



Cyngor Celfyddydau Cymru
Arts Council of Wales



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Sustainable Development Annual Report 2015/16 & Action Plan 2016/17

Prepared by the Arts Council of Wales

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Noddir gan
Lywodraeth Cymru
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We implement an [Equal Opportunities Policy](#).

Introduction and Context

Looking after the environment is essential if we want to ensure the continuation of human life. Yet the treatment of the environment is fundamentally affected by the cultural practices of communities. For this reason, we believe that the dialogue between the environmental and cultural agencies is vital and that together we need to ensure that both are more included in national development discussions and strategies.

In April 2015, The Welsh Government passed into law [*The Well-being of Future Generations \(Wales\) Act*](#). The legislation aims to improve the social, economic, environmental and cultural well-being of Wales, and strengthen governance arrangements within the public sector. Public bodies need to make sure that, when making their decisions, they take into account the impact they could have on people living their lives in Wales (and indeed the rest of the world) in the future.

The legislation will place a statutory duty upon public bodies in Wales - of which the Arts Council of Wales is one - to adopt sustainable development as the central organising principle upon which all other organisational decisions are made. We must also provide evidence on how this is being implemented in practice to the Sustainable Development Commissioner for Wales.

The legislation identifies 7 key goals to improve the well-being of Wales:

1. A Prosperous Wales
2. A Resilient Wales
3. A Healthier Wales
4. A More equal Wales
5. A Wales of Cohesive communities
6. A Wales of Vibrant Culture and Thriving Welsh language
7. A Globally responsible Wales

The Act also outlines 5 things that public bodies need to think about to show that they have applied the sustainable development principle. These are:

1. Long term – looking ahead to anticipate the outcome and the impact of actions for future generations.
2. Prevention – looking to do less harm and preventing problems
3. Integrations – finding better ways to integrate services and developments to maximise their impact
4. Collaboration – working together to maximise resources and achieve more.
5. Involvement – involving those that are the recipients of actions in their design, making sure that diverse voices are heard and listened to.

Following these 5 Ways of Working will allow us work together better, avoid repeating past mistakes and tackle some of the long-term challenges we are facing.



Source - Welsh Government:
Shared Purpose: Shared Future - Statutory guidance on the Well-being of Future Generations (Wales) Act 2015

Delivery will be through Public Service Boards (PSB's) and local wellbeing plans for all local authorities in order to improve wellbeing for people and their communities. Public bodies will be expected to contribute to these.

All public bodies named in the Act are scheduled to commence statutory reporting on wellbeing indicators as from April 2017.

Sustainable Development Monitoring Group

The Arts Council of Wales set up an SD Monitoring Group in 2013. Chaired by Council member Melanie Hawthorne, the role of the group was to ensure that the Arts Council of Wales was prepared for the introduction of the Well-being of Future Generations legislation and to take on a leadership role in championing the importance of the whole SD agenda in our work. The role was defined in the terms of reference as:

1. To 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 the Wales Arts Portfolio.
3. To change attitudes to sustainable development so that it is considered as a key element and not an 'extra' in planning and service delivery.
4. 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.
5. 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.

Our legal duties

With legal compliance not actually required until April 2017, we have been voluntarily complying with the Act and continuing the process of adapting and renewing our policies and procedures to reflect the requirements of the legislation.

Our Achievements to date

Our key arts strategy document '*Inspire*' is based on the SD principle. This document sets the policy framework for all our work.

One of the biggest tasks undertaken by the Arts Council of Wales this year was our Investment Review. This is where we take an in-depth look at the work of all the organisations we fund annually to ensure that they are fit for purpose and performing well in relation to '*Inspire*'. Sustainable development principles were at the heart of the way we conducted that review. We consulted publicly both on our strategy document and the

Investment Review procedures and processes and received many positive comments about our profiling of the SD agenda in this key strategy and policy leading documentation.

The application form for our Investment Review was designed to include questions on the social, economic, artistic and environmental dimensions of the proposals. The assessment reports provided an evaluation of these considerations on an individual application basis allowing Council to make informed decisions in creating the new Arts Portfolio Wales based on the sustainable development principle.

