



Cyngor Celfyddydau Cymru
Arts Council of Wales

GENERAL ACTIVITIES

Report and Financial Statements
for the year ended 31 March 2024



Noddir gan
Lywodraeth Cymru
Sponsored by
Welsh Government

Charity number 1034245

In this report...

What we do...	4
Chair's foreword	5
Performance Report and Operational Review	7
Chief Executive's statement	8
Our 10-year strategy	10
Public benefit	15
Creative learning through the arts	17
Our performance	19
Equalities	27
Welsh language	29
Future generations	31
Environmental performance	34
Principal risks and uncertainties	36
Financial and business review	42
The year ahead: 2024/25	46

Accountability Report	49
Corporate Governance	50
Our Trustees	50
Statement of the Accounting Officer's responsibilities	55
Governance statement	56
Remuneration and Staff Report	71
Parliamentary Accountability and Audit Report	74
The Certificate and Report of the Auditor General for Wales	75
Financial Statements	80
Statement of financial activities	81
Balance sheet	82
Statement of cash flows	83
Notes forming part of the financial statements	84
Annex (not forming part of the financial statements)	103
Grants awarded	104

What we do...

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

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

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

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

They are to:

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

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



Chair's foreword

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

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

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

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

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

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

The Council remains dedicated to its mission of championing the arts and cultural heritage of Wales. We recognise the transformative power of the arts in enriching lives,

stimulating economies, and building cohesive communities, and we are committed to ensuring that these benefits reach every corner of our nation.

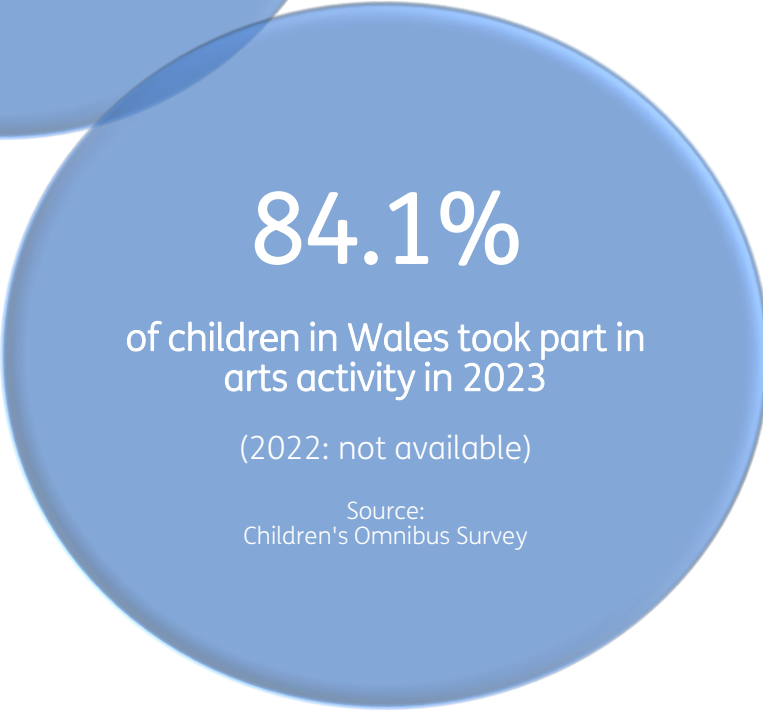
I extend my heartfelt gratitude to all our partners, stakeholders, and supporters who have played a vital role in shaping our achievements this year. Together, we have laid a strong foundation for the future, one that is rooted in creativity, inclusivity, and sustainability.

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

Warm regards,

Maggie Russell
Chair

Performance Report and Operational Review





Chief Executive

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

achievements of the past year but also as a blueprint for our continued commitment to fostering artistic excellence and cultural vibrancy throughout our nation.

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

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

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

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

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

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

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

Yn gynnes,

Dafydd Rhys
Chief Executive

Our 10-year strategy

Our vision

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

Our mission

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

Our approach

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

Our principles

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

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

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



Creativity

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

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



Equality and engagement

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

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



Welsh language

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

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



Climate justice

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

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

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



Develop talent

We will create an environment to help artists thrive.

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

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



Transform

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

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

Our goals

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

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

Welsh Government

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

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

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

- a prosperous Wales

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

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

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



Public benefit

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

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

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

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

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

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

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

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

1,313

schools have engaged in the *Creative Learning through the Arts* programme since 2015

799

schools have participated in *Lead Creative Schools Scheme* projects since 2015

7,701

teacher engagements with the *Creative Learning* programme since 2015

234,000

learner engagements with *Creative Learning* activities since 2015

3,873

creative practitioner engagements with the *Creative Learning* programme since 2015

Over
1,300

visits to high-quality events supported through *Go and See* since 2015

Creative learning through the arts

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

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

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

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

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

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

Since 2015 Creative Learning Wales has:

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

Our performance

A year of strong performance against our corporate objectives

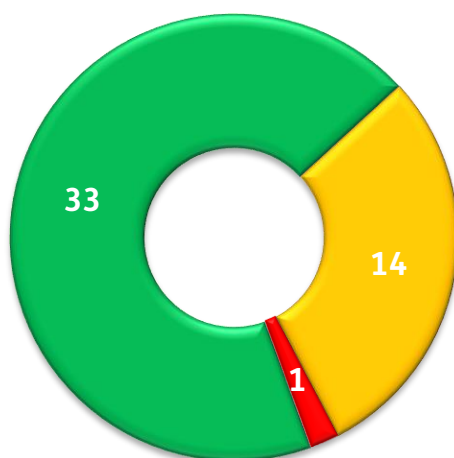
2023/24 was a transitional year following the expiry of our previous Corporate Plan 'For the Benefit of All' at the end of March 2023 and the launch of our new 10-year Strategic Framework. Our Annual Plan 2023/24 presents the key tasks mapped against our 3 goals – Develop, Connect, Promote – and the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

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

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

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

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



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

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

Delivering our Investment Review

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

Developing our Strategic Framework and supporting plans

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

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

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

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

Developing increased opportunities for children and young people

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

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

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

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

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

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

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

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

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

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

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

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

Discussions are underway to underpin relationships and connections with some initial resource and commitment from [Wales/France UK](#) strategic partners.

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

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

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

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

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

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

2,614

funding applications processed

(2022/23: 1,741)

845

Collectorplan loans to support the purchase of contemporary art

(2022/23: 763)

489

performances supported by the Arts Council's *Night Out* scheme

(2022/23: 402)

8%

Arts Council running costs as a proportion of total income (whole Council)

(2022/23: 5%)

We retained **Green Dragon Level 5** the highest category of environmental performance

Equalities



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

Devinda De Silva

Chair, Strategic Equality Committee

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

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

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

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

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

There has been further progress working with the UK Arts Councils on the development of a UK-wide access card scheme, building on the success of the Hynt scheme in Wales. We published an evaluation of the Hynt scheme which received UK-wide applause and recognition. The evaluation is playing a key role now in informing the development of the wider scheme, All In.

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

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

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

Welsh language



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

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

Tudur Hallam

Chair, Welsh Language Committee

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

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

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

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

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

A new Welsh language plan was developed in consultation with the Committee and members of Consortiwm Cymraeg. The strategic objectives identified are: encourage, create, and share creative opportunities that will contribute to growth in the use and ownership of the Welsh Language. We will support the arts sector to place the Welsh language at the centre of creativity by asking what is needed, listening to and learning from each other. We will work together to increase the availability of Welsh language products and services for all

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

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

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

Future generations



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

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

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

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

Prue Thimbleby

Chair, Future Generations Committee

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

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

In addition, we have contributed to the development of the [Plan for Climate Justice and the Arts](#), which is framed by the WFGA. The Plan champions the important role of the arts in transforming our society and economy to tackle the climate and nature emergencies. At the heart of our approach is a recognition that climate change is about more than the environmental repercussions - it is about social justice and inequality. The plan outlines how we will support the arts sector to develop creativity that inspires people to act for climate justice, and work towards an environmentally sustainable and globally responsible arts sector grounded in social justice.

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

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

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

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

1. continuing to embed the Future Generations [Five Ways of Working](#) in our policies, strategies and in the delivery of our work
2. contributing to the delivery of the [Investment Review](#) and to the development of the [Plan for Climate Justice and the Arts](#)
3. developing plans to give young people a greater voice within the Arts Council, including exploring the possibility of developing a group of [Young Associates](#)
4. sponsoring 2 places for artists on the [Future Generations Leadership Academy](#)
5. monitoring staff training and awareness of the WFGA, including offering training opportunities led by the WFG Office
6. learning from the work of other organisations, such as attending the [Nordic, Baltic UK-Ireland Arts Councils meeting](#) in Glasgow to discuss themes on arts and health, current conditions of artists and creative practitioners, climate crisis and international working, artists rights, freedoms and safety, and arts and technology such as AI

7. ensuring retention of our **Green Dragon Level 5 Accreditation** for environmental sustainability and reviewing ACW carbon emissions data
8. sharing the Council's experiences of embedding the WGFA at meetings, networks and events including **Sustainable Development Coordinators Cymru + (SDCC+)**, the **Future of Culture in Wales** and a panel arranged by the Future Generations Commissioner at the **National Eisteddfod**

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

Environmental performance

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

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

¹ The Council recorded less than one tonne

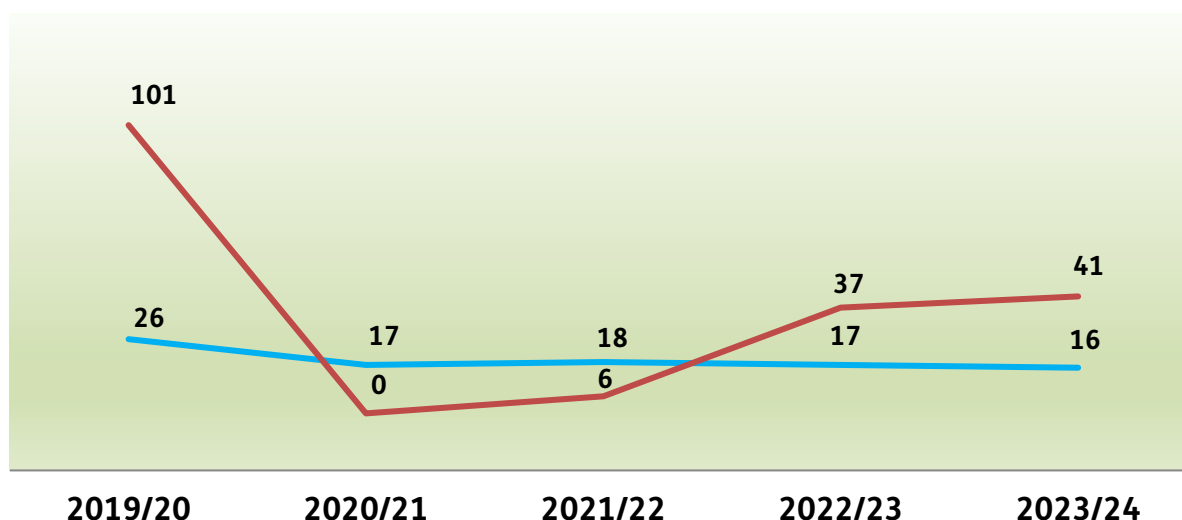
We reuse or recycle our surplus and redundant IT and office equipment. We use licensed and appropriate organisations to dispose of our waste.

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

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

CO₂e emissions (tonnes) - 5 year trend

— Energy: Greenhouse gases — Staff travel



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

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

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

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

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

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

Principal risks and uncertainties

Managing our affairs effectively

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

Protecting the public's money

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

Taking risks: a balanced approach

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

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

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

Financial risk and capital management

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

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

Risks are managed as follows:

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

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

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

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

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

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

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

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

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

Principal risks	Key mitigating actions
<p>Funding Change in Lottery licence holder may impact negatively on lottery income levels and/or disruption in business services including receipt of lottery income</p>	<p>New Lottery licence holder, Allwyn, has indicated there will be no reduction in the funds available to good causes. We will monitor the situation closely.</p>
<p>Grants management Investment Review does not complete successfully and fails to deliver target outcomes</p> <p>Currently funded capital projects fail to secure additional funds to cover escalating costs so fail to complete</p>	<p>We delivered the Investment Review. Final decisions were advised in February 2024 and multiyear funding agreement negotiations with successful organisations are underway.</p> <p>One major capital project has secured additional investment. We undertook a survey of our capital projects to assess impact.</p>
<p>IT Unforeseen or unexpected outages compromise business continuity</p> <p>There is a breach in our IT security.</p>	<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 do so 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>
<p>Personal Data Personal data is lost, compromised or stolen</p>	<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>
<p>Staffing Recurrent pressure to cut costs reduces staff capacity to an unacceptable level</p>	<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. Voluntary redundancies and restructuring were managed on a phased basis to ensure sufficient resources were available to complete key areas of work.</p>

Principal risks	Key mitigating actions
<p>Risk management Our current policies and controls fail to protect us from potentially fraudulent activity</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>Environment 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>The current environmental crisis has a longer term impact for future generations</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 & Customs and other government practices and rates.</p> <p>Hybrid working arrangements are in place.</p> <p>We use virtual meetings, where appropriate, to save on travel and time. Staff guidance is in place regarding attending external meetings and events.</p> <p>A Portfolio Manager leads our Well-being of Future Generations considerations, including climate justice. We are developing our own climate justice action plan. Climate Justice is one of the 6 key principles of our Investment Review and new Strategy.</p> <p>Our Future Generations Committee maintains oversight of this area.</p>

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

Financial and business review

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

Grant making policies

The Council invites applications for recurrent and one-off grants from organisations and individuals and monitors the proper and effective use of those grants. As well as meeting the Council's strategic aims, applications must demonstrate benefit to the people of Wales across all regional, cultural and economic sectors. Recurrent grants are funded from grant-in-aid only but one-off grants may be funded from grant-in-aid or Lottery income.

