



Cyngor Celfyddydau Cymru  
Arts Council of Wales

## LOTTERY DISTRIBUTION

Report and Financial Statements  
for the year ended 31 March 2022



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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](#).

During 2021/22 new variants of the Covid-19 virus emerged. This meant further lockdowns in Wales and a second year of huge impact on our work and on that of artists and arts organisations in Wales. We continued our vital support work, delivering a further two rounds of significant recovery funding.

But creative activity returned. We funded new and collaborative projects and reimagined some key areas of our work, such as the Venice Biennale.

Coming out of lockdown in March 2022, our focus is on what a post-pandemic sector looks like, developing and investing in a long-term vision of the arts in Wales.

By managing and investing our Welsh Government and National Lottery funds in creative activity, the Arts Council contributes to people's quality of life and to the cultural, social and economic well-being of Wales.



Take a look at our short animation explaining why [The Arts Matter](#)

# <http://www.arts.wales>

# Chair's foreword

You might be surprised to read that as Chair of the Arts Council of Wales, I am genuinely excited by current developments and future possibilities for the arts at the heart of Welsh life and society.

After all, we've been living through the cataclysmic experience of the Covid pandemic and artists and arts organisations are still dealing with its impact on audiences, on their own creativity and on their livelihoods. What's more, the pandemic both revealed and made worse the gross inequalities which blight our shared lives as citizens. The challenges of making substantial change in response to this unfair distribution of access and support are still to be met – we've only made the first steps in that process.

Overarching these threats and challenges is the climate crisis. In the arts, a sense of urgency on this existential matter has prompted reconsiderations of how we do the crucial work of presenting the creative achievements of Wales internationally and supporting international co-production. While domestically, the arts sector and the Arts Council still have a long way to go in responding to the scale of the carbon challenge.

And of course, the pressures on public finances, in national and local government, are huge. So, how can I honestly feel animated and encouraged by what's been happening and by what lies ahead?

The first reason is that the responses of the arts sector and of Arts Council of Wales staff have been truly inspiring during the worst times of the pandemic. Many organisations have strengthened their engagement with their communities and operated as hubs of support. Artists responded inventively to online needs and helped many of us, troubled and isolated by lockdowns and necessary restrictions, to find joy and connection through arts involvement. The importance of the arts has never been clearer.

This sense of value and importance has been shared by our main stakeholder, the Welsh Government. Elsewhere in this report, Mick Elliott details the strength of the partnership with the Government in sustaining the sector through its Cultural Recovery funding – and he rightly refers to our pride in the achievements of our own staff in distributing those funds in such an agile way. This partnership will obviously be crucial to a future where the arts support three key values in Wales: cohesive communities, improving the wellbeing of our people and stimulating a creative economy.

With partnerships in mind, we should be proud of the leading position of the Welsh arts in working with agencies in health, education and the environment. The Baring Foundation's announcement of their investment in our work in the area of arts and mental health came with a strong statement that the partnership between the Arts Council and the NHS Confederation in Wales was a model for the whole of the UK.

It was hugely encouraging at the end of the year to have confirmation from the Minister for Education and Welsh Language in Welsh Government that our internationally-praised *Creative Learning through the Arts* programme in schools would be supported for a third phase. The value of this programme was vibrantly apparent during the pandemic and it will be a key contributor to the implementation of the new curriculum in Wales.

And our partnership with Natural Resources Wales and our productive dialogue with the Future Generations Commissioner both focus on the power of the arts in place-making and in enriching our experience of shared spaces and Wales's extraordinary landscapes.

All these collaborations are means of the arts connecting more widely and more fairly with the diverse communities, talents and potential of the Welsh people. But the sharp and timed challenges of the Widening Engagement action plans we've established in partnership with Amgueddfa Cymru will drive that process more strongly again.

In relation to ethnically and culturally diverse people, disabled people, Welsh speakers and those living in areas of economic poverty whatever their language, our commitment to equality of access to arts experiences will be central to our funding activity. We've begun this equalities-driven journey with programmes like *Connect and Flourish* and *Creative Steps* but our upcoming Investment Review and our strategic focus in National Lottery funding will be major engines of much-needed further change.

None of that should be seen as threatening. Quite the reverse. It opens up exciting possibilities where the creative and collective energies of the people of Wales can find dynamic expression. A fairer Wales, a truly contemporary Wales, a Wales where many more of our citizens, of all ages and backgrounds, join in the imaginative and transformative adventure of the arts.

Why wouldn't we be excited by that?

**Phil George**  
Chair

# Performance Report and Operational Review

<p>2021/22</p> <p><b>8,976</b></p> <p>arts events were run by our portfolio of funded organisations, generating attendances of</p> <p><b>1,961,888</b></p>	<p>2021/22</p> <p><b>38,981</b></p> <p>participatory sessions were run by our portfolio of funded organisations, resulting in attendances of</p> <p><b>383,695*</b></p>	<p>2021/22</p> <p><b>3,142</b></p> <p>participatory sessions were run by our portfolio of funded organisations in Welsh, resulting in attendances of</p> <p><b>75,316*</b></p>	<p>2021/22</p> <p><b>7,415</b></p> <p>participatory sessions run by our portfolio of funded organisations were targeted at people in the protected characteristics group</p>
<p>2020/21</p> <p><b>2,196</b></p> <p>arts events were run by our portfolio of funded organisations, generating attendances of</p> <p><b>857,233</b></p>	<p>2020/21</p> <p><b>33,297</b></p> <p>participatory sessions were run by our portfolio of funded organisations, resulting in attendances of</p> <p><b>952,483*</b></p>	<p>2020/21</p> <p><b>3,617</b></p> <p>participatory sessions were run by our portfolio of funded organisations in Welsh, resulting in attendances of</p> <p><b>104,382*</b></p>	<p>2020/21</p> <p><b>7,276</b></p> <p>participatory sessions run by our portfolio of funded organisations were targeted at people in the protected characteristics group</p>

\* Many participatory sessions were delivered online during the lockdown in 2020/21 attracting more participants than at organised location-based sessions during the first 6 months of 2021/22.

## Interim Chief Executive, Michael Elliott, gives his reflection of the impact of the last year

On joining the Arts Council of Wales at the very end of the financial year, it was immediately evident to me how vital the Arts Council of Wales's action has been in assisting so many artists and arts organisations to navigate the adverse impact of the pandemic on their sustainability and livelihoods. Its timely and effective delivery of the Welsh Government's Cultural Recovery Fund (CRF) was central to its achievements in the year and to the sustainability of the arts sector.

In the early days of the pandemic the Council used a combination of its Lottery and strategic funds to provide Urgent Response and Stabilisation rounds of funding. However, it was clear even then that the Council's own funds would not match the growing and urgent needs of the sector and that a national programme of support would be needed.

The first round of Culture Recovery Funding was launched in August 2020, and additional funding for the sector came in two further rounds in this financial year - CRF 2 in April 2021 and CRF 3 in January 2022 - providing a total additional investment in the arts sector in Wales in excess £31m over the last two financial years.

The Council's partnership with the Welsh Government and its officials in creating and managing this response to the crisis facing the nation's arts sector will reap rich benefits in the years to come, provided targeted and continued action can be maintained. Rebuilding engagement with, and attendance at, arts events and replacing talent and key skills lost during the pandemic, compounded by growing economic pressures, will take many months, if not years. Planning for long-term sustainability and becoming agile in response to rapidly changing circumstances has never been more necessary for the Arts Council and the arts sector.

In addition to the further rounds of emergency assistance provided by the Welsh Government, Lottery support held up well with the Council's share of the proceeds hitting above £18m, the same level as 2020/21. Both the *Connect and Flourish* and *Create* lottery-funded schemes have provided significant project support for the sector, with some bold and creative new initiatives now having their impact.

*Creative Steps* has enabled the Council to make advances in support of projects aligned with its Widening Engagement Plan and partnership with Amgueddfa Cymru. The Council's Arts and Health programme attracted additional funding and established new partnerships with Health Boards, and the partnership with Natural Resources Wales to support arts and the environment activity led to the establishment of a new post to develop a national programme.



Meanwhile, although international travel has been restricted, the Council's international work has not. Its attendance at many virtual events and the establishment of important new networks and relationships are bringing significant benefits for the international engagement of the arts in Wales.

My admiration for the Council's many achievements is all the greater for the knowledge I have gained of the passion, professionalism, expertise, and pace of the Council and its staff in getting supporting to where it counted, whilst itself experiencing significant challenge. The impact of the retirement of Nick Capaldi as the Arts Council's longstanding and highly effective Chief Executive in September 2021 and, at the same time, the retirement on grounds of ill health of his highly-regarded successor designate, Siân Tomos, were deeply felt.

Phil George, Chair of Council, and the remaining three members of the senior leadership team - Rebecca Nelson, Diane Hebb and Richard Nicholls - picked up and ran very successfully with the considerable additional challenge this presented at a critical time for the sector and the nation. It was, therefore, an honour to be invited to join this impressive team in March 2022 as Interim Chief Executive to help provide additional stability, support and direction until a new permanent Chief Executive is appointed and can take up the post.

Despite these leadership changes the Council confidently began the preparation of its next Strategic Plan due for implementation from 1 April 2023 and started its Investment Review for the period beyond 1 April 2024. Both will be critical to the Council's work over the remaining years of the current decade and its contribution to the recovery, transformation, and sustainability of the arts sector. The Council has an unwavering determination to ensure the arts once again flourish and advance their engagement and co-creation with the diverse communities and people of Wales in the pursuit of the seven goals of the Well-being of Future Generations Act.

**Michael Elliott**

Interim Chief Executive

# Our strategy for recovery and renewal

## The principles that drive our work

### Our mission and our priorities

#### Making the arts central to the life and well-being of the nation

Our vision is of a creative Wales where the arts are central to the life and well-being of the nation.

Our goal is the re-building of a creative Wales in which our best talents are revealed, nurtured and shared; a country in which the widest possible cross-section of people in Wales is enabled to enjoy and take part in the arts; a country in which excellent work is valued, protected and supported to grow. This is described in more detail in our corporate plan – [For the benefit of all](#).

Two priorities underpin this strategy. They are:

1. Promoting [Equalities](#) as the foundation of a clear commitment to reach more widely and deeply into all communities across Wales.
2. [Strengthening the Capability and Resilience](#) of the sector, enabling creative talent to thrive

Council has also identified a further action to support the delivery of these two priorities:

3. [Enabling the Arts Council to work more effectively](#), collaborating more imaginatively with like-minded partners across Wales

### Responding to Covid-19

2021/22 was another challenging and unpredictable year, with Wales going in and out of lockdown. We did see a return to the arts, albeit not to the pre-pandemic level, and we saw particular pressure on venues as audience numbers failed to return. We continued to advocate the need for large-scale emergency funding for the sector with Government. Cultural Recovery Funding rounds 2 and 3 were crucial to the financial survival of many.

The Covid-19 pandemic has changed the way we all live, our outlook and how we engage in the arts, culture and creativity. At its core, the arts are a social as well as cultural experience. As we come out of the pandemic, audiences and participants will seek out the social and engagement aspects of art and culture even more than usual. As they do, they're likely to take more of an interest in how the arts connect to them as individuals and communities. Our funding will reflect what's relevant and deliverable given need and circumstance.

## 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 an annual Remit Letter. These include:

### 1. United and Connected

*"Our aim is to build a nation where people take pride in their communities, in the Welsh identity and language, and our place in the world."*

### 2. Ambitious and Learning

*"Our aim is to instil in everyone a passion to learn throughout their lives."*

### 3. Prosperous and Secure

*"Our aim is a Welsh economy which delivers individual and national prosperity while spreading opportunity and tackling inequality."*

### 4. Healthy and Active

*"Our aim is to improve health and well-being in Wales, for individuals, families and communities... and to shift our approach from well-being to prevention."*

As a result of the Welsh Parliament election in May 2021 there was a delay in the issue of our Remit Letter for 2021/22. A new Welsh Government was formed and in the Cabinet re-shuffle which followed Dawn Bowden MS was appointed as the Deputy Minister for Arts and Sport. A new Programme for Government was developed for the 5 year period of Government.

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:

1. A prosperous Wales
2. A resilient Wales
3. A healthier Wales
4. A more equal Wales
5. A Wales of more cohesive communities
6. A Wales of vibrant culture and thriving Welsh Language
7. 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

## Making the arts central to the life and well-being of the nation

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 2021/22 and the public benefit that these activities deliver.

# Creative learning through the arts

*Creative learning through the arts: an action plan for Wales 2015-2020*, has transformed the learning experiences of pupils across Wales since 2015. By placing the arts and creativity at the heart of education this ground-breaking programme has supported schools in developing new approaches to curriculum design. It has also supported teachers in exploring innovative approaches to teaching and supported pupils to grow as independent, creative learners who are more engaged, more confident, and higher achievers.

In February 2020, and with the support of the Welsh Government, the Arts Council of Wales was pleased to announce a second phase for the programme. Our focus for this second phase was on continuing to support schools on the journey towards the development and delivery of Curriculum for Wales. The **Lead Creative Schools Scheme** has remained at the heart of delivery, providing opportunities for more schools, pupils and teachers, to experience this transformational approach to teaching and learning.

This phase was designed to:

- support more schools to develop creative approaches to teaching and learning, building on the knowledge and expertise of the schools already engaged in the Lead Creative Schools Scheme
- provide Continuing Professional Learning opportunities for teachers and artists
- support schools to explore creative approaches to curriculum development and design
- support the development of creative skills in our learners
- continue to widen opportunities for learners to explore high quality arts and cultural experiences through **Go and See**

## Key work in 2021/22

- 330 schools engaged during the second phase of the programme
- Over 20,500 learner engagements with Creative learning activity
- Over 450 teacher engagements
- Over 500 creative professional engagements
- 34 schools participated in an online version of the Lead Creative Schools Scheme during the initial lockdown
- 58 Go and See grants awarded since the scheme re opened in October 2021 benefited over 4,500 learners
- 42 Go Creative grants supported over 2,000 learners
- 133 Creative learning Recovery Fund Grants supported over 6,000 learners with their return to schools
- 85 schools participated in year 2 of their Lead Creative Schools Scheme projects launched in September 2020

- 19 secondary schools participated in an Enhanced Offer for Secondary Schools to further explore, develop and embed their understanding of creative learning collaboratively across Areas of Learning and Experience and to explore curriculum design and delivery in preparation for Curriculum for Wales
- 4 schools, over 1,200 learners and 22 creative practitioners have participated in Cynefin exploring diversity in Wales, past and present
- with the National Academy for Educational Leadership we worked with a cohort of 10 senior leaders from across Wales
- over 800 teachers and creative professionals attended Creative Learning training sessions

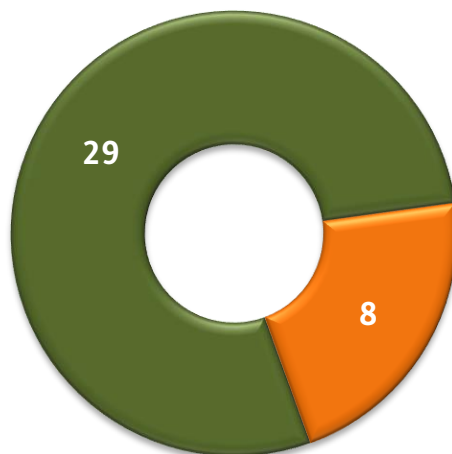
# Our performance

## A year of strong performance against our corporate objectives

Our Operational Plan for 2021/22 provided the focus for our work. It contained 37 key tasks, each with its own targets, across 7 strategic areas of activity. Progress was monitored throughout the year through quarterly progress reports presented to Council. We also met quarterly with officials of the Welsh Government.

We successfully delivered against all 7 strategic areas and over 75% of our tasks. At the end of the year:

- 29 tasks had been successfully completed
- 8 tasks were progressed



Throughout 2021/22, responding to the impact of Covid-19 continued to require significant attention and activity. We provided ongoing support to the Sector to safeguard creative activity for audiences and participants.

We postponed our Investment Review to allow organisations more time to recover and develop from the impact and restrictions imposed as a result of the pandemic. Investment Review activity will be resumed in 2022/23.

At the same time, we needed to adapt our own organisation in response to the pandemic and to support our staff. This was against a backdrop of physical resource challenges whilst we were without a Chief Executive and Director of Arts Development for a significant part of the year.

Following the welcome announcement by Welsh Government, at the end of December 2021, of a 1.5% uplift in funding for 2022/23, and successful appointments to the posts of Director of Arts Development and Interim Chief Executive, our position at the year-end compared to the targets in our Operational Plan 2021/22 was as follows.