We have introduced an SD section into all of our Council and Senior Management Team papers so that the sustainable development principle is explicit at the point of decision and is considered at the start of strategic development and planning. This has been a good start – although we are aware that it needs to be refined and developed as we move forward.

We have established an ambitious Environmental Policy and are proud to have achieved Green Dragon Level 5 Accreditation for our efforts. Respecting the Earth's resources and only using our fair share has been important to our staff and they have voluntarily made extraordinary progress to reduce consumption through more use of technology, public transport and recycling.

Signing up for the Welsh Government/Cynnal Cymru Sustain Wales SD Charter within the next 12 months was made a condition of our funding agreements for Arts Portfolio Wales organisations. We have signed the Charter ourselves as an organization as well.

It is important to note how growth in the number of signatories has increased in the arts sector. In 2013/14 there were only five signatories from the arts and cultural sector - Hay Festival, National Museums and Galleries, Sherman Cymru, Wales Millennium Centre and Chapter Arts Centre. As of February 2016, there are 37 signatories from the arts sector. The growth in arts sector signatories in 2015/16 is, we think, entirely due to the Arts Council's explicit request that arts organisations in receipt of public money sign the Charter.

[Cynnal Cymru /Sustain Wales](#) (2015/16 Sustainable Development Charter Annual Report)

We have supported an Environmental Leadership and best practice network for the Venues sector in Wales through Creu Cymru.

We have supported a Leadership Development Programme based on SD principles developed by Lucid and PIRC through the lottery for emerging managers within the arts sector.

We collaborated with Emergence on mapping arts and SD projects in Wales. The latest publication **Culture Shifters** was published in March.

We have worked with members of our portfolio to share best practice and peer to peer learning on environmental issues. For instance, the Wales Millennium Centre who have achieved a Queen's Award for Excellence for their environmental achievements have participated in training and skills sharing sessions with other arts organisations.

We have held 2 training sessions in association with Cynnal Cymru for our portfolio and other arts organisations and individual artists – one in Cardiff and one in Llandudno.

We have developed a digital research and development programme to come up with technology based solutions to issues around inclusion, access and the Welsh Language.

The Arts Council of Wales and other cultural sector bodies have met with the Sustainable Development Commissioner to begin the conversation about we can contribute to the Well-being goals and develop the 5 Ways of Working both in relation to working together and individually.

A briefing on Sustainable Development was given to our Audit and Risk Committee.

An all staff training day included a briefing session on Sustainable Development and its role in guiding the work of the Arts Council.

