



Cyngor Celfyddydau Cymru  
Arts Council of Wales

# Well-being of Future Generations

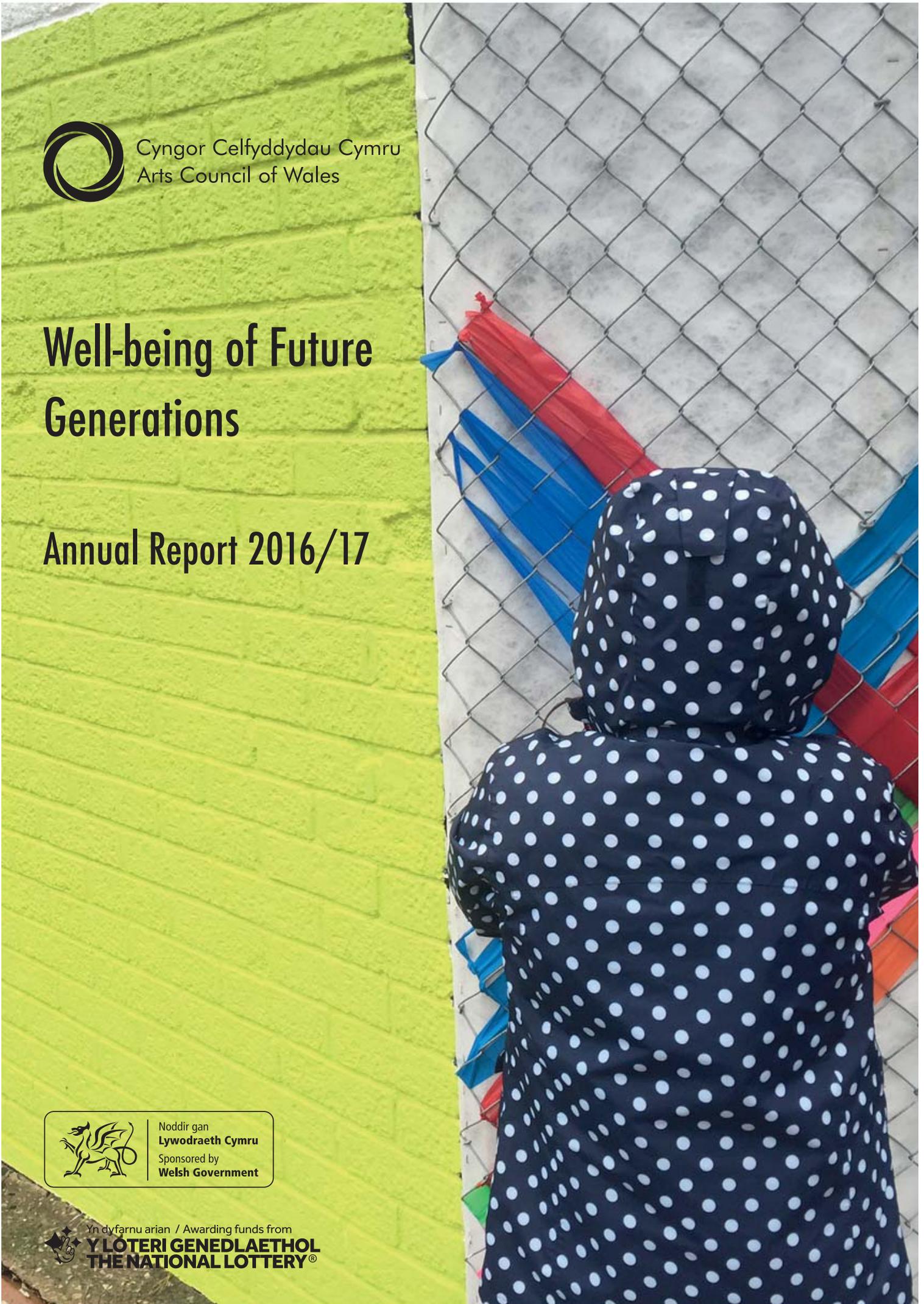
## Annual Report 2016/17

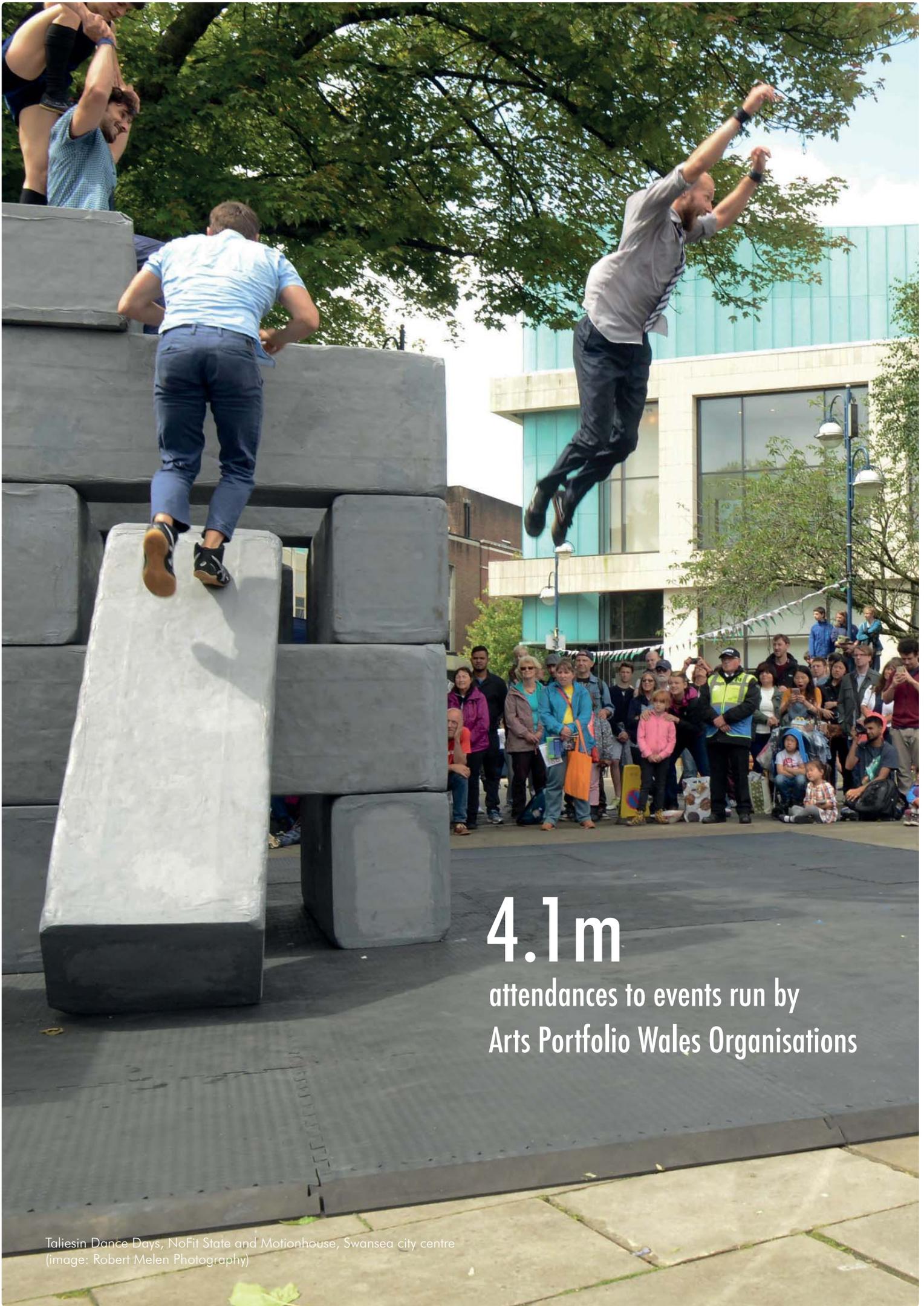


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**Lywodraeth Cymru**  
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4.1m

attendances to events run by  
Arts Portfolio Wales Organisations

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Arts Council of Wales is committed to making information available in large print, braille, audio and British Sign Language and will endeavour to provide information in languages other than Welsh or English on request.

Arts Council of Wales operates an equal opportunities policy.

**We fully endorse the Welsh Government's commitment to well-being and sustainability. We believe that civic society in Wales will be stronger and more durable if we embrace the values of fairness and social justice. Looking to the longer term now, in the decisions we make today, will help safeguard the prospects of future generations.**

# Summary



Melanie Hawthorne  
Chair, Wellbeing of  
Future Generations  
Monitoring Group

During the year we published a policy statement setting out how the Arts Council of Wales implements its vision for developing and sustaining a creative Wales, reflecting the requirements of the Well-being of Future Generations (Wales) Act 2015.

The Well-being of Future Generations legislation aims to improve the social, economic, environmental and cultural well-being of Wales. The positive role that the arts can play sits comfortably with the well-being goals. A thriving arts sector, committed to excellence and innovation, contributes to the cultural, social, economic and environmental well-being of Wales.

The Council is committed to investing in the future of the people of Wales and we aim to ensure all our organisational actions and policies are resilient and sustainable.

From the day-to-day management of our offices to the conduct of policy reviews, we have placed sustainable development at the heart of our thinking.

