LLENYDDIAETH CYMRU - LITERATURE WALES

England & Wales · Charity number 1146560

Details

Status	Registered
Legal form	Charitable company
Company number	07779153
Registered	2012-03-23
Register	View on the Charity Commission register

Contact

Address	Llenyddiaeth Cymru / Literature Wales Canolfan Ysgrifennu Ty Newydd Llanystumdwy Cricieth Gwynedd LL52 0LW
Phone	01766 522 811
Email	post@literaturewales.org
Website	www.literaturewales.org

Activities

Objects: The Objects of the charity are, for the public benefit, in Wales and world-wide, the promotion of arts, heritage and culture in particular the literature of Wales in all its forms and languages, and the advancement of education on the subject of literature in Wales in all its forms and languages including but not exclusively by: (a) supporting writers and writing of all forms of literature in the languages of Wales; (b) developing the creative, artistic and literary skills of children and young people; (c) facilitating the use of literature as a form of self-expression amongst the general public, including but not limited to vulnerable people and under-represented communities. Nothing in the articles shall authorise an application of the property of the charity for purposes which are not charitable in accordance with Section 7 of the Charity and Trustee Investment (Scotland) Act 2005 and/or section 2 of the Charities Act (Northern Ireland) 2008.

Activities: LITERATURE WALES SUPPORTS WELSH WRITERS THROUGHOUT THEIR JOURNEY. WE DO THIS BY OFFERING CREATIVE WRITING COURSES, BURSARIES, MENTORING, AND TRAINING. WE GET WRITERS INTO SCHOOLS, ONTO FESTIVAL STAGES, AND INTO WELSH COMMUNITIES. WE ALSO PARTNER WITH OTHER ORGANISATIONS OR FUND OTHERS TO BRING IDEAS TO LIFE, AND

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STRIVE TO MAKE SURE WALES' LITERARY SCENE REFLECTS THE RICH DIVERSITY OF THE NATION.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,270,458	£1,310,761	£1,573,292	18
2024-03-31	£1,140,207	£1,242,232	£1,613,595	18
2023-03-31	£1,168,145	£1,136,797	£1,410,285	18
2022-03-31	£1,038,151	£964,191	£1,378,937	18
2021-03-31	£926,924	£848,098	£1,304,977	18

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Trustees

Name	Role	Appointed
Stephen Dimmick	Chair	2023-05-23
Casi Dylan		2023-02-21
Dr Asma Shahin Khan		2024-08-19
Glyn Alfred Owen Tansley		2025-08-27
Joanne Doyle		2025-05-22
Margiad Eckstein		2024-05-22
Mohamed Hassan		2024-02-20
Nasir Adam		2024-05-22
Professor Charlotte Hold		2024-05-22
Professor Martin Willis		2024-11-14
Sioned William		2025-05-22

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LLENYDDIAETH CYMRU - LITERATURE WALES

England & Wales - Charity number 1146560

Accounts

Registered Company no. 07779153 (Wales and England)
Registered Charity no. 1146560

Report of the Trustees and
Audited Financial Statements for the Year Ended 31 March 2025
for Llenyddiaeth Cymru | Literature Wales
(a Company Limited by Guarantee)

HSJ Audit, Business and Tax Advisors
Severn House
Hazell Drive
Newport NP10 8FY

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Trustees Report for the year ended 31 March 2025

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The Trustees have adopted the provisions of accounting and reporting for charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS) effective 1 January 2019.

1. INTRODUCTION

We are proud to present this overview of our activities for the year 2024-25 in this Annual Report. This year has been one of consolidation. Whilst a new reality of public sector funding cuts took hold across the sector, we have diversified our income and focused on our core projects, ensuring that we are achieving our vision of empowering, improving, and brightening lives through literature even more effectively.

Collaboration and working in partnership has become crucial in these uncertain times and we're proud of the new national and international links made this year. For example, we signed an MOU with our long term partners, Books Council of Wales, and worked with them to provide funding for Wales Book of the Year shortlisted writers to hold events in communities across the country. We were also pleased to extend our collaboration with Hay Festival Global, where we hosted a bilingual public event to celebrate Wales Book of the Year, alongside working once again on the vital Writers @ Work scheme. We also made progress on our aim to take Welsh literature global by building a partnership with EUNIC London and their 27-member cultural institutes from across Europe. We're excited to be hosting a residency in May 2025 where writers of European minority languages will collaborate with Welsh writers at Tŷ Newydd. For us, these kinds of projects are crucial for promoting not only Welsh writers and writing, but also Welsh values across the world.

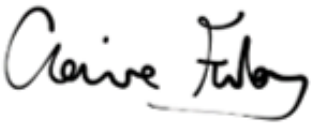
Another project which shares Welsh culture beyond our borders was Cerdd Tafod Arall | Music from Another Tongue where our National Poet of Wales, Hanan Issa, challenged herself and six other poets to learn about and use *cynghanedd* in their work. As a Welsh learner, Hanan is passionate about bridging the divide between Welsh-language and English-language writing communities and for this project engaged experts Mererid Hopwood and Eurig Salisbury to share this 'sophisticated system of sound patterning' more widely.

Widening access to literary activity is a core tenet of our programmes. With this in mind, this year we piloted Sgwadiau 'Sgwennu | Writing Squads in Maesteg and Conwy, an extra-curricular writing programme for young people aged 13-16. Its aim is to help young people develop their writing skills, and to establish a community of young writers where new friendships, well-being and ambition will be nurtured. The teenagers took part in school holiday writing sessions led by renowned local authors, and we topped the year off with a residential course at Tŷ Newydd led by Manon Steffan Ros. Building on the successes of this pilot, we hope to roll out these opportunities to more young people in underserved areas of the country in the coming years.

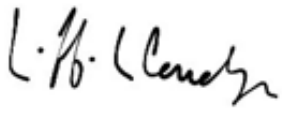
Alongside these exciting projects and partnerships, we continued to ensure effective governance for the charity. Through the year we recruited five new trustees, who bring considerable experience in diverse fields to our Board. Our financial resilience has also improved, with less reliance on funds from public sources. All arts charities are facing huge financial and political challenges at the moment, but our team are proud to be bucking the trend, with an 11% increase in income from a wide variety of sources. We were also able to contribute to the Senedd Culture Committees' 'Decade of Cuts' report which included a successful call for a reversal of cuts to Arts Council Wales for 25/26, and so we're excited for the year ahead.

Consistency of public funding for the arts allows a solid foundation for Llenyddiaeth Cymru | Literature Wales, and the rest of the sector, to use our energy to innovate and support a 'Wales of Vibrant Culture and Language' (Goal of the Future Generations Act 2015). We have an excellent staff team and we look forward to being able to show in the next annual report how we've expanded programmes, like those outlined in this report, and achieved a deeper impact in communities across Wales.

Cathryn Charnell-White
Chair



Claire Furlong
Executive Director



Leusa Llewelyn
Artistic Director

2. CHARITABLE PURPOSE

The objects of the charity, as stated in Literature Wales' governing document are: "for the public benefit, in Wales and worldwide, the promotion of arts, heritage and culture, in particular the literature of Wales in all its forms and languages, including, but not exclusively, by:

- supporting writers and writing of all forms of literature in the languages of Wales;
- developing the creative, literary and artistic skills of children and young people;
- facilitating the use of literature as a form of self-expression amongst the general public, including, but not limited to vulnerable people and under-represented communities."

The Strategic Report below outlines the ways in which Literature Wales has delivered its charitable purpose during the year.

2.1 STRATEGIC REPORT

Our vision is a Wales where literature empowers, improves and brightens lives.

Literature Wales's activity is informed by research, allowing us to reach the people who need us most with projects that truly meet their needs. Our rigorous evaluation and stakeholder engagement supports a culture of continuous learning and improvement in our sector and help us to target our own support ever more effectively.

We have identified **three strategic priorities**, through which we aim to create change in society through literature:

- **Representation and Equality** – Shaping a sector that supports equal access for all by addressing historical and structural inequalities and platforming diverse voices;
- **Health and Well-being** – Using the healing power of literature to support the well-being of individuals and communities;
- **Climate Emergency** – Using creativity to educate, explore and challenge, increasing knowledge of the climate emergency and inspiring lasting change.

We deliver these priorities through our **three strands of activity,** which is how we create a vibrant literary society:

- **Writer Development –** Developing and supporting a skilled and visionary workforce in the literature sector, by providing opportunities, increasing potential, and championing fair employment practices
- **Participation** – Enabling more people in Wales to discover the joys of actively participating in literature, inspiring communities and increasing access to our work
- **Wales' Literary Culture –** Celebrating the diverse range of contemporary writers and the literary heritage of Wales with the world by creating a platform for a literature which is more relevant and accessible to a wider audience.

Foundation Stones

Our advocacy for the **Welsh language** and for the **diverse literary culture of Wales** are the foundation stones upon which we have built these priorities and activity strands, all of which align with the goals of the Well-being of Future Generations (Wales) Act 2015:

A more equal Wales; A healthier Wales; A resilient Wales; A Wales of cohesive communities; A prosperous Wales; A globally responsible Wales; A Wales of vibrant culture and thriving Welsh language

We recognise that as Wales' national company for the development of literature, we have a responsibility to demonstrate the highest standards of operational governance, and to demonstrate our values in all the work we deliver and support.

2.2 OUR IMPACT IN NUMBERS

Workshops and participatory activity delivered or funded by Literature Wales attracted **17,517** attendances during 2024/25, of which **5,157** were children and young people

Our **Bardd Plant Cymru** and **Children's Laureate Wales** delivered **92 workshop sessions** with **2,402** attendances

Literature Wales delivered or funded **272** talks and Q&As, receiving **11,845** attendances in 2024/25

81 emerging writers from under-represented backgrounds attended **6 strategic courses** at Tŷ Newydd National Writing Centre

An additional **42 open courses** at Tŷ Newydd (7 Welsh language/ 9 Bilingual / 26 English language) were attended by **781** participants

Beneficiaries of our **online resources** included **505 people** who accessed our **Resources for Writers**, **4,176** who viewed our **Writers of Wales Directory**, and **53,600** who engaged with our **Land of Legends** project

13 of our **supported writers** accessed our free of charge intensive **Welsh language learner courses**, delivered in partnership with Canolfan Dysgu Cymraeg Genedlaethol and Nant Gwrtheyrn

Our **Inspiring Communities Fund** provided grants totalling **£41,133** which supported **300 writers** to participate in **403 individual events** reaching an **audience of 14,097 people** across Wales

We paid **£221,356** in fees and expenses to **196 freelance writers** who delivered activity for Literature Wales during the year

8 writers received **financial prizes totalling £14,000** through the **Wales Book of the Year Awards**. An additional **£6,047** was distributed to shortlisted writers through funding for **27 events**

14 writers received **bursaries** to support their participation in our strategic course, Representing Wales

3. ACTIVITY STRAND I, WRITER DEVELOPMENT

Objective: To develop and support a skilled and visionary workforce in the literary sector, by providing opportunities, increasing potential, and championing employment practices

3.1 PROJECT IN FOCUS: SPEAK BACK

Strategic Priority: Representation & Equality

Speak Back supported the development of 14 poets and spoken word artists to develop their craft through a five-day, free-of-charge residential course. It was aimed at under-represented artists who were interested in themes of identity, the climate emergency and climate justice, and social justice within the context of Wales. Taylor Edmonds and Kandace Siobhan Walker tutored the week, with Hollie McNish joining as a guest speaker. The artists spent a morning with industry experts: Daljit Nagra, Vannessa Kisuule and Rhian Edwards before recording professional videos of their performances.

The arts can be a powerful vehicle for change, and spoken word is increasingly gaining the recognition it deserves. In 2022, the artform was recognised by the Grammys with the introduction of a new Award for Best Spoken Word Poetry Album, and in 2023, The Forward Prize introduced a new category for a performance of a poem. But it matters whose voices are heard within this powerful genre and this was our reason for introducing this new course.

Feedback from Participants

At the start of the course, when asked about their confidence to embed climate and nature themes in their work, they reported an average confidence of 54%. After the course, confidence grew to 74%.

"*I have several new works in progress, some themed on identity and others ... focussing on nature and climate effects on a specific location that I am familiar with. Also, I feel more confident about performing these poems to bring them to a wider audience, and about submitting to publication"*

"I came away with several starts of new poems, 2 new finished poems and a few in progress, mainly inspired by night walking on the beach and along the river. There is a link between ideas of rematriating the land and expression in the poems"

"My poetry tended to steer away from nature themes, but the workshops opened my eyes to how to better weave a sense of climate emergency inside the themes I'm most comfortable writing. I appreciate how to link climate to the every day, connecting to the reader's every day and bring relatable bite-size reflections on climate, rather than attempting too broad a stroke for a single poem."

Project partners: Speak Back was delivered with delegated Lottery funding by the Arts Council of Wales and with grant funding from the Foyle Foundation and the Rhys Davies Trust.

3.2 PROJECT IN FOCUS: REPRESENTING WALES

Strategic Priority: Representation & Equality

Representing Wales is a twelve-month writer development programme which sits at the heart of our Strategic Programme. It supports a cohort of fourteen writers annually and comprises workshops, masterclasses, writing rooms, mentoring, industry talks and other opportunities. The 2024/25 programme was made possible with delegated Lottery funding through the Arts Council of Wales and grant funding from the Foyle Foundation. It was aimed at writers from under-represented backgrounds, selection was through open call out, with a panel made up of external independent panel members.

The is no charge to participate, and each writer receives a financial award of £3,300 which includes a travel bursary. The award supports them to take time out to write, attend the training sessions, travel to talks and make submissions to competitions. A bespoke 3-year aftercare programme is provided to support each writer's ongoing development. Since its inception in 2020, 53 writers have participated in Representing Wales with alumni going on to establish thriving careers, for example:

- 92% of writers who have gone through the Representing Wales programme, 2021 – 2024, have been published in anthologies, with 42% being published in a standalone volume.
- 3 writers have gone on to be appointed by independent expert panels as National Laureates for Wales (National Poet Hanan Issa, Bardd Plant Cymru Nia Morais, Children's Laureate Wales Alex Wharton)
- Jon Doyle won the Writers and Artists Working Class Writers' Prize 2023 and his debut novel will be published by Atlantic Books in 2026
- Bethany Handley won the Creative Futures Gold Prize for Creative Non-Fiction in 2023 and her debut non-fiction book on equality in the outdoors and access to nature will be published by Headline Press, an imprint of Hachette, in Spring 2026.
- Jade Bradford was selected for the Black British Book Festival's Writer on the Rise 2024, in association with Pan Macmillan
- Megan Angharad Hunter won the Tir na n-Og Award 2024 and was shortlisted for the Children & Young People Award at Wales Book of the Year 2024

Feedback from Representing Wales Alumni

"*Every single small key detail you could think of - [Representing Wales] has elaborated on everything. And I've gone from going I want to be a writer to now […] I understand how to be a writer*"

"*Before starting Representing Wales I didn't think that writing could be my career. I thought writing was my hobby and now I'm finishing Representing Wales as a full-time freelance writer*"

Project partners: Representing Wales 2024/25 was funded through delegated Lottery funding by the Arts Council of Wales and with grant funding from the Foyle Foundation.

4. ACTIVITY STRAND II, PARTICIPATION

Objective: To enable more people in Wales to discover the joys of actively participating in literature, inspiring communities and increasing access to our work.

4.1 PROJECT IN FOCUS: LLÊN MEWN LLE | LIT IN PLACE

Strategic Priorities: Climate Emergency; Representation & Equality; Health & Well-being

Llên mewn Lle | Lit in Place supports creative writing facilitators to design and deliver a project in their local community with a focus on well-being and the environment, and reaching those with least access to the arts. It is run in partnership with WWF Cymru and during 2024/25 two projects have been supported:

- 'Diosg', led by Casia Wiliam in partnership with Partneriaeth Ogwen and GwyrddNi;
- Lit in Place St David's led by Kerry Steed, in partnership with EcoDewi

Outputs:

- **198** attendances
- **26** sessions, including **workshops, guided walks, presentations**
- **Mentoring** and **professional development** for lead writers
- **2** artwork commissions, from Catrin Williams and Rosemary Alderwick
- **Interview** and **Article** on BBC Radio Cymru and Golwg, event at Eisteddfod Genedlaethol Pontypridd, forthcoming event at Gŵyl Arall

Impact:

- Participants reported that their wellbeing was improved, and their confidence and self-esteem was strengthened. They also reported that they spent more time outdoors as a consequence of the project, both through the activities but they were also inspired to get outdoors independently;
- Feedback revealed that participants developed a greater sense of community belonging through spending time outdoors with others, exploring and learning about the natural and cultural heritage on their doorstep;
- Diosg brought together a group who will continue to meet, with the support of our local partners in Bethesda, GwyrddNi and Partneriaeth Ogwen;
- In St David's participants of all ages described how they were inspired by the sessions, and noted the ways in which the creative writing activities encouraged a greater engagement the natural world, and facilitated a new understanding of the impact of climate change on biodiversity.

Feedback

Casia Wiliam describes the Diosg project: "We use writing and literature as a way of getting closer to nature and the environment in our sessions; taking a creative opportunity to explore what nature and the local community mean to us. We look at different styles of writing, look at the work of different writers, hear from local experts and go out to enjoy nature around us in the sessions. A great group attend the sessions and we really benefit from coming together to enjoy, learn and write."

"Jyst isho dweud diolch am heddiw. Roedd hi'n braf cael cwmni cynnesgalon a bod allan yn chwarae yn y coed, oedd. Ond mwy na hynny, dwi mor falch mod i wedi llwyddo rhoi geiriau ar bapur. Mor anhygoel o hapus am hyn, diolch ti!"

“Just wanted to say thank you for today. It was good to have heartwarming company and to be outside playing in the woods. But more than that, I’m so glad to have succeeded in putting words on paper. So unbelievably happy about this, thank you!” (Diosg participant)

“It [the workshop] has made me think more about animals.” (St David’s Primary School pupil)

“Many grateful thank for this wonderful opportunity. We are incredibly grateful and are going to use Nicola's books and the work the pupils have created as a stimulus for our topic on climate change next term.” (Class teacher, St David’s)

“I’d love to do this kind of workshop again. I love the way it is more than just explanations and exercises.” (St David’s community workshop)

“A wonderful workshop giving a new perspective on writing and looking at the natural world in a detailed and thoughtful / mindful way.” (St David’s community workshop)

Project partners: Lit in Place 2024/25 was funded by the Arts Council of Wales, WWF Cymru, WWF Wholescape, Cyngor Gwynedd, the UK Government. It was delivered in partnership with WWF Cymru, Partneriaeth Ogwen, GwyrddNi and EcoDewi.

5. ACTIVITY STRAND III, WALES’ LITERARY CULTURE

Objective: To celebrate the diverse range of contemporary writers and the literary heritage of Wales with the world by creating a platform for a literature which is more relevant and accessible to a wider audience.

5.1 Project in focus: National Poet of Wales, Children’s Laureate Wales, Bardd Plant Cymru

Strategic priorities: Representation & Equality, Health and Well-being, Climate Emergency

This was Hanan Issa’s third year as the **National Poet for Wales**. Her role sees her taking poetry to new audiences, celebrating Wales’s rich literary culture, and encouraging others to use their creative voice to inspire positive change. Among her commissions during this period was ‘The Trees Treasure What We Have Lost’, written for the Covid 19 Memorial Woodland on the Erddig Estate, and ‘Homes That Float’, in response to the climate emergency and the increased flooding experienced by communities across Wales during this period including Pontypridd.

Her project ‘Cerdd Tafod Arall – Music of Another Tongue’ culminated in the publication of an online album of nine new poems written in creative response to the strict-metre tradition of the cynghanedd, and the project featured on the American podcast ‘Poetry off the Shelf’, presented by the Poetry Foundation. The poets (in addition to Hanan) involved in the project were: Gabrielle Bates from Birmingham, Alabama; Mererid Hopwood, Grug Muse, clare e. potter and Eurig Salisbury from Wales; Nick Makoha, who was born in Uganda and is now based in London; Irish poet Ciara Ní É, and Welsh Pakistani writer Hammad Rind.

As **Children’s Laureate Wales**, Alex travelled across Wales leading workshops and readings aimed at encouraging children and young people to explore the magic and playfulness of language as readers and writers. His projects have focused on reaching young people who have less access to creative writing and reading events. These have included his ‘Green and Carefree Walking Tour’ which saw him walk upwardws of 60 miles through the Bannau Brycheiniog visiting rural primary schools along the way. He led workshops for blind and partially sighted young people with the charity UCAN in Cardiff, culminating in the young people creating their own new audiobooks. Inspired by his grandmother’s work as a foster carer Alex also worked

with the charity Voices From Care, delivering a poetry and animation project with a group of care experienced young people.

As **Bardd Plant Cymru** Nia Morais continues to focus her work around demonstrating how the Welsh language belongs to everyone. Project highlights include the creation and delivery of resources based on ekphrastic poetry to seven primary schools across Wales, in connection with Celf ar y Cyd and the Welsh Charter. Nia also worked with Credu Cymru - a charity that offers opportunities to young carers. Nia visited two schools and facilitated workshops on identity and well-being. Inspired by her feelings of frustration at the situation in Gaza, Nia collaborated with Theatr Cymru to lead a series of online workshops with young people from across Wales and to forge links with Ashtar Theatre in Palestine. This project culminated in a collaborative poem in three languages: Welsh, English, and Arabic. Nia worked with the LGTBQ+ community in connection with the Urdd, drawing on their voices to create a poem which was then used to create a piece of beach art, celebrating the LGTBQ+ community.

The Laureates Programme 2024/25 was funded by: Arts Council of Wales, Books Council of Wales, Boshier Hinton Foundation, Darkley Trust, S4C, Ulverscroft Foundation, Yr Urdd, Welsh Government.

5.2 Project in focus: Wales Book of the Year 2024

Strategic priority: Representation & Equality

The Wales Book of the Year Awards celebrate outstanding literary talent from Wales across many genres and in both English and Welsh. The Awards play a vital role in launching careers, raising profiles and driving sales. In addition to the media attention surrounding the Awards, funding from the Books Council enabled winning and shortlisted authors to arrange events across Wales which further raised the profile of their books.

We received a total of 198 submissions (123 English / 75 Welsh) for the 2024 award, which were judged by an independent panel of eight judges (four in each language). The panels agreed on a Shortlist of three books for each category (Fiction, Poetry, Creative Non-Fiction, Children & Young People), i.e. 24 books in total across both languages. This Shortlist was announced live on BBC Radio Wales and BBC Radio Cymru. The Awards attracted considerable media attention including 37 articles, editorial and interviews on radio, in print and online.

The public were able to vote for their favourite books in the independently run People's Choice Award and the Welsh language equivalent, Barn y Bobl. The 2024 Awards Ceremony took place on 4 July at Galeri Caernarfon and was attended by 200 guests including authors and representatives from across the literary and publishing industries. The Awards were also live streamed. *Sarn Helen* by Tom Bullough won the Overall Award in the English language, while *Sut i Ddofi Corryn* by Mari George won in the Welsh language.

WBOTY 2024 sponsors, partners and funders: AM; Arts Council of Wales; The Books Council of Wales; BBC Cymru Wales; Brecon Carreg; Bute Energy; Cardiff University School of English, Communication and Philosophy; Cwmni Da; Cwrw Llŷn; Golwg360; Hay Festival Global; Nation.Cymru; Penderyn; Rhys Davies Trust.

6. FOUNDATION STONE: THE WELSH LANGUAGE

Strategic Priority: Representation & Equality

Objective: Our advocacy for the Welsh language and for the diverse and vibrant culture of Wales are the foundation stones upon which all our priorities and activity strands are built.

During 2024/2025 we delivered a wide range of Welsh-language projects aimed at encouraging a thriving Welsh language literary scene. Nia Morais's work as Bardd Plant Cymru is described above, as is the Welsh language Wales Book of the Year Awards. Many of the emerging writers participating in our Strategic Programme were also able to take advantage of the free Welsh language tuition we offered in partnership with Nant Gwrtheyrn. Additional activity included:

Pencerdd

Pencerdd supports Welsh language poets to develop their skills in the ancient craft of cynganeddu and the programme is run in partnership with Barddas. The aim is to develop poets who are new to the tradition and to nurture new voices and perspectives within the cynganeddu tradition in Wales, raising the profile of the canu caeth scene. The cohort started with a week-long residential course under the tutelage of Ceri Wyn Jones and Mererid Hopwood before being paired with a Mentor to continue their literary journey with one-to-one mentoring sessions over the following year.

Ffrindiau Bardd Plant Cymru (Friends of the Bardd Plant)

This project took six authors, including Nia Morais, into 36 schools across Wales to lead Welsh language creative writing and reading workshops. The poets were Gwennan Evans, Sioned Erin Hughes, Natalie Jones, Mari Lovgreen, Nia Morais and Rebecca Wilson. Mali Williams, teacher and educational consultant, led a training session before the workshops, focusing on the ways that creative writing activities can support literacy skills for primary school pupils. The writers also benefited from a session led by former Children's Laureate Wales Eloise Williams, as well as training in safeguarding and sharing of other best practice resources.

Pupils' Feedback:

"I feel happy, I've enjoyed every part of today, thank you"

"I really enjoyed writing the story and I hope we can do this again"

"I thought the workshop was going to be boring but I loved it"

"Reading the story was like going on holiday in my head"

Teachers' Feedback:

"Following the workshops, some of the pupils found books by the writer and they chose to read these during their reading sessions"

"The workshop's content and presentation were outstanding. The children absolutely loved it and there was a lot of laughter. Thank you for such a positive experience which has inspired the children to want to write creatively."

Project funding: Delegated Lottery funding through the Arts Council of Wales, Welsh Government.

7. INSPIRING COMMUNITIES FUND

Activity strands: Participation, Celebrating Wales' Literary Culture
Strategic priorities: Representation & Equality, the Climate Emergency, Health & Wellbeing

The Inspiring Communities Fund enables local communities to organise, deliver and enjoy a variety of literary activities. It is made possible through delegated Lottery funding through the Arts Council of Wales, and with some additional funding from Literature Wales. Community groups, schools, libraries, festivals and other local organisations are invited to apply for funding of up to £2,000 which can support up to 75% of the fees paid to writers for literary events including talks, lectures, workshops and more.

ICF 2024/25 Overview

- Grants totalling **£41,133** were made to support **403** individual literary events
- **173** applications were received, 65.8% of which were successful with **114** offers made
- 300 individual writers were supported
- The total audience for events supported by ICF was 14,097

Projects supported included creative writing workshops for palliative cancer patients at Velindre Cancer Centre, Cardiff, creative writing workshops for refugees and asylum seekers, Welsh-language events delivered by literary societies, creative writing workshops in school and libraries across Wales, led by our Children's Laureate Wales and Bardd Plant Cymru, and a range of writers.

Feedback

Velindre Cancer Centre, Cardiff
"The workshops were sensitively and carefully delivered by Taylor Edmunds. The 6 sessions provided palliative cancer patients the opportunity to express themselves and time to reflect on their diagnosis. Participants were given time to explore language, poetry and letter writing in a way they hadn't previously and created a legacy of writing that can be passed onto their family members. The project was really powerful, and we are so grateful for Literature Wales' support."

Oriel Plas Glyn y Weddw, Pwllheli
"Sesiynau ysgrifennu creadigol i blant gyda Casia Wiliam wedi mynd yn wych, gyda'r plant wedi creu gwaith arbennig"

["The creative writing sessions for children and Young people with Casia Wiliam were brilliant, and the children created exceptional work."]

Ysgol Penmaes, Brecon (SEN School)
"The poetry workshop was engaging and inspiring to our learners. Alex [Wharton] was interactive and fun. Our pupils enjoyed his approach and have talked continuously about the experience. They would love him to come to school again!"

Cardiff Council Libraries & Hubs
"We had a brilliant time on Saturday with Hanan Issa, National Poet of Wales, listening to and making dragon poems. A dragon in the clouds, a dragon in your bed, a dragon in your PS 64 … where does your dragon live?… just magic!"

["Cawsom amser gwych dydd Sadwrn gyda Hanan Issa, Bardd Cenedlaethol Cymru, yn creu a gwrando ar gerddi am ddreigiau. Draig yn y cymylau, draig yn eich gwely, draig yn eich PS 64 … ble mae eich draig chi yn byw? … hudolus!"]

8. TŶ NEWYDD PROGRAMME

In 2024/25 we welcomed 781 writers at every stage of their writing journey to our courses at Tŷ Newydd (578 in 2023/24). The programme included a range of themes and genres including a Writing the Climate course with Owen Sheers and Isabel Galleymore, an Editing and Submitting your Work course with Rhian Edwards and Zoe Brigley, and a fully subscribed Cynganeddu course with Mererid Hopwood and Ceri Wyn Jones. During the same year, Nant Writers' Retreat Cottage was occupied for 75% of the year, welcoming 46 writers in total.

9. SECTOR FACILITATION

All staff at Literature Wales actively participate in consultation and support with our stakeholders, strengthening our understanding of the arts and cultural sector, sharing knowledge, and improving our processes. In 2024-25 staff logged over 650 hours of sector facilitation, with many more hours spent in an informal capacity. This has included:

- Supporting arts organisations in Wales, such as supporting Aberystwyth's application to be a UNESCO City of Literature through guidance and a letter of support, and leading on the callout and selection process for the Hay Writers at Work programme.
- Contributing to discussions surrounding the arts and cultural sector, such as: supporting plans for the National Poetry Centre under the laureateship of Simon Armitage and supporting both the Irish Consul General and the Welsh Government during the process of renewing their shared statement.
- Providing advice and support to writers, such as discussing plans to develop a writer's forum in Wales, and helping to raise funds for the LOYALTY artist development programme for Black Artists.

10. OPERATIONS

10.1 Finance

At the end of 2024-25 Literature Wales remains in a stable financial position. We have continued the work of previous years to review and improve our processes to remain efficient and reduce costs where we are able. At the end of March 2025, although the Statement of Financial Activities show a loss for the year, this was a deliberate effort to reduce our unrestricted funds. During the next year we plan to further reduce our free reserves to our target level with increased expenditure where needed.

At 31 March 2025, our total funds carried forward at year end is £1,573,292. This is made up of restricted funds of £1,188,514, designated funds of £134,831 and unrestricted general funds of £249,947. Restricted funds include £1,175,000 Capital Development Fund for Tŷ Newydd Writing Centre, our headquarters and the location for our residential writing courses. The property comprises of a historic 15th century house, outbuildings and grounds. Of the £249,947 in our unrestricted general fund, £18,751 are tangible fixed assets, available free reserves stand at £231,196

10.2 RISK

A comprehensive system of risk management is now in place, ensuring Literature Wales is fleet of foot in responding to risk. Our Risk Register is a live document, which all senior leaders take responsibility for updating and discussing key risk topics fortnightly. Risks cover a range of areas, both internal and external, including governance, fundraising & financial, staffing, compliance, partnerships, and delivery model. This register is reviewed quarterly by trustees, and at the AGM in November 2024 trustees established a Risk Sub-group group to meet quarterly and facilitate further in-depth discussion between board and executive. All team members are trained and expected to manage risk appropriate to their level. For example, all project members assess and document project level risks in a centralised document.

10.3 FUNDRAISING

We are very grateful to all those who supported Literature Wales's programme during 2024/25, especially given the ongoing challenges currently facing the sector caused by cuts to public funding and the ongoing cost of living crisis. As a registered charity our work would not be possible without the generosity of public funders, trusts and foundations, corporate partners and individual donors. Equally, fees received for our open courses and venue hire provide additional and vital income streams.

Fundraising Breakdown 2024/25
Public Funding:
Arts Council of Wales multi-year funding - £734,473
Arts Council of Wales project funding - £13,500 (Arts & Health)
Delegated Lottery funding - £97,056
Welsh Government - £17,500
Other public funding - £14,414

Trusts and Foundations: £66,602 (from Amazon Literary Partnerships, Arts & Business Culture Step, Boshier Hinton Trust, Brechfa Windfarm Trust, Darkley Trust, Foyle Foundation, Garrick Charitable Trust, Francis Reckitt Arts Trust, Rhys Davies Trust, Ulverscroft Foundation, Urdd

Venue hire and merchandise: £32,724
Open courses and retreats: £244,004
Corporate support: £34,500 from WWF Cymru, Cardiff University, Bute Energy and S4C

Donations from individuals: £3,528 including Gift Aid

11. GOVERNANCE, STRUCTURE & MANAGEMENT

Governing document

Literature Wales is a registered charity and a company limited by guarantee, incorporated on 19 September 2011 and registered as a charity on 23 March 2012. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association, which were updated in 2019/20.

Recruitment and appointment of new trustees

All new trustees are also appointed as non-executive Directors of the company following an open and transparent recruitment or nomination by a current Trustee as described in the Articles of Association. Trustees are appointed to strengthen the skills and experience represented by the Board of Directors. All new trustees receive an induction pack together with information regarding the roles and responsibilities of being a trustee, meetings with key personnel as well as training on charity governance.

Organisational structure

Literature Wales is led by the Board of non-executive Directors, who are also trustees of the organisation. The Board of Directors meets a minimum of four times a year and is responsible for the strategic direction of the organisation and overall financial planning. The Board delegates day-to-day running of the organisation to the executive team, led by the Executive Director and Artistic Director, who are supported by a Senior Leadership Team that meets regularly to discuss progress towards strategic aims and other targets.

The trustees confirm that in carrying out their duties during the 2024/25 year they have due regard to the Charity Commission guidance on public benefit.

Key Management Personnel

The Key Management Personnel of the organisation are Executive Director, Claire Furlong and Artistic Director, Leusa Llewelyn; Operations Manager and Company Secretary Alys Lewin; and Finance Manager, Emma Richards. Remuneration for the Key Management Personnel is set and approved annually by the Board of Trustees and follows the organisation's banded salary structure.

12. REFERENCE AND ADMINISTRATIVE DETAILS

Charity name	Llenyddiaeth Cymru | Literature Wales
Charity registration number	1146560
Company registration number	07779153
Registered office	Tŷ Newydd Writing Centre Llanystumdwy, Cricieth Gwynedd, LL52 0LW

Trustees serving in the reporting period

C Charnell-White (Chair)
N Adam (appointed: 22 May 2024)
C Austin (retired: 22 May 2024)
S Dimmick (Deputy Chair: from 19 August 2024)
C Dylan
M Eckstein (appointed: 22 May 2024)
R Harries
A Khan (appointed: 19 August 2024)
O Hathway
M Hassan
R King
J O'Shea (Deputy Chair: retired 22 May 2024)
D Roberts (retired: 22 May 2024)
O Taylor-Shaw (retired: 22 May 2024)
C Thatcher (retired: 26 February 2025)
C F Williams (appointed: 22 May 2024)
M Willis (appointed: 14 November 2024)

Artistic Director	Leusa Llewelyn
Executive Director	Claire Furlong
Company Secretary	Alys Lewin
Principal Bankers	CAF Bank 25 Kings Hill Avenue Kings Hill ME19 4JQ
Auditors	HSJ Audit, Business and Tax Advisors Severn House Hazell Drive Newport NP10 8FY

Statement of Trustees' Responsibilities

The Trustees (who are also the Directors of Llenyddiaeth Cymru | Literature Wales for the purposes of Company Law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity SORP
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware;
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the Board of the Trustees on 27/08/2025 and signed on its behalf by:

Alys Lewin
Company Secretary

Llenyddiaeth Cymru / Literature Wales

Independent Auditor's Report to the Members of Llenyddiaeth Cymru / Literature Wales

Opinion

We have audited the financial statements of Llenyddiaeth Cymru / Literature Wales (the 'charity') for the year ended 31 March 2025, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditor's Report to the Members of Llenyddiaeth Cymru / Literature Wales

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the (set out on page), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Llenyddiaeth Cymru / Literature Wales

Independent Auditor's Report to the Members of Llenyddiaeth Cymru / Literature Wales

Auditor responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity management to identify any. instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

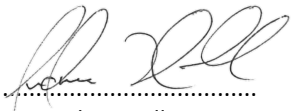
Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Llenyddiaeth Cymru / Literature Wales

Independent Auditor's Report to the Members of Llenyddiaeth Cymru / Literature Wales

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



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Mr Andrew Hill FCCA ACA DChA BFP (Senior Statutory Auditor)
For and on behalf of HSJ Audit Limited, Statutory Auditor

Severn House
Hazell Drive
Newport
South Wales
NP10 8FY

28 August 2025

Llenyddiaeth Cymru / Literature Wales

Statement of Financial Activities for the Year Ended 31 March 2025
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £
Income and Endowments from:				
Donations and legacies	3	21,516	-	21,516
Charitable activities	4	1,054,511	159,473	1,213,984
Other trading activities	5	32,725	-	32,725
Investment income	6	2,023	-	2,023
Other income		210	-	210
Total income		1,110,985	159,473	1,270,458
Expenditure on:				
Raising funds	7	(35,394)	-	(35,394)
Charitable activities	8	(1,075,391)	(199,976)	(1,275,367)
Total expenditure		(1,110,785)	(199,976)	(1,310,761)
Net income/(expenditure)		200	(40,503)	(40,303)
Net movement in funds		200	(40,503)	(40,303)
Reconciliation of funds				
Total funds brought forward		384,578	1,229,017	1,613,595
Total funds carried forward	20	384,778	1,188,514	1,573,292

Llenyddiaeth Cymru / Literature Wales

Statement of Financial Activities for the Year Ended 31 March 2025
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	2,618	-	2,618
Charitable activities	4	1,006,211	92,790	1,099,001
Other trading activities	5	35,368	1,064	36,432
Investment income	6	2,156	-	2,156
Other income		335	-	335
Total income		1,046,688	93,854	1,140,542
Expenditure on:				
Raising funds	7	(30,926)	-	(30,926)
Charitable activities	8	(1,116,184)	(95,122)	(1,211,306)
Total expenditure		(1,147,110)	(95,122)	(1,242,232)
Gains/losses on investment assets		-	305,000	305,000
Net (expenditure)/income		(100,422)	303,732	203,310
Transfers between funds		19,128	(19,128)	-
Net movement in funds		(81,294)	284,604	203,310
Reconciliation of funds				
Total funds brought forward		465,872	944,413	1,410,285
Total funds carried forward	20	384,578	1,229,017	1,613,595

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 20.

Llenyddiaeth Cymru / Literature Wales

(Registration number: 07779153)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	15	1,193,751	1,191,708
Current assets			
Stocks	16	974	754
Debtors	17	120,061	162,047
Cash at bank and in hand	18	635,177	615,480
		756,212	778,281
Creditors: Amounts falling due within one year	19	(376,671)	(356,394)
Net current assets		379,541	421,887
Net assets		1,573,292	1,613,595
Funds of the charity:			
Restricted income funds			
Restricted funds		883,514	924,017
Revaluation reserve		305,000	305,000
Total restricted funds		1,188,514	1,229,017
Unrestricted income funds			
Unrestricted funds		384,778	384,578
Total funds	20	1,573,292	1,613,595

The financial statements on pages 5 to 29 were approved by the trustees, and authorised for issue on 27 August 2025 and signed on their behalf by:

A Lewin
Company secretary and trustee

Llenyddiaeth Cymru / Literature Wales

Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash expenditure		(40,303)	(101,690)
Adjustments to cash flows from non-cash items			
Depreciation	7	4,955	5,432
Investment income	6	(2,023)	(2,156)
Loss on disposal of tangible fixed assets		-	383
		(37,371)	(98,031)
Working capital adjustments			
(Increase)/decrease in stocks	16	(220)	595
Decrease/(increase) in debtors	17	41,986	(25,469)
Decrease in creditors	19	(12,236)	(56,507)
Increase in deferred income		32,513	43,460
Net cash flows from operating activities		24,672	(135,952)
Cash flows from investing activities			
Interest receivable and similar income	6	2,023	2,156
Purchase of tangible fixed assets	15	(6,998)	(5,580)
Sale of tangible fixed assets		-	659
Net cash flows from investing activities		(4,975)	(2,765)
Net increase/(decrease) in cash and cash equivalents		19,697	(138,717)
Cash and cash equivalents at 1 April		615,480	754,197
Cash and cash equivalents at 31 March		635,177	615,480

All of the cash flows are derived from continuing operations during the above two periods.

Llenyddiaeth Cymru / Literature Wales

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charity is limited by guarantee, incorporated in, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Canolfan Ysgrifennu Tŷ Newydd Writing Centre Llenyddiaeth Cymru / Literature Wales Llanystumdwy
Cricieth
Gwynedd
Wales
LL52 0LW

These financial statements were authorised for issue by the trustees on 27 August 2025.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Llenyddiaeth Cymru / Literature Wales meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Income and endowments

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Donations and legacies

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Grants receivable

Grants receivable are treated in different ways dependent upon their purposes and the terms of the grant.

Grants receivable for specific purposes are treated as restricted funds so that any unused funds can be separately identified.

Grants receivable to facilitate the general running of the project i.e., where the directors/trustees can choose how the funds are expended, are treated as unrestricted funds.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Other trading activities

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises these costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

Grant expenditure

There has been no offsetting of assets or liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Governance costs

Governance costs include those costs associated with meeting constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

Irrecoverable VAT

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Taxation

As a charity, Llenyddiaeth Cymru / Literature Wales is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The trustees have agreed to revalue the freehold land and buildings owned by the charity every 5 years from October 2019. Depreciation has not been charged on the freehold land and buildings because due to their expected realisable value at the end of 50 years the Trustees consider the value of the depreciation charge to be insignificant.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Freehold land and buildings	2% straight line
Plant & machinery	10% and 20% reducing balances
Fixtures & fittings	10% reducing balances

Stock

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Trade debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short- term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Trade creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Fund structure

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds of the charity which have been set aside to fund particular future activities of the charity.

Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pensions and other post retirement obligations

The charity operates a defined contribution scheme for the benefit of its employees. The assets of the scheme are held separately from those of the charity. Contributions payable are charged to the profit and loss account in the year they are payable and are charged against unrestricted funds.

Financial instruments

Classification

Liabilities are recognised in the Statement of Financial Activities as they become payable.

3 Income from donations and legacies

	Unrestricted funds		Total	Total
	Designated	General	2025	2024
	£	£	£	£
Donations and legacies;				
Donations	1,650	1,866	3,516	2,618
Corporate sponsorship	3,200	14,800	18,000	-
	4,850	16,666	21,516	2,618

4 Income from charitable activities

	Unrestricted funds		Restricted	Total	Total
	Designated	General	funds	2025	2024
	£	£	£	£	£
Income from activities	-	244,429	-	244,429	176,476
Grants	24,874	782,388	159,473	972,055	922,525
	24,874	1,026,817	159,473	1,216,484	1,099,001

Grants received, included in the above, are as follows:

	Unrestricted funds		Restricted funds	Total 2025	Total 2024
	Designated £	General £	£	£	£
Arts Council of Wales	13,500	734,813	97,056	859,563	858,741
Welsh Assembly Government	-	-	17,500	17,500	17,906
Bardd Plant Cymru	-	-	5,000	5,000	10,000
Amazon Literary Partnerships	-	10,000	-	10,000	-
WWF - UK	-	14,000	-	14,000	-
NAWA	-	8,500	-	8,500	-
Other	11,374	20,395	-	24,575	35,878
Arts & Culture Step	-	-	4,000	4,000	-
Boshier Hinton Trust	-	-	1,375	1,375	-
Brechfa Windfarm Trust	-	-	3,010	3,010	-
Darkley Trust	-	-	2,650	2,650	-
Garrick Trust	-	-	2,000	2,000	-
Francis Reckitt Arts Trust	-	-	900	900	-
Ulverscroft Foundation	-	-	982	982	-
The Foyle Foundation	-	-	25,000	25,000	-
	24,874	787,708	159,473	972,055	922,525

5 Income from other trading activities

	Unrestricted funds General £	Total funds £	Total 2024 £
Trading income;			
Sale of books and merchandise	3,591	3,591	5,151
Hire of Ty Newydd	29,134	29,134	31,281
	32,725	32,725	36,432

6 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	2,023	2,023	2,156

7 Expenditure on raising funds

a) Costs of trading activities

	Note	Unrestricted funds General £	Total 2025 £	Total 2024 £
Fundraising trading costs;				
Fundraising		23,038	23,038	15,904
Ty Newydd operational costs		12,356	12,356	15,022
		35,394	35,394	30,926

8 Expenditure on charitable activities

	Note	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Income from activities		31,468	390,458	55,710	477,636	515,391
Depreciation, amortisation and other similar costs		-	4,557	-	4,557	5,432
Grant funding of activities		-	93,956	-	93,956	80,777
Staff costs		-	536,746	144,266	681,012	593,292
Governance costs	9	-	18,206	-	18,206	16,414
		31,468	1,043,923	199,976	1,275,367	1,211,306

	Activity undertaken directly £	2025 £	2024 £
Comms / online projects	768	768	14,732
Core projects	855,744	855,744	764,384
Mid-term pilots	206,238	206,238	97,613
Sector facilitation	1,947	1,947	72,681
Operational costs	93,951	93,951	159,273
	1,158,648	1,158,648	1,108,683

In addition to the expenditure analysed above, there are also governance costs of £18,206 (2024 - £16,414) which relate directly to charitable activities. See note 9 for further details.