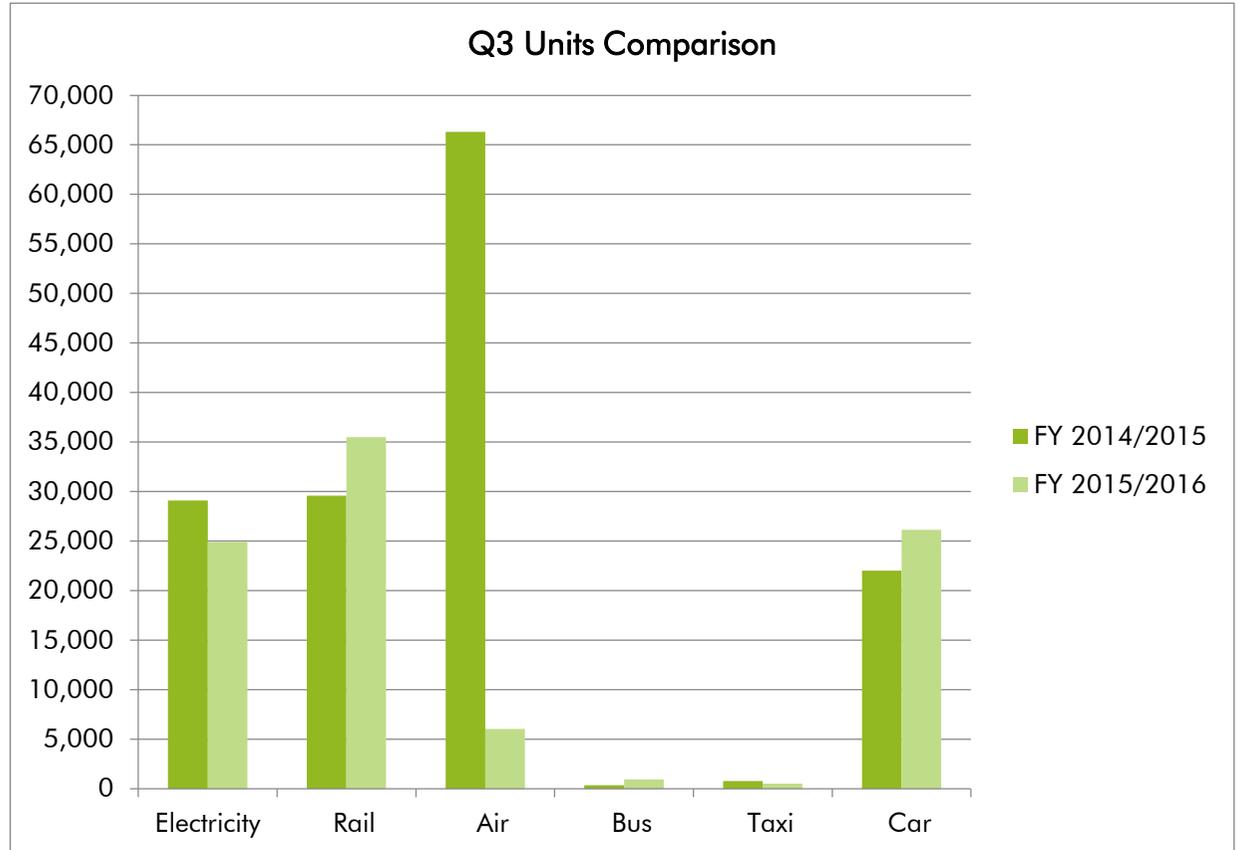
Wales - a creative culture where artists are in abundance - is one of only three democracies willing to hold themselves legally accountable for promoting principles of sustainabilityWithout artists how can we ever fully feel our way into a sustainable community or create the relationships that sustain us through difficult times?

[Margaret Wheatley](#) (Leading Academic Author on Leadership)

Key Statistics - Carbon footprint Calculations for two financial years:

	2014/15	2015/16	
Name	Units	Units	Movement
Electricity	29,086	24,911	-4,175
Rail	29,578	35,503	5,925
Air	66,306	6,033	-60,273
Bus	328	925	597
Taxi	752	492	-260
Car	22,010	26,139	4,129

	2014/15	2015/16	
Name	Journeys	Journeys	Movement
Car hire	3	6	3
Rail	198	199	1
Air	18	6	-12
Bus	69	83	14
Taxi	145	202	57



***Air - Q3 2014/15 the big change was due to trips made by Wales Arts international on short and long haul journeys to Spain Montreal and Mumbai in 2014*

Q1	Q2	Q3	Q4
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Total for YE 2015/16

FY 2015/16	Cost (£)	Units	CO ₂ (tonnes)	Cost (£)	Units	CO ₂ (tonnes)	Cost (£)	Units	CO ₂ (tonnes)	Cost (£)	Units	CO ₂ (tonnes)
	Electricity											
Electricity (non-renewable)	3,085	25,092	12.56	3,058	24862	12.44	3592.16	24911	12.46			
	Cost (£)	Miles	CO ₂ (tonnes)	Cost (£)	Miles	CO ₂ (tonnes)	Cost (£)	Miles	CO ₂ (tonnes)	Cost (£)	Miles	CO ₂ (tonnes)
Travel emissions (CO₂ tonnes)												
Rail	5,946	22,962	1.67	5,695	23,622	1.71	8,175	35,503	2.57			
Air	512	3,783	1.01	8,859	113,848	28.58	942	6,033	1.85			
Bus	93.39	51	0.01	404	868	0.14	300	925	0.15			
Taxi	1,072	391	0.11	1,405	452	0.13	1,886	492	0.01			
Car	6,604	14,582	4.68	6,146	12,874	4.61	11,935	26,139	8.14			

