

Council Minutes – meeting 170

Date of meeting:	Thursday and Friday 28 & 29 March 2019
Venue:	Ty Pawb, Wrexham
Present:	28 March 2019: Phil George (PG) Chair, Andy Eagle (AE), Marian Wyn Jones (MWJ), Dafydd Rhys (DR), Richie Turner (RT), Iwan Bala (IB), Melanie Hawthorne (MH), Mike Griffiths (MG), Andrew Miller (AM), Alan Watkin (AW). 29 March 2019: As above and Kate Eden (KE)
In attendance:	Nick Capaldi (NC), Kath Davies (KD), Diane Hebb (DH), Sian Tomos (ST), Sion Brynach (SB), Chris Batsford (CB), and Helen Williams (HW) – minuting
Apologies:	28 March 2019: Rachel O’Riordan (ROR), Kate Eden (KE), John Williams (JW) 29 March 2019: Rachel O’Riordan, Melanie Hawthorne (MH).
Observing:	Peter Owen (PO)
Translation:	Aled Sion (AS)
Presentation:	Eugene Dubens (ED)
Status of paper:	For public release.

		Action
1.	<p>Welcome, introductions and apologies</p> <p>The Chair welcomed members to Ty Pawb, the newly established arts centre. He noted that it was a great example of collaboration between the Arts Council and a forward-thinking local authority (Wrexham Borough Council).</p> <p>A warm welcome was extended to Peter Owen, Welsh Government, Eugene Dubens, Swansea University. A particularly warm welcome was extended to Alan Watkin and Richie Turner, two of our long-serving members, who were attending their final Council.</p>	

<p>The Chair noted that Marian Wyn Jones would be arriving at 4.00pm and Kate Eden will be joining us for dinner.</p>	
<p>2. Declarations of Interest Members of Council asked for the following Declarations of Interest to be recorded in the minutes (attached as an appendix to these minutes).</p> <p>IB - PhD Research with University of South Wales continues. The MFA, Cardiff Metropolitan University has ceased to exist.</p>	
<p>3. Minutes of the meeting held on 8 February 2019 The Minutes of the meeting were approved as a correct record of the meeting.</p>	
<p>4. Matters arising <u>Council Members</u> PG noted that the new Council members would be announced publicly by the Welsh Government during tomorrow’s meeting. He would therefore brief Council on the new members during the following day’s meeting.</p> <p>The Chair noted that Mike Griffiths, following a long period of service, will be standing down from Audit and Risk Assurance Committee. He expressed Council’s sincere gratitude for his contribution.</p> <p><u>Staff Survey</u> ST updated members on progress with the Culture and Values work. She also explained how SLT would be moving forward with the issues raised in the staff surveys under the overall banner of “well-being”. She informed Council that SLT had attended an excellent internal Communication course which had been very inspiring.</p> <p>Staff had attended an away day during which they had contributed to the development of our new Operational Plan.</p> <p>The Communications team is busy building a new intranet for the organisation and staff input has also been incorporated into this work. A full update on all the work undertaken had been taken to the HR and Remuneration Committee for scrutiny.</p> <p>The Chair thanked ST for the update.</p>	

5. **Funding recommendations (KD)**

KD declared an interest in the St David's Hall application because of a family member who was a St David's Hall employee.

Cwmni Mega Cyf/Ltd

Project Description:

This project creates a Christmas pantomime for young people based on one of the tales of the *Mabinogion*. Cwmni Mega has been producing shows for many years as it strives to raise awareness of live theatre amongst young people in Wales.

Council **approved** this application.

Cwmni'r Fran Wen

Project Description: A joint application in partnership with Galeri for funding to produce and tour a Welsh-language stage adaptation of the award-winning novel *Llyfr Glas Nebo* by Manon Steffan Ros, in February and March 2020. It will be an ambitious, powerful and relevant production for young people and wider audiences across Wales. *Llyfr Glas Nebo* won the Prose Medal at the National Eisteddfod of Wales, 2018.

Council **approved** this application.

De Oscuro

Project Description: *Teilchion/Fragments* is a tri-lingual (Welsh, English and French) theatre production which aims to offer a unique insight to the lived experience of children in care. The script has been written by Gwyneth Glyn and Judith Roberts.