**We protected the sustainability of the Sector, arts organisations and individual artists, enhancing our support to aid recovery from the Covid-19 pandemic**

- in partnership with Welsh Government, we provided an additional £4m of revenue funding, through our General Activities Account, for a third round of the Cultural Recovery Fund
- we delivered significant funding to organisations and individuals through our new Lottery programmes – Connect and Flourish and Create – alongside Creative Steps and Capital investment and our rolling programme of small and large grants
- we increased engagement with our Arts Associates, involving them in grant assessment to ensure previously unheard voices informed decisions based on their diverse, lived experience

**We implemented a number of activities to widen our engagement with communities and the individuals they serve. We worked to remove barriers to engagement and participation in the arts:**

- in partnership with Amgueddfa Cymru we published Reports commissioned for specific research into community engagement, to include social, economic, disability and ethnicity factors, and the resulting joint Widening Engagement Action Plan
- we appointed an Agent for Change to help drive forward our Equalities Agenda, and, more recently, appointed an Assistant to our Agent for Change under the Kickstart programme
- through our National Lottery programmes we increased the focus on equalities, emphasising the importance of promoting collaborative proposals between creative individuals and organisations that will help reach wider and deeper into communities
- our Night Out scheme was closed for much of the year due to Covid-19. It re-opened gradually to bookings from community promoters and has been guiding and enabling the reintroduction of events whilst helping promoters comply with Welsh Government Covid-19 regulations. 108 events were booked through the scheme in 2021/22, 35 of which were in what was previously known as Community First areas

**We progressed our commitment to promoting the use of the Welsh Language in the arts and introduced a number of new initiatives. We have:**

- we appointed a Welsh Language Enabler to drive forward our work to facilitate and promote the use of the Welsh language in the arts. This work includes the development of a new Welsh Language Strategy, which will be completed and published in 2022
- we developed a new Welsh Language assessment process for all new and vacant posts at the Arts Council
- we provided opportunities during working hours for employees to receive Welsh language training
- we progressed the recommendations in our published response to the Welsh Language Mapping Report
- we developed a partnership with the National Centre for Learning Welsh



- we launched our Bilingualism Promotion pack to encourage organisations within the arts sector to consider how they can boost their activity in Welsh and to advise ways to achieve this
- we increased the emphasis on Welsh language consideration in our grant application project proposals

### **We progressed the second phase of Creative Learning through the Arts:**

- in the academic year 85 Lead Creative Schools continued their year 2 projects. Schools are now in their evaluation stage. These projects have involved over 2,500 learners and have created opportunities for 180 Creative Practitioners to work in our schools
- we continued our recently-launched programme, Cynefin: Black, Asian and minority ethnic Wales. The first cohorts of projects concluded with teachers from 24 schools, 708 learners and 22 Creative Practitioners exploring Wales as a multicultural society
- we launched the Creative Learning Recovery Fund. This was designed to support schools to reinvigorate, reimagine and re-engage learners with their learning. Over 5,900 learners from 133 schools have worked with 148 teachers and creative professionals to reconnect with their classrooms
- we launched the Go Creative Fund for schools to bring in creative practitioners to deliver short creative experiences focused on engagement and well-being, in line with learning recovery goals. In addition to 94 Go and See grants we awarded 59 Go Creative grants
- we secured the continuation of the Creative Learning programme with a 3-year extension to March 2025

### **We continued to progress our Arts and Health programme:**

- we progressed our Capacity Building programme which supports specialist arts co-ordinator posts in each Health Board. 2 of the 7 Health Boards transitioned from our 3-year funding and looked to sustain the posts through core National Health Service (NHS)/charitable funding. Independent evaluation of these posts will be commissioned early in the next financial year
- we held regular partnership meetings with the Welsh NHS Confederation including participation on a Special Wales panel at the Culture, Health and Well-being International Conference in June 2021. The conference attracted 500 people from 30 countries and the Wales panel's discussion attracted a lot of interest
- the Health, Arts, Research, People (HARP) funding programme is nearing completion, following which we will publish an approach/guide to developing Arts and Health innovations together with a series of recommendations
- we launched our Arts Health & Wellbeing National Lottery fund in April 2021. Over 2 rounds we awarded over £48,000 to 16 partnership projects with a number of projects receiving media attention
  - Welsh National Opera's singing and breathing project with Health Board rehabilitation services, to support people recovering from 'long Covid', used as an exemplar by Welsh Government

- National Dance Company Wales' *Moving Beyond Compliance* partnership project with Cartrefi Cymru, exploring how movement can benefit staff working in care settings
- Cardiff & Vale's *People Place Future* Royal Infirmary project
- we launched *Cultural Cwtsh*, a website of creative resources to support NHS and social care staff's well-being throughout the pandemic and beyond. To date, more than 30 artists and film-makers have been commissioned to create engaging video content
- we launched *Celf a'r Meddwl/Arts & Minds*, a new partnership with the Baring Foundation to support and develop work around the arts and mental health on a national scale. The Foundation has committed £100,000 per annum for a 3-year period from 2021/22 to 2023/24 which we will match fund. In this first year, the 7 Health Boards were awarded £28,600 each to develop creative interventions to support people's mental health

**We engaged in an extensive programme of international activity – *Bro a Byd* - local wellbeing and global goals:**

- we revised and relaunched our International Opportunities Fund that had been suspended because of Covid-19
- we completed the Watch Africa Cymru programme in Wales, exploring within international communities. Discussions are underway for a second project
- the successful partnership with Disability Arts Cymru launched its international campaign *Bring Us Our Creative Rights: Disabled People's Cultural and International Manifesto* on the International Day of Persons with Disabilities
- we worked with the Future Generations Commissioner for Wales to develop international activity, including the support for the Wales Fringe event on the last day of the United Nations Climate Change Conference 2021 (COP26)
- we hosted a digital event with Creative Carbon Scotland and Theatre Forum Ireland where international guest speakers focused on touring and arts distribution and climate emergency. This formed part of Welsh Government's Wales Climate Week programme
- our *#pethaubychain* social media campaign focused on
  - 'A Globally Responsible Wales'
  - climate emergency
  - 'A Wales of vibrant culture and thriving Welsh Language', with a specific focus on the Welsh language and its relationship with other languages
  - Ireland, with guest curator Fearghus Ó Conchúir
- we commissioned the development of an evaluation framework that will measure the impact of international work in the context of the goals of the Wellbeing of Future Generations Act. The framework may then be flexed and applied to other areas of activity across the Arts Council
- we progressed the Welsh Government's International Strategy including activity with Ireland, Germany, Japan and Canada
- we arranged hybrid delivery of Wales at Showcase Scotland 2022. 4 of the 6 artists performed to live audiences in Glasgow but also benefited from the presentation of

digital assets to global audiences. The media partnership with Welsh and Scottish broadcasters for coverage of Showcase Scotland 2022 resulted in dedicated programmes on S4C, BBC Cymru Wales, BBC Radio Cymru and BBC Alba, as well as BBC iPlayer and S4C Clic

- we developed a new set of aims for Wales in Venice 10, including a Fellowship programme to develop a series of commissioning opportunities for artists as part of the Creative Programme in 2022/23
- we continue to work on the Arts Infopoint UK project in partnership with the four UK Arts Councils, providing support and advice on artists mobility from the UK to the European Union
- we continued to build and strengthen our relationships with key European Networks such as the Informal European Theatre Movement (IETM), On the Move and Culture Action Europe

**Working in partnership with those that share our values** to create opportunities we couldn't alone. In addition to those partnerships already referenced in the above:

- BBC Cymru - 49 artists of diverse genres and backgrounds have benefited from Launchpad funding. An online learning programme has also been offered to successful artists
- we began early-stage conversations with Nesta regarding future collaborative working and mutual investment in early years creativity
- with Natural Resources Wales we launched the Future Wales Fellowship and developing working approaches, to identify areas of collaboration with a focus on maximising and sharing resources to support the creative sector to move towards net-zero carbon
- Year 2 of *Ffolio*, our partnership with BBC Arts, BBC Wales, BBC Cymru and Ffilm Cymru Wales, is underway, creating opportunities for under-platformed talent. 4 audio and 4 film commissions have all completed production
- our partnership with the Jerwood Foundation has supported 7 Creative Fellows in Wales and is now entering the final months of the programme
- PRS Foundation's *Accelerator* scheme and *Power Up!* supports musicians and, latterly, specifically black musicians
- Wales Arts, Health and Wellbeing Network programme focused on wellbeing-centred peer development and coaching
- S4C and Ffilm Cymru Wales cross-creative sector development programme *Labordy* focused on producers wanting to work in the medium of Welsh. 5 directors were selected to participate
- leading on the development of the Welsh Government's new Cultural Contract included commissioning Wales Cultural Alliance to undertake a series of conversations across the cultural and creative industries sector alongside a survey to explore options for an appropriate framework
- we recruited a new cohort of 191 individuals with differing knowledge, skills and experience who have expressed an interest in working with us as potential Arts

Associates. This will improve the quality of advice that we receive across our work and ensure the most relevant input is available to our funding decision meetings

<p><b>1,587</b></p> <p>funding applications processed</p> <p>(2020/21: 1,705)</p>	<p><b>330</b></p> <p>schools engaged during the second phase of the <i>Creative Learning through the Arts</i> programme</p>	<p><b>85</b></p> <p>schools participated in year 2 of their <i>Lead Creative Schools Scheme</i> projects</p>
<p>Over <b>450</b></p> <p>teacher engagements with the <i>Creative Learning</i> programme</p>	<p>Over <b>20,500</b></p> <p>learner engagements with <i>Creative Learning</i> activity</p>	<p><b>108</b></p> <p>performances supported by the Arts Council's <i>Night Out</i> scheme</p> <p>(2020/21: 0*)</p>
<p><b>5.6%</b></p> <p>Arts Council running costs as a proportion of total income (whole Council)</p> <p>(2020/21: 4.7%)</p>	<p>We retained <b>Green Dragon Level 5</b></p> <p>the highest category of environmental performance</p>	<p><b>853</b></p> <p><i>Collectorplan</i> loans to support the purchase of contemporary art</p> <p>(2020/21: 478)</p>

\* The lockdown as a result of the Covid-19 outbreak meant that all Night Out events for 2020/21 were cancelled and no future bookings were accepted. Cancellation fees were paid to performers for the 105 events already booked through the scheme when lockdown began.

# Equalities

“The arts in Wales continued to face huge challenges as a result of Covid-19 during 2021/22 and, as in the previous year, our most marginalised communities have been impacted the hardest. The culmination of the work on Widening Engagement also presented us with significant challenges and called for us to continue our deep reflection on the work we’ve been doing to advance the equality agenda. The publication of the Widening Engagement Action Plan represents a pivotal moment for us and, as this becomes central to the work of this Committee moving forward, I have confidence that we are truly on a path towards change.”

**Devinda De Silva**

Chair, Strategic Equality Committee

A major focus for our work in 2021/22 was the completion and publication of the Widening Engagement reports we had commissioned in the previous year in partnership with Amgueddfa Cymru. The three areas of research focused on engagement with those communities we, and the work we supported, had consistently failed to reach. This work involved hearing the voices of people with lived experience sharing stories that were uncomfortable and challenging to hear, but vital to bringing about the change that is needed if we are to deliver the ambitious goals set out in our plan.

The final reports and the development of a joint action plan with Amgueddfa Cymru were at the centre of our work during the year. The reports called for significant actions to develop and improve arts experiences for deaf and disabled people, for people from ethnically and culturally diverse backgrounds and for those experiencing social deprivation and poverty. They call for positive action to tackle anti-racism and anti-ableism.

Our joint action plan was published in February 2022.

As we stepped into 2021/22 we announced the appointment of our Agent for Change, Andrew Ogun. During the year Andrew has been at the heart of conversations, both internal and external, focused on making changes to policies and processes and the removal of barriers that have prevented equity of access to us and our work.

The arts sector and wider society were still impacted by Covid-19 during this year and once again we concentrated on supporting artists and arts organisations as they met the challenges of re-emerging to create and share work with audiences. The Committee was clear in its deliberations that the lessons of the last two years should not be lost when we

revisit and re-articulate our equality plan moving forward. The #WeShallNotBeRemoved campaign had articulated with absolute clarity the impact the pandemic had on disabled people.

Activities undertaken by the Strategic Equality Committee during 2021/22 included:

1. reviewing the first year of our [Strategic Equality Plan for 2020-24](#), evaluating the impact of the actions and identifying a new set of actions for the year ahead. A specific focus emerging from these discussions is to address barriers faced by people living with poverty
2. publishing a joint [Widening Engagement Action Plan](#) with Amgueddfa Cymru
3. continuing to monitor where our funding has reached. Data has once again shown an increase in the number of successful funding applications, particularly to our new [Connect and Flourish Scheme](#), from disability-led organisations and those led by artists from culturally and ethnically diverse backgrounds
4. evaluating and reviewing our [funding processes](#) to inform new approaches to reaching artists and arts organisations that have traditionally faced barriers
5. continuing to support organisations on their business development journey through our [Creative Steps](#) scheme and taking forward work on developing a strand for individual artists and creatives
6. working in partnership with the other UK Arts Councils to explore a UK-wide Arts Access Card scheme based on our hugely successful [Hynt](#) scheme

Council appointed Devinda De Silva as Chair of the Strategic Equality Committee from 1 April 2021.

The Committee met 3 times during 2021/22 to discharge its responsibilities. Members in total attended on 12 out of a possible 21 occasions.

# Welsh language

“It is often said that ‘the Welsh language is a treasure’. But it is not something to be locked away and displayed at a distance. The language must also be our favourite toy, something to be held, felt, and carried with us everywhere. Part of the Council's work is therefore 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

As a bilingual organisation, our commitment to the Welsh language is integral to our work. We promote vigorously the right of people to explore their own culture and creativity through the language of their choice, whether as consumer, participant or artist and are committed to investigating future creative possibilities through the lens of the 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.

Activities undertaken by the Welsh Language Committee during 2021/22 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. developing a job description and contributing to the appointment of the [Welsh Language Enabler](#) and, with the Director of Arts Development, supporting her work to help us to prepare a new Welsh language strategy for the Arts Council
4. providing panel members in relation to the recruitment to the senior posts of Chief Executive, Director of Arts Development, and Portfolio Manager



5. exploring with others, including the Welsh Government, ways of developing appropriate language awareness courses and unconscious bias courses in relation to the Welsh language
6. providing relevant advice in relation to the next Investment Review
7. further developing the partnership with the [National Centre for Learning Welsh](#) to improve or refine the language skills of staff and artists within the arts sector, including partnering with [Theatr Genedlaethol Cymru](#) on a second Iaith Gwaith course
8. making progress in implementing 7 of the 10 recommendations outlined in the [Welsh Language Mapping Report](#) by designing and commissioning research to identify the needs and opportunities for Welsh language development pathways within the arts for creative workers and creating the first Welsh Arts Consortium
9. inviting Welsh language organisations such as Urdd Gobaith Cymru to address the Welsh Language Committee to talk about their work

Council appointed Tudur Hallam as Chair of the Welsh Language Committee from 1 April 2021.

The Committee met 4 times during 2021/22 to discharge its responsibilities. Members in total attended on 7 out of a possible 8 occasions.



# Future generations

“Our work in 2021/22 has been to ensure the Council continues towards the vision set out in the Well-being of Future Generations Act of a fair, prosperous and sustainable Wales, improving the quality of life of people in all its communities. It has been essential to ensure we continue to move forward in the aftermath of the pandemic.

Over the last year we have looked to the Future Generations Report to guide our work on a Widening Engagement Action Plan, and to inform our future monitoring and assessment processes as we plan for Council’s next Strategic Plan and Investment Review. We continue to create a movement for change by prioritising involvement and engagement with the widest range of partners and the public in this process. We have also given specific focus to environmental sustainability, following COP26 and the focus on tackling climate injustice and the nature emergency.”

**Lhosa Daly**

Chair, Future Generations Committee

[The Well-being of Future Generation \(Wales\) Act 2015](#) 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.

The Act has underpinned our mission in recent years. We strive to undertake our work in a sustainable way, considering the impact that our work has for people living, experiencing, and participating in the arts in Wales – now and in the future. We have also embraced the principle of the Act and see it as a vital opportunity to contribute as an arts sector to the 7 Well-being Goals. By taking a holistic approach we can bring creativity and imagination to many aspects of public life for mutual benefit.

Activities undertaken by the Future Generations Committee during 2021/22 included:

1. continuing to embed the Future Generations [Five Ways of Working](#) (Involve, Collaborate, Prevent, Integrate, Long-term), in our policies, strategies and in the delivery of our work

2. discussing the Future Generations considerations in relation to the upcoming development of the [Strategic Plan and Investment Review](#), with specific focus on reviewing the environmental targets for Arts Portfolio Wales organisations
3. learning from the work of other organisations, in particular Creative Carbon Scotland, and their development of the [scaffolding approach to support funded organisations](#) to become environmentally sustainable
4. monitoring the development of the [evaluation framework](#) to progress and evaluate the impact of the Arts Council's work against the 7 well-being goals of the Act
5. reviewing and updating reports and action plans including the [Well-being of Future Generations Annual Report 2020-21](#), the [Widening Engagement Action Plan](#), and the [Future Generations Committee Action Plan 2021-23](#)
6. ensuring retention of our [Green Dragon Level 5 Accreditation](#) for environmental sustainability
7. reducing our carbon footprint considerably using our [information technology infrastructure](#) which enabled us to operate remotely throughout the pandemic lockdown

The Committee met 9 times during 2021/22 to discharge its responsibilities. Members in total attended on 18 out of a possible 27 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.