Cost (£)	Units	CO ₂ (tonnes)
9,735	74,865	37.46
Cost (£)	Miles	CO ₂ (tonnes)
19,816	82,087	5.95
10,313	123,664	31.44
798	1,844	0.3
4,363	1,335	0.254
24,686	53,595	17.43

Electricity	12.56	12.44	12.46
Travel	<u>7.48</u>	<u>35.17</u>	<u>12.72</u>
	<u>20.04</u>	<u>47.61</u>	<u>25.18</u>

	Q1			Q2			Q3			Q3			Total for YE 2014/15		
FY 2014/15	Cost (£)	Units	CO ₂ (tonnes)	Cost (£)	Units	CO ₂ (tonnes)	Cost (£)	Units	CO ₂ (tonnes)	Cost (£)	Units	CO ₂ (tonnes)	Cost (£)	Units	CO ₂ (tonnes)
Electricity Electricity (non-renewable)	3,173	26,147	14.05	3,177	26011	13.98	3535.06	29086	15.64	3505.47	29128.5	15.66	13,390	110,373	59.33
Travel emissions (CO₂ tonnes)	Cost (£)	Miles	CO ₂ (tonnes)	Cost (£)	Miles	CO ₂ (tonnes)	Cost (£)	Miles	CO ₂ (tonnes)	Cost (£)	Miles	CO ₂ (tonnes)	Cost (£)	Miles	CO ₂ (tonnes)
Rail	4,265	19,312	1.46	7,475	27,754	2.12	8,394	29,578	2.26	10,298	37,186	2.84	30,432	113,830	8.68
Air	2,750	28,442	7.66	3,031	16,625	5.18	4,072	66,306	16.48	9,938	95,128	24.19	19,792	206,501	53.51
Bus	234	561	0.09	217	307	0.05	260	328	0.05	451	1,089	0.18	1,162	2,285	0.37
Taxi	1,124	375	0.11	1,197	410	0.12	2,217	752	0.21	2,749	888	0.25	7,286	2425	0.69
Car	10,931	23,606	7.8	10,521	23,163	7.24	10,315	22,010	7.36	9,741	21,073	6.83	41,508	89,852	29.23

Electricity	14.05	13.98	15.64
Travel	<u>17.12</u>	<u>14.71</u>	<u>26.36</u>
	<u>31.17</u>	<u>28.69</u>	<u>42.00</u>

SD Charter Statistics

Arts Organisations that have signed up to the Sustainable Development Charter	Arts Portfolio Organisations signed up to Sustainable Development Charter	Organisations that have attended training/learning event
37	22	All

Social Indicators

Omnibus Surveys

Attendance & Participation:	2012	2013	2014	2015
% of Adults living in Wales attending arts events at least once a year	76.3	75.1	79.8	78.6
% of Children / Young People living in Wales attending arts events at least once a year	79.5	85.4	85.9	88.7
% of Adults living in Wales participating in the arts at least once a year	40.2	34.9	40.1	41.2
% of Children / Young People living in Wales participating in the arts at least once a year	80.2	84.3	82.3	88.5
Social Grade:				
% of ABC1 Adults living in Wales attending arts events at least once a year	84.4	83.7	87.6	84.8
% of C2DE Adults living in Wales attending arts events at least once a year	69.6	68.8	74.2	74.6
% of ABC1 Children / Young People living in Wales attending arts events at least once a year	82.4	88.5	88.9	90.5
% of C2DE Children / Young People living in Wales attending arts events at least once a year	76.6	82.4	83.4	87
% of ABC1 Adults living in Wales participating in the arts at least once a year	49.5	43.2	48.4	45.8
% of C2DE Adults living in Wales participating in the arts at least once a year	32.3	28.8	34.1	38.3
% 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
% 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