9

Governance costs

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Audit fees			
Audit of the financial statements	7,800	7,800	8,500
Other governance costs	10,406	10,406	7,914
	18,206	18,206	16,414

10 Grant-making

Analysis of grants

	Grants to institutions		Grants to individuals	
	2025	2024	2025	2024
	£	£	£	£
Analysis				
Grants to organisations	19,372	12,495	-	-
Grants to individuals via organisations	-	-	47,935	45,683
Grants to individuals (bursaries)	-	-	26,649	22,599
	19,372	12,495	74,584	68,282

11 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2025	2024
	£	£
Audit fees	7,800	8,500
Loss on disposal of tangible fixed assets	-	383
Depreciation of fixed assets	4,557	5,432

12 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

There was 1 board member and committee members (2024: 1) who received fees totalling £400 (2024: £400).

Travel expenses totalling £1,077 (2024: £627) were reimbursed to 8 board members (2024: 3 board members) during the financial year.
No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

13 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	592,738	523,645
Social security costs	58,454	47,561
Pension costs	29,820	22,086
	681,012	593,292

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Average number of employees	18	18

The number of employees whose emoluments fell within the following bands was:

	2025 No	2024 No
£60,001 - £70,000	1	1

The total employee benefits of the key management personnel of the charity were £186,490 (2024 - £188,952).

14 Taxation

The charity is a registered charity and is therefore exempt from taxation.

15 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 April 2024	2,524,446	61,598	2,586,044
Additions	-	6,998	6,998
At 31 March 2025	2,524,446	68,596	2,593,042
Depreciation			
At 1 April 2024	1,349,446	44,890	1,394,336
Charge for the year	-	4,955	4,955
At 31 March 2025	1,349,446	49,845	1,399,291
Net book value			
At 31 March 2025	1,175,000	18,751	1,193,751
At 31 March 2024	1,175,000	16,708	1,191,708

Revaluation

The fair value of the company's Land and buildings was revalued on 12 August 2024 by North Wales Surveyors, an independent valuer.

Arts Council of Wales has a legal charge over the properties held within fixed assets. These properties are Tŷ Newydd and Nant and Hafodty, Cricieth, Gwynedd.

Had this class of asset been measured on a historical cost basis, their carrying amount would have been £870,000 (2024 - £870,000).

16 Stock

	2025 £	2024 £
Stocks	974	754

17 Debtors

	2025 £	2024 £
Trade debtors	97,468	145,347
Prepayments	14,811	16,700
Accrued income	7,197	-
Other debtors	585	-
	120,061	162,047

18 Cash and cash equivalents

	2025 £	2024 £
Cash on hand	48	-
Cash at bank	635,129	615,480
	635,177	615,480

19 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	145,529	124,402
Other creditors	5,177	48,014
Accruals	36,006	26,532
Deferred income	189,959	157,446
	376,671	356,394

	2025	2024
	£	£
Deferred income at 1 April 2024	157,446	113,986
Resources deferred in the period	215,709	169,313
Amounts released from previous periods	(157,446)	(125,853)
Deferred income at year end	215,709	157,446

20 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
General				
General fund	248,003	1,081,261	(1,079,317)	249,947
Designated				
Glyn Jones Bequest	55,263	1,830	(3,694)	53,399
John Tripp Fund	2,290	-	(2,290)	-
Ty Newydd Bursaries	2,538	-	(1,000)	1,538
Legacy Fund	21,030	-	(4,530)	16,500
Pilot Activity Fund	17,500	-	(2,500)	15,000
Representing Wales - Aftercare	1,474	-	(1,474)	-
Ty Newydd Capital Reserve	20,000	-	-	20,000
National Poet	6,000	-	(5,000)	1,000
Rhys Davies Trust	9,480	-	(9,480)	-
Lit in Place	1,000	8,894	(1,000)	8,894
Unwell Women	-	13,500	(500)	13,000
Squads	-	3,200	-	3,200
Pencerdd	-	2,300	-	2,300
	136,575	29,724	(31,468)	134,831
Total unrestricted funds	384,578	1,110,985	(1,110,785)	384,778

Llenyddiaeth Cymru / Literature Wales

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Restricted funds				
Bardd Plant Cymru	3,560	10,000	(7,183)	6,377
Llen Pawb / Lit Reach	1,754	-	(1,754)	-
Rhys Davies Trust	3,684	-	(3,684)	-
Roald Dahl 100	3,000	-	-	3,000
Capital Development Fund	1,175,000	-	-	1,175,000
Jan Mark Bursary	2,435	-	(2,435)	-
Literature & Health	2,090	-	(2,090)	-
Representing Wales (Lottery)	37,494	70,000	(103,357)	4,137
Dychmyga Dyfodol	-	4,000	(4,000)	-
CLW	-	5,007	(5,007)	-
Yr Ardd	-	3,010	(3,010)	-
Llyfrau Lliwgar	-	2,000	(2,000)	-
Rickett Bursaries	-	900	(900)	-
Inspiring Communities	-	27,056	(27,056)	-
Ffrindua Bardd Plant	-	12,500	(12,500)	-
The Foyle Foundation	-	25,000	(25,000)	-
Total restricted funds	1,229,017	159,473	(199,976)	1,188,514
Total funds	1,613,595	1,270,458	(1,310,761)	1,573,292

Llenyddiaeth Cymru / Literature Wales

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Unrestricted funds						
General						
General fund	260,676	1,046,688	(1,144,060)	84,699	-	248,003
Designated						
Glyn Jones Bequest	67,973	-	-	(12,710)	-	55,263
John Tripp Fund	4,580	-	-	(2,290)	-	2,290
Ty Newydd Bursaries	2,538	-	-	-	-	2,538
Legacy Fund	21,030	-	-	-	-	21,030
Pilot Activity Fund	25,000	-	-	(7,500)	-	17,500
Representing Wales - Aftercare	3,214	-	(1,740)	-	-	1,474
Ty Newydd Buildings	42,071	-	-	(42,071)	-	-
Ty Newydd Capital Reserve	20,000	-	-	-	-	20,000
BOTY Consultation	5,000	-	-	(5,000)	-	-
Somali Dance	1,000	-	-	(1,000)	-	-
National Poet	2,000	-	-	4,000	-	6,000
Rhys Davies Trust	9,480	-	-	-	-	9,480
Cymru Ni	1,310	-	(1,310)	-	-	-
Lit in Place	-	-	-	1,000	-	1,000
	205,196	-	(3,050)	(65,571)	-	136,575
Total unrestricted funds	465,872	1,046,688	(1,147,110)	19,128	-	384,578

Llenyddiaeth Cymru / Literature Wales

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Other recognised gains/(losses) £	Balance at 31 March 2024 £
Restricted						
Bardd Plant Cymru	2,913	17,354	(16,707)	-	-	3,560
Dylan Day	662	-	-	(662)	-	-
Llen Pawb / Lit Reach	1,754	-	-	-	-	1,754
Rhys Davies Trust	3,684	-	-	-	-	3,684
Roald Dahl 100	6,000	-	-	(3,000)	-	3,000
Weird & Wonderful Wales	1,142	-	-	(1,142)	-	-
Capital Development Fund	870,000	-	-	-	305,000	1,175,000
Jan Mark Bursary	5,870	-	-	(3,435)	-	2,435
Judi Thwaite Bursary	500	-	-	(500)	-	-
Literature & Health	5,458	-	-	(3,368)	-	2,090
Bridging the Gap (MIND)	4,021	-	-	(4,021)	-	-
Representing Wales (Lottery)	42,409	76,500	(78,415)	(3,000)	-	37,494
Total restricted funds	944,413	93,854	(95,122)	(19,128)	305,000	1,229,017
Total funds	1,410,285	1,140,542	(1,242,232)	-	305,000	1,613,595

The specific purposes for which the funds are to be applied are as follows:

Literature Reach is a programme which provides opportunities for literature to benefit the health and wellbeing of the most disadvantaged and vulnerable individuals in our communities. It is funded by Arts Council Wales and the participating Local Authorities.
Literature and Health includes various grants received for promoting health and wellbeing through literature.
Rhys Davies Trust - Literature Wales received a grant from The Rhys Davies Trust for various activities including community workshops in South Wales.
Bardd Plant Cymru - Literature Wales receives annual funding from Welsh Government andS4C towards this project, which is the Welsh-language Children's Poet Laureate.
Capital Development Fund - funded the purchase and substantial improvement works on the freehold properties. The value of the properties reflected in the accounts reflect the market value. The Arts Council of Wales (ACW) has a legal charge over the properties until April 2031. Should the charity sell or change its use of the properties the charity would be required to repay ACW's original investment of £1,010,192.
Jan Mark Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.
Judi Thwaite Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.
Roald Dahl 100 funding was provided for specific projects surrounding the Roald Dahl centenary. The remaining balance is to be spend on supporting legacy activities with young people across Wales.
Representing Wales - a 12 month professional writer development programme for writers of colour launched in 2020-21 funded by the Lottery through the Arts Council of Wales. The programme aims to support a cohort of 12 writers in developing their professional career as a writer.
Ffrindiau Bardd Plant - creative writing workshops in Welsh schools funded by Welsh Government Education, Culture and Welsh Language Group.
Foyle foundation – funding across a number of strategic projects
CLW – Additional project funding for the Children’s Laureate of Wales, which includes a creative writing and audiobook project for partially sighted or blind young people, and a walking tour in Bannau Brycheinniog National Park visiting local schools.
Inspiring Communities Fund – a scheme offering financial support to organisations holding literature events throughout Wales
Llyfrau Lliwgar – a creative writing retreat for LGBTQ+ writers at Tŷ Newydd Writing Centre
Yr Ardd – a creative writing project in partnership with Yr Ardd Community Garden, Llandysul
Dychmyga Dyfodol / Imagine a Future – a creative project for secondary school pupils in Powys
Rickett Bursaries – bursaries to allow writers from low income backgrounds to attend Tŷ Newydd courses

The income funds of the charity include the following funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

Glyn Jones Bequest - A legacy was bequeathed to Literature Wales with the purpose of supporting new writers and creating a meeting place for writers. This fund is allocated to developments at the Glyn Jones Centre in the Wales Millennium Centre;
John Tripp Fund - A reserve set aside to assist writer development.
Tŷ Newydd Bursaries - A reserve set aside to assist writer development.
Representing Wales - Aftercare - A designated fund created to support the 2021 cohort of Representing Wales once the programme comes to an end.
Rhys Davies Trust - Funding received from the Rhys Davies Trust for the development of emerging writers.
Tŷ Newydd Buildings - in order to ring-fence funds to respond to unforeseen repairs or maintenance costs as well as large scale conservation or renovation work at Tŷ Newydd. This is not for ongoing or planned maintenance or repair work, or for work which may be covered by an insurance claim.
Tŷ Newydd Capital Development - Combined with the Capital Development Reserve (Restricted Fund), Directors aim to hold sufficient funds to meet the requirements to repay the ACW grant awarded to develop Tŷ Newydd in 2005, should it default on any of the conditions of the Legal Charge or Grant Agreement. This agreement comes to an end on 3 April 2031, after which any funds remaining will be transferred to General Unrestricted Reserves.
Pilot Activity Fund - to allow LW to pilot new activity and partnership in a low risk manner. Directors have created a new fund which will allow staff to pursue new opportunities and continue to extend the organisation's reach.
Legacy Fund - to allow LW to extend activity or support partner organisations in taking ownership of projects.
Somali Dance - Contribution to Somali Dance project in partnership with NDCW.
BOTY Consultation - funds ringfenced for consultation on Book of the Year, originally planned for early 2022 but postponed until new CEO in post.
Cymru Ni - A training programme for black writers to deliver workshops that explore our modern Wales, helping learners become 'ethical and informed citizens of Wales and the world' and helping schools implement the recommendations of the Cynefin report.

21 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2025
	General	Designated		
	£	£	£	£
Tangible fixed assets	18,751	-	1,175,000	1,193,751
Current assets	607,867	134,831	13,514	756,212
Current liabilities	(376,671)	-	-	(376,671)
Total net assets	249,947	134,831	1,188,514	1,573,292

	Unrestricted funds		Restricted funds	Total funds at 31 March 2024
	General	Designated		
	£	£	£	£
Tangible fixed assets	16,708	-	1,175,000	1,191,708
Current assets	587,689	136,575	54,017	778,281
Current liabilities	(356,394)	-	-	(356,394)
Total net assets	248,003	136,575	1,229,017	1,613,595

22 Analysis of net funds

	At 1 April 2024	Financing cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	615,480	19,697	635,177
Net debt	615,480	19,697	635,177

	At 1 April 2023	Financing cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	754,197	(138,717)	615,480
Net debt	754,197	(138,717)	615,480

LLENYDDIAETH CYMRU - LITERATURE WALES

England & Wales - Charity number 1146560

Accounts

REGISTERED COMPANY NUMBER: 07779153 (England and Wales)
REGISTERED CHARITY NUMBER: 1146560

Report of the Trustees and

Audited Financial Statements for the Year Ended 31 March 2024

for

Llenyddiaeth Cymru/Literature Wales
(A Company Limited by Guarantee)

BPU Limited
Chartered Accountants
Statutory Auditor
Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff
CF23 8AA

Llenyddiaeth Cymru/Literature Wales

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for the Year Ended 31 March 2024

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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

1. INTRODUCTION

We are proud to present this overview of our activities for the year 2023-24 in this Annual Report. It has been a year of uncertainty for the arts sector, and Literature Wales has navigated a series of cuts to public funding and domestic and national political change. Our committed team immersed themselves in projects and programmes that would realise our ambitious strategy of empowering, improving and brightening lives through literature, and this annual report provides a snapshot of those projects.

This year we were proud to launch Writing Well, a sister project to our flagship, Representing Wales. Whilst Representing Wales develops the creative and professional skills of writers from under-represented backgrounds', Writing Well seeks to offer similar intensive support for writers who are keen to work as literary facilitators.

2023 also marked the handover of our Children's Laureate Wales and Bardd Plant Cymru roles. Between 2021 and 2023, Connor Allen (Children's Laureate Wales) and Casi Wyn (Bardd Plant Cymru) visited over 120 schools, empowering children to use language creatively and find their own voices. Their tenures were celebrated at an event at the Senedd in Cardiff where children they had inspired performed their own poetry. As our new laureates, Alex Wharton (Children's Laureate) and Nia Morais (Bardd Plant), settle into the roles, we are excited to see how they shape their roles over the next two years.

In uncertain times, partnerships and collaboration become even more important for better achieving our vision. For example, this year we worked to support the National Eisteddfod in Boduan, close to our home at Tŷ Newydd, by engaging over 30 schools in Gair mewn Gwlân. The project stitched together school children from across Pen Llŷn and knitters of all ages from the region, through a shared love of the Welsh language. We displayed their work and celebrated the book about the project by hosting a series of literary events over Eisteddfod week. You can read more about our partnership working in the report below.

We are operating within a tough environment. The rising cost of living, the declining budget for the arts, and major societal and environmental challenges and changes mean that we are continuously working to ensure that our publicly-funded activities are reaching our target audiences and having a meaningful and positive effect. We have also focused on diversifying income streams to support our activities and bolster our resilience and hired our first dedicated fundraiser to support this work.

Despite these challenges, we are firm in our commitment to provide fair work for writers. In January 2024 we published Our Pledge which details how we will provide fair work conditions, and advocate for them across the sector, by including fee guidelines. This work was informed by research commissioned from Aberystwyth University into the reality of writer fee levels in Wales.

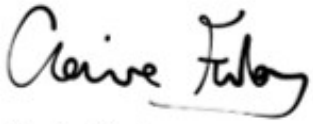
This was also the year of the Arts Council of Wales' Investment Review, and in September we found out that our bid for multi-year funding for 2024-27 had been successful. They noted that:

"Literature Wales has submitted a strong application that demonstrates a connected, cross-cutting ambition to deliver its vision of a cultural, vibrant and equal Wales. Its proposed programme and business plan communicate several interconnected project strands that weave together to underpin its approach and potential to deliver priority outcomes for underrepresented communities and create greater access to opportunities for writers and participants, with the Welsh language as the foundation to this work.

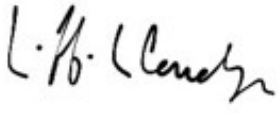
Most impressive is its open and honest commitment to its own learning journey as an organisation that is eager to understand, empower and reflect the communities it seeks to serve."

Despite the UK-wide challenges that arts charities like us face, our team were proud to receive this recognition of their work and, through our priorities and activities, we are excited to continue our learning journey to serve our communities through literature.

Cathryn Charnell-White
Chair



Claire Furlong
Executive Director



Leusa Llewelyn
Artistic Director

2. CHARITABLE PURPOSE

The objects of the charity, as stated in Literature Wales' governing document are: "for the public benefit, in Wales and worldwide, the promotion of arts, heritage and culture, in particular the literature of Wales in all its forms and languages, including, but not exclusively, by:

- supporting writers and writing of all forms of literature in the languages of Wales;
- developing the creative, literary and artistic skills of children and young people;
- facilitating the use of literature as a form of self-expression amongst the general public,including, but not limited to vulnerable people and under-represented communities."

The Strategic Report below outlines the ways in which Literature Wales has delivered its charitable purpose during the year.

2.1 STRATEGIC REPORT

Our vision is a Wales where literature empowers, improves and brightens lives.

Literature Wales's activity is informed by research, allowing us to reach the people who need us most with projects that truly meet their needs. Our rigorous evaluation and stakeholder engagement supports a culture of continuous learning and improvement in our sector and help us to target our own support ever more effectively.

We have identified **three strategic priorities**, through which we aim to create change in society through literature:

- **Representation and Equality** - Shaping a sector that supports equal access for all by addressing historical and structural inequalities and platforming diverse voices;

- **Health and Well-being -** Using the healing power of literature to support the well-being of individuals and communities;

- **Climate Emergency** - Using creativity to educate, explore and challenge, increasing knowledge of the climate emergency and inspiring lasting change.

We deliver these priorities through our **three strands of activity**, which is how we create a vibrant literary society:

- **Writer Development** - Developing and supporting a skilled and visionary workforce in the literature sector, by providing opportunities, increasing potential, and championing fair employment practices

- **Participation** - Enabling more people in Wales to discover the joys of actively participating in literature, inspiring communities and increasing access to our work

- **Wales' Literary Culture** - Celebrating the diverse range of contemporary writers and the literary heritage of Wales with the world by creating a platform for a literature which is more relevant and accessible to a wider audience.

Foundation Stones
Our advocacy for the **Welsh language** and for the **diverse literary culture of Wales** are the foundation stones upon which we have built these priorities and activity strands, all of which align with the goals of the Well-being of Future Generations (Wales) Act 2015:

A more equal Wales; A healthier Wales; A resilient Wales; A Wales of cohesive communities; A prosperous Wales; A globally responsible Wales; A Wales of vibrant culture and thriving Welsh language

We recognise that as Wales' national company for the development of literature, we have a responsibility to demonstrate the highest standards of operational governance, and to demonstrate our values in all the work we deliver and support.

2.2 OUR IMPACT IN NUMBERS

Activities delivered or funded by Literature Wales attracted **26,481** attendances during 2023/24, of which **14,994** were children and young people.

Our **Bardd Plant** and **Children's Laureate** visited **94 schools** with **6,711** attendances at their workshops and activities.

81 emerging writers from under-represented backgrounds attended **8 strategic courses** at Tŷ Newydd National Writing Centre.

An additional **31 open courses** at Tŷ Newydd were attended by **287** participants, equating to **2161** attendances
11 of our Tŷ Newydd courses were delivered in the Welsh language, with **310** attendances.

3 of our courses were delivered **bilingually** with **300** attendances.

19 of our **supported writers** accessed our free of charge intensive **Welsh language learner courses**, delivered in partnership with Canolfan Dysgu Cymraeg Genedlaethol and Nant Gwrtheyrn.

Beneficiaries of our **online resources** included **222** who accessed our **Resources for Writers**, **3,102** who viewed our **Writers of Wales Directory**, and **20,044** who engaged with our **Land of Legends** project.

We paid **£200,000** in fees and expenses to **213 freelance writers** who delivered activity for Literature Wales during the year.

An additional **8 writers** received **financial prizes** through the **Wales Book of the Year Awards.**

20 writers received **bursaries** to support their participation in our strategic course, Representing Wales and Writing Well.

Our Inspiring Communities Fund provided grants totalling **£28,593** which supported **193 writers** to participate in **327 events** reaching an **audience of 13,971** across Wales.

3. ACTIVITY STRAND I, WRITER DEVELOPMENT

Objective: To develop and support a skilled and visionary workforce in the literary sector, by providing opportunities, increasing potential, and championing employment practices.

3.1 PROJECT IN FOCUS: REPRESENTING WALES
Strategic Priority: Representation & Equality

Representing Wales is a twelve-month writer development programme which sits at the heart of our Strategic Programme. It supports a cohort of fourteen writers annually and comprises workshops, masterclasses, writing rooms, mentoring, industry talks and other opportunities. The 2023/24 programme was made possible through delegated Lottery funding through the Arts Council of Wales. It was aimed at writers from under-represented backgrounds, selection was through open call out, with a panel made up of external independent panel members.

There is no charge to participate, and each writer receives a financial award of £3,300 which includes a travel bursary. The award supports them to take time out to write, attend the training sessions, travel to talks and make submissions to competitions. A bespoke 3-year aftercare programme is provided to support each writer's ongoing development. Since its inception in 2020, forty writers have participated in Representing Wales with alumni going on to establish thriving careers, for example:

- 38 stories have been published across twelve volumes, with three more confirmed for 2024/25
- 3 writers have gone on to become National Laureates for Wales (National Poet Hanan Issa, Bardd Plant Nia Morais, Children's Laureate Alex Wharton)
- Winner of the Writers and Artists Working Class Writers' Prize 2023 (Jon Doyle)
- Winner of the Creative Futures Gold Prize for Creative Non Fiction 2023 (Bethany Handley)
- Black British Book Festival's Writer on the Rise, in association with Pan Macmillan (Jade Bradford)
- Faber's FAB prize shortlist (Jade Bradford)
- Winner of the Tir na n-Og Award 2024 (Megan Angharad Hunter)

Feedback
"Every single small key detail you could think of - [Representing Wales] has elaborated on everything. And I've gone from going I want to be a writer to now [...] I understand how to be a writer"

Alice Knight - 2023 Cohort member

"Before starting Representing Wales I didn't think that writing could be my career. I thought writing was my hobby and now I'm finishing Representing Wales as a full-time freelance writer"

Bethany Handley, 2023 Cohort member, her poetry pamphlet will be published by Seren books in 2025.

Project partner: Representing Wales 2023/24 was funded through delegated Lottery funding by the Arts Council of Wales.

3.2 PROJECT IN FOCUS: REINVENTING THE PROTAGONIST
Strategic Priority: Representation & Equality

Reinventing the Protagonist was one of the seven free-of-charge courses that made up Literature Wales' Strategic Programme in 2023/24. Ten Deaf and/or Disabled Writers joined the digital creative writing course under the care of internationally renowned playwright, writer and Disability Activist, Kaite O'Reilly. This was the first time we ran this course and we were delighted with the strong response to the call-out, which also saw Literature Wales commission its first BSL flyer.

Delivered in partnership with Disability Arts Cymru, the course comprised a series of five online meetings and one-to-one tutorials between November 2023 and January 2024. Open in form, the course welcomed writers from multiple disciplines, focusing on a different genre each week. 100% of the participants reported that the course had helped them build a supportive creative community, develop their creative writing skills and deepened their industry knowledge.

Feedback

"The course has been transformative - so rarely are disabled authors and people with bodies outside norms and binaries celebrated and centred…. Unabashedly exploring the disabled gaze and culture was healing and nourishing for me and I hope it can be for disabled readers and all those who read work that emerges from this amazing workshop series." (Grace Quantock 2023/24 course participant).

Project partners: Reinventing the Protagonist was delivered in partnership with Disability Arts Cymru and funded by the Arts Council of Wales.

4. ACTIVITY STRAND II, PARTICIPATION

Objective: To enable more people in Wales to discover the joys of actively participating in literature, inspiring communities and increasing access to our work.

4.1 PROJECT IN FOCUS: LLÊN MEWN LLE | LIT IN PLACE
Strategic Priorities: Climate Emergency; Representation & Equality; Health & Well-being

Llên mewn Lle | Lit in Place supports creative writing facilitators to design and deliver a project in their local community with a focus on well-being and the environment and reaching those with least access to the arts. It is run in partnership with WWF Cymru and during 2023/24 three projects have been supported:

- 'Gwledda', run by Iola Ynyr in Rhosgadfan, in partnership with GwyrddNi;
- 'The Fruits of our Fire' run by Siôn Tomos Owen in Treherbert, in partnership with Welcome to our Woods;
- 'The LUMIN Syllabus', run by Sadia Pineda Hameed and Beau W Beakhouse in Swansea, in partnership with Ways of Working.

Outputs:

- **46** sessions involving **550** attendances; **30** trees planted in Rhosgadfan with support from North Wales Wildlife Trust; **1 illustrated diary** published (Fruits of our Fire), exploring links between mental health and the climate; **1 anthology** in development (LUMIN Syllabus), exploring the links between the climate and colonialism; **1 website** launch (Fruits of our Fire), featuring stories from the community, attached to a newly established walking route in Rhondda Cynon Taf; **1 commissioned sculpture** (Gwledda), unveiled at Cae'r Gors, the former home of author Kate Roberts; **1 sharing feast** (Gwledda), curated and run by participants in Rhosgadfan.

Impact:

- Participants reported that they grew in confidence, their mental health improved and they had a greater sense of agency;
- Feedback revealed that participants developed a greater sense of community belonging through spending time outdoors, exploring the natural and cultural heritage on their doorstep, and by broadening their social networks;
- Gwledda has kick-started a campaign to re-open Cae'r Gors, Kate Roberts' former home, as a centre for the community.

Feedback

'I struggled for years to get back to feeling myself but coming here has helped so much. Being out in the fresh air, hearing the poems and smelling the fire makes me feel better inside my head, enough to speak about it because I feel safe enough to talk about it now' (Participant, The Fruits of our Fire).

Project partners: Lit in Place 2023/24 was funded by the Arts Council of Wales and WWF Cymru, and delivered in partnership with WWF Cymru, GwyrddNi, Ways of Working and Welcome to our Woods.

4.2 PROJECT IN FOCUS: PIECE BY PIECE
Strategic Priorities: Representation & Equality, Health & Well-being

Piece by Piece (July 2020 - May 2024) was a Comic Relief-funded partnership project with Newport Mind and Community Youth supporting families and young people with mental health issues, especially those from low-income or Black, Asian or minority ethnic backgrounds or who are LGBTQ+. The project partnered writers and artists with families to engage in creative activities and share experiences with the aim of addressing trauma and reducing the impact of poor mental health.

Artist team

Connor Allen, Sarah Bawler, Georgina Harris, Samantha Jones, Andy O'Rourke, Clare E. Potter, Bill Taylor-Beales, Uschi Turoczy, Serena Lewis, William Tremlett, Casi Wyn, Efa Blosse-Mason, Maddie Jones, Taylor Edmonds and Duke Al Durham. Holly Clark, Leanne Evans, Hannah Lloyd, Amy Moody, and Yasmin Williams.

Outputs

10 creative projects; **120** workshops; **1** residency at Bassaleg High School; **1** Resilience Programme template developed (hosted on the Literature Wales and Newport MIND websites) to share good practice in working with young people who have experienced mental health trauma; New works created: **1** performance piece, **3** booklets, **1** mural, **5** songs, **5** films, **1** poster poem and postcards

Feedback:

"This should be in every school and all pupils should have the opportunity to be creative and write about how they feel and learn poetry or song writing or just creative writing as a self-therapy, as a positive coping mechanism because it's really powerful and it can help people." Leah Williams, Newport Mind.

"I've enjoyed coming into a room where I can express myself and just talk to people" … "I've begun writing more about how I've felt at home" Pupils at Bassaleg High School.

"I learnt SO much. It was a perfect blend of mental health support mixed with the creativity of poetry and illustration." Joshua Hicks, Teacher Llanwern School.

Project partners: Piece by Piece was funded by Comic Relief and delivered in partnership with Newport Mind and Community Youth.

5. ACTIVITY STRAND III, WALES' LITERARY CULTURE
Objective: To celebrate the diverse range of contemporary writers and the literary heritage of Wales with the world by creating a platform for a literature which is more relevant and accessible to a wider audience.

5.1 Project in focus: National Poet of Wales, Children's Laureate, Bardd Plant
Strategic priorities: Representation & Equality, Health and Well-being, Climate Emergency

This was Hanan Issa's second year as the **National Poet for Wales**, whose role is to take poetry to new audiences and encourage others to use their creative voice to inspire positive change. Among her commissions during this period was 'The Unsung', to mark the 75th anniversary of the NHS, and - with Bardd Plant Casi Wyn - 'Dywed, Beth oedd ei Chyfrinach' ('Tell, What was her Secret'), to celebrate the unveiling of a new statue of Cranogwen in Llangrannog in June 2023.

She travelled to Brussels to join poets from all over Europe and share her work at the Transpoesie Festival, and as Hay Festival International Fellow Hanan performed her poetry at Hay Festival Wales and at Hay Festival Queretaro, Mexico. One of her ambitions as National Poet is to raise the profile of the Welsh poetic tradition internationally. Her project, 'Cerdd Tafod Arall - Music of Another Tongue', is realising this, by gathering poets from across the world together to learn about and respond creatively to the cynghanedd. The project began in early 2024 with an online workshop led by Mererid Hopwood and Eurig Salisbury from Aberystwyth University; we look forward to sharing the fruits of this special project as it develops.

September 2023 saw two new poets stepping into our ambassadorial roles - Nia Morais as **Bardd Plant Cymru** and Alex Wharton as **Children's Laureate Wales**. The eighteenth poet to take on the Bardd Plant Cymru role, Nia wants to demonstrate that the Welsh language belongs to everyone. She is passionate about championing individuality and encouraging positivity and respect towards our self-image. Alex is the third writer to take on the role of Children's Laureate Wales. He plans to invite children and young people to explore the magic and playfulness of language, helping them to feel understood and inspired by the joy and freedom of writing. In their first six months, Nia and Alex have visited twelve Local Authorities leading workshops for over 1,500 children. Project highlights include Alex's workshop with UCAN, a creative arts charity for blind and partially sighted children/young people; and Nia's workshops sharing the new resource Celf ar y Cyd - an online art gallery developed by Amgueddfa Cymru - to encourage children to use artworks as an inspiration for creative writing.

Project Partners: The Laureates programme 2023/24 was funded by the Arts Council of Wales; Bardd Plant Cymru receives additional support from the Books Council of Wales, S4C, Urdd and the Welsh Government.

5.2 Project in focus: Wales Book of the Year
Strategic priority: Representation & Equality

The Wales Book of the Year Awards celebrate outstanding literary talent from Wales across many genres and in both English and Welsh. The Awards play a vital role in launching careers, raising profiles and driving sales (sales of Caryl Lewis' Drift, 2023 winner, more than doubled following the Awards Ceremony).

We received a total of 206 submissions (122 English / 84 Welsh) for the 2023 award, which were judged by an independent panel of eight judges (four in each language). The panels agreed on a Shortlist of three books for each category (Fiction, Poetry, Creative Non-Fiction, Children & Young People), i.e. 24 books in total across both languages. This Shortlist was announced live on BBC Radio Wales and BBC Radio Cymru.

The judges also agreed on a winner for each category (receiving £1,000) and an overall winner (receiving an additional £3,000) in each language. The public were able to vote for their favourite books in the independently run People's Choice Award and the Welsh language equivalent, Barn y Bobl. The 2023 category and overall winners were announced at a live ceremony at the Tramshed in Cardiff on 13 July, which was attended by 205 guests including authors and representatives from across the literary and publishing industries. Drift by Caryl Lewis won the Overall Award in the English language, while Pridd by Llŷr Titus won in the Welsh language.

Media attention: WBOTY 2023 received significant attention, including: **9** Radio Broadcasts, **12** online / print articles announcing the winners, and **200,000** combined views on Twitter for posts announcing the Short List and Winners in both languages.

WBOTY 2023 partners and funders: Arts Council of Wales, The Books Council of Wales, BBC Cymru Wales, Golwg360, Rhys Davies Trust and the Wales Arts Review.

6. FOUNDATION STONE: THE WELSH LANGUAGE
Strategic Priority: Representation & Equality

Objective: Our advocacy for the Welsh language and for the diverse and vibrant culture of Wales are the foundation stones upon which all our priorities and activity strands are built.

During 2023/2024 we delivered a wide range of Welsh-language projects aimed at encouraging a thriving Welsh language literary scene. Nia Morais's work as Bardd Plant is described above, with some of our additional activity outlined below.

Cwrs Olwen (1 - 3 December) is our annual residential course run over a long weekend in partnership with Eisteddfod yr Urdd. Eleven writers joined the course, under the care of prize-winning authors, poets and scriptwriters, Mared Llywelyn and Iestyn Tyne who were themselves former course participants. Designed specifically for Welsh-language writers aged 18 - 25, spaces are reserved for the winners of the main literary competitions in the Eisteddfod yr Urdd.

"I can't think of a better way to spend my time than writing with new friends and learning from such excellent tutors in such a lovely haven. Many thanks for the boost to my confidence and all the fun."

(2023 participant Brennig Davies)

Llyfrau Lliwgar, a Welsh-language LGBTQA+ reading group based across Bangor and Cardiff, returned to Tŷ Newydd Writing Centre from the 17-19 November 2023 for a weekend of creative writing workshops and group discussions led by Llio Maddocks, Leo Drayton, Gareth Evans-Jones and special digital guest Paul Mendez. Spaces on the retreat were filled within less than 24 hours with fourteen writers joining and contributing towards a new zine entitled 'rhych newydd'.

The beginning of 2024 also saw Tŷ Newydd Writing Centre welcoming a cohort of emerging poets as part of our new writer development programme, **Pencerdd**. Pencerdd supports Welsh language poets to develop the ancient craft of cynganeddu and the programme is run in partnership with Barddas. The aim is to develop poets who are new to the tradition and to nurture new voices and perspectives within the cynganeddu tradition in Wales, raising the profile of the canu caeth scene. The poets started with a week-long residential course under the tutelage of Manon Awst and Rhys Iorwerth before being paired with a Bardic Mentor to continue their literary journey over the following year.

Literature Wales worked in partnership with collective **Kathod** to offer a brand-new Welsh-language residential course for women and individuals from marginalised genders interested in combining music and spoken word. Kathod is a not-for-profit project to develop the skills of women in the music industry in Wales by sharing ideas, collaborating creatively, and creating multi-disciplinary art.

The course took place at Tŷ Newydd between 23 - 27 February 2024. Ten writers were selected following open call out, together with Kathod's five creative coordinators, Heledd Watkins, Bethan Mai, Catrin Morris, Tegwen Bruce-Deans and Llio Maddocks. The course was led by the award-winning music producer Branwen Munn and spoken word artist, Rufus Mufasa.

100% of the participants noted that the course had helped them develop their writing and music production skills and four new tracks were created over the course of the week.

"I can't say 'thank you' enough for being part of the Kathod Retreat. I came away feeling so warm and inspired, with amazing friends, a better understanding of writing and production, and a new confidence in my creativity." Catrin Herbert, Participant

Project partners: Arts Council of Wales, Barddas, Kathod, Llyfrau Lliwgar, Urdd

7. INSPIRING COMMUNITIES FUND
Activity strands: Participation, Celebrating Wales' Literary Culture
Strategic priorities: Representation & Equality, the Climate Emergency, Health & Wellbeing

The Inspiring Communities Fund enables local communities to organise, deliver and enjoy a variety of literary activities. It is made possible through delegated Lottery funding through the Arts Council of Wales. Community groups, schools, festivals and other local organisations are invited to apply for funding of up to £2,000 which can support up to 75% of the fees paid to writers for literary events including talks, lectures, workshops and more.

ICF 2023/24 Overview

- Grants totalling £28,593 were made to support 327 individual literary events
- 223 applications were received, 68% of which were successful with 152 offers made
- 193 individual writers were supported
- The total audience for events supported by ICF was 13,971

Projects supported included creative writing workshops for Deaf and hard of hearing children in south Wales primary schools, poetry workshops supporting adults experiencing poor mental health in Gwent, Welsh language events delivered by literary societies, and school workshops led by our Children's Laureate and Bardd Plant.

Feedback

"Cafodd y plant cymaint o wefr i glywed eu gwaith yn cael ei ddarllen yn gyhoeddus, gobeithio ein bod wedi sbarduno'r genhedlaeth nesaf o feirdd a darllenwyr newydd." Ymgeisydd llwyddiannus, Cronfa Ysbrydoli Cymunedau.

"The children had such a thrill from hearing their work being read out in public, we hope we've inspired the next generation of poets and readers" Successful applicant, ICF

"It was a wonderful totally inclusive event that celebrated our pupils, their identities, their stories, and the hilarity of the teenage experience. It sat perfectly within our banned books week celebration, and I am so grateful to you for helping us to make it happen - thank you." Successful applicant, ICF

8. TŶ NEWYDD OPEN COURSES
In 2023/24 we welcomed 578 writers to our open courses at Tŷ Newydd, a significant increase from the 368 welcomed in 2022/23. The programme included a range of themes and genres including a spring poetry masterclass with Gillian Clarke and Carol Ann Duffy, writing about food, family and feelings with Kate Young and Ella Risbridge and a fully-subscribed Cynganeddu course with Rhys Iorwerth and Manon Awst. We delivered six digital courses under the Tŷ Newydd banner widening access to develop creative writing skills from writers in Wales and beyond, resulting in 100% of audiences reporting that taking part in the course helped improve their craft. During the same year, Nant Writers' Retreat Cottage was occupied for 80% of the year, welcoming 45 writers in total.

9. SECTOR FACILITATION

All staff at Literature Wales actively participate in consultation and support with our stakeholders, strengthening our understanding of the arts and cultural sector, sharing knowledge, and improving our processes. In 2023-24 staff logged over 750 hours of sector facilitation, with many more hours spent in an informal capacity. This has included:

- Sharing policies: specifically, our social media guidelines, financial authority templates and safeguarding policies with other organisations (Honno, National Dance Company Wales, Office of the Future Generations Commissioner and National Theatre Wales);

- Supporting new developments such as National Literacy Trust's Young Readers Programme and Royal Society of Literature Jerwood Poetry Awards;

- Being a critical friend for the Culture Change programme, supporting efforts to diversify the arts workforce in Wales.

10. OPERATIONS

10.1 Finance

At the end of 2023-24 Literature Wales remains in a stable financial position. During the year we have further streamlined our financial processes, whilst ensuring the controls in place are robust. Over the next year we will continue to look for ways to become more efficient and reduce costs where possible.

The Statement of Financial Activities shows a loss for the year, however, this loss is part of the plan to reduce our restricted and designated funds. At 31 March 2024, our total funds carried forward at the year end are £1,613,595. These were made up of restricted funds of £1,229,017, designated funds of £136,575, and unrestricted general funds of £248,003. Restricted Funds include £1,175,000 Capital Development Fund for Tŷ Newydd, our Headquarters and National Writing Centre, which is an historic 15th-century house, outbuildings and grounds. Unrestricted general funds include £16,708 in fixed assets. During the next three years we plan to reduce the unrestricted general funds to our target level of £190,000 plus fixed assets.

10.2 RISK

A comprehensive system of risk management is now in place, ensuring Literature Wales is fleet of foot in responding to risk. Our Risk Register is a live document, which all senior leaders take responsibility for updating and discussing key risk topics fortnightly. Risks cover a range of areas, both internal and external, including governance, fundraising & financial, staffing, compliance, partnerships, and delivery model. This register is reviewed quarterly by trustees. All team members are trained and expected to manage risk appropriate to their level. For example, all project members assess and document project level risks in a centralised document.

10.3 FUNDRAISING

We are very grateful to all those who supported Literature Wales's programme during 2023/24, especially given the challenges currently facing the sector caused by cuts to public funding and the ongoing cost of living crisis. As a registered charity our work would not be possible without the generosity of public funders, trusts and foundations, corporate partners and individual donors. Equally, fees received for our open courses and venue hire provide additional and vital income streams.

The Arts Council of Wales Investment Review took place during this period and we are delighted that Literature Wales remains a Portfolio Member; however Welsh Government cuts to the ACW budget means our annual grant from April 2024 is 2.5% lower than our 2023/24 revenue grant, at £734,473.

Literature Wales' first dedicated fundraiser was appointed in September 2023, with the aim of strengthening the charity's sustainability and resilience by securing new and more diverse sources of support, and reducing our reliance on public funding. Fundraising timescales mean the focus has been on raising funds towards the 2024/25 financial year and beyond, with positive results and a range of new funders and sponsors secured to date.

Fundraising Breakdown 2023/24

Arts Council of Wales - £761,685 (£753,306 revenue grant, £8,379 cost of living grant)
Delegated Lottery funding - £97,056 (Inspiring Communities Fund and Representing Wales)
Other public funding - £27,718 (Welsh Government and Local Authority funding towards Senedd events, Bardd Plant Cymru, Lit in Place, NHS project)
Trusts and Foundations - £27,707 (Garfield Weston Foundation, Comic Relief, Rhys Davies Trust towards core costs, Piece by Piece and Wales Book of the Year)
Venue hire and merchandise - £36,432
Open courses and retreats - £169,747
Corporate support - £15,750
Donations from individuals - £2,618

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Literature Wales is a registered charity and a company limited by guarantee, incorporated on 19 September 2011 and registered as a charity on 23 March 2012. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association, which were updated in 2019/20.

Recruitment and appointment of new trustees

All new trustees are also appointed as non-executive Directors of the company following an open and transparent recruitment or nomination by a current Trustee as described in the Articles of Association. Trustees are appointed to strengthen the skills and experience represented by the Board of Directors. All new trustees receive an induction pack together with information regarding the roles and responsibilities of being a trustee, meetings with key personnel as well as training on charity governance.

Organisational structure

Literature Wales is led by the Board of non-executive Directors, who are also trustees of the organisation. The Board of Directors meets a minimum of four times a year and is responsible for the strategic direction of the organisation and overall financial planning. The Board delegates day-to-day running of the organisation to the executive team, led by the Executive Director and Artistic Director, who are supported by a Senior Leadership Team that meets regularly to discuss progress towards strategic aims and other targets.

The trustees confirm that in carrying out their duties during the 2023/24 year they have due regard to the Charity Commission guidance on public benefit.

Key Management Personnel

The Key Management Personnel of the organisation are Executive Director, Claire Furlong and Artistic Director, Leusa Llewelyn; Operations Manager and Company Secretary Alys Lewin; and Finance Manager, Emma Richards. Remuneration for the Key Management Personnel is set and approved annually by the Chair of the Board and follows the organisation's banded salary structure.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
07779153 (England and Wales)

Registered Charity number
1146560

Registered office
Tŷ Newydd Writing Centre
Llanystumdwy
Cricieth
Gwynedd
LL52 0LW

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Cricieth
Gwynedd
LL52 0LW

Trustees
C Charnell-White (Chair)
S Austin (resigned 22/5/2024)
S Dimmick (appointed 23/5/2023)
C Dylan
J D Ellis (resigned 26/1/2024)
A Finlayson (resigned 24/5/2023)
R Harries
O Hathway (appointed 23/5/2023)
M Hassan (appointed 20/2/2024)
R King (appointed 23/5/2023)
J O'Shea (Deputy Chair) (resigned 22/5/2024)
D Roberts (resigned 22/5/2024)
O Taylor-Shaw (resigned 22/5/2024)
C Thatcher
N Adam (appointed 22/5/2024)
M Eckstien (appointed 22/5/2024)
A Khan (appointed 19/8/2024)
C F Williams (appointed 22/5/2024)
M Willis (appointed 14/11/2024)

Artistic Director
Leusa Llewelyn

Executive Director
Claire Furlong

Company Secretary
Alys Lewin

Auditors
BPU Limited
Chartered Accountants
Statutory Auditor
Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff
CF23 8AA

Principal bankers
CAF Bank
25 Kings Hill Avenue
Kings Hill
Kent
ME19 4JQ

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Llenyddiaeth Cymru/Literature Wales for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the board of trustees on ..... and signed on its behalf by:

.....
Alys Lewin
Company Secretary

Opinion

We have audited the financial statements of Llenyddiaeth Cymru/Literature Wales (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:
- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risks of acts by the charity that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

The laws and regulations that we determined were most significant to the charity were the Companies Act, Charities Act, Employment Law, Health and Safety regulations, General Data Protection Regulation, Safeguarding Vulnerable Groups Act (SVGA) 2006, Equality Act and the Welsh Language Act.

