



Information Sheet

Business and Organisational Development: Creative Steps

Introduction

This information sheet will tell you about applying to Creative Steps through our Business and Organisational Development strand.

It will tell you about how Creative Steps could help your organisation and why it's an important part of the work we do. It will also tell you about the types of organisations that can apply.

If you think Creative Steps is for you, the most important thing to do is to talk to an Arts Council Officer. This will help us work with you to find out whether Creative Steps is right for your organisation and will help meet its needs. If it is, then we'll support you as best we can as you apply for Creative Steps funding.

Creative Steps: What we want to achieve

Our commitment to equality is fundamental to our work, and we know that we need to work hard to tackle inequalities and promote diversity.

As a public body we are required by law to collect and monitor information about who our funding is benefiting. This helps us show the progress we are making in addressing inequalities in the arts. It also helps us target our funding where it's needed most. You can read more about this part of our work in our [Annual Equalities Report](#).

The information we have collected has shown us that our funding is not reaching BME-led and disability-led arts organisations in Wales.

This is important to us because we want to get a wider range of high quality artistic work created and presented in Wales by a wider range of people. BME-led and disability-led arts organisations are vital to helping us achieve this aim.

By providing Creative Steps funding for BME-led and disability-led organisations we want to support their development and help them become more resilient and self-sustaining. This in turn helps make sure they are best placed to deliver high quality and appropriate arts activity. So we'll expect the organisations we support through Creative Steps to have the potential to broaden the diversity of arts activity in Wales.

We also want to support these organisations to overcome any barriers to receiving funding they may have come across. We will do this by providing more flexible support throughout the application process.

How can we help?

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.

We can help you apply for our funding by:

- Helping you shape and plan your project to best meet your organisation's needs
- Providing support as you write your application and the information you need to submit with it (this might come from an Arts Council Officer or we may be able to cover the cost of getting a professional from outside of the Arts Council to help you)
- Making a decision on your completed application quicker than we usually do

We can also be more flexible with our funding, and will consider supporting:

- Applications that request up to £30,000
- Applications that request up to 90% of the total eligible cost of the project
- Applications that request funding for the salaries of core staff (whose posts are not supported by other sources), if you can demonstrate that this would help the organisation become more sustainable
- More than one application to the Business and Organisational Development strand within a one year period (one will usually be at small grant level)

Please remember that these are just examples of how Creative Steps could help your organisation. We will work with you to tailor our support to best meet your organisation's needs.

Who can apply?

Creative Steps is open to BME-led and disability-led arts organisations based in Wales that have a track record of delivering arts activity for audiences and participants.

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.

To be able to apply organisations must be at a tipping point in terms of their sustainability. We use the term “tipping point” to mean that the organisation is ready to move onto the next stage of its long term-development.

We would expect that any Creative Steps funding you receive would make a substantial contribution towards helping your organisation achieve this breakthrough.

If you're not sure if your organisation is at a “tipping point”, don't worry. Our discussions with you will help us identify if your organisation is at the right point in its development for support from Creative Steps.

Funding Available

The maximum funding available for Creative Steps through the Business and Organisational Development strand is £30,000 or 90% of the total eligible cost of your project.

In your discussions with an Arts Council Officer they will advise you about what would be an appropriate amount for you to apply for.

Next steps

It is vital that Creative Steps projects are developed in discussion with an Arts Council Officer. If you think Creative Steps could help your organisation please contact us to start these conversations.

Telephone: 0845 873 4900

Email: information@arts.wales