Gender:	2012	2013	2014	2015
% of Male adults living in Wales attending arts events at least once a year	72.6	74.0	79.1	76.7
% of Female adults living in Wales attending arts events at least once a year	79.7	76.1	80.5	80.5
% of Male Children / Young People living in Wales attending arts events at least once a year	77.3	83.4	84.3	86
% of Female Children / Young People living in Wales attending arts events at least once a year	82.2	87.7	87.7	91.6
% of Male adults living in Wales participating in the arts at least once a year	37.1	31.9	40.3	37.6
% of Female adults living in Wales participating in the arts at least once a year	43.1	37.8	40.0	44.6
% of Male Children / Young People living in Wales participating in the arts at least once a year	78.5	83.2	80.8	89.3
% of Female Children / Young People living in Wales participating in the arts at least once a year	81.9	85.6	83.9	87.8
Welsh Language:				
% of Welsh speaking adults living in Wales attending an arts event at least once a year	79.0	82.6	81.0	80.7
% 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
% 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
% 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
% of Welsh speaking adults living in Wales participating in the arts at least once a year	46.0	44.2	47.2	48.9
% of non-welsh speaking adults living in Wales participating in the arts at least once a year	38	31.4	38.2	38.1
% 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
% 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

RFO Portfolio

Protected Characteristics:	2013/14	2014/15
Events targeted at:	No.	No.
Disabled people	433	794
Black & Minority Ethnic groups	251	632
Children and young people	1,519	3,400
Older people (50+)	844	428
Lesbian, Gay or Bi-sexual people	184	219
Pregnant women and new mothers	64	395
People with Specific religious beliefs or other purposes connected to religion	56	59
Transgender people who have undergone or are undergoing gender re-assignment	71	88
Total Targeted Events	3,422	6,015
Participation sessions targeted at:	No.	No.
Disabled people	7,554	8,422
Black & Minority Ethnic groups	224	295
Lesbian, Gay or Bi-sexual people	75	171
Older people (50+)	1,084	1,203
Pregnant women and new mothers	193	49
People with Specific religious beliefs or other purposes connected to religion	58	2
Transgender people who have undergone or are undergoing gender re-assignment	0	148
	9,188	10,290

Employment within RFO Portfolio	2012/13	2013/14	2014/15
Total number of disabled employees	88	72	65
Total number of BME employees	101	122	163
Total Lesbian, Gay or Bisexual people	61	71	113
Total Older People	519	539	602
Total People with specific religious beliefs	30	59	70
Total Women who are pregnant or on maternity leave	51	43	36
Total transgender people	0	*	0

*cell suppressed to protect confidentiality

Boards of management within RFO Portfolio	2012/13	2013/14	2014/15
Total number of Disabled people on Boards of Management/Advisory Committees	14	28	25
Total Number of people from a BME group on Boards of Management/Advisory Committees	10	6	11
Total Number of Lesbian, Gay or Bisexual people on Boards of Management/Advisory Committees	15	22	34
Total number of Older people (50 +) on Boards of Management/Advisory Committees	346	307	386
Total number of people with specific religious beliefs on Boards of Management/Advisory Committees	2	27	31
Total number of Pregnant women or women on maternity leave on Boards of Management/Advisory Committees	*	0	5
Total number of Transgender people on Boards of Management/Advisory Committees	0	0	*

RFO Activity with schools with CF Catchment Areas				
Night Out Activity				2015/16
Number of events held within CF clusters				102
Total number of tickets sold				5158
Lottery Funding to projects being undertaken within CF Areas*				2015/16
Number of projects funded				359
Total amount funded				£9,087,509
*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.				