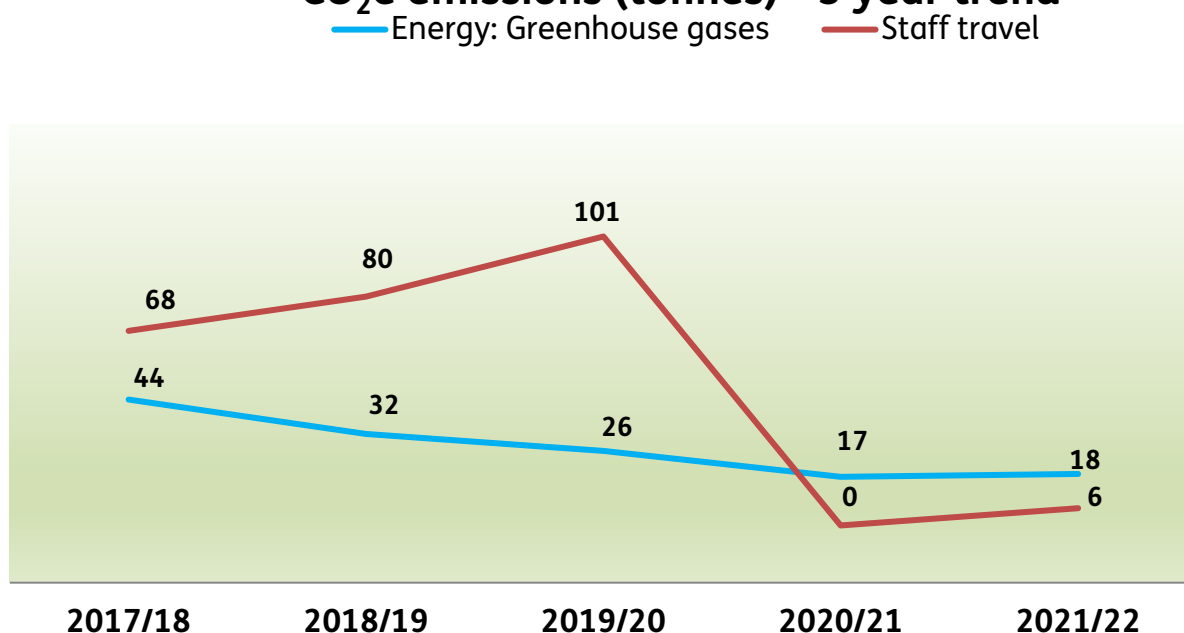
WASTE	2021/22	2020/21
Non-financial (tonnes)		
Landfill	0	0.001
Reused/recycled	0	0.009

We reuse or recycle our surplus and redundant IT and office equipment. We use licensed and appropriate organisations to dispose of our waste. During 2021/22, when our offices remained closed to the public, collections of waste were suspended.

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 (CO<sub>2</sub>e) emissions so that staff can manage their consumption of resources.

## CO<sub>2</sub>e emissions (tonnes) - 5 year trend



ENERGY <sup>1</sup>	2021/22	2020/21
<b>Greenhouse gas emissions (CO<sub>2</sub>e tonnes)</b>		
Gross emissions, scope 2&3 (indirect)	18	17
<b>Energy consumption (kWh)</b>		
Electricity (renewable)	68,809	59,193
Gas	9,068	9,247
<b>Financial indicators (£)</b>		
Expenditure – energy	11,608	10,049
Water supply costs (office estate) – currently unable to assess, included in service charge	N/A	N/A

<sup>1</sup> Offices only. The impact of home working is not captured.

All three of our offices are leased on a shared occupancy basis, with certain costs included within our service charges. This restricts our ability to accurately assess our total environmental impact from energy usage. Our major use of electricity is in our Cardiff office and 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 have to balance this against the delivery of our strategic priorities to develop the arts in Wales, and to promote Welsh arts and artists internationally. Up to and beyond the pandemic this remains a significant practical challenge. There are inevitable fluctuations in the level of CO<sub>2</sub>e emissions attributable to travel when we are actively involved in international projects.

In a post-Brexit world, the international marketplace will be increasingly important but we work actively to lessen the environmental impact and will continue to do so as operations return to more normal levels.

STAFF TRAVEL	2021/22	2020/21
<b>Travel emissions (CO<sub>2</sub>e tonnes)<sup>1</sup></b>		
Rail	1	0
Air <sup>2</sup>	1	0
Car/vans	4	0
<b>Travel cost (£)</b>		
Rail	2,919	8
Air	609	0
Car/vans	6,365	635
<b>Travel (miles)</b>		
Rail	10,013	24
Air	3,133	0
Car/vans	14,144	1,410

<sup>1</sup> CO<sub>2</sub>e emissions associated with the very limited amount of staff travel during 2020/21 were less than 1 tonne for each mode of transport.

<sup>2</sup>Includes 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<sub>x</sub> (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 has been looking carefully at our policies and processes to ensure that 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, as was an additional risk register created to capture risks across the organisation that pertained directly to the Covid-19 pandemic. This provided members with greater clarity on the levels of assurance in operation across all of 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. We noted a potential for increased fraud risk given current circumstances with Covid-19 and updated our internal anti-fraud controls and checks in response.

**Liquidity risk** – the Council is satisfied that it has sufficient liquid resources, in the form of cash at bank and agreed funding for 2021/22, 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 0.02% (2020/21: 0.15%) 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.

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

Principal risks	Key mitigating actions
<p><b>Coronavirus</b></p> <p>Staff contracting the virus results in the Arts Council/ teams/services becoming inoperable</p> <p>Covid-19 has a significant and long-term detrimental impact on the Sector including:</p> <ul style="list-style-type: none"> <li>- individual artists and freelancers</li> <li>- organisations/Arts Portfolio Wales</li> </ul>	<p>Most staff have continued to work from home for a significant part of the year. However, arrangements are now in place for staff to return to the office on a hybrid arrangement following the move to Alert level 0 and the lifting of restrictions. Staff health and well-being and Welsh Government advice continue to be monitored.</p> <p>Delivery of a second and third round of the Cultural Recovery Fund, in partnership with the Welsh Government, has helped sustain organisations until they can resume publicly-accessible activity at pre-pandemic levels. Alongside the Cultural Recovery Fund the Cultural Contract was introduced, designed to encourage organisations to adopt new commitments to ensure public investment is deployed with a social purpose. We are leading on the development of this work on behalf of Welsh Government.</p> <p>We welcomed the uplift in funding for 2022/23 confirmed by Welsh Government in its Budget announcement in December 2021 and also the Term of Government Remit Letter. Council agreed to pass the 1.5% uplift on to our Arts Portfolio Wales (APW) organisations in 2022/23 to help sustain them in the current financial climate.</p> <p>Several new Lottery programmes were developed. 'Connect and Flourish' was launched to encourage collaborations between organisations and freelancers and 'Create' to fund the development and creation of high-quality arts experiences that help creative individuals and organisations engage and connect with the public.</p> <p>We undertook a Stability Assurance evaluation of each of our APW organisation. We also engaged in discussions with external focus groups and developed a Communication Plan for our rescheduled Investment Review.</p> <p>We revised Creative Learning resources to accommodate Covid-19 restrictions and we explored further collaborations with external partners (e.g. Natural Resources Wales) in the wake of the impact of the pandemic.</p>

Principal risks	Key mitigating actions
<b>Governance</b> Insufficient resources and/or poor management results in a significant failure to deliver the key objectives in corporate and operational plans	<p>We established interim arrangements following reductions in Senior Leadership Team personnel.</p> <p>All 7 Council members whose first term of office expired were reappointed for a further term.</p> <p>Key objectives are clearly defined. We use project management disciplines to assist Council officers in the delivery of their work. A formal progress report is presented to Council each quarter. This report also forms the basis for Quarterly Monitoring Meetings between Council's Senior Leadership Team and officials of the Welsh Government.</p>
<b>Planning, strategy and delivery</b> The quality of Council's decision-making is compromised by poor information, particularly if business and operations are disrupted by the pandemic	<p>We revised our research strategy to consider the impact of Covid-19 on the sector and post-Covid restrictions. Meanwhile, we continually reviewed existing arrangements and considered appropriate contingency plans.</p> <p>We rescheduled our next Investment Review which will include wider engagement with both the public and the sector to address those areas currently under-represented. The objectives of the Review will align with our chartered and charitable objectives and Welsh Government's priorities.</p> <p>We expanded our cohort of Arts Associates to bring additional, wider expertise and experience. This will support us to meet our corporate priorities of equalities and resilience, widening engagement with areas that are currently underrepresented. We engaged with them across many activities, including grant-making, lottery funding development, the Investment Review, equalities and future strategy.</p>
<b>Stakeholder and partner engagement</b> Local authority funding cuts and changes in structure have a significant impact on our funding partnerships and relationships  We fail to recognise the value of our relationships and the priorities for development	<p>The situation was closely monitored, Reports on potential/likely Local Authority funding cuts and proposed changes were considered on a regular basis.</p> <p>To help deliver against objectives we increased the number of formal partnerships with external stakeholders.</p> <p>We increased engagement with targeted under-represented groups.</p>



Principal risks	Key mitigating actions
<p><b>Funding</b></p> <p>Failure of one or more of our Arts Portfolio Wales (APW) organisations or cuts in public sector funding damages the arts across Wales</p>	<p>Core grants to APW organisations account for most of our grant-in-aid funding from Welsh Government. The Portfolio's artistic, financial and operational effectiveness was closely monitored by officers. Regular updates on their financial health, governance and stability were provided to Audit &amp; Risk Assurance Committee and to Council. When necessary, we take a pro-active approach to working directly with organisations that experience difficulties, investing time and expertise to help them resolve matters of concern.</p> <p>We continued to maximise efficiencies in our own running costs to help ensure as much funding as possible was available for direct arts expenditure.</p> <p>Key areas of risk are the financial impact of Covid-19 and the continuing reduction in local authority arts funding. We work with Welsh Government, local authority partners and other key stakeholders to explore alternative strategies for protecting support for creative activity.</p>
<p><b>Grants management</b></p> <p>Poor or fraudulent funding applications mean that public funds are not used for the purposes intended</p> <p>The introduction of a new grants management system compromises Council's ability to deliver its critical functions</p>	<p>We take a risk-based approach to our assessment of applications and the monitoring of grants awarded. We use information collected from grant recipients as part of our monitoring procedures to ensure that the stated outcomes for which we provided funding were achieved.</p> <p>Council takes fraud, corruption and maladministration very seriously and has policies to prevent, and deal with, both, including whistleblowing and anti-fraud policies. These were reviewed during the year.</p> <p>The project to replace our grants management system was monitored closely. Phase 1 closed in December 2021 followed by an evaluation exercise to inform Phase 2. We successfully delivered Cultural Recovery Fund Round 3 through the new grants portal, alongside our cyclical programme of Lottery grants.</p>

Principal risks	Key mitigating actions
<b>Brexit</b> Continuing uncertainty over post-Brexit circumstances has a detrimental impact on the operation of our funded organisations and our own data protection and data sharing considerations	<p>We continue to monitor developments closely.</p> <p>We have a Task Group, including representatives from the Welsh Government and other UK Arts Councils to identify potential risks, lobby the UK Government and provide advice to the sector. With the other UK Arts Council's we have launched Arts InfoPoint to provide support and advice on artists' mobility from the UK to member countries of the European Union (EU).</p> <p>We revised our data protection considerations to reflect UK General Data Protection Regulations (GDPR) and conform with the EU/UK Adequacy Agreement.</p>
<b>Capital projects</b> Poor management of key Lottery capital projects causes delays that place additional funding burdens on the Arts Council	<p>We operate rigorous processes for project monitoring and the release of payments. Contractual agreements are in place to protect the Council's investment and funding is paid out against certificated claims for work completed. Expert independent assessors provide technical reports that are used to brief Capital Committee and, ultimately, Council.</p>
<b>IT</b> Unforeseen or unexpected outages compromise business continuity  There is a breach in our IT security.	<p>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 have done so throughout the pandemic with no significant IT issues.</p> <p>Cyber security and IT penetration tests are conducted annually. We comply with IASME security standards.</p> <p>We have robust reporting and investigation arrangements in the event of a security or data breach.</p>
<b>Personal Data</b> Personal data is lost, compromised or stolen	<p>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.</p>
<b>Staffing</b> Recurrent pressure to cut costs reduces staff capacity to an unacceptable level	<p>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.</p>

Principal risks	Key mitigating actions
<p><b>Risk management</b></p> <p>Our current policies and controls fail to protect us from potentially fraudulent activity, particularly under current circumstances and working practices</p>	<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>
<p><b>Environment</b></p> <p>Our published strategy to develop and promote the arts in Wales and internationally has a detrimental impact on the Council's environmental targets</p> <p>Our carbon footprint escalates as lockdown restrictions ease, staff return to our offices and external activity comes back on line</p>	<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 &amp; Customs and other government practices and rates.</p> <p>Hybrid working arrangements are being introduced in the wake of the pandemic. It is unlikely that all staff will return to the office on a permanent basis.</p> <p>We will continue to use virtual meetings, where appropriate, to save on travel and time. Guidance was issued to staff regarding attending external meetings and events.</p> <p>Over the coming year, aligned with the Welsh Government's Programme for Government and carbon reduction targets, there will be increased focus on our own carbon footprint and that of our funded activity.</p>
<p><b>Equalities</b></p> <p>We make little or no progress regarding our equalities agenda</p>	<p>We continue to drive forward our agenda through the joint action plan with other Welsh public bodies and our own Strategic Equality Plan. Additionally, in partnership with Amgueddfa Cymru, we published research reports on community engagement which included social, economic, disability and ethnicity factors. The resulting was a joint Widening Engagement Action Plan.</p> <p>We appointed an Agent for Change at the beginning of the year and, more recently, through the Kickstart programme, an Assistant to the Agent.</p> <p>Our Strategic Equality Committee assesses our performance against our published commitments and reports to Council.</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

	2021/22	2020/21
<b>Number of applications received:</b>		
Capital schemes	6	5
Arts Resilience Fund (Covid-19)	-	446
Revenue schemes	766	161
	<b>772</b>	<b>612</b>
<b>Number of grants made:</b>	<b>374</b>	<b>387</b>
<b>Value of grants made:</b>	£'000	£'000
Capital schemes	5,739	1,990
Arts Resilience Fund (Covid-19)	-	2,994
Revenue schemes	15,179	5,030
	<b>20,918</b>	<b>10,014</b>
<b>Grants payable at 31 March:</b>		
Capital schemes	9,143	4,643
Arts Resilience Fund (Covid-19)	11	244
Revenue schemes	11,339	6,000
	<b>20,493</b>	<b>10,887</b>

During 2020/21 many of our grant-making programmes were suspended to concentrate efforts on a response to the needs of the arts sector during the pandemic. In 2021/22 our programmes reopened and, particularly in the final quarter, the number and value of our grants returned to more normal levels. Many of the projects supported will be delivered after the year-end so the value of grants still payable at that date was considerably higher than the previous year.

## 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 Digital, 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.

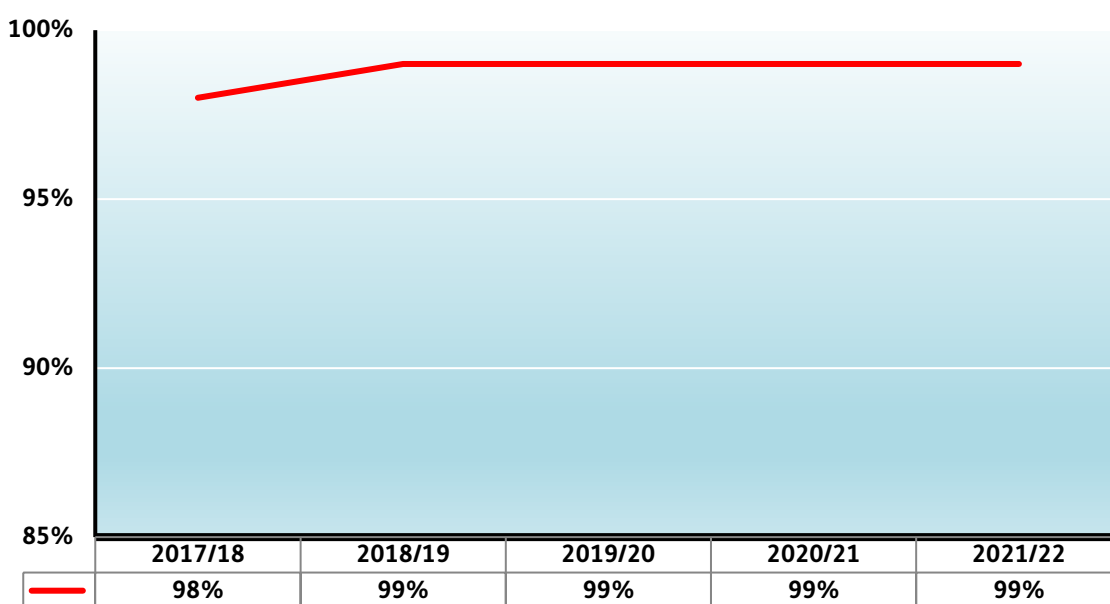
The Council's banking service is provided by [Santander UK plc](#).

Balances held in the National Lottery Distribution Fund remain under the stewardship of the Secretary of State for Digital, 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 2022, the Council paid 99% (2020/21: 99%) of all invoices within the terms of its payment policy.



In line with Welsh Government policy, the Council has a further aim to pay invoices within 10 days. For 2021/22, 87% (2020/21: 95%) 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

	2021/22 £'000	2020/21 £'000
Headlines from the Lottery Distribution accounts:		
• Share of proceeds from the National Lottery	18,078	18,138
• Net grants made	20,637	9,827
• Net (expenditure)/income for the year	(6,165)	4,382
• Balance held in the National Lottery Distribution Fund at 31 March	26,165	22,121
• Reserves at 31 March	6,180	12,345

Our National Lottery proceeds were higher than originally budgeted, largely due to spikes in income towards the end of the year. However, Council continues to monitor closely the trend in the share of proceeds received by the good causes and the potential impact on 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 £1.8m has been rolled through to 2022/23.