We obtained an understanding of how the charity is complying with those laws and regulations by making enquiries of the management and those charged with governance, and corroborated these enquiries through our review of board minutes and review of legal and professional spend for the year.

We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur. We addressed the risk of management override of internal controls and assessed the effectiveness of the controls that management has in place to prevent and detect fraud, including testing of manual journals and evaluating the assumptions and judgements made by management in its significant accounting estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

for and on behalf of BPU Limited
Chartered Accountants
Statutory Auditor
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Date: .....

Llenyddiaeth Cymru/Literature Wales

Statement of Financial Activities
for the Year Ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	**2024 Total funds £**	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	**2,618**	**-**	**2,618**	3,570
Charitable activities	6				
Income from activities		**83,686**	**92,790**	**176,476**	138,968
Grants		**922,525**	**-**	**922,525**	988,911
Other trading activities	4	**35,368**	**1,064**	**36,432**	34,736
Investment income	5	**2,156**	**-**	**2,156**	1,668
Other income		**335**	**-**	**335**	292
Total		**1,046,688**	**93,854**	**1,140,542**	1,168,145
EXPENDITURE ON					
Raising funds	7	**30,926**	**-**	**30,926**	54,190
Charitable activities	8				
Income from activities		**1,035,407**	**95,122**	**1,130,529**	1,012,200
Grants		**80,777**	**-**	**80,777**	70,407
Total		**1,147,110**	**95,122**	**1,242,232**	1,136,797
NET INCOME/(EXPENDITURE)		**(100,422)**	**(1,268)**	**(101,690)**	31,348
Transfers between funds	21	**19,128**	**(19,128)**	**-**	-
Other recognised gains/(losses)					
Gains on revaluation of fixed assets		**-**	**305,000**	**305,000**	-
Net movement in funds		**(81,294)**	**284,604**	**203,310**	31,348
RECONCILIATION OF FUNDS					
Total funds brought forward		**465,872**	**944,413**	**1,410,285**	1,378,937
TOTAL FUNDS CARRIED FORWARD		**384,578**	**1,229,017**	**1,613,595**	1,410,285

The notes form part of these financial statements

Balance Sheet
31 March 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible assets	15	**1,191,708**	887,602
CURRENT ASSETS			
Stocks	16	**754**	1,349
Debtors	17	**162,047**	136,578
Cash at bank and in hand		**615,480**	754,197
		778,281	892,124
CREDITORS			
Amounts falling due within one year	18	**(356,394)**	(369,441)
NET CURRENT ASSETS		**421,887**	522,683
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,613,595**	1,410,285
NET ASSETS		**1,613,595**	1,410,285
FUNDS	21		
Unrestricted funds		**384,578**	465,872
Restricted funds		**1,229,017**	944,413
TOTAL FUNDS		**1,613,595**	1,410,285

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

Balance Sheet - continued
31 March 2024

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

.....
C Charnell-White (Chair)
Trustee

The notes form part of these financial statements

Llenyddiaeth Cymru/Literature Wales

Cash Flow Statement
for the Year Ended 31 March 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	**(133,796)**	33,750
Net cash (used in)/provided by operating activities		**(133,796)**	33,750
Cash flows from investing activities			
Purchase of tangible fixed assets		**(5,580)**	(4,427)
Sale of tangible fixed assets		**659**	805
Interest received		**-**	1,668
Net cash used in investing activities		**(4,921)**	(1,954)
Change in cash and cash equivalents in the reporting period		**(138,717)**	31,796
Cash and cash equivalents at the beginning of the reporting period		**754,197**	722,401
Cash and cash equivalents at the end of the reporting period		**615,480**	754,197

The notes form part of these financial statements

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	**(101,690)**	31,348
Adjustments for:		
Depreciation charges	**5,432**	4,944
Loss on disposal of fixed assets	**383**	-
Interest received	**-**	(1,668)
Decrease in stocks	**595**	75
Increase in debtors	**(25,469)**	(29,872)
(Decrease)/increase in creditors	**(13,047)**	28,923
Net cash (used in)/provided by operations	**(133,796)**	33,750

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/23	Cash flow	**At 31/3/24**
	£	**£**	**£**
Net cash			
Cash at bank and in hand	754,197	(138,717)	615,480
	754,197	(138,717)	615,480
Total	754,197	(138,717)	615,480

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties. The principal accounting policies adopted are set out below.

Incoming resources
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants
Grants receivable are treated in different ways dependent upon their purposes and the terms of the grant.

Grants receivable for specific purposes are treated as restricted funds so that any unused funds can be separately identified.

Grants receivable to facilitate the general running of the project i.e. where the directors/trustees can choose how the funds are expended, are treated as unrestricted funds.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

continued...

1. ACCOUNTING POLICIES - continued

Resources expended
Charitable expenditure comprises these costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

Offsetting
There has been no offsetting of assets or liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Charitable funds
Unrestricted funds
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds
Designated funds are unrestricted funds of the charity which have been set aside to fund particular future activities of the charity.

Restricted funds
Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	-	2% straight line
Plant and machinery	-	10% and 20% reducing balance
Fixtures and fittings	-	10% reducing balance

continued...

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

The trustees have agreed to revalue the freehold land and buildings owned by the charity every 5 years from October 2019. Depreciation has not been charged on the freehold land and buildings because due to their expected realisable value at the end of 50 years the Trustees consider the value of the depreciation charge to be insignificant.

Fixed assets are stated at cost less accumulated depreciation. Additions costing less than £500 are not capitalised.

Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Taxation

As a charity, Llenyddiaeth Cymru / Literature Wales is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Basic financial assets

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Basic financial liabilities

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

continued...

1. ACCOUNTING POLICIES - continued

Financial instruments
Liabilities are recognised in the Statement of Financial Activities as they become payable.

Irrecoverable VAT
Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Pensions
The charity operates a defined contribution scheme for the benefit of its employees. The assets of the scheme are held separately from those of the charity. Contributions payable are charged to the profit and loss account in the year they are payable and are charged against unrestricted funds.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

continued...

3. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	**2,618**	3,570

4. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Sale of books and merchandise	**5,151**	4,263
Hire of Tŷ Newydd	**31,281**	30,473
	36,432	34,736

5. INVESTMENT INCOME

	2024	2023
	£	£
Interest receivable	**2,156**	1,668

6. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Income from activities	Income from activities	**176,476**	138,968
Grants	Grants	**922,525**	988,911
		1,099,001	1,127,879

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Arts Council of Wales	**858,741**	863,741
Welsh Assembly Government	**17,906**	56,470
Bardd Plant Cymru	**10,000**	10,000
Other	**35,878**	58,700
	922,525	988,911

continued...

7. RAISING FUNDS

Raising donations and legacies

	2024	2023
	£	£
Fundraising	**15,904**	37,730
Tŷ Newydd Operational	**15,022**	16,460
	30,926	54,190

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9)	Grant funding of activities (see note 10)	Support costs (see note 11)	Totals
	£	£	£	£
Income from activities	**1,108,683**	**-**	**21,846**	**1,130,529**
Grants	**-**	**80,777**	**-**	**80,777**
	1,108,683	80,777	21,846	1,211,306

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Comms/online projects	**14,732**	-
Participation	**-**	316,811
Writer development	**-**	429,818
Core projects	**764,384**	-
Mid-term pilots	**97,613**	-
Sector facilitation	**72,681**	-
Wales literary culture	**-**	176,177
Operational costs	**159,273**	65,222
	1,108,683	988,028

continued...

10. GRANTS PAYABLE

	2024	2023
	£	£
Grants	**80,777**	70,407

The total grants paid to institutions during the year was as follows:

	2024	2023
	£	£
Grants to organisations	**12,495**	23,923
Grants to individuals via organisations	**45,683**	2,475
Grants to individuals (Bursaries)	**22,599**	44,009
	80,777	70,407

11. SUPPORT COSTS

	Depreciation	Governance costs	Totals
	£	£	£
Income from activities	**5,432**	**16,414**	**21,846**

Support costs, included in the above, are as follows:

	2024 Income from activities	2023 Total activities
	£	£
Depreciation of fixed assets	**5,432**	**4,944**
Auditors' remuneration	**8,500**	**8,160**
Governance costs	**6,840**	**9,834**
Administrative costs	**1,074**	**1,234**
	21,846	**24,172**

continued...

12. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Auditors' remuneration	**8,500**	8,160
Depreciation - owned assets	**5,432**	4,945
Deficit on disposal of fixed assets	**383**	-

13. TRUSTEES' REMUNERATION AND BENEFITS

No trustees received remuneration for the year ended 31 March 2024 (2023: £nil). However, payments were previously made to trustees and connected persons by Literature Wales for activities organised directly by Literature Wales or for activities supported by Literature Wales through Writers on Tour.

There were 1 board and committee members (2023: 6) who received fees totalling £400 (2023: £1,415).

Trustees' expenses

Travel expenses totalling £627 were reimbursed to three board members (2023: 0 board members) during the financial year (2023: £0).

14. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2024	2023
Average number of employees	**18**	18

Key management personnel

The total benefits paid to key management personnel during the year was £188,952 - 4 key personnel (2023: £152,289 - 5 key personnel).

	2023	2022
	£	£
Gross Staff Costs	**523,645**	507,379
Employers National Insurance	**47,561**	46,869
Employers Pension Contributions	**22,086**	18,302
Total Staff Costs	**593,292**	572,550

continued...

15. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Plant and machinery £	Fixtures and fittings £	Totals £
COST OR VALUATION				
At 1 April 2023	**2,219,446**	**3,020**	**54,644**	**2,277,110**
Additions	**-**	**-**	**5,580**	**5,580**
Disposals	**-**	**-**	**(1,646)**	**(1,646)**
Revaluations	**305,000**	**-**	**-**	**305,000**
At 31 March 2024	**2,524,446**	**3,020**	**58,578**	**2,586,044**
DEPRECIATION				
At 1 April 2023	**1,349,446**	**2,355**	**37,707**	**1,389,508**
Charge for year	**-**	**67**	**5,365**	**5,432**
Eliminated on disposal	**-**	**-**	**(604)**	**(604)**
At 31 March 2024	**1,349,446**	**2,422**	**42,468**	**1,394,336**
NET BOOK VALUE				
At 31 March 2024	**1,175,000**	**598**	**16,110**	**1,191,708**
At 31 March 2023	870,000	665	16,937	887,602

Cost or valuation at 31 March 2024 is represented by:

	Freehold land and buildings £	**Plant and machinery £**	**Fixtures and fittings £**	**Totals £**
Valuation in 2024	**305,000**	**-**	**-**	**305,000**
Cost	2,219,446	3,020	58,578	2,281,044
	2,524,446	3,020	58,578	2,586,044

Arts Council of Wales has a legal charge over the properties held within fixed assets. These properties are Tŷ Newydd and Nant and Hafodty, Criccieth, Gwynedd.

The freehold property was valued at £1,175,000 on an open market basis on the 12 August 2024 by North Wales Surveyors. In the trustees' opinion there is no change in the market value as at the balance sheet date.

continued...

16. STOCKS

	2024	2023
	£	£
Stocks	**754**	1,349

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	**145,347**	116,090
Prepayments and accrued income	**16,700**	20,488
	162,047	136,578

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	**124,402**	179,713
Other creditors	**48,014**	47,722
Deferred income	**183,978**	142,006
	356,394	369,441

Deferred Income:

	2023	2022
	£	£
Balance brought forward	**113,986**	50,415
Income received	**169,313**	141,759
Income released	**(125,853)**	(78,188)
	157,446	113,986

Contained within deferred income is £104,590 that relates to courses and trading, and £52,856 that relates to performance related grants received in advance.

continued...

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024	2023
	£	£
Within one year	**696**	696
Between one and five years	**1,392**	2,088
	2,088	2,784

Total lease payments recognised as expenses in the SOFA during the year were £696 (2022: £912).

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	**2024 Total funds**	2023 Total funds
	£	£	£	£
Fixed assets	**16,708**	**1,175,000**	**1,191,708**	887,602
Current assets	**778,281**	**-**	**778,281**	892,124
Current liabilities	**(410,411)**	**54,017**	**(356,394)**	(369,441)
	384,578	**1,229,017**	**1,613,595**	1,410,285

continued...

21. MOVEMENT IN FUNDS

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	**260,676**	**(97,372)**	**84,699**	**248,003**
Glyn Jones Bequest	**67,973**	**-**	**(12,710)**	**55,263**
John Tripp Fund	**4,580**	**-**	**(2,290)**	**2,290**
Tŷ Newydd Bursaries	**2,538**	**-**	**-**	**2,538**
Legacy Fund	**21,030**	**-**	**-**	**21,030**
Pilot Activity Fund	**25,000**	**-**	**(7,500)**	**17,500**
Representing Wales - Aftercare	**3,214**	**(1,740)**	**-**	**1,474**
Tŷ Newydd Buildings	**42,071**	**-**	**(42,071)**	**-**
Tŷ Newydd Capital Reserve	**20,000**	**-**	**-**	**20,000**
BOTY Consultation	**5,000**	**-**	**(5,000)**	**-**
Somali Dance	**1,000**	**-**	**(1,000)**	**-**
National Poet	**2,000**	**-**	**4,000**	**6,000**
Rhys Davies Trust	**9,480**	**-**	**-**	**9,480**
Cymru Ni	**1,310**	**(1,310)**	**-**	**-**
Lit In Place	**-**	**-**	**1,000**	**1,000**
	465,872	**(100,422)**	**19,128**	**384,578**
Restricted funds				
Bardd Plant Cymru	**2,913**	**647**	**-**	**3,560**
Dylan Day	**662**	**-**	**(662)**	**-**
Llen Pawb / Lit Reach	**1,754**	**-**	**-**	**1,754**
Rhys Davies Trust	**3,684**	**-**	**-**	**3,684**
Roald Dahl 100	**6,000**	**-**	**(3,000)**	**3,000**
Weird & Wonderful Wales	**1,142**	**-**	**(1,142)**	**-**
Capital Development Fund	**870,000**	**305,000**	**-**	**1,175,000**
Jan Mark Bursary	**5,870**	**-**	**(3,435)**	**2,435**
Judi Thwaite Bursary	**500**	**-**	**(500)**	**-**
Literature & Health	**5,458**	**-**	**(3,368)**	**2,090**
Bridging the Gap (MIND)	**4,021**	**-**	**(4,021)**	**-**
Representing Wales (Lottery)	**42,409**	**(1,915)**	**(3,000)**	**37,494**
	944,413	303,732	(19,128)	1,229,017
TOTAL FUNDS	**1,410,285**	**203,310**	**-**	**1,613,595**

continued...

21. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	**1,046,688**	**(1,144,060)**	**-**	**(97,372)**
Representing Wales - Aftercare	**-**	**(1,740)**	**-**	**(1,740)**
Cymru Ni	**-**	**(1,310)**	**-**	**(1,310)**
	1,046,688	**(1,147,110)**	**-**	**(100,422)**
Restricted funds				
Bardd Plant Cymru	**17,354**	**(16,707)**	**-**	**647**
Capital Development Fund	**-**	**-**	**305,000**	**305,000**
Representing Wales (Lottery)	**76,500**	**(78,415)**	**-**	**(1,915)**
	93,854	(95,122)	305,000	303,732
TOTAL FUNDS	**1,140,542**	**(1,242,232)**	**305,000**	**203,310**

continued...

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	At 31/3/23 £
Unrestricted funds			
General fund	224,605	36,071	260,676
Glyn Jones Bequest	65,614	2,359	67,973
John Tripp Fund	4,580	-	4,580
Tŷ Newydd Bursaries	2,538	-	2,538
Legacy Fund	21,030	-	21,030
Pilot Activity Fund	25,000	-	25,000
Representing Wales - Aftercare	4,800	(1,586)	3,214
Tŷ Newydd Buildings	25,000	17,071	42,071
Tŷ Newydd Capital Reserve	20,000	-	20,000
BOTY Consultation	3,000	2,000	5,000
Children's Laureate	1,842	(1,842)	-
Do You Get Me	1,090	(1,090)	-
Somali Dance	1,000	-	1,000
Commissions	16,000	(16,000)	-
National Poet	-	2,000	2,000
Rhys Davies Trust	-	9,480	9,480
Cymru Ni	-	1,310	1,310
	416,099	49,773	465,872
Restricted funds			
Bardd Plant Cymru	5,793	(2,880)	2,913
Dylan Day	662	-	662
Llen Pawb / Lit Reach	1,754	-	1,754
Rhys Davies Trust	3,684	-	3,684
Roald Dahl 100	6,000	-	6,000
Weird & Wonderful Wales	1,142	-	1,142
Capital Development Fund	870,000	-	870,000
Jan Mark Bursary	5,870	-	5,870
Judi Thwaite Bursary	500	-	500
Literature & Health	10,368	(4,910)	5,458
Bridging the Gap (MIND)	13,027	(9,006)	4,021
Representing Wales (Lottery)	44,038	(1,629)	42,409
	962,838	(18,425)	944,413
TOTAL FUNDS	1,378,937	31,348	1,410,285

continued...

21. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,032,740	(996,669)	36,071
Glyn Jones Bequest	2,359	-	2,359
Representing Wales - Aftercare	-	(1,586)	(1,586)
Tŷ Newydd Buildings	17,071	-	17,071
BOTY Consultation	2,000	-	2,000
Children's Laureate	1,165	(3,007)	(1,842)
Do You Get Me	-	(1,090)	(1,090)
Commissions	-	(16,000)	(16,000)
National Poet	2,000	-	2,000
Rhys Davies Trust	9,480	-	9,480
Cymru Ni	2,793	(1,483)	1,310
	1,069,608	(1,019,835)	49,773
Restricted funds			
Bardd Plant Cymru	11,037	(13,917)	(2,880)
Literature & Health	-	(4,910)	(4,910)
Bridging the Gap (MIND)	11,000	(20,006)	(9,006)
Representing Wales (Lottery)	76,500	(78,129)	(1,629)
	98,537	(116,962)	(18,425)
TOTAL FUNDS	1,168,145	(1,136,797)	31,348

continued...

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	224,605	(61,301)	84,699	248,003
Glyn Jones Bequest	65,614	2,359	(12,710)	55,263
John Tripp Fund	4,580	-	(2,290)	2,290
Tŷ Newydd Bursaries	2,538	-	-	2,538
Legacy Fund	21,030	-	-	21,030
Pilot Activity Fund	25,000	-	(7,500)	17,500
Representing Wales - Aftercare	4,800	(3,326)	-	1,474
Tŷ Newydd Buildings	25,000	17,071	(42,071)	-
Tŷ Newydd Capital Reserve	20,000	-	-	20,000
BOTY Consultation	3,000	2,000	(5,000)	-
Children's Laureate	1,842	(1,842)	-	-
Do You Get Me	1,090	(1,090)	-	-
Somali Dance	1,000	-	(1,000)	-
Commissions	16,000	(16,000)	-	-
National Poet	-	2,000	4,000	6,000
Rhys Davies Trust	-	9,480	-	9,480
Lit In Place	-	-	1,000	1,000
	416,099	(50,649)	19,128	384,578
Restricted funds				
Bardd Plant Cymru	5,793	(2,233)	-	3,560
Dylan Day	662	-	(662)	-
Llen Pawb / Lit Reach	1,754	-	-	1,754
Rhys Davies Trust	3,684	-	-	3,684
Roald Dahl 100	6,000	-	(3,000)	3,000
Weird & Wonderful Wales	1,142	-	(1,142)	-
Capital Development Fund	870,000	305,000	-	1,175,000
Jan Mark Bursary	5,870	-	(3,435)	2,435
Judi Thwaite Bursary	500	-	(500)	-
Literature & Health	10,368	(4,910)	(3,368)	2,090
Bridging the Gap (MIND)	13,027	(9,006)	(4,021)	-
Representing Wales (Lottery)	44,038	(3,544)	(3,000)	37,494
	962,838	285,307	(19,128)	1,229,017
TOTAL FUNDS	1,378,937	234,658	-	1,613,595

continued...

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	2,079,428	(2,140,729)	-	(61,301)
Glyn Jones Bequest	2,359	-	-	2,359
Representing Wales - Aftercare	-	(3,326)	-	(3,326)
Tŷ Newydd Buildings	17,071	-	-	17,071
BOTY Consultation	2,000	-	-	2,000
Children's Laureate	1,165	(3,007)	-	(1,842)
Do You Get Me	-	(1,090)	-	(1,090)
Commissions	-	(16,000)	-	(16,000)
National Poet	2,000	-	-	2,000
Rhys Davies Trust	9,480	-	-	9,480
Cymru Ni	2,793	(2,793)	-	-
	2,116,296	(2,166,945)	-	(50,649)
Restricted funds				
Bardd Plant Cymru	28,391	(30,624)	-	(2,233)
Capital Development Fund	-	-	305,000	305,000
Literature & Health	-	(4,910)	-	(4,910)
Bridging the Gap (MIND)	11,000	(20,006)	-	(9,006)
Representing Wales (Lottery)	153,000	(156,544)	-	(3,544)
	192,391	(212,084)	305,000	285,307
TOTAL FUNDS	2,308,687	(2,379,029)	305,000	234,658

RESTRICTED FUNDS

Literature Reach is a programme which provides opportunities for literature to benefit the health and wellbeing of the most disadvantaged and vulnerable individuals in our communities. It is funded by Arts Council Wales and the participating Local Authorities.

Literature and Health includes various grants received for promoting health and wellbeing through literature.

Rhys Davies Trust - Literature Wales received a grant from The Rhys Davies Trust for various activities including community workshops in South Wales.

Bardd Plant Cymru - Literature Wales receives annual funding from Welsh Government and

continued...

21. MOVEMENT IN FUNDS - continued

S4C towards this project, which is the Welsh-language Children's Post Laureate.

Capital Development Fund - funded the purchase and substantial improvement works on the freehold properties. The value of the properties reflected in the accounts reflect the market value. The Arts Council of Wales (ACW) has a legal charge over the properties until April 2031. Should the charity sell or change its use of the properties the charity would be required to repay ACW's original investment of £1,010,192.

Jan Mark Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.

Judi Thwaite Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.

Reading Friends Funding was provided by the Reading Agency for a befriending project to connect older people and people with dementia by starting conversations through reading.

Roald Dahl 100 funding was provided for specific projects surrounding the Roald Dahl centenary. The remaining balance is to be spend on supporting legacy activities with young people across Wales.

Weird and Wonderful Wales funding was provided for a tour of Wales exploring myths and legends and includes funds received from sales of merchandise that will be earmarked for activities with target clients and communities.

Dylan Day funding was awarded by the Welsh Government to run events in celebration of Dylan Thomas' birth following the centenary in 2014.

Representing Wales - a 12 month professional writer development programme for writers of colour launched in 2020-21 funded by the Lottery through the Arts Council of Wales. The programme aims to support a cohort of 12 writers in developing their professional career as a writer.

Bridging the Gap - Funding from Newport Mind through Comic Relief to provide support to young people with mental health conditions.

DESIGNATED FUNDS

The income funds of the charity include the following funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

Glyn Jones Bequest - A legacy was bequeathed to Literature Wales with the purpose of supporting new writers and creating a meeting place for writers. This fund is allocated to developments at the Glyn Jones Centre in the Wales Millennium Centre;

continued...

21. MOVEMENT IN FUNDS - continued

John Tripp Fund - A reserve set aside to assist writer development; and

Tŷ Newydd Bursaries - A reserve set aside to assist writer development.

Representing Wales - Aftercare - A designated fund created to support the 2021 cohort of Representing Wales once the programme comes to an end.

Rhys Davies Trust - Funding received from the Rhys Davies Trust for the development of emerging writers.

Tŷ Newydd Buildings - in order to ring-fence funds to respond to unforeseen repairs or maintenance costs as well as large scale conservation or renovation work at Tŷ Newydd. This is not for ongoing or planned maintenance or repair work, or for work which may be covered by an insurance claim.

Tŷ Newydd Capital Development - Combined with the Capital Development Reserve (Restricted Fund), Directors aim to hold sufficient funds to meet the requirements to repay the ACW grant awarded to develop Tŷ Newydd in 2005, should it default on any of the conditions of the Legal Charge or Grant Agreement. This agreement comes to an end on 3 April 2031, after which any funds remaining will be transferred to General Unrestricted Reserves.

Pilot Activity Fund - to allow LW to pilot new activity and partnership in a low risk manner. Directors have created a new fund which will allow staff to pursue new opportunities and continue to extend the organisation's reach.

Legacy Fund - to allow LW to extend activity or support partner organisations in taking ownership of projects.

Do You Get Me - A year long residential project at Tonyrefail Comprehensive School involving former Children's Laureate Eloise Williams.

Children's Laureate - designating unspent funds for use at the end of Connor Allen's first year as Children's Laureate.

Somali Dance - Contribution to Somali Dance project in partnership with NDCW.

BOTY Consultation - funds ringfenced for consultation on Book of the Year, originally planned for early 2022 but postponed until new CEO in post.

Cymru Ni - A training programme for black writers to deliver workshops that explore our modern Wales, helping learners become 'ethical and informed citizens of Wales and the world' and helping schools implement the recommendations of the Cynefin report.

continued...

22. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the income and expenditure account in respect of defined contribution schemes was £22,086 (2023 - £18,302).

23. RELATED PARTY DISCLOSURES

Details of trustee remuneration and benefits are disclosed in note 13.

24. COMPANY STATUS

The organisation is a company limited by guarantee. The guarantors are the trustees as set out on page 16.
The liability is limited to an amount of £1 per member in accordance with the organisation's Memorandum of Association.

Detailed Statement of Financial Activities for the Year Ended 31 March 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**2,618**	3,570
Other trading activities		
Sale of books and merchandise	**5,151**	4,263
Hire of Tŷ Newydd	**31,281**	30,473
	36,432	34,736
Investment income		
Interest receivable	**2,156**	1,668
Charitable activities		
Grants	**922,525**	988,911
Income from activities	**176,476**	138,968
	1,099,001	1,127,879
Other income		
Gain on sale of tangible fixed assets	**(383)**	-
Other income	**718**	292
	335	292
Total incoming resources	**1,140,542**	1,168,145
EXPENDITURE		
Raising donations and legacies		
Fundraising	**15,904**	37,730
Tŷ Newydd Operational	**15,022**	16,460
	30,926	54,190
Charitable activities		
Comms/online projects	**14,732**	-
Carried forward	**14,732**	-

Detailed Statement of Financial Activities for the Year Ended 31 March 2024

	2024 £	2023 £
Charitable activities		
Brought forward	**14,732**	-
Participation	**-**	316,811
Writer development	**-**	429,818
Core projects	**764,384**	-
Mid-term pilots	**97,613**	-
Sector facilitation	**72,681**	-
Wales literary culture	**-**	176,177
Operational costs	**159,273**	65,222
Grants to organisations	**80,777**	70,407
	1,189,460	1,058,435
Support costs		
Depreciation		
Depreciation of fixed assets	**5,432**	4,944
Governance costs		
Auditors' remuneration	**8,500**	8,160
Governance costs	**6,840**	9,834
Administrative costs	**1,074**	1,234
	16,414	19,228
Total resources expended	**1,242,232**	1,136,797
Net (expenditure)/income	**(101,690)**	31,348

LLENYDDIAETH CYMRU - LITERATURE WALES

England & Wales - Charity number 1146560

Accounts

REGISTERED COMPANY NUMBER: 07779153 (England and Wales)
REGISTERED CHARITY NUMBER: 1146560

bpu Chartered Accountants

Report of the Trustees and

Audited Financial Statements for the Year Ended 31 March 2023

for

Llenyddiaeth Cymru/Literature Wales
(A Company Limited by Guarantee)

Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

BPU Limited
Chartered Accountants
Statutory Auditor
Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff
CF23 8AA

Registered to carry on audit work in the UK and regulated for a range of investment business activities by the Institute of Chartered Accountants in England and Wales.

bpu Chartered Accountants is a trading name of BPU Ltd Company Number 3723948 Registered in Wales.

A list of directors is available from the registered office above.

Llenyddiaeth Cymru/Literature Wales

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for the Year Ended 31 March 2023

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Llenyddiaeth Cymru Literature Wales

Llenyddiaeth Cymru
Literature Wales

Introduction

Literature Wales is the national company for the development of literature. Our vision is a Wales where literature **empowers, improves, and brightens lives.** We believe that literature, in its great variety, has the power to connect communities and bring comfort, inspiration and hope to those who need it most. We utilise this power, and through a variety of programmes and services, use literature to help shape and improve our society, economy, and culture.

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Llenyddiaeth Cymru Literature Wales

Statement by the Chair of the Board of Trustees and the Artistic and Executive Directors of Literature Wales

We are proud to present our activities and operations for the year 2022-2023 in this annual report. It has been a year of both change and consolidation for Literature Wales. Change came with the departure of our long-standing CEO, Lleucu Siencyn, to take up a strategic role at the Arts Council of Wales. The public launch and implementation of our new strategic plan for 2022–2027 was amongst the first actions of our new Executive Director, Claire Furlong, and Artistic Director, Leusa Llewelyn. Developed collaboratively by Literature Wales's staff and trustees, the new strategic plan consolidates our priorities and values for co-creating projects which meet the needs of writers and audiences in Wales, and is also responsive to changing literary, cultural, and environmental landscapes.

Having emerged from a global pandemic under new leadership, our theme for the year has been resilience, in our creative programmes and in our everyday operations. Our creative programmes have developed resilient writers and supported community resilience throughout Wales, and our organisation has also embedded new ways of working to ensure its future security and sustainability. With this in mind, our new strategic plan places representation and equality at the centre of all our work, and also builds on our commitment to challenge the climate emergency. It is designed to help maintain agility in an uncertain world and shape an exciting future for Wales' literary culture and communities. Details of our activities and impact are shown in detail throughout this report.

Creative writing is a powerful tool for building resilience. This year we have worked with over 400 literary facilitators who have, in turn, worked with communities across Wales to harness literature's power in support of well-being. For example, at Llanelli and Ammanford we worked with Rufus Mufasa in partnership with People Speak Up and Plant Dewi to explore themes of motherhood and well-being through creative writing, leading to a published collection of poetry.

The National Poet of Wales also embodies the power of poetry, not only to help define our nation, but also to respond to key national and global moments. This year Ifor ap Glyn passed the baton to Hanan Issa, whose commission from Football Association Wales, "*The Crowd Gathers*", distilled the nation's feelings at reaching the UEFA World Cup finals.

From our home at Tŷ Newydd in Gwynedd we have concentrated on building a resilient sector for the future, primarily through targeted writer development courses which support those who are currently under-represented in our literary landscape. Furthermore, after years of online workshops, we were thrilled to welcome the Representing Wales cohorts and others to face-to-face workshops at Tŷ Newydd, not only to build their writing skills, but also to foster strong networks for the future.

Literature Wales' responses to the constantly changing world over the past year – living through the pandemic, the rising cost of living, and climate emergency – have highlighted the profound positive impact that engaging in literature can have on writers and audiences. As Chair and new leaders for the organisation, we are confident that the work we do, collectively and collaboratively, continues to realise our strategic aim to create a nation where literature empowers, improves and brightens lives.

Cathryn Charnell-White
Chair

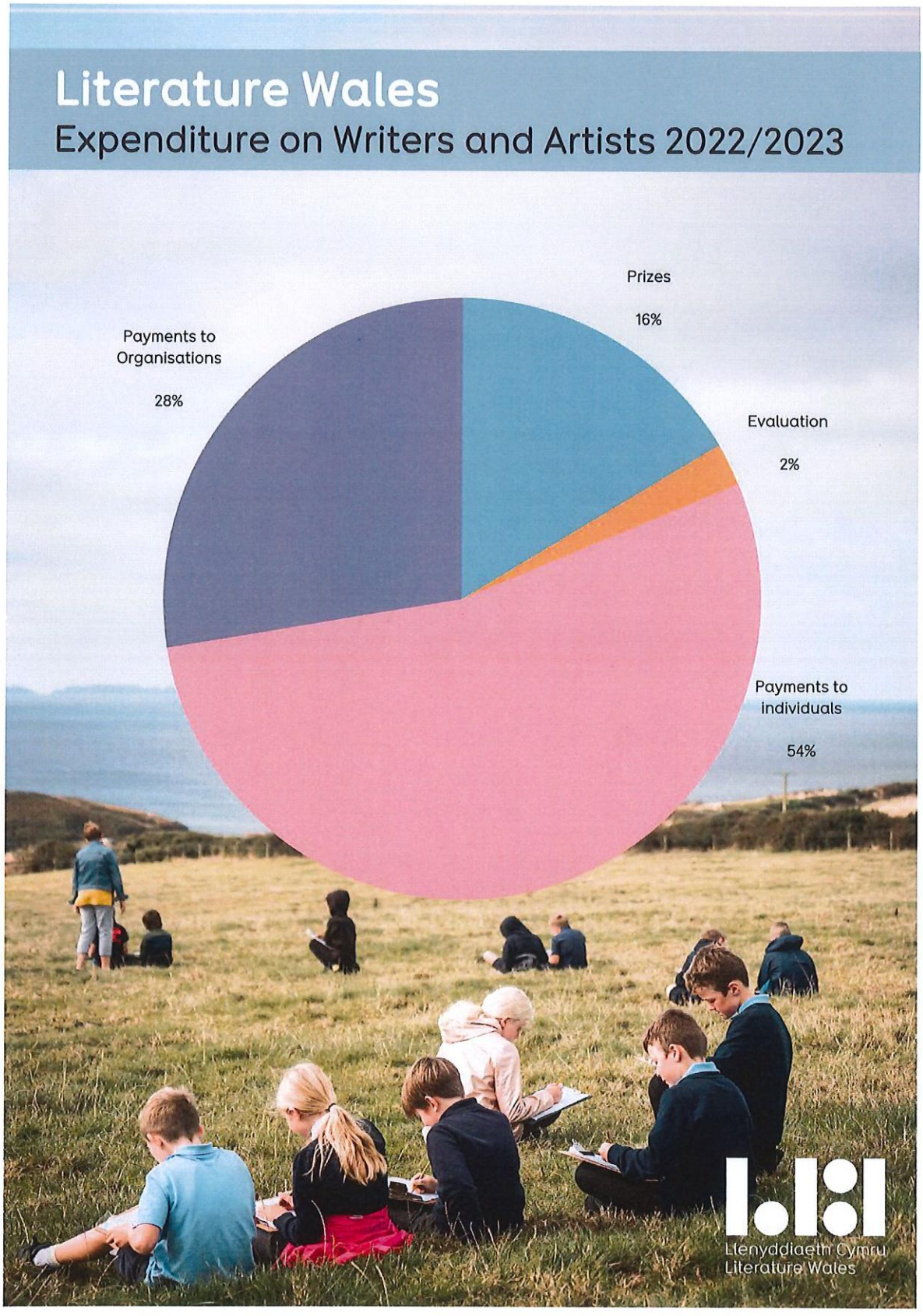
Claire Furlong
Executive Director

Leusa Llewelyn
Artistic Director

Llenyddiaeth Cymru Literature Wales

Performance Summary 2022/2023

Literature Wales
Our Year in Numbers 2022/2023
662,038
impressions across our social media channels.
£22,190
distributed via literary event organisers to writers across Wales via the Inspiring Communities Fund.
13,000
views of our free, online resources for writers.
13,000
views of writer profiles on our Writers of Wales directory.
407
freelance writers engaged, with an average fee of £1,291
800+
hours of staff time spent supporting individuals and organisations
368
writers welcomed to our Tŷ Newydd Writing Centre from Wales, the UK and beyond.
Llenyddiaeth Cymru
Literature Wales


Literature Wales
Expenditure on Writers and Artists 2022/2023
Prizes
16%
Payments to Organisations
28%
Evaluation
2%
Payments to individuals
54%
Llenyddiaeth Cymru
Literature Wales

Llenyddiaeth Cymru Literature Wales

Llenyddiaeth Cymru
Literature Wales

Our Priorities 2022/2023

Llenyddiaeth Cymru Literature Wales

Our priorities: Climate Emergency

Our Year 2022/2023

Our Goal: We will use creativity to educate, explore and challenge, increasing knowledge of the climate emergency and inspiring lasting change.

Outcomes
To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Increasing knowledge and confidence of artists to use the climate emergency theme in their creative work: Working in partnership with organisations with expertise on the climate and nature emergency is critical to achieving this outcome. During the year we partnered with organisations such as National Trust, WWF and Natural Resources Wales, using their expertise and networks to enhance literary activity. For example, artists Grug Muse and Durre Shahwar were appointed as writers in residence for Natur a Ni project with Natural Resources Wales, working for a year with participants often left out of the climate emergency conversation such as farmers, for example. Reflecting on the experience, Durre said:

"It gave me recognition and credit for the work I do in this area, encouraged me to apply for the Future Wales Fellowship, and gave me space in which to explore further ideas and development for the future"

Raising Awareness of the Climate Emergency in Wales: Through the year we brought creativity and conversation around local climate change issues directly to communities. For example, **Lyrical Landscapes** in partnership with National Trust Cymru supported 350 children across Wales to explore local climate issues such as coastal erosion and wildfires. 12 schools worked with Bardd Plant Cymru, Casi Wyn and Children's Laureate Wales, Connor Allen creating poems responding to what they had learnt.

Contributing to resilience of communities through literature: Often communities can feel disconnected from decisions that change their local landscape or their relationship to it. Literature Wales believes that creative writing can act as a tool to facilitate conversation and increase understanding. During autumn 2022, pupils from Ffynnon Taf Primary School were supported in articulating their feelings and connection to Transport for Wales' development of the new South Wales Metro depot in Taffs Well through creative writing and illustration. Pupils learnt the importance of active travel on the environment and celebrated the uniqueness of their area by exploring local legends.

Project Highlight: Lit in place

Artist and creative practitioner **Iola Ynyr** ran a workshop series entitled **Gwledda** (meaning 'to feast'). Working with the wider community of Rhosgadfan School in Gwynedd the group drew inspiration from the changes in the natural world. After talks from climate experts, GwryddNi and North Wales Wildlife Trust, participants created a pamphlet of creative writing which was shared at a showcase in the school hall along with a meal cooked by participants with ingredients produced from the land.

Iola's mentor clare e potter described the experience:

"Creating safe spaces for people to be vulnerable creatively and then gain strength and use the creativity as power and voice to invite others in. It's democratic and radical!"

Siôn Tomos Owen ran storytelling, creative writing and illustration sessions in Treherbert with a support group who struggle with their mental health. Siôn continues to develop their conversations into a larger illustrated diary. In a blog post reflecting on the Fruits of our Fire project, Sion Tomos Owen recounts how K, one of the participants, normally very quiet, smiling nervously and listening, contributed at one of the sessions:

[K said:] "I struggled for years to get back to feeling myself but coming here has helped so much. Being out in the fresh air, hearing the poems and smelling the fire makes me feel better inside my head, enough to speak about it because I feel safe enough to talk about it now."

Learning points and the future

Marketing activity: Through Lit in Place we saw that sometimes participants are reluctant to engage with a climate focussed project as it feels overwhelming, therefore in the future we will look at marketing that focuses on the community and creative writing aspects of projects.

Provide learning opportunities for facilitators: We have seen that writers often feel that they are expected to be climate 'experts' so in future we will try to integrate more sessions led by climate scientists and create case studies and resources for writers on how to integrate climate issues into creative writing sessions.

Safeguarding: Having writers working in close contact with the communities in which they live can have safeguarding risks. Next year we will prioritise training for artists on well-being and professional boundaries.

Llenyddiaeth Cymru Literature Wales

Our priorities: Health & Well-being

Our Year 2022/2023

Our Goal: We will support the well-being of individuals and communities, using the healing potential of literature to enrich services.

Outcomes

To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Deliver literary activity designed to improve confidence and encourage self-expression: Encouraging the creative use of words can be the key to unlocking self-expression and confidence. Our O Mam Fach project was one of a series of Writer Commissions delivered in partnership with the Royal College of Psychiatrists in Wales, People Speak up and Plant Dewi. The project created a safe space for mothers to process the pandemic through poetry, using words to start a peaceful protest that challenges the frontline of motherhood. The project led to the production of two printed books; *The Frontline Collection*, an anthology of work by more than 35 people that reflect upon the experience of womanhood, and *Ruffling Feathers,* a collection of poems by Louise Bretland-Treharne.

Advocate for literature as a tool for health and well-being and partner with organisations from the health sector: In partnership with Newport Mind and funded by Comic Relief, Piece by Piece delivered 47 sessions with 231 attendances. This included eight sessions led by Duke Al Durham at Bassaleg School with year 7 pupils who are struggling with their mental health. The students used poetry and illustration as a tool to express themselves and staff from Newport Mind guided discussions on mental health and creating a positive learning environment. The project culminated in a booklet of the students' poems and illustrations titled 'Masking Our Fears Away'.

Promote engagement with local landscapes and nature through literature and creative writing: Lit in Place was a six-month pilot project run in partnership with WWF Cymru that saw creative facilitators Siôn Tomos Owen and Iola Ynyr delivering creative writing workshops for communities exploring their local eco-systems. Together they reached 225 participants over 25 sessions, with participants growing in confidence by sharing their personal experiences and stories. The groups have immersed themselves in their local environment, gaining knowledge from other local partners such as North Wales Wildlife Trust, GwyrddNi, and Crop Cycle. In addition to creative writing, activities included planting trees, exploring carbon lifecycles, and learning about eco-friendly ways of growing food.

Project Highlight: Writer Commissions

In our fourth round of Writer Commissions we partnered with Natural Resources Wales to commission four creative writing projects which explored the connection between literature, well-being, and the natural environment. One of the commissions, Writing Tree, supported new mothers and their partners to improve their own well-being and the new family's connection to nature through forest bathing and creative writing workshops. The project was hosted by the Aneurin Bevan University Health Board's Specialist Perinatal Mental Health Service which works with expectant and postnatal mothers who have experienced significant mental health difficulties and are at risk of relapsing during the perinatal period. Before each session, participants were asked to choose three words which described them as a parent. The most common word before the project was 'anxious' and the most common after was 'loving'.

Learning points and the future

Staff and artist well-being: This has been a consideration within Health and Well-being projects, with Ar y Dibyn providing free counselling sessions to staff and artists.

Training: Following feedback from artists and facilitators working in communities, we know that the sector would benefit from additional skills training. We will therefore develop a new safeguarding workshop for artists who work within communities.

Learning from the sector: In 2022/23 some Literature Wales staff met with Astrid Breel, an Impact Research fellow at Bath Spa University to consider ethical data collection for health and well-being outcomes where a health board is not a project partner and therefore additional support is not involved. In these projects, Literature Wales now collects data on feelings rather than a numerical scale system such as WEBMIS.

Llenyddiaeth Cymru Literature Wales

Our priorities: Representation & Equality

Our Year 2022/2023

Our Goal: We will shape a sector that supports equal access for all by addressing historical and structural inequalities and platform diverse voices.

Outcomes

To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Creating new opportunities for both artists and participants from under-represented communities: In partnership with Tŷ Cerdd, Hyaat Women Trust and National Dance Company Wales, we supported an artist development pathway for artists with Somalian heritage across a range of specialisms. Artists enjoyed four developmental workshops concluding in a sharing showcase to an audience of 120. In addition, our strategic course (Re)Writing Wales supported 14 writers who define themselves as from under-represented backgrounds in developing creative non-fiction essays on the theme of Welshness and Identity. The group enjoyed workshops from Darren Chetty and Iestyn Tyne and guest readings from Hanan Issa, Grug Muse and Mike Parker.

Support the Welsh Government's Anti-Racist Wales 2030 objective: Our Cymru Ni project supported recommendations in Professor Charlotte Williams OBE's report "Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group" by firstly offering schools free workshops by writers from Black, Asian and Ethnic Minority Backgrounds discussing topics around race and identity, followed by fully funded workshops curated by writers of colour. This received positive feedback with **100%** of schools reporting that creative sessions benefited the schools, **100%** of teachers reporting they could implement a part of the session into their own teaching and **99%** reporting that literature/creative writing helped to explore more complex topics. We also supported artists to work in their own communities. For example, in one of our Writer Commission projects, in partnership with Natural Resources Wales and Aurora Trinity Collective, Taylor Edmonds and Nasia Sarwar-Skuse supported 10 women of colour, and by extension their children, enabling them to access specific nature spaces, (such as parks) in Cardiff, followed by creative writing workshops, with the aim of creating a sense of belonging and enabling the writers to claim their own space in the local environment.

Increase public awareness on the benefits of creating a diverse literary workforce: The Inspiring Communities Fund provides part- funding for writers' fees, enabling organisations to organise literary events and for audiences to learn from and be inspired by literature and creative writing. In 2022/23 the fund was utilised by the School of Medical and Health Services at Bangor University to host a Q&A with writer Horatio Clare on the topic 'Living through Madness, Mania and Psychosis'. The session allowed mental health students to consider the therapeutic impact of creative writing within their own practice. The session was also recorded and will be used as a teaching tool for years to come.

As part of our programme of events at the Senedd, artists shared the health and well-being benefits of poetry in February. The event attracted more than 100 guests with topics ranging from overcoming trauma, dealing with diabetes and obsessive-compulsive disorder to living with dementia, with performances by artists Rufus Mufasa, Esyllt Maelor, Patrick Jones and Duke Al Durham.