Recurrent, or annual revenue, grants are made to a portfolio of organisations to deliver high quality artistic services – our [Arts Portfolio Wales](#). Consideration of revenue status for any organisation is dependent on the availability of funding, the sustainability of the organisation, and demonstration of strong fit with the Council's strategic priorities. Currently, each revenue-funded organisation enters into a funding agreement for a term of one to three years which sets out the anticipated level of funding, the programme of activity to be delivered, requirements for monitoring and annual review, standard conditions of grant, and any additional conditions.

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.

Cash reserves

The Council's policy on restricted funds is to record separately grants, donations and other sources of income which are received for a specific purpose or project, or where restrictions are imposed that are narrower than the Council's overall objectives. All of these incoming resources have been utilised in the year for their intended purpose.

Most of the Council's unrestricted funds are committed during the year, in accordance with the conditions of grant-in-aid issued by the Welsh Government. Any surplus funds are carried forward and used in furtherance of the Council's chartered objectives in the following year. There were no designated funds at 31 March 2024.

Our holding of cash reserves is restricted by the Welsh Government's directions on month-end and year-end flexibility. Within those parameters, our policy is to manage cash flow by drawing down funds each month to meet planned expenditure with a modest allowance for unforeseen short-term cash requirements. We review this policy and our reserves position annually.

At 31 March 2024 the unrestricted cash funds were £0.384m (2023: £0.279m).

The accounts have been prepared on a going concern basis and there are no material uncertainties about our ability to continue in operation.

Investment

Investment powers are governed by the Trustee Act 2000 and the Framework Document issued by Welsh Ministers. 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](#).

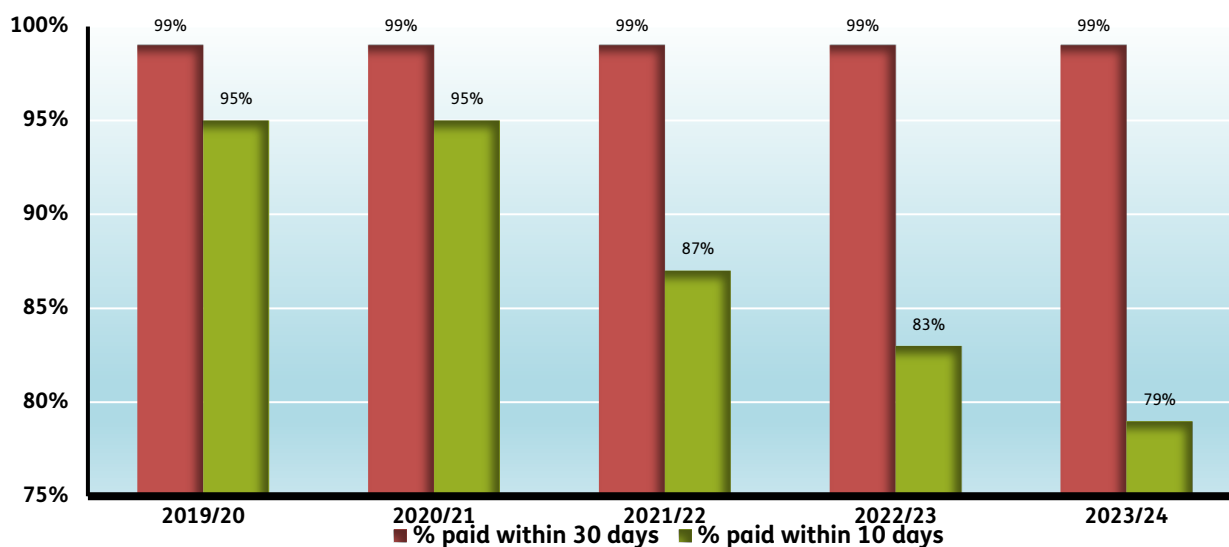
All interest and other investment income earned on cash and bank balances which arise as a result of funding from the Welsh Government is surrendered to HM Treasury via the Welsh Consolidated Fund.

Payment of creditors

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

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

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



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

Financial results

	2023/24 £'000	2022/23 £'000
Headlines from the General Activities accounts:		
• Total income for the year	43,580	61,216
• Excess of income over expenditure	43	239
• Net current assets	2,605	2,725
• Total fund balances at 31 March	2,701	2,658
• Forward commitments of grants for the following year	25,123	27,180
The separate Lottery Distribution accounts show:		
• The Council's share of the proceeds from the National Lottery	17,234	17,681
The combined:		
Total income for both general and Lottery activities was	62,343	79,562
and Total charitable arts expenditure for both general and Lottery activities was	60,421	78,113

The Council's income for 2023/24 was £17.6m (29%) less than the previous year.

Our income in 2022/23 included £23.5m of restricted capital funding from Welsh Government for the redevelopment of Theatr Clwyd. The project is ongoing and we continue to draw down the cash from Welsh Government and release the grant to the local authority to meet the project costs as they fall due. Our balance sheet reflects the cash flows but there is no impact on this year's Statement of Financial Activities.

Following initial development and consultation in recent years, another significant Welsh Government-funded project commenced in 2023/24. We are working in partnership with Amgueddfa Cymru and the National Library of Wales in the delivery of a National Contemporary Art Gallery for Wales. The project will run from 2023-25 and the distributive model will see 9 Welsh galleries receive funding to upgrade their buildings and establish suitable operating structures. We recognise £5m from Welsh Government this year and awarded grants of £4m to the galleries.

We began a cross-Council staff restructuring exercise during the year, to address the cut to our grant-in-aid funding for 2024/25 and escalating operating costs. In accordance with our policy for the apportionment of management and administration costs between our General and Lottery Distribution activities, the compensation payments to staff who will leave the Council have been shared. The Welsh Government has covered these costs in full, so the income has been similarly apportioned.

Overall, the General Activities Account shows a net increase in funds for the year of £43,000: restricted funds reduced by £787,000 whilst unrestricted funds increased by £830,000.

The reduction in restricted funds reflects our use of reserves from the previous year for the Creative Learning through the Arts programme. There had been an unavoidable reduction in activity during the pandemic when schools faced much disruption.

The increase in unrestricted funds relates primarily to delays in delivering some elements of our strategic programmes. The funds have been rolled forward into next year's budget.

At 31 March 2024 we had unrestricted reserves of £1.9m (2023: £1.1m) and restricted reserves of £0.8m (2023: £1.6m). The level of our unrestricted reserves is directly affected by the Welsh Government's policy on year-end cash balances, as outlined in the [Cash reserves](#) section above. The Council is permitted to carry over from one financial year to the next no more than 2% of its total non-Lottery income. We were within this cap on 31 March 2024.

The year ahead: 2024/25

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

Challenges:

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

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

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

Opportunities:

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

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

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

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

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

Dafydd Rhys
Accounting Officer
18 October 2024

Endorsed on behalf of Council:

Maggie Russell
Chair
18 October 2024




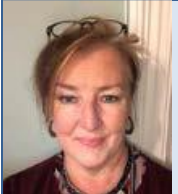

Accountability Report

Corporate Governance




Our Trustees

Council Members who served since 1 April 2023 were:





Attendance of Trustees at meetings during 2023/24

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

Attendance of Trustees at meetings during 2023/24

		Council	Audit & Risk Assurance Committee	Capital Committee	HR & Remuneration Committee	Strategic Equality Committee	Welsh Language Committee	Future Generations Committee
		Number of meetings held:						
		10	7	4	4	0	3	4
	<p>Ruth Fabby MBE from 1 April 2021</p> <p>Member of Strategic Equality Committee</p>	8				N/A		
	<p>Professor Tudur Hallam from 1 April 2019</p> <p>Chair of Welsh Language Committee</p>	7					3	
	<p>Emily Hutchings from 12 June 2023</p>	6/8						
	<p>Gwennan Mair Jones from 1 April 2019</p> <p>Member of Welsh Language Committee Chair of Future Generations Committee</p>	8					1	3
	<p>Tafсила Khan from 1 April 2021 to 31 March 2024</p> <p>Member of Capital Committee to 31 March 2024</p>	7		4				
	<p>Alison Mears Esswood from 1 April 2019</p> <p>Member of HR & Remuneration Committee</p>	9			3			
	<p>Keith Murrell from 1 April 2021</p> <p>Member of HR & Remuneration Committee</p>	9			4			

Attendance of Trustees at meetings during 2023/24

		Council	Audit & Risk Assurance Committee	Capital Committee	HR & Remuneration Committee	Strategic Equality Committee	Welsh Language Committee	Future Generations Committee
		Number of meetings held:						
		10	7	4	4	0	3	4
	<p>Victoria Provis from 1 April 2019</p> <p>Chair of Capital Committee</p>	8		4				
	<p>Elen ap Robert from 1 April 2021</p> <p>Chair of HR & Remuneration Committee Member of Welsh Language Committee</p>	10			4		3	
	<p>Prue Thimbleby from 1 April 2021</p> <p>Chair of Future Generations Committee</p>	7						4
	<p>Dr Sarah Younan from 1 April 2019</p> <p>Member of Future Generations Committee</p>	4						3/3

Attendance of independent Committee members at meetings during 2023/24

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

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

All financial transactions between members and the Council, other than the remuneration of the Chair, are disclosed in note 22 to the financial statements, *Related party transactions*.

Personal data related incidents

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

Our Chief Executive and Accounting Officer

Dafydd Rhys

Our Offices

Mid and West Wales:

Yr Egin
Heol y Coleg
Carmarthen
SA31 3EQ

North Wales:

Princes Park II
Princes Drive
Colwyn Bay
LL29 8PL

South Wales

and national office:

Bute Place
Cardiff
CF10 5AL

Auditor

Auditor General for Wales
Audit Wales
1 Capital Quarter
Tyndall Street
Cardiff
CF10 4BZ

Internal auditors

TIAA Ltd
Artillery House
Fort Fareham
Fareham
PO14 1AH

Solicitors

Geldards LLP
Dumfries House
Dumfries Place
Cardiff
CF10 3ZF

Bankers

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

Statement of the Accounting Officer's responsibilities

Under Article 11 of the Royal Charter dated 30 March 1994 (as amended) the Council is required to prepare for each financial year a statement of accounts in the form and on the basis determined by Welsh Ministers. 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, Balance Sheet and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the accounting principles and disclosure requirements of the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 ("the SORP") and, to the extent that it clarifies or builds on the requirements of the SORP, the *Government Financial Reporting Manual* and in particular to:

- observe the Accounts Direction issued by Welsh Ministers, 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 SORP and the *Government Financial Reporting Manual* have been followed, and disclose and explain any material departures in the financial statements; and
- prepare the financial statements on a going concern basis.

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

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

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

Endorsed on behalf of Council:

Dafydd Rhys
Accounting Officer
18 October 2024

Maggie Russell
Chair
18 October 2024

Governance Statement

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

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

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

The legislative framework

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

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

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

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

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

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

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

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

Our Governance arrangements

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

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

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

We promote values of good governance

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

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

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

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

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

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

Whistleblowing

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

Taking informed decisions

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

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

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

We provide funding to third parties

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

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

Security of data

We hold large amounts of data and treat seriously our obligations under the [Data Protection Act](#) which incorporates the [UK General Data Protection Regulation \(UK GDPR\)](#). Our [ICT systems](#) and rules ensure that the security of data is tightly controlled. We regularly assess our security arrangements and have taken steps to make them more robust. Cyber security and IT penetration tests are conducted annually. We comply with IASME security standards.