In the previous financial year, 2020/21, our ability to grant Lottery funding was severely impacted by the pandemic and we reported a significant underspend. Arts activity normally funded by National Lottery proceeds was curtailed by the impact of lockdown and social distancing so we repurposed resources to support our Urgent Response and Stabilisation Funds. This year we've seen increased grant-making through our *Connect and Flourish* and *Create* schemes which provide a new way of thinking in the sector focused on collaborative working. We also awarded a £5m capital grant towards the redevelopment of Theatr Clwyd. The sum was set aside by Council some time ago, in addition to the ongoing Capital programme, but this is another project delayed by the pandemic.

As a result of these new and delayed grant commitments our expenditure in 2021/22 has exceeded our in-year income by £6.2m, utilising reserves brought forward from previous years.

At year-end grants payable totalled £20.493m (2021: £10.887m). Undrawn funds in the National Lottery Distribution Fund plus cash and cash equivalents totalled £27.966m (2021: £24.264m). Our share of balances held in the National Lottery Distribution Fund increased by approximately 18% from last year.



# The year ahead: 2022/23

As we come out of lockdown and into the next financial year we are faced with a society that has fundamentally changed. We have a sector that has seen real crises and is still very much in recovery mode. Our focus is on how a future arts sector in Wales should look. Embarking on our Investment Review in tandem with our new Corporate Plan we have set an ambitious work programme for the coming year.

Our Operation Plan for 2022/23 has been developed under the framework of the Well-being of Future Generations Act (WFGA) and informed by Council's priorities and the requirements of the Programme for Government included in our Remit Letter.

The Plan identifies 9 key programme areas:

- Investment Review
- Recovery and transformation
- Widening engagement and equalities
- Arts, health and wellbeing
- Young people and Creative Learning
- Promoting the use of the Welsh language in and through the arts
- International
- Arts and climate justice
- Future ways of working for the Arts Council

Each programme area identifies which of the 7 goals of the WFGA it contributes to and how the 5 ways of working are applied to its underlying activity. Each programme area also identifies the appropriate requirements of our Term of Government Remit Letter.

Two years from the onslaught of the pandemic, the world is now a very different place. The Plan reflects the priorities we are currently facing, which include:

- developing our Investment Review objectives and approach against the backdrop of the significant impact the pandemic has had on arts organisations
- progressing our commitments to our Equalities agenda through our published action plans
- developing commitments to increase support and opportunities for young people and promoting physical and mental health and wellbeing through progression of our flagship Creative Learning and Arts and Health programmes
- evaluating the current health of the sector and seeking ways in which we may offer targeted support to specific areas and artforms where needed
- reviewing our international activity, particularly as travel restrictions ease, to ensure we still maximise opportunities to support and promote Wales and

Welsh artists in the world and contribute to Welsh Government's International Strategy, including potential new waves of the pandemic and the need for commitment to climate justice

- committing to actions, through the sector and our own activity, to help achieve the Welsh Government's goal of Net Carbon 0 by 2030
- reviewing and redefining our own activity and working arrangements in the wake of the pandemic, including development of our next Corporate Plan and simplifying and streamlining our grant-making activities

## Investment Review

During this year we'll be recommencing work on our deferred Investment Review – our periodic review of our Arts Portfolio Wales. The aim of the Investment Review is to identify the organisations best able to help us deliver our cultural priorities.

This work must get to the stage where a wider, more diverse group of people and organisations have been given the opportunity to provide their thoughts and for these to be brought together into a new 'vision' document.

The vision document will include consideration of key areas of Arts Council priorities such as those published in our Corporate Plan, *For the benefit of all*, the WFGA, the finalised version of the Cultural Contract and thoughts on emerging from the pandemic contained in *Re-setting the dial*.

Informed by the vision, we will define the terms of reference for the Review and the key outcomes we want to achieve. We will also consider the application process, ensuring it is clear and accessible.

The Review is scheduled to open to applications in March 2023. The assessment and decision-making will take place throughout 2023/24 and funding for the new Portfolio will take effect from April 2024.

### Our key actions:

1. developing and publishing our vision for the new Arts Portfolio Wales
2. developing and publishing the terms of reference for the Investment Review
3. developing and publishing the application process for the Investment Review

## Recovery and transformation

The world today looks very different from the world before Covid-19. We've seen an unprecedented impact on our economy, our culture and our way of life. Overnight, the global pandemic led to the suspension of all public activities and a collapse in the social, living and working environment for everybody.

For the last two years our default position has been 'emergency response'. Now, as we embark on learning to live with the pandemic and consider 'what next', it can't be based on 'business as usual'. Instead, we must take a fresh look at how we can

achieve a strong and resilient arts sector that properly reflects culture and society in modern-day Wales.

During this year we will take action to evaluate the impact and challenges of the pandemic on the sector - organisations, creative individuals and freelancers, and audiences and participants. We will seek ways to offer support and development opportunities to those who wish to work in the arts and ways to encourage audiences and participants to return to the arts.

#### Our key actions:

1. understanding and responding to challenges facing organisations following the pandemic
2. understanding and responding to the challenges facing individuals and freelancers following the pandemic
3. creating inclusive career opportunities for the arts workforce
4. contributing to and supporting development of Welsh Government's new Culture Strategy
5. developing a successor to the extended Lottery Capital Programme
6. developing and delivering arts-focused strategic projects
7. progressing Welsh Government's National Contemporary Art Gallery project
8. progressing the capital development of Theatr Clwyd

### Widening engagement and equalities

We are committed to developing an approach to arts and culture that actively engages individuals and communities across Wales in deciding what counts as culture, where it happens and who makes and experiences it.

There are significant challenges and barriers faced by individuals and communities in relation to engaging with the arts. Over recent years these have been evidenced through the voices of the Black Lives Matter and "WeShallNotBeRemoved" campaigns which brought into sharp focus the impact of structural racism and ableism that has been prevalent in society as a whole and has prevented engagement with the culture and the arts. So, too, have the voices of those facing socio-economic disadvantage been heard, telling us clearly about the barriers and challenges they face in creating and accessing the arts.

We believe strongly that culture in Wales should reflect the lives of all its citizens.

People and communities facing barriers to engagement, neuro-divergent, deaf and disabled people, and people facing socio-economic disadvantage, not least those in post-industrial communities, are integral and central to our cultural life. And our priorities have been set to provide targeted actions to help make this happen.

We will deliver against our commitments in our published action plans and the Programme for Government. We will listen and understand the barriers faced and take action to address these. We will form new strategies and work in partnership with others, including our Portfolio organisations, to deepen and widen our engagement

with groups and communities across Wales, particularly those currently under-represented, and through the delivery of targeted equality action plans.

#### Our key action:

1. implementing the recommendations and commitments contained in our published Strategic Equality Plan and, in partnership with Amgueddfa Cymru, our joint Widening Engagement Action Plan

## Arts, health and wellbeing

The importance of the arts for health and wellbeing is central to our mission and becoming ever-more widely accepted. The positive impact that creative activities have on our wellbeing has never been more evident than during the pandemic when people, communities and frontline workers have increasingly turned to the arts as a vital source of enjoyment, connection, meaning and comfort.

Wellbeing is a healthy ambition that requires a holistic approach across all aspects of life. The wellbeing agenda underpins our wider strategy and activity – it's not limited to arts and health.

However, our resources are small in relation to the health sector. This is why we align our work with the priorities of government and the Health Boards, supporting Welsh Government initiatives such as Age Friendly Wales, improving mental health provision and sustaining the work of the Health Board Co-ordinator posts. We want to respond to the challenge of making scalable interventions in key areas of wellbeing and health in Wales. This year we will also establish an internal Arts and Health programme team to carry this work forward.

As well as the Health Boards, we will work with existing partners such as the Welsh NHS Confederation and the Baring Foundation and invest in relationships with key strategic bodies. We will continue important work such as the Cartrefi initiative and support social prescribing to tackle isolation and help wellbeing, including mental health.

We will improve opportunities for front-line workers to benefit from arts interventions through the delivery of our online resource [Cultural Cwtsh](#) and seek to identify and source additional funds to support our Arts and Health programme.

#### Our key action:

1. consolidating and further developing our approach to Arts and Health in Wales

## Young people and Creative Learning

Active engagement with the arts can transform the way children and young people learn and explore the world around them. It can change the way they see themselves, their aspirations, as well as helping them to develop the self-respect and worth that will be such an important part of their life skills for the future.

Creative Learning has placed the arts and creativity at the heart of the school curriculum. It has used the power of the arts to reinvigorate the school day and through ambitious professional development to re-ignite the creativity of teachers themselves.

As we embark on the next phase of the Creative Learning through the Arts programme our strategy continues to pioneer new ways in which more schools can draw on practical ways of bringing the excitement and inspiration of the arts into the classroom and develop the creativity of our young people.

Our work in this area will also take us outside of the school setting as we explore options for supporting a 'Summer of Fun' including a school holiday enrichment programme.

We want to contribute to the eradication of child poverty in Wales and support those young people whose life chances are disadvantaged through social and economic influences.

We want as many young people as possible in Wales to believe that the opportunity is there for them to be the best they can – or want – to be, performing with their peers at the highest level, celebrating and demonstrating their creative talents and having a voice in our strategies that will set the course for their future. To facilitate this we will explore options for creating a Young Peoples' Network and a cohort of Young Associates.

We want young people to have the opportunity to produce, enjoy and take part in creative activity that they find relevant, contemporary, and exciting.

#### **Our key actions:**

1. delivering year 1 of the 3-year extension to Creative Learning
2. developing and supporting opportunities for children and young people to engage in the arts outside of the school setting
3. embedding the involvement of young people in strategies across the Council's wider work

## **Promoting the use of the Welsh Language in and through the arts**

Nothing makes Wales more distinctive than the Welsh Language. It is part of what defines us as a nation and we have a role towards achieving the Welsh Government's target of one million speakers by 2050. We'll insist on the fair and equal treatment of Welsh. It's not just a matter of compliance with the requirements of Government language legislation. It's about committing to development and seizing the opportunities that Welsh language creativity offers.

#### **Our key actions:**

1. developing and launching our Welsh Language Strategy
2. increasing partnership working with the National Centre for Learning Welsh, Mentrau Iaith and Urdd Gobaith Cymru

3. implementing the recommendations in our response to the Welsh Language Mapping report
4. requiring our Arts Portfolio Wales organisations, where appropriate, to adopt ambitious Welsh Language plans

## International

In 2021 we set out to re-think our international work in the context of four seismic global challenges which are felt locally in Wales: the pandemic, climate emergency and social justice, equalities, and establishing new international relationships following exit from the European Union (EU).

Covid-19 restrictions and quarantines have affected international travel. But as international working becomes possible again, it will be essential that Wales-based artists and organisations who depend on international work for their livelihoods are able to nurture new opportunities. During this year we will be developing a Framework by which we evaluate the impact of our work against the 7 WFGA goals.

We will deliver *Wales in Venice 10* and review Wales' relationship with the Venice Biennale and other major events in the context of the climate emergency, Brexit and our commitment to equalities and access for the future.

We will continue our investment in *Bro a byd – local and global wellbeing goals*, developing a new approach to diversity.

Following the creation of the UK Arts Infopoint, in partnership with the other UK Arts Councils, we will gather intelligence and information needed to enable organisations to continue employing European artists, present artistic programmes and tour in the EU.

### Our key actions:

1. reviewing, resetting and delivering our international activity
2. working with Welsh Government on projects that support the realisation of its International Strategy and action plans

## Arts and climate justice

We proactively support the Welsh Government's Net Carbon 0 ten year action plan for all public sector bodies in Wales to meet their Carbon 0 targets by 2030.

We are developing an activity plan with Natural Resources Wales (NRW) to drive forward our Memorandum of Understanding to deliver the Creative Nature Partnership. This includes developing working approaches between us and NRW to identify areas of collaboration with a focus on maximising and sharing resources to support the creative sector to move towards Net Carbon 0. Creative Nature Fellowships for 8 artists across artforms will create new work, in and/or about the environment, to inspire new approaches to practice that strives for innovation and challenges established ways of working.

*Cultural Sector Route to Net-Zero* will identify areas of collaboration with a focus on maximising and sharing resources across the sector and we will work with the Future Generations Commissioner to establish benchmarks and protocols to monitor the environmental and wellbeing impact of activities.

We will develop our own working practices to drive decarbonisation and support the Green Agenda, including reviewing and improving our own recycling and waste reduction and reviewing our future working models to consider more environmentally and staff wellbeing-friendly approaches such as hybrid working.

#### **Our key action:**

1. developing and delivering our own plan for climate justice and the arts

### **Future ways of working for the Arts Council**

A crucial piece of work for us this year will be to produce and publish a new Corporate Plan to guide and support our work over the next 5 years. It will include the objectives of our Investment Review and the yardstick by which the new Portfolio will be evaluated. It will consider how we transform the arts in Wales and those who rely on and engage with it. It will set a clear course of action to help reduce the harm to our environment and support climate justice to safeguard our planet for future generations.

However, we cannot – and should not – do this alone. We will engage with existing partners and forge new relationships to achieve shared goals.

We will develop our own workforce, introducing equality and diversity champions, and encouraging and offering opportunities for staff to develop. We will review our own working arrangements and our offices to ensure they are fit for our future way of working.

#### **Our key actions:**

1. developing our new Corporate Plan through which we will embed Future Generations principles
2. revisiting and revitalising our public value partnerships identifying how we can co-invest public funding in shared priority areas, building on current arrangements
3. developing our own workforce and Council in areas to include greater representation
4. returning to office/hybrid working arrangements
5. reviewing our effectiveness in grant making

**Michael Elliott**  
Accounting Officer  
8 July 2022

Endorsed on behalf of Council:

**Phil George**  
Chair  
8 July 2022



# Accountability Report

# Corporate Governance

## Our Trustees

Council Members who served since 1 April 2021 were:

### Attendance of Trustees at meetings during 2021/22

	Council	Audit & Risk Assurance Committee	Capital Committee	HR & Remuneration Committee	Strategic Equality Committee	Welsh Language Committee	Future Generations Committee
	Number of meetings held:						
	10	5	3	3	3	4	9
<b>Phil George</b> Chair from 1 April 2016	10						
<b>Kate Eden</b> from 1 April 2017 <b>Vice Chair</b> from 1 April 2021 Chair of Audit & Risk Assurance Committee Member of HR & Remuneration Committee	10	5		2			
<b>Iwan Bala</b> from 1 November 2016 to 21 July 2021  Member of Wales in Venice Advisory Committee to 21 July 2021	2/3						
<b>Lhosa Daly</b> from 1 April 2019  Chair of Future Generations Committee	10						6
<b>Ceri Ll Davies</b> from 1 April 2021  Member of Strategic Equality Committee	10				3		
<b>Devinda De Silva</b> from 1 April 2019  Chair of Strategic Equality Committee	8				2		

## Attendance of Trustees at meetings during 2021/22

	Council	Audit & Risk Assurance Committee	Capital Committee	HR & Remuneration Committee	Strategic Equality Committee	Welsh Language Committee	Future Generations Committee
	Number of meetings held:						
	10	5	3	3	3	4	9
<b>Andy Eagle</b> from 1 November 2016 Chair of Capital Committee	7		2				
<b>Ruth Fabby MBE</b> from 1 April 2021	10						
<b>Professor Tudur Hallam</b> from 1 April 2019 Chair of Welsh Language Committee	7					4	
<b>Gwennan Mair Jones</b> from 1 April 2019 Member of Future Generations Committee	6						5
<b>Tafsila Khan</b> from 1 April 2021 Member of Capital Committee	8		3				
<b>Alison Mears Esswood</b> from 1 April 2019 Chair of HR & Remuneration Committee	8			3			
<b>Keith Murrell</b> from 1 April 2021 Member of HR & Remuneration Committee	10			2			
<b>Victoria Provis</b> from 1 April 2019 Member of Capital Committee	10		3				

## Attendance of Trustees at meetings during 2021/22

	Council	Audit & Risk Assurance Committee	Capital Committee	HR & Remuneration Committee	Strategic Equality Committee	Welsh Language Committee	Future Generations Committee
	Number of meetings held:						
	10	5	3	3	3	4	9
<b>Dafydd Rhys</b> from 1 April 2017 Member of Audit & Risk Assurance Committee	9	5					
<b>Elen ap Robert</b> from 1 April 2021 Member of Welsh Language Committee	10					3	
<b>Prue Thimbleby</b> from 1 April 2021 Member of Future Generations Committee	9						7
<b>Dr Sarah Younan</b> from 1 April 2019 Member of Audit & Risk Assurance Committee	6	2					

## Attendance of independent Committee members at meetings during 2021/22

	Audit & Risk Assurance Committee	Capital Committee	HR & Remuneration Committee	Strategic Equality Committee	Welsh Language Committee	Future Generations Committee
	Number of meetings held:					
	5	3	3	3	4	9
Andrew Butler	5					
Elid Morris	3					
Arwel Thomas	3					
Ruth Cayford		2				
Mark Davies to 18/06/2021		1/1				
Roland Evans		2				
Michael Gwyther-Jones from 01/10/2021		2/2				
Alan Hewson to 18/06/2021		1/1				
Jayne Woods from 01/10/2021		2/2				
Valerie Ellis to 26/01/2022			1			
Philip Westwood			2			
Ruth Gould from 01/10/2021				1		
Guto Gwilym-Taylor				2		
Ele Hicks				2		
Lara Ratnaraja				2		
Shereen Williams				0		

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 three minor personal data breaches during the year. Each was appropriately assessed and none were categorised as reportable to the Information Commissioner.

