

## Council Minutes – meeting 152

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<b>Date of meeting:</b>	Friday 13 May 2016.
<b>Venue:</b>	The Arts Council of Wales, Cardiff.
<b>Present:</b>	Phil George (PG), John Williams (JW), Melanie Hawthorne (MH), Lesley Hodgson (LH), Marian Wyn Jones (MWJ), Andrew Miller (AM), Margaret Jervis (MJ), Alan Watkin (AW), Richie Turner (RT) and Mike Griffiths (MG).
<b>In attendance:</b>	Nick Capaldi (NC), David Alston (DA), Betsan Moses (BM), Hywel Tudor (HT), Sian Tomos (ST), Diane Hebb (DH), Louise Wright (LW), Andrew Richards (AR), David Newland (DN) and Katy Brown (KB) – minuting.
<b>Apologies:</b>	Kate Woodward (KW).
<b>Presenting:</b>	Michael Garvey (MG) BBC Now.
<b>Observing:</b>	Peter Owen (PO).
<b>Translation:</b>	Dafydd Frayling (DF)
<b>Status of paper:</b>	For public release.

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		Action
1.	<p><b>Welcome, introductions and apologies</b></p> <p>The Chair welcomed members to the meeting held at Arts Council of Wales, Cardiff. Apologies were recorded.</p> <p>The Chair informed members of that Kate Woodward was currently on maternity leave following the birth of her baby boy, Seth on the 1 April.</p>	
2.	<p><b>Declarations of Interest (to note)</b></p> <p>Members of Council asked for Declarations of Interest to be recorded in the minutes (attached as an appendix to these minutes).</p>	

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<p>The following amendments were provided:</p> <ul style="list-style-type: none"> <li>• RT’s declaration should state OperaSonic.</li> <li>• MWJ’s declaration to include Betsi Cadwaladr University Health Board. Bangor University can be removed.</li> </ul>	
<p><b>3. Minutes of the meeting held on Friday 18 March 2016</b></p> <p>The Minutes of the meeting were <b>approved</b> as a correct record.</p>	
<p><b>4. Matters arising</b></p> <p>All action points were reported as completed.</p> <p><u>Collectorplan</u>  At the previous meeting members requested an analysis of the geographical breakdown of sales, and the proportion of Wales-based artists benefitting from the scheme. Officers advised members that the data wouldn’t be available until later in the year. It was agreed that this should be brought to the July Council meeting.</p> <p><u>Creative Learning Through the Arts</u>  MG suggested that it may be of benefit to invite Creative Agents to a future meeting to provide an insight into the progress of the project.</p> <p>Council members also expressed an interest in attending some of the Creative Learning training sessions. Teacher and Creative Agents training dates would be forwarded to Council should they wish to attend.</p>	<p>ST</p> <p>DH</p> <p>DH</p>
<p><b>5. Committee Minutes</b></p> <p><b>5.1 Capital Committee – meeting held on 22 March 2016</b></p> <p>JW provided an overview of the key business conducted at the meeting.</p> <p>The meeting was held in the newly refurbished Glynn Vivian Arts Gallery building. No official opening date has yet been confirmed, but our understanding is that it is likely to be in the autumn.</p> <p><u>Ideas, People, Places (IPP)</u>  Capital Committee had held an additional meeting to review IPP projects in greater detail.</p>	

Members were pleased with the programme's progress and encouraged by some of the early signs of success. The projects were offering new insights into partnership working with local communities.

The report was **noted**.

## 5.2 Sustainability Monitoring Group – meeting held on 28 April 2016

MH provided an overview of the key pieces of business conducted at the Sustainability Monitoring Group Meeting.

### Title of the Group

The monitoring group recommended a title change for the group to the 'Future Generations Wellbeing Monitoring Group' to reflect the Welsh Government's new Well-being Bill. The group will also be revisiting its strategic plan.

### Council membership

MH indicated that she would like to invite one additional Council member to join the group. It was acknowledged that existing members were heavily committed to Council Committees. RT suggested that it would probably be more appropriate to appoint one of the new council members once they are in post.

PG was hopeful that the recruitment process for new members would begin in June.

The report was **noted**.

