

# Combined Impact Assessment for Investment Review 2023

Name of policy, strategy, project, programme or  
scheme – the Proposal

Investment Review 2023 Decision

New: No

Update to existing version: Yes

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Team/Department:	Arts Development/CEU
Person(s) undertaking the assessment:	Lleucu Siencyn, Angela Thomas, Judith Musker Turner
Review and revision undertaken by:	Diane Hebb
Date of Assessment:	30 June 2022
Date of Review:	26 October 2022
Date of Further Review:	September 2023

## Introduction

The purpose of this Combined Impact Assessment (CIA) is to ensure that the policies and strategies that we develop promote the Arts Council's overall priorities. In this case this means Equalities, Welsh language, and the 7 Well-being goals of the Future Generations Act (WFGA).

The CIA contributes to effective policy making by encouraging us to think about the impact and consequences of our work. By specifically addressing these issues at the earliest planning stage, we're more likely to develop proposals that best meet Council's priorities. And if this process identifies issues or problems, we have the opportunity to take mitigating action to put things right. This helps us to meet our requirements under the Equality Act 2010, Welsh Language Measure 2011 and Well-being of Future Generations Act.

Throughout this document we use the word 'Proposal' to refer to what we are assessing. In this context, this term includes strategies, projects, policies, programmes and initiatives, including both new and any existing that are undergoing significant change/update.

This is a revised draft of the CIA on the Investment Review Guidance Document which was the subject of public consultation between 18th July and 10th October 2022. This version has been amended to reflect the decisions taken by Council in relation to the Investment review applications received. This reflects the impact of those decisions and sets actions to be taken.

Please respond to the following questions, providing appropriate levels of detail.

### **1. What are the main aims/purposes/outcomes of the Proposal?**

Our vision is of a creative Wales where the arts are central to the life and well-being of the nation.

In response to the shifting world in which we find ourselves as we emerge from the pandemic, through this Investment Review we will set out a fresh approach to the allocation of multi-year funding to organisations. Our aim is be more flexible and inclusive in the way that we decide who benefits from our funding. The move to a more agile way of working will also allow us to take a longer-term view on our funding and will deepen the requirement for those funded organisations to meet our objectives.

Our proposed approach moves from a rigid process of funding to a significantly more flexible and responsive model for organisations, where we expect funded bodies to deliver on outcomes in line with our priorities.

We are proposing to move from a portfolio model, into a broader range of **multi-year funding options** for organisations, and consequently will be seeking organisations funded by us to work in partnership with us to ensure that communities and individuals have more opportunities to engage with artforms.

The new model means a new structure for funding, that isn't constrained by a single 'investment review' window.

The basis of future agreements will be **three years of funding**, with the aim initially to continue to add three additional years of core funding, depending on progress and our shared confidence in the organisations' continuing progress.

We are renewing the **investment principles** that drive our funding decisions underpinned by our commitment to the Wellbeing of Future Generations Act. Our vision is underpinned by the following six principles:

- i. **Creativity:** art has the power to connect and help us understand each other and the world around us. It challenges our thinking and sparks our imagination. Created with integrity and aspiration, it brings joy and hope to audiences and participants.
- ii. **Widening Engagement:** reaching those communities who we consistently fail to engage. Arts and culture in Wales should reflect the lives of all its citizens and yet many people still face barriers and challenges to engaging with the arts.
- iii. **Welsh language** must be a thriving part of our creative lives. People of all backgrounds should be able to make, participate and experience arts in the Welsh language. This is because we believe everyone should have equal opportunity to access, take part, enjoy, and create art through the medium of Welsh, as well as bilingually, in Wales.
- iv. **Climate justice** via creativity and action that is socially, environmentally, and ethically sustainable.
- v. **Nurturing talent** for a healthy future for the arts. We all need to ensure that there are pathways that allow people from all backgrounds to develop creativity, skills, and leadership.
- vi. **Transformation** – seizing new opportunities and taking risks, being resilient and responsive to change, while remaining increasingly relevant to the people and communities of Wales.

