters of current concern.

We undertake regular surveys of staff to identify any issues or areas for improvement.

Remuneration

The terms of appointment of the Chair and Chief Executive are agreed with the Welsh Government.

The Council remunerates its remaining staff in accordance with an agreed pay and grading system.

With the approval of the Charity Commission the Chair is remunerated at a rate determined by the Welsh Government which reflects a minimum time commitment to Council business. Annual increases of the Chair's salary are also advised by the Welsh Government but he or she receives no bonus payments and is not a member of the Arts Council's pension scheme.

The Chief Executive's remuneration consists of a basic salary plus eligibility for an annual bonus. Annual bonuses are recommended to Council by the HR & Remuneration Committee in consideration of the performance of the Chief Executive against a set of predetermined objectives.

Council members are appointed by the Welsh Ministers for a period of three years and may be re-appointed for a further period. The current Chair, Maggie Russell, took up the position on 1 April 2023.

The Chief Executive and Directors – the Senior Leadership Team – are all employed on permanent contracts on the Council's standard terms and conditions. They are entitled to thirteen weeks' notice of termination of employment.

The dates of commencement and termination of employment are:

Maggie Russell Chair	1 April 2023	Dafydd Rhys Chief Executive	17 October 2022
Richard Nicholls Director of Operations	28 September 2020 to 6 April 2024	Rebecca Nelson Director of Finance and Business Services	17 June 2019 to 2 August 2024
Diane Hebb Director of Arts Engagement from 1 February 2012	13 January 1992	Lleucu Siencyn Director of Arts Development	9 May 2022 to 8 April 2024

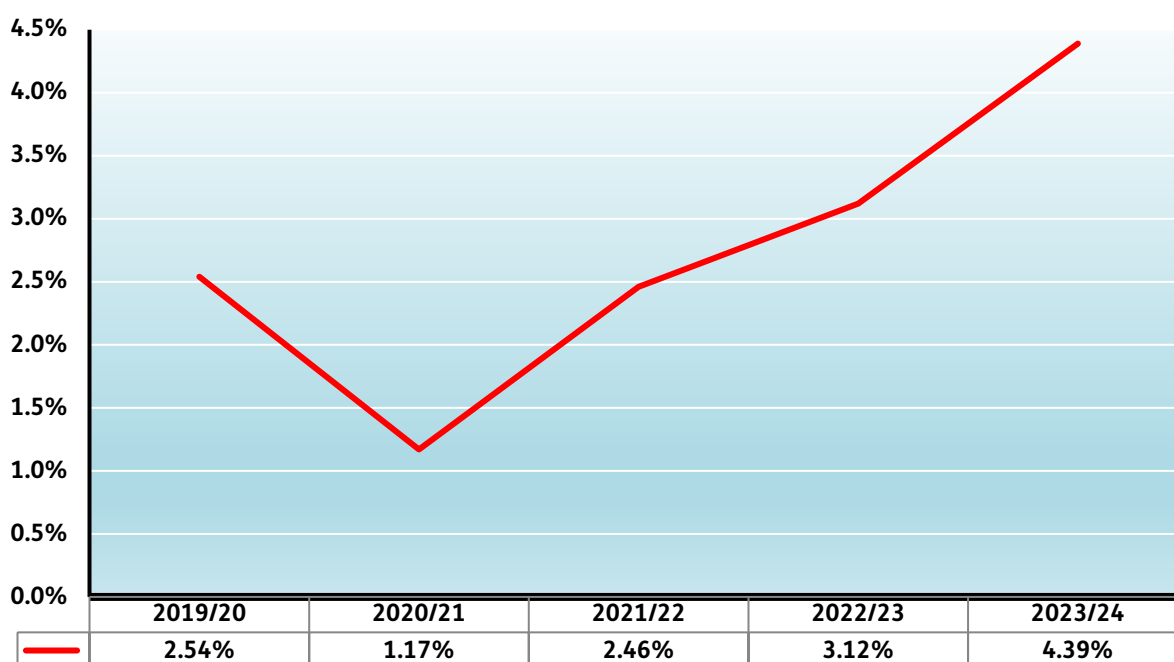
Interim arrangements have been in place since the departure of the former directors. The new Director of Arts and the new Director of Finance and Business Services take up their roles in October 2024.

Sickness absence

Across the whole Council:

	2023/24	2022/23
Days lost as a result of sickness	1,030	715
Average number of employees (headcount)	93.58	91.92
Average number of days lost per employee	11.01	7.78

This represented an absence rate of 4.39% (2022/23: 3.12%) based on 250.5 (2022/23: 249.5) working days.



Staff turnover

Across the whole Council:

	2023/24	2022/23
Average number of employees (headcount)	93.58	91.92
Leavers ¹	14	8
Starters	14	11
Average turnover ²	14.96%	8.70%

¹ Includes 3 redundancy volunteers (2022/23: None)

² Average turnover excluding redundancy volunteers 11.75% (2022/23: 8.70%)

Average turnover is calculated as follows:

$$\frac{\text{total number of leavers over the year}}{\text{average total number employed over the year}} \times 100$$

Consultancy

During 2023/24 the Council paid no consultancy costs (2022/23: £2,000) in relation to expert advice and opinion obtained to assist in strategic decision-making. Nothing (2022/23: £1,000) is charged in these financial statements.

Staff costs (audited)	2023/24			2022/23
	Permanently employed £'000	Other £'000	Total £'000	Total £'000
Wages and salaries charged to Lottery distribution activity	1,106	145	1,251	1,060
Social security costs	136	14	150	119
Other pension costs ¹	187	19	206	253
Redundancy costs	328	-	328	-
Agency costs	-	4	4	2
	1,757	182	1,939	1,434

¹ Including a lump sum payment of £56,550 towards the pension deficit in 2022/23

Staff numbers (audited)

The average number of staff (full time equivalents) employed across the whole Council during the year was:

	No.	No.	No.	No.
Direct delivery of our activities	10	11	21	20
Recharged to direct delivery and in support of our operations	55	10	65	66
	65	21	86	86

Based on time apportionments, the average number of staff (full time equivalents) employed on Lottery distribution during the year was:

Direct delivery and in support of our operations	25	0	25	25
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The balance of 61 (2022/23: 61) staff were employed on general activities.

Pension costs (audited)

Most employees are members of the Arts Council Retirement Plan 1994 (ACRP). The fund is a defined benefit scheme. It is also a multi-employer scheme so the Council is unable to identify its share of the underlying assets and liabilities. The scheme has therefore been accounted for as if it were a defined contribution scheme, in accordance with IAS 19.

An independent actuarial valuation of the ACRP normally takes place every three years. The most recent valuation, as at 31 March 2022, came into effect on 1 April 2023. It showed that the ACRP had a funding deficit relative to its statutory funding objective.

The valuation introduced new ordinary contribution rates for the Council in respect of accruing benefits. It also assumes a continuing requirement that a minimum level of payment be made each year towards the deficit, at a rate advised by the scheme actuary, until 31 March 2034. Participating employers may pay contributions at a higher rate or pay additional lump sum contributions at any time before they are due if they so wish.

On the assumption that the recommended amounts would be paid to ACRP, the actuary's opinion was that the statutory funding objective could have been expected on 31 March 2022 to be met by the end of the period specified in the recovery plan.

The valuation was carried out for the purposes of section 179 of the Pensions Act 2004 and the key financial assumptions (net of price inflation) were:

Net discount rate prior to retirement (pre 2009 compensation)	-2.39% p.a.
Net discount rate prior to retirement (post 2009 compensation)	-0.68% p.a.
Net discount rate for pre 1997 benefits in payment (current pensioners)	1.95% p.a.
Net discount rate for pre 1997 benefits in payment (future pensioners)	1.65% p.a.
Net discount rate for post 1997 benefits in payment (current pensioners)	-0.25% p.a.
Net discount rate for post 1997 benefits in payment (future pensioners)	-0.65% p.a.
Longevity	S3PMA (for males first life), S3PFA (for females first life), S3DMA (for males second life) and SDFA (for females second life), in each case with future improvements in line with the CMI 2019 model, with a long term improvement rate of 1.5%/1.25% for males/females, and a core smoothing parameter of 7.5
Contingent benefits	85% (males) or 75% (females) assumed married at retirement Females are assumed to be 3 years younger.

Contributions by the Council and its employees were:

	Council		Employees	
	2023/24	2022/23	2023/24	2022/23
For all staff	19.9%	20.9%	6.0%	6.0%

In addition, the Council made a lump sum payment of £115,900 in 2022/23 and it was agreed with the actuaries that no further deficit payments would be needed until the next revaluation. The Council's Lottery Distribution account contributed £56,550 towards the deficit payment.

There have been no changes to the Council's and employees' contribution rates since 31 March 2024.

The Council also paid 0.2% (**2022/23: 0.1%**) of pensionable salary in respect of each life assurance only member.

Under Auto Enrolment legislation all eligible employees are required to join a qualifying pension scheme, unless they formally opt out. We have a defined contribution scheme, The People's Pension, as an alternative option for employees who are not members of the ACRP. The Council contributed 5% and the employee 3% during the year. These rates may change in the future, in line with the requirements of the legislation.

The Chief Executive and Directors are responsible for directing the Council's activities. Their actual emoluments and pension benefits were as shown in the following tables.

The amount of pension benefits for the year which contributes to the single total remuneration figures is calculated in a similar way to the method used to derive pension values for tax purposes, and is based on information received from the actuary of the Arts Council Retirement Plan 1994.

The value of pension benefits is calculated as follows:

$$(\text{real increase in pension}^* \times 20) + (\text{real increase in any lump sum}) - (\text{contributions made by member})$$

*excluding increases due to inflation or any increase or decrease due to a transfer of pension rights

This is not an amount which has been paid to an individual by the Council during the year, it is a calculation which uses information from the pension benefit table. These figures can be influenced by many factors, e.g. changes in a person's salary, whether or not they choose to make additional contributions to the pension scheme from their pay, and other valuation factors affecting the pension scheme as a whole.

The single total remuneration figures of the Senior Leadership Team (audited):

Name Position	2023/24			2022/23		
	Emoluments band £'000	Pension benefits £'000	Single total remuneration £'000	Emoluments band £'000	Pension benefits £'000	Single total remuneration £'000
Dafydd Rhys Chief Executive from 17 October 2022	105-110	24	130-135	45-50	11	55-60
Full year equivalent				100-105		
Michael Elliott ¹ Interim Chief Executive from 7 March 2022 to 1 November 2022 Full year equivalent	N/A	N/A	N/A	65-70	-	65-70
				100-105		
Richard Nicholls ² Director of Operations to 6 April 2024	105-110	16	120-125	80-85	17	95-100
Diane Hebb Director of Arts Engagement	85-90	(18)	65-70	80-85	(35)	45-50
Rebecca Nelson Director of Finance and Business Services to 2 August 2024	85-90	13	95-100	80-85	13	90-95
Lleucu Siencyn ³ Director of Arts Development from 9 May 2022 to 8 April 2024 Full year equivalent	125-130	19	145-150	65-70	14	80-85
				70-75		

¹ The Interim Chief Executive elected not to join a pension scheme and there was no requirement to auto-enrol him.

