



Arts Grants for Organisations

# **Business and Organisational Development**



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# Business and Organisational Development

## Purpose

To help arts organisations become more resilient and self-sustaining.

## What we want to achieve

We know that we're all operating in a tough financial world. So we want to help you to build new and more resilient business models for arts organisations, companies and venues or galleries as well as help you improve your organisational effectiveness, where appropriate. We want to see you diversify your work and business practices in order to make it easier for you to survive in today's challenging economic climate.

Projects that have an economic impact are of course important, but we're also interested in projects that carry out market research in order to grow markets, and that attract others to invest in your business. This investment doesn't need to be financial, but can be about knowledge, sharing best practice, advocacy and support.

We want to invest in people too, by supporting projects that empower and equip your staff or governing body to develop your organisation's capability. This might, for example, mean better fundraising, or enabling you to pursue new ideas that may enhance the strength of your business model.

We also want to support projects that strengthen your organisation by developing board and staff structures, and reviewing or developing business plans, financial systems or marketing strategies.

Finally, we know that arts organisations have to be financially secure in order to survive, but the social and environmental impact of your work is also important. We are interested in projects that consider the principles of sustainable development, economically and environmentally.

## Creative Steps

As a public body we are required by law to collect and monitor information about who our funding is benefiting. The information we have collected has shown us that our funding is not reaching BME-led and disability-led arts organisations in Wales.

As a result, we particularly want to support the development of BME-led and disability-led organisations in order to help them become more resilient and self-sustaining. This in turn will help make sure they are best placed to deliver high quality and appropriate arts activity that has the potential to broaden the diversity of the arts in Wales.

By BME-led we mean that at least 51% of an organisation's senior managers, management committee, board, governing body or council define themselves as Black or minority ethnic.

By disability-led we mean that at least 51% of an organisation's senior managers, management committee, board, governing body or council define themselves as disabled people.

Through Creative Steps we can be more flexible in the way we help you with your application and guide you through the application process. We can also be more flexible about the type of project we fund and how much funding we can offer.

If you think Creative Steps could help your organisation please read our [Information Sheet](#) before having a conversation with an Arts Council Officer.

## What we need from you

All projects must demonstrate that there will be a tangible outcome from our investment. You must tell us how this outcome will be measured in ways that are clear and definable.

Our Help Notes for Business and Organisational Development applications will tell you more and help you fill in your application form.

## Who can apply

You can check that your organisation is eligible to apply by reading our [Getting Started](#) document.

## Funding available

You can apply for a small grant between £250 and up to £5,000. Applications can be made for a maximum of **75%** of the project's total eligible cost.

## When you can apply

You should always make your application as far ahead as possible.

There are no deadlines for small grants, but you need to allow a minimum of **six working weeks** between the date you submit your application and the date you want to start your project.

## How often you can apply

You can hold a “live grant” from this strand and another strand of *Arts Grants for Organisations* in any twelve month period. We use the term “live grant” to mean an application for a project that has received funding from us and is still happening. We use the start date of the first project we have funded to work out the twelve month period.

Please contact our Grants and Information Team if we have given you a grant before and you’re unsure whether you are now able to apply again.

## How to apply

You will need to discuss your project with us before we send an application form to you. If you have a project that you think might be suitable to apply for under this strand, please email your project ideas to: [development@arts.wales](mailto:development@arts.wales)

Please include the following details:

- Your organisation’s name
- Project title
- Describe your project
- How much funding do you need?
- Location of project

Applications must be made using our online application system.

If you are unable to apply online, for example if you’re disabled or do not have access to a computer, please contact our Grants and Information Team. We’ll work with you to find other ways for you to apply. We can also support you if your first language is not English or Welsh.

## Need some more advice?

We have Information Sheets and guidance documents to help you with different aspects of the application process or to provide advice on a specific issue. These can be found on our website. You might find the following useful in making an application to the Business and Organisational Development strand:

- [Help Notes Business and Organisational Development](#)
- [Governance Information Sheet](#)
- [Creative Steps – Business and Organisational Development Information Sheet](#)

If you have further questions about the application, contact our Grants and Information team on 0845 8734 900 or by emailing [grants@arts.wales](mailto:grants@arts.wales)