Llenyddiaeth Cymru Literature Wales

Across the year, Literature Wales staff have sought advice from other organisations. For example, staff spent 18 hours in consultation with organisations such as Disability Arts Cymru and Scottish Book Trust, to develop an open and accessible call-out and programme for the third round of our Representing Wales Writer Development Programme. Staff also spent over 520 hours sharing information with organisations and writers alike, for example by advising on how to develop events featuring writers from LGBTQA+ communities, where to find opportunities as a disabled writer and developing a new sector initiative with the other national arts companies.

Project Highlight: Representing Wales

In 2022/2023, our professional development programme Representing Wales showcased our second cohort of writers, who come from low-income backgrounds. During the year, writers have enjoyed **nine** workshops, **eight** writing rooms, **four** masterclasses and **70** mentoring sessions, with **six** of these sessions being open to the public. **Seven** members of the cohort also spent **120 hours** on a Welsh language learning course, run in partnership with the National Centre for Learning Welsh, which was funded through the Work Welsh scheme. Since the programme 100% of the cohort reported that their understanding of the publishing industry has improved, 100% felt the programme has positively impacted their creative writing practice and 64% have been offered writing opportunities or commissions as a result of participating in the programme.

Aftercare support for our first cohort of writers which developed writers of colour continued through 2022/23 through additional mentoring sessions, with several writers going on to celebrate a variety of successes. For example, Phil Okwedy delivered a residential weekend course on storytelling at Tŷ Newydd with Daniel Morden in September. Shara Atashi was chosen by the then National Poet of Wales, Ifor ap Glyn to take part in the Language Sudoku project, celebrating the many languages in Wales by translating each other's poetry. Hanan Issa was named as the National Poet of Wales 2022-25 and Taz Rahman shared some exciting news on Twitter:

> *"Delighted to announce my first poetry collection with @SerenBooks in February 2024. Thanks @LitWales for the 2021 writer development award & @ZoeBrigley's mentorship"*

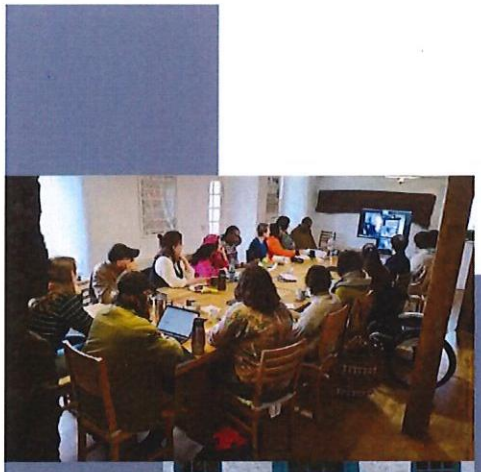
Following the successes of our strategic creative writing course, **Stori i Bawb**, and in response to the overwhelming research on the lack of diversity in children's literature, we focused Representing Wales 3, which offers a development opportunity for under-represented writers in Wales on writers who write for children and young adults.

Learning points and the future

Widening eligibility: Whilst developing the third round of our professional development programme Representing Wales, we realised that categorising programme years to a specific under-represented characteristic (such as writers of colour, from low-income backgrounds) meant that some writers could wait years to become eligible to apply. We have since expanded the eligibility criteria, and will continue to do so, ensuring that this opportunity is talent-based rather than based solely on one under-represented characteristic.

Communities as organisers: We will continue to work with and listen to grassroots communities, to ensure our support is relevant to the specific needs of that community.

Mapping out the sector: We will continue to develop our relationships with other literary organisations such as Book Trust Cymru, the Books Council of Wales, and publishers to identify gaps in provision and ensure our offer is required and relevant to continue to create a flourishing eco-system and clear pathway for new and emerging voices.



Llenyddiaeth Cymru
Literature Wales

Strands of Activity 2022/2023

Llenyddiaeth Cymru Literature Wales

Strands of Activity: Participation

Our Year 2022/2023

Our Goal: We will enable more people in Wales to discover the joys of actively participating in literature.

Outcomes
To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Increasing the number of quality literary activities in local communities throughout Wales:
For example, investment was increased in our Inspiring Communities Fund, which supported 115 events across Wales. We also, in partnership with Natural Resources Wales, appointed two Poets in Residence – Durre Shahwar and Grug Muse – to creatively respond to a national conversation about the future of Wales' natural environment. The aim was to develop a shared vision for the year 2050, by encouraging people to find out more about the way our actions impact the natural environment and how our relationship with nature needs to change. Durre conducted one online workshop and one in her local mosque, whilst Grug had face to face conversations with four Welsh-speaking farmers in North Wales. The resulting poems were used in Natural Resources Wales report, as part of a celebratory film and can be seen on the Literature Wales website.

Supporting children and young people and enabling them to develop their creative writing skills:
Many of our projects work in schools supporting learners to develop their creative writing skills. A major programme which finished in July 2022 was 'Do You Get Me', a year-long residency by former Children's Laureate Wales, Eloise Williams, at Tonyrefail School which showed the standardised reading age of pupils had increased by 1 year and 4 months as a result of the project. Tonyrefail School have since employed a full time Reading Champion to continue raising the reading ages of students across the school and set up a Writers Academy for pupils who want to continue to focus on their creative writing. 'Do you Get Me' has since become a blueprint for Angori, run in partnership with Gwynedd Council, whereby artist Sioned Erin Hughes is increasing the confidence of pupils and enabling them to develop their creative writing in the Welsh language in Porthmadog.

"I used to have an imagination when I was little but then it went.
When I worked with Eloise, my imagination came back"

\- Connor, Year 7

Helping children and young people to feel empowered through developing confidence with creative writing: Our Children's Laureate Wales and Bardd Plant Cymru contributed a huge amount to this outcome, visiting over 2,000 children across Wales during the year. Projects were wide ranging, including work around Children's Mental Health Week, where Children's Laureate Wales, Connor Allen, and Duke Al Durham worked with 60 children from 11 schools to explore themes of community, connection and identity in relation to their mental health. One of the teachers from a participating school said:

"The workshops empowered the children to think about and consider
their mental health in a supportive and creative environment."

– Ninian Park Primary School

Outputs:
In 2022/2023, Literature Wales delivered almost **500 participation sessions**, with over **14,000 attendances**.

Project Highlight: Inspiring Communities Fund

In 2022/23 the Inspiring Communities Fund continued to enable local communities to organise, run, and enjoy a variety of literary activities. The fund offers financial support of up to 50% of the fees paid to writers for literary events including talks, lectures, creative writing workshops and more. The main aim of the scheme is to enable literary events to take place which otherwise may not happen and inspire audiences across the country, providing them with opportunities to participate in and contribute to Wales' literary culture. The fund continued to support activities which align with Literature Wales' three priorities: Climate Emergency, Health and Well-being and Representation and Equality. For example, this year we funded:

- Storytelling Under the Starts with Daniel Morden, in Brecon Beacons National Park Dark Skies Festival.
- A creative writing course for girls of colour between the ages of 14-17 with Nasia Sarwar-Skuse
- The School of Medical and Health Services at Bangor University hosting a Q&A with Horatio Clare, about writing his memoir *Heavy Light*, a moving account of his mental breakdown and recovery, with the recording of the session being used as a teaching tool for medical students for years to come.

In addition, we continued to support a range of Welsh-language literary societies' programmes across Wales including Cylch Llên Llanfairpwll; Cymdeithas Ceredigion, Cylch Llenyddol Bro Ddyfi; Cylch Llenyddol Idris, and more.

Learning points and the future

More literary events: In our recent stakeholder survey, 91% of individuals felt their local community would benefit from more literary events. We will in future years conduct an internal audit to focus our offer to communities who may not be aware of this fund. In 2023/24 we will refine the application process and enhance the marketing for this fund to reach new audiences.

Advocating for literature: We will continue to advocate for literature to organisations that do not specialise in this area. In 2022/23 staff spent over 40 hours sharing the power of literature, which resulted in new partnerships, projects, and audiences.

Communication: The success of communicating with schools and collecting feedback has been varied across the year. We will continue to develop relationships with schools, ensuring our expectations for responses and feedback are clear before any literary activity begins.

Llenyddiaeth Cymru Literature Wales

Strands of Activity: Wales' Literary Culture

Our Year 2022/2023

Our Goal: We will celebrate the diverse range of contemporary writers and literary heritage of Wales with the world by creating a platform for literature which is relevant and accessible to everyone.

Outcomes
To achieve this goal, we have embedded three key outcomes into our work. Which are illustrated by the following examples:

Increase the profile of our national laureates as representatives of a diverse Wales:
In 2022-23 our Bardd Plant Cymru, Casi Wyn and Children's Laureate Wales, Connor Allen continued to represent children's literature from Wales both nationally and internationally. This included appearances at high-profile events such as Hay Festival alongside the Irish Children's Laureate, **Áine Ní Ghlinn**, resulting in a collaboration between Casi and **Áine** to translate each other's poetry between Gaelic and Welsh. The announcement of our new National Poet of Wales, Hanan Issa, was met with much enthusiasm, with the WesternMail naming her as "*A poet for our times*", just one tweet announcing her appointment attracting **3876 likes**, and **587 retweets** and interviews across Welsh and UK media outlets including, BBC Radio 4, The Guardian and Barddas magazine.

Inspire and create new audiences through poetry, making it relevant to individuals and communities: Children Laureate Wales, Connor Allen and Bardd Plant Cymru, Casi Wyn collaborated to inspire the next generation throughout the year including working with 155 pupils to celebrate National Poetry Day and Libraries week at the National Library in Aberystwyth. Pupils had the opportunity to hear the laureates perform their poems, write their own poetry, and ask questions during a Q&A. Across digital and face-to-face sessions, the two laureates reached an audience of 2,475 children and young people in 73 schools from around Wales.

Challenge perceptions, using poetry as a tool to start or add to national conversations: This year, the laureates have worked on a range of commissions to highlight, celebrate or open conversations on issues that affect our nation. For example, the National Poet, Hanan Issa, released 'Hold You' a poem to mark World Alzheimer's day. To mark Youth Climate Action Day, the Bardd Plant Cymru and Children's Laureate Wales, in partnership with National Trust, worked with 350 students from 12 schools inspiring students imagine the future for their local landscapes. Cymru Ni, also supported the Welsh Government's Anti-Racist Wales 2023 objective by supporting 56 workshops by 9 writers of colour.

Project Highlight: National Poet of Wales

This year we said goodbye a formidable National Poet, Ifor ap Glyn following six years in the role and handed the baton to Hanan Issa, following a competitive open recruitment process.

One of the recurring themes of Ifor's time in the role was a desire to engage with other languages and cultures, within Wales and around the world. He was keen to celebrate this aspect in his final project in the role – Swdocw Iaith / Language Sudoku, held in Summer 2022, to celebrate the languages of Wales. Six poets from Wales were commissioned to write poems in their own languages and came together to Tŷ Newydd Writing Centre, to translate each other's works and six

original poetry videos were created in Breton, German, Urdu, English, Turkish and Welsh; and each translated and subtitled into the other languages.

During Ifor ap Glyn's six years as National Poet of Wales he took part in nearly 900 events and wrote over 90 commissioned poems, whilst travelling abroad extensively, sharing our culture and language and collaborating with poets from a variety of backgrounds.

The role that Ifor, and now Hanan holds, explores Welsh culture and identity through literature, conjures conversations between communities and provides commentary on national events. For example, since her appointment, Hanan has written 'Global Warming' in response to the energy crisis, opened Arts Council of Wales' Imagining our Futures conference with a new poem, The ABCD's of Equal Opportunities; been appointed the Hay Festival's International Fellow, taken part in a national event celebrating the 10th anniversary of opening the Wales Coastal Path; and written a poem commissioned by the Football Association of Wales to support Wales during their 2022 FIFA World Cup campaign in Qatar.

Learning points and the future

The rejections process: Learning from the National Poet call-out, we have thoroughly planned the 'rejections' process by being fair considerate and transparent in our feedback, and working collectively to source other opportunities which would be suitable for unsuccessful candidates. This format was factored into the Children's Laureate Wales and Bardd Plant Cymru open call-out.

Safeguarding: For the announcement of the National Poet, detailed safeguarding procedures were created in preparation for an influx of attention, requests and any negative eventuality. This process became an essential part of the Bardd Plant Cymru and Children's Laureate Wales' process to ensure all artists felt supported and in safe hands.

The ripple effect: Our laureate roles are contracted to 25 days of work, however, often face a flurry of attention and requests following the announcement. Work continues to best capture the effect of their wider work due to the laureates' national role.

Llenyddiaeth Cymru Literature Wales

Strands of Activity: Writer Development

Our Year 2022/2023

Our Goal: We will develop and support a skilled and visionary literary workforce by providing opportunities for writers and championing fair employment practices.

Outcomes
To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Develop writers' creative skills and increase their confidence in using those skills:
In 2022/23 we welcomed 368 writers to our commercial courses at Tŷ Newydd. The programme included a range of themes and genres including a spring poetry masterclass with Gillian Clarke and Carol Ann Duffy, writing sparkling non-fiction with Horatio Clare and how to write a novel with Manon Steffan Ros and Llwyd Owen. We delivered eight digital courses under the Tŷ Newydd banner widening access to develop creative writing skills from writers in Wales and beyond, resulting in 100% of audiences reporting that taking part in the course helped improve their craft. Since April 2022, nine creative conversation sessions took place spanning a range of skills such as how to deliver inclusive online workshops with Kittie Belltree and Sara Beer to how to create your own magazine or book with publisher Jannat Ahmed.

Increase opportunities for writers to build their profile and experience, including in delivering creative writing activity and participatory workshops: Our Writers of Wales directory is a user-generated online resource for writers and facilitators across Wales to share information such as their location, genre and contact details. In 2022/23 the directory had 327 profiles from writers across Wales. The directory played an essential role in showcasing writers from Black, Asian and Minority Ethnic backgrounds for our Cymru Ni project, where schools could receive 50% of the fee for a writer visit. As part of the Cymru Ni project, we offered emerging writers such as Duke Al Durham the opportunity to shadow experienced facilitators to develop their confidence in workshop creation and delivery. On reflection of running Race and Identity workshops with Conner Allen, Duke said:

"It was a pleasure shadowing Connor yesterday. I really believe what myself and Connor have created is extremely impactful and gets children talking and asking questions about some difficult subject areas"

Provide opportunities for writers to progress to the next stage of their careers, and for established writers to share their knowledge and experience with emerging writers:

Highlight: Tŷ Newydd strategic courses

Literature Wales held **11** strategic courses during the 2022/23 year. These important courses run parallel to our programme of income-generating courses annually and offer free of charge residencies to groups of (usually) under-represented writers. These included: Our professional development programme Representing Wales provided intensive support to 26 writers. Cohort 1, which developed writers of colour in 21/22 received additional mentoring sessions as part of their aftercare. Cohort 2 offered a development opportunity to writers from low-income backgrounds. Each writer received a £3000 bursary and attended **nine** workshops, **eight** writing rooms and **four** masterclasses, two of which were hosted online, and two as

residential masterclasses held at our Tŷ Newydd Writing Centre. The writers benefitted from editorial support and bespoke career guidance on navigating the industry over **70** hours from 1-2-1 mentoring which in 2022-23 included some of the most exciting and successful names in Wales' literary culture and beyond such as, **Sophie Mackintosh, Kerry Hudson, Patrice Lawrence, Jacob Ross, Cynan Jones, Niall Griffiths** and **Eloise Williams.**

Stori i Bawb, a course in partnership with the Books Council of Wales for nine Welsh-language under-represented writers, aimed to create diverse and representative stories and characters for children and young people; **Scriptwriting Skills Retreat** in partnership with Sherman Theatre which welcomed 12 under-represented scriptwriters from Wales to spend a week-long residential course with tutors Branwen Davies and Alice Eklund. Another strategic course saw us working in partnership with the National Eisteddfod to bring a group of emerging LGBTQA+ writers together for a retreat with **Arwel Gruffydd**. The work produced on the retreat was later performed at the National Eisteddfod in Tregaron.

Learning points and the future

Develop training: There has been clear indication from writers and facilitators for more support in developing hard skills associated with creative practice. Therefore, we will decide on a core set of topics that are relevant such as safeguarding and Welsh language awareness training. These will be offered in both Welsh and English and will be a virtual offer to increase accessibility.

Develop professional development pathways: We will understand the similarity and differences in offers across Wales-based arts organisations, to ensure our offer of development is specific, needed, and relevant.

Publish fair fee guidance: In 2022/23 we worked with Aberystwyth University to conduct Writers' Fees research. By publishing guidance on fair fees for writers, we hope to help organisers budget effectively and support writers to be paid fairly as freelancers.

Llenyddiaeth Cymru Literature Wales

Our Foundation: The Welsh Language

Our year 2022/2023

Our Goal: We will promote the Welsh Language and celebrate our unique diverse Welsh culture by encouraging a thriving literary scene and opportunities to explore through literature.

Outcomes
To achieve this goal, we have embedded three key outcomes into our work. These outcomes cut across all our creative programmes, as illustrated by the following examples:

Celebrate writing in the Welsh language nationally and internationally:
As well as celebrating the Welsh language in our activity, last year saw us build international partnerships with other Celtic language nations, including increased collaboration with the Four Nations Literature Group. In 2022, our Bardd Plant Cymru and Children's Laureate Wales joined **Áine Ní Ghlinn**, the Laureate na nÓg (The first Gaelic speaking Irish Children's Laureate) for a joint event at the Hay Festival. We later welcomed **Áine** to Tŷ Newydd, for a poetry retreat, translating poems into Welsh and Gaelic. Our previous National Poet Ifor ap Glyn and current National Poet, Hanan Issa, were supported in November to attend Scotland's Push the Boat Out Festival. Towards the end of the year, the Representing Wales team also met with the Scottish Book Trust to share learnings about writer development programmes.

Develop the creative and professional skills of new, emerging, and diverse Welsh-language writers: As part of our Cymru Ni project, Nia Morais developed school workshops around the theme of positive social change with experienced facilitator clare e potter. Together, clare and Nia delivered 11 workshops, and Nia went on to develop a resource, supporting schools in Wales to deliver recommendations contained in the "Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group" report by Professor Charlotte Williams OBE. In March, Tŷ Newydd welcomed 14 emerging Welsh writers from a range of diverse backgrounds to develop their creative non-fiction with tutors Darren Chetty and Iestyn Tyne. Those who were developing writing in Welsh were offered bespoke 1-2-1 sessions with Iestyn and were able to connect with the Books Council of Wales and editors from Wales Arts Review.

Widening access to those wanting to learn and write in Welsh:
Tŷ Newydd offers a variety of Welsh-language creative writing courses, including courses on topics that are unique to the Welsh language and its literary heritage. For example, the yearly Welsh-language Cynganeddu Course, run in partnership with Barddas poetry society, focuses on the ancient poetic craft of *cynghanedd* (strict-metre verse), and this year was delivered by Mererid Hopwood and Karen Owen. In addition, the popular creative writing course for Welsh learners was tutored by Bethan Gwanas – a prolific and successful Welsh language writer who also has a career as a Welsh language tutor for adults – and Siôn Tomos Owen. Those on our intensive writer development programme, Representing Wales, were supported with 120 hours of online learning followed by an intensive weeklong retreat at Ty Newydd, in partnership with the National Centre for Learning Welsh.

Project Highlight- Stori i bawb

At the beginning of the year, nine under-represented writers took part in the Tŷ Newydd Strategic Course, Stori i Bawb. The course sits alongside the equivalent English-language course Books for All

and delivered a variety of workshops, talks and discussions in Welsh around writing for children and young people, and how to introduce new, original viewpoints from writers with relevant life experience into the world of Welsh publishing.

The week-long residential course helped the writers to develop their creative craft from leading Welsh-language children's writers including Elgan Rhys, Manon Steffan Ros, Patience Agbabi and the co-authors of *The Pump* series. The course also helped to develop their professional careers during an industry day specific to Welsh-language publishing that featured representatives from the Books Council of Wales, Llyfrau Broga, Y Lolfa, and Gwasg Carreg Gwalch.

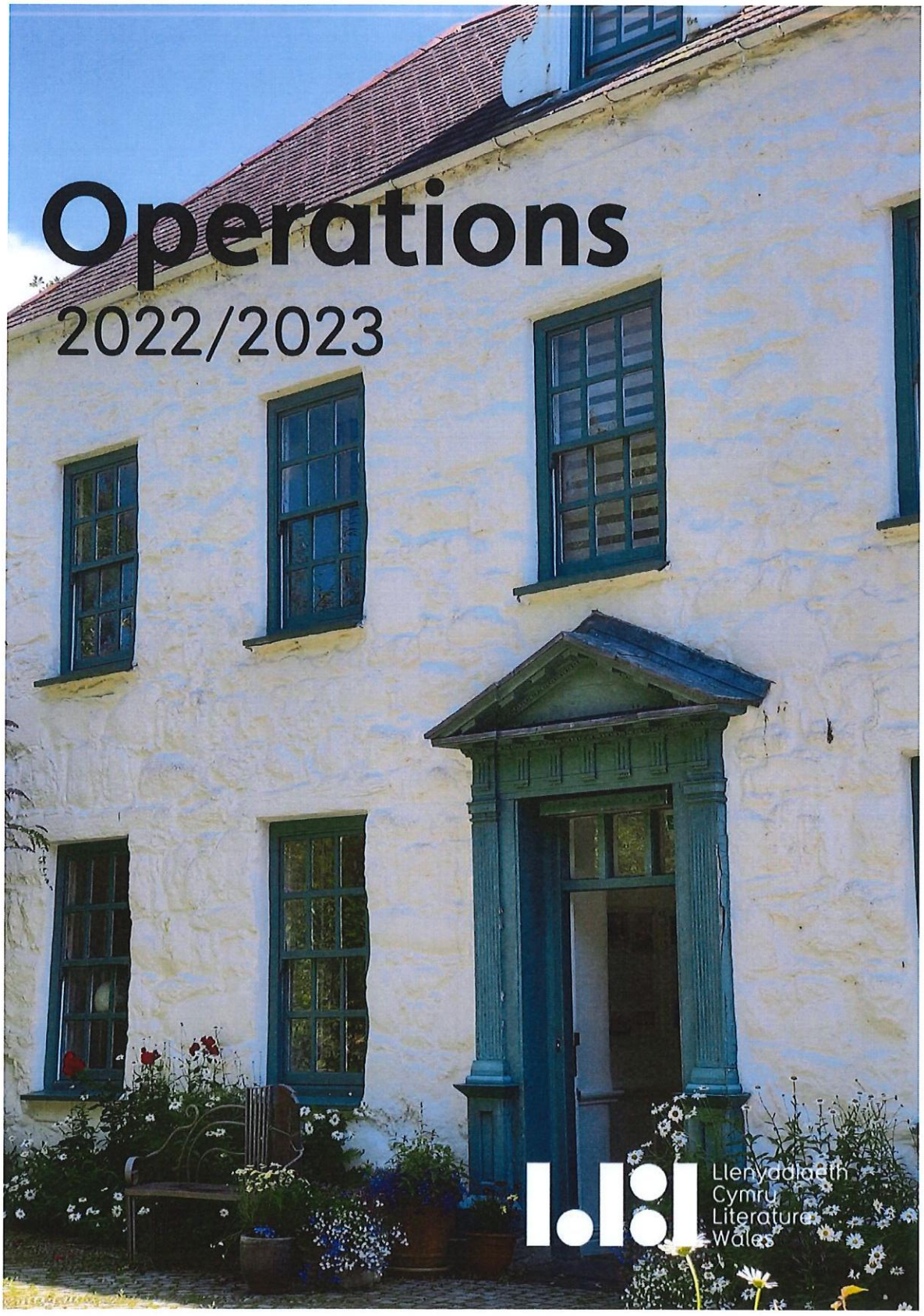
Learning points and the future

Revitalise our engagement with Welsh speaking communities: When opening applications for our professional development programme Representing Wales in 2022-23 for the following year, we targeted Welsh-language events, such as the National Eisteddfod to attract new Welsh voices. As a result, we received the highest number of Welsh-language applications and/or applications from Welsh learners for this development programme. We will therefore continue to develop our communication with these groups.

Develop more Welsh-language facilitators: We will develop and run a programme to develop the facilitation skills of writers in the Welsh language, so communities can interact with literary facilitators and literature and creative writing in their mother tongue.

Promote Welsh-language writers: We will encourage Welsh-language writers and facilitators to submit their profiles to the Writers of Wales Directory and we will take an active role in showcasing Welsh-speaking writers to our stakeholders.

Llenyddiaeth Cymru Literature Wales



Llenyddiaeth Cymru Literature Wales

Communications

Literature Wales made many significant changes this year, for example the launch of our new strategy, an HQ move, and senior personnel changes. We succeeded in communicating these changes in a clear and measured way, proving ourselves to be agile yet stable.

However, we continued to face challenges to effective communication. Press and media coverage – especially on the international and UK-wide stage – is difficult to secure. Striking the balance between marketing and strategic communications is an ongoing issue, with much of our digital output focussing on the former as we attempt to sell courses and encourage new audiences to apply for and take advantage of our services. Later in the year, we finalised a new Master Communications Plan, which assists us in better timetabling and allows us to exercise caution in agreeing to, or creating activity beyond our capacity to evaluate and communicate effectively.

Performance Data

- The Literature Wales website reached over 358,000 individuals
- Across our social media (Facebook, Twitter, Instagram) we reached over 1.7 million individuals across 2,000 posts.
- The announcement of our new Strategic Plan gained over 5,000 views on our social media.
- We contributed as speakers and panellists for many external events including: Chairing What Next?, chairing an event at Hay Festival on Welsh Plural, spoke about Literature for Well-being at a Dyslexia conference and guest speaker at an U3A (University of 3rd age) event.
- Staff received six in-house communications training sessions on subjects such as: creating assets on Canva, writing project copy, the difference between a news story and a media release, and more.

Highlights

- This year, Literature Wales launched our Strategic plan 2022-2025, detailing our ambitions to help us realise our vision of a Wales where literature empowers, improves and brightens lives.
- Hanan Issa was announced as the new National Poet of Wales on 6 July. Her appointment was met with enthusiastic acclaim publicly, with her own tweet announcing the appointment attracting 3,700 likes, 564 retweets and 233 comments. Coverage was secured across a range of press & media outlets including The Guardian, The Bookseller, The Western Mail, Golwg, ITV Wales and Barddas.
- Our media partnership with BBC Cymru Wales on Wales Book of the Year was further cemented with all announcements taking place on BBC Radio Wales and BBC Radio Cymru.
- We put additional resources into safeguarding artists (such as the National Poet of Wales) during high-profile announcements and beyond, by ensuring they receive ample information, contact details, and reassurance at each stage, and by finalising our community guidelines for social media which offers information on what our online community can expect from us, and what we expect from them in return.

Learning points and the future

Develop accessibility: We have made considerable progress in the accessibility of our comms, especially when announcing new opportunities for writers. Documents are available in editable dyslexia friendly and large print formats as a rule, and we ensure BSL interpretation at the majority of our external events. We are collaborating with Disability Arts Cymru in Summer 2023 to deliver a course on Re-Writing the Protagonist, and will ensure that any good practice we have learned during this process will be implemented across our communications where possible. We will also invest in developing the accessibility of the Literature Wales and Tŷ Newydd websites.

The coming year will see the creation and implementation of an audience development plan, to ensure new talent is seeing our opportunities, and more stakeholders are informed about the impact of our work.

We will continue to build relationships with press & media contacts both in Wales and further afield. We will attempt to better understand the post-pandemic media landscape and adapt our methods of pitching articles and sharing significant announcements accordingly.

Reporting on participation figures for activity with external media outlets can be difficult. For example, we have previously collected data from RAJAR (a listening figures site) however this has since become a subscription-based service. Media outlets have different reporting schedules to us, therefore our method of collecting this data will need to be reviewed.

Llenyddiaeth Cymru Literature Wales

Finance

Literature Wales has continued to maintain robust financial controls and adapting procedures where necessary to ensure reporting systems are efficient. 2022 saw the continued rollout of the redeveloped budget templates following trials the previous year. This means that projects now have a single running budget allowing project managers to plan and record income and expenditure for their projects. Looking ahead to 2023/24, these budgets will be used for quarterly forecasting, in addition to transaction recording.

While we had planned for an external review of financial procedures the cost implications meant this was not feasible. However, alongside our annual audit the finance team conducted their own review of controls following Charity Commission guidance. Elsewhere, rising inflation has seen running costs increase and will continue to do so throughout 2023/24, Literature Wales will continue to reduce these costs where possible and look to negotiate with suppliers in order to bring costs down.

At the end of 2022/23 the organisation's free reserves is higher than the current target. During 2023-24 we will aim to reduce them to a suitable level by boosting planned activity and bringing forward planned conservation work for Tŷ Newydd.

Performance Data

- 4 sets of management accounts and 1 annual report submitted to ACW
- Continued use of scenario modelling to plan for changes to income flow and used in Investment Review application
- Rollout of running budgets for use by all staff completed
- Successful switch to cloud based accounting software

Learning Points and the future

We have recognised the need to ensure a number of staff members are able to understand and perform some of the financial processes for the organisation. As a small team there is a risk of a key team member being unavailable for some time which would result in some procedures being left incomplete. With this in mind, additional training for the Apprentice Bookkeeper and members of the SLT is planned for 2023/24, this will ensure cover is sufficient. A finance procedures manual will also be updated and shared with the wider team during the year.

Following the successful rollout of the budget templates or running budgets for each project, Literature Wales staff will be broadening their use to include quarterly reforecasts. Sessions will be provided throughout the year to ensure all staff are supported in this new way of working and to identify any issues early on.

After using scenario modelling during the COVID-19 pandemic which allowed the organisation to adapt to changes in circumstances as needed, the Executive Director and Finance Manager will produce scenario models for 2024 onwards. This will enable us to plan better for the future.
The 2022 Reserves policy was updated to identify the purposes and level of reserves and designated funds required by the organisation. At year-end Literature Wales had total unrestricted reserves of £465,872 (2022: £416,099) and total restricted reserves of £944,413 (2022: £962,838). At the year-end Literature Wales has the following levels of funds:

- Available general unrestricted funds: £243,074
- Tŷ Newydd buildings fund: £42,071
- Tŷ Newydd captial development fund: £20,000
- Pilot activity fund: £25,000
- Legacy fund: £21,030

Llenyddiaeth Cymru Literature Wales

Fundraising

Fundraising continued to be challenging for Literature Wales in 2022/2023, although lots of progress was made in creating a strong fundraising strategy for future years. We were fortunate to be awarded a place on the Arts & Business Cymru 'Prosper' programme, which paired our Executive Director with a mentor from a corporate giving background, and our Creative Lead with responsibility for fundraising was supported by mentoring to develop our individual giving programme for 2024 onwards.

The external environment for fundraising remains challenging, with colleagues across the border in England facing devastating cuts to their public funding, and many trusts refining their remits which meant that competition for funds was at a new high. We employed fundraising consultants, Cause4, to support our work with trusts and foundations, with limited success.

Performance Data

Performance in several areas was not as good as hoped for but we exceeded our overall fundraised income target of £248,000 by 29%. Final figures were:

- **£153,666** from Commercial courses, venue hire & merchandise
- **£124,176** from Trusts & Foundations and Lottery
- **£2000** from Corporate Commissions
- **£36420** from Corporate Sponsorship
- **£2869** from donations and campaigns
- **£700** from individual donations

Highlights

Tŷ Newydd Commercial Hires – Emerging from the COVID-19 pandemic we were pleased to see income from Tŷ Newydd commercial hires exceed expectations. For us, it's important to balance charitable use of the building with the opportunity to earn income so in the coming years we will work to ensure high occupancy of the site, with a balance between strategic courses and commercial hires.

Ethical Fundraising Policy – Literature Wales is always striving to run its projects as ethically as possible. We claim to be values-led but had never fully explored what that would mean for our fundraising. So, through a series of facilitated discussions we had input from the full team on what ethical fundraising means for us, before turning that into a policy that aligns with our values and respects Charity Commission guidelines. Following this process, all team members were confident to create partnerships that were values-led, which we believe leads to more impactful work, and we have implemented ethical practices as we develop our fundraising strategy.

Learning Points and the future

We have recognised the need to have a dedicated member of staff for fundraising, to bring our trust and foundation fundraising in-house and implement our strategy for individual giving over the next few years. Recruitment will start in April 2023 for this role.

Llenyddiaeth Cymru Literature Wales

Governance

Good governance is the foundation of our organisation. We aim to be transparent and accountable for our actions through clear collaboration between executive team and board, plus public sharing of quarterly reports.

22/23 was an important year for ensuring the organisation's future resilience. In April 2022, our long-standing CEO, Lleucu Siencyn left the charity to take up a post at the Arts Council of Wales, leading to the trustees to appoint two members of staff as Interim CEOs, Claire Furlong and Leusa Llewelyn. Over the next 6 months the trustees led a thorough recruitment process with the support of recruitment agency Goodson Thomas, which led to the permanent appointment of Claire and Leusa from September 2023.

Several trustees are coming to the end of their terms between summer 2022 and 2023 (7 in total). We thanked Natalie Jerome, Elizabeth George and Eric Ngalle-Charles for their fantastic contributions and started a comprehensive public call out for new trustees. Six were successful and two, Rachel Harries and Casi Dylan joined our board in February 2023. The start dates of the remaining four successful applicants will be staggered to ensure future resilience.

Llenyddiaeth Cymru Literature Wales

HR

Our Year 2022/2023

After a turbulent couple of years through the COVID-19 pandemic, Literature Wales and its new leadership have put a firm emphasis on the well-being and skills development of its team. Morale has been high, as demonstrated in facilitated team discussions on matters including internal communications and evidenced via annual Professional Development Reviews. Staff turnover has been low in this period, and four members of the team have gained internal promotions.

New staff policies have been put in place throughout the year, such as implementation of the new hybrid working policy, and the development of a Menopause in the workplace policy. We pride ourselves on leading the sector and have been pleased to share this, and other HR policies with our colleagues across the industry to support their development.

Outcomes

- Recruited 2 new directors for the board
- All staff and board members to receive Anti-racism and ableism training
- CEO recruitment successfully delivered
- Training: Well-being training offered for all staff
- Training: 2 staff trained as Mental Health First Aiders
- 100% of staff attended three cross-team training sessions
- 4 staff benefitted from sustained professional development opportunities
- 15% of employees, volunteers and Directors identify as being from Black, Asian and minority ethnic backgrounds, 15% have disabilities

Performance Data

- 6 new trustees were recruited for the board.
- Two staff members attended an anti-racism training course, delivered by Arts & Business and Race Council Cymru, and shared their learnings with the full staff team. All staff also attended a Neurodiversity awareness session in February 2023, and Deaf Awareness training with Taking Flight Theatre.
- Leusa Llewelyn and Claire Furlong were appointed as Joint CEOs in September 2022
- 12 staff planned to undertake Mental Health First Aid Training in April 2023
- All staff attended 7 cross-team training session on topics including Ethical Fundraising, and internal communications.
- 12 staff benefitted from sustained professional development opportunities
- 13.3% of employees, volunteers and Directors identify as being from Black, Asian and minority ethnic backgrounds, 10% have disabilities

Highlights

To support a healthy working environment during the transition between leadership, all members of our Senior Leadership Team were offered coaching sessions with HR consultant, Lesley Rossiter. A total of 17 sessions, were delivered with staff who benefitted, expressing more confidence in their leadership abilities and resilience as a result of the sessions.

Six employees were able to gain Institute of Leadership qualifications at levels 2, 3 & 5 through training offered via Grŵp Llandrillo Menai. This subsidised training was made available by the Welsh Government and the European Social Fund. The staff who took part reported positively about the shared learning experience with colleagues across varied sectors, and one colleague is developing a new organisational resource focused on improving our well-being offer to staff and freelance facilitators, and artists. This is a dynamic document that will continue to be developed following feedback from our team members.

Learning points and the future

During the year, we found recruiting quite challenging, especially for roles that required excellent Welsh language skills. Despite our progressive recruitment processes, such as guaranteed interview scheme, we also found it hard to attract candidates from under-represented backgrounds. A this is a sector-wide issue we have joined with the other national arts companies in Wales and received funding from Welsh Government's Anti-Racist Wales Culture and Heritage Fund to work jointly on a Culture Change project, starting in March 2023.

Llenyddiaeth Cymru Literature Wales

Monitoring & Evaluation

Our Aim: We will better communicate the impact of our activity with every statistic having a story, and every story having a statistic.

Performance Data

We delivered:

- Implementation of a new impact monitoring system, based on seven goals
- An Annual Report
- 4 quarterly reports, featuring a showcase of impact on one of our seven goals.
- A stakeholder survey was sent to over 800 individuals to collect their constructive feedback
- Two comprehensive reports to our main funder the Arts Council of Wales
- 13 Creative Presentations by staff members for the full team, sharing learnings from projects

Highlights

Project Planning: In April 2022 we rolled out a new project planning system which tracks outcomes and bespoke indicators for each project. Alongside each project tracking the specific impact on an individual community it also enables us to showcase the intersectionality of projects by all outcomes being aligned to our seven over-arching Goals (which align with the Well-being of Future Generations Act 2015).

Health & Well-being outcomes: Mid-way through the year we recognised that our outcomes for Health & Well-being were not as impactful as possible so we consulted with Astrid Breel, an impact research fellow at Bath Spa University to further develop our understanding of a complex topic.

Sector Facilitation: Literature Wales is increasingly operating as a sector support body, with hundreds of hours of staff time spent on supporting other organisations to deliver impactful literary activity. In 2022 we developed a system for tracking this activity better, allowing us to better articulate the impact of this vital work.

Learning points and the future

- Our Stakeholder survey did not receive as many responses from freelancers as hoped, and we have attributed this to it being sent out at the end of the year, often a long time after a freelancer has worked with us. In future, we will run continuous data collection, allowing the feedback to be gathered when fresh in people's minds.
- Increasingly we work as a supporting partner on delivery which can mean we have little control over data collection. Going forward, we have trained our team to actively discuss evaluation plans with partners at the beginning of project development, to ensure that we can gather what we jointly need and are able to communicate impact more effectively.
- We need to improve communication of long-term impact of our writer development projects and will develop a case-study based approach to this in 2023.

Llenyddiaeth Cymru
Literature Wales

Risk

Outcomes

In 2022/23 we will generate a more risk-conscious culture by:

- Embedding the new risk management system, aligned with our goals and organisational outputs.
- Allocating a sliding scale of responsibility to all members of the team, including the Board of Directors.
- Regularly reviewing all risks and associated mitigating tactics to ensure risks are up to date and relevant to our activity.

Highlights

Distribution of Risk Management: From April 2022, we split risks into 'strategic' and 'project' levels. All project leads (most members of staff) are now responsible for identifying and mitigating project level risks, with oversight from the Artistic Director.

The Senior Leadership Team have been assigned different aspects of strategic risks, and one of these is now reviewed at each week's SLT meeting, leading to more active risk management for the whole organisation.

Learning points

As risk is now distributed across the team, we have realised that more robust training is needed for new staff to ensure they are confident with assessing and mitigating risks. We have also learnt that project leads need to be proactive in communicating mitigations with the wider team to avoid duplication/contradiction. From 2023, this is now raised monthly at creative meetings.

Llenyddiaeth Cymru Literature Wales

Sector Facilitation

We aspire to consult widely with our stakeholders and improve information flow internally and externally. We are also increasingly seeking to move away from direct delivery and work as a facilitator and partner, working with others to amplify the reach and impact of our collective work.

Outcomes

Our Sector Facilitation work in 2022-23 has led to a range of new activity from existing partnerships, as well as new partnerships, including the Nature and Well-being commissions launched with Natural Resources Wales, Creative Responses educational project co-run with Cadw, Lyrical Landscapes with National Trust, Lit in Place in partnership with WWF, and many more. Without our partners, this activity would not have been possible or would have to be delivered on a smaller scale.

We have also provided support to groups, organisations and individuals to deliver work with our priority groups. This includes working with Race Equality Wales on representation in books for children, supporting the Creative Words Award for Disability Arts Cymru, and taking part in sector wide discussions with the Dyslexia and Arts Network. Our partnership with these organisations has encouraged new literary activity that contributes towards our strategic aims and shares our knowledge of literature with organisations who are ideally placed to work with under-represented groups.

Our sector facilitation has also contributed to progress in the wider literature and arts sectors in Wales. Alongside the other seven national arts companies we have gained funding from the Welsh Government's Anti-Racist Wales Culture, Heritage and Sport Fund to deliver Culture Change which uses learning from our research into lack of diversity in the arts workforce to deliver sector-wide initiatives.

Performance Data

During the year, Literature Wales staff logged over 850 hours of sector facilitation activity. This included providing support for writers or organisations, contributing to sector-wide discussions, meetings to establish potential partnerships and projects, and providing training or project advice. This equates to an average of 46 hours of in-kind sector support per staff member, exceeding our goal of 12 hours per staff member.

Highlights

All staff at Literature Wales are heavily involved in facilitating activity across the sector, whether through answering enquiries from writers or presenting at prestigious public events.
This has included:

- Working with the National Eisteddfod to organise events including a performance of new literature and music work created on a LGBTQA+ writers retreat at Tŷ Newydd, an opening ceremony at the Babell Lên (Literature Pavilion) featuring Bardd Plant Cymru, Casi Wyn, and an event as part of Byw Nawr, our poetry residency project at the palliative care unit in Aberystwyth.

- Supporting a new course provider, Black Mountains College, to devise and deliver a creative writing course. We also ensured there was a bursary available for a writer from an under-represented background to attend this course.
- Literature Wales staff leading 4 training sessions for the Arts Council of Wales' Cynefin project, briefing teachers and arts facilitators about creating a space to explore difficult conversations about race & identity, and sharing learning from our Cymru Ni project.
- Literature Wales staff judging for the Arts & Business Cymru Awards, celebrating partnerships between arts and businesses.
- Working with DARPL (Diverse and Anti-Racist Professional Learning) programme for teachers and delivered a session on how teachers across Wales can teach Of Mice and Men appropriately at GCSE level.
- Providing support and a sounding board for organisations including: Artworks, Disability Arts Cymru, S4C, Dyslexia and the Arts Network, Petra publishing, Inclusive Journalism as they develop programmes connected to literature and/or our three priorities.
- Sponsoring Wales-based national competitions including the Crime Cymru First Novel Competition, Wales Poetry Award, New Welsh Review's New Welsh Writing Award, and Firefly Press' Children's Fiction Competition.

Llenyddiaeth Cymru Literature Wales

Tŷ Newydd

Our Year 2022/2023

2022-23 was the first full year without COVID-19 restrictions directly impacting the day-to-day running of Tŷ Newydd Writing Centre. We launched a full programme of courses in January 2022 which included over **40** courses, ranging from day courses to weekend and week-long courses, as well as digital courses. Nant Writers' Retreat Cottage attracted new bookings and we can now see a regular client base being built, with returning guests and bookings year on year.

Tŷ Newydd was also announced as Literature Wales' official Headquarters in September 2022.

Planned Outcomes and Performance

- Nant Writers' Retreat Cottage reached was used to **68%** of its calendar capacity, missing its target of 75% occupancy.

- **5 projects** were held at Tŷ Newydd free of charge for groups and communities that are under-represented within Wales' Literary Culture. These were:
    - Stori i Bawb– a course for 14 under-represented writers which aimed to help diversify children's literature
    - A course in partnership with Sherman Theatre where under-represented scriptwriters received writer development opportunities
    - Cariad yw Cariad residential, in partnership with Eisteddfod Genedlaethol where Welsh-language LGBTQ+ writers and singer-songwriters attended a weekend course to develop an artistic project for the National Eisteddfod in Tregaron
    - Llyfrau Lliwgar, a weekend retreat space for LGBTQ+ creative readers and writers from Wales to write and critique
    - Our Emerging Writers course providing a week-long course aimed at under-represented emerging writers from Wales writing creative non-fiction.

  We also provided a meeting space for a local steering group tasked with celebrating Cadfan Sant, which led to a day course in partnership with the group, free of charge to the local community.

- A **Conservation Maintenance Plan** wasn't created as planned due to the architect prioritising managing the renovation works on the Tŷ Haul. This outcome has been postponed to 2023-24.

- **76%** of course tutors were Welsh and/or based in Wales, exceeding the target of 50%

Highlights

- **368** writers attended a course or retreat at Tŷ Newydd
- **£107,938** was paid to a total of **65** writers
- Nant Writers' Retreat Cottage was booked for **251** nights for **35** writers
- **93%** of participants agreed that their course helped their development as a writer
- **98%** of participants noted that their course had had a positive effect on their health and well-being

- **88%** of participants said they would be highly likely to book another course or retreat at Tŷ Newydd in future

Literature Wales employed a new Operations Support, based at Tŷ Newydd, in June 2022; and a Creative Manager taking responsibility for Tŷ Newydd's creative programming, in October 2022; both joining the existing team at Tŷ Newydd, which includes a Catering and Hospitality Co-Ordinator and a Tŷ Newydd Manager. Other colleagues located in the north are also based at the Tŷ Newydd office, including our Artistic Director, two Creative Executives and a Finance Support.