² The Director of Operations' remuneration includes compensation of £21,373 for loss of office in 2023/24.

³ The Director of Arts Development's remuneration includes compensation of £45,427 for loss of office in 2023/24.

The pension benefits of the Senior Leadership Team (audited):

Name Position	2023/24		2023/24		2023/24	2022/23	2023/24
	Real increase in pension and related lump sum at age 65 £'000		Total accrued pension at age 65 as at 31/03/24, or date of leaving if earlier, and related lump sum £'000		Cash Equivalent ¹ Transfer Value at 31/03/24 £'000	Cash Equivalent Transfer Value at 31/03/23, or date of leaving if earlier £'000	Real increase ² in Cash Equivalent Transfer Value £'000
Dafydd Rhys Chief Executive	Pension	0-2.5	Pension	0-5	32	9	15
	Lump sum	2.5-5	Lump sum	5-10			
Richard Nicholls Director of Operations to 6 April 2024	Pension	0-2.5	Pension	0-5	30	20	3
	Lump sum	2.5-5	Lump sum	10-15			
Diane Hebb Director of Arts Engagement	Pension	(2.5)-0	Pension	25-30	428	390	(15)
	Lump sum	(2.5)-0	Lump sum	75-80			
Rebecca Nelson Director of Finance and Business Services to 2 August 2024	Pension	0-2.5	Pension	5-10	38	28	1
	Lump sum	0-2.5	Lump sum	15-20			
Lleucu Siencyn Director of Arts Development to 8 April 2024	Pension	0-2.5	Pension	0-5	18	7	5
	Lump sum	2.5-5	Lump sum	5-10			

¹ **Cash Equivalent Transfer Values** - A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Arts Council Retirement Plan 1994. They also include any additional pension benefit accrued to the member as a result of their purchasing additional pension benefits at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are drawn.

² **Real increase in CETV** - This is the change in CETV net of inflation, employee contributions (including those relating to the purchase of added years) and transfer-in payments.

The Chair is remunerated for his or her services but receives no bonus payments and is not a member of the pension scheme. Other Council and Committee Members receive no payment for their services. An aggregate amount of £7,165 (**2022/23: £3,035**) was reimbursed to 15 (**2022/23: 11**) Council members for travel and subsistence costs incurred on Council business. The aggregate amount allocated to Lottery Distribution activities was £2,933 (**2022/23: £2,033**).

The total actual emoluments of the Chairs and Chief Executives were made up of (audited):

	2023/24 £	2022/23 £
Chairs¹		
Chair (from 1 April 2023) – Maggie Russell Salary	<u>43,810</u>	<u>-</u>
Chair (to 31 March 2023) – Phil George Salary	<u>-</u>	<u>25,556</u>
Interim Chair (from 1 October 2022 to 31 March 2023) – Kate Eden Salary	<u>-</u>	<u>17,524</u>
Chairs' total Salary	<u>43,810</u>	<u>43,080</u>

¹ Phil George remained in office until the end of his term on 31 March 2023. He was remunerated for his services until October 2022 when, due to his ill-health, Kate Eden was appointed Interim Chair for the remainder of last financial year.

Chief Executives

Chief Executive (from 17 October 2022) – Dafydd Rhys Salary	106,922	46,721
Employer's pension contribution	<u>21,277</u>	<u>9,764</u>
	<u>128,199</u>	<u>56,485</u>
Former Interim Chief Executive (from 7 March 2022 to 1 November 2022) – Michael Elliott Salary	<u>-</u>	<u>65,643</u>
Chief Executives' total Salary	106,922	112,364
Employer's pension contribution	<u>21,277</u>	<u>9,764</u>
	<u>128,199</u>	<u>122,128</u>

34% (2022/23: 34%) of the Chairs' and 28% (2022/23: 28%) of the Chief Executives' emoluments are charged in these financial statements and the remainder to general activities.

Reimbursed travel and subsistence expenses incurred and defrayed whilst on Council business:

Chairs	£1,223	£593
Chief Executives	£12,037	£11,050

49% (2022/23: 49%) of the Chairs' and Chief Executives' expenses are charged in these financial statements and the remainder to general activities.

2023/24 2022/23

Other than members of the Senior Leadership Team listed above, the number of employees (whole Council) whose remuneration for the year, excluding employer's pension contributions, exceeded £60,000 was as follows:

£60,000 to £69,999	-	1
£70,000 to £79,999	1	-

Fair pay (audited)

2024 2023

The range of annual remuneration (full time equivalents) at 31 March was (whole Council):

£26,277	£25,026
to	to
£106,922	£101,830

The Chief Executive is the highest paid member of staff.

During the year the Chief Executive received a pay award of 5% (2022/23: no change). Staff as a whole also received a pay award of 5% (2022/23: 4%).

The annual remuneration (full time equivalents) of employees and the ratios between each of those and the pay of the Chief Executive at 31 March were (whole Council):

25th percentile	£32,915	£31,348
	1:3.2	1:3.2
Median (50th) percentile	£47,861	£45,582
	1:2.2	1:2.2
75th percentile	£47,861	£45,582
	1:2.2	1:2.2

Annual remuneration comprises salary only. No benefits were paid and there was no performance-related pay.

Staff composition at 31 March

(full time equivalents – whole Council)

	2024			2023		
	Male	Female	Total	Male	Female	Total
Senior Leadership Team	2	3	5	2	3	5
Portfolio Managers/Heads of Department	7	10	17	8	9	17
Senior Officers	14	22	36	13	22	35
Officers	2	9	11	3	9	12
Team Co-ordinators/Personal Assistants	3	15	18	2	16	18
	28	59	87	28	59	87
	32%	68%		32%	68%	

Compensation schemes - exit packages (whole Council) (audited):

Exit package cost band	Number of compulsory redundancies		Number of other departures agreed		Total number of exit packages by cost band	
	2023/24	2022/23	2023/24	2022/23	2023/24	2022/23
£10,000 to £24,999	-	-	2	-	2	-
£25,000 to £49,999	1	-	4	-	5	-
£50,000 to £99,999	-	-	4	-	4	-
£100,000 to £149,999	-	-	2	-	2	-
Total number of exit packages	1	-	12	-	13	-
Total cost (£'000)	45	-	735	-	780	-

Exit packages include redundancy payments and, where applicable, contractual pay in lieu of notice, accrued holiday pay and accrued pay for excess hours due at the date of termination.

Redundancy payments have been determined in accordance with the provisions of the Council's redundancy policy. The Council usually pays exit costs when employment ends but provides for the exit costs in full at the point when there is sufficiently detailed information to do so.

All 'other departures agreed' related to requests for redundancy where, in accordance with the Council's redundancy policy, the employees' posts either disappeared in the new structure or were filled by other employees who would otherwise have been compulsorily redundant. There is no difference in the compensation entitlements of volunteers and those who are compulsorily redundant.

The Welsh Government provided funding to the Council to meet the exit packages in full. This funding and the related costs have been apportioned between the Council's general activities and lottery distribution accounts. 49% is recognised in these financial statements in partnership income and in staff costs.

Parliamentary Accountability and Audit Report

(audited)

Remote contingent liabilities

The Council is an admitted employer of the Arts Council Retirement Plan 1994. The Plan is a funded, defined benefit, multi-employer scheme where the participating employers are unable to identify their shares of the underlying assets and liabilities.

In the event of the withdrawal of an employer, the debt triggered under section 75 of the Pensions Act 1995 would be calculated using the solvency shortfall of the entire Plan, not the employer's own asset share and liabilities. Also, in the event of Plan wind up, as the Plan is a "last man standing" arrangement all employers would be jointly and severally liable for the total shortfall in the Plan.

It is not practical to estimate the financial impact.

Losses, special payments and gifts

The Council incurred no losses during the year and made no special payments or gifts.

Fees and charges income

The Council has no material income of this kind.

Dafydd Rhys

Accounting Officer

18 October 2024

Endorsed on behalf of Council:

Maggie Russell

Chair

18 October 2024

The Certificate and Report of the Comptroller and Auditor General to the Houses of Parliament and the Senedd

Opinion on financial statements

I certify that I have audited the financial statements of the Arts Council of Wales Lottery Distribution Account for the year ended 31 March 2024 under the National Lottery etc Act 1993.

The financial statements comprise the Arts Council of Wales Lottery Distribution Account's

- Statement of Financial Position as at 31 March 2024;
- Statement of Comprehensive Net Expenditure, Statement of Cash Flows and Statement of Changes in Reserves for the year then ended; and
- the related notes including the significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is applicable law and UK adopted international accounting standards.

In my opinion, the financial statements:

- give a true and fair view of the state of the Arts Council of Wales Lottery Distribution Account's affairs as at 31 March 2024 and its Comprehensive Net Expenditure for the year then ended; and
- have been properly prepared in accordance with the National Lottery etc Act 1993 and Secretary of State directions issued thereunder.

Opinion on regularity

In my opinion, in all material respects, the income and expenditure recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs UK), applicable law and Practice Note 10 Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom (2022). My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my certificate.

Those standards require me and my staff to comply with the Financial Reporting Council's *Revised Ethical Standard 2019*. I am independent of the Arts Council of Wales Lottery Distribution Account in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK. My staff and I have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the Arts Council of Wales Lottery Distribution Account's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Arts Council of Wales Lottery Distribution Account'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.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this certificate.

The going concern basis of accounting for the Arts Council of Wales Lottery Distribution Account is adopted in consideration of the requirements set out in HM Treasury's Government Financial Reporting Manual, which requires entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

Other information

The other information comprises the information included in the Annual Report but does not include the financial statements nor my auditor's certificate and report thereon. The Accounting Officer is responsible for the other information.

My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my certificate, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion the part of the Remuneration and Staff Report to be audited has been properly prepared in accordance with Secretary of State directions issued under the National Lottery etc Act 1993.

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report subject to audit have been properly prepared in accordance with Secretary of State directions made under the National Lottery etc Act 1993; and
- the information given in the Performance Report and Operational Review and Accountability Report for the financial year for which the financial statements are

prepared is consistent with the financial statements and is in accordance with the applicable legal requirements.

Matters on which I report by exception

In the light of the knowledge and understanding of the Arts Council of Wales Lottery Distribution Account and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Operational Review and Accountability Report.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept by the Arts Council of Wales Lottery Distribution Account or returns adequate for my audit have not been received from branches not visited by my staff; or
- I have not received all the information and explanations I require for my audit; or
- the financial statements and the parts of the Accountability Report subject to audit are not in agreement with the accounting records and returns; or
- certain disclosures of remuneration specified by HM Treasury's Government Financial Reporting Manual have not been made or parts of the Remuneration and Staff Report to be audited is not in agreement with the accounting records and returns; or
- the Governance Statement does not reflect compliance with HM Treasury's guidance.