## **2. Who is affected by the Proposal or who is intended to benefit from the Proposal and how?**

This proposal primarily affects current APWs and any organisations currently not in the Portfolio who meet the Investment Review eligibility criteria.

Beneficiaries of the proposal include arts organisations, artists, and the wider general public. The latter are a key beneficiary as the underlying principle of the Investment Review is to instil equity, diversity, inclusion, and social justice at the heart of our work. We're planning to involve people with lived experience in our Investment Review decision making.

## **3. Have affected parties been engaged/consulted on the Proposal?**

The Investment Review activity underwent a full public consultation, including an opportunity to comment on an initial draft of this document. We wanted to provide an opportunity for everyone – and not just those organisations participating in the Investment Review process – to comment on the purpose and desired outcome of the Review and the application process that we propose to use.

The consultation ran from 18th July 2022 to 10th October 2022 and sought feedback on the following:

- Consultation Document, to include Application Form and Completion Guidance
- Combined Impact Assessment

Council considered the results of the consultation at its meeting on 11th November, and its response was published on 12th December 2022 when the final versions of the above were also published.

The application process opened in early January and closed at the end of March 2023. The funding recommendations were considered by Council on 7th and 8th September 2023.

#### 4. What is being done to limit any negative impact or promote positive impact on protected groups, Welsh language and Future Generation goals?

Please complete the table in Appendix 1.

If adjustments are identified please list in the Actions Template at Appendix 2.

This version of the Impact Assessment considers the decisions taken by Council. Please refer to Appendix 1 for detailed consideration of the potentially positive and negative impacts of our decisions for the Investment Review on each of the above.

#### 5. How will the Proposal help promote equality, eliminate discrimination and promote good relations?

One of the key purposes of the Investment review is to ensure everyone – irrespective of background, geographical location or culture – has access to high quality arts provision, whether as practitioner, employee, participant or audience member. To help achieve this we involved people with lived experience in our Investment Review assessment and decision making.

The Investment Review was open to all organisations who met the eligibility criteria to apply. As potential recipients of significant sums of public money, the criteria was set to ensure organisations are able to demonstrate good standards of governance and are properly constituted to ensure they may meet the performance, monitoring and reporting demands of an organisation in receipt of a multi-year funding arrangement.

The terms of the Investment Review were applied consistently to all eligible organisations that applied for multi-year funding arrangements. No significant potential differential impact was identified in the first CIA and no significant potential differential impact has been identified following the decision meeting. There are, however, some minor differential impacts, both positive and negative. These are evidenced through the considerations outlined in the attached appendices.

<b>Combined Impact Assessment Approved by:</b>	Council
<b>Date of Approval:</b>	Draft – 8th July 2022 Final – 11th November 2022 Update - 22nd September 2023

# Appendix 1

## Assessment of Impact and Strengthening

This section asks you to assess the impact of the Proposal on each of the protected groups, the Welsh language and Well-being Goals of the Future Generations Act. Using the information available identify the effects of this Proposal on the following groups.

Please indicate potential impact

	+ Positive impact	- Negative impact	No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Age (across the whole age spectrum)	Positive impact			Many of the organisations receiving funding referenced work with older people, young people and intergenerational work as being more central to the programme of delivery.		We will continue to work with partner organisations to support and promote opportunities for older people to engage with the arts.
	Positive impact			A number of organisations focus specifically on delivering projects and opportunities for older and amongst the new funded organisations there are some that are youth led.		One of the guiding principles of our <a href="#">Widening Engagement Action Plan</a> is that young people and artists are supported to develop their talents with employment opportunities. The Action Plan contains more detailed targets which include widening the Arts Council of Wales Associates Scheme to include young people in decision-making.  Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.