## 5.3 Equalities Monitoring Group – meeting held on 21 March 2016

### Strategic priorities

RT reported on a change of approach to formulating the Equalities priorities. The Group's intention is to focus on a smaller number of priorities with the expectation that this will lead to more significant outcomes.

### Capital funding for access improvements

The group expressed some disappointment at the low number of venues that had taken advantage of capital funding that been specifically set aside to address issues of accessibility. Funds had been specifically set aside by capital. AR on behalf of Capital Committee agreed with the Group's frustrations. However, the funds will remain ring-fenced and the issue will be looked at in more detail.

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The Capital Committee will examine why there were so few applications at its next meeting.

APW Strategic Equality Plans

DH reported that all of the Arts Portfolio Wales have been asked to submit strategic equality plans which will be reviewed in depth. From the plans Officers will be able to identify any issues and will work with them to address these.

National Advisers

The monitoring Group requested that officers explore a more relevant methodology to improve our quality monitoring of equalities work. RT felt it also essential to recruit national advisors with skills, knowledge and experience in equalities matters. DA reported that there was a shortage of advisors with both these skills and more broadly that we needed to improve the representative mix of advisers to reflect diversity. He would welcome suggestions as to potential candidates.

Hynt

The 'Hynt' access card entitles cardholders to a free ticket for a carer or personal assistant for events at participating theatres. DH was pleased to report the number of cardholders had now reached 6,000.

The report was **noted**.

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**6. Chair's Report**

PG reported on recent events and matters.

A busy first six weeks had seen him visiting a range of projects and organisations across Wales, including three days spent in North Wales. He would be making similar visits to other parts of the country.

He was undertaking a series of induction sessions, including with officials from the Welsh Government.

PG noted that a number of issues were beginning to take shape in his mind:

- not enough people/organisations were aware of the Arts Council of Wales' achievements. Officers and Council need to champion the arts and the good things that Council is enabling
- there are key issues around resilience and capability across the arts. In a time of economic austerity it becomes even more important for Council to be 'on the front foot' advising and assisting

<ul style="list-style-type: none"> <li>the new Programme for Government had yet to be published, but there were key opportunities (such as Arts and Health)</li> <li>we need to revisit the previous divide between the Arts Council and Government around Creative Industries – a more collaborative approach was needed</li> </ul> <p>Council <b>noted</b> the report.</p>	
<p><b>7. Chief Executive’s Report</b></p> <p><b>7.1 Chief Executive</b></p> <p>The Chief Executive’s report detailed recent meetings, events and performances that he had attended. The Chief Executive’s report also included information on staff joining and leaving the Council since the last meeting.</p> <p><u>National Assembly Elections 2016</u> NC reported that BM had sent an introductory Newsletter about the arts to all recently elected AMs. This campaign with AMs will run for four weeks.</p> <p><u>Chair of Welsh National Opera</u> NC had met with the newly appointed Chair, Mark Molyneux. NC was encouraged that the new Chair Mark was absolutely committed to continuing the high quality and innovative approach of the company but that he was equally determined to tackle long-term financial stability.</p> <p><u>Cardiff Creative Conversation</u> NC had attended a ‘brain storming’ session with Cardiff City Council regarding a Cultural Strategy for Cardiff. He had prepared a draft paper for Cardiff Council members and officers which he hoped would stimulate debate. NC agreed to share the paper with Council.</p> <p><u>Arts Impact Fund</u> RT attended a meeting with NESTA to discuss the Arts Impact Fund which is an initiative being developed with Arts Council England to demonstrate the potential for social investment in arts. NESTA were very interested in extending the programme to Wales. It was agreed that RT would discuss the NESTA Arts Impact Fund with ST and arrange for a meeting to take place.</p>	<p>NC</p> <p>RT/ ST</p>
<p><b>7.2 Welsh Language Standards (No.2) Regulations (2016)</b></p> <p>NC reported that the Welsh Language Commissioner has been consulting</p>	

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on new arrangements for protecting and promoting the status of the Welsh Language.

The legislative process for Phase 2 of the Welsh Language (Wales) Measure was completed in February 2016 with the publication of new Standards for Phase 2. As one of the designated bodies affected by the legislation, the Arts Council is required to comply with these Standards.