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for:

- maintaining proper accounting records;
- providing the Comptroller and Auditor General (C&AG) with access to all information of which management is aware that is relevant to the preparation of the financial statements, such as records, documentation and other matters;
- providing the C&AG with additional information and explanations needed for his audit;
- providing the C&AG with unrestricted access to persons within the Arts Council of Wales from whom the auditor determines it necessary to obtain audit evidence;
- ensuring such internal controls are in place as deemed necessary to enable the preparation of financial statement to be free from material misstatement, whether due to fraud or error;
- preparing financial statements which give a true and fair view in accordance with Secretary of State directions issued under the National Lottery etc Act 1993;
- preparing the annual report, which includes the Remuneration and Staff Report, in accordance with Secretary of State directions issued under the National Lottery etc Act 1993; and
- assessing the Arts Council of Wales Lottery Distribution Account'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 Accounting Officer anticipates that the services provided by the Arts Council of Wales Lottery Distribution Account will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the National Lottery etc Act 1993.

My 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 certificate that includes my 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.

Extent to which the audit was considered capable of detecting non-compliance with laws and regulations including fraud

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulations, including fraud. The extent to which my procedures are capable of detecting non-compliance with laws and regulations, including fraud, is detailed below.

Identifying and assessing potential risks related to non-compliance with laws and regulations, including fraud

In identifying and assessing risks of material misstatement in respect of non-compliance with laws and regulations, including fraud, I:

- considered the nature of the sector, control environment and operational performance including the design of the Arts Council of Wales Lottery Distribution Account's accounting policies;
- inquired of management, the Arts Council of Wales's head of internal audit and those charged with governance, including obtaining and reviewing supporting documentation relating to the Arts Council of Wales Lottery Distribution Account's policies and procedures on:
 - identifying, evaluating and complying with laws and regulations;
 - detecting and responding to the risks of fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations including the Arts Council of Wales Lottery Distribution Account's controls relating to the Arts Council of Wales Lottery Distribution Account's compliance with the National Lottery etc Act 1993, Managing Public Money and Managing Welsh Public Money;
- inquired of management, the Arts Council of Wales's head of internal audit and those charged with governance whether:
 - they were aware of any instances of non-compliance with laws and regulations;
 - they had knowledge of any actual, suspected, or alleged fraud;
- discussed with the engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, I considered the opportunities and incentives that may exist within the Arts Council of Wales Lottery Distribution Account for fraud and identified the greatest potential for fraud in the following areas: revenue recognition, posting of unusual journals, complex transactions, and bias in management estimates. In common with all audits

under ISAs (UK), I am required to perform specific procedures to respond to the risk of management override.

I obtained an understanding of the Arts Council of Wales Lottery Distribution Account's framework of authority and other legal and regulatory frameworks in which the Arts Council of Wales Lottery Distribution Account operates. I focused on those laws and regulations that had a direct effect on material amounts and disclosures in the financial statements or that had a fundamental effect on the operations of the Arts Council of Wales Lottery Distribution Account. The key laws and regulations I considered in this context included the National Lottery etc Act 1993, Managing Public Money, Managing Welsh Public Money, employment law, pensions legislation and tax legislation.

Audit response to identified risk

To respond to the identified risks resulting from the above procedures:

- I reviewed the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described above as having direct effect on the financial statements;
- I enquired of management and the Audit & Risk Assurance Committee concerning actual and potential litigation and claims;
- I reviewed minutes of meetings of those charged with governance and the Council and internal audit reports; and
- I addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and other adjustments; assessing whether the judgements on estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business; and
- I communicated relevant identified laws and regulations and potential risks of fraud to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of my 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 my certificate.

Other auditor's responsibilities

I am required to obtain sufficient appropriate audit evidence to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control I identify during my audit.

Report

I have no observations to make on these financial statements.

Gareth Davies
Comptroller and Auditor General

24 October 2024

National Audit Office
157-197 Buckingham Palace Road
Victoria
London
SW1W 9SP

Financial Statements

THE ARTS COUNCIL OF WALES

LOTTERY DISTRIBUTION ACCOUNT

STATEMENT OF COMPREHENSIVE NET EXPENDITURE

for the year ended 31 March 2024

	Notes	2023/24		2022/23	
		£'000	£'000	£'000	£'000
Income					
Share of proceeds from the National Lottery	2		17,234		17,681
Investment income on balances in the National Lottery Distribution Fund	2		839		355
Partnership income			579		260
Interest receivable			72		27
Grants recoverable			39		23
Total income			18,763		18,346
Expenditure					
Management and administration:					
Staff costs	3a	1,779		1,362	
Other operating costs	3b	768		617	
			2,547		1,979
Expenditure on the arts:					
Grants made		14,988		15,333	
Less: Lapsed and revoked grants		(327)		(163)	
Net grants made	4		14,661		15,170
Delegated distributors	5		1,690		1,864
Strategic partnerships and other arts awards	6		520		60
Direct costs of grant making	3c		177		128
			17,048		17,222
Total expenditure			19,595		19,201
Comprehensive net expenditure for the year			(832)		(855)

There are no discontinued activities and there have been no acquisitions during the year.

There are no gains or losses other than those shown above.

The notes on pages 91 to 98 form part of these financial statements.

THE ARTS COUNCIL OF WALES

LOTTERY DISTRIBUTION ACCOUNT STATEMENT OF FINANCIAL POSITION

as at 31 March 2024

	Notes	31 March 2024 £'000	31 March 2023 £'000
Current assets:			
Financial assets:			
Investments - balance held in the National Lottery Distribution Fund	2	18,715	24,399
Trade and other receivables	7	431	6
Cash and cash equivalents	8	4,633	2,420
Total current assets		23,779	26,825
Total assets		23,779	26,825
Trade payables and other current liabilities – amounts falling due within one year:			
Trade and other payables	9	(915)	(333)
Other liabilities:			
Grants	4,9	(17,062)	(16,875)
Delegated distributors	5,9	(124)	(1,444)
Total payables and other current liabilities		(18,101)	(18,652)
Non-current assets plus net current assets		5,678	8,173
Trade payables and other non-current liabilities – amounts due after more than one year:			
Grants	4	(1,185)	(2,848)
Assets less liabilities		4,493	5,325
Reserves:			
General fund		4,493	5,325

The notes on pages 91 to 98 form part of these financial statements.

The financial statements were approved by the Arts Council of Wales and signed on its behalf by

Dafydd Rhys
Accounting Officer
18 October 2024

Maggie Russell
Chair
18 October 2024

THE ARTS COUNCIL OF WALES

LOTTERY DISTRIBUTION ACCOUNT STATEMENT OF CASH FLOWS

for the year ended 31 March 2024

	2023/24 £'000	2022/23 £'000
Cash flows from operating activities		
Net expenditure	(832)	(855)
Bank interest	(72)	(27)
Decrease/(Increase) in the balance held in the National Lottery Distribution Fund	5,684	1,766
Decrease/(Increase) in trade and other receivables	(425)	145
Increase/(Decrease) in trade and other payables and other liabilities	(738)	333
Increase/(Decrease) in grants payable	(1,476)	(770)
Net cash inflow/(outflow) from operating activities	2,141	592
Cash flows from investing activities		
Bank interest	72	27
Net cash inflow from investing activities	72	27
Cash and cash equivalents		
Net increase/(decrease) in cash and cash equivalent balances	2,213	619
Balance at 1 April	2,420	1,801
Balance at 31 March	4,633	2,420

STATEMENT OF CHANGES IN RESERVES

for the year ended 31 March 2024

	2023/24 £'000	2022/23 £'000
Balance at beginning of year	5,325	6,180
Net expenditure for the year	(832)	(855)
Balance at end of year	4,493	5,325

The notes on pages 91 to 98 form part of these financial statements.

THE ARTS COUNCIL OF WALES

LOTTERY DISTRIBUTION ACCOUNT

NOTES FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

1. Accounting policies

a. Basis of preparation

These financial statements are prepared on a going concern basis and under the historical cost convention. They have been prepared in a form directed by the Secretary of State for Culture, Media & Sport with the consent of HM Treasury, in accordance with Section 35(3) of the National Lottery etc. Act 1993, and with the consent of Welsh Ministers.

These financial statements have been prepared in compliance with International Financial Reporting Standards (IFRS) as interpreted for the public sector context within the Government Financial Reporting Manual issued by HM Treasury.

Impact of standards not yet effective

The application of any new or amended IFRS is governed by their adoption by the Government Financial Reporting Manual. The Council applies changes to standards when they become effective. There are no known material impacts from IFRS changes that have been issued and are not yet effective on the financial statements in the period of initial application.

b. Recognition of income and expenditure

All income is accounted for on an accruals basis. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources.

c. General activities

These financial statements do not cover the Council's general activities, funded mainly by grant-in-aid, for which separate financial statements have been prepared.

d. Grants

Grants are accounted for as expenditure in the Statement of Comprehensive Net Income/Expenditure and, until paid, as liabilities in the Statement of Financial Position if:

- i. they have been formally approved by Council, or under delegated authority; and
- ii. formal written notification (including email or other electronic communication) has been issued to the intended recipients; and
- iii. the offers are free from any conditions under the Council's control.

Grants payable within one year of the year-end are recognised in the Statement of Financial Position as current liabilities. Those payable more than one year after the Statement of Financial Position date are shown as such.

Grants which have been formally approved by Council, or under delegated authority, which do not meet the definition of liabilities are not included in expenditure in the Statement of Comprehensive Net Income/Expenditure or as liabilities in the Statement of Financial Position but are disclosed in note 4.

e. Delegation to external partners

The Council has fully operational delegation agreements in place with a number of bodies to act as lead organisations in the delivery of grant schemes. The statutory grant decision-making function is delegated to the bodies. The terms of the external delegation are set out in formal agreements and satisfy the conditions of the Council's Financial Directions. The obligations of the Council's Accounting Officer are unchanged by the delegation.

Annual sums delegated by the Council to the partners are recognised as expenditure in the Statement of Comprehensive Net Income/Expenditure. Funds are drawn down by the partners to meet grant commitments

as they fall due. Undrawn funds at the year-end are included in the Statement of Financial Position as liabilities. Further details are disclosed in note 9.

f. National Lottery Distribution Fund

Balances held in the National Lottery Distribution Fund remain under the stewardship of the Secretary of State for Culture, Media & Sport. However, the share of these balances attributable to the Council is as shown in the accounts at amortised cost and, at the Statement of Financial Position date, has been certified by the Secretary of State for Culture, Media & Sport as being available for distribution by the Council in respect of current and future commitments.

g. Pensions

The Council is an admitted employer of the Arts Council Retirement Plan 1994. The pension scheme provides defined benefits to Council employees. The costs of the Council's contributions are charged to the Statement of Comprehensive Net Income/Expenditure to spread the cost of pensions over employees' working lives.