### Our Interim Chief Executive and Accounting Officer

Michael Elliott

### Our Offices

#### *Mid and West Wales:*

The Mount  
18 Queen Street  
Carmarthen  
SA31 1JT

#### *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

to 31 March 2022  
Deloitte LLP  
5 Callaghan Square  
Cardiff  
CF10 5BT

#### Internal auditors

from 1 April 2022  
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 Digital, 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 Digital, 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;
- prepare the financial statements on a going concern basis; and
- confirm that the Report and Financial Statements as a whole is fair, balanced and understandable and take personal responsibility for the Report and Financial Statements and the judgements required for determining that it is fair, balanced and understandable.

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.

Endorsed on behalf of Council:

**Michael Elliott**  
Accounting Officer  
8 July 2022

**Phil George**  
Chair  
8 July 2022

# Governance Statement

This Governance Statement is the personal responsibility of me, Michael Elliott, the Arts Council of Wales' Accounting Officer and Interim 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 that 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 [Deputy Minister for Arts and Sport](#). 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 Digital, 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. Revised Lottery financial directions came into effect on 1 April 2022.

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 have to ensure we comply with the requirements of the Charities Acts 1960, 2006, 2011 and 2016. 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 [Financial Conduct Authority](#), 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 the Deputy Minister for Arts and Sport 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 sixteen 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 of 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. In particular, Council's own annual self-assessment review concluded that the vast majority 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. Particular areas of focus will include the recovery and development of artistic activity post Covid-19, our periodic review of our Portfolio membership through our Investment Review, driving further commitment to Equalities and the Welsh language amongst funded organisations, and the effective use of information and communication technology.

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 operational handbook and 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 2021/22.

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 [General Data Protection Regulations \(GDPR\)](#). 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.

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 three minor personal data breaches during the year. Each was appropriately assessed and none were 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 2021/22.

### 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. We received revised Lottery financial directions from the Secretary of State for Digital, Culture, Media and Sport which came into effect on 1 April 2022.

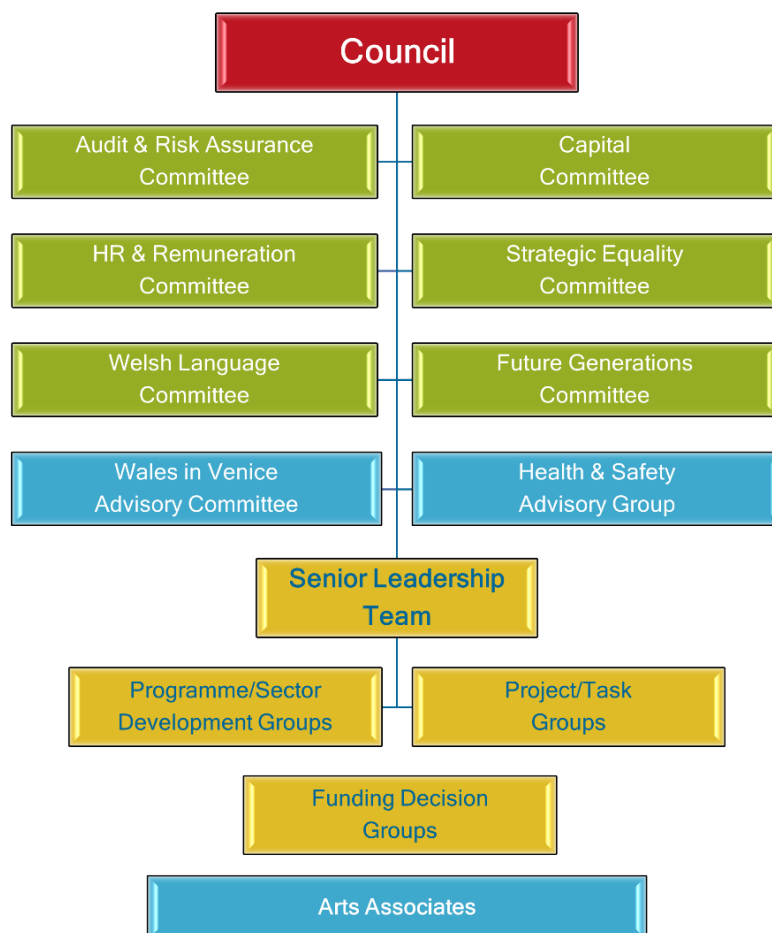
## Our Governance Structure

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 contributes to policy development, the assessment of grant applications, and advice to officers.



## 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 Corporate and Operational 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 organisations in the Arts Portfolio Wales, and approves all grants over £50,000 or, in the case of Lottery funded capital projects, over £250,000 and *Resilience* awards over £100,000. 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 2021/22 included:

1. as part of its ongoing scrutiny of [Governance](#), preparing and monitoring the [Operational Plan](#) for the year. 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 2020/21](#) and [Budget](#) allocations for 2021/22
2. partaking in a workshop in July 2021 regarding the Investment Review
3. approving our approach for [Cultural Recovery Fund](#) rounds 2 and 3 delivered in partnership with Welsh Government
4. approving the temporary measures in place at Senior Leadership Team level
5. approving the new [Framework Document](#), setting out the operational relationship between the Council and the Welsh Government
6. approving a new [bank mandate](#) with Santander
7. receiving the findings of the [Widening Engagement Reports](#), and holding a joint meeting with the Trustees of Amgueddfa Cymru.

Council meetings are normally held approximately every 6 weeks. However, on occasion, additional meetings were arranged this year to consider responses to the pandemic. Copies of agendas and minutes of our Council meetings can be found on our [website](#).

Council met 10 times during 2021/22 to discharge its responsibilities. Members in total attended on 150 out of a possible 173 occasions.

### Our governance response to Covid-19

For the majority of 2021/22 we operated in a very similar way to the previous year, with the majority of staff continuing to work from home. We opened our Colwyn Bay and Cardiff offices to staff who needed to work from them as part of their role or for staff who needed office space for wellbeing reasons.

The majority of our internal processes are electronic and have continued to work well remotely. Physical signatures have been replaced with electronic signatures and email audit trails. Our internal audit plan was conducted remotely with no significant impact on performance or outcomes.

We continue to use a number of virtual meeting rooms to host all our Committee and Council meetings. Duties of each Committee have remained the same and Council's ability to make decisions has not been compromised during the pandemic period. We've updated our Corporate Assurance Framework and Risk Register accordingly.

We delivered the Cultural Recovery Fund in partnership with Welsh Government. We liaised closely with Welsh Government throughout this process to identify any duplicate applications and reduce the risk of double funding. We continued to report weekly to Welsh Government with progress on all grants and payments made.

We also updated our internal anti-fraud procedures to include consideration of any revised or new working arrangements introduced as a result of the pandemic and the requirement to work from home.

It is our view that effective governance has not been compromised by the pandemic.

## Audit & Risk Assurance Committee

“The Committee provides robust oversight of our governance arrangements. It scrutinises the adequacy and effectiveness of our systems of internal control and tests 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 represents value for money.”

**Kate Eden**

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.

Committee activities undertaken during 2021/22 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. This has given us a clearer view of arrangements to respond to the potential vulnerabilities in our operations
2. reviewing our defences against [Fraud](#) and [Cyber-crime](#), including specific consideration of the National Security Centre’s Cyber Security Toolkit for Boards and how we may utilise this. We’re better able to withstand the increased number and sophistication of external attempts to breach our security, particularly in consideration of the potential increase in external security threats throughout the lockdown period
3. 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 Covid-19 pandemic
4. reporting to Council on the outcome of [internal audit reviews](#) commissioned by the Committee and monitoring progress in the implementation of the auditor’s recommendations for action
5. understanding key aspects of Council’s operations, such as our continued external and internal response to [Covid-19](#), the replacement of our [grant management system](#), preparations for our proposed [Investment Review](#), scrutiny of our [Annual Report and Financial Statements](#), and the procurement of a new provider of [Internal Audit Services](#) to succeed Deloitte, whose contract ended on 31 March 2022.



The Committee's normal schedule of meetings was maintained throughout the year but, in consideration of the pandemic lockdown restrictions, the meetings were held virtually using online functionality.

The Committee met 5 times during 2021/22 to discharge its responsibilities. Members in total attended on 23 out of a possible 30 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. Grant making will continue to be a primary focus of management and the Committee's attention.

Deloitte LLP, our internal auditor to 31 March 2022, gave the following opinion in their annual report:

“Based on the conclusions of our work, we can provide the Arts Council with **substantial assurance** in relation to the organisation's arrangements for risk management, governance and internal control. Our opinion has not been limited by any shortfall in resources, absence of skills, or any significant limitation of scope of internal audit activity which would adversely affect our ability to form an opinion.”



## Capital Committee

“This year we welcomed two new independent members onto the Committee who bring with them a wealth of experience and expertise. We have continued to oversee the development of several capital projects that are at different stages in the RIBA Plan of Work. Increasingly, as we reach the later stages of the current National Lottery capital funding programme, these are at a more intense period of construction. This has brought a higher intensity of work but it has also been good to see our funding taking physical shape in the form of projects on site. We continued to make recommendations to Council for significant new major capital grants.”

**Andy Eagle**

Chair, Capital Committee

For more than two decades Council has been investing funds from the National Lottery into capital projects. Across Wales we're helping 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.

In 2012 Council ring-fenced approximately £22m for a capital programme. Since that time the Committee has overseen a significant number of projects ranging from the purchase of equipment to the creation of new arts facilities. We continue to oversee several projects that have been in development for several years as well as considering new applications for targeted investment to improve access, sustainable energy initiatives and minor adaptations to buildings in response to Covid-19.

As the capital programme reaches the end of its cycle and the ring-fenced budget allocation is invested, the number of applications the Council has been able to receive has reduced. However, the Committee continues to scrutinise ongoing projects and accept 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 the Council's staff, particularly for smaller organisations undertaking their first capital project.

Projects currently on site include: Pontypridd YMCA; Cwmni'r Fran Wen, Bangor; Borough Theatre, Abergavenny; and Theatre Brycheiniog, Brecon.

Projects currently in development include: Oriel Myrddin Gallery, Carmarthen; Theatr Bara Caws, Caernarfon; Pontardawe Arts Centre; and Ucheldre Centre, Holyhead.

Committee activities undertaken during 2021/22 included:

- scrutinising **5 applications** with a total request for funding of £739,000. All were successful and funded in full

- continuing to assist the development of the ambitious plans for the refurbishment of **Theatr Clwyd**. The total investment of £27m, £5m of our National Lottery funds and £22m from the Welsh Government, is the largest amount of funding for a single project ever monitored by the Committee. It highlights the strength of the partnership between the two funders and the trust that Welsh Government has in our monitoring processes
- ensuring all capital projects in which Council invests meet **Building Research Establishment Environmental Assessment Method** (BREEAM) sustainability standards. We are also considering if other methods of benchmarking projects may be more suitable for some, particularly in relation to reaching carbon net-zero and the targets of the Well-Being of Future Generations Act

As part of its ongoing responsibilities the Committee has also been charged with monitoring the capital elements of the National Contemporary Art Gallery for Wales programme. The first projects are likely to be awarded funding during 2022/23 but this is likely to be a significant element of the Committee's work over the coming three years.

The Committee met 3 times during 2021/22 to discharge its responsibilities. Members in total attended on 18 out of a possible 21 occasions.

## HR & Remuneration Committee

“Advising on the health and well-being of the Council’s staff is the Committee’s principal function. We encourage the development of progressive, forward-looking policies and practice and provide a positive and supportive challenge to the delivery by our staff of HR activities.”

**Alison Mears Esswood**

Chair, HR & Remuneration Committee

Committee activities undertaken during 2021/22 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. reviewing the outcome of the recent comprehensive [job evaluation review](#) and the [restructuring of pay and salary scales](#)
3. reviewing [HR management information](#) data and the [Deloitte Well-being Report](#) to monitor the performance, health and well-being of staff during the Covid-19 pandemic
4. setting levels of [remuneration](#) and monitoring the performance of the [Chief Executive](#)
5. promoting staff [learning and development](#) to deliver corporate objectives, health and safety and general compliance courses

Council appointed Alison Mears Esswood as Chair of the HR & Remuneration Committee from 1 April 2021.

The Committee met 3 times during 2021/22 to discharge its responsibilities. Members in total attended on 10 out of a possible 15 occasions.

## Health & Safety

“The Health and Safety Group has continued to focus on ensuring processes and policies are in place to protect our staff from risk and to ensure that the premises, facilities and equipment they use are Covid safe.”

**Rebecca Nelson**

Chair, Health and Safety Advisory Group

Group activities undertaken during 2021/22 included:

1. monitoring and implementation of [Welsh Government Guidelines on Covid-19](#)
2. managing the implications of [office re-occupation](#), including monitoring staff attending the offices and visiting events
3. reviewing our [Lone Worker policy](#) to consider international travel and hybrid-working
4. reviewing [risk assessments](#) currently in place, in particular the Pregnancy Risk Assessment and Covid Risk Assessment
5. managing [incident reporting](#) and monitoring
6. reviewing our [Maternity Guidance and Policy](#)
7. promoting [staff well-being](#) and having discussions with the Mental Health First Aiders to support them in their role

The Group met 9 times during 2021/22 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.

**Michael Elliott**  
Accounting Officer  
8 July 2022

Endorsed on behalf of Council:

**Phil George**  
Chair  
8 July 2022

# 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 a number of 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 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, Phil George, took up the position on 1 April 2016 and is in his third term which expires on 31 March 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 Interim Chief Executive has been employed on a temporary contract, initially for a period of six months to the end of August 2022.

The dates of commencement of employment are:

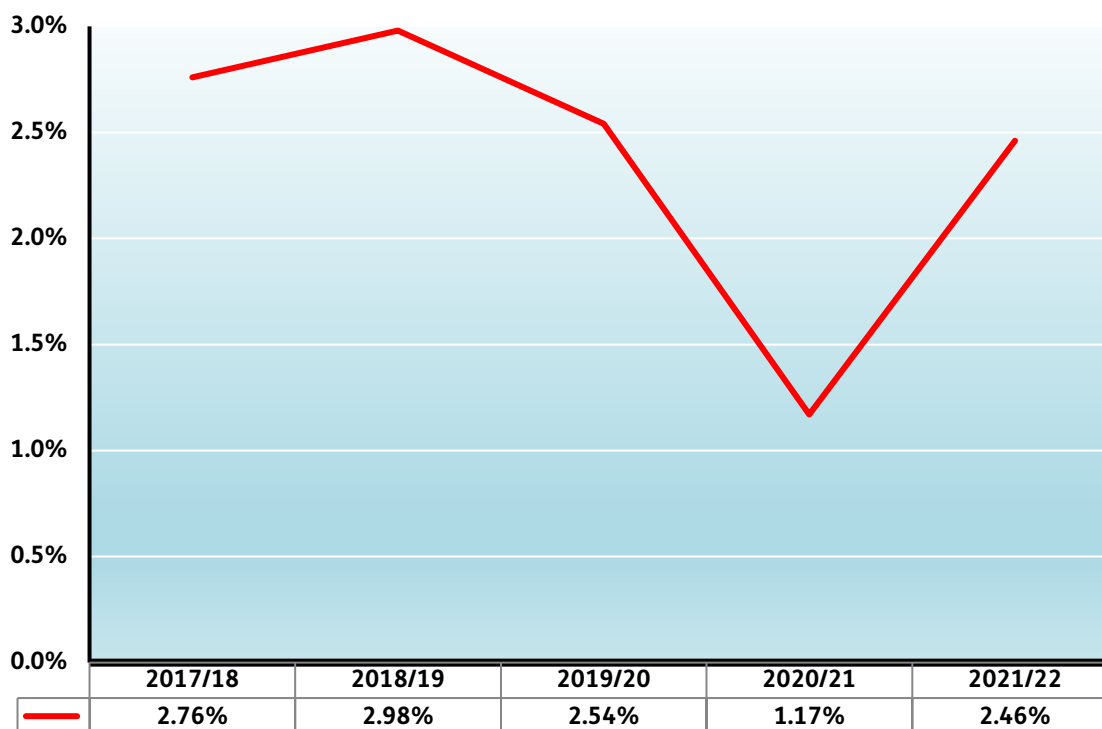
Phil George Chair	1 April 2016	Michael Elliott Interim Chief Executive	7 March 2022
Siân Tomos Director of Arts Development from 1 February 2012 to 5 September 2021 Chief Executive from 6 September 2021 to 19 November 2021	3 May 1994 to 19 November 2021	Nicholas Capaldi Chief Executive	15 September 2008 to 30 September 2021
Richard Nicholls Director of Operations	28 September 2020	Rebecca Nelson Director of Finance and Business Services	17 June 2019
Diane Hebb Director of Arts Engagement from 1 February 2012	13 January 1992		

## Sickness absence

Across the whole Council:

	2021/22	2020/21
Days lost as a result of sickness	532	240.5
Average number of employees (headcount)	86.25	81.75
Average number of days lost per employee	6.17	2.94

This represented an absence rate of 2.46% (2020/21: 1.17%) based on 250.5 (2020/21: 250.5) working days. This is a return to more normal levels following the first year of the pandemic where national lockdowns resulted in much lower sickness absence.