A new gardener was sourced to maintain and upkeep the site's lawns and pathways. The grounds have never looked better, with guests and visitors regularly commenting on the grounds' improved appearance.

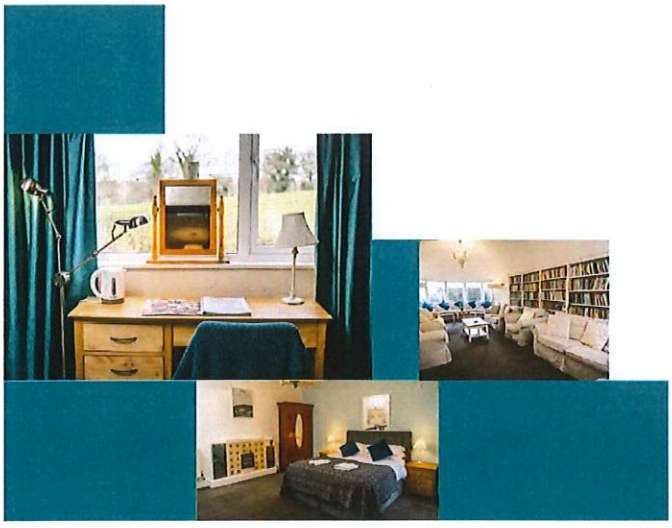
8 accommodation rooms in Hafoty were painted, with small home furnishing items bought to improve guests' stay in these rooms. This is part of our ongoing efforts to continuously improve our accommodation provision in line with guest feedback.

Essential renovation work on the Tŷ Haul commenced in quarter 4, with InnerWorld conservationists working in parallel with pEGWa architects to execute a schedule of works conducting essential repairs and maintenance to the fabrication of the building. Following this immediate work, the architects will subsequently develop a new Conservation Management Plan to further inform our repairs and maintenance work.

Learning points and the future

Emerging from the COVID-19 pandemic we have noticed shifts in the way our guests book, with many course bookings coming much later, impacting our ability to plan and, if necessary, cancel courses that aren't selling. We've also stopped offering cheaper shared rooms as people seem less keen to share post-pandemic.

We've also been struggling due to high inflation rates affecting our direct costs to deliver courses, with the price of food in particular soaring. We will be reviewing our pricing structure to reflect these increases, whilst also taking care to ensure our courses are as affordable as possible. In addition, to increase income we will be investing in marketing Nant for writer retreats during the winter months as occupancy was low in 2022/23.



Llenyddiaeth Cymru
Literature Wales

Our Partners 2022/2023

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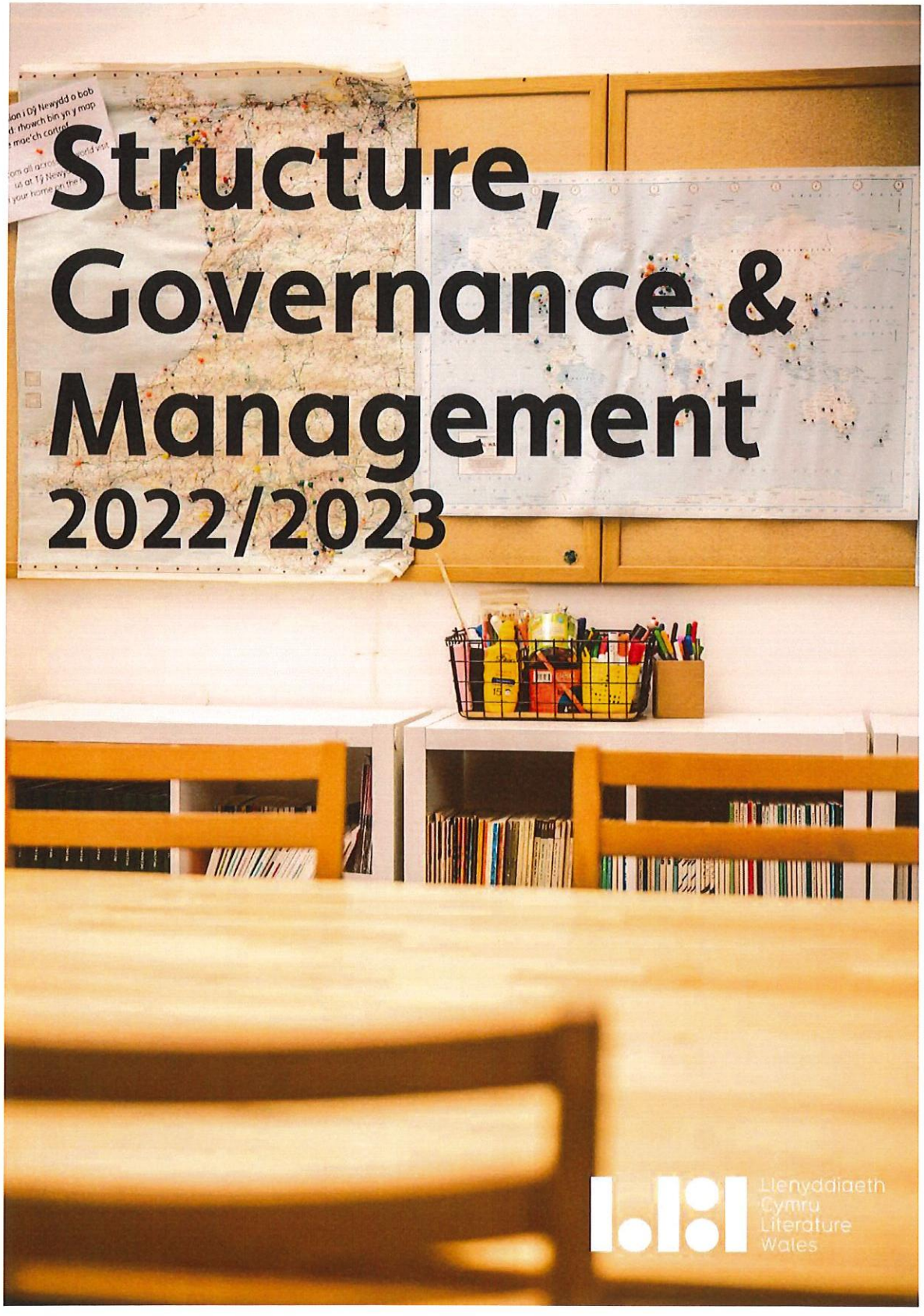

Llenyddiaeth Cymru Literature Wales

Structure, Governance and Management

Governance document

Literature Wales is a charitable company limited by guarantee, incorporated on 19 September 2011 and registered as a charity on 23 March 2012. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association, which were updated in 2019/20.

Recruitment and appointment of new trustees

All new trustees are appointed as Directors of the organisation following an open and transparent recruitment process as defined by the Articles of Association. Trustees are appointed to strengthen the skills and experience represented by the Board of Directors. All new trustees receive an induction pack and receive information regarding the roles and responsibilities of being a trustee, as well as training on charity governance.

Organisational structure

Literature Wales is led by the Board of Directors, who are also trustees of the organisation. The Board of Directors meets four times a year and is responsible for the strategic direction of the organisation and overall financial planning. The Board delegates day-to-day running of the organisation to the executive team, led by the Executive Director and Artistic Director, who are supported by a Senior Leadership Team that meets regularly to discuss progress towards strategic aims and other targets.

Key Management Personnel

The Key Management Personnel of the organisation are Executive Director, Claire Furlong and Artistic Director, Leusa Llewelyn; Operations Manager and Company Secretary Alys Lewin; and Finance Manager, Emma Richards. Remuneration for the Key Management Personnel is set and approved annually by the Chair of the Board and follows the organisation's banded salary structure.

Llenyddiaeth Cymru Literature Wales

REFERENCE AND ADM28.INISTRATIVE DETAILS

Charity name	Llenyddiaeth Cymru | Literature Wales
Charity registration number	1146560
Company registration number	07779153
Registered office	Tŷ Newydd Writing Centre Llanystumdwy, Cricieth GWYNEDD LL52 0LW
Trustees serving in the reporting period	C. Charnell-White N. Jerome E Charles C Austin J D Ellis A Finlayson J O'Shea D Roberts O Taylor-Shaw C Thatcher C Dylan R Harries
Artistic Director	Leusa Llewelyn
Executive Director	Claire Furlong
Company Secretary	Alys Lewin
Principal Bankers	CAF Bank 25 Kings Hill Avenue, Kings Hill, Kent ME19 4JQ
Auditors	BPU Chartered Accountants Radnor House Greenwood Close Cardiff Gate Business Park CF23 8AA

Signed:

Alys Lewin
Company Secretary

Dated: 25/10/2023

Llenyddiaeth Cymru
Literature Wales

With thanks to:

All our funders, partners and supporters including:

Arts Council of Wales

Welsh Government

The National Lottery

Garfield Western Foundation

Photographers and Illustrators:

Camera Sioned

Dafydd Owen (FfotoNant)

Lindsay Walker Photography

Osian Grifford

Phil Boyd

Richard Outram

And

Rhys Iorwerth

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Llenyddiaeth Cymru/Literature Wales for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the board of trustees on 25/10/2023 and signed on its behalf by:

.....
Cathryn Charnell-White
Trustee

Report of the Independent Auditors to the Trustees of Llenyddiaeth Cymru/Literature Wales

Opinion

We have audited the financial statements of Llenyddiaeth Cymru/Literature Wales (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

bpu Chartered Accountants

Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

Registered to carry on audit work in the UK and regulated for a range of investment business activities by the Institute of Chartered Accountants in England and Wales.

bpu Chartered Accountants is a trading name of BPU Ltd
Company Number 3723948
Registered in Wales.

A list of directors is available from the registered office above.

bpu Chartered Accountants

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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Our responsibilities for the audit of the financial statements
We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risks of acts by the charity that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

The laws and regulations that we determined were most significant to the charity were the Companies Act, Charities Act, Employment Law, Health and Safety regulations, General Data Protection Regulation, Safeguarding Vulnerable Groups Act (SVGA) 2006, Equality Act and the Welsh Language Act.

We obtained an understanding of how the charity is complying with those laws and regulations by making enquiries of the management and those charged with governance, and corroborated these enquiries through our review of board minutes and review of legal and professional spend for the year.

We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur. We addressed the risk of management override of internal controls and assessed the effectiveness of the controls that management has in place to prevent and detect fraud, including testing of manual journals and evaluating the assumptions and judgements made by management in its significant accounting estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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bpu Chartered Accountants

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

BPU Limited.

for and on behalf of BPU Limited
Chartered Accountants
Statutory Auditor
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Date: 24 November 2023

Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

Registered to carry on audit work in the UK and regulated for a range of investment business activities by the Institute of Chartered Accountants in England and Wales.

bpu Chartered Accountants is a trading name of BPU Ltd Company Number 3723948 Registered in Wales.

A list of directors is available from the registered office above.

Llenyddiaeth Cymru/Literature Wales

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	**3,570**	**-**	**3,570**	4,281
Charitable activities	6	**1,029,574**	**98,305**	**1,127,879**	956,765
Other trading activities	4	**34,504**	**232**	**34,736**	69,838
Investment income	5	**1,668**	**-**	**1,668**	666
Other income		**292**	**-**	**292**	6,601
Total		**1,069,608**	**98,537**	**1,168,145**	1,038,151
EXPENDITURE ON					
Raising funds	7	**54,190**	**-**	**54,190**	93,950
Charitable activities	8	**965,645**	**116,962**	**1,082,607**	870,241
Total		**1,019,835**	**116,962**	**1,136,797**	964,191
NET INCOME/(EXPENDITURE)		**49,773**	**(18,425)**	**31,348**	73,960
RECONCILIATION OF FUNDS					
Total funds brought forward		**416,099**	**962,838**	**1,378,937**	1,304,977
TOTAL FUNDS CARRIED FORWARD		**465,872**	**944,413**	**1,410,285**	1,378,937

The notes form part of these financial statements

Balance Sheet
31 March 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	15	**887,602**	888,925
CURRENT ASSETS			
Stocks	16	**1,349**	1,424
Debtors	17	**136,578**	106,706
Cash at bank and in hand		**754,197**	722,401
		892,124	830,531
CREDITORS			
Amounts falling due within one year	18	**(369,441)**	(340,519)
NET CURRENT ASSETS		**522,683**	490,012
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,410,285**	1,378,937
NET ASSETS		**1,410,285**	1,378,937
FUNDS	21		
Unrestricted funds		**465,872**	416,099
Restricted funds		**944,413**	962,838
TOTAL FUNDS		**1,410,285**	1,378,937

The notes form part of these financial statements

continued...

Balance Sheet - continued
31 March 2023

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011. These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on .....25.10.2023..... and were signed on its behalf by:

.....
Cathryn Charnell-White
Trustee

The notes form part of these financial statements

Llenyddiaeth Cymru/Literature Wales

Cash Flow Statement
for the Year Ended 31 March 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	**33,750**	184,849
Net cash provided by operating activities		**33,750**	184,849
Cash flows from investing activities			
Purchase of tangible fixed assets		**(4,427)**	(805)
Sale of tangible fixed assets		**805**	-
Interest received		**1,668**	666
Net cash used in investing activities		**(1,954)**	(139)
Change in cash and cash equivalents in the reporting period		**31,796**	184,710
Cash and cash equivalents at the beginning of the reporting period		**722,401**	537,691
Cash and cash equivalents at the end of the reporting period		**754,197**	722,401

The notes form part of these financial statements

Notes to the Cash Flow Statement
for the Year Ended 31 March 2023

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	**31,348**	73,960
Adjustments for:		
Depreciation charges	**4,944**	4,884
Interest received	**(1,668)**	(666)
Decrease in stocks	**75**	48
Increase in debtors	**(29,872)**	(40,211)
Increase in creditors	**28,923**	146,834
Net cash provided by operations	**33,750**	184,849

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/22	Cash flow	At 31/3/23
	£	£	£
Net cash			
Cash at bank and in hand	**722,401**	**31,796**	**754,197**
	722,401	**31,796**	**754,197**
Total	**722,401**	**31,796**	**754,197**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties. The principal accounting policies adopted are set out below.

Incoming resources
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants
Grants receivable are treated in different ways dependent upon their purposes and the terms of the grant.

Grants receivable for specific purposes are treated as restricted funds so that any unused funds can be separately identified.

Grants receivable to facilitate the general running of the project i.e. where the directors/trustees can choose how the funds are expended, are treated as unrestricted funds.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure comprises these costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

continued...

1. ACCOUNTING POLICIES - continued

Resources expended

Governance costs include those costs associated with meeting constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

Offsetting
There has been no offsetting of assets or liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Charitable funds
Unrestricted funds
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds
Designated funds are unrestricted funds of the charity which have been set aside to fund particular future activities of the charity.

Restricted funds
Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	- 2% straight line
Plant and machinery	- 10% and 20% reducing balance
Fixtures and fittings	- 10% reducing balance

The trustees have agreed to revalue the freehold land and buildings owned by the charity every 5 years from October 2019. Depreciation has not been charged on the freehold land and buildings because due to their expected realisable value at the end of 50 years the Trustees consider the value of the depreciation charge to be insignificant.

Fixed assets are stated at cost less accumulated depreciation. Additions costing less than £500 are not capitalised.

continued...

1. ACCOUNTING POLICIES - continued

Stocks
Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Taxation
As a charity, Llenyddiaeth Cymru / Literature Wales is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

Financial instruments
The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Basic financial assets

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Basic financial liabilities

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Liabilities policy
Liabilities are recognised in the Statement of Financial Activities as they become payable.

Irrecoverable VAT
Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

continued...

1. ACCOUNTING POLICIES - continued

Pensions
The charity operates a defined contribution scheme for the benefit of its employees. The assets of the scheme are held separately from those of the charity. Contributions payable are charged to the profit and loss account in the year they are payable and are charged against unrestricted funds.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	3,570	4,281

4. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Sale of books and merchandise	4,263	4,266
Hire of Tŷ Newydd	30,473	65,572
	34,736	69,838

continued...

5. INVESTMENT INCOME

	2023	2022
	£	£
Interest receivable	1,668	666

6. INCOME FROM CHARITABLE ACTIVITIES

	2023	2022
	£	£
Income from activities	138,968	49,380
Grants	988,911	907,385
	1,127,879	956,765

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Arts Council of Wales	863,741	848,485
Welsh Assembly Government	56,470	4,800
Bardd Plant Cymru	10,000	10,000
Other	58,700	44,100
	988,911	907,385

7. RAISING FUNDS

Raising donations and legacies

	2023	2022
	£	£
Fundraising	37,730	39,158
Tŷ Newydd Operational	16,460	54,792
	54,190	93,950

continued...

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9)	Grant funding of activities (see note 10)	Support costs (see note 11)	Totals
	£	£	£	£
Income from activities	**988,028**	-	**24,172**	**1,012,200**
Grants	-	**70,407**	-	**70,407**
	988,028	**70,407**	**24,172**	**1,082,607**

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2023	2022
	£	£
Participation	**316,811**	93,875
Writer development	**429,818**	235,921
Wales literary culture	**176,177**	247,415
Operational costs	**65,222**	210,381
	988,028	787,592

10. GRANTS PAYABLE

	2023	2022
	£	£
Grants	**70,407**	58,388

The total grants paid to institutions during the year were as follows:

	2023	2022
	£	£
Grants to organisations	**23,923**	15,404
Grants to individuals via organisations	**2,475**	500
Grants to individuals (Bursaries)	**44,009**	42,484
	70,407	58,388

continued...

11. SUPPORT COSTS

	Depreciation	Governance costs	Totals
	£	£	£
Income from activities	**4,944**	**19,228**	**24,172**

Support costs, included in the above, are as follows:

	2023 Income from activities	2022 Income from activities
	£	£
Depreciation of fixed assets	**4,944**	**4,884**
Auditors' remuneration	**8,160**	**7,740**
Governance costs	**9,834**	**9,242**
Administrative costs	**1,234**	**2,395**
	24,172	**24,261**

12. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Auditors' remuneration	**8,160**	7,740
Depreciation - owned assets	**4,944**	4,884

13. TRUSTEES' REMUNERATION AND BENEFITS

No trustees received remuneration for the year ended 31 March 2023 (2022: £nil).

No board and committee members (2022: 6) received fees for the year ended 31 March 2023 (2022: £1,415).

continued...

13. TRUSTEES' REMUNERATION AND BENEFITS - continued

Trustees' expenses

No travel expenses were reimbursed to the board members during the financial year (2022: £0).

14. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2023	2022
Average number of employees	18	19

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	-	1

Key management personnel
The total benefits paid to key management personnel during the year was £188,952 - 4 key personnel (2022: £152,289 - 5 key personnel).

	2023	2022
	£	£
Gross Staff Costs	523,645	507,379
Employers National Insurance	47,561	46,869
Employers Pension Contributions	22,086	18,302
Total Staff Costs	593,292	572,550

continued...

15. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Plant and machinery £	Fixtures and fittings £	Totals £
COST/VALUATION				
At 1 April 2022	**2,219,446**	**3,020**	**51,022**	**2,273,488**
Additions	**-**	**-**	**4,427**	**4,427**
Disposals	**-**	**-**	**(805)**	**(805)**
At 31 March 2023	**2,219,446**	**3,020**	**54,644**	**2,277,110**
DEPRECIATION				
At 1 April 2022	**1,349,446**	**2,281**	**32,836**	**1,384,563**
Charge for year	**-**	**74**	**4,871**	**4,945**
At 31 March 2023	**1,349,446**	**2,355**	**37,707**	**1,389,508**
NET BOOK VALUE				
At 31 March 2023	**870,000**	**665**	**16,937**	**887,602**
At 31 March 2022	870,000	739	18,186	888,925

Arts Council of Wales has a legal charge over the properties held within fixed assets. These properties are Tŷ Newydd and Nant and Hafodty, Criccieth, Gwynedd.

The freehold property was valued at £900,000 on an open market basis on the 30th of October 2019 by North Wales Surveyors. Its value has been reviewed and is deemed to be £870,000 in the trustees' opinion at the balance sheet date.

16. STOCKS

	2023	2022
	£	£
Stocks	**1,349**	1,424

continued...

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	**116,090**	90,759
Prepayments and accrued income	**20,488**	15,947
	136,578	106,706

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	**179,713**	127,488
Other creditors	**47,722**	99,045
Deferred income	**142,006**	113,986
	369,441	340,519

Deferred Income:

	2023	2022
	£	£
Balance brought forward	**113,986**	50,415
Income received	**169,313**	141,759
Income released	**(141,293)**	(78,188)
	142,006	113,986

Contained within deferred income is £98,630 that relates to courses and trading, and £43,376 that relates to performance related grants received in advance.

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	**696**	228
Between one and five years	**2,088**	-
	2,784	228

Total lease payments recognised as expenses in the SOFA during the year were £696 (2022: £912).

continued...

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fixed assets	**17,602**	**870,000**	**887,602**	888,925
Current assets/(liabilities)	**448,270**	**74,413**	**522,683**	490,012
	465,872	**944,413**	**1,410,285**	1,378,937

continued...

21. MOVEMENT IN FUNDS

	At 1/4/22 £	Net movement in funds £	At 31/3/23 £
Unrestricted funds			
General fund	224,605	36,071	260,676
Glyn Jones Bequest	65,614	2,359	67,973
John Tripp Fund	4,580	-	4,580
Tŷ Newydd Bursaries	2,538	-	2,538
Legacy Fund	21,030	-	21,030
Pilot Activity Fund	25,000	-	25,000
Representing Wales - Aftercare	4,800	(1,586)	3,214
Tŷ Newydd Buildings	25,000	17,071	42,071
Tŷ Newydd Capital Reserve	20,000	-	20,000
BOTY Consultation	3,000	2,000	5,000
Children's Laureate	1,842	(1,842)	-
Do You Get Me	1,090	(1,090)	-
Somali Dance	1,000	-	1,000
Commissions	16,000	(16,000)	-
National Poet	-	2,000	2,000
Rhys Davies Trust	-	9,480	9,480
Cymru Ni	-	1,310	1,310
	416,099	49,773	465,872
Restricted funds			
Bardd Plant Cymru	5,793	(2,880)	2,913
Dylan Day	662	-	662
Llen Pawb / Lit Reach	1,754	-	1,754
Rhys Davies Trust	3,684	-	3,684
Roald Dahl 100	6,000	-	6,000
Weird & Wonderful Wales	1,142	-	1,142
Capital Development Fund	870,000	-	870,000
Jan Mark Bursary	5,870	-	5,870
Judi Thwaite Bursary	500	-	500
Literature & Health	10,368	(4,910)	5,458
Bridging the Gap (MIND)	13,027	(9,006)	4,021
Representing Wales (Lottery)	44,038	(1,629)	42,409
	962,838	(18,425)	944,413
TOTAL FUNDS	1,378,937	31,348	1,410,285

continued...

21. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,032,740	(996,669)	36,071
Glyn Jones Bequest	2,359	-	2,359
Representing Wales - Aftercare	-	(1,586)	(1,586)
Tŷ Newydd Buildings	17,071	-	17,071
BOTY Consultation	2,000	-	2,000
Children's Laureate	1,165	(3,007)	(1,842)
Do You Get Me	-	(1,090)	(1,090)
Commissions	-	(16,000)	(16,000)
National Poet	2,000	-	2,000
Rhys Davies Trust	9,480	-	9,480
Cymru Ni	2,793	(1,483)	1,310
	1,069,608	(1,019,835)	49,773
Restricted funds			
Bardd Plant Cymru	11,037	(13,917)	(2,880)
Literature & Health	-	(4,910)	(4,910)
Bridging the Gap (MIND)	11,000	(20,006)	(9,006)
Representing Wales (Lottery)	76,500	(78,129)	(1,629)
	98,537	(116,962)	(18,425)
TOTAL FUNDS	1,168,145	(1,136,797)	31,348

continued...

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	218,638	24,446	(18,479)	224,605
Glyn Jones Bequest	53,282	12,332	-	65,614
John Tripp Fund	4,580	-	-	4,580
Tŷ Newydd Bursaries	2,258	280	-	2,538
Legacy Fund	16,030	-	5,000	21,030
Pilot Activity Fund	20,000	-	5,000	25,000
Representing Wales - Aftercare	5,000	(200)	-	4,800
Tŷ Newydd Buildings	20,000	-	5,000	25,000
Tŷ Newydd Capital Reserve	15,000	-	5,000	20,000
BOTY Consultation	-	3,000	-	3,000
Children's Laureate	-	1,842	-	1,842
Do You Get Me	-	1,090	-	1,090
Somali Dance	-	1,000	-	1,000
Commissions	-	16,000	-	16,000
	354,788	59,790	1,521	416,099
Restricted funds				
Bardd Plant Cymru	2,849	2,944	-	5,793
Dylan Day	662	-	-	662
Llen Pawb / Lit Reach	1,754	-	-	1,754
Reading Friends	1,521	-	(1,521)	-
Rhys Davies Trust	3,684	-	-	3,684
Roald Dahl 100	6,000	-	-	6,000
Weird & Wonderful Wales	1,142	-	-	1,142
Capital Development Fund	870,000	-	-	870,000
Jan Mark Bursary	5,870	-	-	5,870
Judi Thwaite Bursary	500	-	-	500
Literature & Health	14,328	(3,960)	-	10,368
Bridging the Gap (MIND)	6,252	6,775	-	13,027
Representing Wales (Lottery)	35,627	8,411	-	44,038
	950,189	14,170	(1,521)	962,838
TOTAL FUNDS	1,304,977	73,960	-	1,378,937

continued...

21. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	868,915	(844,469)	24,446
Glyn Jones Bequest	12,332	-	12,332
Tŷ Newydd Bursaries	280	-	280
Representing Wales - Aftercare	-	(200)	(200)
BOTY Consultation	3,000	-	3,000
Children's Laureate	13,468	(11,626)	1,842
Do You Get Me	17,100	(16,010)	1,090
Somali Dance	1,000	-	1,000
Commissions	16,000	-	16,000
	932,095	(872,305)	59,790
Restricted funds			
Bardd Plant Cymru	12,500	(9,556)	2,944
Literature & Health	-	(3,960)	(3,960)
Bridging the Gap (MIND)	11,000	(4,225)	6,775
Representing Wales (Lottery)	82,556	(74,145)	8,411
	106,056	(91,886)	14,170
TOTAL FUNDS	1,038,151	(964,191)	73,960

continued...

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	218,638	60,517	(18,479)	260,676
Glyn Jones Bequest	53,282	14,691	-	67,973
John Tripp Fund	4,580	-	-	4,580
Tŷ Newydd Bursaries	2,258	280	-	2,538
Legacy Fund	16,030	-	5,000	21,030
Pilot Activity Fund	20,000	-	5,000	25,000
Representing Wales - Aftercare	5,000	(1,786)	-	3,214
Tŷ Newydd Buildings	20,000	17,071	5,000	42,071
Tŷ Newydd Capital Reserve	15,000	-	5,000	20,000
BOTY Consultation	-	5,000	-	5,000
Somali Dance	-	1,000	-	1,000
National Poet	-	2,000	-	2,000
Rhys Davies Trust	-	9,480	-	9,480
Cymru Ni	-	1,310	-	1,310
	354,788	109,563	1,521	465,872
Restricted funds				
Bardd Plant Cymru	2,849	64	-	2,913
Dylan Day	662	-	-	662
Llen Pawb / Lit Reach	1,754	-	-	1,754
Reading Friends	1,521	-	(1,521)	-
Rhys Davies Trust	3,684	-	-	3,684
Roald Dahl 100	6,000	-	-	6,000
Weird & Wonderful Wales	1,142	-	-	1,142
Capital Development Fund	870,000	-	-	870,000
Jan Mark Bursary	5,870	-	-	5,870
Judi Thwaite Bursary	500	-	-	500
Literature & Health	14,328	(8,870)	-	5,458
Bridging the Gap (MIND)	6,252	(2,231)	-	4,021
Representing Wales (Lottery)	35,627	6,782	-	42,409
	950,189	(4,255)	(1,521)	944,413
TOTAL FUNDS	1,304,977	105,308	-	1,410,285

continued...

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,901,655	(1,841,138)	60,517
Glyn Jones Bequest	14,691	-	14,691
Tŷ Newydd Bursaries	280	-	280
Representing Wales - Aftercare	-	(1,786)	(1,786)
Tŷ Newydd Buildings	17,071	-	17,071
BOTY Consultation	5,000	-	5,000
Children's Laureate	14,633	(14,633)	-
Do You Get Me	17,100	(17,100)	-
Somali Dance	1,000	-	1,000
Commissions	16,000	(16,000)	-
National Poet	2,000	-	2,000
Rhys Davies Trust	9,480	-	9,480
Cymru Ni	2,793	(1,483)	1,310
	2,001,703	(1,892,140)	109,563
Restricted funds			
Bardd Plant Cymru	23,537	(23,473)	64
Literature & Health	-	(8,870)	(8,870)
Bridging the Gap (MIND)	22,000	(24,231)	(2,231)
Representing Wales (Lottery)	159,056	(152,274)	6,782
	204,593	(208,848)	(4,255)
TOTAL FUNDS	2,206,296	(2,100,988)	105,308

RESTRICTED FUNDS

Literature Reach is a programme which provides opportunities for literature to benefit the health and wellbeing of the most disadvantaged and vulnerable individuals in our communities. It is funded by Arts Council Wales and the participating Local Authorities.

Literature and Health includes various grants received for promoting health and wellbeing through literature.

Rhys Davies Trust – Literature Wales received a grant from The Rhys Davies Trust for various activities including community workshops in South Wales.

Bardd Plant Cymru – Literature Wales receives annual funding from Welsh Government and S4C towards this project, which is the Welsh-language Children's Post Laureate.

continued...

21. RESTRICTED FUNDS - continued

Capital Development Fund – funded the purchase and substantial improvement works on the freehold properties. The value of the properties reflected in the accounts reflect the market value. The Arts Council of Wales (ACW) has a legal charge over the properties until April 2031. Should the charity sell or change its use of the properties the charity would be required to repay ACW's original investment of £1,010,192.

Jan Mark Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.

Judi Thwaite Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.

Reading Friends Funding was provided by the Reading Agency for a befriending project to connect older people and people with dementia by starting conversations through reading.

Roald Dahl 100 funding was provided for specific projects surrounding the Roald Dahl centenary. The remaining balance is to be spend on supporting legacy activities with young people across Wales.

Weird and Wonderful Wales funding was provided for a tour of Wales exploring myths and legends and includes funds received from sales of merchandise that will be earmarked for activities with target clients and communities.

Dylan Day funding was awarded by the Welsh Government to run events in celebration of Dylan Thomas' birth following the centenary in 2014.

Representing Wales – a 12 month professional writer development programme for writers of colour launched in 2020-21 funded by the Lottery through the Arts Council of Wales. The programme aims to support a cohort of 12 writers in developing their professional career as a writer.

Bridging the Gap – Funding from Newport Mind through Comic Relief to provide support to young people with mental health conditions.

DESIGNATED FUNDS

The income funds of the charity include the following funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

Glyn Jones Bequest – A legacy was bequeathed to Literature Wales with the purpose of supporting new writers and creating a meeting place for writers. This fund is allocated to developments at the Glyn Jones Centre in the Wales Millennium Centre;

John Tripp Fund – A reserve set aside to assist writer development; and

Tŷ Newydd Bursaries – A reserve set aside to assist writer development.

Representing Wales – Aftercare – A designated fund created to support the 2021 cohort of Representing Wales once the programme comes to an end.

21. DESIGNATED FUNDS - continued

Rhys Davies Trust – Funding received from the Rhys Davies Trust for the development of emerging writers.

Tŷ Newydd Buildings – in order to ring-fence funds to respond to unforeseen repairs or maintenance costs as well as large scale conservation or renovation work at Tŷ Newydd. This is not for ongoing or planned maintenance or repair work, or for work which may be covered by an insurance claim.

Tŷ Newydd Capital Development – Combined with the Capital Development Reserve (Restricted Fund), Directors aim to hold sufficient funds to meet the requirements to repay the ACW grant awarded to develop Tŷ Newydd in 2005, should it default on any of the conditions of the Legal Charge or Grant Agreement. This agreement comes to an end on 3 April 2031, after which any funds remaining will be transferred to General Unrestricted Reserves.

Pilot Activity Fund – to allow LW to pilot new activity and partnership in a low risk manner. Directors have created a new fund which will allow staff to pursue new opportunities and continue to extend the organisation's reach.

Legacy Fund – to allow LW to extend activity or support partner organisations in taking ownership of projects.

Do You Get Me – A year long residential project at Tonyrefail Comprehensive School involving former Children's Laureate Eloise Williams.

Children's Laureate – designating unspent funds for use at the end of Connor Allen's first year as Children's Laureate.

Somali Dance – Contribution to Somali Dance project in partnership with NDCW.

BOTY Consultation – funds ringfenced for consultation on Book of the Year, originally planned for early 2022 but postponed until new CEO in post.

Cymru Ni – A training programme for black writers to deliver workshops that explore our modern Wales, helping learners become 'ethical and informed citizens of Wales and the world' and helping schools implement the recommendations of the Cynefin report.

22. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the income and expenditure account in respect of defined contribution schemes was £22,086 (2022 - £18,302).

23. RELATED PARTY DISCLOSURES

Details of trustee remuneration and benefits are disclosed in note 13.

24. COMPANY STATUS

The organisation is a company limited by guarantee. The guarantors are the trustees as set out on page 43. The liability is limited to an amount of £1 per member in accordance with the organisation's Memorandum of Association.

Detailed Statement of Financial Activities for the Year Ended 31 March 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	**3,570**	4,281
Other trading activities		
Sale of books	**4,263**	4,266
Hire of Ty Newydd	**30,473**	65,572
	34,736	69,838
Investment income		
Interest receivable	**1,668**	666
Charitable activities		
Grants	**988,911**	907,385
Income from activities	**138,968**	49,380
	1,127,879	956,765
Other income		
Other income	**292**	6,601
Total incoming resources	**1,168,145**	1,038,151
EXPENDITURE		
Raising donations and legacies		
Fundraising	**37,730**	39,158
Ty Newydd Operational	**16,460**	54,792
	54,190	93,950
Charitable activities		
Participation	**316,811**	93,875
Writer development	**429,818**	235,921
Wales literary culture	**176,177**	247,415
Operational costs	**65,222**	210,381
Grants to organisations	**70,407**	58,388
	1,058,435	845,980

Detailed Statement of Financial Activities for the Year Ended 31 March 2023

	2023 £	2022 £
Support costs		
Depreciation		
Depreciation of fixed assets	**4,944**	4,884
Governance costs		
Auditors' remuneration	**8,160**	7,740
Governance costs	**9,834**	9,242
Administrative costs	**1,234**	2,395
	19,228	19,377
Total resources expended	**1,136,797**	964,191
Net (expenditure)/income	**31,348**	73,960

LLENYDDIAETH CYMRU - LITERATURE WALES

England & Wales - Charity number 1146560

Accounts

REGISTERED COMPANY NUMBER: 07779153 (England and Wales)
REGISTERED CHARITY NUMBER: 1146560

bpu Chartered Accountants

Report of the Trustees and

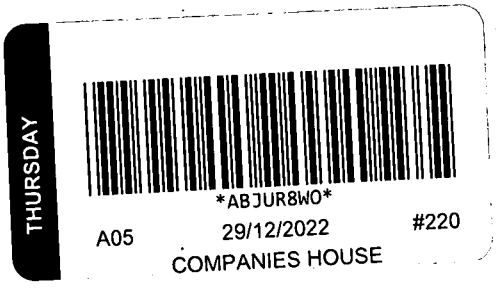
Audited Financial Statements for the Year Ended 31 March 2022

for

Llenyddiaeth Cymru/Literature Wales

(A Company Limited by Guarantee)

Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA



Registered to carry on audit work in the UK and regulated for a range of investment business activities by the Institute of Chartered Accountants in England and Wales.

bpu Chartered Accountants is a trading name of BPU Ltd
Company Number 3723948
Registered in Wales.

A list of directors is available from the registered office above.

Llenyddiaeth Cymru/Literature Wales

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for the Year Ended 31 March 2022

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Detailed Statement of Financial Activities	71 to 72

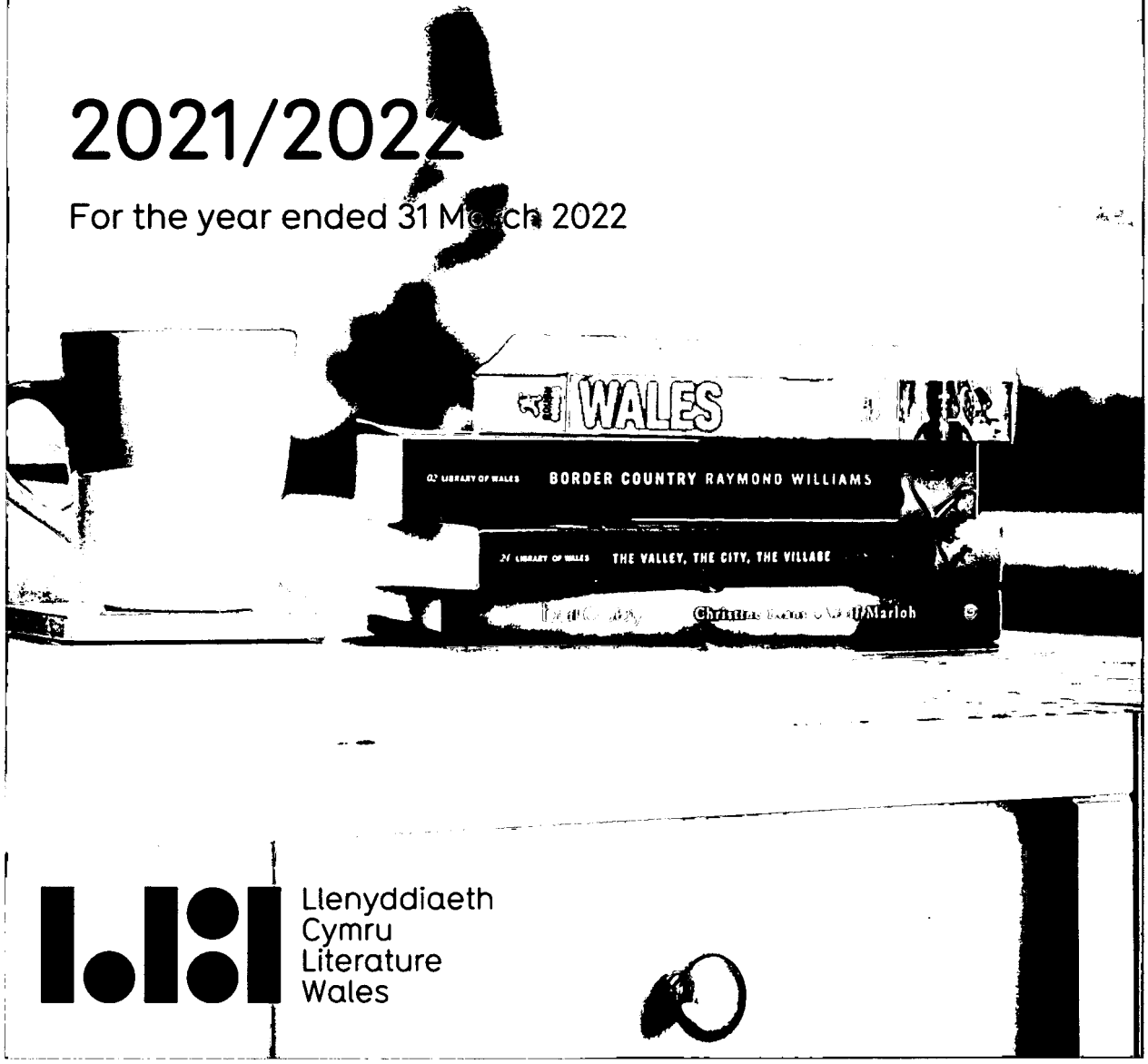
Llenyddiaeth Cymru Literature Wales

Literature Wales

Annual Report & Accounts

2021/2022

For the year ended 31 March 2022



Llenyddiaeth Cymru Literature Wales

Llenyddiaeth Cymru
Literature Wales

Introduction

Literature Wales is the national company for the development of literature. Our vision is a Wales where literature **empowers, improves, and brightens lives**. We will **inspire communities, develop writers, celebrate the literary culture of Wales** by increasing the accessibility and impact of creative writing for participants, and enable early career writers to engage with opportunities and strengthen the range, reach and reputation of Wales' writers.

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Llenyddiaeth Cymru Literature Wales

Statement by the Chair of the Board of Directors and the Interim Chief Executive Officers of Literature Wales

We are proud to present this annual report, detailing our activities and operations for the year 2021-22, as we continued to inspire communities, develop writers, and celebrate Wales' literary culture whilst also developing our new strategy for 2022-25.

We began the year in the spring of 2021 by bidding farewell to our Chair, Kate North, and welcoming a new Chair, Cathryn Charnell-White; and we ended the year in the spring of 2022 by saying goodbye to Lleucu Siencyn, our long-standing CEO of nearly eleven years. Once more it has been a year of challenges and change, yet it has also been a year of opportunities and success for our organisation. Leusa Llewelyn and Claire Furlong stepped into joint interim CEO roles in April 2022 to lead the organisation and launch its new Strategic Plan 2022-25.

Throughout the year, preparations were made to research, consult, and develop this new Strategic Plan. Directors and the whole team of staff took part in its development, in consultation with Critical Friends and stakeholders, creating a vision for literature in Wales based on shared values and a belief that literature empowers, improves, and brightens lives. The new strategic plan builds on the strengths of the last strategic plan, placing representation and equality front and centre of all our work, and also includes a new focus on climate emergency. Itis designed to enable us to stay agile and shape an exciting and innovative future for our organisation and, more importantly, for our literary culture and communities.

COVID-19 continued to pose challenges for us and our sector during the year as face-to-face activity still proved difficult in the face of rising cases and uncertainty. However, some positive learning points were implemented for the long term during this period, specifically how to reach new audiences in an accessible way and how to emphasise the power of literature to change lives for the better. Virtual Tŷ Newydd courses allowed the trialling of new tutors, and enabled us to reach new audiences across Wales, the UK and globally.

To mark two years since the first lockdown, and to remember those lost to Coronavirus, the Welsh Government created a video of a commission poem by our National Poet, Ifor ap Glyn. The video was tweeted by First Minister, Mark Drakeford and shared by Welsh Government on Facebook.

As the danger of the pandemic abated, some highlights of resumed face to face activities included some strategic courses at Tŷ Newydd. Books for All was a five-day residential course offered free of charge for Wales-based writers of colour taught by Patience Agbabi and Jasbinder Bilan on how to write for children and young people; and some notable Welsh language events took place including our annual Cwrs Olwen in partnership with Urdd Gobaith Cymru for the young literary winners, and Gŵyl Gerallt, Cymdeithas Barddas' annual poetry festival. Tŷ Newydd's 2022 programme of courses was launched in January 2022, noting the return of normality after pausing the programme for two years.

Other artistic highlights included working with the BBC on the Wales Book of the Year radio programmes, ensuring a wider audience for the Prize as the announcements were broadcast to the nation. Both winners, Catrin Kean and Megan Angharad Hunter as well as many others on the shortlists in both Welsh and English, have benefitted from numerous writer development programmes, and they are both great examples of case studies of the writer development pathways.

Llenyddiaeth Cymru
Literature Wales

Our new lottery-funded programme, Representing Wales, began in April 2021, offering an intense 12-month writer development programme for a cohort of 12 writers of colour. An exciting range of mentors featuring some of the most engaging and high-profile writers in their field were announced to support the cohort, including Malika Booker, Inua Ellams, Abi Morgan, Alastair Reynolds, Manon Steffan Ros, and Michael Rosen. During the year, the application window for the second iteration of Representing Wales was launched, aimed this time at writers from low-income backgrounds, and attracted 95 applications from all over Wales.

During the year, following a new process of open call outs, the search for our two new cultural ambassadors, Bardd Plant Cymru and Children's Laureate Wales, was successful and we welcomed Casi Wyn and Connor Allen to the roles – two inspiring role models for young audiences and writers. The laureates will collaborate more closely than previous role-holders, and contribute towards nurturing a healthier, more creative, and more diverse generation of readers and writers across Wales. Similarly, for the first time ever we launched an open call out for nominations for the National Poet of Wales role and after a competitive process are thrilled to be working with Hanan Issa from 2022-25

We were very pleased to be able to continue to work closely with the former Children's Laureate Wales, Eloise Williams, as she began her year-long writer-in-residence at Tonyrefail Community School in Rhondda Cynon Taf, working with pupils who live with anxiety and other mental health challenges. This project, funded by First Campus, offered Literature Wales an opportunity to work more strategically with a school to gather more in-depth evidence of the benefits of a long-term writers-in-residence which we hope will inspire other schools to deliver similar projects in future.