The Plan is a funded, defined benefit, multi-employer scheme where the participating employers are unable to identify their shares of the underlying assets and liabilities. The scheme has therefore been accounted for as if it were a defined contribution scheme, in accordance with IAS 19. The Council has made payments to fund a deficit relating to past service. If further deficit payments are needed, following future revaluations, the Council will recognise a provision for the present value of contributions payable in accordance with the terms of any relevant funding agreement. A share of all contributions towards the deficit is charged to the Statement of Comprehensive Net Income/Expenditure.

The Council also has a defined contribution scheme, The People's Pension, as an alternative option to meet the needs of Auto Enrolment legislation. The scheme is accounted for in accordance with IAS 19.

h. Taxation

Non-recoverable Value Added Tax arising from expenditure is charged to the Statement of Comprehensive Net Income/Expenditure or capitalised as a fixed asset where applicable.

i. Apportionment of management and administration costs from the General Activities Account

The Council incurs costs which support both its general activities and lottery distribution functions. In accordance with its Financial Directions the Council apportions indirect costs properly between these two areas of activity with reference to the time spent on, or the consumption of the relevant resources by, the respective activities.

The apportionments are usually reviewed every two years and whenever there is a significant change to the staff structure or the programmes of activity.

j. Financial instruments

Financial assets: Trade receivables and other current assets do not carry any interest and are stated at their nominal value as reduced by appropriate allowances for estimated irrecoverable amounts. Cash and cash equivalents comprise cash in hand and cash at bank and on short term deposit on instant access terms.

Financial liabilities: Trade payables and other current liabilities are not interest bearing and are stated at their nominal value.

2. National Lottery Distribution Fund

Distributing activities are funded by allotted proceeds from the National Lottery which are held in the National Lottery Distribution Fund (NLDF). The NLDF is administered by the Department for Culture, Media and Sport. The National Lottery operator calculates the proceeds on an annual basis as set out in the National Lottery Licence. Payments are made to the NLDF each week based on actual sales and prizes. The percentages of proceeds receivable into the NLDF then payable to each lottery distributing body are set out in National Lottery etc. Act 1993 sections 22 and 23 as amended by Statutory Instrument 2010 No. 2863 'The Apportionment of Money in the National Lottery Distribution Fund Order 2010'. The Council receives 1% of total annual proceeds receivable into the NLDF and draws down the proceeds when needed.

	2023/24 £'000	2022/23 £'000
Balance held in the National Lottery Distribution Fund at 1 April	24,399	26,165
Allocation of Lottery proceeds	17,234	17,681
Investment income receivable	839	355
Drawn down in the year	(23,757)	(19,802)
Balance held in the National Lottery Distribution Fund at 31 March	<u>18,715</u>	<u>24,399</u>

The balance in the National Lottery Distribution Fund at 31 March 2024 is in accordance with the Interim Certificate issued by the Department for Culture, Media & Sport.

3. Costs in support of our operations

a. Staff costs

	2023/24			2022/23
	Permanently employed £'000	Other £'000	Total £'000	Total £'000
Wages and salaries charged to Lottery distribution activity	1,106	145	1,251	1,060
Social security costs	136	14	150	119
Other pension costs ¹	187	19	206	253
Redundancy costs	328	-	328	-
Agency costs	-	4	4	2
	<u>1,757</u>	<u>182</u>	<u>1,939</u>	<u>1,434</u>

¹ Including a lump sum payment of £56,550 towards the pension deficit in 2022/23

Charged to Management and administration	1,779	1,362
Charged to Expenditure on the arts (note 3c)	160	72
	<u>1,939</u>	<u>1,434</u>

More detailed disclosures are contained in the Remuneration and Staff Report.

b. Management and administration: Other operating costs

	2023/24 £'000	2022/23 £'000
Staff related costs	63	73
Organisational Review	8	-
Infrastructure	320	287
Office running costs	9	7
Professional and consultancy fees	209	99
Lottery promotion	15	25
Irrecoverable VAT	70	71
Charge for use of fixed assets	29	15
Auditor's remuneration – Audit ¹	33	26
Internal audit	9	12
Council and committee meetings, including travel and subsistence	3	2
	<u>768</u>	<u>617</u>

¹ The audit fee is for audit services and no non-audit services were provided.

Management and administration costs are apportioned between the Council's general activities and Lottery distribution accounts with reference to the time spent on, or the consumption of, the relevant resources by the respective functions. The rates applied differ according to the expenditure heading but the average charge to Lottery activities was 49% (2022/23: 49%).

c. Expenditure on the arts: Direct costs of grant making	2023/24 £'000	2022/23 £'000
Assessors' fees	-	13
Irrecoverable VAT	1	3
Arts and Health	154	72
Resilience fund	5	-
Future Wales Fellowships	11	-
Climate Justice	6	-
Men's Football World Cup	0	40
	<u>177</u>	<u>128</u>

4. Grants	£'000	£'000	2023/24 £'000	2022/23 £'000
	Capital	Revenue schemes	Total	Total
Payable at 1 April	7,471	12,252	19,723	20,493
Grants made in the year	444	14,544	14,988	15,333
Amounts not taken up	-	(327)	(327)	(163)
Charged to Statement of Comprehensive Net Income/Expenditure	444	14,217	14,661	15,170
Grants paid in the year	(219)	(15,918)	(16,137)	(15,940)
Payable at 31 March ¹	<u>7,696</u>	<u>10,551</u>	<u>18,247</u>	<u>19,723</u>
Falling due within one year	6,961	10,065	17,026	16,875
Falling due after more than one year	735	486	1,221	2,848
	<u>7,696</u>	<u>10,551</u>	<u>18,247</u>	<u>19,723</u>
¹ Ageing of grants payable:				
2023/24	-	-	-	16,875
2024/25	6,961	10,065	17,026	2,724
2025/26	735	463	1,198	119
2026/27	-	23	23	5
2027/28	-	-	-	-
	<u>7,696</u>	<u>10,551</u>	<u>18,247</u>	<u>19,723</u>
Grants approved but not formally offered at 31 March which are not recognised in the Statement of Comprehensive Net Income/Expenditure and Statement of Financial Position			<u>3,757</u>	<u>10</u>

5. Delegated Lottery distributors

The Council has fully operational delegation agreements in place with the following bodies for the distribution of Lottery funds:

	Ffilm Cymru Wales for film £'000	Literature Wales for writers' bursaries £'000	Tŷ Cerdd for community & Welsh music £'000	2023/24 Total £'000	2022/23 Total £'000
Undrawn funds at 1 April (restated) ¹	1,425	19	-	1,444	1,189
Delegated for the year ²	1,437	97	156	1,690	1,864
	2,862	116	156	3,134	3,053
Drawn down in the year ³	(2,774)	(80)	(156)	(3,010)	(1,609)
Undrawn funds at 31 March	88	36	-	124	1,444
Grants recorded as payable by the delegated distributors at 31 March	1,050	61	24	1,135	856

¹ The undrawn funds at 1 April 2022 includes £6,000 due to Nesta

² The total delegated in 2022/23 includes £174,000 to BBC Cymru Wales

³ The total drawn down in 2022/23 includes £174,000 by BBC Cymru Wales and £6,000 by Nesta

Full lists of the grants administered by the delegated distributors during 2023/24 are included in the annexes to this Annual Report.

6. Strategic partnerships and other arts awards

	2023/24 £'000	2022/23 £'000
Strategic partnerships:		
BBC Cymru Wales (for Horizons/Gorwelion)	150	-
UK Research and Innovation (for digital development)	150	-
Nesta (for arts and health innovation projects)	100	-
Other arts awards:		
Unlimited awards in association with Arts Council England	80	60
Beyond Borders awards in association with PRS Foundation	40	-
	520	60

7. Trade and other receivables

	2023/24 £'000	2022/23 £'000
Grants recoverable	21	6
Support for exit packages from Welsh Government	410	-
	431	6

8. Cash and cash equivalents

	2023/24 £'000	2022/23 £'000
The following balances at 31 March were held at:		
Commercial banks	4,633	2,420

9. Trade payables and other current liabilities – amounts falling due within one year

	2023/24 £'000	2022/23 £'000
Trade and other payables:		
Trade payables	19	2
Due to the Arts Council of Wales General Activities account:		
for apportioned costs ¹	431	313
Accruals and deferred income	465	18
Sub-total: Trade and other payables	915	333
Other liabilities:		
Grants (note 4)	17,062	16,875
Delegated distributors (note 5) ²	124	1,444
Sub-total: Other liabilities	17,186	18,319
Total current liabilities	18,101	18,652

	2023/24 £'000	2022/23 £'000
¹ The amount due to the Arts Council of Wales General Activities account is made up of:		
Recharges of apportioned costs		
- Staff	336	114
- Overheads	66	127
- Charge for use of assets	29	15
- Pension deficit lump sum	-	57
	<u>431</u>	<u>313</u>
² The Council has delegated Lottery funds (note 5) to the following distributors:		
Undrawn funds at 31 March		
- Ffilm Cymru Wales (for film)	88	1,425
- Literature Wales (for writers' bursaries)	36	19
	<u>124</u>	<u>1,444</u>

10. Contingent asset

Sale of Olympic Park

The National Lottery Distributors are entitled to receive a share of receipts from the sale of land on Queen Elizabeth Olympic Park in return for their contribution of an additional £675m to the funding of the London 2012 Olympic and Paralympic Games. This was announced in 2007. The arrangements are set out in a legal agreement between the Secretary of State for Culture, Media & Sport and the Greater London Authority (GLA) dated 29 March 2012 which sets out the distribution of funds between the GLA and the Lottery Distributors via the Department for Culture, Media & Sport (DCMS). Land sales are likely to take place over a lengthy period, estimated to be up to 2036/37. The GLA has advised that sales are forecast to return less than £200m with payments to the Lottery Distributors beginning in 2026/27.

11. Events after the reporting period

Authorisation of these financial statements for issue

The financial statements were authorised for issue by the Accounting Officer on the same date as the Comptroller and Auditor General certified them.

There were no material post balance sheet events up to the date on which the accounting statements were authorised by the Accounting Officer which would have meant that the accounts had to be adjusted.

12. Financial instruments

International Financial Reporting Standard 7, *Financial Instruments: Disclosures*, requires disclosure of the role which financial instruments have had during the period in creating or changing the risks the Council's function faces in undertaking its role.

Liquidity risk – In 2023/24 £17,234,000 or 91.9% of the Council's Lottery distribution income was derived from the National Lottery (**2022/23: £17,681,000 or 96.4%**). Of the remaining income £839,000 or 4.5% was derived from investment returns from the balance held with the National Lottery Distribution Fund (**2022/23: £355,000 or 1.9%**) and £690,000 or 3.7% from other investment income and sundry income (**2022/23: £310,000 or 1.7%**). The Council does not consider that its Lottery Distribution function is exposed to any significant liquidity risk, and is satisfied that the balance within the National Lottery Distribution Fund and projected future Lottery proceeds are sufficient to meet its hard commitments.