Environmental Indicators

Arts Council of Wales	2012/13	2013/14	2014/15
Landfill - estimate	2.2	1.65	0.12
Reused / recycled - estimate	7.45	6.44	3.25
Greenhouse gas emissions (CO2 tonnes)	61	61	59
Energy consumption (Kwh)	126,708	125,644	110,373
Travel emissions (CO2 tonnes)			
Rail	12	8	9
Air	64	64	54
Car/vans	35	25	29
Travel (Miles)			
Rail	154,806	102,761	113,832
Air	221,803	224,369	206,500
Car/vans	86,789	104,924	89,851

Economic Indicators

Employment	2010/11	2011/12	2012/13	2013/14	2014/15
Total No. of Employees ACW					
Total No. of Employees RFO portfolio (including volunteers)				4,935	5,445
Total No. of Employees RFO portfolio (excluding volunteers)				3,704	4,135
Total Employment Arts Sector (excluding Self-employed)					
9001 : Performing arts		1,000	1,300	1,200	1,100
9002 : Support activities to performing arts		100	100	100	100
9003 : Artistic creation		500	500	400	400
9004 : Operation of arts facilities		700	900	1,200	1,100
Total Employment Arts Sector - Wales		2,300	2,800	2,900	2,700
Arts Investment					
ACW Revenue funding			28,385,880	28,128,713	27,733,493
Income					
Annual Turnover of RFO portfolio (£)			112,230,958	111,436,220	100,919,928
Earned Income of RFO portfolio (£)			50,357,348	48,834,025	21,779,675
Gross Value Added					
Contribution to the economy of the Arts, entertainment and recreation industry (£million)	512	589	647	740	750
% of all Industry in Wales	1.1	1.2	1.3	1.4	1.4

Investment	2010/11	2011/12	2012/13	2013/14	2014/15
Research, Development & Innovation					
Training and learning opportunities					
No. of Trainees within RFO Portfolio				72	61
No. of training sessions run by RFO portfolio				4,163	4,189
Attendances at training sessions run by RFO Portfolio				14,431	23,955
Funding allocated for training - Organisations				2014/15	2015/16
No. of successful applications				28	19
Total amount funded				£588,832	£378,028
Funding allocated for training - Creative Professionals (Professional Development)				2014/15	2015/16
No. of successful applications				10	28
Total amount funded				£25,208	£60,776
RFO Portfolio activity					
No. of Events run by RFO portfolio			16,513	16,964	21,747
Attendances to events run by RFO portfolio			4,219,400	3,081,319	3,952,302

Future Generations: Sustainable Development Action Plan 2016/17

With legal compliance not required until April 2017 when the national indicators have been agreed, we are undertaking a 1 year plan for 2016/17 that complements our new corporate planning cycle that begins in 2017/8.

1. Creating the environment for the arts to flourish.

What are we trying to achieve?

We want to see our best artists and organisations able to create their best work and to sustain themselves through the quality of their activities. Priorities will focus on the new Wales Arts Portfolio 2016/17 that supports the individual artist, festivals and major events that significantly raise the profile of the arts.

More generally, our funding information and Guidelines have been reviewed to promote more widely the funding opportunities that we offer.

We are committed to these measures to encourage and support artists and organisations.

Action	Measure	Lead team
1. Collate information about how portfolio members are operating in a challenging financial climate as an evidence base for future planning.	<ul style="list-style-type: none"> – Adaption of completion reports to capture the economic, social and environmental data that is both qualitative and quantitative. 	Investment and Funding Services/Enterprise and Regeneration
2. Invest Lottery capital funding to improve Wales' main arts and cultural venues to be sustainable and resilient and promote reduction in carbon footprint.	<ul style="list-style-type: none"> – BREEAM achieved for any new build – High Environmental ratings for new equipment – New capital scheme specifically for APW organisations to undertake environmental improvements e.g. LED lighting. 	Investment and Funding Services Capital Committee

2. Increasing the value of international working in the Arts – Culturally, Socially and Economically.

What are we trying to achieve?

We want to enable leading artists and arts organisations in Wales to realise their international ambitions by expanding horizons, encouraging potential and connecting with inspiring partners and new markets of opportunity. In an increasingly globalised world, we want the Arts in Wales to be able to operate effectively.

However, we also know that experiencing and appreciating artistic and cultural traditions from around the world can increase our understanding of cultural diversity. We therefore encourage artists and audiences to develop international links and relationships.

We want to ensure that this work happens as sustainably as possible particularly in relation to international travel.