## Environmental performance

We take our environmental performance seriously and have, in recent years, focussed our efforts on initiatives that offer longer term benefits.

All capital projects in which Council invests are expected to meet BREEAM sustainability standards. We have established an ambitious Environmental Policy for our own operations and have, during the year, retained our Green Dragon Level 5 Accreditation.

We have concentrated on extending the use of our information technology infrastructure to provide business and environmental benefits. All staff are able to access our systems remotely, via secure links, and have full electronic access to all systems and supporting documents. This has enabled us to reduce the volume of paper we process and store.

We are continuing to promote changes in behaviour. The vast majority of our arts development teams are equipped with laptops and smartphones, enabling them to operate on a mobile basis. This has helped reduce travel to work journeys for some of our staff, and enables more effective travel to clients. We have invested in high quality video conferencing capacity in all three offices and actively promote its use as an alternative to travel. We are able to link to any public sector location in Wales, and further afield, including internationally. This enables staff, either using the high quality equipment in our offices or via their laptops, to participate in meetings with colleagues and a wide range of clients and stakeholders without the need to travel.

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

### Management information

Managers and staff are provided with monthly reports analysing printing and copying activity, to encourage lower overall usage. Our internal reporting systems enable us to capture and measure details of our use of consumables, waste, energy, and staff travel, and thus our carbon dioxide equivalent (CO<sub>2</sub>e) emissions so that staff can manage their consumption of resources.