	+ Positive impact	- Negative impact	No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
D/deaf and Disabled people	Positive impact			<p>Our priority is to support and develop work which seeks to embed the social model of disability The Social Model of Disability recognises that disabled people are disabled not by their impairments but by barriers in society.</p> <p>Our funding decisions will result in more opportunities for deaf, disabled and neurodivergent people to access and engage in the arts. This was evidenced in the applications received.</p> <p>New disability led organisations will be funded and others will receive an increase in funding. A commitment has been made to support RAMPs Cymru to transform access to theatre for disabled theatre practitioners.</p> <p>We will also work towards ensuring the organisations we fund commit to anti ableism.</p>		<p>There is more work to be done in promoting and improving opportunities for disabled artists and members of the public.</p> <p>We will continue to fund development opportunities for artists and companies through our Creative Steps scheme.</p> <p>We will continue to support the Hynt access card scheme and work with UK Arts Councils to develop this as a UK wide scheme.</p> <p>We will implement the findings of the commissioned work looking at developing a minimum disability standard for theatres – informed and developed by deaf and disabled people.</p> <p>We will continue to deliver further actions as set out in our Widening Engagement Action Plan.</p> <p>Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.</p>

	+ Positive impact	- Negative impact	No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Gender Reassignment			No impact	<p>The Investment Review process does not distinguish between people on the basis of their gender or gender reassignment.</p> <p>Our principle relating to <b>Widening Engagement</b> recognises the importance of diversity across all protected characteristics including gender reassignment.</p>		Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.
Marriage and Civil Partnership			No impact	<p>The Investment Review process does not distinguish between people on the basis of their marital/ civil partnership situation. In our opinion, therefore, it should not have a differential impact.</p>		Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.
Pregnancy and Maternity			No impact	<p>Whilst we acknowledge there may be a small risk in terms of support available to some organisations making an application to the Investment Review should a key member of staff be on maternity leave, the Investment Review process itself will not distinguish based on pregnancy/maternity. In our opinion, therefore, it will not have a differential impact.</p>		Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.



	+ Positive impact	- Negative impact	No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Race	Positive impact			<p>New organisations will be funded that are culturally and ethnically diverse led and many organisations set out clear plans for increasing and improving opportunities for artists, audiences and participants from culturally and ethnically diverse backgrounds.</p> <p>However, this area of widening engagement and equalities was not as strong as others and more work needs to be done to improve opportunities and mitigate against potential negative impact.</p> <p>We will also work towards ensuring the organisations we fund commit to anti racism.</p> <p>Recent <b>APW Survey data</b> shows there were 146 people from ethnically and culturally diverse backgrounds employed within the APW organisations in 2022/23.</p> <p>There were 77 people from ethnically and culturally diverse backgrounds on Boards of management of our APWs in 2022/23.</p> <p>This is an increase on previous years' figures for 2021/22 when there were 59 people from ethnically and culturally diverse backgrounds on Boards of Management.</p>		<p>Improving opportunities and representation in the arts for culturally and ethnically diverse people is a key area of focus for us, as outlined in our <a href="#">Widening Engagement Action Plan</a>.</p> <p>We will continue to fund development opportunities for artists and companies through our Creative Steps scheme.</p> <p>Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.</p>

	+ Positive impact	- Negative impact	No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Religion/Belief			No impact	<p>The Investment Review process does not distinguish between people on the basis of their religion or beliefs. In our opinion, therefore, it will not have a differential impact.</p> <p>However we will need to ensure moving forward that the organisations we fund commit to anti racism.</p>		Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.
Sex			No impact	<p>Arts Council of Wales APW Survey Report 2022/23 identified that there are slightly more women (283) than men (267) on the Boards of our existing APW organisations. Whilst there is a small differential here, the Investment Review process does not distinguish based on gender. In our opinion, therefore, it will not have a differential impact.</p>		Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.
Sexual Orientation			No impact	<p>Our decisions have had no impact in relation to this characteristic. Organisations we are funding reference sexual orientation in their work and management.</p>		Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.