Two other core projects were launched anew this year, including the Inspiring Communities Fund (formerly known as Writers on Tour Funding Scheme) and our Writers of Wales Directory. These projects aim to showcase and celebrate the diverse writers of Wales and offer grassroots literary organisations funding to host and employ these writers in schools and communities across Wales.

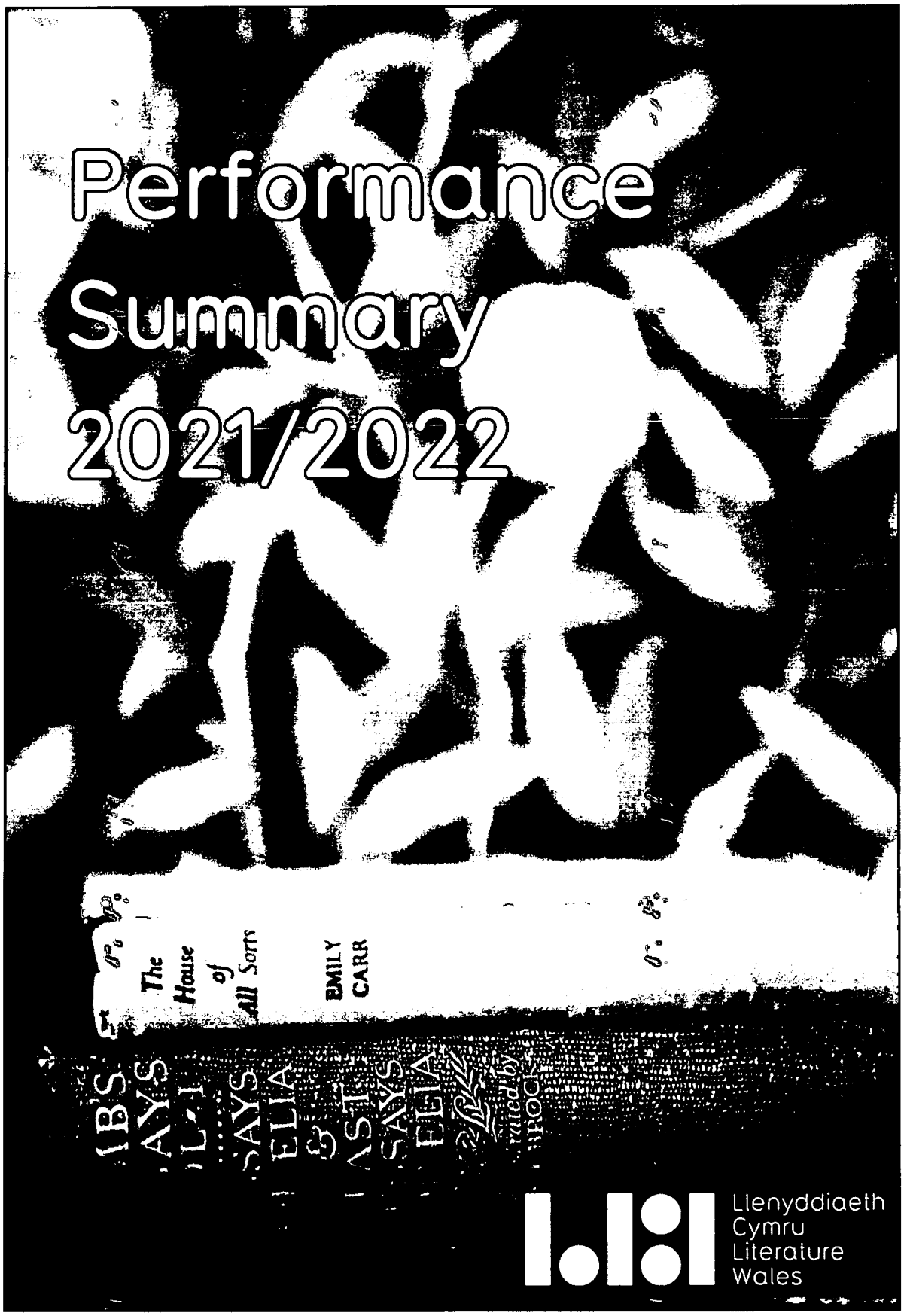
Several projects were held in partnership with exciting organisations who share our priorities including Natur a Ni, a poet-in-residence project in collaboration with National Resources Wales, tasked with responding to a public consultation regarding the climate emergency; and a new series of Plethu/Weave videos with National Dance Company Wales featuring collaborations between writers and dancers including Marged Tudur, Ffion Campbell-Davies, Jaffrin Khan, Patrick Jones, Richard Chappell, and Kai Tomioka.

Literature Wales' responses to the constantly changing world over the past year – living through the pandemic, the rising cost of living, and climate emergency – have highlighted the profound impact engaging in literature can have on writers and audiences and have also renewed our commitment to our vision of a world where literature empowers, improves, and brightens lives. We are confident that the work we do, collectively and collaboratively, helps make Wales a better place and provides hope for the future of the country and its writers.

Cathryn Charnell-White
Chair

Claire Furlong
Interim Joint CEO

Leusa Llewelyn
Interim Joint CEO


Performance
Summary
2021/2022
The House of
EMILY CARR
Llenyddiaeth
Cymru
Literature
Wales

Llenyddiaeth Cymru
Literature Wales

Literature Wales
Our Year in Numbers 2021/2022

151,970
participants and audience members have engaged with our activity (including digitally)

14,264
unique page views of our online writer development information

1,339
people subscribed to Literature Wales' newsletter. 241 in the Welsh language, and 1,098 in English.

420+
hours of sector facilitation has been delivered

375
individuals, groups and organisations received in-kind support

347
creative participants have been directed to our writer development opportunities

181
creative and professional opportunities for early career writers were created

138
young writers (aged 16-30) were provided with sustained support through our activity

54
partner-led projects were supported by us as a facilitator or secondary partner

38
commissions awarded to established writers by others through our intervention

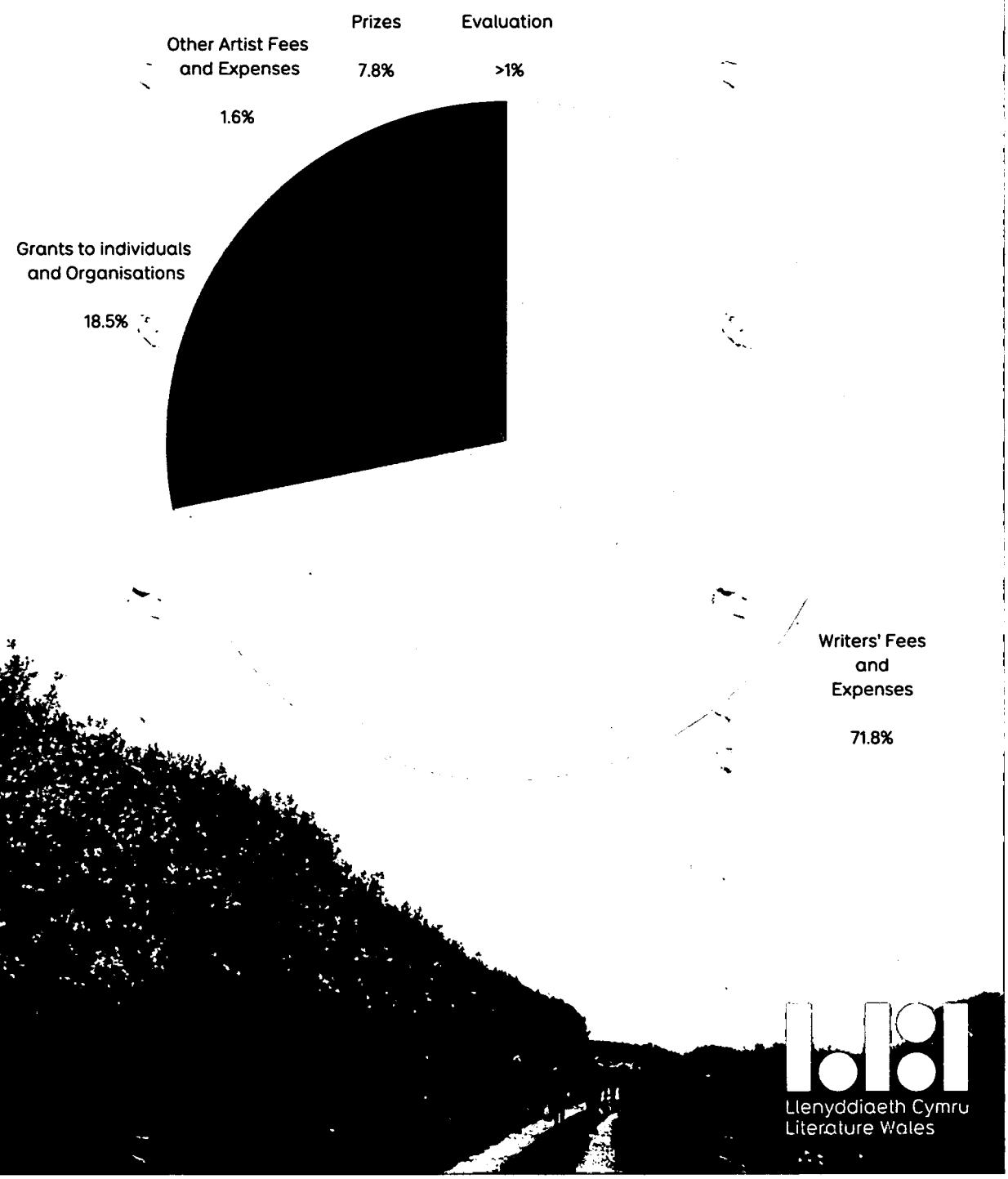
34
new self-run literary projects in areas of need were stimulated through our support

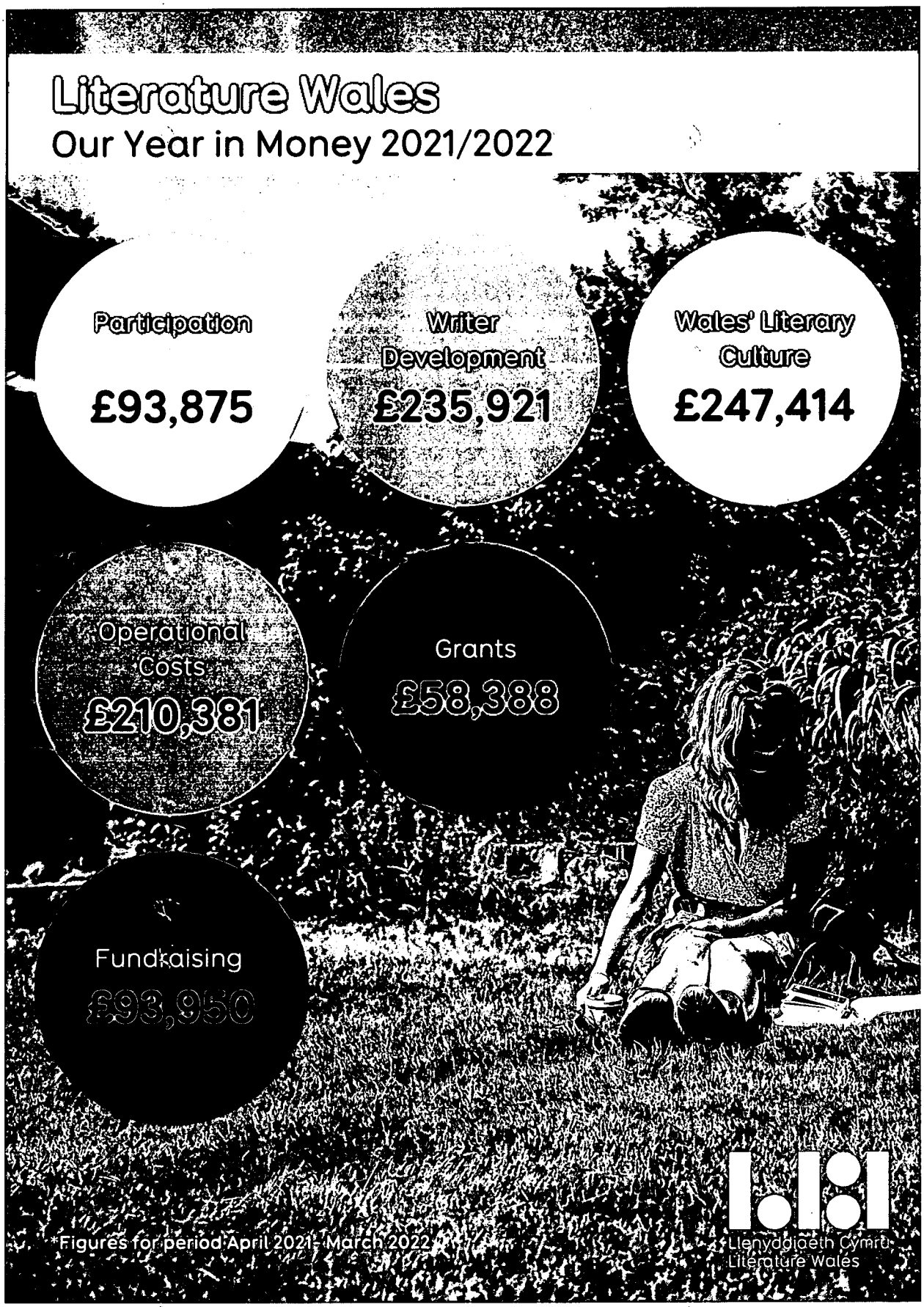
13
of collaborative partnerships outside of Wales were exchanged

Llenyddiaeth Cymru
Literature Wales

Llenyddiaeth Cymru
Literature Wales

Literature Wales
Expenditure on Writers and Artists 2021/2022




Literature Wales
Our Year in Money 2021/2022
Participation
£93,875
Writer Development
£235,921
Wales' Literary Culture
£247,414
Operational Costs
£210,381
Grants
£58,388
Fundraising
£93,950
*Figures for period April 2021- March 2022
Llenyddiaeth Cymru
Literature Wales

Llenyddiaeth Cymru
Literature Wales

Llenyddiaeth Cymru Literature Wales

Health and Well-being

Our Year 2021/2022

The coronavirus pandemic saw increasing pressures on health services, and whilst navigating recovery plans, Wales noticed an increase in **feelings of loneliness**, especially within individuals with intersectional characteristics, meaning they were more likely to **experience further inequalities, within health and social care settings.** As we continue to adapt our services, it was clear that the arts, and in particular **literature, has a role in addressing this imbalance.**

Leaning on the expertise of partners, Literature Wales was able to support at risk communities to explore, understand and build resilience of their circumstances. Our **Writer Commissions** project, in partnership with the Royal College of Psychiatrists in Wales, focused on creative writing projects for people on low incomes with a focus on mental health, for example. Artistic activity for young people and their families who have experienced mental health trauma started within our activity in partnership with Newport Mind: Piece by Piece.

As a goal, Health and Wellbeing can arguably feature in most, if not all our activity. An example of this comes within our core activity when **Creative Conversations**, a series of free events to support writers, began in February on the subject Writing for Well-being.

Strategy

By understanding and actualizing the various ways literature can contribute positively to the nation's health and well-being and by advocating this to other organisations and institutions beyond the arts sector, we will improve the lives of people in Wales.

Highlights

45	258	2
Sessions ran across Newport Mind. Creative Conversations and Ar y Dibyn	participants were reached across health and wellbeing activities	training sessions and 1 counselling session was provided to artists

Activity Highlight: *Ar y Dibyn*

Ar y Dibyn is a project that offers series of creative workshops for individuals affected by addiction. The emphasis of the project is on promoting participants' self-esteem and creativity in a series of short and imaginative tasks. There are no wrong answers, only possibilities and a chance to see the best in each other. The project is led by **Theatr Genedlaethol Cymru**, in partnership with **Literature Wales, Adra** (Housing) and lead artist **Iola Ynyr** with the support of the **North Wales Area Substance**

Misuse Planning Board. The project received the support of the **Health, Arts, People Research (HARP) program** in 2021 – 2022, funded by the **Arts Council of Wales** and **Y Lab** (Cardiff University and Nesta).

"When I feel low I know that when I come to the writing session I know that I will feel ok with everything "

- Participant, 2021

Between April 2021 and March 2022, **Ar y Dibyn** held **37** workshops, three of which were formatted as taster workshops, to allow vulnerable participants to access the arts in a relaxed and pressure less environment. Artists also held **6**, 1-2-1 sessions with participants, to concentrate on their artistic development. Two training sessions were held for artists, and all staff, participants and artists were offered free counselling sessions as part of the project to maintain wellbeing for all.

"When I feel vulnerable, I come here and feel refreshed and happier with things and feel like I can deal with things better."

-Participant 2021

Learning Points and The Future

Due to the coronavirus pandemic, some activity, such as **Newport Mind, Piece by Piece** was delayed or put on hold. We found that some vulnerable groups did not easily adapt to an online format, due to cost and growing anxiety of external events. This is something to take note when planning activity for vulnerable groups in the future.

In **Ar y Dibyn**, a successful model of safeguarding was implemented through free counselling sessions. However, some members noted they felt uncomfortable to receive this, due to having a working relationship with the counsellor offered. In future activity, we will aim to supply and advice a range of options for support to ensure equal access for all.

In the upcoming year (2022/23) we will aim to gain strong partnerships with organisations that specialise in health and wellbeing (such as health boards) to ensure any participants will receive a well-rounded experience of creative output alongside specialist support.

Llenyddiaeth Cymru Literature Wales

Children and Young People

Our Year 2021/2022

We believe in nurturing a healthier, more creative, and more diverse generation of readers and writers across Wales. We do this primarily through our **Bardd Plant Cymru** and **Children's Laureate Wales** projects and by helping to fund literary events in schools across Wales through our **Inspiring Communities Fund.**

The year saw us saying farewell to **Eloise Williams** and **Gruffydd Owen** as our Children's Laureate Wales and Bardd Plant Cymru and welcoming two new poets into the roles: **Connor Allen** and **Casi Wyn.**

The projects' format was revised during the year and both roles attracted a high and diverse number of applications during the public call-out. The chosen Laureates have both set out clear missions for their tenure with both sharing the vision of expanding children and young people's access to literature and increasing children and young people's enjoyment of poetry.

Strategy

By increasing accessibility to and conveying the joy of creative writing and reading for children and young people, and developing a cohort of talented young writers, we will make a significant contribution to improving the lives and well-being of the future generations of Wales.

Highlights

1,100
students participated in Children's Laureate and Bardd Plant activity

950
unique digital views across Children's Laureate Wales and Bardd Plant Cymru videos

£1,560
has been given to help facilitate literary activity for children and young people through the Inspiring Communities Fund

Activity Highlight: *Children's Laureate Wales*

Children's Laureate Wales worked in partnership with **National Trust Cymru** to support the launch of this year's **#BlossomWatch** campaign in Wales at an event at the Senedd on Wednesday 16 March 2022. The annual campaign encourages people to share the joy of connecting with nature and to consider the importance of caring for it.

To celebrate the 2022 launch of #BlossomWatch in Wales, **Children's Laureate Wales**, Connor Allan composed a new poem entitled **'In these times'.**

The poem was inspired by a workshop with students at Penyrheol Primary School, in Gorseinon, Swansea. Four of the young pupils attended the Senedd event to hear the premiere reading of the poem and had a conversation with **Connor** and **Sian Lloyd** about their experience of the poetry workshop and being involved in planting blossom trees.

The partnership marked the beginning of Literature Wales' efforts to thematically incorporate the climate emergency into existing projects, and to empower young people to creatively express their worries and hopes about the future of our planet.

Learning Points and the Future

Learning to balance the value of reaching a higher number of children with more intensive projects with the same group of young participants was a key consideration over the past year. Alongside this, we also reconsidered the environmental impact of the two Children's Laureate projects which historically encouraged the poets to travel the breadth of Wales. With this in mind, plans to develop a geographically spread and diverse pool of school workshop facilitators which we can promote through our new **Writers of Wales Directory** have been set in motion.

The ways in which we select schools for projects was also refined during the year as we based our decisions on government statistics to increase our projects' impact and widen our reach.

Our education strategy was also reviewed during the year as we started developing a **new educational project** in partnership with the **Welsh Government**. The project will focus on implementing some of the recommendations set out in Professor Charlotte Williams OBE's **report.** The project will help address the lack of diversity in set texts and within schools' workforce.

Llenyddiaeth Cymru
Literature Wales

Representation and Equality

Our Year 2021/2022

Delivering on our strategic commitment to help create a national literary culture which represents the diverse communities of contemporary Wales was a key consideration across the organisation over the last year.

At the forefront of our activity programme was the pilot year of **Representing Wales**, our writer development scheme which saw us working intensely with **12** emerging writers of colour. In parallel to this, staff also developed plans for the second year of the programme this time preparing to support writers from low-income backgrounds.

The year also saw **Tŷ Newydd** introducing two strategic courses- **Books For All** and **Stori i Bawb**- with the aim of helping diversify the pool of children's writers in Wales. These particular courses were influenced by the ground-breaking **Reflecting Realities** reports which brought to light the shocking and often humbling statistics on representation in children's fiction.

Drawing the Word was also a noteworthy project which consisted of poet and writer **Kittie Belltree** and Disability Arts Cymru's National Officer for Performance Arts and Creative Word **Sara Beer** working with D/deaf and disabled participants and exploring playing with words. The poetry collection created at the end of the project consists of the work of people from across Wales and beyond, celebrating a representative, inclusive, literary Wales. It can be viewed **here.**

Strategy

By delivering much of our participation activity for individuals and communities who identify with our Target Client Characteristics, we will create a national literary culture which represents contemporary Wales and offers equal and fair access to artistic innovation.

Highlights

10

Writers from low-income backgrounds consulted in the development of Representing Wales #2

38

hours of sector facilitation spent developing representation and equality in our activity and internal processes

Llenyddiaeth Cymru
Literature Wales

Activity Highlight: *Representing Wales 2021-2022*

Representing Wales is a 12-month programme, funded by the **National Lottery** through the **Arts Council of Wales** and which aims to improve representation within the sector. The pilot year provided development opportunities for **12** writers of colour who wrote across literature, playwriting, and screenwriting.

The writers were offered a total of **12** workshops, **4** masterclasses, **6** Q & A sessions with high-profile authors, and **5** mentoring sessions.

"The support and generosity I've received from Literature Wales over the course of the programme has been incredible. I now have a Literary Manager, and my confidence in my writing has grown so much, as well as my desire to explore new genres."

-Emily Burnett, Representing Wales 2021-22 Cohort Member

During the year, we checked-in quarterly with the cohort members, welcoming feedback on the programme and updates on their development. **100%** of the writers interviewed at the end of the programme said that the programme had helped moved their career as a writer forward, increased their knowledge of the industry, and widened their professional network.

Watch **this video** to hear more about the writers' experiences on the programme.

Our commitment to these writers is ongoing as we continue to identify relevant external opportunities and commission them for new Literature Wales projects. We recognise that Representing Wales can only contribute towards driving change within the sector and that redressing historical and structural inequalities is an ongoing and collaborative commitment.

Learning Points and the Future

The delivery of the first year of the Representing Wales programme brought with it key learning points on how we externally communicate our Representation and Equality work. Working alongside the cohort, **Riot Communications** and **Lucent Dreaming Publishers**, we learnt more about the importance of differentiating between programme and individual writers' promotion.

The development work in preparation for the second year of the programme offered us a deeper understanding of historical and structural barriers faced by writers from low-income backgrounds. This important consultation work in turn also fed into our 2022-25 strategy and wider activity.

As an organisation, we recognise that more staff training is needed to help us give meaningful support to disabled writers. During the year, staff received training from **Disability Arts Cymru** and **Taking Flight Theatre** and learning will continue as we develop plans for future editions of the Representing Wales programme.

Llenyddiaeth Cymru
Literature Wales

Wales' Literary Culture

Our Year 2021/2022

Continuing from previous years, we have adapted the way in which literature and literary events are consumed. This new kind of readership has developed wider audiences and provided an opportunity to showcase Welsh literature onto bigger stages.

Following the successes of the previous **Wales Book of the Year** (WBOTY) digital announcements, this year was no different, as we had:

The submissions for Wales Book of the Year opened in November 2021, considering new publications throughout the 2021 calendar year. Key dates for these awards can be found **here.**

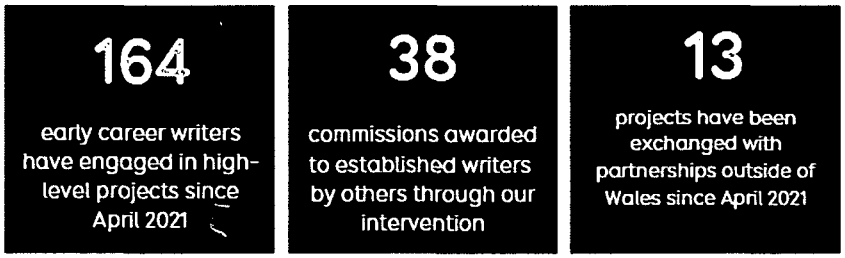
In November, Literature Wales re-opened the **Inspiring Communities Fund**, offering financial support of up to 50% of the fees paid to writers for events, enabling more people in Wales to discover the joys of actively participating in literature, whilst also, connecting, comforting and inspiring communities. From November 2021-March 2022, **62** sessions ran reaching **689** individuals.

This year, we also announced **2** new laureates: **Connor Allen, as Children's Laureate** and **Casi Wyn as Bardd Plant Cymru**. Over the next two years both Connor and Casi will contribute towards nurturing a healthier, more creative, and more diverse generation of readers and writers across Wales. They will primarily work with young people aged 5-13 years.

Strategy

We will strengthen the range, reach, and reputation of Wales' writers by delivering and supporting significant national and international projects, facilitating literary commissions, developing opportunities for wider recognition, and actively sourcing new writers with potential for these opportunities, especially from under-represented groups. This will celebrate the best of our contemporary writers and the diverse literary heritage of Wales.

Highlights



Llenyddiaeth Cymru Literature Wales

Activity Highlight: ***National Poet***

The National Poet of Wales title, is currently held by **Ifor ap Glyn.** This high profile role represents the nation- it's diverse cultures and languages- and celebrates writing from Wales both at home and abroad.

Ifor's community work was celebrated amongst a **weeklong series of community events: LleCHI.** This project celebrated the culture and heritage of north Wales' slate areas through literature and music. This year, Ifor also celebrated Snowdonia National Park's 70th anniversary, through a series of commissioned poems, with the **video** of these commissions reaching **262** digital views within the time of release. (May 2021)

International work continued, when **Ifor ap Glyn** visited Germany during the Welsh Government's Wales in Germany year, where he visited the Bonn, Marburg and Bremen. In addition, **Tŷ Newydd hosted a visit from poet Anisur Rahman, National Poet Ifor ap Glyn**, and the literary collective **Write4Word**. Originally from Bangladesh, **Anisur Rahman** now lives in Sweden and was visiting Wales for a week to develop the literary exchange and translation links that have been built between Wales, Sweden and the Bangladeshi diaspora over the last eight years. You can read more about this visit **here.**

Since becoming the **National Poet of Wales** in 2013, Ifor has done a tremendous amount of work to showcase Welsh literature both at home, and internationally. In January 2022, Literature Wales completed an open call out for the next National Poet in a new style application and nomination form. You can read more about this **here.** Ifor ran the last project as part of his tenure at **Tŷ Newydd** in March 2022: the Sudoku Poems project, which brought together **6** poets writing in several different languages to translate each other's poetry and explore language.

Learning Points and The Future

Over the coming year (2022/23) we will continue to build upon the successes of the **National Poet, Ifor ap Glyn**, with his successor. The new style application and nomination form became a time intensive process for staff, and feedback from this process highlighted that a process for inclusion, also creates more work for underrepresented groups to "prove" their worth. This is something we will continue to review and develop.

The Inspiring Communities Fund, will also become more strategic in targeting areas and groups, currently underutilising this resource, to ensure all communities will benefit from **Wales' Literary culture**.

We continue to develop our activity, to ensure we work closely with communities, and give them power to tailor literary events and participatory work to the specific needs of the individuals taking part.

Llenyddiaeth Cymru
Literature Wales

Writer Development

Our Year 2021/2022

Writers are the beating heart of Literature Wales and are integral to everything we deliver. Throughout the year, we worked hard to ensure continued support to early career writers, as we trialled and discovered new ways of offering professional and creative opportunities through digital platforms.

Tŷ Newydd's Emerging Writers Course, sponsored by the **Rhys Davies Trust**, for writers of colour from Wales took place virtually in June 2021, tutored by **Jacob Ross** and **Désirée Reynolds.** The five-day digital course was provided for **10** writers and was followed by mentoring sessions for **6** of the writers to offer continued support.

Staff continue to signpost writers to our resources page, encouraging writers to continuously develop past their initial interaction and support with Literature Wales.

Strategy

We will engage Wales' writers with opportunities to hone and diversify their skills by developing and delivering creative and professional development activity tailored to the needs of early career writers, providing information and signposting writers to other relevant opportunities, and identifying a cohort of young writers with significant literary potential and developing their skills through long-term intervention and peer-to-peer support.

Highlights

181
creative and professional opportunities provided to early career writers

14,264
unique page views on our writer development information

138
young writers provided with sustained support

Activity Highlight: ***Books for all***

Back in December 2021, Literature Wales launched a **call-out for Wales-based writers of colour** to apply for an opportunity to take part in a residential course at **Tŷ Newydd Writing Centre**. Led by experienced writers **Patience Agbabi** and **Jasbinder Bilan**, the course would offer workshops, talks and discussions to help new authors develop creative writing for children and young people.

The children and young people of Wales should be able to identify with the books they read, to see families and situations that are similar to their own lives, and to find role models in their favourite characters. Only **9%** of the children's books published in the UK over the last four years feature characters of colour, as defined within the CPLE's reflecting realities report, which you can read **here.**. Together with strategic partners, Literature Wales will continue to address this inequality and under-representation within Wales' literary culture by offering training courses and mentoring, platforming opportunities, career advice, and signposting to under-represented writers.

Fast forward to 2022, the **Books for All** cohort have just completed their week-long residential course at Tŷ Newydd. During the course, held between 21 – 25 March, the writers enjoyed several workshops and tutorial sessions from **Patience Agbabi** and **Jasbinder Bilan,** and an afternoon of talks looking at the publishing industry in the company of **Simran Sandhu**, editor at **Macmillan Children's Books; Leonie Lock**, editor at **Firefly Press**, and **Alex Wharton**, who recently published his collection of children's poetry, ***Daydreams and Jellybeans*** with Firefly Press.

Learning Points and The Future

Within the upcoming year (2022/23), we plan to develop more resources for writers, and increase to increase the support, as well as reflect and explore the new questions and barriers raised to writers off the back of the pandemic.

Literature Wales has developed new operational trackers, such as the project planning sheet, which can highlight activity which may need future follow up. This encourages our support to writers far beyond the programme and supports them throughout their writing journeys.

Finally, staff received training by **Disability Arts Cymru**, building awareness and advising Literature Wales on building accessible activity. We continue to develop this for online resources too, to ensure writers from all backgrounds have equal access to development opportunities with us.

Llenyddiaeth Cymru
Literature Wales

Participation

Our Year 2021/2022

Over the course of the year, it was crucial for us to revise projects as we transitioned back to primarily face to face activity., and explore innovative ways of engaging with individuals and communities through literature.

Strategy

We will increase the accessibility and impact of creative writing for participants in Wales by directly engaging under-represented individuals and communities across a range of cultural experiences and literary genres, directing participants with creative potential to opportunities within our writer development activity.

This will inspire some of our most marginalised individuals and communities through active participation.

Highlights

151,970
creative participants (including digital figures) engaged with our activity

347
creative participants were directed to our writer development opportunities

8
projects with a participatory focus were directly delivered or facilitated by Literature Wales

Activity Highlight: *Do You Get Me?*

In September 2021, award-winning children's writer and the first ever Children's Laureate Wales, **Eloise Williams,** started an adventure as a year-long writer-in-residence at **Tonyrefail Community School** in Rhondda Cynon Taf.

Over the course of the academic year, all Year 8 pupils at the school, as well as some vulnerable and disengaged groups in other school years, enjoyed a series of creative writing workshops and readings with Eloise, inspiring them to read, learn about the craft of storytelling, and providing them the space and tools to write their own stories.

Tonyrefail Community School draws pupils from areas with high levels of socio-economic deprivation, with Tonyrefail West ranking as **185** in the Wales Index of **Multiple Deprivation**, where **1** is the most deprived and **1909** is the least deprived. **26%** of pupils qualify for **Free School Meals.**

The wider aim of the project, beyond inspiring and supporting the young people through literature, is to learn the impact that prolonged engagement with a writer can have on the students and the wider school community. The impact of the project will be shared with schools across Wales to inspire them to explore the possible benefits of appointing writers and artists in residence at their own schools.

"I enjoyed it. Made me feel better because I have anxiety and hate talking about it."

-Participant

Learning Points and The Future

As we transitioned from digital activity to face to face projects once more, the year brought with it key learning points. We're confident that projects where artists and facilitators work closely alongside vulnerable individuals lend themselves better to physical interaction. Our **Newport Mind** project which works with young people who have experienced mental health trauma/issues was put on hold during the lockdown due to issues linked to digital poverty and safeguarding. The **Ar y Dibyn** project, delivered in partnership with **Theatr Genedlaethol Cymru** restarted face to face with positive responses from the participants and facilitators alike.

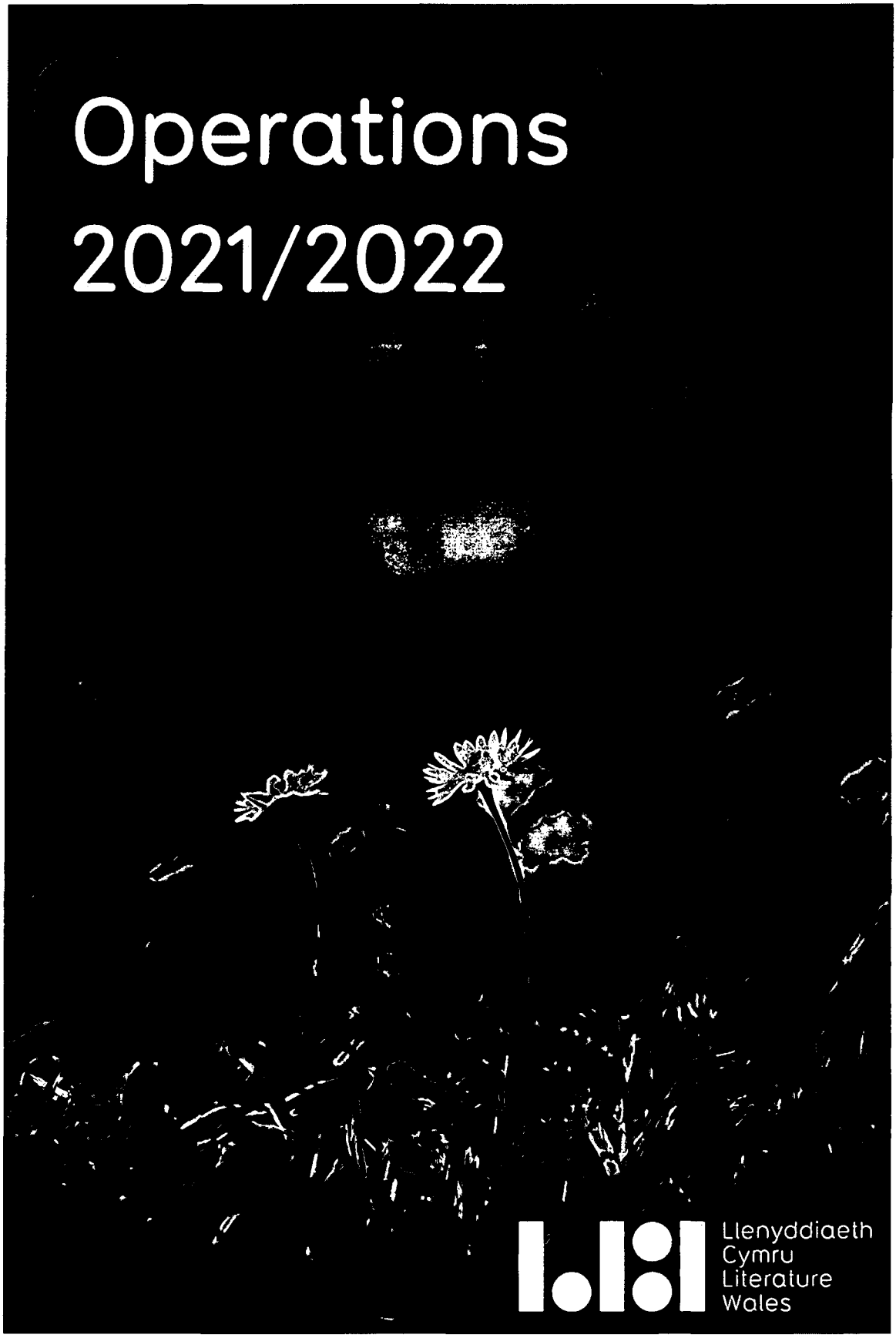
Valuable learning points also came from the relaunch of our **Inspiring Communities Fund** which saw a high number of applications being received. Moving forward, we hope to engage with new audiences more in-line with our priorities through pinpointed and community-level marketing.

The launch of our new series, **Creative Conversations** was also a brilliant addition to our digital offer. The online sessions aim to equip writers and practitioners with the knowledge they need to work with diverse audiences in their communities. Moving forward, we'd like to turn the sessions into permanent resources and increase audience numbers yet again.

Developing more community practitioners is an organisational priority which features in our plans for a new project to be launched in September 2022, and in our plans to help train a wider and more diverse pool of school workshop facilitators.

Llenyddiaeth Cymru Literature Wales

Operations 2021/2022



Llenyddiaeth Cymru Literature Wales

Fundraising

Strategy

We will reduce the proportion of income derived from public funding from 66% in 2018/19 to 62% by 2023 (this equates to raising around £465,869 in non-public funding by 2023) by:

- Building lasting, fruitful relationships with two key Trusts and Foundations
- Developing and capitalising on a series of corporate partnership initiatives
- Maximising the use of our existing assets, including through increased ticket revenue and merchandising
- Optimising audience stream funding.

The fundraising targets for 2021/22 were revised during Summer 2020 to reflect the COVID-19 pandemic. For example, our target for raising funds for CSR projects (£27,000) was removed due to businesses suffering with economic uncertainty. The revised targets were to raise:

- **£80,000** from Commercial courses, venue hire & merchandise
- **£124,056** from Trusts & Foundations and Lottery
- **£2,500** from Corporate Commissions
- **£4,000** from corporate sponsorship
- **£2,000** from donations and campaigns
- **£500** from High Net Worth Individuals (HNWIs)

Performance Data

Performance was hindered by the COVID-19 pandemic, both internally (reduced programme to fundraise for) and externally (Trusts & Foundations only focusing on providing emergency grants).

However, all targets were exceeded. Final figures were:

- **£92,396** from Commercial courses, venue hire & merchandise
- **£156,134** from Trusts & Foundations and Lottery
- **£8,545** from Corporate Commissions
- **£5,540** from Corporate Sponsorship
- **£3,662** from donations and campaigns
- **£500** from individual donations

It is very hard to determine whether we are still on track to raise **£465, 860** in **non-public** funding by 2023 due to the huge effect of the COVID-19 pandemic on our work.

Llenyddiaeth Cymru Literature Wales

Highlights

Natural Resources Wales – – Commencing in the Coronavirus pandemic 2020-2021, this partnership developed to help bring NRW staff together to creatively explore their experiences during the year. **Aneirin Karadog** delivered several online workshops with staff and then composed a bilingual film poem which was presented back as part of TeamNRW day on the 30th of June 2021. Following the success of the creative experience, NRW partnered with Literature Wales to support the development and delivery of **Writer Commissions 4**. This programme will see **8** artists deliver four literary projects of **£4,000** on the theme of **Nature and the Environment for Well-being.**

Tŷ Newydd Resilience – As a result of the COVID-19 pandemic, Tŷ Newydd (usually a major source of income) was forced to close. During 21/22 the team responded to rapidly changing government advice and offered a variety of ways to engage digitally or in-person when safe to do so. We also took on a more commercial outlook and ensured the building was raising money for the charity through holiday rentals where appropriate. We were delighted to welcome back school groups and courses in March 22.

Learning Points

Literature Wales' fundraising has been quite reactive in 21/22, making the most of opportunities presented to us, including approaches by **Welsh Government**. Whilst this is wonderful, a new Fundraising Action Plan has been devised which is more strategic in its outlook and aims to plan further ahead to enable more effective fundraising from Trusts & Foundations. We have recognised the need for specialist fundraisers and have engaged **Cause4** to support us in creating a vibrant case for support and approaching new funders.

Llenyddiaeth Cymru
Literature Wales

Communications

Strategy

We will increase the understanding and value of our work amongst our stakeholders by:

- Regularly **mapping our stakeholders** and developing **bespoke communications,** based on *which elements of our activity and Tactical Priorities most appeal to each one*
- Conducting a **collaborative mapping exercise**, capturing the wider publishing and literature sector in Wales to better clarify and communicate our remit
- **Communicating our impact** and reach through new **promotional materials** and **strategic campaigns** which tell our clients' stories, and in turn, our story

Our aim is to build and strengthen our relationships with our stakeholders, whether they are individuals, organisations, or groups.

Since 2020, our baseline Communications targets are identified per quarter to allow for an accurate comparison in high-profile communications moments (such as Wales Book of the Year in June/July).

The targets for each quarter in 2021/22 were:

- A **25%** increase of impressions and reach on Literature Wales' social media platforms
- A **15%** increase in our social media audiences
- A **10%** increase in our website page views
- A **10%** increase in Literature Wales presence at events
- A **15%** increase in Literature Wales newsletter subscribers
- A **10%** increase in recipients opening Literature Wales newsletters

Performance Data

- A **9% increase** in users on our core website which engaged with over **80,000** new users over the year and which was viewed from **177** countries.
- Total of **3, 010, 000** impressions on our Twitter accounts over the year and an average of **7, 900** people reached on our Facebook account and **1, 104** people reached on our Instagram account per month.
- **1, 165** new followers on our twitter accounts.
- Appearances at over **30** successful high-profile events.

Highlights

This year saw Literature Wales roll out its new Communications Strategy. Running from 2022-2025, it is a **live** and **responsive** document, designed to reflect the organisation's agility and flexibility. The strategy outlines what Literature Wales wishes to achieve through its communications and offers a rationale and a roadmap for that achievement. To coincide with the Communications Strategy, the Communications Team has created a **Toolkit** which is rolled out to all staff in bitesize pieces throughout the year, alongside informal training. This equips all staff members with the tools needed to support successful communication of our activity and our organisational key messages.

Alongside the launch of our **Strategic Plan 2022 – 2025**, the Communications Team restructured the Literature Wales website to improve the user experience. We have created better pathways towards tailored information for a number of stakeholders and will endeavour to collect data to ensure that the process of improving the user experience is ongoing.

We had many organisational and activity announcements over the year, and secured media coverage in all tiers and in both Wales-based and UK-wide outlets. Highlights include launching the search for the new **Children's Laureate Wales** and **Bardd Plant Cymru**, announcing the first cohort of writers supported through our **Representing Wales** programme, **Wales Book of the Year** announcements, naming the new Bardd Plant Cymru and Children's Laureate Wales and much more.

Learning Points

We are beginning to see how changes to the media landscape post-COVID is affecting the type and the amount of coverage our announcements have. **BBC Cymru** no longer has an arts correspondent, and home or hybrid working means that journalists are harder to pin down. We will work on developing better media relationships with targeted outlets and individuals and consider training on pitching articles and sharing news stories to increase take-up and engagement.

A process for ensuring our communications is accessible has long been established with all callouts, application forms, and similar documentation provided in **dyslexia-friendly** formats. However, following **Deaf Awareness Training** in March 2022, we have realised that there is still much more we can do to ensure our communications is more accessible across the board. This will be one of the Communications Team's priorities during 2022-2023.

We need to improve our processes of collecting our website and social media analytics and analysing the results to evaluate the success and reach of our communications efforts and use our learning to inform future campaigns. These processes are currently being developed with a view of implementing them in autumn 2022.

Llenyddiaeth Cymru
Literature Wales

Monitoring & Evaluation

Strategy

We will increase the external and internal influence of data regarding the impact of our activity by:

- More effectively **capturing, analysing,** and **communicating** relevant data from across all projects, including operations
- **Tracking, analysing**, and **reporting** progress internally, including at organisational level
- Learning from our analysis and feeding this into our planning, including the new pitching process

This will optimise informed development and communicate our worth.