Action	Measure	Lead team
<p>3. Increase opportunities for international working – particularly on themes and principles of sustainability and resilience.</p>	<ul style="list-style-type: none"> – International projects supported through our International Opportunities Fund – Encourage and promote the sustainable development legacy of the Cymru in Venice 2017 Initiative. 	<p>Wales Arts International/ Enterprise and Regeneration Arts Development</p>

3. Finding new opportunities, ways and places for people to enjoy and take part in the arts

What are we trying to achieve?

We want to encourage as many people as possible in Wales to enjoy and take part in the arts. It's not just about defending and protecting what already exists. We want to see the arts activities that we support reaching out to a wider cross section of the population of Wales – in new ways and in new places – to people who've previously experienced barriers to attending and taking part in the arts.

Action	Measure	Lead team
4. Ideas: People: Places projects develop relationships with partners reaching different audiences.	– Ideas: People: Places projects indicate an uptake in engagement in under-represented groups.	Enterprise and Regeneration
5. Develop advocacy materials to show how the arts can contribute to the WFGA, in particular the 7 well-being goals and the 5 ways of working.	– Materials available to share with PSB's, local authorities and other public bodies.	Enterprise and Regeneration/ Communications

4. Developing the creativity of children and young people

What are we trying to achieve?

We want to see more children and young people across Wales actively involved in high quality creative activity. Whatever the circumstances that they face, we want all young people to have the opportunity to develop their talents (including to an advanced level of attainment).

Young Creators – our strategy for the development of arts and young people, commits us to ensuring that opportunities to engage with the arts are available to all children and young people in Wales. Children and young people have different skills, different abilities and different needs. In all of our programmes we will make sure that all of these needs and abilities are met.

A key priority will be collaborating with the Welsh Government on the delivery of the Creative Learning through the Arts initiative.

Action	Measure	Lead team
6. Develop, implement and support actions which are developed to address the issues and themes of SD.	– The qualitative and quantitative outputs of the CLP contribute to our corporate SD well-being goals.	Engagement and Participation

5. Encouraging innovation, resilience and sustainability

What are we trying to achieve?

We want to deliver a strategy for the Arts in Wales that encourages innovation and entrepreneurship and new ways of working and practice development.

Our definition of sustainability is wide ranging and incorporates the environmental, social and economic well-being. A key feature of this is likely to be the extent that arts organisations are 'embedded' within their local communities, promoting activity which engages and reaches individuals across the broad spectrum of society.

Action	Measure	Lead team
7. Support the Arts Portfolio Wales to operate and be fully compliant with the Future Generations Legislation.	<ul style="list-style-type: none"> – The range and extent of current compliance assessed through review – Support mechanisms in place to continue to develop the contribution of the Arts Wales Portfolio organisations to the well-being of Wales. 	Investment and Funding Services / Arts Development / Enterprise and Regeneration
8. Monitor Phase 2 of the Ideas: People: Places Programme of projects – to ensure the arts are embedded in the culture led regeneration of localities.	<ul style="list-style-type: none"> – 7 projects monitored for progress against the aims and objectives of the programme. 	Enterprise and Regeneration
9. Work with the Sustainable Development Commissioner's office to establish a role for the arts sector in strategic planning.	<ul style="list-style-type: none"> – Involvement of the arts sector in the development of Public Service boards (PSB's) – Take part in cross cultural sector discussions. 	Enterprise and Regeneration

6. Protecting and growing the funding for the arts in Wales

What are we trying to achieve?

The arts in Wales are sustained by a range of different organisations contributing money, resources and expertise. However, funding (especially in the public sector) is being squeezed, with our local authorities in particular facing increasing difficulties in maintaining current levels of funding. Our priority during 2016/17 will be an advocacy campaign designed to protect local authority investment in the arts.

Being sustainable means being relevant and meaningful to your locality and/or community of interest. We will work with our funded organisations and partners to ensure sustainable organisations and projects as far as possible.

Data and evidence allows us to monitor how effectively we are working. Improving our evidence base will be a priority during 2016/17.