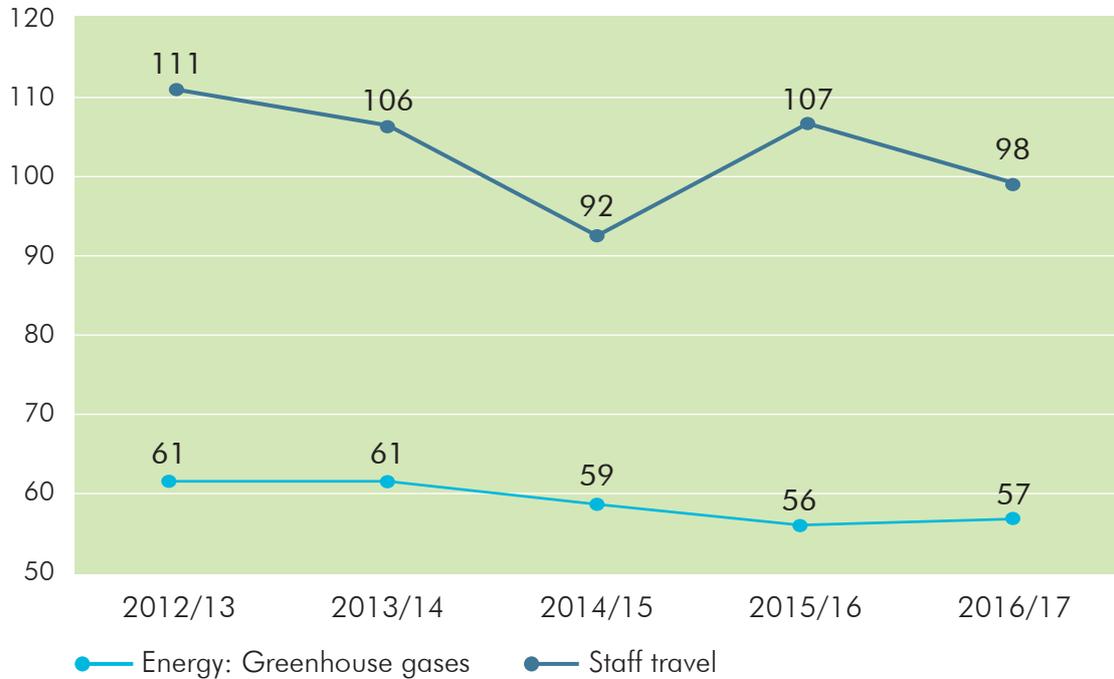
However, as all three of our offices are leased on a shared occupancy basis, with certain costs included within our service charges, this continues to restrict our ability to accurately assess our total environmental impact from energy usage. Our major use of electricity is in our Cardiff office and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

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. However, we have to balance this against the delivery of our strategic priorities to develop the arts in Wales, and to promote Welsh arts and artists internationally. As a result, there are inevitable fluctuations in the level of CO<sub>2</sub> emissions attributable to travel, especially when we are active internationally. During this year, complementing Welsh Government priorities, we undertook programmes of international work in India and China. We are however getting better at both minimising the negative and maximising the positive impacts of such work.

**£96m**

**Annual turnover of Arts  
Portfolio Wales Organisations**

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



Our *Creative Learning through the Arts Programme*, which began in 2015/16, is delivered through schools across the whole of Wales. This inevitably adds to our levels of travel and amounted to 8 tonnes of CO<sub>2</sub>e included in our reported totals for 2016/17 (2015/16: 6 tonnes).

### Energy consumption within our offices and business mileage



WASTE	2016/17	2015/16
Waste:		
Non-financial (tonnes)		
Landfill	0.12	0.12
Reused/recycled	2.74	1.43

ENERGY	2016/17	2015/16
Greenhouse gas emissions (CO <sub>2</sub> e tonnes)		
Gross emissions, scope 2&3 (indirect)	57	56
Energy consumption (kWh)		
Electricity (non-renewable)	N/A	110,033
Electricity (renewable)	123,359	N/A
Gas (2015/16 in tonnes – kWh not available)	7,381	941
Financial indicators (£)		
Expenditure – energy	14,521	13,448
Water supply costs (office estate) – currently unable to assess, included in service charge	N/A	N/A

STAFF TRAVEL	2016/17	2015/16
Travel emissions (CO <sub>2</sub> e tonnes)		
Rail	10	8
Air <sup>1</sup>	64	71
Car/vans	24	28
Travel cost (£)		
Rail	28,081	27,364
Air	24,935	24,788
Car/vans	34,905	39,889
Travel (miles)		
Rail	130,946	114,171
Air	256,538	284,562
Car/vans	76,106	86,644

Our air travel reflects the fact that, complementing Welsh Government priorities, we undertook programmes of international work in India and China during 2016/17.

<sup>1</sup> Includes the influence of radiative forcing in air travel emissions to capture the maximum climate impact. Radiative forcing is a measure of the environmental impact of emissions of NO<sub>x</sub> (nitrous oxides) and water vapour when emitted at high altitude.

# Well-being of Future Generations Monitoring Group

The monitoring of the Arts Council of Wales' responsibilities under the Well-being of Future Generations Act (WFGA) is something that Council has taken very seriously. It has set the bar high and is very keen, not only to meet our obligations fully, but to champion the principles underpinning the legislation.