Our targets for 2021/22 were:

- **100%** of our data from our activity and operational projects is stored in our central monitoring & evaluation (M&E) hub
- **1** Annual Report communicating our impact has been circulated
- **12** monthly [Paused] and 4 quarterly evaluation reports have been produced
- **100%** of new or perennial projects are pitched to SLT, and all reference learning points from our analysis [Paused]

Performance Data

- 2020-2021 Annual Report created
- 4 quarterly evaluation reports produced
- 1 new 2022-2025 impact framework created

Highlights

Much of the year was spent on designing the organisation's 2022-2025 impact framework. This entailed consulting internally, as well as with arts consultant, Gerri Moriarty to create a new, simpler, and more cohesive system with an emphasis on the social impact of every project. Basing the framework on the Well-being of Future Generations Act sees the organisation spearheading the monitoring and evaluation processes within Wales' arts sector.

Previous processes were also reviewed such as our annual longitudinal survey, project pitching systems, internal databases and internal communication processes.

Llenyddiaeth Cymru Literature Wales

Learning Points

Impact Framework

The implementation and roll-out of our Monitoring & Evaluation Strategy 2019/22 enabled us to identify the key elements of the framework that worked well and worked less well. We quickly understood from internal and external consultation that we needed to simplify our approach and make it more user-friendly. The importance of aligning the impact framework with the Communications calendar was also made clear in order to avoid duplication of content. We therefore worked hard to create a clear process which links data collection with our external communications.

Internal Communication

We reviewed the project pitching system and developed new ways of communicating learning points within the team. This will be done via project evaluation presentations delivered during staff meetings, and during our monthly Creative Meetings.

Llenyddiaeth Cymru
Literature Wales

Tŷ Newydd 2021/22

Strategy

Our goal, as set out in the **2019/22 Strategic Plan** was to increase non-public funding income generated through **Tŷ Newydd Writing Centre** activity from **£181,904 in 2018/19** to **£199,000 by 2022**. This goal was met and surpassed in 2019/20, however the COVID-19 pandemic put a stop to most creative activity in 2020/21 and 2021/22, with the centre closing its doors for the most part of two years.

As the centre closed its doors due to the COVID-19 lockdown just before the beginning of the 2020/21 financial year, our strategy had to swiftly change. After postponing the programme of courses for 2020/21, focus was shifted towards securing and protecting staff, the building and minimising unnecessary expenditure to avoid becoming a financial burden on the organisation. New **health and safety procedures** were developed in anticipation of re-opening, with the buildings being utilised for venue hire purposes during the relaxation of the lockdowns to generate income where possible. During relaxation of the lockdowns, this strategy proved successful, with **Nant Writers' Retreat Cottage** filling to capacity in quarter 2. Nant Writers' Retreat cottage generated **£28,821** in unrestricted income during 2021/22, whilst **Tŷ Newydd** generated **£55,170** in unrestricted income during the same period, in spite of the continued interruptions to the business.

A programme of virtual courses was developed to ensure that we continued to engage with audiences and develop writers, whilst also offering paid work for freelance tutors. These pilot virtual courses offered invaluable learning to the staff in reaching new audiences and increasing the accessibility of our offer – something that we hope to continue into 2022 and beyond.

During the year, some **strategic courses** managed to take place (see highlights below), and in anticipation of a better year – we launched a full programme of courses in January 2022, to take place throughout the year. March 2022 saw us **reopen our doors** properly again after two years of closure, as we welcomed two school groups to the centre.

Performance Data

- **88.8%** of Tŷ Newydd Course attendees agree that their visit helped them progress as an author, and **100%** stated that they will return to the center in the future.
- **18** writers benefitted from a Nant retreat, with **1** stay awarded as a bursary for a low-income writer.
- **9** early career writers engaged with a high-level opportunity, over **5** courses.
- **34** participants took part in **Tŷ Newydd's educational retreats**, one being **Cwrs Olwen** for **12** young people who received awards at the **Urdd National Eisteddfod.**
- **60** writers attended a **digital Tŷ Newydd course.**

Highlights

- The re-opening of the centre meant that our **2021/22 Representing Wales cohort** were able to meet in-person for the first time for their final masterclass with tutor **Jacob Ross** and guest speaker **Patience Agbabi.** The weekend solidified relationships developed between the cohort members over a year of digital activity and highlighted the more satisfying and long-term connections that can be achieved by in-person meet ups.
- Whilst the centre was closed due to COVID-19, most works remained on hold. However, **4** bathrooms and **1** of the centre's public toilets were refurbished to a high standard in the above period.
- Literature Wales was accepted, through an application process, onto the **Grŵp Llandrillo Menai Green Digital Academy**, to receive a free consultation, and an action plan to work towards a **carbon neutral status.**
- We actively contributed towards a more equal representation in Wales' literary culture with courses such as our Books for All course which saw **8** writers of colour developing their creative writing for children and young people.
- Our popular digital courses returned, providing writer development opportunities for writers on all stages of their literary careers, with attendees joining from further afield including **Ireland, Canada, Patagonia** and **Australia.**
- A weekend retreat was offered in kind for **10** young emerging writers who had collaborated on a series of books featuring main characters with under-represented characteristics for young adults – **Y Pump** – published by **Y Lolfa**. Most of the writers were meeting for the first time, having collaborated virtually on the books during the lockdown, and received their first copies of their books at Tŷ Newydd.
- **Barddas' Gŵyl Gerallt** visited Llanystumdwy in October 2022. Tŷ Newydd was thrilled to be hosting it, along with **Menter y Plu** and the **village hall.** The weekend consisted of a variety of events such as lectures, workshops, book launches and the annual ***Ymryson y Beirdd***. We hope Gŵyl Gerallt will return again in future.
- **Cwrs Olwen**, our annual course for young people who succeed in the **Urdd National Eisteddfod** writing competitions, returned in December 2021 after a year-long hiatus due to the pandemic. We had **12** young writers in attendance, who received excellent tuition from previous **Cwrs Olwen** attendee **Llŷr Gwyn Lewis** as well as **Angharad Price**. Fast forward to 2022, one of this year's Urdd winners mentioned that the only reason they competed again was because they enjoyed their time at Tŷ Newydd so much.
- **Nant Writers' Retreat** continued to attract bookings from writers and creatives wishing to find a quiet retreat to focus on their creative works. The cottage received excellent reviews in terms of its facilities and recent renovation.

Learning Points

Over the year we adopted a hybrid model of delivery, holding our first course with both in-person and virtual participants. We will continue to review the effectiveness and impact of these style of courses for all participants to ensure our courses support as many individuals as possible. Working within the COVID-19 restrictions highlighted some staffing issues within this time. During the next year, we will mitigate this risk by employing and training more members of staff, who will be able to cover for sickness and holidays as appropriate. Tŷ Newydd will continue to have commercial appeal through holiday rentals during quieter times to help increase the viability of the business through non-public funding streams. Over the next year, we will continue to consider environmental adaptations to the centre in the view of becoming a carbon neutral establishment.

Llenyddiaeth Cymru
Literature Wales

HR

Strategy

Our HR Goals outlined in our strategic plan for 2019/22 are:

- **100%** staff have attended at least **3** cross-team training sessions annually
- At least **4** staff have benefitted from sustained professional development opportunities (e.g., courses) annually
- Staff job satisfaction ratings have increased by at least **25%**
- At least **7%** of our employees, volunteers, contractors, and Directors identify as Black, Asian and Minority Ethnic; **10%** have disabilities or long-term illnesses and **20%** are from a low-income background. **1** of each TCC will be in senior positions on the staff and Board (pending vacancy availability)
- We will have worked with at least **20** volunteers annually

These goals aim to create a positive and inclusive culture at Literature Wales, with the right skills, roles, and structures to effectively deliver our mission.

Performance Data

- **100%** staff have attended at least **6** cross-team training sessions during the year including **Deafness Aware Training.**
- At least **4** staff have benefitted from sustained professional development opportunities including our **Bookkeeper Apprentice** who is studying for AAT exams. **3** staff members also attended regular **Welsh-language classes.**
- During 21/22 we didn't measure staff job satisfaction as a percentage but instead have focussed on engaging staff in conversations about well-being, particularly around navigating the pandemic and, more recently, how to develop hybrid working practices that support both the business and the individuals.
- Over this period **13.8%** of our employees, volunteers and directors identify as Black, Asian or Minority ethnic, **0%** have disabilities. Three of these individuals are members of our Board.
- We worked with **7** volunteers during the year. This was lower than the target due to the impact of Covid-19 and reduced in-person activity.

Llenyddiaeth Cymru
Literature Wales

Highlights

For the first time we offered guaranteed interviews for candidates who were from a minority ethnic or low-income background or who lived with a disability or chronic illness and met the basic requirements for the role. We learnt a lot from this process. Firstly, we received more applicants than previously who met these requirements (**77%** of Creative Exec applicants, and **50%** of Creative Lead) which indicates that people who wouldn't ordinarily applied, did. Our interview candidates were therefore more diverse and panel members reported being positively surprised by some candidates who presented themselves much better in interview context than through written application. This indicates that we have previously overlooked good candidates and not progressed them to interview. Finally, the recruitment processes ended up with two new team members coming from Black Caribbean and mixed – white/indo-Caribbean backgrounds. They've both brought a wealth of experience to the team and are two strong new voices contributing to our decision-making processes.

During the year, the line-management structure was altered considerably to ensure that no one manager was responsible for too many people. Job role and personal relationships were taken into equal consideration giving all staff the ability to be managed by someone who they feel comfortable talking about their well-being with.

Learning Points

In Autumn 2021, the organisation review that was started pre-pandemic was concluded. The final task was implementing changes to job titles, which was not received wholly positively. All has now been resolved and, if this were to happen again, the leadership team have learnt a lot about managing emotional responses, listening, and dealing more quickly with difficult conversations.

Llenyddiaeth Cymru
Literature Wales

Governance & Sector Consultation

Strategy

We will increase our awareness of, and response to, feedback from across and beyond Wales' literature sector by:

- Embedding **stakeholder consultation** into our annual cycle, and **widening the network** of stakeholders we consult
- Systematically flowing data and analysis **to and from** stakeholders, staff, and Directors
- **Tracking** informed decision-making at all levels, including in project pitches and meeting minutes

Performance Data

In 2021/22:

- **61** Board of Directors Advisory Group meetings, **52** SLT Operational Meetings and **13** cross-staff Creative Sessions took place
- **21** Critical Friend meetings were conducted to support our strategic direction and high-level decision making
- **148** individuals responded to our Stakeholder Survey which captured feedback on how we're doing so far
- **1000** individuals responded to our State of the Nation survey which aimed to help us understand the reading and writing habits of the nation

Highlights

In the summer of 2021, Literature Wales undertook its first ***State of the Nation*** research project into the reading and writing habits of the Welsh population. This research will help Literature Wales, and other literary organisations, to deliver activity and content that is of interest to the Welsh public.

The research was delivered in partnership with **Strategic Research & Insight**, an experienced research and evaluation agency based in Cardiff. We surveyed over **1000** residents of Wales, giving a confidence interval of **±3.1%.** We used a random proportionate stratified sampling strategy – meaning we monitored respondents according to demographic factors to ensure that they were broadly proportionate to the entire population's demographic (and therefore the results are representative of the entire population).

The results give us fascinating insight into the reading and writing habits of the nation, such as **40%** of respondents had participated in some form of creative writing in the past year. The most popular forms were keeping a diary (**18%**), essay writing (**9%**) and writing poetry (**9%**). We learnt that location (**45%**) and cost (**40%**) were the biggest barriers to attending literary events and so can use this information to help us and other literary organisations develop events that meet the needs of the public better.

Llenyddiaeth Cymru
Literature Wales

Learning Points

We attempted to track the long-term impact we have with our clients since the launch of our Strategic Plan 2019/2022. However, we decided to pause on the delivery of our Longitudinal Survey due to the impact of the COVID-19 pandemic. We will now re-evaluate our approach to tracking the long-term changes we deliver for our clients whilst developing our new Strategic Plan.

We learnt a lot about the pros and cons of engaging in sector consultation and governance virtually rather than in-person. Whilst we found existing relationships thrived and were able to have more regular contact, it's been harder to develop new relationships. We have decided to focus on this for 22/23 as the world reopens and have ensured engaging with stakeholders is prominent in all SLT task lists.

Llenyddiaeth Cymru
Literature Wales

Sector Facilitation

Strategy

We will increase our support for the wider literature sector by:

- Directly delivering less activity, by directly delivering no more than 10 projects annually.
- Focusing more on our work as facilitators or partners with those already, or new to, working in this field
- Actively seeking out smaller organisations, and innovative artists, social activists and arts administrators, and providing our expertise in-kind
- Stimulating new literary activity provision by other sector facilitation targets for 2020/21 which were revised to reflect the COVID-19 pandemic.
- Intensively support at least 30 partner-led projects as facilitators or secondary partners annually and support another 70 with general in-kind support.
- Provide funding and/or in-kind support to at least 700 individuals, groups, and organisations annually
- Have stimulated at least 10 new self-run sustainable literary projects in areas of need

Performance Data

In 2021/2022:

- **7** projects delivered directly by Literature Wales
- **Over 240** hours of facilitation work was delivered to the sector
- **375** groups, individuals and organisations received facilitatory support
- **34** partner-led projects received intensive facilitation or secondary partnership support and **20** provided with general in-kind support
- **34** new self-run sustainable literary projects were stimulated in areas of need

Highlights

- Due to our intensive support, the **Ar y Dibyn** project received external funding for a literary project in an area of need.
- We contributed to wider Welsh culture conversations such as helping to inform the new **2022-27 Bilingual Cardiff Caerdydd Ddwyieithog Strategy**
- Developed partnerships with the **Royal College of Psychiatrists** which fed into our **writer commissions** activity.

Learning Points

Staff remained confused about the definition of facilitation, and as a result, we reviewed the system and developed a new **support log**, with clear definitions on what can be included. There have been discrepancies in how to report on facilitation, therefore we have moved into a time as value model, whereby a coded system can break down how much staff time is spent on giving information or receiving information. We now include SMART goals as outcomes for the log so it is easier for staff to recognise stale or missed opportunities.

Llenyddiaeth Cymru
Literature Wales

Risk

Strategy

In 2019/22, we need to generate a more risk-conscious culture within all levels of decision-makers by:

- Completing the development and embedding a new risk management system, aligned with our Activity Pillars, to identify and assess threats and opportunities on an ongoing basis
- Allocating a sliding scale of responsibility for risk management across the Board of Directors and staff
- Regularly and systematically attending to and reviewing all risks and associated mitigating tactics
- Assessing our risk appetite annually

Highlights

During 2021/22 we improved our Risk Register by separating high level and project level risk. Executives and managers are now encouraged to assess and develop projects with risks in mind, whilst the Senior Leadership Team complete project level spot checks to highlight recurring risks.

This split makes it easier for the Senior Leadership Team to identify mitigating actions sooner. SMART goals have been introduced as part of the mitigating tactics, to ensure that the staff who complete spot checks can identify upcoming actions, as well as request updates on missed actions. As a result, the board are presented with both Amber and Red risks, but also missed tactics for mitigation, giving a clearer and more robust overview.

Quarter four of this financial year, saw the beginning of this separation process (between high level and project level risk), with the Senior Leadership Team introduced to the "if" mitigation principle. Here, staff are encouraged to reassess the inherent and residual rank impact rating, to review that if all mitigation tactics are deployed, is the risk reduced. This allows the SLT to see how many activities/parts of the business are inherently risky.

Learning Points

The Senior Leadership Team will control a smaller amount of organisational risk, and whilst they still overview project level risk, this will primarily become the responsibility of the executive level of staff.

The risk dashboard process continues, with the board receiving quarterly updates on the Red, Amber and missed mitigation tactics which allows for more effective governance.

Llenyddiaeth Cymru Literature Wales

Finance

Strategy

We will improve our financial resilience and diversify funding streams by:

- Continuing scenario modelling for a range of scenarios, i.e., relaxation/re-introduction of government restrictions
- Appointing an Apprentice Bookkeeper who will receive AAT training
- Rollout of standardised budgets for all staff
- Introduction of Anti-Fraud policy
- Switch to cloud based accounting software

Performance Data

In 2021/22

- **4** management accounts produced with scenario modelling
- **1** Apprentice Bookkeeper appointed in September 2021
- **1** new policy produced for annual update, Anti-Fraud, and training for staff to be completed

Highlights

During 2021/22 we continued to use scenario modelling to enable effective planning for variable outcomes. The inclusion of the scenarios within the quarterly management accounts has been well received by trustees and SLT, therefore, we will continue to produce them at each quarterly meeting. They will focus on any potential issues on the horizon, i.e., increased energy costs, reduced course uptake due to the public cutting back on their expenditure.

The appointment of an Apprentice Bookkeeper in September has enabled further segregation of duties strengthening our internal financial controls.

An anti-fraud policy was also introduced to ensure all staff are aware of the potential threat of fraud and the actions to take should fraud be detected. This is essential to us remaining financially resilient for the upcoming challenges. Alongside the Anti-Fraud policy, the Reserves policy was also updated with our designated funds reviewed to ensure they are fit for purpose.

In the final quarter of the financial year we successfully migrated our accounting system to a cloud based version, in preparation for the new financial the move was completed in March. This has allowed for more efficient processing of financial transactions. During this time we also rolled out new standardised budgets for staff to use while running their projects, this will allow staff to easily check accounting reports against their own records. This will also enable other members of the team to see at a glance how a project is progressing should the project lead be absent for a long period.

The 2021 Reserves policy was updated to identify the purposes and level of reserves and designated funds required by the organisation. At the year-end Literature Wales had total unrestricted reserves fund of £416,099 (2021: £354,788) and total restricted reserves of £962,838 (2021: £950,189). At the year-end Literature Wales have the following levels of funds:

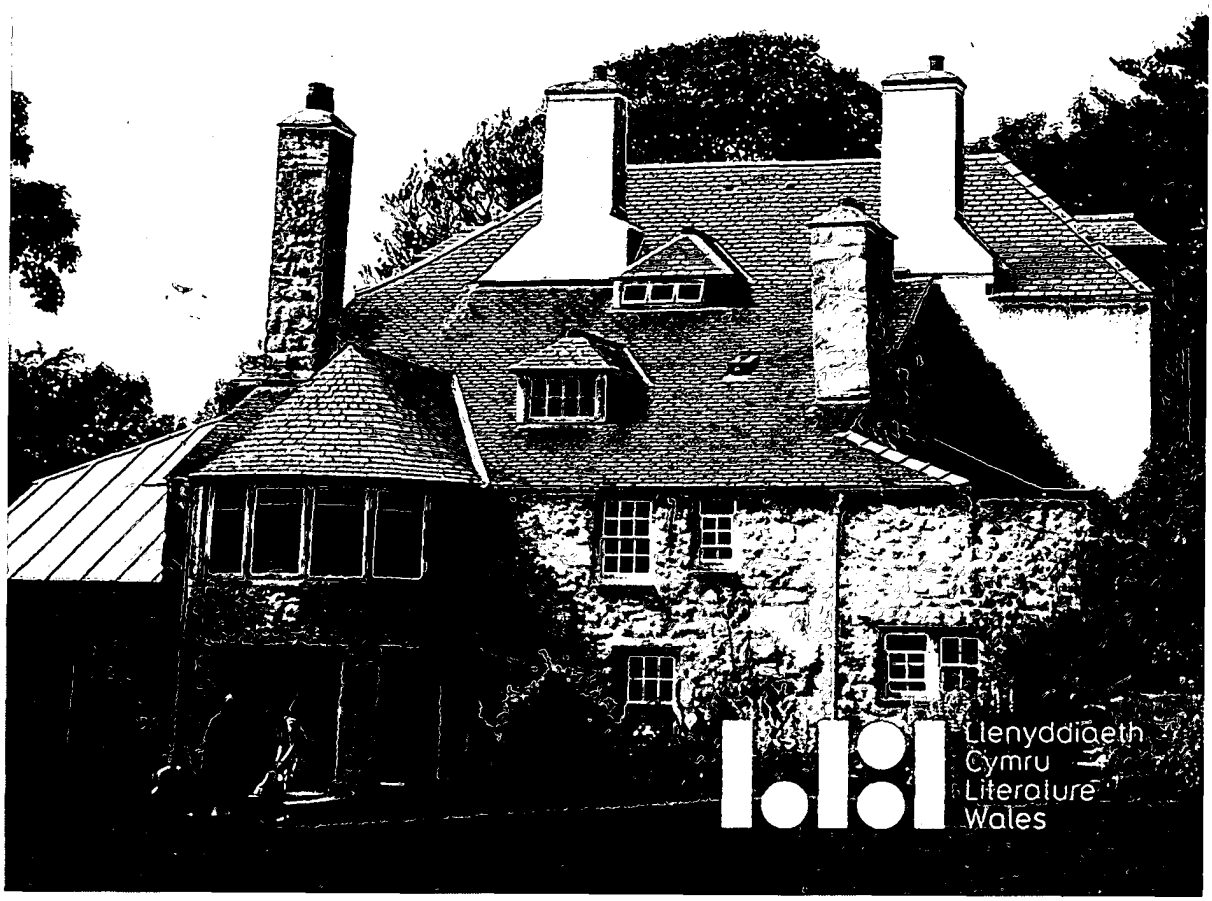
- Available general unrestricted reserves: £205,680
- Tŷ Newydd building fund: £25,000
- Tŷ Newydd capital development fund: £20,000
- Pilot activity fund: £25,000
- Legacy fund: £21,030

Llenyddiaeth Cymru
Literature Wales

Our Partners

Llenyddiaeth Cymru
Literature Wales

Structure, Governance & Management 2021/2022



Llenyddiaeth Cymru
Literature Wales

Structure, Governance and Management

Governance document

Literature Wales is a charitable company limited by guarantee, incorporated on 19 September 2011 and registered as a charity on 23 March 2012. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association, which were updated in 2019/20.

Recruitment and appointment of new trustees

All new trustees are appointed as Directors of the organisation following an open and transparent recruitment process as defined by the Articles of Association. Trustees are appointed to strengthen the skills and experience represented by the Board of Directors. All new trustees receive an induction pack and receive information regarding the roles and responsibilities of being a trustee, as well as training on charity governance.

Organisational structure

Literature Wales is led by the Board of Directors, who are also trustees of the organisation. The Board of Directors meets four times a year and is responsible for the strategic direction of the organisation and overall financial planning. The Board delegates day-to-day running of the organisation to the executive team, led by the Chief Executive, who is supported by a Senior Leadership Team that meets regularly to discuss progress towards strategic aims and other targets.

Key Management Personnel

The Key Management Personnel of the organisation are Interim Chief Executive's, Claire Furlong and Leusa Llewelyn; Corporate Manager and Company Secretary Alys Lewin; and Finance Executive, Emma Richards. Remuneration for the Key Management Personnel is set and approved annually by the Chair of the Board and follows the organisation's banded salary structure.

Llenyddiaeth Cymru
Literature Wales

REFERENCE AND ADMINISTRATIVE DETAILS

Charity name	Llenyddiaeth Cymru | Literature Wales
Charity registration number	1146560
Company registration number	07779153
Registered office	Glyn Jones Centre Wales Millennium Centre, Bute Place, CARDIFF CF10 5AL
Trustees	C. Charnell-White N. Jerome E Charles C Austin J D Ellis A Finlayson J O'Shea D Roberts O Taylor-Shaw C Thatcher
Interim Chief Executive Officers	Claire Furlong and Leusa Llewelyn
Company Secretary	Alys Lewin
Principal Bankers	CAF Bank 25 Kings Hill Avenue, Kings Hill, Kent ME19 4JQ
Auditors	BPU Chartered Accountants Radnor House Greenwood Close Cardiff Gate Business Park CF23 8AA

Signed:
Alys Lewin
Company Secretary

Dated: 29.09.2022

Llenyddiaeth Cymru Literature Wales

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Llenyddiaeth Cymru/Literature Wales for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the board of trustees on 27x2022 and signed on its behalf by:

.....

Cathryn Charnell-White
Trustee

Llenyddiaeth Cymru Literature Wales

bpu Chartered Accountants

Report of the Independent Auditors to the Trustees of Llenyddiaeth Cymru/Literature Wales

Opinion

We have audited the financial statements of Llenyddiaeth Cymru/Literature Wales (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

Registered to carry on audit work in the UK and regulated for a range of investment business activities by the Institute of Chartered Accountants in England and Wales.

bpu Chartered Accountants is a trading name of BPU Ltd Company Number 3723948 Registered in Wales.

A list of directors is available from the registered office above.

bpu Chartered Accountants

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:
- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risks of acts by the charity that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

The laws and regulations that we determined were most significant to the charity were the Companies Act, Charities Act, Employment Law, Health and Safety regulations, General Data Protection Regulation, Safeguarding Vulnerable Groups Act (SVGA) 2006, Equality Act and the Welsh Language Act.

We obtained an understanding of how the charity is complying with those laws and regulations by making enquiries of the management and those charged with governance, and corroborated these enquiries through our review of board minutes and review of legal and professional spend for the year.

We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur. We addressed the risk of management override of internal controls and assessed the effectiveness of the controls that management has in place to prevent and detect fraud, including testing of manual journals and evaluating the assumptions and judgements made by management in its significant accounting estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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Llenyddiaeth Cymru Literature Wales

bpu Chartered Accountants

Report of the Independent Auditors to the Trustees of Llenyddiaeth Cymru/Literature Wales

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

for and on behalf of BPU Limited
Chartered Accountants
Statutory Auditor
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Date: 27x2022

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Greenwood Close
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Llenyddiaeth Cymru Literature Wales

Llenyddiaeth Cymru/Literature Wales

Statement of Financial Activities (Incorporating Income and Expenditure Account) for the Year Ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	**4,281**	**-**	**4,281**	3,828
Charitable activities	6	**850,709**	**106,056**	**956,765**	885,285
Other trading activities	4	**69,838**	**-**	**69,838**	21,291
Investment income	5	**666**	**-**	**666**	1,197
Other income		**6,601**	**-**	**6,601**	15,323
Total		**932,095**	**106,056**	**1,038,151**	926,924
EXPENDITURE ON					
Raising funds	7	**93,950**	**-**	**93,950**	32,742
Charitable activities	8	**778,355**	**91,886**	**870,241**	32,742
Total		**872,305**	**91,886**	**964,191**	848,098
NET INCOME		**59,790**	**14,170**	**73,960**	78,826
Transfers between funds	21	**1,521**	**(1,521)**	**-**	-
Net movement in funds		**61,311**	**12,649**	**73,960**	78,826
RECONCILIATION OF FUNDS					
Total funds brought forward		**354,788**	**950,189**	**1,304,977**	1,226,151
TOTAL FUNDS CARRIED FORWARD		**416,099**	**962,838**	**1,378,937**	1,304,977

The notes form part of these financial statements

Llenyddiaeth Cymru Literature Wales

Llenyddiaeth Cymru/Literature Wales

Balance Sheet
31 March 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	15	**888,925**	893,004
CURRENT ASSETS			
Stocks	16	**1,424**	1,472
Debtors	17	**106,706**	66,495
Cash at bank and in hand		**722,401**	537,691
		830,531	605,658
CREDITORS			
Amounts falling due within one year	18	**(340,519)**	(193,685)
NET CURRENT ASSETS		**490,012**	411,973
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,378,937**	1,304,977
NET ASSETS		**1,378,937**	1,304,977
FUNDS	20		
Unrestricted funds		**416,099**	354,788
Restricted funds		**962,838**	950,189
TOTAL FUNDS		**1,378,937**	1,304,977

The notes form part of these financial statements

continued...

Balance Sheet - continued
31 March 2022

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

27x 2022

.....

Cathryn Charnell-White
Trustee

The notes form part of these financial statements

Llenyddiaeth Cymru Literature Wales

Llenyddiaeth Cymru/Literature Wales

Cash Flow Statement for the Year Ended 31 March 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	**184,849**	84,384
Net cash provided by operating activities		**183,849**	84,384
Cash flows from investing activities			
Purchase of tangible fixed assets		**(805)**	-
Interest received		**666**	1,197
Net cash (used in)/provided by investing activities		**(139)**	1,197
Change in cash and cash equivalents in the reporting period		**184,710**	85,581
Cash and cash equivalents at the beginning of the reporting period		**537,691**	452,110
Cash and cash equivalents at the end of the reporting period		**722,401**	537,691

The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 March 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	**73,960**	78,826
Adjustments for:		
Depreciation charges	**4,884**	5,046
Interest received	**(666)**	(1,197)
Decrease in stocks	**48**	89
(Increase)/decrease in debtors	**(40,211)**	75,520
Increase/(decrease) in creditors	**146,834**	(73,900)
Net cash provided by operations	**184,849**	84,384

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/21 £	Cash flow £	At 31/3/22 £
Net cash			
Cash at bank and in hand	**537,691**	**184,710**	**722,401**
	537,691	**184,710**	**722,401**
Total	**537,691**	**184,710**	**722,401**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties. The principal accounting policies adopted are set out below.

Incoming resources
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants
Grants receivable are treated in different ways dependent upon their purposes and the terms of the grant.

Grants receivable for specific purposes are treated as restricted funds so that any unused funds can be separately identified.

Grants receivable to facilitate the general running of the project i.e. where the directors/trustees can choose how the funds are expended, are treated as unrestricted funds.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

continued...

1. ACCOUNTING POLICIES - continued

Resources expended
Charitable expenditure comprises these costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

Offsetting
There has been no offsetting of assets or liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Charitable funds
Unrestricted funds
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds
Designated funds are unrestricted funds of the charity which have been set aside to fund particular future activities of the charity.

Restricted funds
Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	- 2% straight line
Plant and machinery	- 10% and 20% reducing balance
Fixtures and fittings	- 10% reducing balance

The trustees have agreed to revalue the freehold land and buildings owned by the charity every 5 years from October 2019. Depreciation has not been charged on the freehold land and buildings because due to their expected realisable value at the end of 50 years the Trustees consider the value of the depreciation charge to be insignificant.

continued...

1. ACCOUNTING POLICIES - continued

Tangible fixed assets
Fixed assets are stated at cost less accumulated depreciation. Additions costing less than £500 are not capitalised.

Stocks
Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Taxation
As a charity, Llenyddiaeth Cymru / Literature Wales is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

Financial instruments
The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Basic financial assets

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Basic financial liabilities

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Liabilities policy
Liabilities are recognised in the Statement of Financial Activities as they become payable.

Irrecoverable VAT
Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

continued...

1. ACCOUNTING POLICIES - continued

Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Pensions
The charity operates a defined contribution scheme for the benefit of its employees. The assets of the scheme are held separately from those of the charity. Contributions payable are charged to the profit and loss account in the year they are payable and are charged against unrestricted funds.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	**4,281**	3,828

4. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Sale of books	**4,266**	7,861
Hire of Tŷ Newydd	**65,572**	13,430
	69,838	21,291

continued...

5. INVESTMENT INCOME

	2022	2021
	£	£
Interest receivable	**666**	1,197

6. INCOME FROM CHARITABLE ACTIVITIES

	2022	2021
	£	£
Income from activities	**49,380**	24,838
Grants	**907,385**	860,447
	956,765	885,285

Grants received, included in the above, are as follows:

	2022	2021
	£	£
Arts Council of Wales	**848,485**	799,485
Welsh Assembly Government	**4,800**	1,000
Bardd Plant Cymru	**10,000**	10,000
Reading Friends	**-**	10,540
Other	**44,100**	39,422
	907,385	860,447

7. RAISING FUNDS

Raising donations and legacies

	2022	2021
	£	£
Fundraising	**39,158**	23,709
Tŷ Newydd Operational	**54,792**	9,033
	93,950	32,742

continued...

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9)	Grant funding of activities (see note 10)	Support costs (see note 11)	Totals
	£	£	£	£
Income from activities	**787,592**	-	**24,261**	**811,853**
Grants	-	**58,388**	-	**58,388**
	787,592	**58,388**	**24,261**	**870,241**

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021
	£	£
Participation	**93,875**	157,008
Writer development	**235,921**	109,658
Wales literary culture	**247,415**	296,679
Operational costs	**210,381**	186,000
	787,592	749,345

10. GRANTS PAYABLE

	2022	2021
	£	£
Grants	**58,388**	34,275

The total grants paid to institutions during the year was as follows:

	2022	2021
	£	£
Grants to organisations	**15,404**	11,000
Grants to individuals via organisations	**500**	2,680
Grants to individuals (Bursaries)	**42,484**	20,595
	58,388	34,275

continued...

11. SUPPORT COSTS

	Depreciation	Governance costs	Totals
	£	£	£
Income from activities	**4,884**	**19,377**	**24,261**

Support costs, included in the above, are as follows:

	2022 Income from activities	2021 Total activities
	£	£
Depreciation of fixed assets	**4,884**	**5,046**
Auditors' remuneration	**7,740**	**7,500**
Governance costs	**9,242**	**15,669**
Administrative costs	**2,395**	**3,521**
	24,261	**31,736**

12. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Auditors' remuneration	**7,740**	7,500
Depreciation - owned assets	**4,884**	5,046

13. TRUSTEES' REMUNERATION AND BENEFITS

No trustees received remuneration for the year ended 31 March 2022 (2021: £nil). However, payments were made to trustees and connected persons by Literature Wales for activities organised directly by Literature Wales or for activities supported by Literature Wales through Writers on Tour.

There were 6 board and committee members (2021: 3) who received fees totalling £1,415 (2021: £1,100).

continued...

13. TRUSTEES' REMUNERATION AND BENEFITS - continued

Trustees' expenses

No travel expenses were reimbursed to the board members (2021: 0 board members) during the financial year (2021: £0).

14. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2022	2021
Average number of employees	**19**	18

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£60,001 - £70,000	**1**	1

Key management personnel
The total benefits paid to key management personnel during the year was £152,289 - 5 key personnel (2021: £156,060 - 4 key personnel).

	2022	2021
	£	£
Gross Staff Costs	**507,379**	486,619
Employers National Insurance	**46,869**	42,381
Employers Pension Contributions	**18,302**	18,469
Total Staff Costs	**572,550**	547,469

continued...

15. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Plant and machinery £	Fixtures and fittings £	Totals £
COST/VALUATION				
At 1 April 2021	**2,219,446**	**3,020**	**50,217**	**2,272,683**
Additions	**-**	**-**	**805**	**805**
At 31 March 2022	**2,219,446**	**3,020**	**51,022**	**2,273,488**
DEPRECIATION				
At 1 April 2021	**1,349,446**	**2,199**	**28,034**	**1,379,679**
Charge for year	**-**	**82**	**4,802**	**4,884**
At 31 March 2022	**1,349,446**	**2,281**	**32,836**	**1,384,563**
NET BOOK VALUE				
At 31 March 2022	**870,000**	**739**	**18,186**	**888,925**
At 31 March 2021	870,000	821	22,183	893,004

Arts Council of Wales has a legal charge over the properties held within fixed assets. These properties are Tŷ Newydd and Nant and Hafodty, Criccieth, Gwynedd.

The freehold property was valued at £900,000 on an open market basis on the 30th of October 2019 by North Wales Surveyors. Its value has been reviewed and is deemed to be £870,000 in the trustees' opinion at the balance sheet date.

16. STOCKS

	2022 £	2021 £
Stocks	**1,424**	1,472

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	**90,759**	47,500
Prepayments and accrued income	**15,947**	18,995
	106,706	66,495

continued...

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	**127,488**	104,106
Other creditors	**99,045**	39,164
Deferred income	**113,986**	50,415
	340,519	193,685

Deferred Income:

	2022	2021
	£	£
Balance brought forward	**50,415**	78,035
Income received	**141,759**	64,888
Income released	**(78,188)**	(92,508)
	113,986	50,415

Contained within deferred income is £58,652 that relates to courses and trading, and £55,334 that relates to performance related grants received in advance.

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022	2021
	£	£
Within one year	**228**	912
Between one and five years	**-**	228
	228	1,140

Total lease payments recognised as expenses in the SoFA during the year were £912 (2021: £912).

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2022 Total funds	2021 Total funds
	£	£	£	£
Fixed assets	**18,925**	**870,000**	**888,925**	893,004
Current assets/(liabilities)	**397,174**	**92,838**	**490,012**	411,973
	416,099	**962,838**	**1,378,937**	1,304,977

continued...

21. MOVEMENT IN FUNDS

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	218,638	24,446	(18,479)	224,605
Glyn Jones Bequest	53,282	12,332	-	65,614
John Tripp Fund	4,580	-	-	4,580
Tŷ Newydd Bursaries	2,258	280	-	2,538
Legacy Fund	16,030	-	5,000	21,030
Pilot Activity Fund	20,000	-	5,000	25,000
Representing Wales - Aftercare	5,000	(200)	-	4,800
Tŷ Newydd Buildings	20,000	-	5,000	25,000
Tŷ Newydd Capital Reserve	15,000	-	5,000	20,000
BOTY Consultation	-	3,000	-	3,000
Children's Laureate	-	1,842	-	1,842
Do You Get Me	-	1,090	-	1,090
Somali Dance	-	1,000	-	1,000
Commissions	-	16,000	-	16,000
	354,788	59,790	1,521	416,099
Restricted funds				
Bardd Plant Cymru	2,849	2,944	-	5,793
Dylan Day	662	-	-	662
Llen Pawb / Lit Reach	1,754	-	-	1,754
Reading Friends	1,521	-	(1,521)	-
Rhys Davies Trust	3,684	-	-	3,684
Roald Dahl 100	6,000	-	-	6,000
Weird & Wonderful Wales	1,142	-	-	1,142
Capital Development Fund	870,000	-	-	870,000
Jan Mark Bursary	5,870	-	-	5,870
Judi Thwaite Bursary	500	-	-	500
Literature & Health	14,328	(3,960)	-	10,368
Bridging the Gap (MIND)	6,252	6,775	-	13,027
Representing Wales (Lottery)	35,627	8,411	-	44,038
	950,189	14,170	(1,521)	962,838
TOTAL FUNDS	1,304,977	73,960	-	1,378,937

continued...

21. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**868,915**	**(844,469)**	**24,446**
Glyn Jones Bequest	**12,332**	**-**	**12,332**
Tŷ Newydd Bursaries	**280**	**-**	**280**
Representing Wales - Aftercare	**-**	**(200)**	**(200)**
BOTY Consultation	**3,000**	**-**	**3,000**
Children's Laureate	**13,468**	**(11,626)**	**1,842**
Do You Get Me	**17,100**	**(16,010)**	**1,090**
Somali Dance	**1,000**	**-**	**1,000**
Commissions	**16,000**	**-**	**16,000**
	932,095	**(872,305)**	**59,790**
Restricted funds			
Bardd Plant Cymru	**12,500**	**(9,556)**	**2,944**
Literature & Health	**-**	**(3,960)**	**(3,960)**
Bridging the Gap (MIND)	**11,000**	**(4,225)**	**6,775**
Representing Wales (Lottery)	**82,556**	**(74,145)**	**8,411**
	106,056	**(91,886)**	**14,170**
TOTAL FUNDS	**1,038,151**	**(964,191)**	**73,960**

continued...

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/20 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	254,920	34,748	(71,030)	218,638
Glyn Jones Bequest	40,621	12,661	-	53,282
John Tripp Fund	4,580	-	-	4,580
Tŷ Newydd Bursaries	1,922	336	-	2,258
Fran Wen Fund	1,500	(1,500)	-	-
Tŷ Newydd Digital Courses	2,000	(2,000)	-	-
National Dance Fund	2,000	(2,000)	-	-
Legacy Fund	-	-	16,030	16,030
Pilot Activity Fund	-	-	20,000	20,000
Representing Wales - Aftercare	-	5,000	-	5,000
Tŷ Newydd Buildings	-	-	20,000	20,000
Tŷ Newydd Capital Reserve	-	-	15,000	15,000
	307,543	47,245	-	354,788
Restricted funds				
Bardd Plant Cymru	6,177	(3,328)	-	2,849
Dylan Day	662	-	-	662
Llen Pawb / Lit Reach	1,754	-	-	1,754
Reading Friends	7,491	(5,970)	-	1,521
Rhys Davies Trust	3,684	-	-	3,684
Roald Dahl 100	7,000	(1,000)	-	6,000
Weird & Wonderful Wales	1,142	-	-	1,142
Capital Development Fund	870,000	-	-	870,000
Jan Mark Bursary	5,870	-	-	5,870
Judi Thwaite Bursary	500	-	-	500
Literature & Health	14,328	-	-	14,328
Bridging the Gap (MIND)	-	6,252	-	6,252
Representing Wales (Lottery)	-	35,627	-	35,627
	918,608	31,581	-	950,189
TOTAL FUNDS	1,226,151	78,826	-	1,304,977

continued...

21. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	818,332	(783,584)	34,748
Glyn Jones Bequest	12,661	-	12,661
Tŷ Newydd Bursaries	336	-	336
Fran Wen Fund	-	(1,500)	(1,500)
Tŷ Newydd Digital Courses	-	(2,000)	(2,000)
National Dance Fund	-	(2,000)	(2,000)
Representing Wales - Aftercare	5,000	-	5,000
	836,329	(789,084)	47,245
Restricted funds			
Bardd Plant Cymru	10,000	(13,328)	(3,328)
Reading Friends	10,539	(16,509)	(5,970)
Roald Dahl 100	-	(1,000)	(1,000)
Bridging the Gap (MIND)	11,000	(4,748)	6,252
Representing Wales (Lottery)	59,056	(23,429)	35,627
	90,595	(59,014)	31,581
TOTAL FUNDS	926,924	(848,098)	78,826

continued...

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/20 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	254,920	59,194	(89,509)	224,605
Glyn Jones Bequest	40,621	24,993	-	65,614
John Tripp Fund	4,580	-	-	4,580
Tŷ Newydd Bursaries	1,922	616	-	2,538
Fran Wen Fund	1,500	(1,500)	-	-
Tŷ Newydd Digital Courses	2,000	(2,000)	-	-
National Dance Fund	2,000	(2,000)	-	-
Legacy Fund	-	-	21,030	21,030
Pilot Activity Fund	-	-	25,000	25,000
Representing Wales - Aftercare	-	4,800	-	4,800
Tŷ Newydd Buildings	-	-	25,000	25,000
Tŷ Newydd Capital Reserve	-	-	20,000	20,000
BOTY Consultation	-	3,000	-	3,000
Children's Laureate	-	1,842	-	1,842
Do You Get Me	-	1,090	-	1,090
Somali Dance	-	1,000	-	1,000
Commissions	-	16,000	-	16,000
	307,543	107,035	1,521	416,099
Restricted funds				
Bardd Plant Cymru	6,177	(384)	-	5,793
Dylan Day	662	-	-	662
Llen Pawb / Lit Reach	1,754	-	-	1,754
Reading Friends	7,491	(5,970)	(1,521)	-
Rhys Davies Trust	3,684	-	-	3,684
Roald Dahl 100	7,000	(1,000)	-	6,000
Weird & Wonderful Wales	1,142	-	-	1,142
Capital Development Fund	870,000	-	-	870,000
Jan Mark Bursary	5,870	-	-	5,870
Judi Thwaite Bursary	500	-	-	500
Literature & Health	14,328	(3,960)	-	10,368
Bridging the Gap (MIND)	-	13,027	-	13,027
Representing Wales (Lottery)	-	44,038	-	44,038
	918,608	45,751	(1,521)	962,838
TOTAL FUNDS	1,226,151	152,786	-	1,378,937

continued...

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,687,247	(1,628,053)	59,194
Glyn Jones Bequest	24,993	-	24,993
Tŷ Newydd Bursaries	616	-	616
Fran Wen Fund	-	(1,500)	(1,500)
Tŷ Newydd Digital Courses	-	(2,000)	(2,000)
National Dance Fund	-	(2,000)	(2,000)
Representing Wales - Aftercare	5,000	(200)	4,800
BOTY Consultation	3,000	-	3,000
Children's Laureate	13,468	(11,626)	1,842
Do You Get Me	17,100	(16,010)	1,090
Somali Dance	1,000	-	1,000
Commissions	16,000	-	16,000
	1,768,424	(1,661,389)	107,035
Restricted funds			
Bardd Plant Cymru	22,500	(22,884)	(384)
Reading Friends	10,539	(16,509)	(5,970)
Roald Dahl 100	-	(1,000)	(1,000)
Literature & Health	-	(3,960)	(3,960)
Bridging the Gap (MIND)	22,000	(8,973)	13,027
Representing Wales (Lottery)	141,612	(97,574)	44,038
	196,651	(150,900)	45,751
TOTAL FUNDS	1,965,075	(1,812,289)	152,786

RESTRICTED FUNDS

Literature Reach is a programme which provides opportunities for literature to benefit the health and wellbeing of the most disadvantaged and vulnerable individuals in our communities. It is funded by Arts Council Wales and the participating Local Authorities.

Literature and Health includes various grants received for promoting health and wellbeing through literature.

Young People's Laureate includes funds received for international activities for the Laureate. The balance has been allocated to Children's Laureate Wales activity during the year.

Rhys Davies Trust – Literature Wales received a grant from The Rhys Davies Trust for various activities including community workshops in South Wales.

Bardd Plant Cymru – Literature Wales receives annual funding from Welsh Government and S4C towards this project, which is the Welsh-language Children's Post Laureate.