Recommendation:

Council **rejects** this application. Feedback will be provided

OPRA Cymru Cyf

The project is the world premiere and tour of the operatic version of Caradog Prichard's literary masterpiece - *Un Nos Ola Levad*. The composer is Gareth Glyn, in a commission by OPRA Cymru. The touring production is planned to follow the successful pattern established in 2017 with Gareth's new operatic version of *Wythnos yng Nghymru Fydd*: this production drew unparalleled audiences to venues across Wales, and, with a marketing plan for *Un Nos Ola Levad* specifically targeted at raising the support of schools (the novel is an A-level set text), it is expected that public interest in performances will be even greater. The tour will take place in April/May of 2020, 40 years after the death of Caradog Prichard, and will

include eight performances in seven venues across the country.

Council **approved** this application.

St. David's Hall – Classical Music at St David's Hall

St David's Hall has a strong reputation for presenting high profile and successful orchestral and classical music events over 30 years including Welsh Proms, Orchestral Concert series, BBC Cardiff Singer of the World, educational and schools' events. The International Concert Series (ICS) is at the core of St David's Hall' cultural programme and it is key to Cardiff's rich musical culture. Our aim is to develop the programme so that it continues to be valued by the whole city and across the region.

Council **approved** the application.

Strategic Lottery awards (for approval)

Nesta Arts & Health Innovation

Y Lab (Nesta and Cardiff University) and Arts Council of Wales, working in partnership with the Welsh NHS Confederation, are keen to understand how arts interventions can play a more prominent role in the health and wellbeing of the people of Wales and, importantly, where new ideas are needed to make this happen.

Council **approved** this application.

Horizons/Gorwelion BBC Partnership.

BBC Cymru has confirmed they will make £110,000 available for Horizons 2019/20. The project has been particularly successful in term of equalities. The artists supported have year on year been more reflective in terms of genre, gender and diversity as well as a balance of Welsh and English language acts.

The project brand is also now better recognised. This month Sony hosted a networking session ahead of a Wales Week in London showcase that was well attended by industry. There have been partnerships with FAW (official Soundtrack), Visit Wales, Dydd Mwisig Cymru, University of South Wales, Focus Wales, Radio 1 Biggest Weekend, Key Change (and EU women equality in music initiative) and Bafta as well as two TV programmes commissioned this year.

Council **approved** the recommendation to delegate £115,000 of Lottery funding towards the project.

Appendix 2 – Large grants under £50,001 (for information).

KD presented a paper listing the Large Grants Under £50,001 awarded –

<p>for information. Members raised the following comments:</p> <p>The Chair thanked KD for the update.</p>	
<p>6. Policy and Planning</p> <p>6.1 Arts Portfolio Wales: Presentation of Survey highlights</p> <p>CB gave a presentation setting out trends in levels of participation and attendance at events organised by our venues and other Arts Portfolio Wales organisations.</p> <p>Members expressed concern in relation to the statistics detailing Welsh Language provision. A small number of organisations appeared, from the data, to be providing the bulk of Welsh language provision. Council felt that a discussion was urgently needed and asked ST to co-ordinate the preparation of an item on this for discussion with the Welsh Language Monitoring Group and then to our July Council.</p> <p>The Chair raised concerns about the extent and range of arts activity in the Swansea area. From the data presented, there appears to be a significant underperformance issue in our second city.</p> <p>The Chair thanked CB for his input.</p>	<p>ST</p>
<p>6.2 Lottery Consultation</p> <p>KD presented a paper on the Summary of Responses to the Arts Council of Wales National Lottery Strategy Consultation.</p> <p>She reported that over a three month period in 2018/19 we had undertaken one of our most detailed consultations. We asked people across Wales and beyond, to share their views on how we should allocate our National Lottery funds in future. The consultation period ran from November 12th 2018 to February 15th 2019. In addition, five public consultation events were held at Aberystwyth, Bangor, Newport, Wrexham and Swansea. The sessions were facilitated by Dr Glenda Jones who is one of our Lead Creative Agents. A total of 164 written responses were received and detailed notes were also taken at the public consultation sessions.</p> <p>KD highlighted the main points in the responses. The written submissions were detailed and extensive, covering a breadth of topics beyond the 12 highlighted in the consultation paper itself.</p>	