The day to day responsibility for ensuring that we are making progress with this work has been delegated to a WFG Monitoring Group under the Chairpersonship of Council member Melanie Hawthorne. Working alongside her on the group were fellow Council member Alan Watkin, the Director of Enterprise and Regeneration (who is the Council's Director with the strategic lead in this area) and members of the staff team from across directorates.

The terms of reference of the group outlines 6 key tasks:

**1** Scope out the demands of the new and current legislation and Government directives to create a Sustainable Development strategy for the Arts Council of Wales and to create a route map for its implementation through the Council's core work and services.

**2** Develop leadership on sustainable development principles throughout Council and staff and through our partnerships including organizations in our Portfolio.

**3** Change attitudes to sustainable development so that it is considered as a key element and not an 'extra' in planning and service delivery.

**4** Foster respect, joint culture and collaboration in our entire grant making regarding sustainable development principles.

**5** Contributing to the monitoring of Arts Council of Wales compliance with all relevant statutory and regulatory sustainable development requirements and the associated general and specific duties.

**6** Overseeing the development, implementation and monitoring of specific sustainable development projects. This includes monitoring the delivery of our Sustainable Development Action Plan and contributing to our Equality Impact Assessment process.

Work has been ongoing throughout the year to deliver against these. The WFG Monitoring Group met regularly throughout the year to monitor progress. The Director of Enterprise and Regeneration produces a Director's Report for each meeting recording progress against each of the tasks in the terms of reference and these are scrutinised by the members of the group. Suggestions for improvement, things needing action, links to strategy or issues arising are recorded.

# 3,937

people employed directly by  
Arts Portfolio Wales Organisations

In addition to these internal tasks identified in the Terms of Reference, the Group also takes an overarching monitoring role in regard to requirements of the legislation and obligations arising from the Act in terms of reporting, structures and processes and the requirements of the WFG Commissioner's Office. This includes work supporting the PSBs/ local authorities, contributing to corporate planning and monitoring the embedding of our Sustainable Development Policy/Well-being Objectives into our day to day operations.

The minutes of the group are part of the Council papers and there is an opportunity on the agenda for the Chair to raise any strategic issues or matters of concern that need sharing with all of the members of Senior Leadership Team and, subsequently, Council.

# 6,512

**Training sessions run  
by Arts Portfolio Wales  
Organisations**

## **Task 1: Meeting our Legislative Responsibilities**

During 2016/17 we monitored our progress with the day to day tasks required to meet our obligations under the WFG Act at every meeting. You can see the Year End Summary in Appendix 1. Most of the tasks identified have been completed. The Amber ratings are on a number of tasks relating to the data capture and improvement project. This is because they have been embedded into our Transition and Implementation Plan following the recent internal re-organisation. This is a positive outcome in that it indicates the integration of a Well-being objective with our corporate activities and collaboration with colleagues. This is sure to lead to a better outcome in the long run. It has however affected the timeline.

Our Headline achievements:

- Published a Well-being of Future Generations Policy Statement/Objectives.
- Published an Environmental Policy.
- Tracked our corporate progress in delivering documentation, training, communications.
- Undertook induction sessions with new members of staff.
- Achieved Green Dragon Level 5 for our Environmental performance.
- Deloitte undertook an audit of our preparedness for the WFG and Council were offered substantial assurance that we could meet our obligations.
- Attended all the relevant workshops and training sessions run by the WFG Commissioner's office and the Welsh Audit Office (WAO).

## Task 2: Stepping up to the Plate

We realise that, as a public body and a funder, we are in a position of power and influence and that we can use that to promote the aims of the WFG Act and the principle of sustainable development in our work. We have chosen to step outside our sphere of influence too in order to bring imagination and creativity to the major challenges of our day.

- The Director of Enterprise and Regeneration was a member of the Climate Change Commission for Wales.
- During the year we funded a leadership development lab for arts practitioners run in association with PIRC (an independent charity conducting and communicating research for a more democratic, equitable and sustainable society).
- We developed advocacy material and engaged in high level strategic work to involve the arts sector in a number of areas of public life - most notably through the Public Service Boards.

## Task 3: Changing Mind-sets

The Arts Council of Wales has challenged itself to embed the SD principles into all aspects of our work. During the last twelve months we have achieved the following:

- During our recent staff re-structure there were two rounds of staff consultation which directly affected the outcome of the process.
- We have set up external focus groups to input into any re-design of services

- We have mainstreamed the WFGA 7 Goals into our operational plan for 2017/2018. In consequence we have not published separate well-being objectives.
- Undertook induction sessions with new members of staff and Council members.

# £7.9m

of Lottery funding to projects being undertaken within Communities First Areas

## Task 4: Working Together

In order to foster respect, joint culture and collaboration we have adopted a set of internal values – Values in Action. These were developed by our Staff Survey group and will be embodied into our operational plan for next year. Our achievements under this task include:

- Publishing a set of internal values.
- The Transition and Implementation Plan for the recent re-organisation has work streams targeting cooperation and collaboration and breaking down of silo working.

We have also worked very closely with the Welsh Government's Local Government Unit and the Public Service Boards (PSBs) in each area to integrate the arts sector into the emerging infrastructure and to provide advocacy, networking and peer to peer support.

- Provided two workshops – one in North Wales and one in South Wales – for PSB coordinators
- Wrote to all Local Authority Leaders, Chief Executives and PSB Coordinators to outline our offer to work closely with them in developing the cultural goal.
- Published an advocacy document promoting the role of the arts in delivering the WFG Act and Goals.