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

Complaints

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

Ministerial directions

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

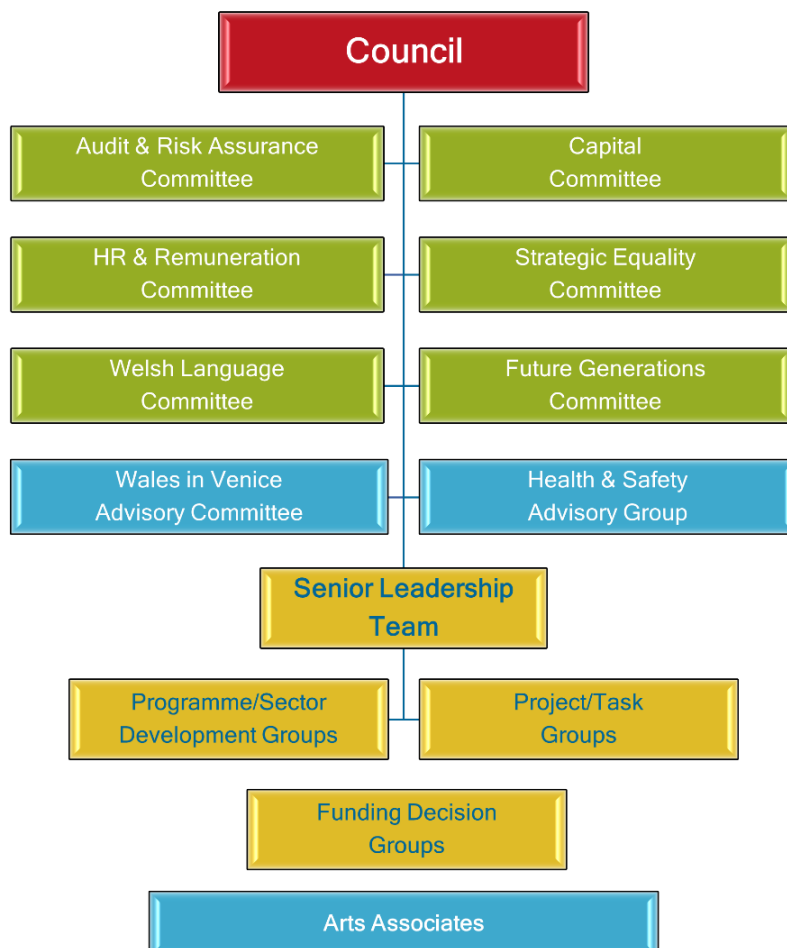
Our Governance Structure

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

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

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

During the year we continued to draw on the services and experience of our cohort of [Arts Associates](#). The Associates support executive staff. Their specialist knowledge and lived experience contribute to policy development, specific programmes of work, the assessment of grant applications, and advice to officers.



Executive management

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

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

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

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

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

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



Council

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

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

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

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

Council activities undertaken during 2023/24 included:

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

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

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

Our governance response to working arrangements during 2023/24

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

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

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

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

Audit & Risk Assurance Committee



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

Lhosa Daly

Chair, Audit & Risk Assurance Committee

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

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

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

Committee activities undertaken during 2023/24 included:

1. regular scrutiny of our [Corporate Assurance Framework](#) and [Corporate Risk Register](#) and consideration and re-approval of the Council’s risk management arrangements
2. consideration of internal delegation arrangements and the [ICT Annual Assurance Report](#)
3. oversight of progress of the [Investment Review](#), including scrutiny of the project risk register and a special meeting in August to consider the internal audit opinion on the assessment and recommendation-making process undertaken by Officers, ahead of Council’s funding decisions in September
4. scrutinising the organisational and financial health of Council’s [Arts Portfolio Wales](#) organisations through enhanced reporting arrangements to assess the scale of impact of the cost-of-living crisis. The Committee also considered the revised

monitoring arrangements prepared for the organisations who would be receiving new **multiyear finding agreements** following the Investment Review

5. reporting to Council on the outcome of **internal audit reviews** undertaken by our appointed internal audit service providers, **TIAA**, and monitoring progress in the implementation of the auditor's recommendations for action
6. understanding key aspects of Council's operations, such as the **Memorandum of Understanding** with Creative Wales and **Partnership Agreement** for delivery of the National Contemporary Art Gallery for Wales
7. reviewing our **Annual Report and Financial Statements** and recommending their approval to Council
8. reviewing the Committee's own **Terms of Reference**, ahead of its annual approval by Council, considering feedback from the Committee Chair after attendance at the Audit & Risk Assurance Committee Chairs and Heads of Resources event hosted by Audit Wales

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

Audit outcomes

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

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

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

Capital Committee



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

Victoria Provis

Chair, Capital Committee

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

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

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

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

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

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

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

Committee activities undertaken during 2023/24 included:

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

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

HR & Remuneration Committee



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

Elen ap Robert

Chair, HR & Remuneration Committee

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

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

Specific Committee activities undertaken during 2023/24 included:

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

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

Health & Safety Advisory Group

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

Rebecca Nelson

Chair, Health and Safety Advisory Group

Group activities undertaken during 2023/24 included:

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

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

Overall assessment of governance and internal control

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

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

Dafydd Rhys
Accounting Officer
18 October 2024

Endorsed on behalf of Council:

Maggie Russell
Chair
18 October 2024

Remuneration and Staff Report

Equal opportunities

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

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

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

Our HR policies

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

Employee communication, consultation and negotiation

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

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

Remuneration

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

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

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

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

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

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

The dates of commencement and termination of employment are:

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

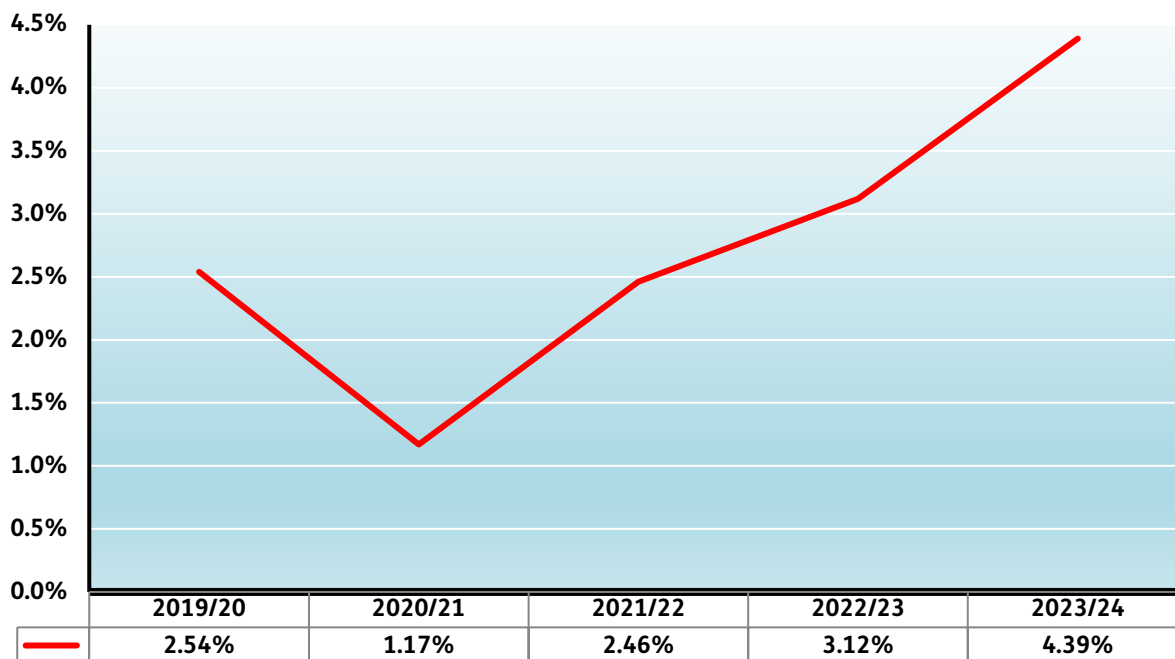
Interim arrangements have been in place since the departure of the former directors. The new Director of Arts and the new Director of Finance and Business Services take up their roles in October 2024.

Sickness absence

Across the whole Council:

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

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



Staff turnover

Across the whole Council:

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

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

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

Average turnover is calculated as follows:

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

Consultancy

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

Parliamentary Accountability and Audit Report

(audited)

Remote contingent liabilities

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

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

It is not practical to estimate the financial impact.

Losses, special payments and gifts

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

Fees and charges income

The Council has no material income of this kind.

Dafydd Rhys
Accounting Officer
18 October 2024

Endorsed on behalf of Council:

Maggie Russell
Chair
18 October 2024

The Certificate and Report of the Auditor General for Wales to the Trustees of the Arts Council of Wales

Opinion on financial statements

I certify that I have audited the financial statements of the Arts Council of Wales General Activities Account for the year ended 31 March 2024 under Article 11 of the Arts Council of Wales' Royal Charter.

The financial statements comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and related notes, including the material accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In my opinion, in all material respects the financial statements:

- give a true and fair view of the state of the Arts Council of Wales' affairs as at 31 March 2024 and of its net income for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been properly prepared in accordance with Welsh Ministers' directions issued under Article 11 of the Arts Council of Wales' Royal Charter.

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 the Senedd 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 applicable law and International Standards on Auditing in the UK (ISAs (UK)) 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.

My staff and I are independent of the body in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my 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 opinions.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the 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 body's ability to continue to adopt the going concern basis of accounting 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.

Other information

The other information comprises the information included in the Annual Report but does not include the financial statements nor my auditor's report thereon. The Accounting Officer is responsible for the other information. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or knowledge obtained in the course of 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

The Statement of Recommended Practice sets out the requirements for other information, however neither it nor legislation, nor the directions issued to the Arts Council of Wales set out the content and form of the Governance Statement or Remuneration and Staff Report presented with the financial statements. Therefore, I am not able to confirm that the Governance Statement or Remuneration and Staff Report issued with financial statements have been prepared in accordance with guidance.

In my opinion, based on the work undertaken in the course of my audit, the information given in the other information to be issued with financial statements is consistent with the financial statements.

Although there are no legislative requirements for a Remuneration and Staff Report, the Arts Council of Wales has prepared such a report and, in my opinion, that part ordinarily required to be audited has been properly prepared in accordance with HM Treasury guidance.

In my opinion, based on the work undertaken in the course of my audit, the information given in the 'Performance Report and Operational Review' and the Accountability Report (excluding the Governance Statement and the Remuneration and Staff Report), for the financial year for which the financial statements are prepared, is consistent with the financial statements, and the Performance Report and

Operational Review and the Accountability Report have been prepared in accordance with the applicable legal requirements.

Matters on which I report by exception

In the light of the knowledge and understanding of the body and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Operational Review, Accountability Report or the Governance Statement.

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 the information and explanations I require for my audit;
- sufficient accounting records have not been kept or returns adequate for my audit have not been received from branches not visited by my team;
- the financial statements are not in agreement with the accounting records and returns; or
- information specified by Welsh Ministers regarding remuneration and other transactions is not disclosed.

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of the Accounting Officer's Responsibilities, the Accounting Officer is 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 the regularity of financial transactions;
- 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 body's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by the body 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 Arts Council of Wales' Royal Charter.

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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

My procedures included the following:

- enquiring of management, internal audit and those charged with governance, including obtaining and reviewing supporting documentation relating to the Arts Council of Wales' policies and procedures concerned with:
 - 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.
- considering as an audit team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, I identified potential for fraud in the following areas: revenue recognition, expenditure recognition and posting of unusual journals;
- obtaining an understanding of the Arts Council of Wales' framework of authority as well as other legal and regulatory frameworks in which it operates, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the Arts Council of Wales;
- obtaining an understanding of related party relationships.

In addition to the above, my procedures to respond to identified risks included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- enquiring of management about actual and potential litigation and claims;
- reading minutes of meetings of those charged with governance;
- 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 the audit team and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

The extent to which my procedures are capable of detecting irregularities, including fraud, is affected by the inherent difficulty in detecting irregularities, the effectiveness of the Arts Council of Wales' controls, and the nature, timing and extent of the audit procedures performed.

A further description of the auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my auditor's report.

Other auditor's responsibilities

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

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

Report

I have no observations to make on these financial statements.