Wellbeing of Future Generations Goals	+ Positive impact	– Negative impact	No impact	How this category is affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
<p><b>A Wales of Vibrant Culture and thriving Welsh Language</b></p> <p>A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	Positive impact			<p>In terms of practical issues relating to compliance, staffing, and training, most organisations responded well to promoting and developing the Welsh language. Many are committing to achieving the <a href="#">Welsh Language Commissioner’s Cynnig Cymraeg</a> which will ensure good compliance and future baseline working.</p> <p>Our decisions will also result in an increase in Welsh-language led organisations, with the overall percentage going from 25% to 30%.</p> <p>The provision of Welsh Language activity is a key area of focus for us – evidenced by our Welsh language principle in the Investment Review Consultation Document and the work we are undertaking to develop our own Welsh Language Strategy in <a href="#">response to the recommendations of the Welsh Language Mapping Report</a>.</p>		<p>Maximising opportunities for organisations to use the popularity, potential and influence of the arts to help the Welsh Government reach its ambition of a million Welsh speakers by 2050, and to develop and promote a sense of shared ownership for the Welsh language, and to learn and use Welsh, and carrying out the crucial service of generating work for and with Welsh speakers and learners will continue to be a key objective for us.</p> <p>Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to Welsh Language.</p>

Wellbeing of Future Generations Goals	+ Positive impact	- Negative impact	No impact	How this category is affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
A Wales of Vibrant Culture and thriving Welsh Language (continued)				<p>Progress is monitored closely by Council through the Welsh Language Committee. The 2022/23 APW survey indicated that 33,421 people attended Welsh language touring performances, this is an increase from 2021/22 when there were 15,810 attendances. As a comparison to pre pandemic times there were 43,682 attendances in 2019/20.</p> <p>42,381 attendances were made to Welsh performances at APW venues during 2022/23, an increase compared to the previous year when 9,233 attendances were reported. The 2019/20 APW survey indicated 24,636 attendances were made to Welsh language performances at APW venues.</p>		

Wellbeing of Future Generations Goals	+ Positive impact	– Negative impact	No impact	How this category is affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
<p><b>A Wales of Cohesive Communities</b></p> <p>Attractive, safe, viable and well-connected.</p>	Positive impact	Negative impact		<p>Our decisions have sought to balance funding across wider geographical areas and we have done this in certain areas. However, as a consequence, there is a negative impact in some communities with reduced numbers of arts organisations being offered multi year funding.</p> <p>This could also have a negative impact on the goal of A Prosperous Wales.</p> <p>The vision of this Investment Review builds on the goal of our <a href="#">Widening Engagement Action Plan</a> to ensure that our funding reaches more widely into communities. Our intention is to support a sector that is deeply connected with communities, particularly those that are currently underserved and those that continue to face barriers to engaging with the arts.</p>	<p>Council has committed to developing and implementing a series of strategic interventions, including developing our relationship with local authorities to work together to address those area that are now underserved as a result of our decisions.</p> <p>Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and communities.</p>	We will continue to deliver our Widening Engagement action plan which recognises the importance of supporting a sector that is deeply connected with communities.

Wellbeing of Future Generations Goals	+ Positive impact	– Negative impact	No impact	How this category is affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
<p><b>A Globally Responsible Wales</b></p> <p>“A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being”</p>	Positive impact			<p>Our principle relating to <b>climate justice</b> via creativity and action that is socially, environmentally, and ethically sustainable makes a commitment to support organisations who are making ethical choices and considering the impact on people and planet locally and globally in all our decisions. The need to tackle global issues such as inequity, the climate emergency and the cost of living crisis will be set alongside the legal framework of the Wellbeing of Future Generations Act. Furthermore, we note the Cultural Contract which is being developed in collaboration with Welsh Government as one mechanism for accountability moving forwards.</p>		<p>Our principle relating to <b>climate justice</b> recognises the importance of creativity and action that is socially, environmentally, and ethically sustainable.</p> <p>Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to climate justice.</p>