<p>KD noted that there will be a final strategy workshop with staff on 4th April. KD will then start to formulate a draft strategy paper and bring it back to Council.</p> <p>It was agreed that KD will present a draft Lottery strategy paper to May Council.</p> <p>The Chair thanked KD and everybody involved in driving this process forward and it was valuable to have sight of the responses to the consultation.</p>	<p>KD</p>
<p>6.3 Operational Plan 2019 / 20</p> <p>NC presented the proposed draft of the Operational Plan for 2019/20. He noted that this year’s Plan is the culmination of an extended process of discussion and review. In particular it reflects our wider work, as Council and staff, on the new Corporate Plan that we launched last year. This is therefore the first Operational Plan that we’ve produced since the publication of the recent Corporate Plan. It reflects our two priorities: achieving a more equal approach to reaching wider audiences, and helping artists and arts organisations to become stronger and more resilient.</p> <p>The Chair thanked NC for producing the draft operational plan proposals, noting that it was a very coherent, audience facing document.</p> <p>MWJ asked that a clearer statement be made about encouraging Welsh language arts activity. NC noted that this will be revisited.</p> <p>MG commented that under Young People and Creative Learning, p. 13 there didn’t appear to be any great detail in the blue box on how the objective would be achieved and asked if there will be a further plan to give more specific details? NC noted that we will have detailed plans for each of the actions summarised in the plan document. MG also asked if there were success criteria to measure these targets. NC stated that this is taken forward with the Corporate Plan with its own targets and will be closely monitored to ensure good progress.</p> <p>AE noted that within the section on Creative Pathways there appear to be leadership issues within venues and arts organisations and it can be difficult for them to provide a supportive environment for artists to prosper and suggested that it may be helpful to highlight this more clearly. The Chair noted this.</p> <p>In terms of practical amendments the following were noted:</p>	<p>NC</p>

The date needs to be amended to March 2019 alongside David Alston's name on the Equality Impact Assessment document.

There was also a typo in the blue box on page 14 and this should be amended to "We should be doing more".

It was **agreed** that the above amendments will be corrected.

Council **endorsed** the draft Operational Plan proposals, **noted** the Equality Impact Assessment. The Chair noted that the Plan will be submitted to Welsh Government for formal approval.

6.4 Budget 2019/ 2020

NC presented a paper setting out proposals for the spending plans that support the delivery of Council's Corporate Plan in 2019/20.

NC noted that grant-in-aid funding from the Welsh Government is known for 2019/20. Income will continue to be available from the National Lottery until the end of the current Lottery licence period (January 2023). The exact level of Lottery income that we'll receive over this period is unpredictable and will depend on the sale of Lottery tickets. In recent years Lottery income has reduced significantly and this will continue to be a key area of risk.

NC noted that we're also consulting on the future use of Lottery funding. Provisional plans are set out in **Appendix 2**, although these figures might change depending on the outcome of the consultation. Given the connections between Lottery and Strategy programmes, the figures in **Appendix 1** are also provisional at this stage. We'll return to Council with firm proposals when we discuss the final outcome of the Lottery consultation.

Council **approved** the funding proposals for Strategic and Lottery funding in 2019/20 (Appendices 1,2). Council also **approved** the Running Costs budget for 2019/20 (Appendix 3).

7. Ideas: People: Places – Eugene Dubens, Academic, Swansea University and Sian Tomos, Director Enterprise & Regeneration

Independent project evaluators, Wavehill, had now produced their final report on the scheme. The report highlighted the challenge of evaluating an evolving, asset based approach to arts development where the outcomes can be unpredictable.

ST listed the many positive results of the project and its achievements. Many of the re-purposed spaces utilised for the projects are carrying on i.e.