## Staff turnover

Across the whole Council:

	2021/22	2020/21
Average number of employees (headcount)	86.25	81.75

Leavers	4	9
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Starters	11	5
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Average turnover	4.64%	11.01%
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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 2021/22 the Council paid no consultancy costs (2020/21: £2,000) in relation to expert advice and opinion obtained to assist in strategic decision-making. Nothing (2020/21: less than £1,000) is charged in these financial statements.



Staff costs (audited)	2021/22			2020/21
	Permanently employed £'000	Other £'000	Total £'000	Total £'000
Wages and salaries charged to Lottery distribution activity	921	22	943	862
Social security costs	97	2	99	80
Other pension costs	173	4	177	163
	<b>1,191</b>	<b>28</b>	<b>1,219</b>	<b>1,105</b>

#### 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	9	10	19	17
Recharged to direct delivery and in support of our operations	59	2	61	58
	<b>68</b>	<b>12</b>	<b>80</b>	<b>75</b>

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

In support of our operations	<b>23</b>	<b>-</b>	<b>23</b>	<b>22</b>
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The balance of 57 (2020/21: 53) 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 2019, came into effect on 1 April 2020. The valuation introduced new contribution rates for the Council in respect of accruing benefits. It assumes a continuing requirement that a minimum level of payment be made each year towards the past service deficit, at a rate advised by the scheme actuary, until 31 March 2029.

On the assumption that the recommended amounts would be paid to the Plan, the actuary's opinion was that the resources of the scheme are likely in the normal course of events to meet in full the liabilities of the scheme as they fall due. The key financial assumptions used were:

- Retail Prices Index (RPI) increases - Market Implied RPI Inflation curve with allowance for 0.3% per annum (p.a.) inflation risk premium

- Consumer Prices Index (CPI) increases - RPI curve less 1.0% p.a.
- Pension increases - equal to the relevant inflation assumption
- Salary increases - in line with CPI inflation
- Discount rate (past service) - market implied gilt yield curve plus 1.25% per annum
- Discount rate (future service) - market implied gilt yield curve plus 1.60% per annum

Contributions by the Council and its employees were:

	Council		Employees	
	2021/22	2020/21	2021/22	2020/21
For all staff	20.9%	20.9%	6.0%	6.0%

There were no changes to the contribution rates from 1 April 2022.

The Council also pays 0.2% 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	2021/22			2020/21		
	Emoluments band £'000	Pension benefits £'000	Single total remuneration £'000	Emoluments band £'000	Pension benefits £'000	Single total remuneration £'000
Michael Elliott <sup>1</sup> Interim Chief Executive from 7 March 2022	5-10	-	5-10	N/A	N/A	N/A
Full year equivalent	100-105					
Siân Tomos Director of Arts Development to 5 September 2021 Chief Executive from 6 September 2021 to 19 November 2021	50-55	55	105-110	75-80	32	105-110
Full year equivalent	90-95					
Nicholas Capaldi Chief Executive to 30 September 2021	50-55	5	55-60	100-105	30	130-135
Full year equivalent	100-105					
Richard Nicholls <sup>2</sup> Director of Operations from 28 September 2020	85-90	20	105-110	35-40	1	40-45
Full year equivalent				75-80		
Diane Hebb <sup>2</sup> Director of Arts Engagement	85-90	72	155-160	75-80	26	100-105
Rebecca Nelson <sup>2</sup> Director of Finance and Business Services	85-90	25	110-115	70-75	18	90-95

<sup>1</sup> The Interim Chief Executive has elected not to join a pension scheme and there is no requirement to auto-enrol him.

<sup>2</sup> The emoluments for 2021/22 include an extra responsibility allowance of £5,000-£10,000.

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

Name Position	2021/22		2021/22		2021/22	2020/21	2021/22
	Real increase in pension and related lump sum at age 65		Total accrued pension at age 65 as at 31/03/22, or date of leaving if earlier, and related lump sum		Cash Equivalent <sup>1</sup> Transfer Value at 31/03/22, or date of leaving if earlier	Cash Equivalent Transfer Value at 31/03/21	Real increase <sup>2</sup> in Cash Equivalent Transfer Value
	£'000		£'000		£'000	£'000	£'000
Siân Tomos Director of Arts Development to 5 September 2021 Chief Executive from 6 September 2021 to 19 November 2021	Pension Lump sum	2.5-5 7.5-10	Pension Lump sum	30-35 95-100	733	633	52
Nicholas Capaldi Chief Executive to 30 September 2021	Pension Lump sum	0-2.5 0-2.5	Pension Lump sum	15-20 45-50	359	338	5
Richard Nicholls Director of Operations from 28 September 2020	Pension Lump sum	0-2.5 2.5-5	Pension Lump sum	0-5 0-5	17	1	11
Diane Hebb Director of Arts Engagement	Pension Lump sum	2.5-5 10-12.5	Pension Lump sum	20-25 70-75	469	421	62
Rebecca Nelson Director of Finance and Business Services	Pension Lump sum	0-2.5 2.5-5	Pension Lump sum	0-5 5-10	40	27	12

<sup>1</sup> **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.

<sup>2</sup> **Real increase in CETV** - This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

The Chair is remunerated for his 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 £185 (2020/21: £16) was reimbursed to 1 (2020/21: 1) Council members for travel and subsistence costs incurred on Council business. The aggregate amount allocated to Lottery Distribution activities was £89 (2020/21: £8).

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

	2021/22 £	2020/21 £
<b>Chair</b>		
Salary	<u>43,810</u>	<u>43,810</u>
<b>Chief Executives</b>		
Former Chief Executive (to 30 September 2021) – Nicholas Capaldi		
Salary	51,548	101,830
Employer's pension contribution	<u>10,077</u>	<u>21,282</u>
	<u>61,625</u>	<u>123,112</u>
Former Chief Executive (from 6 September to 19 November 2021) – Siân Tomos		
Salary	21,751	-
Employer's pension contribution	<u>4,546</u>	<u>-</u>
	<u>26,297</u>	<u>-</u>
Current Interim Chief Executive (from 7 March 2022) – Michael Elliott		
Salary	<u>7,413</u>	<u>-</u>
<b>Chief Executives' total</b>		
Salary	80,712	101,830
Employer's pension contribution	<u>14,623</u>	<u>21,282</u>
	<u>95,335</u>	<u>123,112</u>

34% (2020/21: 33%) of the Chair's and 28% (2020/21: 28%) of the Chief Executive's 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:

Chair	£185	£16
Chief Executives	£627	£41

48% (2020/21: 49%) of the Chair's and Chief Executive's expenses are charged in these financial statements and the remainder to general activities.

	2022	2021
The range of annual remuneration (full time equivalents) at 31 March was (whole Council):	£21,064 to £101,830	£23,419 to £101,830

The Chief Executive is the highest paid member of staff.

During the year the Chief Executive's remuneration did not change (2020/21: increase 2.5%). Staff as a whole received a pay award of 2.75% (2020/21: increase 2.5%).

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	£30,142 1:3.4	£33,890 1:3.0
Median (50th) percentile	£43,829 1:2.3	£42,656 1:2.4
75th percentile	£43,829 1:2.3	£52,919 1:1.9

Annual remuneration comprises salary only. No benefits were paid.

The differences between the remuneration ratios at 31 March 2022 and 2021 reflect the impact of:

- (a) an increase in the number of staff employed;
- (b) a pay award to all eligible staff which did not apply to the Chief Executive; and
- (c) a job re-evaluation exercise settled in 2020/21.

#### Staff composition at 31 March

(full time equivalents – whole Council)

	2022			2021		
	Male	Female	Total	Male	Female	Total
Senior Leadership Team	2	2	4	2	3	5
Portfolio Managers/Heads of Department	7	8	15	6	8	14
Senior Officers	13	20	33	13	18	31
Officers	2	9	11	2	9	11
Team Co-ordinators/Personal Assistants	2	16	18	2	12	14
	<b>26</b>	<b>55</b>	<b>81</b>	<b>25</b>	<b>50</b>	<b>75</b>
	32%	68%		33%	67%	

# 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.

**Michael Elliott**  
Accounting Officer  
8 July 2022

Endorsed on behalf of Council:

**Phil George**  
Chair  
8 July 2022

# The Certificate and Report of the Comptroller and Auditor General to the Houses of Parliament and Members of 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 2022 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 2022;
- Statement of Comprehensive Net Expenditure, Statement of Cash Flows and Statement of Changes in Equity 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 2022 and of its total comprehensive 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 of Public Sector Entities in the United Kingdom*. 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 have also elected to apply the ethical standards relevant to listed entities. 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 require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it anticipated that the services which they provide will continue into the future.

## Other information

The other information comprises information included in the Report accompanying the financial statements, but does not include the financial statements nor my auditor's certificate and report. 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.

In connection with my audit of the financial statements, 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:

- I have not received all of the information and explanations I require for my audit; or
- 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
- 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 Council and Accounting Officer for the financial statements**

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Arts Council of Wales and the Accounting Officer are responsible for:

- maintaining proper accounting records;
- the preparation of the financial statements and Annual Report in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- ensuring that the Annual Report and accounts as a whole is fair, balanced and understandable;
- internal controls as the Accounting Officer determines is necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error; 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 Council and 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, we considered the following:

- 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;
- inquiring of management, Arts Council of Wales Lottery Distribution Account'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 relating to:
  - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged 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 National Lottery etc. Act 1993 and Managing Welsh Public Money;
- discussing among the engagement team and involving relevant internal specialists, including I.T. specialists 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 also required to perform specific procedures to respond to the risk of management override of controls.

I also obtained an understanding of the Arts Council of Wales Lottery Distribution Account's framework of authority as well as other legal and regulatory frameworks in which the Arts Council of Wales Lottery Distribution Account operates, focusing 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 Welsh Public Money, employment law and tax legislation.

### **Audit response to identified risk**

As a result of performing the above, the procedures I implemented to respond to identified risks included the following:

- reviewing 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;
- enquiring of management and the Audit & Risk Assurance Committee concerning actual and potential litigation and claims;
- reading and reviewing minutes of meetings of those charged with governance and the Council and internal audit reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

I also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members including internal specialists 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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of my certificate.

### **Other auditor's responsibilities**

I am required to obtain evidence sufficient to give reasonable assurance that the income and expenditure reported in the financial statements have been applied to the purposes intended by Parliament and the financial transactions 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 that I identify during my audit.

### **Report**

I have no observations to make on these financial statements.

**Gareth Davies**  
Comptroller and Auditor General

13 July 2022

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 2022

	Notes	2021/22 £'000	£'000	2020/21 £'000	£'000
<b>Expenditure</b>					
Management and administration:					
Staff costs	2a	1,219		1,105	
Other operating costs	2b	595		580	
			<u>1,814</u>		<u>1,685</u>
Expenditure on the arts:					
Grants made		20,918		10,014	
Less: Lapsed and revoked grants		(281)		(187)	
Net grants made	7		20,637		9,827
Delegated distributors	9		1,885		2,195
Other arts awards	3		60		90
Direct costs of grant making	2c		11		18
			<u>22,593</u>		<u>12,130</u>
<b>Total expenditure</b>			<u>24,407</u>		<u>13,815</u>
<b>Income</b>					
Share of proceeds from the National Lottery	4		18,078		18,138
Investment income on balances in the National Lottery Distribution Fund	4		25		10
Partnership income			100		-
Interest receivable			1		3
Grants recoverable			38		46
<b>Total income</b>			<u>18,242</u>		<u>18,197</u>
<b>Total Comprehensive (Expenditure)/Income for the year</b>			<u>(6,165)</u>		<u>4,382</u>

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 89 to 97 form part of these financial statements.

# THE ARTS COUNCIL OF WALES

## LOTTERY DISTRIBUTION ACCOUNT STATEMENT OF FINANCIAL POSITION

as at 31 March 2022

	Notes	31 March 2022 £'000	£'000	31 March 2021 £'000	£'000
<b>Current assets:</b>					
Financial assets:					
Investments - balance held in the National Lottery Distribution Fund	4	26,165		22,121	
Trade and other receivables	5	151		151	
Cash and cash equivalents	8	1,801		2,143	
<b>Total current assets</b>			28,117		24,415
<b>Total assets</b>			28,117		24,415
<b>Trade payables and other current liabilities – amounts falling due within one year:</b>					
Trade and other payables	6	(255)		(210)	
Other liabilities:					
Delegated distributors	6	(1,189)		(973)	
Grants	6	(16,078)		(9,004)	
<b>Total payables and other current liabilities</b>			(17,522)		(10,187)
<b>Non-current assets plus net current assets</b>			10,595		14,228
<b>Trade payables and other non-current liabilities – amounts due after more than one year:</b>					
Grants	7		(4,415)		(1,883)
<b>Assets less liabilities</b>			6,180		12,345
<b>Equity/Reserves:</b>					
Net Expenditure account			6,180		12,345

The notes on pages 89 to 97 form part of these financial statements.

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

Michael Elliott  
Accounting Officer  
8 July 2022

Phil George  
Chair  
8 July 2022

## THE ARTS COUNCIL OF WALES

### LOTTERY DISTRIBUTION ACCOUNT STATEMENT OF CASH FLOWS

for the year ended 31 March 2022

	2021/22 £'000	2020/21 £'000
<b>Cash flows from operating activities</b>		
Net income/(expenditure)	(6,165)	4,382
Bank interest	(1)	(3)
(Increase)/Decrease in the balance held in the National Lottery Distribution Fund	(4,044)	(4,085)
(Increase)/Decrease in trade and other receivables	-	(1)
Increase/(Decrease) in trade and other payables and other liabilities	261	406
Increase/(Decrease) in grants payable	9,606	317
<b>Net cash inflow/(outflow) from operating activities</b>	<b>(343)</b>	<b>1,016</b>
<b>Cash flows from investing activities</b>		
Bank interest	1	3
<b>Net cash inflow from investing activities</b>	<b>1</b>	<b>3</b>
<b>Cash and cash equivalents</b>		
Net increase/(decrease) in cash and cash equivalent balances	(342)	1,019
Balance at 1 April	2,143	1,124
Balance at 31 March	<b>1,801</b>	<b>2,143</b>

### STATEMENT OF CHANGES IN EQUITY

for the year ended 31 March 2022

	2021/22 £'000	2020/21 £'000
Balance at beginning of year	12,345	7,963
Net income for the year	(6,165)	4,382
<b>Balance at end of year</b>	<b>6,180</b>	<b>12,345</b>

The notes on pages 89 to 97 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 2022

### 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 Digital, 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.

IFRS 16 is a new accounting standard that sets out the principles for the recognition, measurement, presentation and disclosure of leases. It is generally effective from 1 January 2019 but for UK public sector bodies has been deferred until 1 April 2022.

IFRS 17 is a new accounting standard that sets out the principles for the recognition, measurement, presentation and disclosure of insurance contracts. It is generally effective from 1 January 2023.

#### 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 7.

#### 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 Digital, 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 Digital, 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 so as 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 any appropriate loss allowance. Cash and cash equivalents comprises 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. Costs in support of our operations

### a. Management and administration: Staff costs

	2021/22		2020/21
	Permanently employed £'000	Other £'000	Total £'000
Wages and salaries charged to Lottery distribution activity	921	22	943
Social security costs	97	2	99
Other pension costs	173	4	177
	<b>1,191</b>	<b>28</b>	<b>1,219</b>
			<b>1,105</b>

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

### b. Management and administration: Other operating costs

	2021/22 £'000	2020/21 £'000
Staff related costs	58	35
Infrastructure	291	327
Office running costs	8	8
Professional and consultancy fees	77	57
Lottery promotion	29	21
Irrecoverable VAT	67	72
Charge for use of fixed assets	26	29
Auditor's remuneration – Audit <sup>1</sup>	23	22
Internal audit	16	9
Council and committee meetings, including travel and subsistence	0	0
	<b>595</b>	<b>580</b>

<sup>1</sup> 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 and geographical region but the average charge to Lottery activities was 48% (2020/21: 49%).

### c. Expenditure on the arts: Direct costs of grant making

	2021/22 £'000	2020/21 £'000
Assessors' fees	8	11
Resilience Fund support	1	4
Irrecoverable VAT	2	3
	<b>11</b>	<b>18</b>

## 3. Other arts awards

	2021/22 £'000	2020/21 £'000
Unlimited awards in association with Arts Council England	60	60
Beyond Borders awards in association with PRS Foundation	-	30
	<b>60</b>	<b>90</b>

#### 4. 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 Digital, 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 on the basis of 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.

	2021/22 £'000	2020/21 £'000
Balance held in the National Lottery Distribution Fund at 1 April	22,121	18,036
Allocation of Lottery proceeds	18,078	18,138
Investment income receivable	25	10
Drawn down in the year	(14,059)	(14,063)
Balance held in the National Lottery Distribution Fund at 31 March	<u>26,165</u>	<u>22,121</u>

The balance in the National Lottery Distribution Fund at 31 March 2022 is in accordance with the Interim Certificate issued by the Department for Digital, Culture, Media & Sport.