Wellbeing of Future Generations Goals	+ Positive impact	– Negative impact	No impact	How this category is affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
A Globally Responsible Wales (continued)		Negative impact		<p>Whilst our <b>climate justice</b> principle clearly states our commitment to ethical sustainability, the lack of concrete measures in place for assessing use of natural resources, fair trade, ethical employment and procurement will make it difficult to make an accurate assessment on whether funded organisations are making a positive contribution to global wellbeing.</p>	<p>We are developing a strategy for Climate Justice and the Arts which will include working with partners and the sector to establish mechanisms for establishing baseline data and effective monitoring techniques. The strategy will also look at the advice and support the sector needs to be able to operate in a way which makes a positive contribution to global wellbeing.</p>	
<p><b>A Healthier Wales</b></p> <p>“A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood”</p>	Positive impact			<p>Our Arts and Health programme has clearly evidenced the positive impact that the arts have on health, mental health and well-being.</p> <p>Arts and Health activity underpins all of our 6 principles for the Investment Review, particularly Creativity, Equity, and Transformation.</p> <p>Our decisions have resulted in supporting organisations that have arts and health as a central focus of their work.</p>		<p>Through continued development and promotion of Arts and Health programme of activity and the positive impact this has on society.</p>

Wellbeing of Future Generations Goals	+ Positive impact	– Negative impact	No impact	How this category is affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
<p><b>A Prosperous Wales</b></p> <p>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>		Negative impact		Please see Cohesive Communities above.	Please see Cohesive Communities above.	Our funding decisions demonstrate our commitment to a Prosperous Wales and we will promote the positive impact in our communications and future monitoring.
	Positive impact			The Investment Review Paper sets out a fresh approach to the allocation of multi-year funding to organisations, with multi-year options for both core costs and project funding available. This will be a significantly more flexible and responsive model for organisations, which will be more streamlined and less burdensome for all of us who are so committed to the arts sector. This model is intended to help organisations with the financial resource and stability they have evidenced they require in order for them to be able to deliver the activity towards our strategic objectives they have committed to, in a way which responds more flexibly to their individual situations and needs.		<p>Our principle relating to <b>nurturing talent</b> recognises the importance of nurturing skills and developing the potential of our future generations.</p> <p>Our principle relating to <b>climate justice</b> makes a commitment to decarbonise our practices to achieve an arts sector which is carbon neutral by 2030 and net zero by 2050.</p>



Wellbeing of Future Generations Goals	+ Positive impact	– Negative impact	No impact	How this category is affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
A Prosperous Wales (continued)	Positive impact			<p>Additionally, our principle around <b>nurturing talent</b> recognises the need for organisations to nurture skills and develop our future generations.</p> <p>Our principle relating to <b>climate justice</b> makes a commitment to decarbonise our practices to achieve an arts sector which is carbon neutral by 2030 and net zero by 2050.</p> <p>Our decisions reflect all of the above.</p>		
<b>A Resilient Wales</b> “A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change.”	Positive impact			<p>Our principle relating to climate justice makes a commitment to take ownership of the climate and nature emergencies, including addressing biodiversity loss, and enabling artists to realise the potential of the arts to affect change in Wales and the world through values of empathy, solidarity and healing.</p>		<p>Our principle relating to <b>climate justice</b> makes a commitment to take ownership of the climate and nature emergencies, including addressing biodiversity loss, and enabling artists to realise the potential of the arts to affect change in Wales and the world through values of empathy, solidarity and healing.</p>

## Appendix 2

### Actions identified through this Assessment

When you create an action you must make sure it can be delivered. You need to discuss the action with the Officer who will lead on its delivery (if it is not you). Ensure you agree the timescale, as well as how it will be resourced, delivered and monitored. This must be done before the Impact Assessment and associated proposal is approved.