Adrian Crompton Auditor
General for Wales
Date: 21 October 2024

1 Capital Quarter
Tyndall Street
Cardiff
CF10 4BZ

Financial Statements

THE ARTS COUNCIL OF WALES

STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2024

	Note	Unrestricted funds £'000	Restricted funds £'000	2023/24 Total £'000	2022/23 Total £'000
INCOME					
Donations:					
Grant-in-aid from the Welsh Government		33,114	600	33,714	32,891
Other grants and donations	3	-	9,549	9,549	28,141
		<u>33,114</u>	<u>10,149</u>	<u>43,263</u>	<u>61,032</u>
Income from charitable activities:					
Services and sponsorship	4	177	-	177	151
Investment income:					
Bank interest		80	28	108	18
Other income	5	32	-	32	15
Total income		<u>33,403</u>	<u>10,177</u>	<u>43,580</u>	<u>61,216</u>
EXPENDITURE					
Charitable activities	6	31,881	11,492	43,373	60,891
Governance costs	8	84	-	84	78
Bank interest surrendered to Welsh Consolidated Fund		80	-	80	8
Total expenditure		<u>32,045</u>	<u>11,492</u>	<u>43,537</u>	<u>60,977</u>
Net income/(expenditure)		1,358	(1,315)	43	239
Gross transfers between funds	13	(528)	528	-	-
Net movement in funds		830	(787)	43	239
Reconciliation of funds					
Fund balances brought forward	13	1,102	1,556	2,658	2,419
Total funds carried forward		<u>1,932</u>	<u>769</u>	<u>2,701</u>	<u>2,658</u>

There are no gains or losses other than those shown above

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

The notes on pages 84 to 102 form part of these financial statements

THE ARTS COUNCIL OF WALES

BALANCE SHEET

as at 31 March 2024

		31 March 2024		31 March 2023	
	Note	£'000	£'000	£'000	£'000
Fixed assets					
Intangible fixed assets	9a		2		4
Tangible fixed assets	9b		199		130
Total fixed assets			<u>201</u>		<u>134</u>
Non-current assets					
Debtors	10a		-		8,570
Current assets					
Grants paid in advance		120		-	
Debtors	10b	16,227		16,768	
Cash and cash equivalents		1,566		1,491	
Total current assets		<u>17,913</u>		<u>18,259</u>	
Liabilities: falling due within one year					
Creditors	11a	(15,308)		(15,534)	
		<u>(15,308)</u>		<u>(15,534)</u>	
Net current assets			<u>2,605</u>		<u>2,725</u>
Total assets less current liabilities			<u>2,806</u>		<u>11,429</u>
Creditors: falling due after more than one year					
Creditors	11b		(105)		(8,771)
Net assets			<u>2,701</u>		<u>2,658</u>
The funds of the charity					
Unrestricted funds	13		1,932		1,102
Restricted funds	13		769		1,556
			<u>2,701</u>		<u>2,658</u>

The notes on pages 84 to 102 form part of these financial statements

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

Dafydd Rhys
Accounting Officer
18 October 2024

Maggie Russell
Chair
18 October 2024

THE ARTS COUNCIL OF WALES

STATEMENT OF CASH FLOWS

for the year ended 31 March 2024

	Note	2023/24 £'000	2022/23 £'000
Net cash inflow from operating activities	15a	172	55
Net cash inflow from investing activities	15b	28	10
Net cash outflow associated with capital assets	15c	(125)	(99)
Change in cash and cash equivalents in the year		75	(34)
Cash and cash equivalents brought forward		1,491	1,525
Cash and cash equivalents carried forward		1,566	1,491

The notes on pages 84 to 102 form part of these financial statements

THE ARTS COUNCIL OF WALES

NOTES FORMING PART OF THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

1. Accounting policies

a. Basis of preparation

These financial statements are prepared on a going concern basis and under the historical cost convention modified to include certain fixed assets at their value to the Council on a current cost basis. They have been prepared in accordance with the Accounts Direction issued by Welsh Ministers and meet the requirements of the Charities Acts 2006, 2011 and 2016, of the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their account in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) issued on 16 July 2014 (“the SORP”) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102). In addition to compliance with the SORP regard is given to the requirements of the *Government Financial Reporting Manual* (FReM) issued by HM Treasury to the extent that it clarifies or builds on the requirements of the SORP. A summary of the principal accounting policies which have been applied consistently are set out below.

Impact of standards not yet effective

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

b. Income

Grant-in-aid from the Welsh Government is recognised in the Statement of Financial Activities on a receivable basis.

All other income is recognised when the Council has entitlement to the funds, any associated performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. Capital grants receivable are treated as income.

No income is recorded net of expenditure in the Statement of Financial Activities.

c. Lottery distribution

These financial statements do not cover the Council’s lottery distribution function for which separate financial statements have been prepared in accordance with directions issued by the Secretary of State for Culture, Media & Sport.

The Council incurs costs which support both its general activities and lottery distribution functions. In accordance 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.

d. Expenditure

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.

e. Grants awarded

Subsidy expenditure is incurred in the form of grants which are formally offered to organisations funded by the Council. Grants are offered in support of a programme of activities planned for, or to commence in, a particular financial year and in most circumstances are charged to the Statement of

Financial Activities in that year.

Forward commitments made in the year relating to next year's activity, as disclosed in note 17, are not charged to the Statement of Financial Activities. The grant-in-aid to meet these commitments cannot be recognised until it is received so, in this respect, we have been unable to apply all principles of paragraph 7 of the SORP. The Trustees do not believe the inclusion of the forward commitments would provide a true and fair view of the application of the Council's resources.

Grants unpaid at the year-end are shown as creditors in the Balance Sheet. Any advance payments which have been made in respect of approved grants relating to next year's activities are shown in the Balance Sheet as current assets.

All grants offered are listed in the annex to this Annual Report.

f. Services and sponsorship

Services and sponsorship comprise the direct costs, including staff and depreciation, attributable to charitable activities.

g. Allocation of operating costs

Operating costs have been allocated first between charitable activities and governance. Operating costs relating to charitable activities have been apportioned to reflect the time spent by staff in delivering direct activities and in support of their delivery. The allocation and analysis of these costs is in notes 6 and 7.

h. Governance costs

Governance costs comprise all costs involving the public accountability of the Council as a charity and its compliance with regulation and good practice. These costs are analysed in note 8.

i. Foreign currency

Revenue received and expenditure incurred in foreign currencies is converted at the exchange rate prevailing at the time of the transaction. Balances held in foreign currencies are converted at the rate prevailing at the Balance Sheet date. Transactions and balances covered by forward contracts are converted at the contract rate.

j. Recognition of liabilities

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

k. Fund accounting

Restricted funds are those which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Council for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Unrestricted funds are those which are available for use at the discretion of Council in furtherance of its chartered objectives and which have not been designated for other purposes.

Where support costs are allocated to restricted charitable activities a transfer is made from unrestricted funds to cover these costs.

l. Fixed assets

The Council owns two freehold properties, the Sherman Theatre and the Rubicon Dance Studio, which are let on long leases at peppercorn rents to tenants which are not controlled by the Council and with no provision for repossession by the Council. Based on the advice of external and independent chartered surveyors, the residual value of these freehold interests is considered to be negligible so these assets are held in the accounts at a nil value.

Website development costs, in accordance with FRS 102, are treated as tangible fixed assets.

Computer software licences are treated as intangible fixed assets if they cover more than one year.

Other than freehold properties all tangible and intangible fixed assets are included at historical cost

less an allowance for depreciation and amortisation. The Council considers that there is no significant difference between the book and market values.

m. Amortisation and depreciation

Individual assets costing £1,000 or above are capitalised and a full year's amortisation or depreciation is provided in the year of acquisition. Amortisation of intangible fixed assets and depreciation on tangible fixed assets is provided at rates calculated to write off the cost or valuation of each asset to its residual value on a straight line basis over its expected useful life as follows:

Computer software licences	over 3 years
Leasehold improvements	over the term of the lease
Furniture, fixtures and fittings	over 10 years
Equipment	over 4 years
Website development costs	over 3 years
Computer system	over 3 years

n. Leases

The costs of operating leases are charged to the Statement of Financial Activities on a straight line basis over the life of the lease.

o. Pensions

The Council is an admitted employer of the Arts Council Retirement Plan 1994 (ACRP) which provides defined benefits to Council employees. The costs of the Council's contributions are charged to the Statement of Financial Activities 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 FRS 102. 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. All contributions towards the deficit are charged to the Statement of Financial Activities.

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 FRS 102.

p. Taxation

Non-recoverable Value Added Tax arising from expenditure on non-business activities is charged to the Statement of Financial Activities or capitalised as a fixed asset where applicable.

q. Financial instruments

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

Financial liabilities: Trade creditors are not interest bearing and are stated at their nominal value.

2. General activities and Lottery distribution: combined income and charitable arts expenditure

The separate Lottery distribution account shows the Council's 2023/24 share of the proceeds from the National Lottery of £17,234,000 (2022/23: £17,681,000). The combined total income for both general and Lottery activities for 2023/24 was £62,343,000 (2022/23: £79,562,000). The combined total direct charitable arts expenditure for 2023/24 was £60,421,000 (2022/23: £78,113,000).

3. Income

Donations: Other grants and donations

	Unrestricted funds £'000	Restricted funds £'000	2023/24 Total £'000	2022/23 Total £'000
<i>Creative Learning through the Arts</i> Programme (note 18):				
Welsh Government grant	-	1,000	1,000	1,000
Arts Council of Wales Lottery grant	-	1,000	1,000	1,000
Other income	-	23	23	22
Prior year grants no longer required or repaid	-	1	1	12
Welsh Government for National Contemporary Art Gallery for Wales	-	5,073	5,073	-
Welsh Government capital grants for theatres	-	1,350	1,350	24,100
Welsh Government contribution for other activities	-	1,014	1,014	1,816
Grants to Wales Arts International	-	79	79	72
Public Health Wales	-	9	9	-
National Centre for Learning Welsh	-	-	-	50
The Eirian Llwyd Trust	-	-	-	4
Natural Resources Wales (for the Creative Nature programme)	-	-	-	65
	-	9,549	9,549	28,141

4. Income from charitable activities - Services and sponsorship

	Unrestricted funds £'000	Restricted funds £'000	2023/24 Total £'000	2022/23 Total £'000
<i>Night Out</i> scheme:				
- contributions from venues/promoters	146	-	146	116
<i>Collectorplan</i> - gallery fees	30	-	30	29
Other income	1	-	1	6
	177	-	177	151

5. Other income

	Unrestricted Funds £'000	Restricted Funds £'000	2023/24 Total £'000	2022/23 Total £'000
Proceeds from disposal of fixed assets	3	-	3	-
Contribution from the Lottery Distribution account: for use of fixed assets	29	-	29	15
	32	-	32	15

6. Expenditure - Charitable activities

	Direct activities £'000	Grant ¹ funding £'000	Support ² costs £'000	2023/24 Total £'000	2022/23 Total £'000
Grant making and arts development	1,348	33,484	2,248	37,080	56,409
<i>Creative Learning through the Arts</i> Programme (note 18)	1,266	1,514	-	2,780	2,214
Arts strategy	1,516	-	98	1,614	593
International	862	-	56	918	936
Services: <i>Night Out</i> & <i>Collectorplan</i>	594	-	38	632	506
Advocacy and research	328	-	21	349	233
	5,914	34,998	2,461	43,373	60,891
From unrestricted funds				31,881	31,337
From restricted funds				11,492	29,554
				43,373	60,891

1 Grant funding	To institutions £'000	To individuals £'000	2023/24 Total £'000	2022/23 Total £'000
From unrestricted funds				
Arts Portfolio Wales	26,885	-	26,885	27,184
Strategic awards	10	37	47	452
From restricted funds				
Arts Portfolio Wales	300	-	300	300
<i>Creative Learning through the Arts</i> Programme	1,514	-	1,514	1,209
Strategic awards – for the development of the National Contemporary Art Gallery for Wales	4,067	-	4,067	-
Strategic awards – capital grant for redevelopment of Theatr Clwyd	-	-	-	23,500
Strategic awards – capital grants for theatres	1,350	-	1,350	600
Strategic awards - other	816	19	835	1,241
Memorial awards	-	-	-	16
	34,942	56	34,998	54,502

All grants are listed in the annex to this Annual Report.