A draft Compliance Notice had been received on 31 March 2016 and this started the formal process of consultation. In the majority of cases it was NC's judgement that we would be able to comply with the requirements. However, in a small number of areas compliance would be more problematic and could expose Council to unreasonable cost or operational disruption.

The paper identified the relevant areas and each was reviewed by Council.

Council:

1. **Discussed** the contents of the paper.
2. **Agreed** to Appeal the Service Delivery Standards 23,25CH, 69 and 74 (pp6 and 7)
3. **Considered** and **agreed not** to Appeal the Policy Making Standard 90 (p 8) and to put in place the necessary processes and procedures.
4. **Agreed not** to Appeal HR Standards 95-99 and 101-107 (p10)
5. **Considered** and **agreed** that further clarification was required with regards to the Intranet Standards 116, 118, 119, 112, 117 (p10) before a decision could be made.

NC was asked to ensure that Council's response to the Draft Notice was submitted by the deadline of 26 May 2016.

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### 7.3 Organisational Review 2016

NC reminded Council that increasing cost pressures required a reduction in running costs. Council's view was that an extended and complex process of review should be avoided, if at all possible. Instead, Council's preference was for the Review to focus on new challenges and those aspects of our work (and its structure) that need change.

The paper set out the broad agenda for the next stages of the Organisational Review process. Design principles and information on the Review's implementation processes would be presented at July Council meeting. This would then form the basis of consultation with staff.

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<p>NC identified the need to review Council’s Redundancy Policy prior to any re-organisation. Council endorsed the need for re-negotiation of the terms of the Policy and was committed to achieving a significant reduction in potential costs.</p> <p>Council <b>noted</b> the paper.</p>	
<p><b>8. Directors’ Report</b></p> <p>Council thanked Directors and <b>noted</b> the report.</p>	
<p><b>9. BBC Now Orchestra of Wales</b></p> <p>Michael Garvey, Director of BBC NOW provided a presentation on the work of the Orchestra and proposals for future development.</p> <p>PG thanked MGa for an exciting and informative presentation. Council welcomed the initiatives being taken by the Orchestra to embed itself more in cultural life across Wales. They also welcomed plans for programme development.</p>	
<p><b>10. Cymru yn Fenis/Wales in Venice</b></p> <p>LW provided a presentation on the progress of the programme. The selection process has been carried out and the artist for the 2017 Biennale has been identified. A public announcement will be made shortly.</p>	
<p><b>11. Annual Report 2015/16 and Action Plans for 2016/17</b></p> <p><b>11.1 Strategic Equality Plan</b></p> <p>The Annual Equality report (2014/15) raised a number of issues and concerns. As a result, the Equality Monitoring Group had undertaken a substantive review of our strategic equality objectives.</p> <p>The result of this review is a re-thinking of approach to equalities and a draft revised strategic equality plan which was also presented for Council’s consideration. The plan identified five corporate objectives for the period 2016 – 2021.</p> <p>In discussing the Equalities Action Plan members expressed a particular desire to see a commitment to encouraging the employment of BME and disability people in leadership roles within the arts.</p>	

<p>Council:</p> <ol style="list-style-type: none"> <li>1. <b>Noted</b> the contents of the paper.</li> <li>2. <b>Agreed</b> the strategic equality objectives.</li> </ol>	
<p><b>11.2 Sustainable Development Annual Report 2015/16 and Sustainability Plan for 2016/17</b></p> <p>MH invited Council to provide any comments on the objectives.</p> <p>Council:</p> <ol style="list-style-type: none"> <li>1. <b>Noted</b> the contents of the paper.</li> <li>2. <b>Agreed</b> the strategic objectives.</li> </ol>	
<p><b>12. Arts Portfolio Wales 'Radar' report</b></p> <p>AR presented the report summarising performance of the Arts Portfolio Wales (APW). The four new members of the portfolio were automatically rated as higher risk until they had established new routines and ways of working. The performance of the majority of continuing APWs was generally within expectations considering the current financial climate. The squeeze on finances continued, and increasing costs coupled with level or even reducing funding from local authorities continued to create challenges.</p> <p>The most significant factor to have affected the portfolio since the last Radar report was the completion of our Investment Review. The new funding year has now commenced with 4 new members and 5 organisations having left the portfolio.</p> <p>Council <b>noted</b> the content of the report.</p>	
<p><b>13. Resilience Programme</b></p> <p>Officers presented proposals for a new Resilience Programme. Its aim would be to support members of the Arts Portfolio Wales (APW) to achieve change and growth that would lead to greater sustainability.</p> <p>The Programme is not a 'one size fits' all solution. Officers would work with relevant organisations to identify bespoke and effective responses to their particular challenges.</p> <p>For some, there may be some fairly straightforward answers, such as an injection of capital investment or training for staff and /or board members. For others, it could be developing comprehensive change programmes which could, for example, involve wholesale organisational review. The</p>	