**87%**  
of Welsh speaking Children /  
Young People living in Wales  
attended an arts event at least  
once a year.

### **Task 5: How are we doing?**

Making sure that the Arts Council of Wales is compliant with all relevant statutory and regulatory sustainable development requirements and the associated general and specific duties is an important function of the Monitoring Group. We have mapped out all the requirements and progress is checked at every meeting. That said, resisting a tick box mentality is important to us. We are tasking ourselves to be mindful and efficient in the way that we implement any requirements and not reduce them down to the point where they lose meaning and create work for no purpose.

During this year we have:

- Passed an internal audit of our processes and procedures and preparedness for the WFGA with flying colours.
- Routinely used the 5 Ways of Working when developing strategies and projects.
- Consider how every £1 we invest can contribute to the Well-being Goals by having an analysis in each policy paper considered by our Senior Leadership Team and Council.
- Involved our staff in a consultation around our re-structure.
- Achieved Green Dragon Level 5 for our Environmental performance.
- Sought to increase the use of local agents in our International work as we recognise the impact of flights on our carbon footprint.

## Task 6: Making Change Happen

As part of our commitment to overseeing the development, implementation and monitoring of specific sustainable development projects, we have funded several arts projects from our lottery fund on the theme of environmental issues in order to highlight them and promote discussion and debate.

- This year we developed a partnership with the World Wildlife Fund (WWF) to commission an artist to celebrate WWF's Earth Hour on March 26th 2017. Lulu Guinness was appointed and worked with communities to produce a massive bottle with recycled water bottles that was displayed at the Senedd in Cardiff Bay.



# 78%

of Adults living in Wales  
attended an arts event at least  
once a year.



Glynn Vivian Art Gallery, Opening Weekend  
(image: Phil Rees © City and County of Swansea)

## What have we learnt?

During the year we have learnt the following:

- Interrogating our carbon footprint data on a regular basis allows us to question those areas of our work that generate a disproportionate amount of footprint. Whilst it is not always possible to do things, it has encouraged us to think creatively about not only how we can reduce our carbon emissions, but actually do things better as well.
- The Council and staff team are very supportive and keen to make a positive contribution by using our position of power and authority for good.
- By spending time informing people we build their confidence to advocate for the WFG Act of their own accord.
- What at first seems awkward and novel soon becomes routine e.g. sorting our waste and involving staff in decision making.
- The importance of a clear framework in place and mechanisms of communication within that.
- Using what already works e.g. staff 121 sessions to talk about sustainability.

**86%**  
of Children / Young People  
living in Wales participated in  
the arts at least once a year.

## What can we do better next year?

We can improve the following next year:

- Provide more and better material to share information internally and externally.
- Make connections with the work of other Monitoring Groups.
- Work with our Arts Portfolio Organisations to improve the environmental performance and overall sustainability.
- Continue to improve our environmental performance.
- The way we make decisions about funding to take account of the WFGA.
- The integration of our work with the work of other public bodies.
- Increase the number of collaborations and partnerships we are involved in.
- Continue to listen to our staff, stakeholders and beneficiaries.
- Work on implementing the Sustainable Development Architecture within the Arts Council (Appendix 2).
- Ensuring that our Operational Plan is delivering against the Well-being Goals by scrutiny by the WFG Monitoring Group on a regular basis.

# Appendix 1

Well-being of Future Generations Act  
Annual Implementation Report 2016/17



Documentation					
Task	Status	Owner	Teams Involved	Due	Rating
Summary Doc	Complete.	Welsh Government	All	March 2016	Green ●
Policy Statement	Complete and available online.	Council/SMT	All	October 2016	Green ●
Environment Policy approved and monitored	Complete and available on line. Monitored regularly at the WFGM meetings Green Dragon Level 5 achieved.	Facilities Manager	F&CS	October 2016	Green ●
Induction Toolkit	Documents completed. Published on the intranet as a resource. New internal staff now have a WFG Induction from the Director of E&R. New Council members have not yet had a WFG Induction.	Strategic Lead for WFG Act	HR/E&R	February 2017	Green ●
PSB Prospectus	Completed and distributed.	LA Project Group	All	January 2017	Green ●

Communication					
Task	Status	Owner	Teams Involved	Due	Rating
Awareness (Internal)	<p>This was tested in the recent Internal Audit when Deloitte's contacted a random selection of staff. No negative feedback received.</p> <p>Resources now on Hwb for staff Managers requested to introduce a slot into their regular 121's with direct reports to discuss implications of the Act for our work.</p> <p>Needs monitoring for effectiveness.</p>	SMT/Comms/ managers	All	March 2017	Green ●

Communication					
Task	Status	Owner	Teams Involved	Due	Rating
Awareness (External)	External comms strategy for our role in the WFG act needs planning.  APW comms need planning as part of the new arrangements for the APW. Good publicity gained for our partnership project with WWF around Earth Hour.	Council/SMT	Comms	March 2017	Amber ●
Commission a project on an environmental theme	Partnership developed with WWF and an Artist commissioned for a project to celebrate Earth Hour. Project completed.	WWF	E&R Communications team	26 March 2017	Green ●
Prospectus illustrating what the arts can contribute to the work of the PSBs published to raise Awareness	Commissioned and Published. Workshops held with PSB coordinators. Session held during Conference to launch it. Email distribution via CCLOW. Copies to Council. Mailed out to Council leaders, CEOs and PSB Coordinators.	LA Project Group	Arts and E&R	4 & 14 November  17 November  End of November	Green ●