2 Support costs	Gross costs £'000	Deduct Recharges to Lottery Distribution £'000	2023/24 Net charge to General Activities £'000	2022/23 Net charge to General Activities £'000
Staff and related costs	3,870	1,986	1,884	1,416
Pensions	-	-	-	59
Organisational review	16	8	8	-
Infrastructure	652	319	333	302
Office running costs	18	9	9	7
Professional fees and promotion	326	224	102	80
Irrecoverable VAT	134	70	64	75
Amortisation and depreciation	61	-	61	31
	5,077	2,616	2,461	1,970

7. Staff costs

a. Total staff costs consist of:

	Permanently employed £'000	Other £'000	Gross costs £'000	Deduct Recharges to Lottery Distribution £'000	2023/24 Net charge to General Activities £'000	2022/23 Net charge to General Activities £'000
Wages and salaries	3,421	922	4,343	1,251	3,092	2,795
Social security costs	412	98	510	150	360	314
Other pension costs	569	141	710	206	504	499
Redundancy costs	671	-	671	328	343	-
Apprenticeship Levy	7	-	7	-	7	5
Agency costs	-	9	9	4	5	2
	5,080	1,170	6,250	1,939	4,311	3,615

Staff costs are incorporated in the financial statements as follows:

Charged to Direct activities (note 6)	2,466	-	2,466	2,243
Charged to Support costs (note 6)	3,735	1,922	1,813	1,340
Charged to Governance (note 8)	49	17	32	32
	6,250	1,939	4,311	3,615

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

	Permanently employed	Other	Across the whole Council	On Lottery Distribution activities	2023/24 On General activities	2022/23 On General activities
On charitable activities:						
directly charged	10	11	21	-	21	20
recharged	27	4	31	-	31	32
In support of our charitable activities	28	6	34	25	9	9
	65	21	86	25	61	61

Staff composition at 31 March

(full time equivalents – whole Council)

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

Emoluments by bands

Other than members of the Senior Leadership Team listed at note 7b, the number of employees (whole Council) whose remuneration for the year, excluding employer's pension contributions, exceeded £60,000 was as follows:

	2023/24	2022/23
£60,000 to £69,999	-	1
£70,000 to £79,999	1	-

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

2024	2023
£26,277 to £106,922	£25,026 to £101,830

The Chief Executive is the highest paid member of staff.

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

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

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

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

Compensation schemes - exit packages (whole Council)

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

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

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

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

The Welsh Government provided funding to the Council to meet the exit packages in full. This funding and the related costs have been apportioned between the Council's general activities and lottery distribution accounts. 51% is recognised in these financial statements in income from other grants and donations and in staff costs.

- b. The Chief Executive and Directors – the Senior Leadership Team – 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:

(real increase in pension* x 20) + (real increase in any lump sum) – (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:

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

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

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

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

The pension benefits of the Senior Leadership Team:

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

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

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

The Chair, with the approval of the Charity Commission, is remunerated for his or her services but receives no bonus payments and is not a member of the pension scheme. Other Council and Committee Members receive no payment for their services. Council meeting costs for 2023/24 include an aggregate amount of £7,165 (2022/23: £3,035) reimbursed to 15 (2022/23: 11) Council members for travel and subsistence costs incurred on Council business.

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

	2023/24 £	2022/23 £
Chairs¹		
Chair (from 1 April 2023) – Maggie Russell Salary	43,810	-
Chair (to 31 March 2023) – Phil George Salary	-	25,556
Interim Chair (from 1 October 2022 to 31 March 2023) – Kate Eden Salary	-	17,524
Chairs' total Salary	43,810	43,080
<p>¹ Phil George remained in office until the end of his term on 31 March 2023. He was remunerated for his services until October 2022 when, due to his ill-health, Kate Eden was appointed Interim Chair for the remainder of last financial year.</p>		
Chief Executives		
Chief Executive (from 17 October 2022) – Dafydd Rhys Salary	106,922	46,721
Employer's pension contribution	21,277	9,764
	<u>128,199</u>	<u>56,485</u>
Former Interim Chief Executive (from 7 March 2022 to 1 November 2022) – Michael Elliott Salary	-	65,643
Chief Executives' total Salary	106,922	112,364
Employer's pension contribution	21,277	9,764
	<u>128,199</u>	<u>122,128</u>

66% (2022/23: 66%) of the Chair's and 72% (2022/23: 72%) of the Chief Executives' emoluments are charged in these financial statements and the remainder to lottery distribution activities.

	2023/24 £	2022/23 £
Travel and subsistence expenses incurred and defrayed whilst on Council business:		
Chairs	1,223	593
Chief Executives	12,037	11,050

51% (2022/23: 51%) of the Chair's and Chief Executives' expenses are charged in these financial statements and the remainder to lottery distribution activities.

- c. 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 FRS 102.

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

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

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

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

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

Contributions by the Council and its employees were:

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

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

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

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

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

8. Resources expended

Governance costs

	Gross costs £'000	Deduct Recharges to Lottery Distribution £'000	2023/24 Net charge to General Activities £'000	2022/23 Net charge to General Activities £'000
Chairs' remuneration	49	17	32	32
Auditor's remuneration - Audit	68	32	36	30
Internal audit	18	9	9	13
Legal and consultancy fees	2	1	1	1
Council meetings, including travel and subsistence	9	3	6	2
	146	62	84	78

9. Fixed assets

a. Intangible fixed assets

	Computer software licences £'000
Cost at 1 April 2023	301
Additions	-
Disposals	(73)
Cost at 31 March 2024	228
Amortisation at 1 April 2023	297
Charge for the year	2
Disposals	(73)
Amortisation at 31 March 2024	226
Net book value at 31 March 2024	2
Net book value at 1 April 2023	4

b. Tangible fixed assets

	Alterations to leasehold properties £'000	Computer system, furniture, etc £'000	Website £'000	Total £'000
Cost at 1 April 2023	107	851	95	1,053
Additions	-	29	99	128
Disposals	-	(336)	-	(336)
Cost at 31 March 2024	107	544	194	845
Depreciation at 1 April 2023	107	721	95	923
Charge for the year	-	59	-	59
Disposals	-	(336)	-	(336)
Depreciation at 31 March 2024	107	444	95	646
Net book value at 31 March 2024	0	100	99	199
Net book value at 1 April 2023	0	130	0	130

Amortisation and depreciation charged has been allocated to charitable activities within support costs (note 6).

- c. Net book value at 31 March 2024 represents fixed assets used by the Council in support of its charitable activities.

The Council's freehold properties in Cardiff, the Sherman Theatre and the Rubicon Dance Studio, are let on long leases at peppercorn rents to tenants which are not controlled by the Council and with no provisions either for reviewing the rents or repossession by the Council.

The Sherman Theatre was acquired by the Welsh Arts Council, a division of the Arts Council of Great Britain, in September 1987 at a cost of £897,000 and immediately let for a term of 125 years. At the dissolution of the Arts Council of Great Britain in March 1994 the freehold interest was transferred to the newly formed Arts Council of Wales.

The Rubicon Dance Studio was acquired by the Welsh Arts Council in February 1988 at a cost of £11,315 and subject to an existing lease for a term of 999 years commencing 1 January 1986. The freehold interest was transferred to the Arts Council of Wales in March 1994.

The most recent external and independent valuation of the Council's freehold properties was as at 31 March 2004. It was undertaken by Elizabeth Hill, a Member of the Royal Institute of Chartered Surveyors, for and on behalf of Cooke & Arkwright, Chartered Surveyors. Because of the impact of the leases it was the surveyor's opinion that the freehold interests had a nil or nominal value, so these assets are held in the accounts at nil value.

Council does not consider it necessary to undertake a further valuation until there is a significant reduction in the residual terms of the leases or earlier termination.

10. Debtors	2023/24 £'000	2022/23 £'000
a. Debtors: falling due after more than one year		
Welsh Government – capital funding for redevelopment of Theatr Clwyd	0	8,570
	<u>0</u>	<u>8,570</u>
b. Debtors: falling due within one year		
Welsh Government – grant-in-aid	500	583
Welsh Government – capital funding for redevelopment of Theatr Clwyd	10,030	13,766
Welsh Government – for National Contemporary Art Gallery for Wales	2,664	-
Welsh Government – other funds	1,026	394
Collectorplan loans ¹	424	383
Trade debtors	133	119
Other debtors	829	924
	<u>15,606</u>	<u>16,169</u>
Deduct Specific provision for doubtful debts	-	-
Sub-total: Debtors	<u>15,606</u>	<u>16,169</u>
Prepayments	190	286
	<u>15,796</u>	<u>16,455</u>
Due from Lottery distribution fund for recharged costs:		
Cost apportionments	431	313
	<u>16,227</u>	<u>16,768</u>

¹ Collectorplan is the Council's interest-free loan scheme, available to the general public to support the purchase of contemporary works of art and crafts from participating galleries across Wales. Loans from £50 up to £5,000 are repaid by monthly instalments over a maximum period of 1 year.

11. Creditors	2023/24 £'000	2022/23 £'000
a. Creditors: falling due within one year		
Grants payable – capital funding for redevelopment of Theatr Clwyd	10,030	13,766
Grants payable – for National Contemporary Art Gallery for Wales	2,656	-
Grants payable – other	1,369	1,144
Taxation and social security	138	118
Trade creditors	272	148
Other creditors	195	109
Accruals and deferred income	648	249
	<u>15,308</u>	<u>15,534</u>
b. Creditors: falling due after more than one year		
Grants payable – capital funding for redevelopment of Theatr Clwyd	-	8,570
Grants payable – other	105	201
	<u>105</u>	<u>8,771</u>

12. Contingent liability

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.

13. Statement of funds

	At 1 April 2023 £'000	Incoming resources £'000	Resources expended £'000	Transfers £'000	At 31 March 2024 £'000
Unrestricted income funds					
General fund	1,102	33,403	(32,045)	(528)	1,932
Total unrestricted funds	1,102	33,403	(32,045)	(528)	1,932
Restricted funds					
Income					
Welsh Government for specific arts activity	4	8,037	(8,556)	519	4
CLTA Programme	1,337	2,048	(2,780)	-	605
Arts Council England (for Hynt)	41	-	(41)	2	2
Eirian Llwyd memorial awards	-	-	-	-	-
Natural Resources Wales (Other restricted income)	-	9	(10)	1	0
National Centre for Learning Welsh	23	-	(24)	1	0
Wales Arts International activity	69	79	(81)	5	72
	1,474	10,173	(11,492)	528	683
Capital					
Alun Llywelyn Williams Memorial Fund (income to provide bursary for young artist)	13	1	-	-	14
Brian Ross Memorial Fund (income to provide bursary for young visual artist)	69	3	-	-	72
	82	4	-	-	86
Total restricted funds	1,556	10,177	(11,492)	528	769
Total funds	2,658	43,580	(43,537)	0	2,701

The Alun Llywelyn Williams and Brian Ross Memorial Funds are represented by cash at bank and are within the total of £1,566,000 shown on the Balance Sheet.

14. Analysis of net assets between funds

	Unrestricted funds £'000	Restricted funds £'000	Total £'000
Fund balances at 31 March 2024 are represented by:			
Fixed assets	201	-	201
Current assets	5,786	12,127	17,913
Creditors: falling due within one year	(4,037)	(11,271)	(15,308)
Creditors: falling due after more than one year	(18)	(87)	(105)
Total net assets	1,932	769	2,701

15. Cash flow information

	2023/24 £'000	2022/23 £'000
a. Cash flows from operating activities		
Net incoming/(outgoing) resources	43	239
Bank interest received (net of surrender)	(28)	(10)
Amortisation and depreciation (note 9)	61	32
(Surplus)/Deficit on disposal of fixed assets	(3)	-
(Increase)/Decrease in grants paid in advance	(120)	-
(Increase)/Decrease in debtors	9,111	(22,576)
Increase/(Decrease) in creditors falling due within one year	(226)	13,629
Increase/(Decrease) in creditors falling due after more than one year	(8,666)	8,741
Net cash inflow/(outflow) from operating activities	172	55
b. Cash flows from investing activities		
Bank interest received	108	18
Bank interest surrendered to Welsh Consolidated Fund	(80)	(8)
Net cash inflow from operating activities	28	10
c. Cash flows associated with capital assets		
Payments to acquire intangible fixed assets (note 9a)	0	(4)
Payments to acquire tangible fixed assets (note 9b)	(128)	(95)
(Surplus)/Deficit on disposal of fixed assets	3	-
Net cash inflow/(outflow) associated with capital assets	(125)	(99)

16. Commitments on operating leases

At 31 March 2024 the Council had the following commitments for future payments under non-cancellable operating leases:

	Land and buildings		Equipment	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Total due				
within one year	56	144	2	2
later than one year and not later than five years	264	516	-	2
later than five years	-	106	-	-
	320	766	2	4

Lease payments of £130,000 have been recognised as an expense during the year (2022/23: £155,000). 51% (2022/23: 51%) of the costs are charged in these financial statements and the remainder to lottery distribution activities.

17. Forward commitments

	2024 £'000	2023 £'000
Grants		
Forward funding - grants formally offered	25,123	27,180

Forward funding at 31 March 2024 represents allocations to Multiyear-funded organisations for 2024/25.

18. Creative Learning through the Arts Programme

The *Creative Learning through the Arts* Programme is designed to:

- improve educational attainment
- build an education system that will directly contribute to a stronger economy, greater innovation, greater creativity, and to the cultural capital of the nation
- bring about a step change in the range and quality of opportunities given to children and young people to engage with and learn about the arts and culture

The first phase, from 2015 to 2020, was funded by a joint investment of £20 million pounds from the Welsh Government in partnership with the Arts Council of Wales, working with the regional education consortia, schools, local authorities and the wider arts and cultural sector. The Programme requires the active involvement of artists, creative professionals and arts, culture and heritage organisations working in partnership with teachers and schools.