Interest rate risk – The financial assets of the Lottery are invested in the National Lottery Distribution Fund, which invests in a narrow band of low risk assets such as government bonds and cash. The Council has no control over the investment of funds in the National Lottery Distribution Fund. Cash and cash equivalents which are drawn down from the Fund to pay grant commitments and operating costs are held in instant access, variable rate bank accounts which on average carried an interest rate of 3.18% in the year (**2022/23: 0.88%**). The cash and cash equivalents balance at the year-end was £4,633,000 (**2023: £2,420,000**). The Council does not consider that its Lottery Distribution function is exposed to significant interest rate risks.

Foreign currency risk – The lottery distribution function of the Council is not exposed to any significant foreign exchange risks.

Cash flow risk – The Council is not exposed to any significant cash flow risks.

Credit risk – The Council is not exposed to any significant credit risk.

13. Related party transactions

Public bodies

The Council is a Welsh Government sponsored body.

The Welsh Parliament/Welsh Government is regarded as a related party and details of transactions with the Welsh Parliament/Welsh Government are given in the separate accounts covering the Council's general activities.

The National Lottery Distribution Fund is administered by the Department for Culture, Media & Sport which is regarded as a related party. During the year the Council had no material transactions with the Department for Culture, Media & Sport other than those shown in the Statement of Comprehensive Net Income/Expenditure.

Delegated Lottery distributors

As disclosed in note 5, Ffilm Cymru Wales, Literature Wales and Tŷ Cerdd are delegated distributors of the Council's Lottery funding. During the year the Council had no material transactions with them other than those shown in the Statement of Comprehensive Net Income/Expenditure.

Individuals

Members of Council, Committees, staff or other related parties (being close family members) undertook financial transactions (listed below) with the Council in its role as Lottery distributor during the year. Where the individuals and/or their close family were members of the Boards of Management (or equivalent) or were senior employees of organisations offered Lottery grants or other Lottery payments by the Council in 2023/24 in all such cases, in accordance with the Council's Code of Best Practice, the individual concerned withdrew from any meeting where there was a discussion or decision regarding funding.

Under the Council's Code of Best Practice an interest is deemed to persist for a minimum period of one year after the individual has left the position which created the interest. This policy is reflected in the disclosures which follow.

Financial transactions with the Council in respect of its general activities are recorded in the separate accounts covering those activities.

Member Role	Organisation	Payable Transaction 2023/24 (number)	Total Value 2023/24 £	Total balance outstanding at 31 March 2024 ¹ £
<u>Council members</u>				
Elen ap Robert Chair	National Eisteddfod of Wales	Grant (1)	99,755	99,755
Board member	Welsh National Opera	Grant (1)	50,000	52,500
Lhosa Daly Director	National Trust Cymru	Invoice (1)	150	Nil
Devinda De Silva Board member	Dirty Protest	Grant (1)	37,763	84,105
Board member	Disability Arts Cymru	Grant (0)	Nil	16,372
Kate Eden (to 30 September 2023) Council member	Aberystwyth University	Grant (1)	49,800	52,374

Member Role	Organisation	Payable Transaction 2023/24 (number)	Total Value 2023/24 £	Total balance outstanding at 31 March 2024 ¹ £
Ruth Fabby Board member	Unlimited	Invoice (1)	80,000	Nil
Emily Hutchings Employment	Chapter	Grant (4)	93,510	44,143
Employment	Sherman Theatre	Grant (4)	120,995	88,664
Gwennan Mair Jones Drama board member	National Eisteddfod of Wales	Grant (1)	99,755	99,755
Arts & Health NW Group member	Betsi Cadwaladr Health Board	Grant (4)	82,300	33,996
Employment	Theatr Clwyd	Grant (1)	40,000	5,045,849
Tafsila Khan Board member	Fio	Grant (1)	9,112	99,017
Employment	Wales Millennium Centre	Grant (2)	135,000	85,000
Board member	Taking Flight	Grant (2)	255,694	330,996
Alison Mears Esswood Membership (Family member)	The Aloud Charity	Grant (1)	10,000	3,344
Keith Murrell Board member	Butetown Art and Culture Association	Grant (2)	103,109	10,311
Board member	The Successors of the Mandigue	Grant (4)	163,570	168,505
Prue Thimbleby Employment	Swansea Bay Health Board	Grant (4)	116,650	37,170
Dr Sarah Younan Employment (Family member)	Sub-Sahara Advisory Panel	Grant (1)	15,000	137,080

Independent Committee members

Ruth Cayford Employment	Cardiff Council (St David's Hall)	Grant (0)	Nil	106,171
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Senior Leadership Team members

Dafydd Rhys Former employment (until August 2022)	Aberystwyth University	Grant (1)	49,800	52,374
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¹ The total balance outstanding at the year-end may include amounts in respect of grants awarded in previous years but not yet paid.

Annexes

not forming part of the financial statements and not subject to audit

NATIONAL LOTTERY POLICY DIRECTIONS

The Welsh Ministers, in exercise of the powers conferred by section 26(1) of the National Lottery etc. Act 1993, and having consulted with the Arts Council of Wales pursuant to Section 26(5) of that Act, have issued the following Directions:

1. In these Directions any reference to a section is a reference to a section of the National Lottery etc. Act 1993 as amended by the National Lottery Act 1998.
2. The Arts Council of Wales shall take into account the following matters in determining the persons to whom, the purposes for which and the conditions subject to which it distributes money under section 25(1):-

GENERIC

- A the need to ensure that money is distributed under section 25(1) for projects which promote the public good or charitable purposes and which are not intended primarily for public gain;
- B the need to ensure that it considers applications which relate to the complete range of activities falling within section 22(3)(b) and in respect of which it has the power to distribute money, taking into account:
 - i its assessment of the needs of the arts and arts activities and its priorities for the time being for addressing them;
 - ii the need to ensure that all regions of Wales have access to funding;
 - iii the scope for reducing economic and social deprivation at the same time as creating benefits for the arts;
- C the need to further the objectives of sustainable development;
- D the need for money distributed under section 25(1) to be distributed only to projects where they are for a specific, time-limited purpose;
- E the need:
 - i in all cases, for applicants to demonstrate the financial viability of the project for the period of the grant;
 - ii where capital funding or setting-up costs are sought, for a clear business plan beyond the period of the grant, incorporating provision for associated running and maintenance costs;
 - iii in other cases, for consideration to be given to likely availability of other funding to meet any continuing costs for a reasonable period after completion of the period of the Lottery award, taking into account the size and nature of the project, and for Lottery funding to be used to assist progress towards viability beyond the period of the grant wherever possible;

- F the desirability of supporting the development of long term financial and managerial viability of organisations in the arts. In taking this into account the Arts Council shall have regard to Direction D;
- G the need to require an element of partnership funding and/or contributions in kind, from other sources, commensurate with the reasonable ability of different kinds of application, or applicants in particular areas to obtain such support;
- H the desirability of working with other organisations, including other distributors, where this is an effective means of delivering elements of its strategy;
- I the need to ensure that its powers to solicit applications under section 25(2)(A) are used in connection with the pursuit of strategic objectives;
- J the need to obtain such information as it considers necessary to make decisions on each application, including independent advice when required;
- K the need to operate within the distinctive policy context in Wales, adding value where appropriate to Welsh Government strategies, to enable the development of opportunities for everyone to flourish within a more successful and sustainable Wales;
- L the need to promote access to the arts for people from all sections of society;
- M the need to promote knowledge of, and interest in, the arts by children and young people;
- N the need to encourage new talent, innovation, and excellence, and to help develop new skills;
- O the need to support volunteering and encourage volunteering in the arts;
- P the need to involve the public and local communities in making policies and setting priorities;

SPECIFIC

- Q the need to promote and support throughout Wales the cultural significance of the Welsh language and the bilingual nature of Wales, including giving effect to the principle of equality between the English and Welsh languages. This should include the addition of specific conditions on the Welsh language in grant offers, an effective monitoring and overseeing of the performance of grant recipients with regard to those conditions;
- R the need to ensure coherent monitoring, evaluation and reporting systems that support quality service delivery, and to maintain accountability by providing an annual report on the Arts Council of Wales' lottery funding activity to the Welsh Government. This report should include an analysis of grants made, and the distribution of these by size, type, geographical area, and art form.

Dated: 1 October 2012

LOTTERY DISTRIBUTION - GRANTS 2023/24

net of offers not taken up or withdrawn

GRANTS TO ORGANISATIONS

Capital grants

Awen Cultural Trust (2 awards)	£60,000
Chapter Cardiff Ltd.	£15,000
Elysium Gallery	£50,000
NoFit State Community Circus Ltd	£20,000
Small World Theatre Ltd	£19,044
The Albert Hall Theatre	£30,000
Oriel Myrddin Trust	£250,000
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	£444,044

Business Continuity Fund

Addo	£2,552
Arad Goch	£15,000
Articulture	£35,120
Artis Community Cymuned	£37,233
Arts Business Cymru	£7,500
Betsi Cadwaladr University Health Board	£1,530
Black RAT Productions Ltd	£3,900
Butetown Arts and Culture Association	£3,109
Celf O Gwmpas	£50,000
Citrus Arts (2 awards)	£11,479
Clwb Ifor Bach	£41,850
Common Wealth (2 awards)	£10,192
Cwmnir Frân Wen	£5,718
Dirty Protest Theatre	£37,763
Familia de la Noche	£918
Fio	£9,112
Focus Wales	£7,500
Galeri Caernarfon Cyf	£5,350
Glynn Vivian Art Gallery	£3,870
Grand Ambition	£49,560
Gravida Collective	£5,175
Gritty Films Limited	£4,000
Hummadruz	£7,451
Impelo (2 awards)	£14,400
Its My Shout Ltd	£2,278
Jazz Promotion Network	£675
Jones the Dance (3 awards)	£59,960
Jony Easterby Productions	£715
Lighthouse Theatre Ltd	£4,846
Live Music Now Wales	£37,437
Llangollen International Musical Eisteddfod (2 awards)	£64,500
Made In Roath (2 awards)	£17,999
Makers Guild in Wales	£495
Maynard Abercych	£6,522
Menter Iaith Maldwyn	£12,091