<p>Haus in Llandudno has become self-sustaining artists’ studios and a strong artists’ network has been established to support it. The Maindee Library project is another perfect example of how a community asset transfer can benefit a whole community.</p> <p>ED gave his presentation on the scheme, sharing experiences and reflections about his Ph D research on Cultural Value which had drawn heavily on IPP as fieldwork.</p> <p>The Chair thanked both ST and Eugene for their presentations.</p> <p>It was agreed that the Wavehill report should be circulated to members.</p> <p>The Chair noted that Council and all the staff should be proud of the achievements of this test-bedding/action research project. It’s encouraging to learn that by working with communities and consortia partners, transformational changes can be achieved.</p>	<p>HW</p>
<p>8. Committee reports and Annual Report to note</p> <p>8.1 Audit and Risk Assurance Committee meeting held on 6 March 2019.</p> <p>KE provided members with a report on the business transacted at the recent committee meeting.</p> <p>The Chair thanked KD for running a pre-meeting workshop on the APW Radar Report and noted the significant amount of work undertaken by the team in compiling the report.</p> <p>A thorough discussion around Brexit had taken place at the meeting.</p> <p>Council noted the report.</p>	

8.2 Capital Committee held 21 March 2019

AW provided members with a report on the business transacted at the recent committee meeting.

KD updated Council on developments at all the venues as noted in the report provided. A list of Capital grants awarded had been shared with Council.

AM announced that Arts Council of England had recently launched a new guide about building better access and suggested that this may be of interest to the team and this was noted.

AW noted that this was his last meeting and was grateful to the commitment of KD's team and that it had been a pleasure to be part of it. The Chair thanked AW for his work and KD's team.

Council **noted** the report.

8.3 Equalities Monitoring Group meeting held on 21 February 2019.

RT provided members with a report on the business transacted at the recent committee meeting.

RT noted there was a vacancy for a new independent member to join the group and as suggested to Council that it would be preferable to appoint somebody from a BAME background who is familiar with working with culturally diverse groups.

A report on the first six months the 2018/19 of the Strategic Equality Plan had been presented at the meeting. This covered data on attendance and participation within our APW portfolio. The data showed some positive changes, however we are still not seeing significant progress.

RT expressed gratitude to DH, Amanda Loosemore and all the staff who contributed to the work of the plan.

The Chair thanked RT for his valuable contribution and chairmanship in moving forward the equalities agenda. AM added that RT has made a significant difference in progressing the agenda. He was very grateful for his contribution.

Council **noted** the report.

8.4 Welsh Language Monitoring Group meeting held on 22 March 2019.

MWJ provided members with a verbal update on the business transacted at the recent committee meeting.

	<p>The work on the Welsh Language standards was progressing well and this was indeed encouraging.</p> <p>Concern was expressed about the information presented on Welsh language theatre. MWJ was disappointed with the data presented and noted that it needs further analysis and interrogation to be really meaningful for planning purposes.</p> <p>MWJ noted that Bethan Webb from Welsh Government will be invited to attend the next meeting to talk about the Welsh Language Charter.</p> <p>Council noted the report.</p>	
<p>8.5</p>	<p>Future Generations Monitoring Group held on 15 March 2019. ST provided members with a report on the business transacted at the recent committee meeting.</p> <p>Members discussed the Annual Report, the Operational Plan and the actions that we need to take to report against the requirements of the Wellbeing of Future Generations Act.</p> <p>Council requested that CWM attend the next meeting to update them on secondment to the Future Generations Commissioner.</p> <p>Council noted the report.</p>	<p>KB</p>
<p>8.6</p>	<p>HR Remuneration Annual Report MG provided members with the Annual Report of HR & Remuneration Committee which summarises the activities during 2018/19 and thanked Carys Hedd Paschalis, Eirian Castellini, DH and NC for their contribution. Tribute was paid to Valerie Ellis and Phil Westwood for their bringing their expertise to the committee.</p> <p>An update on the pay remit, job evaluation process was given as well as an update on developments around the 2nd Staff Survey.</p> <p>Council noted the report.</p>	
<p>9.</p>	<p>Chair's Report (for information)</p>	
<p>9.1</p>	<p>The report contained information on the recent events, meetings or performances attended by the Chair.</p>	