#### 5. Trade and other receivables

	2021/22 £'000	2020/21 £'000
Other receivables	150	150
Grants recoverable	1	1
	<u>151</u>	<u>151</u>

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

	2021/22 £'000	2020/21 £'000
Trade and other payables:		
Trade payables	5	2
Due to the Arts Council of Wales General Activities account:		
for apportioned costs <sup>1</sup>	227	177
for other recharges	-	8
Accruals and deferred income	23	23
<i>Sub-total: Trade and other payables</i>	<u>255</u>	<u>210</u>
Other liabilities:		
Delegated distributors <sup>2</sup>	1,189	973
Grants (note 7)	16,078	9,004
<i>Sub-total: Other liabilities</i>	<u>17,267</u>	<u>9,977</u>
Total current liabilities	<u>17,522</u>	<u>10,187</u>

<sup>1</sup> The amount due to the Arts Council of Wales General Activities account is made up of:

Recharges of apportioned costs		
- Staff	144	111
- Overheads	57	37
- Charge for use of assets	26	29
	<u>227</u>	<u>177</u>

2021/22	2020/21
£'000	£'000

<sup>2</sup> The Council has delegated Lottery funds (note 9) to the following distributors:

Undrawn funds at 31 March		
- Ffilm Cymru Wales (for film)	1,152	781
- Tŷ Cerdd (for community & Welsh music)	-	91
- BBC Wales (for digital development)	-	85
- Nesta (for specific projects)	6	-
- Literature Wales (for writers' bursaries)	31	16
	<u>1,189</u>	<u>973</u>

## 7. Grants

	£'000	£'000	2021/22 £'000	2020/21 £'000
	Capital	Revenue schemes	Total	Total
Payable at 1 April	4,643	6,244	10,887	10,570
Grants made in the year	5,739	15,179	20,918	10,014
Amounts not taken up	(75)	(206)	(281)	(187)
Charged to Statement of Comprehensive Net Income/Expenditure	5,664	14,973	20,637	9,827
Grants paid in the year	(1,164)	(9,867)	(11,031)	(9,510)
Payable at 31 March <sup>1</sup>	<u>9,143</u>	<u>11,350</u>	<u>20,493</u>	<u>10,887</u>
Falling due within one year	5,643	10,435	16,078	9,004
Falling due after more than one year	3,500	915	4,415	1,883
	<u>9,143</u>	<u>11,350</u>	<u>20,493</u>	<u>10,887</u>

<sup>1</sup> Ageing of grants payable:

2021/22	-	-	-	9,004
2022/23	5,643	10,435	16,078	1,860
2023/24	3,500	829	4,329	23
2024/25	-	86	86	-
	<u>9,143</u>	<u>11,350</u>	<u>20,493</u>	<u>10,887</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

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## 8. Cash and cash equivalents

2021/22	2020/21
£'000	£'000

The following balances at 31 March were held at:

Commercial banks and cash in hand	<u>1,801</u>	<u>2,143</u>
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## 9. 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	Nesta for Digital R&D projects	BBC Cymru Wales for Horizons	Literature Wales for writers' for bursaries	Ty Cerdd for community & Welsh music	2021/22 Total	2020/21 Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Undrawn funds at 1 April (restated)	866	-	-	16	91	973	479
Delegated for the year	1,495	23	115	97	155	1,885	2,195
	2,361	23	115	113	246	2,858	2,674
Drawn down in the year	(1,209)	(17)	(115)	(82)	(246)	(1,669)	(1,701)
Undrawn funds at 31 March	1,152	6	-	31	-	1,189	973
Grants recorded as payable by the delegated distributors at 31 March	976	94	1	57	34	1,162	1,471

Full lists of the grants administered by the delegated distributors during 2021/22 are included in the annexes to this Annual Report.

## 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 Digital, 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 Digital, 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.

## 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 risks** – In 2021/22 £18,078,000 or 99.1% of the Council's Lottery distribution income was derived from the National Lottery (2020/21: £18,138,000 or 99.7%). Of the remaining income £25,000 or 0.14% was derived from investment returns from the balance held with the National Lottery Distribution Fund (2020/21: £10,000 or 0.05%) and £139,000 or 0.8% from other investment income and sundry income (2020/21: £49,000 or 0.25%). 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 risks** – 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 an instant access, variable rate bank account which on average carried an interest rate of 0.02% in the year (2020/21: 0.15%). The cash and cash equivalents balance at the year end was £1,801,000 (2021:

**£2,143,000**). 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 Digital, Culture, Media & Sport which is regarded as a related party. During the year the Council had no material transactions with the Department for Digital, Culture, Media & Sport other than those shown in the Statement of Comprehensive Net Income/Expenditure.

### Delegated Lottery distributors

As disclosed in note 9, Ffilm Cymru Wales, Nesta, BBC 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 2021/22 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	Transaction 2021/22 (number)	Total Value 2021/22 £	Total balance outstanding at 31 March 2022 <sup>1</sup> £
<b>Council members</b>				
<b>Elen ap Robert</b> Chair	Eisteddfod Genedlaethol	Grant (1)	75,000	75,000
<b>Devinda De Silva</b> Board member	Dirty Protest	Grant (2)	175,339	143,671
Board member	Disability Arts Cymru	Grant (2)	222,514	124,279
<b>Andy Eagle</b> Employment	Chapter	Grant (1)	160,330	84,045

Member Role	Organisation	Transaction 2021/22 (number)	Total Value 2021/22 £	Total balance outstanding at 31 March 2022 <sup>1</sup> £
<b>Kate Eden</b> Council member	Aberystwyth University	Grant (0)	Nil	2,200
<b>Ruth Fabby</b> Employment	Disability Arts Cymru	Grant (2)	222,514	124,279
<b>Tafsila Khan</b> Board member	Fio	Grant (3)	155,391	161,248
Employment	Wales Millennium Centre	Grant (1)	80,000	80,000
Board member	Taking Flight	Grant (1)	13,670	88,643
<b>Gwennan Mair</b> Employment	Theatr Clwyd	Grant (1)	12,300	17,116
Drama board member	Eisteddfod Genedlaethol Cymru	Grant (1)	75,000	75,000
Local board member	Eisteddfod yr Urdd	Grant (1)	49,500	49,500
<b>Victoria Provis</b> Council member	University of Wales Trinity Saint David	Grant (0)	Nil	65,700
<b>Dafydd Rhys</b> Employment	Aberystwyth Arts Centre	Grant (0)	Nil	2,200
<b>Dr Sarah Younan</b> Volunteer	Watch Africa Cymru	Grant (1)	5,000	5,000

### Committee members

<b>Ruth Cayford</b> Employment	Cardiff Council (St David's Hall)	Grant (0)	Nil	54,856
<b>Jayne Woods</b> Council member	University of Wales Trinity Saint David	Grant (0)	Nil	65,700

### Members of staff

<b>Karine Décorne</b> Board Member (Family member)	Datrys	Grant (1)	9,849	Nil
<b>Rhian Haf Jones</b> Lle Celf group member	Eisteddfod Genedlaethol Cymru	Grant (1)	75,000	75,000
<b>Sally Lewis</b> Employment (Family member)	National Dance Company Wales	Grant (2)	125,610	12,561
Employment (Family member)	Ballet Cymru	Grant (2)	90,889	88,834
<b>Judith Musker Turner</b> Band member (Family member)	Calan	Grant (0)	Nil	1,726
<b>Daniel Trivedy</b> Director	Elysium Gallery	Grant (2)	54,450	49,500



Member Role	Organisation	Transaction 2021/22 (number)	Total Value 2021/22 £	Total balance outstanding at 31 March 2022 <sup>1</sup> £
<b>Eluned Haf Williams</b> Employment (Family member)	Canolfan Gerdd William Mathias	Grant (1)	50,000	50,000

<sup>1</sup> 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 2021/22

net of offers not taken up or withdrawn

## GRANTS TO ORGANISATIONS

### Capital grants

Canolfan Ucheldre Centre	£600,000
Flintshire County Council (for Theatr Clwyd)	£5,000,000
Borough Theatre Abergavenny	£50,000
Hafren	£30,000
Tabernacl (Bethesda)	£28,620
YMCA Port Talbot	£30,000
	<hr/>
	<b>£5,738,620</b>

### Business Development - Open Lottery

Articulture	£86,238
Arts Business Cymru	£40,000
Coleg Cambria	£23,431
Eternal Community Media	£9,860
Forte Projects	£50,000
G-Expressions	£47,700
Groundwork Pro	£48,368
Its My Shout	£50,000
Rubicon Dance	£35,184
Sistema Cymru Codi'r To	£6,000
Taking Flight Theatre Company	£13,670
Theatr Clwyd Trust	£12,300
Ty Cerdd (2 awards)	£76,330
	<hr/>
	<b>£499,081</b>

### Commissioning, Making and Presenting - Open Lottery

4Pi Productions	£46,910
Abergavenny Writing Festival	£9,506
Aberjazz	£16,000
Adverse Camber	£30,476
Arcadecardiff	£45,800
Artes Mundi Prize	£159,985
Arts & Business Cymru	£2,840
Arts Alive	£105,865
Arts Disability Wales (2 awards)	£222,514
Ballet Cymru	£39,789
Bangor New Music Festival	£9,980
Beyond the Border (2 awards)	£238,805
Black RAT Productions	£22,000
Brecon Jazz Club	£10,800
Butetown Artists	£10,000
Caffi Isa	£3,000
Canolfan Gerdd William Mathias	£50,000
Cardiff Small Theatre (2 awards)	£62,250
Chapter	£160,330

Chepstow Festival of Arts	£8,923
Chippy Lane Productions	£10,000
Cimera	£143,701
Company of Sirens	£22,800
Contemporary Temporary Artspace	£62,500
Cowbridge Music Festival	£30,000
Culture Colony	£50,000
Cwmni Mega	£60,000
Cwmni'r Frân Wen	£49,676
Datrys	£9,849
De Oscuro	£10,000
Deaf Hub Wales	£126,780
Dirty Protest	£158,340
Eisteddfod Genedlaethol Cymru	£75,000
Elysium Gallery	£49,500
Ensemble Cymru	£10,000
Familia de la Noche (2 awards)	£59,290
FFIN Dance	£9,446
Ffotogallery	£45,000
Fio	£48,000
Fishguard Music Festival	£50,000
Flossy and Boo	£101,900
Focus Wales (2 awards)	£90,000
Forté Project	£26,500
Galerie Simpson Artists	£49,250
gentle / radical	£149,950
Aber Food Surplus	£31,700
Green Man Trust (2 awards)	£79,030
Theatr3	£9,400
Gŵyl Beaumaris Festival	£10,000
Gwyn Pemberton Dance (2 awards)	£185,899
Hijinx Theatre	£115,885
History in Character	£48,600
Holy Hiatus	£9,995
How to Win Against History	£50,000
Joon Dance	£52,500
Khamira	£26,580
Leeway Productions	£91,531
Lighthouse Theatre	£40,000
Llangollen Fringe Festival	£20,000
Llangollen International Musical Eisteddfod	£80,000
Menter Caerdydd	£50,000
Menter Iaith Bro Morgannwg	£10,000
Mentrau Creadigol Cymru	£48,036
Mercury Theatre	£36,282
Merthyr Tydfil Leisure Trust	£26,800
Mess Up The Mess	£152,860
Mid Wales Opera	£99,500
Motion Control Dance (MCD)	£8,994
Mr and Mrs Clark	£7,870
National Dance Company Wales	£115,610
Nearside Productions	£10,000

Noctown	£9,350
NoFit State Community Circus	£49,050
North Wales International Music Festival (2 awards)	£89,450
Opera'r Ddraig	£50,550
OPRA Cymru	£42,600
Os Nad Nawr	£15,998
Papertrail	£26,000
PeopleSpeakUp	£50,000
Pigtown Theatre	£34,555
Plas Bodfa Projects	£56,000
Presteigne Festival of Music and the Arts	£30,000
PRS Foundation	£20,000
Race Council Cymru	£99,940
Ransack Dance Company (2 awards)	£60,000
Richard Chappell Dance	£28,590
Riverside Festival Association	£8,976
Royal Welsh College of Music and Drama	£44,509
Sesiwn Fawr Dolgellau	£31,500
Sherman Theatre	£32,286
Soel Connect	£39,910
St. David's Cathedral Festival	£10,000
Still Reeling	£10,000
Striking Attitudes	£50,000
Swansea City Opera & The Opera School of Wales	£49,750
Sweetshop Revolution	£24,233
Tabernacl (Bethesda)	£36,372
tactileBOSCH studios	£10,000
Taliesin Arts Centre	£34,500
The Riverfront	£49,000
The Romani Cultural Arts Company	£50,000
Theatr Iolo	£35,000
Theatr Monte	£10,000
Theatr na n'Óg	£100,000
Theatrau Sir Gar (2 awards)	£111,552
Tin Shed Theatre Company (2 awards)	£159,228
Tŷ Pawb	£126,050
Ucheldre Centre	£118,700
University of Wales Bangor	£49,675
UPROAR	£47,835
Urban Circle Productions	£85,000
Urdd Gobaith Cymru	£49,500
Vale of Glamorgan Festival	£50,000
Valleys Kids	£135,205
Voluntary Arts Network	£109,208
Wales Arts Review	£43,000
Wales Millennium Centre	£80,000
Wales Puja Committee	£6,060
Ways of Working	£155,900
yello brick	£30,250
Ystradgynlais Miners' Welfare and Community Hall	£50,540
	<b>£6,866,149</b>

### Connect & Flourish

Action in Caerau and Ely	£135,954
Addo	£82,800
Artstation	£152,700
Jukebox Studios	£152,000
madeinroath	£159,900
Menter Iaith Maldwyn	£120,608
Mentrau Creadigol Cymru	£109,880
Mr and Mrs Clark	£61,350
NoFit State Community Circus	£127,000
People Make It Work	£107,710
Sherman Theatre	£100,840
Stonewall Cymru	£149,500
Studio Cybi	£11,910
The Successors of the Mandingue	£150,000
Undercurrents	£115,425
Venue Cymru	£72,825
	<hr/>
	<b>£1,810,402</b>

### Creative Pathways - Open Lottery

Engage Cymru	£49,950
PYST	£38,052
Tŷ Cerdd	£49,980
	<hr/>
	<b>£137,982</b>

### Creative Pathways – Criw Celf

Arts Active Trust	£92,500
Llantarnam Grange Arts Centre	£36,359
Mission Gallery	£72,975
Mostyn	£87,993
Powys County Council	£34,875
	<hr/>
	<b>£324,702</b>

### Equalities - Creative Steps

Fio	£97,391
gentle / radical	£30,000
G-Expressions	£91,932
Laku Neg	£41,913
Taking Flight	£103,244
The Hold Up	£9,000
Urban Circle Productions	£138,613
	<hr/>
	<b>£512,093</b>

### International Opportunities Fund

Articulture	£1,870
Beyond the Border	£4,500
Cymdogion Celtaidd	£3,950
Elysium Gallery	£4,950
Oasis One World Choir	£1,750
Royal Welsh College of Music and Drama	£2,000
The Successors of the Mandingue	£5,000
Tin Shed Theatre Company (2 awards)	£6,050
Watch Africa Cymru	£5,000
	<hr/>
	<b>£35,070</b>



### Wales and the World - Open Lottery

Common Wealth	£16,051
Dirty Protest	£16,999
	<hr/>
	<b>£33,050</b>

### Widening Engagement - Open Lottery

Ardour Academy	£15,589
Awel Aman Tawe	£37,813
Ballet Cymru	£51,100
Caerphilly County Borough Council	£22,322
Can You CIC It? (Independent Venue Community)	£9,599
Cardiff M.A.D.E.	£42,937
Cardiff Writers' Circle	£5,012
CARN	£48,384
Cathays & Central Youth & Community Project	£9,400
Celf-Able	£37,380
CellB	£18,374
City and County of Swansea	£51,520
Community Music Wales	£40,287
Company of Sirens	£10,650
Conwy Arts Trust	£50,000
Cwmni Cymunedol Bro Ffestiniog	£50,000
Cwmni'r Fran Wen (2 awards)	£145,630
Dance Blast	£44,520
Engage (National Association for Gallery Education)	£45,300
Ffynnon Llandysul Eglwys Bresbyteraidd Cymru	£50,000
Fio	£10,000
G-Expressions	£49,816
Gritty Realism Productions	£30,000
Gwyn Pemberton Dance	£10,103
Jukebox Studios	£50,000
Made In Roath	£49,994
Makers Guild in Wales	£43,793
Melville Centre for the Arts	£42,520
Memorial Hall Theatre	£39,569
Mostyn	£45,841
NoFit State Community Circus	£46,210
NONaffArt	£35,883
North East Wales Dance	£39,965
Oasis One World Choir	£9,600
Pill Carnival Committee	£25,000
Radiate Arts	£9,998
Sound Progression	£50,000
South Riverside Community Development Centre	£45,000
Span Arts	£50,940
The Aloud Charity	£29,425
Tŷ Pawb	£100,000
University of Wales Bangor	£38,840
Waunifor Art Club	£10,250
write4word	£46,510
Y Tŷ Celf - The Art House	£12,000

YMCA Swansea	£38,532
	<b>£1,745,606</b>
<b>Arts Portfolio Wales</b>	
National Youth Arts Wales	£359,260
	<b>£359,260</b>
<b>Arts and Health – Open Lottery</b>	
ABMU Arts in Health Board	£30,045
Aesop	£49,766
Cardiff & Vale University Health Board	£52,351
Community Music Wales	£35,000
Denbighshire Leisure	£18,217
Haul	£10,000
Head4Arts	£9,315
Live Music Now Wales	£42,931
National Dance Company Wales	£10,000
PeopleSpeakUp	£50,000
The Body Hotel	£16,992
The Forget-me-Not Chorus Cardiff	£48,810
University of Wales Institute Cardiff	£47,276
Welsh National Opera	£50,000
Y Tŷ Celf - The Art House	£10,543
	<b>£481,246</b>
<b>Arts and Health – Baring</b>	
ABMU Arts in Health Board	£28,600
Aneurin Bevan University Health Board	£28,600
Betsi Cadwaladr University Health Board	£28,600
Cardiff & Vale University Health Board	£28,600
Cwm Taf Morgannwg University Health Board	£28,600
Hywel Dda University Health Board	£28,600
Powys Teaching Health Board	£28,600
	<b>£200,200</b>
<b>Creative Learning through the Arts Programme</b>	
Arts Council of Wales (General Activities)	£750,000
	<b>£750,000</b>
<b>PRS for Music Foundation</b>	
PRS Foundation	£40,000
	<b>£40,000</b>
<b>TOTAL GRANTS TO ORGANISATIONS</b>	<b>£19,533,461</b>