Mewn Cymeriad In Character	£513
Mid Powys Youth Theatre	£46,571
National Dance Company Wales	£48,046
National Youth Arts Wales	£42,278
NoFit State Community Circus Ltd	£17,663
Opera r Ddraig	£56,000
people make it work	£3,078
PeopleSpeakUp LTD	£500
Pontio Arts	£690
PuppetSoup Ltd	£4,083
PYST CYF	£15,165
Race Council Cymru	£3,600
Rubicon Dance (2 awards)	£50,950
Ruthin Craft Centre	£3,700
Sesiwn Fawr Dolgellau	£1,935
Sherman Theatre	£3,445
Sound Progression	£490
Span Arts Ltd (2 awards)	£15,355
StudioMADE (2 awards)	£17,458
Swansea City Opera	£7,354
Swansea Print Workshop	£4,400
Taliesin Arts Centre	£3,900
Tanio	£2,675
Tape Community Music and Film Ltd	£20,126
The Body Hotel	£234
The Forget-me-Not Chorus Cardiff	£1,797
The Other Room	£6,662
The Successors of the Mandingue (2 awards)	£11,000
Theatr Brycheiniog	£35,250
Theatr Cynefin	£2,100
Theatr Iolo (2 awards)	£14,867
Think Creatively C.I.C.	£49,449
Tin Shed Theatre Co.	£5,449
Tŷ Cerdd	£6,780
Tŷ Pawb	£10,170
Undercurrents	£3,894
Urban Circle Newport (2 awards)	£19,345
Valleys Kids	£5,528
Venue Cymru	£7,485
Wyeside Arts Centre Ltd	£35,000
Y Tŷ Celf - The Art House Ltd CIC	£1,899
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	£1,164,684

Business Development – Open Lottery

Tŷ Cerdd	£49,980
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	£49,980

Commissioning, Making and Presenting - Create

64 Million Artists	£9,600
73 Degree Community Limited	£10,000
Abergavenny Writing Festival C.I.C.	£10,000
Aberjazz	£16,000

Aberystwyth Arts Centre	£49,800
Aberystwyth Music Fest	£30,000
Action For Arts Trust Ltd	£32,000
Anthem	£10,495
Arcade Campfa	£45,750
Articulture	£109,535
Artis Community Cymuned	£50,000
Arts Business Cymru (3 awards)	£110,000
Aubergine Cafe and Events CIC	£70,445
Aurora Trinity Collective	£49,622
Avant Cymru	£28,877
Awen Cultural Trust	£10,000
Bale and Thomas	£20,218
Bangor New Music Festival Society	£9,950
Bassline Circus	£9,775
Beacons Icons and Dykons	£10,492
Birds of Paradise Theatre Company	£10,000
Black Mountains Comedy Festival	£9,743
Bovey Tracey Arts & Crafts Festival Limited	£40,000
Brecon Jazz Club Brecon Jazz Music Trust	£10,800
British Arts Festivals Association	£10,000
Butetown Arts and Culture Association	£100,000
Cardiff Animation Festival	£38,000
Ceredigion Museum	£8,960
Change Wrexham For Our Future (2 awards)	£29,500
Chapter Cardiff Ltd. (2 awards)	£74,010
Chinese In Wales Association	£51,612
Chippy Lane Productions (2 awards)	£42,197
Cimera	£9,999
Clwb y Bont Cyf	£50,000
Community Music Wales	£49,161
Cowbridge Music Festival	£35,000
Cwmni Mega Cyf Ltd	£100,000
Cynhyrchiadau Pam Lai Productions	£1,820
Dance Blast (2 awards)	£72,633
Daring to Dream	£9,840
EA Productions	£32,686
Ein Cegin	£10,000
Eisteddfod Genedlaethol Cymru	£99,755
Eleni Dance Ltd	£50,000
Engage Cymru	£48,545
Eternal Community Media	£10,548
Familia de la Noche (2 awards)	£59,915
Fflamingo CIC	£55,309
Ffotogallery	£84,669
Fieldwork Studio	£12,410
Fishguard and West Wales International Music Festival	£50,000
Footloose Community Arts	£9,740
Forte Projects	£92,840
g39	£52,275
Galerie Simpson Artists	£56,400
Glynn Vivian Art Gallery	£53,000
Grand Ambition (2 awards)	£100,775

Green Man Trust Ltd	£85,401
Gritty Films Limited	£34,800
Groundwork Pro	£49,747
Gwyl Beaumaris Festival	£19,000
Hay Castle Trust Ltd (2 awards)	£20,000
Hay Festival Foundation Ltd	£49,688
Haywire Theatre	£50,000
Hijinx Theatre (2 awards)	£184,899
Holm Theatre Ltd	£30,200
Impelo	£37,784
Jazz Promotion Network	£4,500
Joon Dance (2 awards)	£59,997
Lighthouse Theatre Ltd	£50,000
Likely Story Theatre	£33,760
Liz Clarke and Company	£10,000
Llandovery Sheep Festival	£9,511
Llangollen Fringe Festival	£30,000
Llantarnam Grange Arts Centre	£9,991
Makers Guild in Wales (2 awards)	£92,799
Melville Centre For The Arts CIC	£45,100
Menter Caerdydd	£84,500
Menter Caerffili	£10,000
Menter Iaith Abertawe	£9,605
Menter Iaith Bro Morgannwg	£15,000
Mentrau Creadigol Cymru	£100,000
Mentrau Iaith Cymru	£10,000
Mercator: Wales Literature Exchange and Literature Across Frontiers (University of Wales Trinity Saint David)	£49,256
Mercury Theatre Wales	£10,200
Mewn Cymeriad In Character	£40,000
Ministry Of Life Education CIC	£10,000
Mission Gallery (2 awards)	£41,899
Mr and Mrs Clark	£26,346
Music @ Aber	£10,000
National Dance Company Wales	£9,950
National Youth Arts Wales	£8,525
Natural Resources Wales	£51,200
Newport Yemeni Community Association	£10,000
NoFit State Community Circus Ltd	£50,000
North East Wales Sinfonia C.I.C.	£45,000
North Wales International Music Festival	£50,000
NOVA	£48,557
Oasis One World Choir	£26,815
Olga Kaletas Period Drama	£39,640
On Your Face Ltd	£24,750
OPRA Cymru Cyf	£64,000
Os Nad Nawr	£18,225
Paallam Arts CIC	£8,995
Papertrail Llwybr Papur	£47,000
Peak Cymru	£51,050
PeopleSpeakUp LTD	£50,000
Phoebe Stringer Productions Ltd	£26,624
Pontio Arts (2 awards)	£100,000

Presteigne Festival of Music and the Arts Ltd	£35,000
PRS Foundation (2 awards)	£36,000
PuppetSoup Ltd	£27,220
Purple String Productions Ltd	£16,800
Race Council Cymru	£9,700
Red Oak Theatre (2 awards)	£77,959
Rubicon Dance	£32,885
Samarpan Nrithyalaya	£8,000
Sesiwn Fawr Dolgellau	£41,000
Sherman Theatre (3 awards)	£117,550
Sound Progression (2 awards)	£60,000
South Riverside Community Development Centre	£45,000
St. Davids Peninsula Music & Arts CIC	£9,375
Studio 40 Ltd	£10,000
Taking Flight Theatre Company	£143,819
Taliesin Arts Centre	£49,978
Tenby Town Council	£6,750
The Aloud Charity	£10,000
The Bohemians Theatre Company	£35,924
The Other Room	£47,500
The Posh Club	£49,931
The Prinhaus	£20,795
The Riverfront Theatre and Arts Centre - Newport Live (2 awards)	£59,490
The Romani Cultural Arts Company	£50,000
The Successors of the Mandingue	£104,600
The Welsh Chamber Orchestra Ltd.	£50,000
Theatr Bara Caws	£50,000
Theatr Brycheiniog	£42,500
Theatr Clwyd Trust Limited	£40,000
Theatr Gwaun Community Trust	£9,148
Theatr Iolo	£50,000
Theatr na nÓg	£104,736
Theatrau Sir Gar	£48,295
Think Creatively C.I.C.	£27,000
Tin Shed Theatre Co.	£47,350
Together for Colwyn Bay	£10,000
Tom Bevan Creative Ltd	£15,988
Torch Theatre Company Ltd	£50,000
trac cymru	£51,256
Tredeggar House Folk Festival Society	£9,850
Tŷ Cerdd	£30,900
UPROAR	£50,000
Urban Circle Newport	£50,000
Urdd Gobaith Cymru (2 awards)	£100,000
Venue Cymru	£49,900
Vertical Dance Kate Lawrence	£47,577
Vision Fountain CIC	£9,994
Wales Millennium Centre (2 awards)	£135,000
Wales Tamil Sangam	£12,000
Wye Valley River Festival CIC	£28,700
YMCA Swansea	£43,782
Ystradgynlais Miners Welfare and Community Hall Trust Ltd	£49,200

Zimbabwe Newport Volunteering Association	£8,900
	£6,706,367
<u>Transition Funding</u>	
Hafren	£30,000
Impelo	£48,421
Taliesin Arts Centre	£55,794
	£134,215
<u>Equalities - Creative Steps</u>	
Ardour Academy	£69,662
Laku Neg	£50,000
LOYALTY	£105,650
Matsena Arts	£64,000
Noctown	£15,000
Papertrail Llwybr Papur	£15,200
Taking Flight Theatre Company	£111,875
The Body Hotel	£10,000
The Successors of the Mandingue	£47,970
Welsh Ballroom Community	£67,009
	£556,366
<u>International Opportunities Fund</u>	
Arad Goch	£5,000
Bale and Thomas	£7,500
Canolfan Gerdd William Mathias Cyf	£6,495
Cardiff University	£7,500
Common Wealth	£7,500
Elysium Gallery	£4,100
Jony Easterby Productions	£5,000
National Dance Company Wales	£7,470
NoFit State Community Circus Ltd	£6,000
Theatr na nŌg	£2,575
Tin Shed Theatre Co.	£6,552
trac cymru	£2,860
Tŷ Cerdd	£3,365
Vertical Dance	£3,358
	£75,275
<u>Wales in Edinburgh</u>	
Mr and Mrs Clark	£18,272
	£18,272
<u>Widening Engagement – Sharing Together</u>	
Arts Care Gofal Celf	£3,000
Chapter Cardiff Ltd.	£4,500
Inside Out Cymru	£3,372
Sheba Soul Ensemble C.I.C.	£4,200
Urdd Gobaith Cymru	£3,000
	£18,072

Creative Pathways – Criw Celf

Ruthin Craft Centre

£16,135

£16,135

Arts and Health – Open Lottery

Arcade Campfa	£40,000
Arts Active Trust	£29,595
Arts Care Gofal Celf	£26,250
Bengal Dragons Foundation	£5,000
Breathe Creative (2 awards)	£41,850
Cardiff and Vale University Health Board	£14,450
Cathays and Central Youth and Community Project	£15,000
Coed Lleol - Small Woods	£26,250
Conwy County Borough Council	£28,200
Dance Collective	£13,249
Forget-Me-Not-Productions	£15,925
Head4Arts	£6,949
Inside Out Cymru	£12,643
Live Music Now Wales	£12,000
Music in Hospitals and Care Cymru	£14,300
Outside Lives LTD	£15,000
Parkinson's UK	£35,750
PeopleSpeakUp LTD (2 awards)	£87,601
Reality Theatre Community Interest Company	£30,000
Rubicon Dance	£50,000
Span Arts Ltd	£37,579
Sub-Sahara Advisory Panel	£15,000
Swansea Bay University Health Board (2 awards)	£63,050
The Body Hotel	£15,000
The Fathom Trust	£31,313
The Forget-me-Not Chorus Cardiff	£49,500
Theatr Genedlaethol Cymru	£35,000
WAHWN (3 awards)	£144,850
Welsh National Opera	£50,000
Y Ty Celf - The Art House Ltd CIC	£37,922