Issue	Action/Task	Lead Responsibility	Timescale	Resource Implications	Comments
<p><b>Age</b></p> <p>Improving and increasing opportunities for older people and young people to engage with the arts.</p> <p>Ensuring the voices of young people inform decision making at all levels within the arts.</p>	<p>We will continue to work with partner organisations to support and promote opportunities for older people to engage with the arts.</p> <p>We will develop funding schemes targeted at improving engagement for young people, particularly those experiencing poverty or at risk.</p> <p>Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.</p>	SLT	<p>Ongoing</p> <p>2023-2025</p> <p>Development of approach concluded by January 2024</p>	Availability of funding to address key actions/ interventions.	Activity supported by detailed project plan with allocated resources, and subject to regular scrutiny.

Issue	Action/Task	Lead Responsibility	Timescale	Resource Implications	Comments
<p><b>Disabled and D/deaf</b></p> <p>We are aware there is more work to do to increase opportunities for deaf, disabled and neurodivergent artists and people to engage with the arts.</p>	<p>We will continue to fund development opportunities for artists and companies through our Creative Steps scheme.</p> <p>We will support the Hynt access card scheme and work with UK Arts Councils to develop this as a UK wide scheme.</p> <p>We will implement the findings of the commissioned work looking at developing a minimum disability standard for theatres – informed and developed by deaf and disabled people.</p> <p>We will continue to deliver further actions as set out in our Widening Engagement Action Plan.</p> <p>Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.</p>	SLT	<p>Ongoing</p> <p>September to March 2024</p> <p>Post-March 2024</p> <p>2023-2025</p> <p>Development of approach concluded by January 2024</p>	Availability of funding to address key actions/ interventions.	Activity supported by detailed project plan with allocated resources, and subject to regular scrutiny.
<p><b>Race</b></p> <p>We are aware there is more work to do to increase opportunities for artists and people from Culturally and Ethnically diverse backgrounds to engage with the arts.</p>	<p>Improving opportunities and representation in the arts for culturally and ethnically diverse people is a key area of focus for us, as outlined in our <a href="#">Widening Engagement Action Plan</a>.</p> <p>We will continue to fund development opportunities for artists and companies through our Creative Steps scheme.</p> <p>Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and equalities.</p>	SLT	<p>2023-2025</p> <p>Ongoing</p> <p>Development of approach concluded by January 2024</p>	Availability of funding to address key actions/ interventions.	Activity supported by detailed project plan with allocated resources, and subject to regular scrutiny.

Issue	Action/Task	Lead Responsibility	Timescale	Resource Implications	Comments
<p><b>A Wales of Cohesive Communities and; A Prosperous Wales</b></p> <p>Our decisions have resulted in some communities being underserved in terms of the arts.</p>	<p>Council has committed to developing and implementing a series of strategic interventions, including developing our relationship with local authorities to work together to address those area that are now underserved as a result of our decisions.</p> <p>Our Funding Agreements and monitoring processes will set out clear expectations and requirements in relation to widening engagement and communities.</p>	SLT	<p>Plans to be developed by end of March 2024</p> <p>Development of approach concluded by January 2024</p>	Availability of funding to address key actions/ interventions.	Activity supported by detailed project plan with allocated resources, and subject to regular scrutiny.
<p><b>A Globally Responsible Wales</b></p> <p>Whilst our climate justice principle clearly states our commitment to ethical sustainability, the lack of concrete measures in place for assessing use of natural resources, fair trade, ethical employment and procurement will make it difficult to make an accurate assessment on whether funded organisations are making a positive contribution to global wellbeing.</p>	<p>We are developing a strategy for Climate Justice and the Arts which will include working with partners and the sector to establish mechanisms for establishing baseline data and effective monitoring techniques. The strategy will also look at the advice and support the sector needs to be able to operate in a way which makes a positive contribution to global wellbeing.</p>	<p>Arts Development</p> <p>SLT/Council Approval</p>	Plans to be developed by end of March 2024 (as per the point above)	Availability of funding to address key actions/ interventions.	Activity supported by detailed project plan with allocated resources, and subject to regular scrutiny.
<p><b>How will these be monitored?</b></p> <p>These will be monitored by the SLT and reported to Council.</p>					
<p><b>How and where will this be published?</b></p> <p>This updated Impact Assessment will be published on our website.</p>					