The programme was extended for two years from 2020 to 2022 and the Welsh Government announced a further extension for another three years to 2025.

The Council's investment comes from Lottery funds. This, together with the Welsh Government's contribution and all Programme expenditure, is accounted for in these financial statements. This approach has been agreed with the Council's external auditors and the Department for Culture, Media & Sport.

	2023/24 £'000	2022/23 £'000
Income		
Welsh Government grant	1,000	1,000
Arts Council of Wales Lottery grant	1,000	1,000
Prior year grants repaid	1	0
Partnership income	23	22
Bank interest	24	10
	2,048	2,032
Expenditure		
Lead Creative Schools	1,639	1,642
Arts and education programme	8	3
Arts and creative learning cross-programme	512	14
Central management costs	621	555
	2,780	2,214

19. Financial instruments

Financial Reporting Standard 102 requires disclosure of the role which financial instruments have had during the period in creating or changing the risks the Council faces in undertaking its functions.

Liquidity risk – In 2023/24 £42,151,000 or 97% of the Council's income was derived from the Welsh Government (2022/23: £59,807,000 or 98%). Of the remaining income £1,000,000 or 2% was derived from the Arts Council of Wales' Lottery Distribution account for the *Creative Learning through the Arts* Programme (2022/23: £1,000,000 or 1%) and £429,000 or 1% was derived from investment income and sundry income (2022/23: £409,000 or 1%). The Council does not consider that its general activities are exposed to any significant liquidity risk and is satisfied that future income is sufficient to meet its commitments.

Interest rate risk – Cash balances which are drawn down from the Welsh Government to pay grant commitments and operating costs are held in instant access, variable rate bank accounts which on average carried an interest rate of 3.18% in the year (2022/23: 0.88%). The effective unrestricted cash balance at the year-end was £384,000 (2023: £279,000). The Council does not consider that its general activities are exposed to significant interest rate risks.

Foreign currency risk – The general activities of the Council are 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 as the majority of debtors relate to Welsh Government income.

20. Corporation Tax

The Council is a charitable Welsh Government sponsored body and as such is exempt from Corporation Tax under Section 505 ICTA 1988.

21. 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 Auditor General for Wales certified them.

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

22. Related party transactions

Public bodies

The Council is a Welsh Government sponsored body.

The Welsh Parliament/Welsh Government is regarded as a related party. During the year the Council had no material transactions with the Welsh Parliament/Welsh Government apart from the grant-in-aid disclosed in the Statement of Financial Activities and the restricted grants disclosed in note 3.

Individuals

Members of Council, Committees, staff or other related parties (being close family members) undertook financial transactions (listed below) with the Council 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 grants or other payments by the Council in 2023/24 in all such cases, in accordance with the Council's Code of Best Practice, the individual concerned withdrew from any meeting where there was a discussion or decision regarding funding.

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

Transactions with the Council as a Lottery distributor are recorded in the equivalent note to the separate Lottery Distribution Account.

Member Role	Organisation	Payable Transaction 2023/24 (number)	Total Value 2023/24 £	Total balance outstanding at 31 March 2024 ¹ £
<u>Council members</u>				
Elen ap Robert Chair	National Eisteddfod of Wales	Grant (0)	Nil	1,500
Board member	Welsh National Opera	Grants (2)	4,652,609	Nil

Member Role	Organisation	Payable Transaction 2023/24 (number)	Total Value 2023/24 £	Total balance outstanding at 31 March 2024 ¹ £
Devinda De Silva Board member	Disability Arts Cymru	Grant (1)	169,746	Nil
Board member	Dirty Protest	Grant (0)	Nil	617
Kate Eden (to 30 September 2023) Council member	Aberystwyth University	Grant (5) Invoice (3)	1,432,574 4,787	453,266 720
Ruth Fabby Board member	Arts Marketing Association	Invoice (6)	6,043	Nil
Emily Hutchings Employment	Chapter	Grant (6) Invoice (3)	698,093 999	24,602 Nil
Employment	Sherman Theatre	Grant (3) Invoice (5)	1,162,359 2,610	Nil Nil
Gwennan Mair Jones Drama board member	National Eisteddfod of Wales	Grant (0)	Nil	1,500
Employment	Theatr Clwyd	Grant (3) Invoice (1)	1,857,044 780	10,031,055 Nil
Tafsila Khan Board member	Taking Flight Theatre	Invoice (2)	1,200	Nil
Board member	Fio	Grant (0)	Nil	500
Board member	National Theatre Wales	Grant (2) Invoice (6)	1,648,436 6,480	Nil Nil
Employment	Wales Millennium Centre	Grant (4) Invoice (2)	3,937,387 3,720	Nil Nil
Keith Murrell Board member	The Successors of the Mandigue	Invoice (1)	1,200	Nil
Victoria Provis Council member	University of Wales Trinity Saint David	Invoice (10)	3,881	Nil
Prue Thimbleby Employment	Swansea Bay Health Board	Grant (0)	Nil	25,000
Dr Sarah Younan Volunteer	Watch Africa Cymru	Grant (0)	Nil	1,000
Employment	National Museum of Wales	Invoice (1)	812	Nil
<u>Independent Committee members</u>				
Ruth Cayford Employment	Cardiff Council	Invoice (1)	300	Nil
Jayne Woods Council member	University of Wales Trinity Saint David	Invoice (10)	3,881	Nil

Member Role	Organisation	Payable Transaction 2023/24 (number)	Total Value 2023/24 £	Total balance outstanding at 31 March 2024 ¹ £
<u>Senior Leadership Team members</u>				
Dafydd Rhys Former employment (until August 2022)	Aberystwyth University	Grant (5) Invoice (3)	1,432,574 4,787	453,266 720
Lleucu Siencyn Former employment (until April 2022)	Literature Wales	Grant (2)	761,685	31,407

¹ The total balance outstanding at the year-end may include amounts in respect of grants awarded in previous years but not yet paid.

Annex

not forming part of the financial statements

GENERAL ACTIVITIES - GRANTS 2023/24

Core funding to Arts Portfolio Wales organisations

Aberystwyth Arts Centre	£544,628
Arad Goch	£352,048
Artes Mundi Prize Limited	£150,164
Artis Community Cymuned	£202,935
Arts Care Gofal Celf	£134,893
Arts Connection - Cyswllt Celf	£66,174
Ballet Cymru	£256,130
BBC National Orchestra of Wales	£817,111
Blackwood Miners Institute	£131,300
Canolfan Gerdd William Mathias Cyf	£81,445
Canolfan Ucheldre Centre	£76,355
Chapter Cardiff Ltd.	£667,170
Community Music Wales	£106,896
Cwmnir Frân Wen	£236,480
Dawns i Bawb	£86,535
Disability Arts Cymru	£167,879
Eleni Dance Ltd	£76,647
Ffotogallery	£202,439
g39	£71,264
Galeri Caernarfon Cyf	£320,942
Glynn Vivian Art Gallery	£127,257
Hafren	£108,606
Head4Arts	£152,709
Hijinx Theatre	£158,004
Impelo	£114,278
Jukebox Collective	£170,164
Literature Wales	£753,306
Live Music Now Wales	£45,812
Llantarnam Grange Arts Centre	£86,535
Mid Wales Opera	£105,878
Mission Gallery	£96,715
MOSTYN	£395,005
Music Theatre Wales	£222,191
National Dance Company Wales	£846,596
National Theatre Wales	£1,630,303
NoFit State Community Circus Ltd	£197,503
Oriel Davies Gallery	£227,128
Oriel Myrddin Trust	£47,849
Peak Cymru	£78,780
Pontardawe Arts Centre	£64,137
Pontio Arts	£284,285
Rhondda Cynon Tâf County Borough Council	£153,065
The Riverfront Theatre and Arts Centre - Newport Live	£127,257

Rubicon Dance	£197,503
Ruthin Craft Centre	£395,005
Sherman Theatre	£1,142,749
Sinfonia Cymru	£221,065
Taliesin Arts Centre	£223,178
Tanio	£177,753
Theatr Bara Caws	£283,966
Theatr Brycheiniog	£197,503
Theatr Clwyd Trust Limited	£1,829,792
Theatr Felinfach	£61,084
Theatr Genedlaethol Cymru	£1,044,883
Theatr Iolo	£260,569
Theatr Mwldan	£271,865
Theatr na nÓg	£320,795
Torch Theatre Company Ltd	£454,258
trac cymru	£81,445
Tŷ Cerdd	£207,568
Valleys Kids	£124,204
Volcano Theatre Company Ltd	£212,317
Wales Millennium Centre	£3,890,552
Welsh National Opera	£4,601,430
Ystradgynlais Miners Welfare and Community Hall Trust Ltd	£42,228

Total Arts Portfolio Wales grants

£27,184,510

Cost-of-living support to arts organisations

Aberystwyth Arts Centre (2 awards)	£12,958
Arad Goch	£3,916
Artes Mundi Prize Limited	£1,670
Artis Community Cymuned (2 awards)	£9,157
Arts Care Gofal Celf (2 awards)	£8,400
Arts Connection - Cyswllt Celf (2 awards)	£7,636
Ballet Cymru	£2,849
BBC National Orchestra of Wales	£9,088
Blackwood Miners Institute (2 awards)	£8,360
Canolfan Gerdd William Mathias Cyf	£906
Canolfan Ucheldre Centre (2 awards)	£7,749
Chapter Cardiff Ltd. (2 awards)	£14,321
Community Music Wales (2 awards)	£8,089
Cwmni'r Frân Wen	£2,630
Dawns i Bawb (2 awards)	£7,862
Disability Arts Cymru	£1,867
Eleni Dance Ltd (2 awards)	£7,752
Ffotogallery	£2,252
g39	£793
Galeri Caernarfon Cyf (2 awards)	£10,470

Glynn Vivian Art Gallery	£1,415
Hafren (2 awards)	£8,108
Head4Arts	£6,900
Hijinx Theatre	£1,757
Impelo (2 awards)	£8,171
Jukebox Collective (2 awards)	£8,793
Literature Wales	£8,379
Live Music Now Wales	£510
Llantarnam Grange Arts Centre	£962
Mid Wales Opera	£1,178
Mission Gallery	£1,076
MOSTYN	£4,393
Music Theatre Wales	£2,471
National Dance Company Wales	£9,416
National Theatre Wales	£18,133
NoFit State Community Circus Ltd	£2,197
Oriel Davies Gallery	£2,526
Oriel Myrddin Trust	£532
Peak Cymru (2 awards)	£7,776
Pontardawe Arts Centre (2 awards)	£7,613
Pontio Arts (2 awards)	£10,062
Rhondda Cynon Tâf County Borough Council (2 awards)	£8,602
The Riverfront Theatre and Arts Centre - Newport Live (2 awards)	£8,315
Rubicon Dance (2 awards)	£9,097
Ruthin Craft Centre	£4,393
Sherman Theatre (2 awards)	£19,610
Sinfonia Cymru	£2,459
Taliesin Arts Centre	£6,900
Tanio (2 awards)	£8,877
Theatr Bara Caws	£3,158
Theatr Brycheiniog (2 awards)	£9,097
Theatr Clwyd Trust Limited (2 awards)	£27,252
Theatr Felinfach (2 awards)	£7,579
Theatr Genedlaethol Cymru	£11,622
Theatr Iolo	£2,898
Theatr Mwldan (2 awards)	£9,924
Theatr na nÓg	£3,568
Torch Theatre Company Ltd (2 awards)	£11,952
trac cymru	£906
Tŷ Cerdd	£2,309
Valleys Kids (2 awards)	£8,281
Volcano Theatre Company Ltd	£2,361
Wales Millennium Centre (2 awards)	£46,835
Welsh National Opera	£51,179
Ystradgynlais Miners Welfare and Community Hall Trust Ltd (2 awards)	£7,370