£999,226

Arts and Health – Strategic

Aneurin Bevan University Health Board	£28,600
Betsi Cadwaladr University Health Board	£30,600
Cardiff and Vale University Health Board	£28,600
Cwm Taf University Health Board	£28,600
Hywel Dda University Health Board	£28,600
Powys Teaching Health Board	£28,600
Swansea Bay University Health Board	£28,600

£202,200

Arts and Health – NHS Capacity Building

Aneurin Bevan University Health Board	£25,000
Betsi Cadwaladr University Health Board (2 awards)	£50,000
Cardiff and Vale University Health Board	£25,000

Hywel Dda University Health Board (2 awards)	£50,000
Powys Teaching Health Board	£25,000
Swansea Bay University Health Board	£25,000
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	£200,000
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Creative Learning through the Arts Programme

Arts Council of Wales (General Activities)	£1,000,000
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	£1,000,000
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TOTAL GRANTS TO ORGANISATIONS	<hr/>
	£11,584,836
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GRANTS TO INDIVIDUALS

Commissioning, Making and Presenting - Create

Abdi, Ibrahim	£32,970
Anderson, Mark	£38,925
Arwel, Iestyn	£10,000
Bailey, Kieran	£19,400
Barratt, Anna	£6,498
Brett, Jessie	£10,000
Brown, Philippa	£9,906
Bunko, Anthony	£9,850
Burch, Jamie	£13,488
Campbell, Delphine	£16,439
Campbell, Rona	£9,799
Chapman, Natalie	£8,311
Churchill, Gareth	£10,700
Clark, Gareth (2 awards)	£25,000
Cleary, David	£10,000
Cliffe, Justin	£10,400
Cysewski, Karol	£44,900
Dalglish, Laura	£8,919
Davies, Ellen	£6,000
Davies, Leigh (2 awards)	£54,650
Duckhouse, Rory	£2,550
Durham, Duke	£10,272
Edwards, Elinor	£26,100
Eklund, Alice	£9,995
Evans, Carys	£9,975
Evans, Ffion	£10,000
Fflur, Mirain	£10,600
Flood-Molyneux, Caitlin	£12,000
Fowler, Dylan	£6,606
Garner, Wanda	£10,000
Gomer, Aled	£12,000
Gough, Lucy	£48,000
Gregory, Jonathan	£10,840
Griffiths, Owen	£11,600
Gwyn, Rhiannon	£10,000
Haines, Megan	£9,950
Hallis, Duncan	£30,896
Hartwig, Johana	£7,538
Harvey, Michael	£42,057
Hedley, John	£24,155
Hereford, Luke (2 awards)	£48,200
Higson, Rauni	£9,609
Hubbuck-Melly, Renn	£6,390
Hughes, Bethan	£8,768
Hughes, Erin (2 awards)	£23,472
Hughes, Kamalagita	£9,000
Ifans, Mair	£9,000
Ingram, Chris	£10,345
Iqbal, Jafar (2 awards)	£69,358

James, Verity	£30,932
Jenkins, Paul	£6,530
Jones, Daniel	£10,000
Jones, Ella	£7,821
Kinchin, Rachel	£12,000
Lee, Brad	£8,500
Lewis, Noni	£8,678
Light, Deborah	£50,000
Linnell, Jeremy (2 awards)	£46,997
Lis, Claudia	£37,710
Lloyd, Ben	£17,000
Lloyd, Hannah	£10,000
Lowe, Krystal	£10,000
Lyons, Victoria	£13,390
MACKINNON-DAY, PATRICIA	£10,000
Magama, Bevin	£9,877
Mair, Rhiannon	£21,935
Matsena, Anthony	£27,453
McGilvary, Owain	£10,000
McKay, Macsen	£7,036
McPake, Hannah	£11,233
McReynolds, Richard	£7,370
Meaton, Laura	£16,115
Meilir Ioan, Osian	£9,996
Morris, Ffion	£2,277
Morton, Kestrel	£30,000
Mottram, Amber	£10,000
Mumford, Sarah	£32,559
Nia Mason, Bethan	£8,430
Okwedy, Phil	£4,480
O'Neill, Rowan	£10,000
Oros, Robert	£4,887
Phillips, Steffan	£9,850
Philp, Jack (2 awards)	£86,145
Prosser, Lewis	£10,000
Rea, John	£9,550
Renzel, Paula	£9,550
Roe, Natalie	£10,551
Rowell, Rosie	£3,393
Russell-Thompson, Nye	£24,800
Self, Keiron	£25,000
Skachill Burke, Amelia	£21,000
Smith-Williams, Rebecca	£27,761
Taylor, Billy (2 awards)	£23,440
Taylor-Beales, William	£6,384
Thomas, Elen	£8,730
Thomas, Nathan	£10,900
Thorne, Aidan	£5,261
Verhaegen, Natalie	£10,000
Weighton, Sian	£44,869
Williams, Tamar	£8,950
Williams, Tomos	£37,876
Wilmore, Olivia	£9,435

Wright, Anthony	£44,470
Yamamoto, Yusuke	£31,000
Young, Jules	£6,636
	£1,854,188

International Opportunities Fund

Alavezos, Evyenia	£3,740
Appleton, Melissa	£6,000
Awst, Manon	£1,232
Blosse Mason, Efa	£3,410
Blythe, Stacey	£2,625
Bonada, Marja	£4,729
Boyd, Patrick	£3,000
Breen, Carol	£3,000
Burgess, Cefyn	£7,000
Cicolani, Gaia	£1,081
Darney, Peter	£2,850
De Jesus, Toni	£2,650
Dearden, Nathan	£1,765
Dickinson, Anthony	£3,000
Elfyn, Menna	£892
Evans, Thomas	£2,500
Fong, Joanne	£6,000
Griffiths, Michelle	£7,111
Herbert, Carolina	£7,500
Hopkins, Sarah	£5,000
Iqbal, Jafar	£4,531
James Creighton Griffiths, Benjamin	£2,200
James, Verity	£4,740
Jenkins, Paul	£1,960
Jones, Leona	£4,939
MACKINNON-DAY, PATRICIA Martin-	£2,000
Jones, Timothy	£2,159
Morris, Siwan	£1,600
Munn, Zoe	£3,922
Muse, Elan	£2,103
Norris, Linda (2 awards)	£3,908
Parnell, Heather	£3,869
Pearce, Jennifer	£3,613
Philp, Jack	£4,175
Plowman, Lynne	£6,420
Quick, Felicity	£3,501
Rhodes, Gabriella	£2,500
Simons, Aled	£4,000
Smith, Andrew	£3,762
Taylor, Billy	£3,000
Tomos, Cai	£1,127
Trimble, Rhys	£1,651
Upmeyer-Lewis, Julia	£3,790
Waite, Tessa	£4,450
Wall, Leighton	£6,850

Wigdel, Siri	£1,000
	£162,855
<u>Wales in Edinburgh</u>	
Hereford, Luke	£25,700
Walker, Frankie	£6,717
	£32,417
<u>Widening Engagement – Sharing Together</u>	
Lowe, Krystal	£7,800
Moran, Kiera	£2,960
Nickels, Shane	£2,950
Owen, Rebecca	£2,392
van der Eijk, Michael	£3,000
	£19,102
<u>Widening Engagement – Open Lottery</u>	
Evans, Lisa	£2,915
	£8,779
<u>Widening Engagement – Welsh Language</u>	
Alexander, Myfanwy	£10,743
Crawford, Eady	£7,500
Daimond, Colin	£7,900
Davies, Kirsti	£14,994
Doyle-Roberts, Bridie	£32,150
Eastwood, Paul	£28,963
Evans, Ruth	£16,750
Fitzgerald, Ciaran	£7,500
Higginson, Frances	£7,500
Huw Morgan, Richard	£7,500
Ioan, Hedydd	£7,500
Mair, Rhiannon	£11,000
Mannion, Elin	£30,000
Owen, Angharad	£7,500
Parri, Sian	£15,000
Roberts, Marc	£30,000
Soleman, Mymuna	£7,500
	£250,000
<u>Business Continuity Fund</u>	
Ahmed, Ameena	£390
Anderson, Mark	£2,471
Brett, Jessie	£1,500
Burrows, Inga	£300
Cliffe, Justin	£4,918
Cotsen, Jonathan	£811
Crockford, Alun	£893
Davidson, Emma	£678
Davies, Leigh	£1,100
De Jesus, Toni	£424
Doyle-Roberts, Bridie	£297

Edwards, Elinor	£1,427
Evans, Thomas	£719
Harris, Sean	£2,165
Hicks, Jason	£390
Hobson, Louise	£600
Iaith Abertawe, Menter	£3,266
James, Verity	£514
Jones, Ann	£1,150
Jones, Daniel	£887
Kaeda, Natasha	£393
Legall, Kyle	£1,026
Lesdema, Eric	£3,644
Light, Deborah Magama,	£10,000
Bevin McMaster, Tracey	£1,032
Move, Humans	£498
Necati, Yasemin	£5,115
Nigel Hurlstone, Ian Parry,	£2,276
Lisa	£3,654
Pasotra, Tina	£940
Raileanu, Ioan	£208
Razi, Mehdi	£456
Smith, Rachael	£491
Smith-Williams, Rebecca	£2,030
Taylor, Billy	£375
Trow, Kristel	£200
White, Rhiannon	£3,333
Yarnell, Anushiye	£4,021
Ynyr, Iola	£2,648
	£2,153
	£69,393

Future Wales Fellowships

Awst, Manon	
Beer, Cheryl	£25,000
Bowes, Zillah	£28,950
Hughes, Iestyn Lesdema,	£25,000
Eric Neighbour, Alison	£25,000
Singh, Simran	£25,000
Thomas, Julia	£25,000
	£25,000
	£25,000
	£203,950

Equalities – Creative Steps

(Anastacia) Ackers,	
Stacey Abodunrin,	
Kimberley Adam, Neelufur	£10,000
Ahmun, Shakeera Allibhai,	£7,000
Farah	£15,250
Balman, Euan	£9,810
Balogun, Ofelia	£13,055
Barber, Rhiannon	£9,469
Beer, Cheryl	£10,000
	£7,214
	£10,200