<p>9.2</p>	<p>Welsh Government Remit Letter 2019/20 The Chair reported that the remit letter was very positive with a strong emphasis on International Engagement. It was also was supportive of our commitment to push forward with reaching and engaging with a wider constituency.</p>	
<p>9.3</p>	<p>Council member recruitment The Chair announced that 7 new members had been appointed, to include five women, two BMAE members, two Welsh speakers and three practicing artists.</p> <p>The new members were as follows: Dr Sara Youman, Mr Devinda Silva, Alison Mears Eswood, Lhosa Daly, Tudur Hallam, Gwenan Mair Jones, Victoria Provis.</p> <p>The list of new Council members would be circulated to members.</p>	<p>KB</p>
<p>10.</p>	<p>Chief Executive's business NC reported on the recent events which he had attended.</p> <p><u>Arts Councils meeting in Dublin</u> Five Arts Councils meeting had taken place in Dublin. Topics for discussion included Lottery, engagement plans and cultural democracy. Brexit and cross-Council issues were the focus of discussion.</p> <p>Council noted the report.</p>	
<p>11.</p>	<p>Pay Review DH updated Council on developments around the pay review process.</p> <p>The process of reviewing job descriptions was concluded mid-February as planned. All staff had now had an opportunity to comment on their job descriptions and line managers have added their comments. The two-day moderation meeting had taken place with members of Senior Leadership Team, HR and members of the trade union executive and had gone smoothly with all members reaching a consensus.</p> <p>The next stages involve the Job Evaluation Process. Once the job descriptions have been collated, each post will be subject to a job evaluation in line with Council's usual processes. (This includes provision for appeals if staff feel that the job evaluation process has not been correctly handled.)</p>	

<p><u>Pay Remit</u> NC updated members on the pay remit. He had presented a final offer to the Union Executive and was awaiting a formal response.</p> <p>Council noted the report.</p>	
<p>12. Directors' Report The report provided brief snapshots of activity across the organisation.</p> <p><u>Creative Learning Through the Arts</u> The Let's celebrate! Creative learning through the arts event will be launched on 2nd April and will consist of a series of free events taking place across 5.</p> <p><u>Capacity Building within Health Boards</u> Recruitment for Arts & Health Coordinators is now underway in 6 out of 7 Health Boards.</p> <p>Council noted the report.</p>	
<p>13. Governance</p> <p>13.1 Committee Terms of Reference NC noted that each year Council reviews the Terms of Reference of its Committees. As part of this year's review, Council is asked to approve the changes set out in this paper.</p> <p>Council agreed the revisions to the Committee Terms of References, as summarised in the report.</p>	
<p>13.2 Corporate Assurance Framework and Risk Register NC presented a copy of the report to Council. The areas for each objective have been reviewed and updated by SLT and the Manager for Planning Performance and Compliance in February. The revised version was considered at the Audit and Risk Assurance Committee in March prior to being presented to Council.</p> <p>The Trends section of the Corporate Assurance Framework outlines the main points of note resulting from the recent review.</p> <p>Council noted the report.</p>	

<p>13.3 Use of the Official Seal Lists of documents which have been sealed since the last report to Council were presented to Council.</p> <p>Council noted the report.</p>	
<p>13.4 Any Other Business The Chair expressed heartfelt thanks to both Alan Watkin and Richie Turner for their contribution over the last 9 years and wished them well.</p>	
<p>Date of next meeting: Friday 17 May 2019, Arts Council offices, Cardiff.</p>	

Council meeting:
 Thursday 28 March & Friday 29 March 2019:

Summary of actions and decisions

Agenda item	Action/Decision	Responsibility
6.1	A item on Welsh Language provision would be prepared an presented to our July Council meeting.	ST
6.2	A draft of a new Lottery Strategy will be presented to Council at its May meeting.	KD
6.3	A clearer statement will be included in the Operational Plan about encouraging Welsh language arts activity.	NC
7	Wavehill Report to be circulated to Council.	HW
8.5	Carys Wynne Morgan will be invited to Council to discuss learning whilst on secondment at the Future Generations Commissioner's Officer.	KB
9.3	A list of new Council members would be circulated to all.	KB