Total Cost-of-living grants

£515,637

Creative Learning through the Arts programme

Aberbargoed Primary School (2 awards)	£10,470
Aberdare Community School	£495
Abermorddu School	£10,000
Aberporth Bilingual Playgroup	£2,500
Abertillery Learning Community	£3,000
Abertillery Secondary 3-16 campus	£900
Afon Tâf High School	£247
Afon y Felin Primary School (2 awards)	£10,310
All Saints C/W Primary School	£2,000
All Saints School, Gresford	£1,000
Archdeacon Griffiths CIW VA Primary School (2 awards)	£990
Arts Connection - Cyswllt Celf	£2,650
Baden Powell Primary School	£10,000
Barry Island Primary School	£882
Benllech Preschool	£2,500
Beyond the Border Storytelling Festival	£2,400
Bishop Childs Church in Wales Primary School	£225
Bishop Gore School	£300
Bishop Vaughan Catholic School	£1,000
Black Lane County Primary (2 awards)	£1,200
Blaenavon Heritage VC Primary School	£1,500
Blaenhonddan Primary School	£792
Blaenycwm Primary School	£360
Blaenymaes Primary School (2 awards)	£1,021
Blessed Carlo Acutis Catholic School (4 awards)	£3,322
Blessed William Davies School	£10,000
Bodringallt Primary School	£520
Brecon High School (2 awards)	£10,220
Bryn Awel Primary School	£761
Bryn Celyn Primary School (5 awards)	£13,300
Bryn Deri Primary	£675
Bryn Hafod Primary School	£2,000
Bryn Teg Community Primary School	£1,000
Bryncelynnog Comprehensive School	£2,000
Bryncoch Church in Wales Primary School	£250
Brynllwarch Hall School	£455
Brynmill Primary School	£1,000
Bryntirion Comprehensive School	£750
Bumble Bees Playgroup	£2,500
Buttington Trewern County Primary School (2 awards)	£1,990
Caban Cae'r Nant	£2,500
Cadle Primary School	£10,000
Cadoxton Primary School	£2,000
Caedraw Primary School	£10,000
Caerleon Lodge Hill Primary School	£1,000

Camau Cyntaf I Ddysgu & First Steps Nurseries	£2,500
Cantonian High School (2 awards)	£656
Cantref Primary School	£2,000
Capcoch Primary School (2 awards)	£1,283
Cardinal Newman Catholic School and Sixth Form	£715
Carmarthenshire Secondary Teaching and Learning Centre	£3,000
Carreghofa County Primary School (2 awards)	£1,675
Cefn Fforest Primary (2 awards)	£2,900
Cefn Hengoed Community School	£1,000
Cefn Saeson Comprehensive School	£2,000
Central Primary School (2 awards)	£2,943
Christ the King Primary School (2 awards)	£3,690
Cilfynydd Primary School	£1,000
Clydach Primary School	£891
Clyro Church in Wales Primary School (3 awards)	£1,880
Coastlands CP School	£1,000
Coed Glas Primary School	£118
Coedcae School (3 awards)	£4,030
Coedffranc Primary School	£450
Cogan Primary School (2 awards)	£4,970
Coleg Cymunedol y Dderwen	£1,000
Corpus Christi Catholic High School	£405
Creativity, Culture & Education	£50,000
Creunant Primary School	£467
Crickhowell Primary School	£600
Crindau Primary	£1,000
Croeserw Primary School	£900
Croesyceiliog Comprehensive School	£10,000
Crossgates CP School (2 awards)	£2,250
Cwm Ifor Primary School	£1,000
Cwmaber Infant School	£945
Cwmaber Junior School	£1,000
Cwmafan Primary School	£1,000
Cwmcarn Primary School	£126
Cwmffrwdoer Primary School	£650
Cwmnedd Primary School	£1,000
Cwmrhydyceirw Primary School	£749
Cylch Meithrin Rhostryfan	£2,500
Cylch Meithrin Arberth	£2,500
Cylch Meithrin Chwilog	£2,500
Cylch Meithrin Corris	£2,500
Cylch Meithrin Crymych	£2,500
Cylch Meithrin Dyffryn Banw	£2,500
Cylch Meithrin Felinfach	£99
Cylch Meithrin Ffynnonwen	£2,500
Cylch Meithrin Llangollen	£2,500
Cylch Meithrin Llanrhaeadr	£2,500

Cylch Meithrin Machynlleth	£2,500
Cylch Meithrin Santes Fair	£2,500
Cylch Meithrin Tedi Twt	£2,500
Cylch Meithrin Y Tonnau	£2,500
Cylch yn yr Ysgol	£2,500
Cymer Afan Primary School	£490
Dafen County Primary School	£10,000
Danygraig Primary School (2 awards)	£1,495
Darran Park Primary School	£1,000
Denbigh HighSchool	£531
Derwendeg Primary School	£1,350
Drama Queens	£1,485
Dunvant Primary School	£1,000
Durand Primary School	£1,500
Eleni Dance Ltd	£3,000
Enfys Fach Nursery	£2,500
Evenlode C.P. School	£2,000
Fairwater Primary School (2 awards)	£11,000
Fenton Community Primary School	£1,000
Ffederasiwn Ysgolion Cross Hands a Drefach	£900
First Steps/Camau Cyntaf Llanhari	£2,500
Forden Church in Wales School (2 awards)	£1,175
Franksbridge Primary School (3 awards)	£2,042
Gaer Primary School	£1,500
George Street Primary School	£1,000
Giggles Daycare	£2,500
Gilfach Fargoed Primary	£990
Gilwern Primary School	£810
Glan Usk Primary School (3 awards)	£4,344
Glan Yr Afon Primary School	£200
Glanhowy Primary School (2 awards)	£1,405
Glyncorwg Primary School	£900
Godrergraig Primary School	£749
Goetre Primary School	£10,000
Gorseinon Primary School (2 awards)	£1,590
Greenhill Special School	£1,500
Greenmeadow Primary School	£1,485
Gwaunmeisgyn Primary School	£1,440
Gwernyfed High School (2 awards)	£2,000
Gwersyllt Community Primary School (2 awards)	£11,000
Hawthorn Primary School (2 awards)	£1,143
Hengoed Primary School	£990
Heolgerrig Community School	£350
Herbert Thompson Primary	£900
High Street Primary School	£270
Hook CP School	£684
Hywel Dda Primary School	£450

John Beddoes Campus Newtown High School	£10,000
Kitchener Primary School	£1,109
Knelston Primary School	£582
Kokoro Arts Ltd	£2,300
Kymin View Primary and Nursery School	£990
Leighton CP School	£1,807
Litchard Primary School	£1,000
Little Rascals Preschool	£2,500
Llanbister CP School	£2,700
Llandinam C P School	£2,970
Llandogo Primary School	£990
Llandrindod Wells Church in Wales Primary School	£1,000
Llanfaes Community Primary School	£477
Llanfechain Church in Wales Primary School	£1,000
Llanfoist Fawr Primary	£2,700
Llangan Primary School (2 awards)	£2,288
Llangattock Church in Wales School	£630
Llangatwg Community School	£400
Llangynidr Community Primary School (2 awards)	£1,278
Llangynwyd Primary School	£2,250
Llanilltud Faerdref Primary School	£2,250
Llanishen High School	£625
Llansannor and Llanharry Church in Wales Primary School	£405
Llantilio Pertholey Primary School	£450
Llanybydder School	£371
Machen Primary School	£850
Madras VA Primary School (2 awards)	£3,870
Maesglas Primary School	£810
Maesmarchog Primary School	£2,000
Maesteg Comprehensive School	£1,000
Maesyrhandir CP School	£615
Mary Immaculate Catholic Primary School (2 awards)	£11,350
Mary Immaculate High School	£2,700
Meadowlane Primary School	£162
Mess up the Mess Theatre Company	£1,500
Milford Haven School (2 awards)	£11,000
Milton Primary School	£2,970
miri morswyn gofl dydd llawn	£2,500
Miskin Primary School	£1,000
Model Church In Wales Primary School	£1,000
Monmouth Comprehensive School	£10,000
Mount Stuart Primary School	£1,000
Nant y Parc Primary School	£2,970
Newbridge on Wye Church in Wales School (2 awards)	£2,250
Newport High School (2 awards)	£10,400
Newton Primary School	£495
North Cornelly Playgroup association	£2,500

Our Ladys RC Primary	£1,000
Overton Playcentre CIO	£2,500
Oystermouth Primary School	£10,000
Padre Pio School	£1,485
Palmerston Primary School (2 awards)	£12,611
Parc Lewis Primary School	£1,000
Park Community Primary School Llay	£10,000
Park Primary School	£990
Parkland Primary	£10,000
Pembrey Primary School	£900
Pen Afan Primary	£431
Pen y Fro Primary School	£10,000
Pencaerau Primary School (2 awards)	£11,000
Pencoed Comprehensive (2 awards)	£12,000
Pencoed Primary School	£1,000
Penrhys Primary School	£2,691
Pentip VA CiW Primary School	£10,000
Pentrebane Primary School	£257
Penybont Primary School	£297
Pen-y-Bryn Primary School	£792
Penygaer Primary School	£10,000
PeopleSpeakUp LTD	£3,000
Peter Lea Primary School (2 awards)	£1,390
Peterston Super Ely CIW Primary School	£1,000
Pil Primary School	£872
Pontlliw Primary School	£947
Pontprennau Primary School	£178
Porthcawl Comprehensive School	£540
Prestatyn High School	£2,100
Presteigne Little People	£2,500
Presteigne Primary School (2 awards)	£2,215
Priory Church in Wales School	£684
Puddleducks All Day Care	£2,500
Queen Elizabeth High School	£673
Radnor Valley School (Powys County Council) (2 awards)	£1,097
Raglan VC Church in Wales Primary School	£360
Rhayader Church in Wales Primary School	£3,000
Rhosddu Primary School	£1,000
Rhws Primary School (3 awards)	£2,440
Rhydypenau Primary School	£2,000
Ringland Primary	£1,350
Risca community comprehensive school	£10,000
Sandycroft CP School	£10,000
Severn Primary School (3 awards)	£2,348
Sheba Soul Ensemble C.I.C.	£3,600
Shirenewton Primary School	£360
South Point Primary School	£1,500

Springwood Primary School (2 awards)	£10,396
St Bernadettes Primary School	£141
St Cenydd Community School (4 awards)	£3,240
St Davids Church in Wales Primary School (2 awards)	£10,560
St Davids RC Primary School	£1,350
St Francis Catholic Primary School	£10,000
St Francis R C Primary School	£990
St Helens Primary School	£180
St Illtyds Catholic High School	£1,000
St Illtyds Primary School (2 awards)	£2,071
St Illtyds RC Primary	£315
St Joseph's Catholic & Anglican High School	£1,000
St Margarets Catholic Primary School	£1,000
St Marks V A School	£990
St Marys and St Patricks Catholic Primary	£990
St Marys Catholic School	£1,000
St Marys Church in Wales VA School	£1,000
St Marys Pre School	£2,500
St Marys RC Primary Newport	£1,000
St Monicas Church in Wales Primary School	£865
St Padarns Catholic Pimary School (4 awards)	£12,076
St Patrick's R.C. Primary School	£10,000
St Richard Gwyn Catholic High School	£1,000
St Roberts Catholic Primary School	£432
St Thomas Community Primary School	£534
St. David's Catholic Primary School	£2,000
St. Illtyd Primary School	£10,000
St. Josephs RC Cathedral School (2 awards)	£1,290
St. Josephs RC Primary School	£1,000
St. Mary The Virgin Church in Wales Primary School (2 awards)	£4,470
St. Marys Brymbo (2 awards)	£1,450
St. Marys Catholic Primary School (2 awards)	£10,445
St. Michaels (Church in Wales) Primary School	£441
St. Michaels R.C. Primary School	£544
St. Oswalds V A School	£10,000
St. Pauls Church in Wales Primary School (2 awards)	£4,689
St. Peters Primary School (3 awards)	£5,262
Stepaside CP School	£742
Sully Primary School (2 awards)	£1,444
Sunshines Pre-School	£2,500
Tairgwaith Primary	£1,500
Talycopa Primary School	£297
Tenby Church In Wales V.C. Primary School	£1,000
The Bishop of Llandaff High School	£513
The Dell Primary School	£255
The Den	£2,500
The John Frost School	£450

The Maelor School (3 awards)	£4,500
The Rofft School	£10,000
Tondu Primary School	£750
Tonyrefail Community School (3 awards)	£2,359
Torch Theatre Company Ltd	£1,200
trac cymru	£3,000
Tredegar Park Primary School (3 awards)	£5,603
Trelewis Primary School (2 awards)	£1,725
Treowen C.P. School	£1,000
Trerobart Primary School	£782
Troedyrhiw Community Primary School	£1,000
Twynnyrodyn Community School	£1,000
Ty Gwyn School (2 awards)	£11,287
Ty Isaf Infants	£10,000
Tyn y Wern Primary (3 awards)	£1,950
Tywyn Primary School	£2,000
Usk Church in Wales Primary School	£700
Victoria Community Primary School	£2,000
Victoria Primary School	£1,000
Waun Wen Primary School	£360
Waunfawr Primary School (2 awards)	£950
Whitchurch Primary School	£10,000
Whitestone Primary School	£10,000
Wick and Marcross Church in Wales Primary School	£2,000
Willows High School (5 awards)	£1,650
Willowtown Primary School (2 awards)	£3,000
Wise Kids	£2,970
Woodlands Community Primary School	£2,385
Y Bont Faen Primary (2 awards)	£1,710
Y Pant Comprehensive School	£585
YGG Blaendulais	£390
YGG Castell-nedd	£10,000
YGG Gwaun Cae Gurwen	£2,000
YGG Pontybrenin (2 awards)	£11,107
Ynysboeth Junior School	£1,000
Ynystawe Primary School (3 awards)	£1,717
Ysgol Acrefair	£900
Ysgol Awel y Mynydd	£2,500
Ysgol Bassaleg (2 awards)	£2,337
Ysgol Beddgelert	£297
Ysgol Betws y Coed	£297
Ysgol Bod Alaw	£1,000
Ysgol Bodafon	£10,000
Ysgol Borth y Gest (2 awards)	£1,302
Ysgol Botwnnog (4 awards)	£11,892
Ysgol Bro Aled	£720
Ysgol Bro Caereinion (2 awards)	£1,305