Monitoring					
Task	Status	Owner	Teams Involved	Due	Rating
Methodology for planning and reporting agreed	Action Plan for 2016/17 agreed. Has been incorporated into the <i>Building our Knowledge Capacity</i> workstream of the Transition and Implementation Plan and the development of the new corporate plan.	Monitoring Group Research	WFGMG/SMT/ Council All project managers and line managers	WFGMG meetings during the year	Amber ●

Monitoring					
Task	Status	Owner	Teams Involved	Due	Rating
Methodology for learning and improving agreed	Built into the Organisational Review Transitional and Implementation Plan as above.	Director of E&R	Research/IT/WFG MG/SMT All project managers and line managers	December 2016	Amber ●
Methodology for environmental reporting agreed	Paper consumption monitored monthly by managers. Carbon footprint monitored at every meeting of the WFGM Group. Quarterly environmental updates to SLT.	Facilities Manager	Line managers and SLT	June/Sept/Dec/Mar	Green ●

Data Capture					
Task	Status	Owner	Teams Involved	Due	Rating
Improving the way we collect, save and use data and information to improve performance and outcomes	Project group formed and Project Initiation Document agreed. Has now become the 'Building our Knowledge Capacity' strand of the Transition and Implementation Plan. Work has started on reviewing the Annual Survey.	Director of IFS`	IFS/IT/Research All staff		Amber ●

## Appendix 2

### Sustainable Futures Development Architecture

FIT	
Before	After
We used to think this...	But now we have evidence that...
<p><b>Consultation</b></p> <p>We need to work out what we think is possible, formally ask the public about it, adapt our views in light of this, then advise our Minister or chief executive on possible ways forward, then devise some implementation methods and consult again on these, then back to the Minister for approval etc ...</p>	<p><b>Co-production</b></p> <p>We need to engage Ministers early and secure their on-going involvement with officials and stakeholders. We need to deliver the Programme for Government (or equivalent) by working with others to develop shared outcomes, projects and reporting mechanisms.</p>
<p><b>Intervention</b></p> <p>We need to intervene to break an unhealthy pattern or mend something that has broken; based on a patient-expert, victim-helper or problem-solution model.</p>	<p><b>Prevention</b></p> <p>We need to work together to increase interdependency between citizens and the public sector. Behaviours can be changed more successfully if people have direct ownership and make use of their own and others' experience as equal participants, rather than simply being customers subjected to services or publicity campaigns.</p>
<p><b>Silo working</b></p> <p>I only listen to feedback about my own area of responsibility. Even if I am the only representative from my organisation in the room; other matters are for other people not for me.</p>	<p><b>Collegiate responsibility</b></p> <p>All feedback is a learning opportunity. If I receive feedback on any aspect of my organisation's operations, I have responsibility for identifying someone with an interest in this aspect of our work, passing on the message in person and assisting if I can.</p>
Impact	
Before	After
We used to think this...	But now we have evidence that...
<p><b>Problems</b></p> <p>Problems are solved by reducing them to their individual parts, creating specific agencies and solutions to solve each one and tackling each issue separately.</p>	<p><b>Places</b></p> <p>We need to start by looking at the combined impacts of our actions in the real world; discover more about the opportunities in the links between the people, places and communities that are affected; share our knowledge and develop integrated approaches which attempt to solve multiple challenges.</p>
<p><b>Short term fixes</b></p> <p>Based in the recipient/consumer model we provide pick lists of services or interventions, aimed at day-to-day symptoms instead of underlying causes, with no flexibility for clients or professionals.</p>	<p><b>Long term relationships</b></p> <p>To solve tough problems, we need everyone at the table; the recipient or customer has just as much to bring as the field expert. We need to commit to people to help discover and build on all our strengths and increase trust.</p>

Impact	
Before	After
We used to think this....	But now we have evidence that...
<b>Measuring</b>  We need to work out what information and evidence we need for each individual project or policy and set up contracts to provide this by designing new research projects from scratch.	<b>Sensing</b>  We need to maximise use of existing information and long term data sources and to develop the knowledge and skills of specialists and non-specialists by integrating science and research (their development and use) into policy and delivery.
Cost	
Before	After
We used to think this....	But now we have evidence that...
<b>Efficiency</b>  To achieve outcomes we need to make everything as big, simple and fast as possible, using the minimum possible resources; including human resources.	<b>Resilience</b>  We need to be efficient with our use of physical resources through whole life-cycle design and engineering; reduce, reuse, recycle. For human and natural resources we need to increase resilience i.e. Our long term ability to cope with change through continuous learning.
<b>Risk minimisation</b>  We put our faith in carefully designed risk logs and detailed processes that protect us from criticism and help identify the cause after failures have occurred.	<b>Risk management</b>  We can learn and improve only by taking risks. Increasing our understanding of the substantial long term risks facing us now and in the future, helps to increase our appetite for taking appropriately managed short term risks.
<b>Transacting</b>  We need to bargain for the cheapest deal to get as much as we can for the smallest possible outlay.	<b>Gifting</b>  We need to be generous with our time, effort and skills, while being clear about sustainable development principles such as the need for protection and enhancement of wales' assets (social, physical and environmental capital).
Mechanism	
Before	After
We used to think this....	But now we have evidence that...
<b>Power</b>  We need to work out what to do (in great detail), then secure funding and then tell/convince other people to do it.	<b>Play</b>  Leadership happens all over the place. We need to share evidence and work together to identify the best, coordinated way forward; creativity is the key.