<p>early diagnostic process will be fundamental in determining which particular path suits which individual organisation.</p> <p>Council:</p> <ol style="list-style-type: none"> <li>1. <b>Noted</b> the contents of this paper.</li> <li>2. <b>Approved</b> the launch of the new Resilience Programme</li> <li>3. <b>Asked</b> that DH discuss the EIA with KD</li> <li>4. <b>Considered</b> and <b>agreed</b> that the programme should in principal extend beyond the current year.</li> </ol>	<p>DH/ KD</p>
<p><b>14. Finance Reports</b></p> <p><b>14.1 Financial report year to February 2016</b></p> <p>HT provided a verbal update on performance for the year to March 2016.</p> <p><u>Creative Learning through the arts</u></p> <p>HT reported that Officers still faced considerable uncertainty regarding the treatment of the Creative Learning through the Arts (CLTA) programme costs. A briefing note has been issued to Audit Committee because of the year-end implications.</p> <p>Council noted that before embarking on the CLTA programme, Officers had discussed and agreed accounting treatments with the National Audit Office and Wales Audit Office. This had been confirmed with both. A new Audit Manager at National Audit Office had disputed the validity of the Agreement and discussions were urgently underway to find an appropriate solution.</p> <p>Council <b>noted</b> the report.</p>	
<p><b>14.2 Budget 2016/17 Update</b></p> <p>The paper invited Council to consider, and approve, updated budget allocations for 2016/17, in respect of Strategic, Services and Development budgets; Lottery budgets; and Running costs. Budgets had been amended to reflect developments since the February Council meeting, and the carry forward of funds at year-end.</p> <p>Council:</p> <ol style="list-style-type: none"> <li>1. <b>Noted</b> the proposed changes to the Strategic, Services &amp; Development budgets, page 4, and <b>approved</b> the revised budget (Appendix 1)</li> <li>2. <b>Noted</b> the commentary on Lottery; <b>approved</b> the proposed changes to budgets highlighted in pages 5 and 6 and Appendix 2; and <b>considered</b></li> </ol>	

**the options** for the projected funds yet to be allocated (pages 6 and 7) and **agreed** the items to discuss later in the year.

3. **Agreed** the revised running costs (page 8) and the approach proposed for the funds brought forward.

### 14.3 Funding recommendations

Two recommendations were presented.

ID/Ref	Organisation	Request	Recommendation	Strand
20160147	Ensemble Cymru	£75,000	£75,000	Audience Development
20160093	Stiwt Arts Trust Ltd.	£30,000	£30,000	Programme Support
		<b>£105,000</b>	<b>£105,000</b>	

Council **agreed** the Lottery funding recommendations.

### 15. Year End Reports 2015/16

Council **noted** the year end updates for:

- Operational Plan
- Sustainable Development
- Welsh Language
- Strategic Equalities

### 16. Date of the next meeting

**Friday ,8 July 2016**

Arts Council of Wales, Cardiff.

Council meeting  
 Friday 13 May 2016:  
 Summary of actions and decisions

Agenda item	Action/Decision	Responsibility
4.	Statistics on the performance of the Collectorplan scheme would be presented to July Council.	ST
4.	Creative Agents would be invited to a future meeting to provide an insight into the progress of the Creative Learning project.	DH
4.	Teacher and Creative Agents training dates would be forwarded to Council should they wish to attend.	DH
7.1	The Chief Executive would circulate the Cardiff City strategy paper to Council members.	NC
7.1	A meeting would be arranged with representatives of the NESTA Arts Impact Fund.	RT/ST
13.	DH to discuss the Resilience Programme EIA with KD.	DH/KD