## GRANTS TO INDIVIDUALS

### Commissioning, Making and Presenting - Open Lottery

Christensen, Sarah	£10,000
Griffin, Isobel	£9,950
King, Susan	£5,000
Marshall Parsons, Alex	£15,825
Maynard, Clare	£3,700
Williams, Tomos	£30,290
	<hr/>
	<b>£74,765</b>

### Creative Pathways - Open Lottery

Ali, Tariq	£5,440
Ashill, Kathryn	£37,644
Barclay, Julie	£2,500
Beeby, Beca	£10,000
Berry, Jo	£4,275
Biggs, Georgina	£53,200
Bull, Emily	£9,900
Camara, Idrissa	£45,000
Cardew, Thomas	£10,000
Cartwright, Jason	£8,751
Chambers, Gareth	£10,000
Churchill, Gareth	£4,600
Davies, Huw	£6,400
Davies, Phoebe	£10,000
Dear, Bethan	£26,500
Emerald, Teifi	£8,803
Fitzgerald, Ciaran	£13,052
Frayne-Ford, Emma	£3,240
Glennan, Jack	£2,562
Goodridge, Francesca	£9,900
Grey, Tessa	£7,200
Hallas, Penny	£2,592
Harris, Christopher	£30,187
Harris, Sean	£25,570
Hereford, Luke	£25,000
Hill, Nikki	£3,246
House, Beth	£1,598
Hoyt, Zena	£2,025
Hudson, James	£6,192
Hughes, Matthew	£9,693
Hurlstone, Ian	£27,320
Ioan, Osian M	£27,766
James, Dafydd	£36,389
James, Shaun	£10,000
Jones, Ann	£10,000
Junkere, Lucille	£9,981
Khan, Imran	£10,000
Lawrence Davies, Nicholas	£9,875
Lesdema, Eric	£7,868

Lezama, Jesse	£7,900
Linnell, Jeremy	£40,494
Lloyd, Daniel	£28,373
Lowe, Krystal	£26,471
Matsena, Anthony	£49,999
McGilvary, Owain	£9,695
Morgan-Davies, David	£5,850
Neighbour, Alison	£40,079
Ngalle Charles, Eric	£9,765
Orrell, Jeanette	£17,993
Pasotra, Tina	£39,923
Payne, Katie	£53,299
Philp, Jack	£42,689
Poland, Sarah	£10,000
Potter, Clare	£4,036
Redgrave, Gaia	£11,960
Renzel, Paula	£6,080
Roche, Nik	£8,637
Rose, Lee	£1,440
Russell-Thompson, Nye	£37,052
Sabin, Caroline	£2,500
Saki, Sahar	£10,000
Salt, Katie	£11,762
Shooter, Kate	£10,000
Smith, Angharad	£7,380
Smith-Williams, Rebecca	£26,685
Thomas, Elin	£4,315
Thomas, Fern	£6,898
Trow, Kristel	£27,000
Williams, Angharad	£11,450
Williams, Ceriann	£47,739
Wyn Kelly, Rebecca	£8,190
Young, Elinor	£9,035
	<hr/>
	<b>£1,178,958</b>

### Wales in Edinburgh

Fong, Joanne	£15,700
	<hr/>
	<b>£15,700</b>

### International Opportunities Fund

Appleton, Melissa	£5,000
Bailey, Claire	£4,820
Bird-Jones, Christine	£4,000
Bolton, Andrew	£5,683
Boyd, Patrick	£1,650
Brown, Carol	£4,800
Bruno, Sebastian	£2,400
Cardew, Thomas	£4,887
Chambers, Gareth	£1,715
Clode, Simon	£5,000
Evans, Chris Tally	£5,700

Fuge, Esther	£5,000
Haworth, Alys V K	£5,000
Hobson, Louise	£4,122
Hopkins, Sarah	£5,000
James, Richard	£2,636
Jenkins, Paul	£2,150
Lewis, Charlotte	£3,600
Luke, Kristin	£3,950
Mughal, Durre	£962
Neighbour, Alison	£4,600
Parry, Iwan	£5,000
Plowman, Lynne	£4,000
Rowlands, Ian	£1,480
Smith, Andrew	£2,070
Thomas, Seren	£4,926
Williams, Angharad	£4,382
Williams, Dominic	£1,185
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	£105,718

<b>TOTAL GRANTS TO INDIVIDUALS</b>	<hr/> <b>£1,375,141</b>
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<b>TOTAL GRANTS OFFERED</b> net of offers not taken up or withdrawn	<hr/> <b>£20,908,602</b>
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## GRANTS ADMINISTERED BY FFILM CYMRU WALES

### Development

CANUK Productions	£24,999
Delta Pictures	£23,700
IE IE Productions	£24,980
Joio	£24,250
Little Door Productions	£21,675
Perfect Motion	£15,750
Post Card Productions	£22,500
Shoot from the Hip Films	£24,979
Snafu Pictures	£24,350
Standoff Pictures	£24,000
Stage 27 Pictures	£24,200
Truth Department	£23,197
Western Edge Pictures	£24,800
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	<b>£303,380</b>

### Production

Artemisia Films	£200,000
IE IE Productions	£24,999
Perfect Motion	£49,999
The Road of Excess	£49,999
Truth Department	£3,500
Spring Films	£91,809
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	<b>£420,306</b>

### Exhibition Festivals

Abergavenny Film Society	£4,869
Aberystwyth Arts Centre	£13,215
Cardiff International Lesbian Film & Arts Festival	£4,995
Chapter	£15,000
Cymmer Community Library	£4,116
Focus Wales	£3,500
Galeri Caernarfon	£12,000
Kotatsu Japanese Animation Festival	£3,530
Memo Arts Centre	£9,764
Neuadd Ogwen	£6,350
Taliesin Arts Centre	£11,510
The Festivals Company	£15,000
Theatre Gwaun	£6,000
Wales One World Festival	£12,688
Watch-Africa Film Festival	£4,706
Wicked Wales	£11,874
Yr Egin	£9,270
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	<b>£148,387</b>

Exhibition Cinema Funding

4Pi Productions UK	£9,879
Aberystwyth Arts Centre	£15,000
Cardiff Animation Festival	£11,860
CellB	£12,650
The Welfare Ystradgynlais	£5,000
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	£54,389

**TOTAL GRANTS FROM FFILM CYMRU WALES**

net of offers not taken up or withdrawn	<hr/>
	£926,462

## GRANTS ADMINISTERED BY BBC CYMRU WALES

### Horizons: Launchpad Fund

Aisha Kigs	£2,000
Aleixandr	£2,000
Alice Low	£2,000
Anwar Siziba	£1,000
Artshawty	£500
Asha Jane	£1,500
Bandicoot	£750
CELAVI	£1,000
Cerys Hafana	£2,000
Chasing Shadows	£900
Ci Gofod	£150
Clwb Fuzz	£891
cupsofte	£1,000
Gwenno Morgan	£2,000
Hana Lili	£1,900
Hemes	£1,000
James and the Cold Gun	£2,000
K(E)NZ	£900
Kim Hon	£1,500
Kinnigan	£500
Knomad	£2,000
L E M F R E C K	£2,000
Lloydy Lew	£2,000
Luke RV	£2,000
Mace the Great	£1,000
Malan	£700
Mali Hâf	£1,000
Mantaraybryn	£1,000
Mirari More	£500
Niques	£500
Panta Ray	£2,000
Rebecca Hurn	£2,000
Roman Yasin	£1,000
skylrk.	£1,970
Soren Araújo	£1,000
Su San Yong	£500
SYBS	£1,500
SZWÉ	£1,000
Tapestri	£1,000
Tara Bandito	£1,000
Teddy Hunter	£1,500
Thallo	£1,000
The Bug Club	£2,000
VOYA	£1,000
Winger Records	£1,000
WOBBLI BOI	£623
WYNT	£2,000
XL Life	£1,500



YazMean

£1,340  
£63,124

**TOTAL GRANTS FROM BBC CYMRU WALES**  
net of offers not taken up or withdrawn

£63,124

## GRANTS ADMINISTERED BY LITERATURE WALES

### Grants

Ackers, Anastacia	£3,592
Adams, Rosy	£3,592
Belltree, Kittie Alys	£3,592
Doyle, Jonathan	£3,592
Edwards, Alix	£3,592
Greenwood, Simone Yolande	£3,592
Huxley, Benjamin David	£3,592
Keehan, Bridget	£3,592
Keys, Ciaran	£3,592
Kitcher, Amy Elizabeth	£3,592
Morrison, Hattie Seren Mai	£3,592
Parritt, Frankie Pavis	£3,592
Shapland, Anthony	£3,592
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	£46,696

### TOTAL GRANTS FROM LITERATURE WALES

net of offers not taken up or withdrawn

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£46,696

## GRANTS ADMINISTERED BY Tŷ CERDD

### Create

Aberystwyth University	£2,000
Bangor Music Festival	£2,000
Bangor University	£1,750
Butetown Arts & Culture Association	£2,000
Canolfan Gerdd William Mathias	£2,000
Cantorion Rhos	£1,800
Cardiff County & Vale of Glamorgan Youth Orchestra Association	£1,000
ChromaMusic Community group	£2,000
Côr Caerdydd	£1,000
Cory Band	£750
Dare to Sing	£750
Fishguard and West Wales International Music Festival	£1,620
Hijinx Theatre	£2,000
Hummadrüz	£1,500
Jones the Dance	£1,500
Ladies of Rage	£1,800
Lighthouse Theatre	£1,500
Little Live Projects	£2,000
National Youth Arts Wales	£1,750
New Era Talent	£1,750
North Wales International Music Festival (2 awards)	£2,250
Oasis One World Choir	£2,000
Presteigne Festival of Music and the Arts	£2,000
Sinfonia Cymru	£1,800
Swansea City Opera	£2,000
Taking Flight Theatre Company	£1,500
The Dean and Chapter of Bangor Cathedral	£900
Touch Trust Ltd	£1,781
UK Breakin'	£2,000
Urban Circle Newport	£1,800
Vale of Glamorgan Brass Band	£750
Vale of Glamorgan Festival	£1,750
Welsh Chamber Orchestra	£750
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	<b>£53,751</b>

### Inspire

Be Extra - Wellbeing for the Arts	£1,800
Brecon Beacons Music Trust	£1,500
CAVMS Youth Jazz Orchestra	£1,250
City of Cardiff (Melingriffith) Brass Band	£2,000
Cory Band	£1,500
Disability Arts Cymru	£1,000
Eisteddfod Genedlaethol Cymru	£1,500
Fishguard and West Wales International Music Festival	£600
Forté Project	£1,500
Grange Pavilion Youth Forum	£1,800
gwallgofiaid	£2,000

High Grade Grooves Academy	£1,750
Lab 7even	£1,800
Little Live Projects	£1,500
Menai Bridge Band Porthaethwy	£1,500
Music Theatre Wales	£2,000
National Youth Arts Wales	£1,000
New Era Talent	£2,000
North Wales International Music Festival	£1,000
One Heart Drummers	£2,000
Presteigne Festival of Music and the Arts	£2,000
Sistema Cymru	£1,500
SONIG Youth Music Industry	£2,000
Touch Trust	£1,800
Tylorstown Band	£2,000
UCAN Productions	£1,710
Urdd Gobaith Cymru	£1,250
Young Music Makers of Dyfed	£2,000
Ysgol Syr Hugh Owen	£1,000
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	<b>£46,260</b>

### Engage

Aubergine Cafe and Events	£1,800
Bangor Music Festival	£2,000
Bangor University	£400
Barry Arts Festival	£400
Beacons	£1,800
Bridgend Male Choir	£500
Butetown Arts & Culture Association	£1,500
Canolfan Gerdd William Mathias	£1,500
Canolfan Owain Glyndwr	£1,225
Cantorion Menai	£1,500
ChromaMusic Community group	£2,000
Côr Bro Ogwr	£1,200
Côr Caerdydd	£1,000
Côr Meibion Maelgwn	£350
Cymdeithas Eisteddfodau Cymru	£1,250
Disability Arts Cymru	£1,888
Eisteddfod Gadeiriol Caerdydd	£2,000
Fishguard and West Wales International Music Festival (2 awards)	£1,913
Forget-Me-Not Chorus Cardiff	£1,800
Grange Pavilion Youth Forum	£1,800
Gŵyl Beaumaris Festival	£1,000
Ladies of Rage Cardiff	£500
Lewis Merthyr Band	£2,000
Listen to the Voice of Fire	£1,856
Little Live Projects	£350
Llandovery Male Voice Choir	£2,000
Llandovery Sheep Festival	£1,750
Music Now Community Group	£1,960
MusicFest Aberystwyth	£1,312
National Youth Arts Wales	£2,000

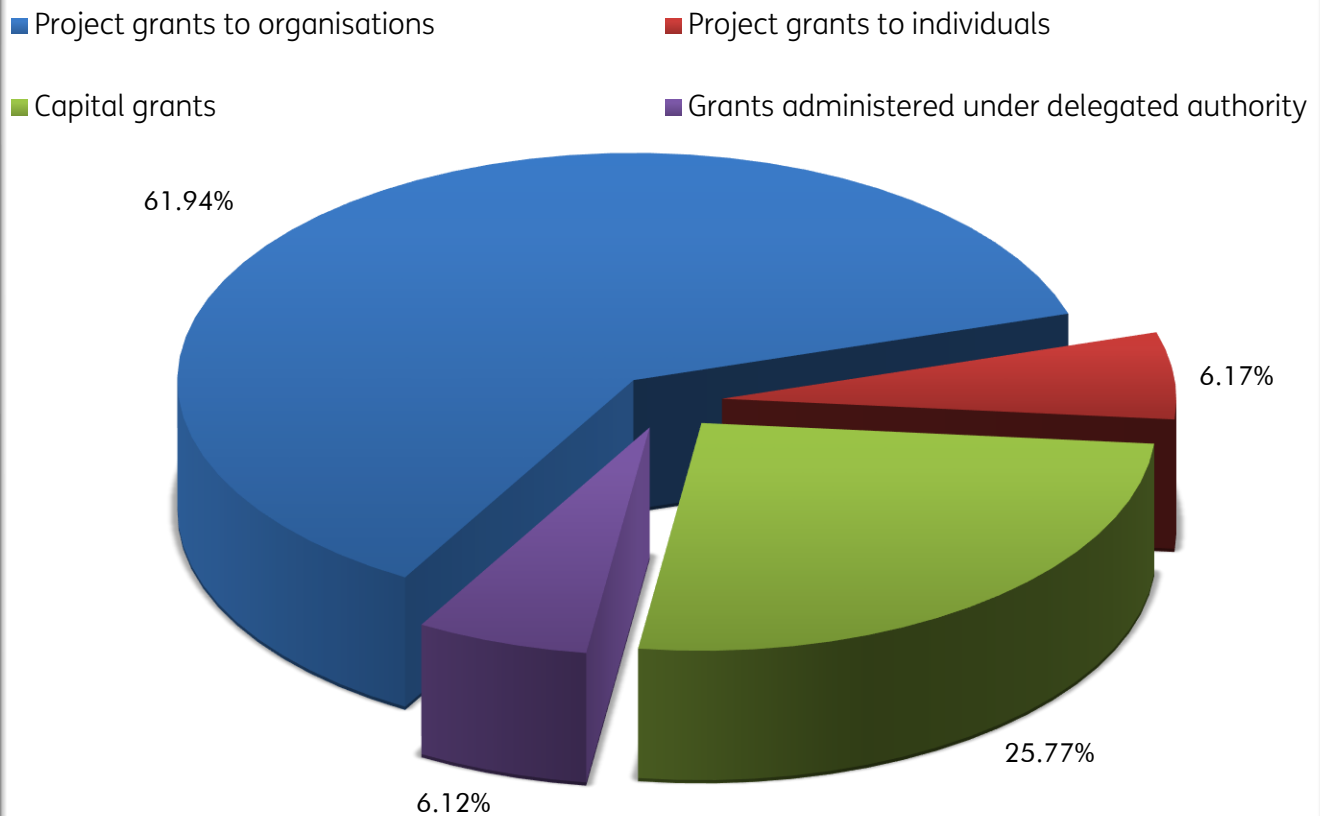
Newport Community Voices Association	£840
Oasis One World Choir	£705
One Heart Drummers	£2,000
Presteigne Festival of Music and the Arts	£1,500
St Woolos Sinfonia	£1,000
The Glyndwr Ensemble	£536
Touch Trust	£540
UPROAR	£1,500
Vale of Glamorgan Festival	£1,750
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	<b>£52,925</b>

**TOTAL GRANTS FROM Tŷ CERDD**  
net of offers not taken up or withdrawn

**£152,936**

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## GRANTS BY TYPE



## DELEGATED AUTHORITY GRANTS