Mechanism	
Before	After
We used to think this....	But now we have evidence that...
<p><b>Scaling up</b></p> <p>We need to create easily replicated models/projects and then reproduce them everywhere else.</p>	<p><b>Inspiring across</b></p> <p>We need to learn from real experiments on the ground and use these to inspire others to take similar, yet different, approaches elsewhere.</p>
<p><b>Check</b></p> <p>We need to plan and monitor in as much detail as possible, on paper or on a computer, to ensure that every aspect is completed on schedule.</p>	<p><b>Flow</b></p> <p>We need just enough process to support everyone to achieving the outcomes through trying, failing and trying again; measuring success, learning lessons and discovering more as we go.</p>
Management	
Before	After
We used to think this....	But now we have evidence that...
<p><b>Hero</b></p> <p>We believe that we are the only one who can solve the problem; if only i just work longer hours, learn this new technique or mend my ways. Or we believe that someone else will be the hero and come to save us.</p>	<p><b>Host</b></p> <p>We can't do it alone. If we invite diverse people to come together and have focused conversations about real problems then we can create, manage and deliver solutions that will last. We need to practice and develop our hosting skills.</p>
<p><b>Corporate consistency</b></p> <p>To be successful everyone needs to conform to the same basic bureaucratic patterns and behaviours.</p>	<p><b>Appreciating diversity</b></p> <p>To be resilient we need a diverse, enthusiastic work force held together by a desire to learn and a commitment to the civil service (or other ethical) code.</p>

## Appendix 3

### Social Indicators

#### Omnibus Surveys

Attendance & Participation:	2012	2013	2014	2015	2016
% of Adults living in Wales attending arts events at least once a year	76.3	75.1	79.8	78.6	78.1
% of Children / Young People living in Wales attending arts events at least once a year	79.5	85.4	85.9	88.7	82.9
% of Adults living in Wales participating in the arts at least once a year	40.2	34.9	40.1	41.2	44.1
% of Children / Young People living in Wales participating in the arts at least once a year	80.2	84.3	82.3	88.5	86.3

Social Grade:	2012	2013	2014	2015	2016
% of ABC1 Adults living in Wales attending arts events at least once a year	84.4	83.7	87.6	84.8	85.2
% of C2DE Adults living in Wales attending arts events at least once a year	69.6	68.8	74.2	74.6	70.8
% of ABC1 Children / Young People living in Wales attending arts events at least once a year	82.4	88.5	88.9	90.5	87.9
% of C2DE Children / Young People living in Wales attending arts events at least once a year	76.6	82.4	83.4	87.0	78.5
% of ABC1 Adults living in Wales participating in the arts at least once a year	49.5	43.2	48.4	45.8	51.5
% of C2DE Adults living in Wales participating in the arts at least once a year	32.3	28.8	34.1	38.3	36.3
% of ABC1 Children / Young People living in Wales participating in the arts at least once a year	83.3	86.5	83.2	89.8	90.8
% of C2DE Children / Young People living in Wales participating in the arts at least once a year	77.1	82.1	81.5	87.3	82.3

Gender:	2012	2013	2014	2015	2016
% of Male adults living in Wales attending arts events at least once a year	72.6	74.0	79.1	76.7	75.8
% of Female adults living in Wales attending arts events at least once a year	79.7	76.1	80.5	80.5	80.3
% of Male Children / Young People living in Wales attending arts events at least once a year	77.3	83.4	84.3	86.0	80.4
% of Female Children / Young People living in Wales attending arts events at least once a year	82.2	87.7	87.7	91.6	85.9
% of Male adults living in Wales participating in the arts at least once a year	37.1	31.9	40.3	37.6	39.0
% of Female adults living in Wales participating in the arts at least once a year	43.1	37.8	40.0	44.6	48.9
% of Male Children / Young People living in Wales participating in the arts at least once a year	78.5	83.2	80.8	87.8	82.3
% of Female Children / Young People living in Wales participating in the arts at least once a year	81.9	85.6	83.9	89.3	90.4

Welsh Language:	2012	2013	2014	2015	2016
% of Welsh speaking adults living in Wales attending an arts event at least once a year	79.0	82.6	81.0	80.7	79.6
% of non-welsh speaking adults living in Wales attending an arts event at least once a year	75.0	72.3	79.5	77.9	77.7
% of Welsh speaking Children / Young People living in Wales attending an arts event at least once a year	84.9	89.1	90.6	88.4	86.8
% of non-welsh speaking Children / Young People living in Wales attending an arts event at least once a year	76.0	83.1	83.0	88.9	80.4
% of Welsh speaking adults living in Wales participating in the arts at least once a year	46.0	44.2	47.2	48.9	50.0
% of non-welsh speaking adults living in Wales participating in the arts at least once a year	38	31.4	38.2	38.1	42.3
% of Welsh speaking Children / Young People living in Wales participating in the arts at least once a year	87.4	88.4	83.4	90.3	90.6
% of non-welsh speaking Children / Young People living in Wales participating in the arts at least once a year	75.6	81.7	79.7	87.4	83.5