Action	Measure	Lead team
10. Improve the quality of our quantitative and qualitative data relating to the economic, social and environmental impacts in relation to how our funding is distributed.	<ul style="list-style-type: none"> – Agree metrics to capture data – Data captured and analysed and used as the evidence base that informs future development work. 	Research/ SD: Future Generations Monitoring Group Research

7. Demonstrating the value of the arts

What are we trying to achieve?

We want to promote a positive and engaging view of the arts in Wales, making sure that the arts sector and the wider public in Wales understands what we, the Arts Council, are trying to achieve in relation to the Future Generations Legislation.

Action	Measure	Lead team
11. Use our position of leadership as a funder and public body in Wales to promote understanding of climate change issues and the role of the arts in creating a fairer Wales.	<ul style="list-style-type: none"> - Opportunities to showcase our commitment through events and seminars - Evidence of good leadership. 	SD: Future Generations Monitoring Group / Communications / Enterprise and Regeneration/SMT
12. Encourage and promote debate about the role that the arts can play in advancing the Future generations legislation.	<ul style="list-style-type: none"> - Future Generations and sustainable development themes feature in one of the Sgwrs events during 2016/17 - Our Arts Wales Portfolio organisations increase the number of events with an environmental theme. 	Communications / Arts Development/ APW and Lottery recipients
13. Ensuring that we publish information and link through to support materials through our website.	<ul style="list-style-type: none"> - SD page created on website with regular updates and links to helpful sources of information and support - Extensive use of social media. 	Communications

8. Making the Arts Council an efficient and effective public body

What are we trying to achieve?

The Arts Council of Wales is named as one of the public bodies expected to comply with the Future Generations legislation which became law in April 2016.

The over-arching nature of SD outcomes advocated in the Future Generations Act has game changing potential. We are aware that this is an age where we need to be challenging existing paradigms and evolving different and more sustainable models of public services. This is a long term change which will need everyone to embark on a shared journey, where we step up to the responsibility for defining and delivering this future. We will need to strive to develop our operations to meet the 7 Well-being goals defined in the legislation. We also need to embed the 5 ways of working into the heart of our organisation. The latter is even more important in many ways if we are to affect the way we do business as an organisation.

Action	Measure	Lead team
<p>14. The Arts Council of Wales has a clear understanding of its obligations under the Future Generations legislation.</p>	<ul style="list-style-type: none"> - We are able to evidence that we meet all our statutory reporting obligations under the Future Generations Act from April 2016 - A training and communications package developed and delivered to all staff to embed sustainable thinking concepts for 2017/18 plans - The Organisational Values developed by the Staff Survey Group rolled out - Linkages strengthened between the Welsh Language and Equalities monitoring groups to ensure joined up, cohesive thinking. 	<p>SD: Future Generations Monitoring Group / SMT /Council / Staff Survey Group / HR / Equalities Monitoring Group /Welsh Language Monitoring Group</p>

<p>15. The Arts Council's corporate documents, policies, procedures and projects can evidence a positive impact in relation to SD themes, SD goals and SD aspirations.</p>	<ul style="list-style-type: none"> - Corporate Planning between 2017 -20 is based on the 7 Well-being Goals and 5 Ways of Working enshrined in the WFGA - Sustainable Development Report for 2015/16 produced and published - Our current SD policy is refreshed in the light of progress made to date and the impact of the WFGA legislation. 	<p>SD Monitoring Group</p> <p>SMT</p> <p>Council</p>
<p>16. Policies and procedures for the procurement of goods and services are fair, equitable and transparent and comply with the Future Generations legislation.</p>	<ul style="list-style-type: none"> - Supplier/contractors confirmed as compliant. 	<p>Corporate Services.</p>

Sustainable Development

What are we doing ourselves?

- Ensure the embedding of the Well-being of Future Generations Act in our corporate planning framework and at all operational delivery levels.
- Environmental Policy
- Refresh our policy

How do we influence what those we fund are doing?

- Arts Portfolio Wales orgs
- Standard Conditions of Grant
- Help and Support
- Funding Programmes
- Facilitating training & information sharing

What can we do to raise awareness in general?

- Partnerships & Collaborations
- Joining Networks
- Proactive in the sector
- Creating & facilitating opportunities to engage with the challenges and opportunities