Ysgol Bro Cernyw	£10,000
Ysgol Bro Cinmeirch	£690
Ysgol Bro Cynllaith	£585
Ysgol Bro Elwern	£807
Ysgol Bro Gwaun (2 awards)	£2,363
Ysgol Bro Gwydir (3 awards)	£12,000
Ysgol Bro Hyddgen (4 awards)	£3,070
Ysgol Bro Lleu	£10,000
Ysgol Bro Pedr	£1,500
Ysgol Bro Sion Cwilt	£10,000
Ysgol Bro Tawe	£10,000
Ysgol Bro Teifi	£725
Ysgol Bryn Garth Primary School	£1,000
Ysgol Brynaerau	£693
Ysgol Brynhafren CP School (2 awards)	£10,603
Ysgol Cae Top	£10,000
Ysgol Caer Nant (2 awards)	£10,400
Ysgol Calon Cymru - Llandrindod Wells Campus (2 awards)	£2,500
Ysgol Calon Y Dderwen (2 awards)	£1,400
Ysgol Carreg Hir	£450
Ysgol Carrog	£180
Ysgol Carwe	£10,000
Ysgol Ciliau Parc	£1,000
Ysgol Comins Coch	£1,000
Ysgol Craig y Deryn	£10,000
Ysgol Craig yr Wylfa	£153
Ysgol Crud y Werin	£500
Ysgol Cwm Banwy. Ysgol yr Eglwys yng Nghymru.	£391
Ysgol Cynwyd Sant	£1,000
Ysgol Cynwyl Elfed	£280
Ysgol David Hughes	£1,000
Ysgol David Hughes Inclusion Hwb	£2,250
Ysgol Drefach (3 awards)	£13,150
Ysgol Dyffryn Cledlyn	£400
Ysgol Dyffryn Aman	£459
Ysgol Dyffryn Conwy (2 awards)	£3,315
Ysgol Dyffryn Dulas Corris (2 awards)	£4,500
Ysgol Dyffryn Ogwen	£1,000
Ysgol Dyffryn Taf	£1,000
Ysgol Dyffryn Trannon	£759
Ysgol Edern	£540
Ysgol Eglwys Bach	£553
Ysgol Eifion Wyn	£10,000
Ysgol Emmanuel	£683
Ysgol Estyn (2)	£10,800
Ysgol Feithrin Glan Conwy	£2,500
Ysgol Feithrin Pontypwl	£2,500

Ysgol Feithrin Rhydaman	£886
Ysgol Friars (5 awards)	£6,312
Ysgol Garndolbenmaen	£297
Ysgol Gelli Aur Golden Grove Community School	£1,000
Ysgol Gellionnen (2 awards)	£1,243
Ysgol Glan Ceubal	£630
Ysgol Glan Conwy	£10,000
Ysgol Glan y Mor School	£495
Ysgol Glantwymyn (2 awards)	£10,900
Ysgol Golwg Y Cwm	£1,000
Ysgol Greenhill School	£2,000
Ysgol Gwenffrwd	£2,000
Ysgol Gyfun Cwm Rhymni	£630
Ysgol Gyfun Emlyn	£1,000
Ysgol Gyfun Gwent Is Coed	£900
Ysgol Gyfun Gwynllyw	£715
Ysgol Gyfun Gymraeg Llangynwyd	£540
Ysgol Gyfun Tredegar Comprehensive School	£800
Ysgol Gymraeg Aberystwyth (2 awards)	£2,000
Ysgol Gymraeg Bro Eirwg (3 awards)	£11,508
Ysgol Gymraeg Bro Morgannwg (2 awards)	£1,247
Ysgol Gymraeg Bryn Y Mor (3 awards)	£3,000
Ysgol Gymraeg Caerffili	£454
Ysgol Gymraeg Casnewydd (2 awards)	£1,075
Ysgol Gymraeg Coed y Gof	£162
Ysgol Gymraeg Cwmbran	£2,000
Ysgol Gymraeg Dewi Sant	£1,000
Ysgol Gymraeg Glanrafon	£1,000
Ysgol Gymraeg Gwenllian	£1,000
Ysgol Gymraeg Lôn Las (2)	£1,495
Ysgol Gymraeg Melin Gruffydd	£337
Ysgol Gymraeg Nant Caerau	£800
Ysgol Gymraeg Penalltau	£911
Ysgol Gymraeg Pwll Coch	£138
Ysgol Gymraeg Sant Curig (2 awards)	£2,796
Ysgol Gymraeg Tan y Lan	£1,000
Ysgol Gymraeg Y Fenni (4 awards)	£12,450
Ysgol Gymraeg Ystalyfera Bro Dur	£630
Ysgol Gymunedol Croesgoch	£1,000
Ysgol Gymunedol Penparc (2 awards)	£11,000
Ysgol Gynradd Aberaeron	£364
Ysgol Gynradd Aberteifi	£1,350
Ysgol Gynradd Beaumaris	£750
Ysgol Gynradd Carno	£650
Ysgol Gynradd Clydau	£630
Ysgol Gynradd Cross Hands (3 awards)	£13,757
Ysgol Gynradd Esceifiog (3 awards)	£2,438

Ysgol Gynradd Gorslas	£10,000
Ysgol Gynradd Gwaelod y Garth (2 awards)	£1,198
Ysgol Gynradd Gymraeg Abercynon	£315
Ysgol Gynradd Gymraeg Aberdare	£651
Ysgol Gynradd Gymraeg Llwynceilyn (3 awards)	£5,290
Ysgol Gynradd Gymraeg Pontardawe	£649
Ysgol Gynradd Gymraeg Tireddeunaw	£1,000
Ysgol Gynradd Gymraeg Tyler Ynn	£10,000
Ysgol Gynradd Gymraeg Ynyswen	£585
Ysgol Gynradd Gymunedol Llanon	£267
Ysgol Gynradd Llanddarog	£350
Ysgol Gynradd Rhos Helyg	£234
Ysgol Gynradd Wirfoddol Myfenydd	£252
Ysgol Gynradd Y Talwrn	£445
Ysgol Gynradd y Tymbl	£10,000
Ysgol Hamadryad	£1,000
Ysgol Henllan	£800
Ysgol Heulfan	£900
Ysgol Ifor Bach (2 awards)	£2,440
Ysgol John Bright (2 awards)	£4,000
Ysgol Llanbrynmair	£766
Ysgol Llandegfan	£1,440
Ysgol Llandudoch	£481
Ysgol Llanfechell (2 awards)	£1,850
Ysgol Llanhari	£10,000
Ysgol Llanpumsaint	£250
Ysgol Llanystumdwy (2 awards)	£605
Ysgol Llechcyfedach	£10,000
Ysgol Maes Garmon	£1,000
Ysgol Maes Owen (2 awards)	£11,197
Ysgol Maes y Coed	£10,000
Ysgol Maes y Felin	£2,000
Ysgol Maes y Mynydd	£864
Ysgol Maesydderwen	£990
Ysgol Morfa Rhianedd	£1,000
Ysgol Morgan Llwyd	£990
Ysgol Mynydd Bychan	£675
Ysgol Nantgwyn	£784
Ysgol Parc Y Bont	£10,000
Ysgol Pen Barras (2 awards)	£1,495
Ysgol Pen y Garth	£780
Ysgol Pen y Pil (3 awards)	£11,359
Ysgol Penderyn (2 awards)	£1,500
Ysgol Penmachno	£10,000
Ysgol Penmorfa	£10,000
Ysgol Pennal (2 awards)	£4,500
Ysgol Penrhyn Dewi	£1,000

Ysgol Penrhyn New Broughton CP (3 awards)	£11,990
Ysgol Penrhyncoch (2 awards)	£1,932
Ysgol Pentreuchaf	£873
Ysgol Penybryn (2 awards)	£2,500
Ysgol Penygelli	£1,000
Ysgol Penysarn	£700
Ysgol Plas Brondyffryn (2 awards)	£4,200
Ysgol Pob Oed Caer Elen (2 awards)	£2,000
Ysgol Ponthenri (2 awards)	£10,945
Ysgol Pontrobert	£500
Ysgol Sant Dunawd (2 awards)	£1,935
Ysgol Santes Gwenfaen	£3,000
Ysgol Sarn Bach	£239
Ysgol T Llew Jones	£1,000
Ysgol Tal-y-bont (3 awards)	£11,750
Ysgol Tanyfron	£10,000
Ysgol Trelawnyd VA School	£2,000
Ysgol Tryfan	£1,000
Ysgol Tudno	£3,000
Ysgol Tudweiliog	£450
Ysgol Tŷ Coch	£3,000
Ysgol Uwchradd Aberteifi (2 awards)	£3,375
Ysgol Uwchradd Bodedern	£1,000
Ysgol Waunfawr	£600
Ysgol y Bannau	£446
Ysgol y Castell	£297
Ysgol y Creuddyn	£2,500
Ysgol y Dderi	£261
Ysgol y Ddraig	£2,000
Ysgol y Ddwylan (2 awards)	£2,200
Ysgol y Faenol (3 awards)	£2,615
Ysgol y Felinheli	£2,000
Ysgol y Foryd	£774
Ysgol Y Gorlan	£603
Ysgol y Grango	£100
Ysgol y Gwynfryn	£10,000
Ysgol y Llan (2 awards)	£1,275
Ysgol y Moelwyn	£369
Ysgol Y Mynydd Du (3 awards)	£3,238
Ysgol y Preseli	£270
Ysgol y Wern (2 awards)	£2,257
Ysgol-y-Graig Primary School	£900
Ystrad Mynach Primary School	£2,970

Total Creative Learning through the Arts grants

£1,526,274

Strategic awards

Arts, Health and Wellbeing

Wales Arts Health & Wellbeing Network	£13,500
	£13,500

Arts Development

Arts Business Cymru	£50,000
Ophelia Dos Santos	£1,500
Expo r Wal Goch	£6,000
Yusuf Ismail	£9,000
Visual Arts Group Wales	£45,000
Tamunodokubo Whyte	£1,500
	£113,000

Arts Engagement

Aberystwyth Arts Centre	£2,000
Artes Mundi Prize Limited	£2,000
Chapter Cardiff Ltd.	£2,000
Galerie Simpson Artists	£2,000
Llantarnam Grange Arts Centre	£2,000
	£10,000

National Contemporary Art Gallery for Wales project

Aberystwyth Arts Centre	£872,988
Cyngor Gwynedd (2 awards)	£362,484
Glynn Vivian Art Gallery (2 awards)	£423,230
Newport City Council	£99,249
Oriel Davies Gallery (2 awards)	£1,038,774
MOSTYN (2 awards)	£282,270
Oriel Myrddin Trust	£86,530
Oriel Plas Glyn-y-Weddw Cyfyngedig (2 awards)	£437,493
Ruthin Craft Centre (2 awards)	£463,811
	£4,066,829

Welsh Government capital funding

Awen Cultural Trust	£200,000
Canolfan Ucheldre Centre	£250,000
Newport City Council	£149,816
Pontardawe Arts Centre	£300,000
Pontypridd YMCA	£250,000
Theatr Brycheiniog	£200,000
	£1,349,816

Wales Arts International

4Pi Productions	£3,820
Amanda Wells	£6,170

BBC National Orchestra of Wales	£7,377
Chapter Cardiff Ltd. (2 awards)	£14,602
Chembo Liandisha	£4,624
Cheryl Beer	£1,550
Fluxus Art Projects (2 awards)	£40,000
Focus Wales	£20,000
Green Man Trust Ltd	£6,298
Imran Khan	£3,527
Iola Ynyr	£434
Jeremy Williams	£6,000
Jones the Dance	£4,380
Michael Harvey	£4,000
Stephen Gubb	£6,390
The Trials of Cato	£4,000
Ty Cerdd (2 awards)	£35,792
University of Wales Trinity Saint David	£5,050
Visual Arts Group Wales	£50,000
Welsh Centre for International Affairs	£2,000
Zillah Bowes	£6,941
	<u>£232,955</u>

Total Strategic awards	<u>£5,786,100</u>
-------------------------------	--------------------------

TOTAL GRANTS OFFERED	<u>£35,012,521</u>
-----------------------------	---------------------------