Begum, Yasmin	£9,952
Biggs, Georgina	£13,200
Brazier, Donna	£5,079
Caemawr, Selena	£15,300
Camara, Idrissa	£9,900
Campbell, Jane	£12,826
Conteh, Bunja	£7,994
Cotsen, Jonathan	£10,232
David, Mathew	£11,120
Davidson, Emma	£5,197
Davies, Colette	£8,847
Dear, Bethan	£11,455
Dos Santos, Ophelia	£8,850
Eaton, Matthew	£9,096
Edmonds, Taylor	£8,980
Edwards, Elinor	£11,025
Elliott, Myles	£12,389
Elmi, Asma	£10,000
Evans, Thomas	£10,000
Fahiya, Danielle	£9,554
Gabco, Patrik	£11,085
Goulden, Yasmin	£9,631
Hampton, Maggie	£11,679
Hicks, Jason	£5,930
Hussain, Sam	£11,200
Ingram, Chris	£9,875
Jem, Iza	£10,900
John, Kathryn	£10,322
Jones, Karina	£11,000
Khan, Imran	£10,000
Kinchin, Rachel	£12,000
Krikciukaite, Inga	£8,763
Latkowski, Yasmine	£10,000
Legall, Kyle	£10,587
Lowe, Krystal	£13,000
Mason, Mali	£7,924
Matsena, Anthony	£8,785
McLeod, Izzy	£10,118
McMaster, Tracey	£11,650
Mohammad Nejad, Neda	£10,000
Moreton, Rosamund	£12,220
Morgan, Lianne	£10,000
OMOKORE, TAIYE	£10,000
Pasotra, Tina	£9,882
Patel, Radha	£10,660
Piquemal, Catherine	£9,567
Raileanu, Ioan	£9,000
Razi, Mehdi	£10,000
Roberts, Stephanie	£11,345
Russell-Thompson, Nye	£6,750
Saki, Sahar (2 awards)	£20,000
Santima, Plamedi	£10,200
Seer, Eres	£12,160

Shapland, Jo	£12,930
Singh, Harchran	£10,000
Skelding, Booker	£12,850
Smith, Rachael	£13,640
Tarafdar, Ibrahim	£8,680
Thomas, Nathan	£6,540
Wells, Amanda	£14,625
Wright, Anthony	£13,300
Wynne-Paton, Catherine	£12,992
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	£744,784

TOTAL GRANTS TO INDIVIDUALS	£3,339,604
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TOTAL GRANTS OFFERED net of offers not taken up or withdrawn	£14,924,440
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GRANTS ADMINISTERED BY FFILM CYMRU WALES

Production and Development

Ash & Ashlee	£20,625
Being Hijra	£12,000
Brides	£173,110
Chennai Story	£75,000
Chuck Chuck Baby	£4,000
Exes for the Apocalypse	£12,960
I Who Have Nothing	£5,000
Kuji	£24,999
Learning to Breathe Underwater	£150,000
Man with a Fork in a World of Soup	£3,750
Mattan	£1,000
Merch y Mel	£39,500
Mission	£220,500
Mr Burton	£100,000
My Extinction	£135,000
Nye and Jennue	£10,000
On The Record	£23,400
Paolozzi - Man Machine	£24,900
Peloton	£22,800
Pig Eyes	£24,999
Queer as Folk Dancing	£24,999
Rabbit	£27,002
Retrofitted	£5,000
Romeo & Julie	£20,000
Saint George	£20,000
Smoking Shores	£10,000
The Exotic One	£24,999
The Imaginary Friend	£24,000
The Life and Death of Daniel Dee	£10,000
The Punch	£18,735
The Secret Realm	£24,999
The Vegetarian Tigers of Paradise	£6,000
Uncle	£100,000
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	£1,399,277

Exhibition Festivals

Aberystwyth Arts Centre	£16,500
Abertoir Film Festival	£10,750
Afan Community Cinema	£4,965
Cardiff Animation Festival	£18,065
Chapter Arts Centre - Annual Film Programme	£20,000
Galeri Caernarfon	£3,000
Iris Prize Film	£15,000
Kotatsu Film Festival	£3,530
Llanfyllin Films	£1,025
Sinema Memo Award	£11,528
The Magic Lantern	£14,000
Wicked Wales Film Festival	£10,550

WOW Wales One World Film Festival

£13,120

£142,033

TOTAL GRANTS FROM FFILM CYMRU WALES

net of offers not taken up or withdrawn

£1,541,310

GRANTS ADMINISTERED BY LITERATURE WALES

Grants

Ali Malik, Azad	£3,000
Borton, Natasha	£3,000
Camilleri, Tia-zakura	£3,000
Drayton, Leo	£3,000
Garland, Ed	£3,000
Gauthier, Natasha	£3,000
Griffiths, Simon	£3,000
Harries, Rudy	£3,000
James, Lesley	£3,000
Melangell Puw Williams, Heledd	£3,000
Morgan, Janett	£3,000
Morgan, Lowri	£3,000
Quantock, Grace	£3,000
Wiliam, Marged	£3,000
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	£42,000

TOTAL GRANTS FROM LITERATURE WALES

net of offers not taken up or withdrawn

£42,000

GRANTS ADMINISTERED BY Tŷ CERDD

Create

Bangor Music Festival	£2,000
Butetown Artists	£1,500
Cantorion Pentalar	£475
Cardiff and Vale Music Education	£1,750
Cathays Brass	£1,190
City of Wrexham Brass Band	£1,000
Community Arts Projects	£2,000
Côr Cwm Rhondda	£1,500
Cwm Taf People First	£2,000
Fflamingo CIC	£2,000
Hijinx	£2,000
Light/Ladd/Emberton	£2,000
Lighthouse Theatre CIO (2 awards)	£4,000
Ministry of Life Education CIC	£2,000
National Youth Arts Wales	£1,500
Newcelf	£1,800
Oasis One World Choir	£2,000
On Your Face Ltd.	£2,000
Pontio Arts - Bangor University	£1,500
Presbyterian Church of Wales	£1,800
Presteigne Festival of Music and the Arts (2 awards)	£4,000
Rhyl Music Club	£1,695
Sinfonia Cymu	£2,000
The Marches Songbook CIC	£1,080
The People's Orchestra	£2,000
The Siglo Section	£2,000
Think Creatively CIC	£1,850
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	£50,640

Inspire

Anthem. Music Fund Wales	£2,000
Bangor Music Festival	£2,000
Bitesize Youth Theatre / Reactivate Partnership	£2,000
Brecon Beacons Music Trust	£1,500
Burry Port Town Band	£1,300
Cardiff and Vale Music Education	£850
Cwmbrân Baroque Singers	£693
Friends of the North Powys Youth Band	£2,000
Grand Ambition CIC	£1,950
Gŵyl Beaumaris Festival	£1,000
Hijinx	£1,000
Little Live Projects	£2,000
Menter Caerdydd	£1,000
Menter Iaith Abertawe	£1,800
Morrison Orpheus Choir	£1,980
National Dance Company Wales	£1,965
North Wales International Music Festival	£1,000

Opra Cymru	£1,900
Penarth Chamber Music Festival	£600
People Speak Up	£2,000
Pontarddulais Town Band	£650
Swansea Mad	£1,233
Urdd Gobaith Cymru	£2,000
Welsh National Opera	£2,000
Young Music Makers of Dyfed	£1,500
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	£37,921

Engage

Anthem. Music Fund Wales	£1,500
Aubergine Café and Events CIC	£1,990
Bangor Music Festival	£2,000
Bangor University	£1,250
Brynmaur Musical Theatre Company	£1,000
Burry Port Town Band	£1,129
Cetma	£1,500
Chromamusic Community Group	£2,000
City of Cardiff (Melingriffith) Brass Band Organisation	£1,000
Clwb Ifor Bach	£1,800
Community Arts Projects	£1,000
Community Music Wales	£1,350
Côr Bro Ogwr	£750
Côr Teifi	£1,500
Cowbridge Music Festival	£1,000
Cymdeithas Eisteddfodau Cymru	£1,250
Daring to Dream	£1,850
Dunvant Male Choir	£500
Fishguard Festival of Music	£1,000
Gwrandewch (2 awards)	£1,560
Kurdish All Wales Association	£2,000
Listen to the Voice of Fire	£1,556
Llandovery Sheep Festival CIC	£2,000
Menter Caerdydd	£2,000
Ministry of Life Education CIC	£1,500
New Era Talent CIC	£1,500
New Sinfonia	£2,000
Newcelf	£900
Newport Philharmonic Choir	£500
North Wales International Music Festival (2 awards)	£2,500
Penarth Chamber Music Festival	£500
Pontio Arts - Bangor	£2,000
Rhondda Symphony Orchestra	£1,000
Sinfonia Cymru	£1,500
Swansea YMCA	£1,682
Taking Flight Theatre Company	£1,650
Tanio	£1,932
The Glamorgan Heritage Coast Ministry Area	£1,500
The Rockworks Academy	£2,000
Wales Millennium Centre	£1,750

Wrexham Sounds

£1,990

£60,889

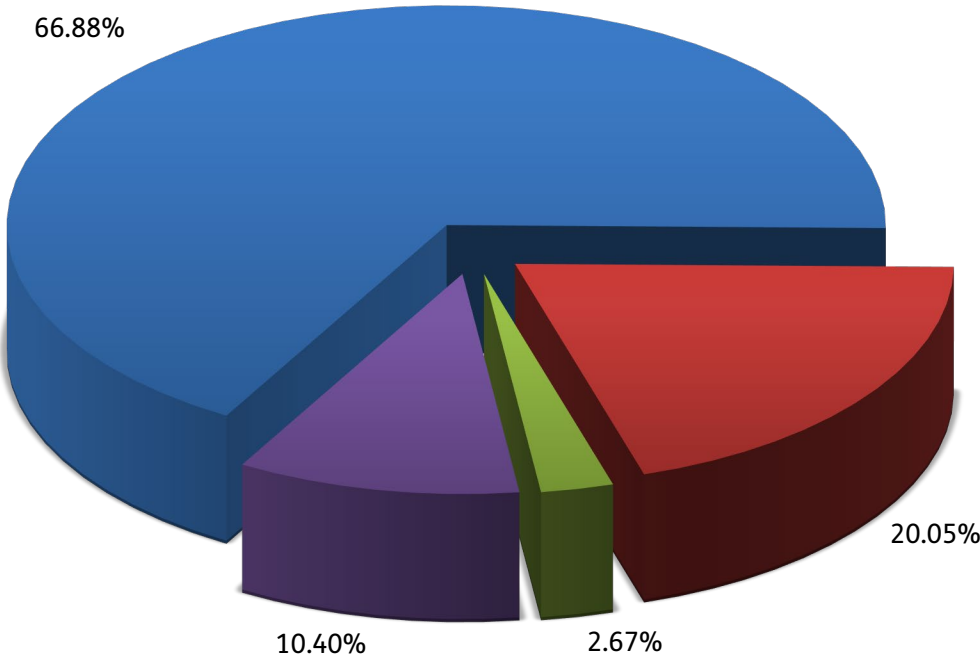
TOTAL GRANTS FROM Tŷ CERDD

net of offers not taken up or withdrawn

£149,450

GRANTS BY TYPE

- Project grants to organisations
- Project grants to individuals
- Capital grants
- Grants administered under delegated authority



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DELEGATED AUTHORITY GRANTS

- Grants administered by Ffilm Cymru Wales
- Grants administered by Tŷ Cerdd
- Grants administered by Literature Wales