## APW Organisations

Protected Characteristics:	2013/14	2014/15	2015/16	2016/17
Events targeted at:	No.	No.	No.	No.
Disabled people	433	794	875	791
Black & Minority Ethnic groups	251	632	275	228
Children and young people	1,519	3,400	1,461	2,525
Older people (50+)	844	428	319	289
Lesbian, Gay or Bi-sexual people	184	219	511	71
Pregnant women and new mothers	64	395	410	451
People with Specific religious beliefs or other purposes connected to religion	56	59	7	21
Transgender people who have undergone or are undergoing gender re-assignment	71	88	41	20
<b>Total Targeted Events</b>	<b>3,422</b>	<b>6,015</b>	<b>3,899</b>	<b>4,396</b>
Participation sessions targeted at:				
Disabled people	7,554	8,422	11,127	4,167
Black & Minority Ethnic groups	224	295	317	1,349
Lesbian, Gay or Bi-sexual people	75	171	1	11
Older people (50+)	1,084	1,203	1,709	1,636
Pregnant women and new mothers	193	49	39	50
People with Specific religious beliefs or other purposes connected to religion	58	2	81	16
Transgender people who have undergone or are undergoing gender re-assignment	0	148	2	1
Children & Young People	44,118	43,212	42,545	37,953
<b>Total Targeted Participatory Sessions</b>	<b>53,334</b>	<b>53,502</b>	<b>55,821</b>	<b>45,183</b>

Employment within APW Organisations	2012/13	2013/14	2014/15	2015/16	2016/17
Total number of disabled employees	88	72	65	102	102
Total number of BME employees	101	122	163	136	159
Total Lesbian, Gay or Bisexual people	61	71	113	120	134
Total Older People	519	539	602	805	729
Total People with specific religious beliefs	30	59	70	157	202
Total Women who are pregnant or on maternity leave	51	43	36	43	40
Total transgender people	0	*	0	*	0

\*cell suppressed to protect confidentiality

Boards of management within APW Organisations	2012/13	2013/14	2014/15	2015/16	2016/17
Total number of Disabled people on Boards of Management/Advisory Committees	14	28	25	17	17
Total Number of people from a BME group on Boards of Management/Advisory Committees	10	6	11	8	12
Total Number of Lesbian, Gay or Bisexual people on Boards of Management/Advisory Committees	15	22	34	29	36
Total number of Older people (50 +) on Boards of Management/Advisory Committees	346	307	386	360	377
Total number of people with specific religious beliefs on Boards of Management/Advisory Committees	2	27	31	20	27
Total number of Pregnant women or women on maternity leave on Boards of Management/Advisory Committees	*	0	5	5	6
Total number of Transgender people on Boards of Management/Advisory Committees	0	0	*	0	0

\*cell suppressed to protect confidentiality

Night Out Activity	2015/16	2016/17
Number of events held within CF clusters	102	82
Total number of tickets sold	5158	4,641

Lottery Funding to projects being undertaken within CF Areas*	2015/16	2016/17
Number of projects funded	359	303
Total amount funded	£9,087,509	£7,964,148

\*In some cases the projects being undertaken are not confined to CF areas. They do however have an element of the project taking part in these areas.

## Economic Indicators

Employment	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Total No. of Employees APW Organisations (including volunteers)			4,935	5,445	5,570	5,222
Total No. of Employees APW Organisations (excluding volunteers)			3,704	4,135	4,217	3,937

Total Employment Arts Sector (excluding Self-employed)						
9001 : Performing arts	1,000	1,300	1,200	1,100	1,250	
9002 : Support activities to performing arts	100	100	100	100	225	
9003 : Artistic creation	500	500	400	400	900	
9004 : Operation of arts facilities	700	900	1,200	1,100	1,000	
<b>Total Employment Arts Sector - Wales</b>	<b>2,300</b>	<b>2,800</b>	<b>2,900</b>	<b>2,700</b>	<b>3,375</b>	

Arts Investment	2011/12	2012/13	2013/14	2014/15	2015/16
ACW Revenue funding (£'s)		28,385,880	28,128,713	27,733,493	27,007,391

Income	2011/12	2012/13	2013/14	2014/15	2015/16
Annual Turnover of APW Organisations (£)		112,230,958	111,436,220	100,919,928	96,425,178
Earned Income of APW Organisations (£)		50,357,348	48,834,025	21,779,675	34,848,275

Gross Value Added	2011/12	2012/13	2013/14	2014/15	2015/16
Contribution to the economy of the Arts, entertainment and recreation industry (£million)	587	715	662	601	608
% of all Industry in Wales	1.2	1.4	1.2	1.1	1.1

Investment	2013/14	2014/15	2015/16	2016/17
<b>Training and learning opportunities</b>				
No. of Trainees within APW Organisations	72	61	45	37

No. of training sessions run by APW Organisations	4,163	4,189	7,372	6,512
Attendances at training sessions run by APW Organisations	14,431	23,955	14,488	14,599

Funding allocated for training - Organisations				
No. of successful applications		28	19	23
Total amount funded		£588,832	£378,028	£520,235

Funding allocated for training - Creative Professionals (Professional Development)				
No. of successful applications		10	28	17
Total amount funded		£25,208	£60,776	£37,679

APW Organisations activity				
No. of Events run by APW Organisations	16,964	21,747	18,336	24,014
Attendances to events run by APW Organisations	3,081,319	3,952,302	3,740,833	4,157,468



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