21. RESTRICTED FUNDS - continued

Capital Development Fund – funded the purchase and substantial improvement works on the freehold properties. The value of the properties reflected in the accounts reflect the market value. The Arts Council of Wales (ACW) has a legal charge over the properties until April 2031. Should the charity sell or change its use of the properties the charity would be required to repay ACW's original investment of £1,010,192.

Jan Mark Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.

Judi Thwaite Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.

Reading Friends Funding was provided by the Reading Agency for a befriending project to connect older people and people with dementia by starting conversations through reading.

Roald Dahl 100 funding was provided for specific projects surrounding the Roald Dahl centenary. The remaining balance is to be spend on supporting legacy activities with young people across Wales.

Weird and Wonderful Wales funding was provided for a tour of Wales exploring myths and legends and includes funds received from sales of merchandise that will be earmarked for activities with target clients and communities.

Dylan Day funding was awarded by the Welsh Government to run events in celebration of Dylan Thomas' birth following the centenary in 2014.

Representing Wales – a 12 month professional writer development programme for writers of colour launched in 2020-21 funded by the Lottery through the Arts Council of Wales. The programme aims to support a cohort of 12 writers in developing their professional career as a writer.

Bridging the Gap – Funding from Newport Mind through Comic Relief to provide support to young people with mental health conditions.

DESIGNATED FUNDS

The income funds of the charity include the following funds which have been set aside out of restricted funds by the trustees for specific purposes:

Glyn Jones Bequest – A legacy was bequeathed to Literature Wales with the purpose of supporting new writers and creating a meeting place for writers. This fund is allocated to developments at the Glyn Jones Centre in the Wales Millennium Centre;

John Tripp Fund – A reserve set aside to assist writer development; and

Tŷ Newydd Bursaries – A reserve set aside to assist writer development.

Representing Wales – Aftercare – A designated fund created to support the 2021 cohort of Representing Wales once the programme comes to an end.

21. DESIGNATED FUNDS - continued

Tŷ Newydd Buildings – in order to ring-fence funds to respond to unforeseen repairs or maintenance costs as well as large scale conservation or renovation work at Tŷ Newydd. This is not for ongoing or planned maintenance or repair work, or for work which may be covered by an insurance claim.

Tŷ Newydd Capital Development – Combined with the Capital Development Reserve (Restricted Fund), Directors aim to hold sufficient funds to meet the requirements to repay the ACW grant awarded to develop Tŷ Newydd in 2005, should it default on any of the conditions of the Legal Charge or Grant Agreement. This agreement comes to an end on 3 April 2031, after which any funds remaining will be transferred to General Unrestricted Reserves.

Pilot Activity Fund – to allow LW to pilot new activity and partnership in a low risk manner. Directors have created a new fund which will allow staff to pursue new opportunities and continue to extend the organisation's reach.

Legacy Fund – to allow LW to extend activity or support partner organisations in taking ownership of projects.

Do You Get Me – A year long residential project at Tonyrefail Comprehensive School involving former Children's Laureate Eloise Williams.

Children's Laureate – designating unspent funds for use at the end of Connor Allen's first year as Children's Laureate.

Somali Dance – Contribution to Somali Dance project in partnership with NDCW.

BOTY Consultation – funds ringfenced for consultation on Book of the Year, originally planned for early 2022 but postponed until new CEO in post.

22. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the income and expenditure account in respect of defined contribution schemes was £18,302 (2021 - £18,469).

23. RELATED PARTY DISCLOSURES

Details of trustee remuneration and benefits are disclosed in note 13.

24. COMPANY STATUS

The organisation is a company limited by guarantee. The guarantors are the trustees as set out on page 41.
The liability is limited to an amount of £1 per member in accordance with the organisation's Memorandum of Association.

LLENYDDIAETH CYMRU - LITERATURE WALES

England & Wales - Charity number 1146560

Accounts

REGISTERED COMPANY NUMBER: 07779153 (England and Wales)
REGISTERED CHARITY NUMBER: 1146560

bpu Chartered Accountants

Report of the Trustees and

Audited Financial Statements for the Year Ended 31 March 2021

for

Llenyddiaeth Cymru/Literature Wales

Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

Registered to carry on audit work in the UK and regulated for a range of investment business activities by the Institute of Chartered Accountants in England and Wales.

bpu Chartered Accountants is a trading name of BPU Ltd Company Number 3723948 Registered in Wales.

A list of directors is available from the registered office above.

Contents of the Financial Statements for the Year Ended 31 March 2021

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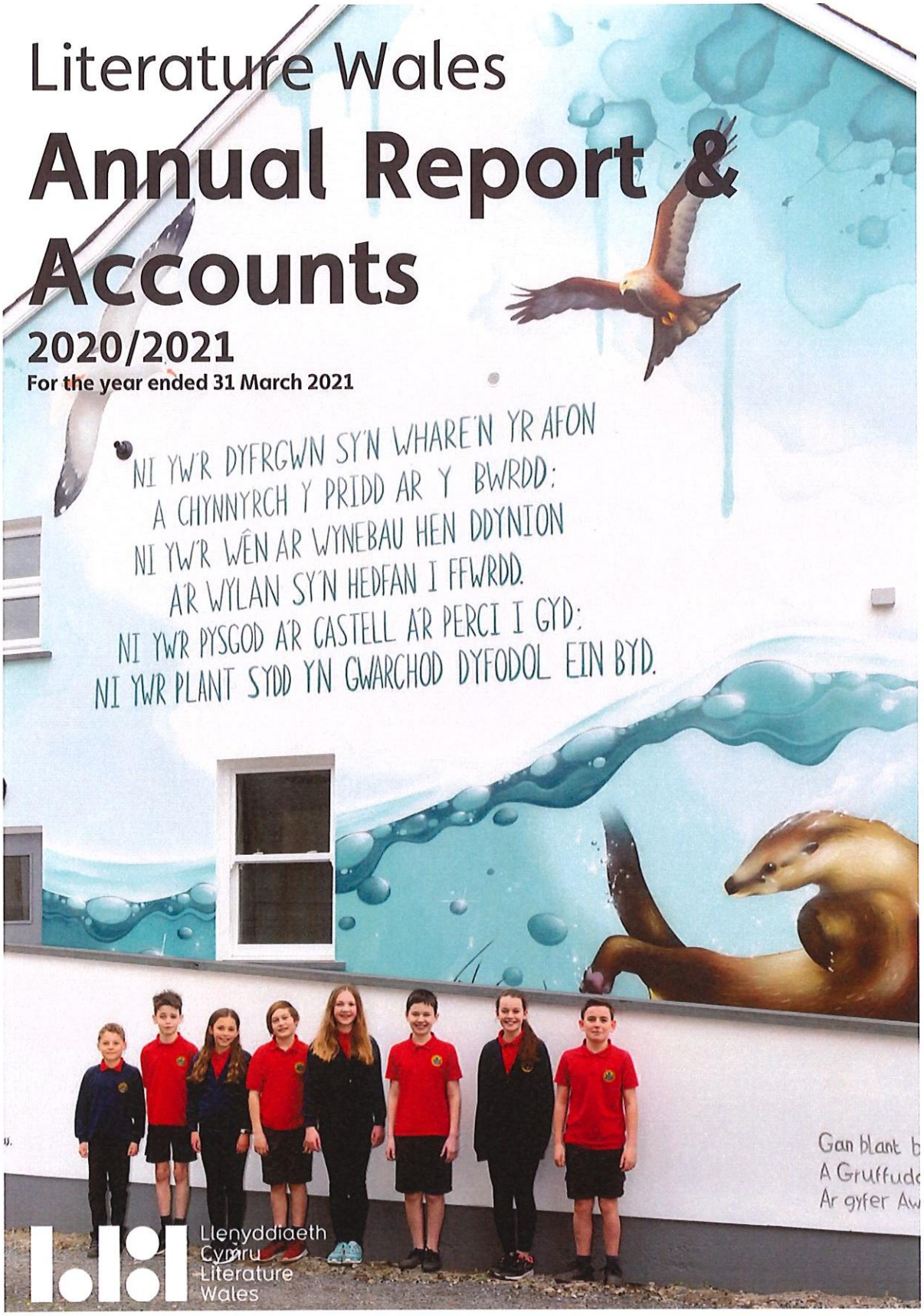
Llenyddiaeth Cymru Literature Wales

Literature Wales

Annual Report & Accounts

2020/2021

For the year ended 31 March 2021



Llenyddiaeth Cymru Literature Wales

The trustees present their report and accounts for the year ended 31 March 2021.
The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016).

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Llenyddiaeth Cymru Literature Wales

Statement by the Chair of the Board of Directors and the Chief Executive Officer of Literature Wales

It is with immense pride that we present this annual report detailing the many innovative and successful ways Literature Wales has continued to inspire communities, develop writers, and celebrate Wales' literary culture during the global crisis of the COVID-19 pandemic.

As with most arts organisations, much of our activity had to be postponed or cancelled in 2020/21. However, the work which we had done with the Arts Council of Wales' Resilience Programme of embedding robust internal systems and an agile approach to tasks and teamwork meant that we were able to react quickly to the situation. By repurposing our grants and support funds and adapting our programming to digital and radio platforms we were able to continue with our commitment to our core mission. We also regularly listened and consulted with our writers, partners, and stakeholders. This ensured that we were able to provide the support that the sector needed, as well as understand the ongoing and long-term impact of the COVID-19 pandemic. We will continue to gather feedback and evidence and use our findings to inform our future strategy and inspire innovation.

Operating within the uncertainty of the past year necessitated the developing of a focused risk assessment and involving the whole staff team and directors in implementing mitigation tactics. Extraordinary Management Board and Senior Leadership Team (SLT) meetings were held during the first months of 2020/21 to discuss essential governance issues arising due to the COVID-19 pandemic. Reforecast budget scenarios were regularly produced, ensuring that we were in a situation to pay all contracted writers and partners promptly and fairly, as well as offering full refund for those who had booked courses at Tŷ Newydd. The Literature Wales team adjusted to a new routine of home working and a regular flow of communication was implemented, including daily check-ins, flexible working hours, and well-being initiatives. The speed and efficiency of this adjustment demonstrate the agility of the organisation as well as the adeptness, ethos, and excellent team-working of the staff and directors.

We repurposed our activity budgets to create one streamlined funding pot and targeted our support at those in the sector who faced the biggest hardships. We launched several rounds of Writer Commissions aimed at freelance writers, inviting them to devise and create original digital content and projects. These callouts intended to make up for the drastic loss of income many freelance writers suffered due to cancellation of events and closure of schools and venues. Over the year the scheme funded 26 freelance writers to deliver resources, digital workshops, and activities with a range of groups. The work created through these commissions proved to be entertaining and of an extremely high standard, dealing with issues of isolation, mental health, grief, and discrimination. Many of the callouts and other focused projects were devised and delivered in partnership with organisations such as the Royal Collage of Psychiatrists in Wales, Disability Arts Cymru and Touch Trust.

At the request of the CEO of the Arts Council of Wales, Literature Wales agreed to return 50% of our earmarked lottery funding for 2020/21 to the central Arts Resilience Fund. We were one of many organisations who contributed funds for this broader package of support, which included the Urgent Response Fund for freelance creative individuals, including writers, who were most in need of financial assistance. Literature cannot exist in isolation, and almost everything we do is in partnership with others. We are proud to be part of an ecosystem of writers, readers, arts organisations, national companies, museums, live events, libraries, festivals, freelancers, youth clubs, campaigners, community activists and venues of all sizes across the country.

During 2020/21 we continued to work closely with networks and allies to help build a more resilient and equal future for the sector. The murder of George Floyd affected us greatly, and with our colleagues in the sector we reflected and learned from the vitally important #BlackLivesMatter and #WeShallNotBeRemoved campaigns. Through listening and learning, we have been working even harder to ensure that we are able to celebrate and represent Wales' diverse literary culture in its entirety and address serious issues of under-representation in the sector.

A significant highlight in 2020/21 was the launch of the Representing Wales: Developing Writers of Colour programme which followed in-depth consultation with writers and representatives in the sector in Wales and beyond. 59 applications were received with 12 exceptionally talented writers selected by a panel of independent assessors. The programme of support was co-created by the cohort of 12, and includes mentoring, sessions by industry experts and regular opportunities to meet and share support online.

Although Tŷ Newydd remained closed for most of the year, apart from occasions of private hire when restrictions allowed, its virtual doors remained open. A programme of 23 high-quality online course, masterclasses, and taster sessions was delivered by 37 tutors and guest readers to great success for a total of 259 participants in Wales and beyond. Future programming will include a combination of both live and online courses, reflecting the needs and appetite of our customers.

Many of the activities which took place online received a far wider reach than our usual programme. The Children's Laureate Wales and Bardd Plant Cymru activities proved hugely popular whilst most children were at home, and the National Poet of Wales continued to engage with audiences in Wales and across with world with involvement in festivals and events in Scotland, Ireland, and Germany. Plethu/Weave, a cross-artform bilingual collaboration with the National Dance Company Wales, began as a lockdown project between individual dance artists and poets, weaving their craft together to create original short films. A truly collaborative process from the beginning, each short film reflects the experiences, fears, and hopes of the artists, and offers the viewers a glimpse into Wales and the world at that moment in time. It has proved so successful that the initiative is being carried on into future years.

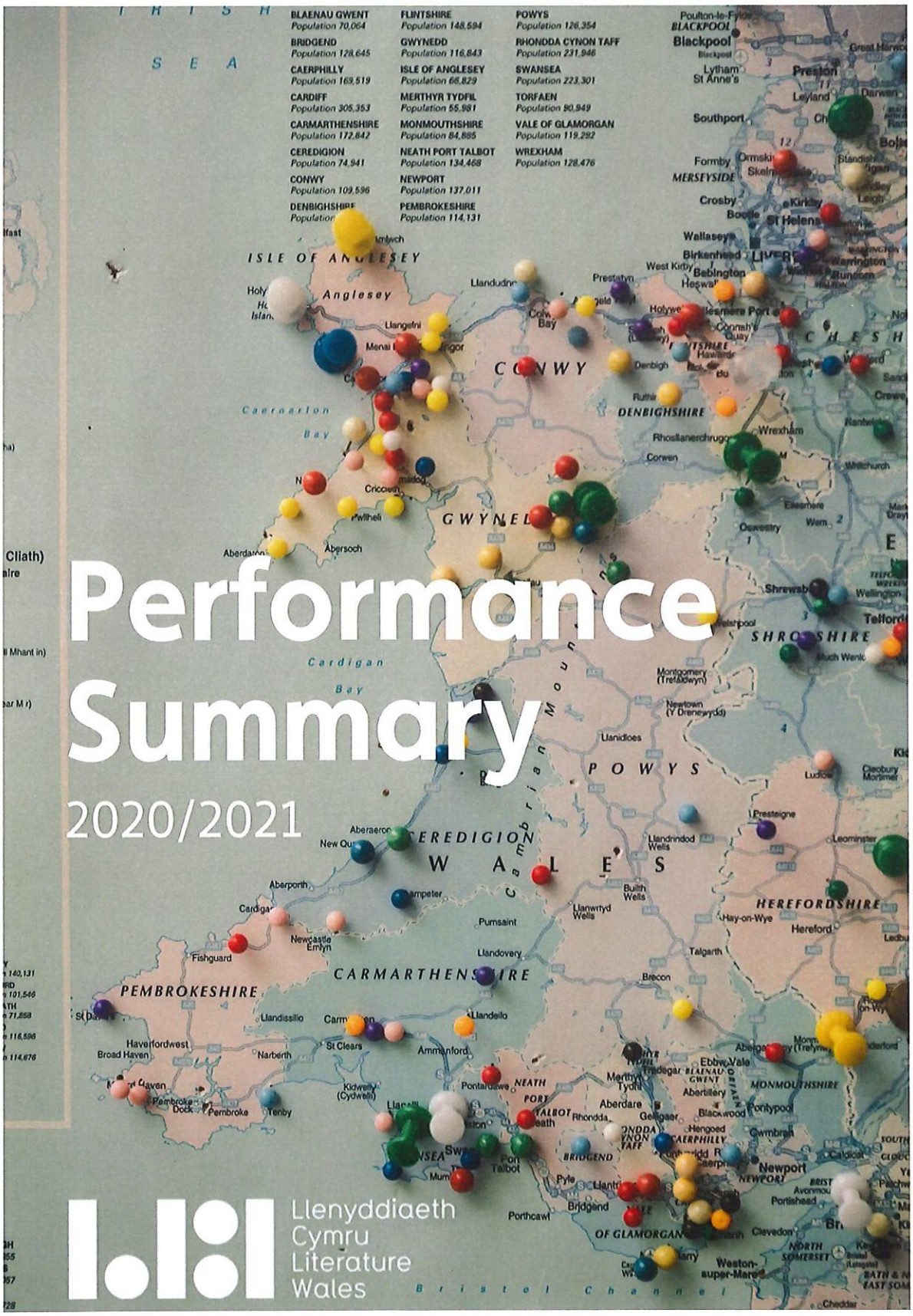
A partnership with BBC Radio Cymru and Radio Wales on Wales Book of the Year proved to be highly worthwhile, and the multiple radio programmes and coverage more than made up for the lack of an in-person ceremony. This is another example of a highly successful adaptation of our programming, and it's hoped that the partnership will continue in future years.

The challenges of the last year have proved that it has never been more important for us to support, share and use literature to improve lives and make hope possible where we can. From the books, comics, and screen adaptations we've absorbed during lockdown, to the use of creative writing to help us cope with increased anxieties and social isolation, literature has been there for all of us. In facing up to these challenges, we have been able to continue with our work of empowering, improving, and brightening lives through literature – proving and demonstrating that our projects make a difference, and our work helps to make Wales and the world a better place.

Cathryn Charnell-White
Chair

Lleucu Siencyn
CEO

Llenyddiaeth Cymru
Literature Wales



Performance Summary

2020/2021

Literature Wales

Our Year in Numbers 2020/2021

367,236
creative participants and audience members (including digital figures) engaged with our activity

101,924
digital and in-person attendances by children & young people

£100,000
invested to increase diversity in the sector via Representing Wales

33,463
unique page views of our online writer development information

387
individuals, groups and organisations received funding or in-kind support from us

280
creative and professional opportunities provided to early career writers

250
established writers engaged in our high-profile projects

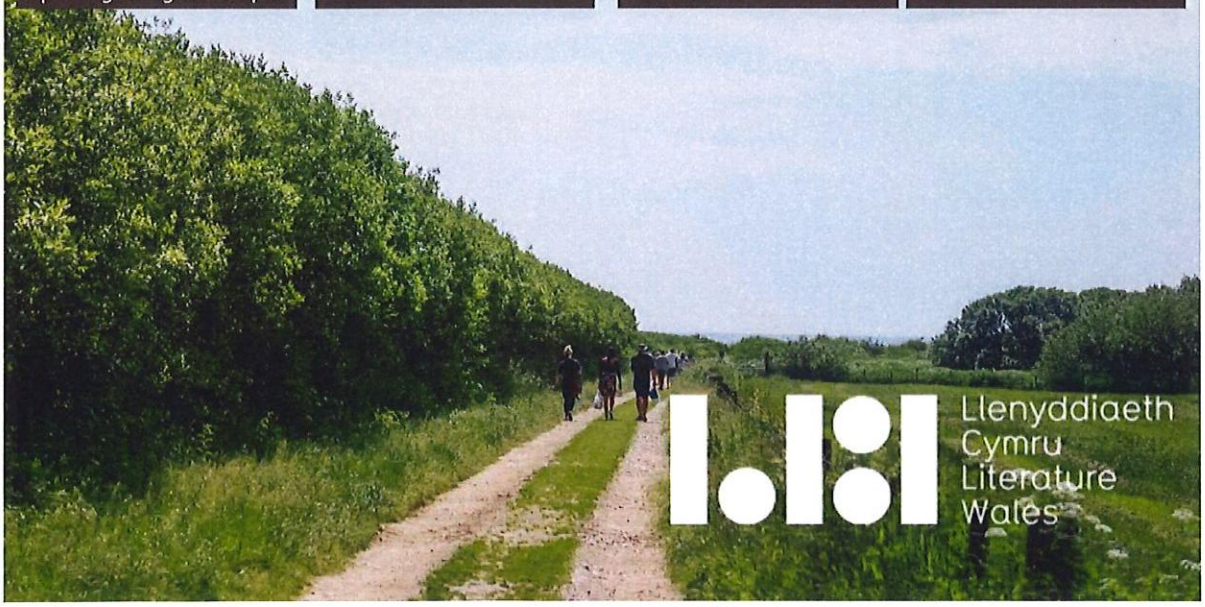
144
commissions awarded to established writers through our intervention

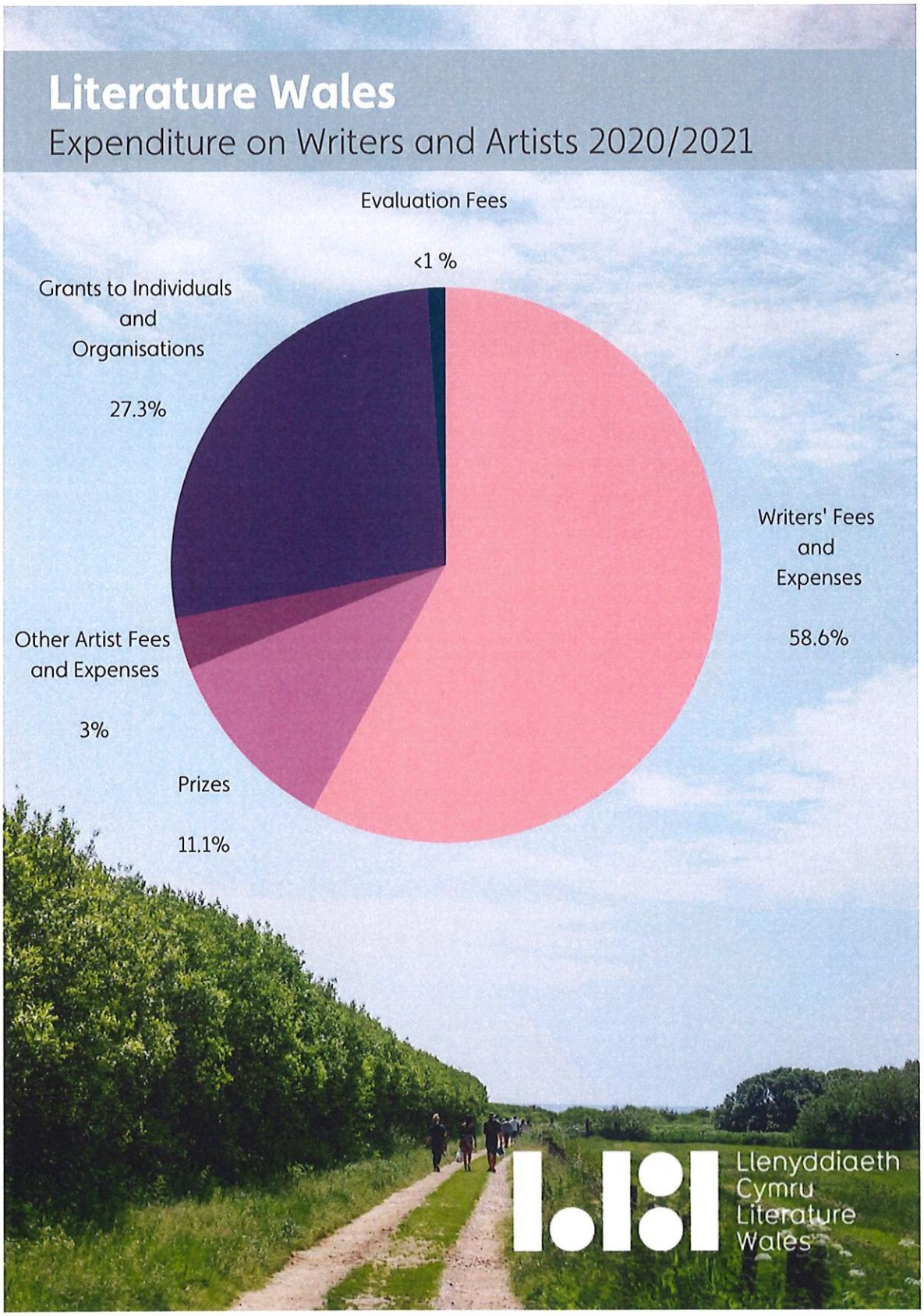
70%
of Tŷ Newydd course participants reported a positive impact on their well-being with 0% reporting a negative impact

34%
more creative participants were directed to our writer development opportunities than in 2019-2020

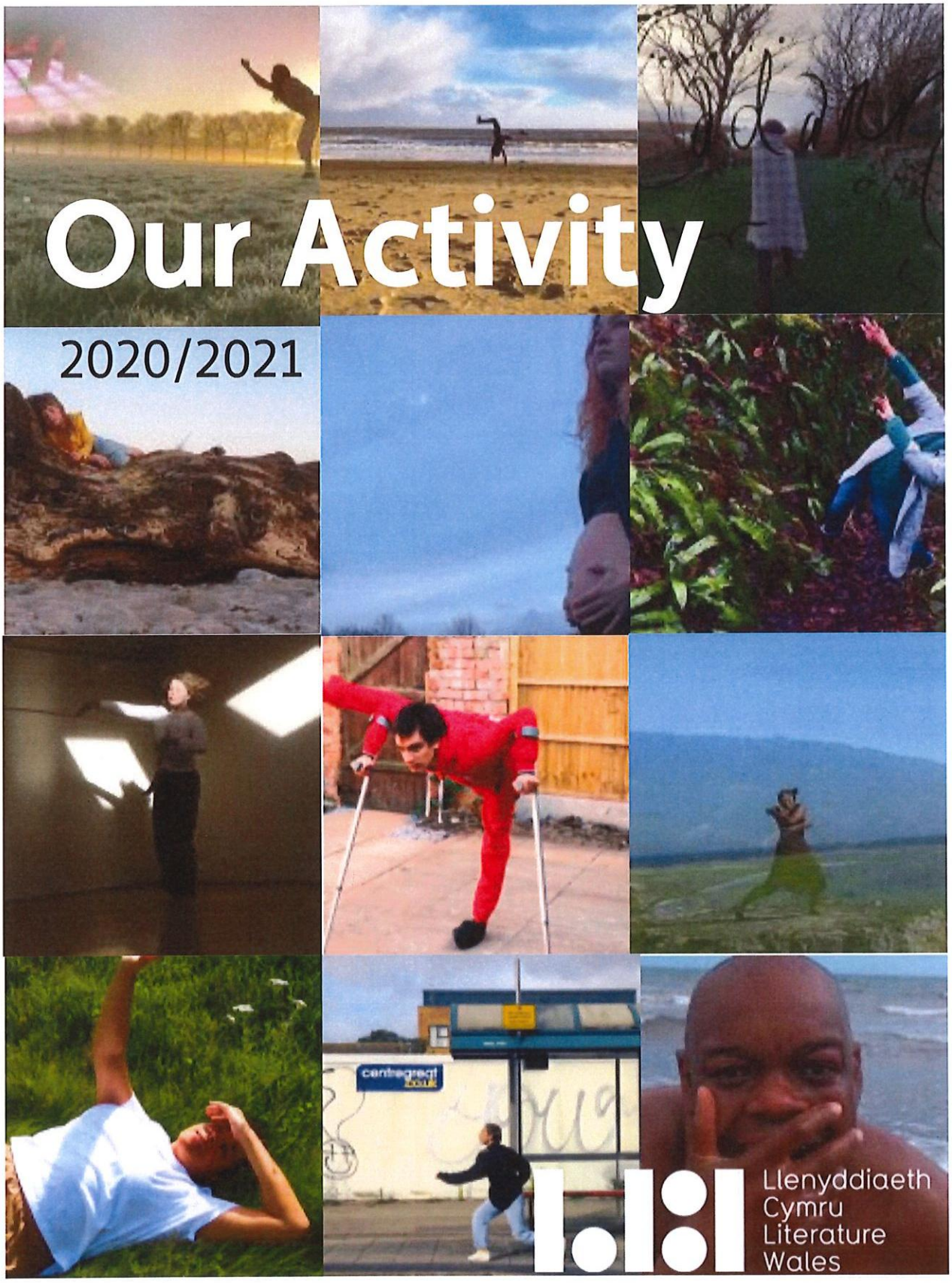
25%
more young writers (16-30) were provided with sustained support than in 2019-2020

18
partnerships and exchange projects facilitated or supported outside of Wales




Literature Wales
Expenditure on Writers and Artists 2020/2021
Evaluation Fees
<1 %
Grants to Individuals and Organisations
27.3%
Writers' Fees and Expenses
58.6%
Other Artist Fees and Expenses
3%
Prizes
11.1%
Llenyddiaeth Cymru Literature Wales

Our Year in Money
2020/2021
Participation
£15, 7008
Writer Development
£109, 658
Wales' Literary Culture
£296, 679
Fundraising
£32, 742
Operational Costs
£217, 810
Grants
£34, 275
Llenyddiaeth Cymru Literature Wales
*Figures for period 1 April 2020 - 31 March 2021


Our Activity
2020/2021
Llenyddiaeth Cymru Literature Wales

Llenyddiaeth Cymru Literature Wales

Health and Well-being

Our Year 2020/2021

During an incredibly challenging year which saw heavy disruption to health services and an increase in the number of people reporting mental health issues, our work of supporting and advocating the various ways literature can contribute positively to the nation's health and well-being grew in value and relevance.

Quickly adapting to the need to digitise activity, we launched our Writer Commissions Project and delivered two rounds over the course of the year. Learning from the first round that we needed to be more specific in our callouts to maximise the projects' societal impact, the second round delivered projects with a focus on health and well-being. This resulted in targeted positive outcomes for participants living with mental health diagnoses and physical impairments/disabilities or illnesses.

Strategy

By understanding and actualizing the various ways literature can contribute positively to the nation's health and well-being and by advocating this to other organisations and institutions beyond the arts sector, we will improve the lives of people in Wales.

Highlights

55

workshops delivered with a focus on Health and Well-being

323

individuals living with mental and/or physical illnesses or disabilities participated in these workshops

6

of the projects granted additional funding to expand in 2021

Activity Highlight: *Medicine For The Soul*

Medicine for the soul: an exploration of creative writing as a healing art was a writer commission project run by the writer and artist Deborah Llewelyn, which illustrated the extent to which literature can have a tangible and positive impact on someone's health and well-being.

Welcoming seven participants living with chronic pain, over six weeks the course provided a safe space to discuss thoughts and feelings whilst exploring varied writing styles.

The project resulted in the following positive outcomes for the participants:

Living with the mental and physical toll of debilitating chronic pain and an ensuing sense of isolation, the participants all noted the benefit of joining a community of like-minded people with shared experiences.

> **"I felt more relaxed after this week's session than I have done in years... My family have noted that I am laughing much more and am more positive since joining the course."**
>
> -Participant

Using guided meditation techniques, poetry as creative springboards, and various writing exercises, the participants reported a sense of empowerment as they gained better understanding and control of their circumstances and emotions.

> **"...We all carry so much worry with us but during this hour, we can escape into a lighter, better place. These workshops are a joy to be part of."**
>
> -Participant

Learning Points and The Future

Navigating the aftermath of the COVID-19 pandemic, we're keenly aware that more projects such as this one will be needed to address the increased number of people living with mental and physical disabilities and/or ill-health. In turn, more session facilitators will be needed, and we'll be looking to offer training and shadowing opportunities to expand the sector's capacity during the coming year (2021/22).

Moving forward into next year (2021/22), a longer edition of *'Medicine for the soul'* will be running, as well as five other health and well-being projects which were launched during 2020/21. These longer editions will widen the projects' reach and extend the positive impact on the participants. We will also be looking to adopt the projects as strong examples when advocating for literature's capacity as a preventative, alleviating and curative form of medicine.

Identifying and nurturing strategic partnerships, such as our newly established partnerships with the Royal College of Psychiatrists in Wales and Touch Trust, maximises the impact of our work as we try to reach some of the most marginalised individuals in our society. It's essential that we continue collaborating with organisations which share our values and vision. This will result in higher impact projects which can then be offered as blueprint models within and beyond the arts sector.

Llenyddiaeth Cymru Literature Wales

Children and Young People

Our Year 2020/2021

Children and young people's access to education was heavily disrupted over the last year as schools shut for extended periods of time. Based on our understanding of the power of literature to improve lives, our responsibility towards young audiences grew as reports of isolation, anxiety, and other mental health issues increased within the age group.

Throughout the year, Bardd Plant Cymru (BPC) and Children's Laureate Wales (CLW) embraced digital activity and designed thematically relevant projects for their young audiences. Through this engagement they formed a tangible link between literature, well-being, and empowerment.

Strategy

By increasing accessibility to, and conveying the joy of creative writing and reading for children and young people, and developing a cohort of talented young writers, we will make a significant contribution to improving the lives and well-being of the future generations of Wales.

Highlights

101,924

digital and in-person attendances by children & young people

3,330

individual views of BPC and CLW digital workshops

16

digital weekly challenges launched by BPC and CLW

Activity Highlight: Children's Laureate Wales and Digital Activity

Children's Laureate Wales, Eloise Williams continued to inspire the children of Wales through literature and illustrated how the Laureate's role has a positive and direct impact on children's well-being and mental health.

"We've encouraged reading and creative writing as a way to find joy, a way to balance mental health and address anxieties. I hope that we have given them coping mechanisms and a pathway to joy and self-expression for the future."

-Eloise Williams, Children's Laureate Wales

Alongside arranging two months of creative challenges in tandem with Bardd Plant Cymru which received **156** individual responses from children across Wales, the Children's Laureate created **6 digital Winter Writing Workshops** with a range of content and creative prompts, receiving a total of **1, 381** views. There was also regular engagement with children and families on social media, and over the course of the year, there were **7, 567** direct engagements with the Children's Laureate's twitter account.

Offering these accessible and reusable resources for children helped support parents and teachers as families and schools adapted to learning from home. As well as offering comfort, routine, and inspiration during a demanding and uncertain time, this growing digital network also succeeded in sparking young readers' interest in Wales-based literature.

In addition to this, the innovative **Letters of Kindness** project encouraged children to write a letter to themselves to celebrate their uniqueness, talents, and achievements, as a way of increasing their self-confidence. Examples of the children's letters can be viewed here. The project coincided with the unveiling of the Children's Laureate's themed post box in Cardiff which recognised Eloise Williams' work of keeping children entertained during lockdown as well as the national and international status of the role.

Learning Points and the Future

The past year highlighted the importance of the Children's Laureate Wales and Bardd Plant Cymru's ambassadorial roles as they offered comfort and inspiration throughout the year. Stepping up to the challenge of digital engagement resulted in new and creative activities with a focus on well-being and accessibility. Moving forward, we will build on the innovative approaches developed during 2020/21 to increase children and young people's literary engagement inside and outside the classroom.

The Laureates' significant influential status was a key consideration when responding to the concerns raised about the annual fee on offer for the roles during the spring of 2021. We took the comments very seriously and quickly set about consulting within the sector. Following this consultation period, we made the decision to increase the fees for the 2021/23 Laureates from £6,000 to £8,000 and reduce the number of days delivered to 20 per year (previously 24).

The consultation process also highlighted the importance of grounding our decision-making in comprehensive data and following this, further research will be conducted in 2021/22 to inform general pay guidelines for writers in Wales.

Finally, the publication of the Centre for Literacy in Primary Education's (CLPE) second Reflecting Realities report in September 2020 demonstrated that there is still a long way to go in achieving representation that reflects the UK population. We are committed to diversifying children's literature in Wales and in the wider UK. Moving forward, both roles will focus on nurturing a new generation of diverse readers and writers and will continue to advocate for the right of every child to have their story told.

Representation and Equality
Our Year 2020/2021

Creating a national literary culture which represents the diverse communities of contemporary Wales was a key development point for the organisation over the last year. Representation and equality (R & E), already identified as one of our priorities, was placed at the forefront of our activity as we actively addressed historical and structural barriers to equal and fair access to Wales' literary and publishing sector.

Following our pilot project, Platforming Underrepresented Writers launched in 2019, our confidence and ambition grew as we decided to design a new flagship programme, Representing Wales: Developing Writers of Colour to contribute towards achieving long-term and high-level change within the sector.

Strategy

By delivering much of our participation activity for individuals and communities who identify with our Target Client Characteristics, we will create a national literary culture which represents contemporary Wales and offers equal and fair access to artistic innovation.

Highlights

£100,000
invested to increase diversity in the sector via Representing Wales

90%
of stakeholders said our R & E work was making a difference to Welsh literature

10
new partnerships formed with organisations specialising in representation and equality

Activity Highlight: Developing Representing Wales

As the national company for literature, we have a responsibility to take action and create change within Wales' literary culture which continues to be unrepresentative, and often inaccessible to certain individuals and communities.

In turn, we revised and remodelled our mentoring and bursary scheme to design a new flagship programme, *Representing Wales: Developing Writers of Colour*. With this informed, dynamic, and targeted approach we aim to diversify Wales' literary landscape and help ensure fair and equal access to the sector.

Aware of the importance of lived experience in designing such a programme, we consulted widely during the project's development phase:

During the consultation process, we also consulted widely with partners in Wales and the wider UK literature sector. The consultation process was invaluable in developing the programme's content and structure, as well ensuring best practice, sensitivity, and authenticity in our approach.

Following the consultation process, we appointed five panel members to select **12** writers out of **59** applicants, again taking into consideration the importance of similar lived experience at a decision-making level. We gained further understanding of how best to support writers of colour within a persistently homogenous sector, and ideas for content to create an exciting and relevant programme.

Learning Points and the Future

Our decision to revise our Mentoring and Bursary scheme marked an important step for the organisation as we adopted a proactive approach to creating change within the sector.

It was encouraging to see that **90%** of our stakeholders said that our Representation and Equality work is improving the sector, however we're keenly aware that more could still be done.

Moving forward, we'll be looking to identify more training opportunities for staff members, building on the anti-racist training held in in 2020 and the support given by Disability Arts Cymru in designing our new accessibility plan.

Representing Wales will continue to inform our delivery and we will ensure that learning points are shared both internally within the organisation and externally with the wider sector. We will also be looking to prioritise our other target client characteristics (TCCs) by further supporting writers from low-income backgrounds and writers living with mental and physical disabilities or illnesses. This will be done through future editions of the flagship programme and through our other projects.

Llenyddiaeth Cymru Literature Wales

Wales' Literary Culture

Our Year 2020/2021

During a year where many reported a significant increase in their reading habits, we were presented with the opportunity of reaching new audiences whilst showcasing Wales' writers and literature on national and international stages.

Wales' Book of the Year Award (WBOTY) took to the digital stage for the first time, and a new, and hopefully long-term media partnership with BBC Radio Cymru Wales was established to announce the shortlist and prize winners.

10, 000

people listened to the WBOTY 2020 announcements on The Arts Show & Stiwdio programmes

120%

increase in votes since 2019 in the Golwg 360 Barn y Bobl Award

242%

increase in votes since 2019 in the Wales' Arts Review People's Choice Award

Strategy

We will strengthen the range, reach, and reputation of Wales' writers by delivering and supporting significant national and international projects, facilitating literary commissions, developing opportunities for wider recognition, and actively sourcing new writers with potential for these opportunities, especially from under-represented groups. This will celebrate the best of our contemporary writers and the diverse literary heritage of Wales.

Highlights

234

established writers engaged in our high-profile projects

144

commissions were awarded to established writers through our intervention

18

partnerships and exchange projects were delivered in collaboration

Activity Highlight: Plethu/Weave

Plethu/Weave is a cross-artform bilingual collaboration between two of Wales' national arts companies, Literature Wales and National Dance Company Wales. Dance artists and poets wove their crafts together to create original short films which offered viewers a glimpse into Wales and the world at that moment in time during lockdown due to the COVID-19 pandemic. The first edition of short films received a total of **224, 940** views, in turn offering an extensive platform to the featured poets and dancers.
Led by National Dance Company Wales, Literature Wales was able to support the project by identifying and funding poets who reflect Wales' diverse literary landscape.

Learning Points and The Future

The success of the initial **Plethu/ Weave** project led to a second series with some films commissioned by Welsh Government to mark the Wales in Germany year. The way in which the project developed and grew illustrated the appeal of cross-art projects and the potential of partnerships with Wales' other national companies.

The work of our National Poet, Ifor ap Glyn made us reconsider the ways in which we platform Wales' literary culture internationally. Bàrd, File, Bardd, celebrated the cultural connections of Wales, Ireland and Scotland via nine video poems and took place in March 2021. The project illustrated how literary, cultural, and organisational exchanges can help develop our own practice, and help us build a literary culture which is open and proactive. Over the coming year (2021/22), we'll continue to seek opportunities to champion Wales' literature and writers and will prioritise international engagements which will inform our strategy and activity.

Literature is rooted in Wales' cultural history, but we strive to be forward-looking in our representation and promotion of our nation's dynamic literary culture. Giving a voice and platform to under-represented voices, who have been historically overlooked in Wales' literary culture, will also be a top priority moving forward as we identify and create opportunities, commissions, and partnerships.

Writer Development
Our Year 2020-2021

Writers are the beating heart of Literature Wales and are integral to everything we deliver. Throughout the year, we worked hard to ensure continued support to early career writers, as we trialled and discovered new ways of offering professional and creative opportunities through digital platforms.

From organising a 24-hour cross-artform Instagram story involving 24 artists in partnership with Y Stamp magazine, to establishing exciting new partnerships with Frân Wen Theatre Company and Eisteddfod Genedlaethol Cymru, we delivered inventive and targeted ways of maximising the development of Wales' writers during a professionally and creatively challenging year.

Strategy

We will engage Wales' writers with opportunities to hone and diversify their skills by developing and delivering creative and professional development activity tailored to the needs of early career writers, providing information and signposting writers to other relevant opportunities, and identifying a cohort of young writers with significant literary potential and developing their skills through long-term intervention and peer-to-peer support.

Highlights

33,463
number of page views across our online writer development information

280
professional opportunities provided for early career writers across Wales

259
writers attended Tŷ Newydd's virtual courses

Activity Highlight: Tŷ Newydd Writing Centre's Virtual Courses

With the centre closing its doors over lockdown in the spring of 2020, Literature Wales turned to a virtual platform to deliver creative writing courses under the Tŷ Newydd banner. During 2020/21, **23** virtual courses were held for an audience of **259** writers based predominantly in Wales, but also in the UK and further afield.

Featuring some of Tŷ Newydd's regular tutors, side by side with some brand new tutors, the virtual courses focused on a range of different genres and themes from crime writing to poetry about place.

From residential-style courses accessed at home, to whistle-stop tours of various genres and themes in 90-minute taster courses – the programme inspired writers to continue with their writing during lockdown.

> **"The course got my imagination working again and stirred up new ideas."**
>
> -Course Participant

The taster courses also further developed and championed writers who had previously been through our writer training programmes. By offering them an opportunity to gain experience in tutoring, we demonstrated our long-term investment in our writers' professional and creative development.

Learning Points and The Future

We're eager to re-open Tŷ Newydd Writing Centre's doors as soon as it's possible and safe to do so. Tŷ Newydd has historical and contemporary creative resonance in Wales, and we know that face-to-face learning enables valuable connection and engagement. This year has taught us however, that digital learning comes hand in hand with increased accessibility. We also noted that the 90-minute taster sessions which came at a lower price, appealed to an audience which we might previously have missed.

Moving forward, we will be looking to adapt a hybrid approach to our courses, and experiment with a more varied cost offer, which will enable us to reach a diversity of writers from across Wales and help develop an innovative, rich, and excellent Welsh literary culture.

Llenyddiaeth Cymru Literature Wales

Participation

Our Year 2020/2021

Over the course of the year, it was crucial to reframe projects and explore innovative ways of engaging with individuals and communities through literature.

Strategy

We will increase the accessibility and impact of creative writing for participants in Wales by directly engaging under-represented individuals and communities across a range of cultural experiences and literary genres, directing participants with creative potential to opportunities within our writer development activity.

This will inspire some of our most marginalised individuals and communities through active participation.

Highlights

367,236

creative participants and audience members (including digital figures) engaged with our activity

34%

of our creative participants identified with one of our Target Client Characteristics

11.5 %

of Wales' population participated in creative writing*

*Source: Arts Council of Wales Omnibus Survey on arts participation

Activity Highlight: Lockdown Legends Online

Lockdown Legends Online worked with eight older people from across Wales, some in care homes, some living alone. The spoken word storyteller, Fiona Collins, worked with the participants on a one-to-one basis, speaking with them either over the phone or by video link.

The participants shared their memories and family stories, which were later transcribed for a book of 'Lockdown Legends'. The benefits of this simple intervention to their health and wellbeing were profound.

> **"I feel that this gave them both the opportunity to 'come alive' – spirits definitely seemed raised having had that opportunity – so thank you very much."**
>
> -Care Home Staff Member

The online book can be viewed here: Fiona Collins - Literature Wales.

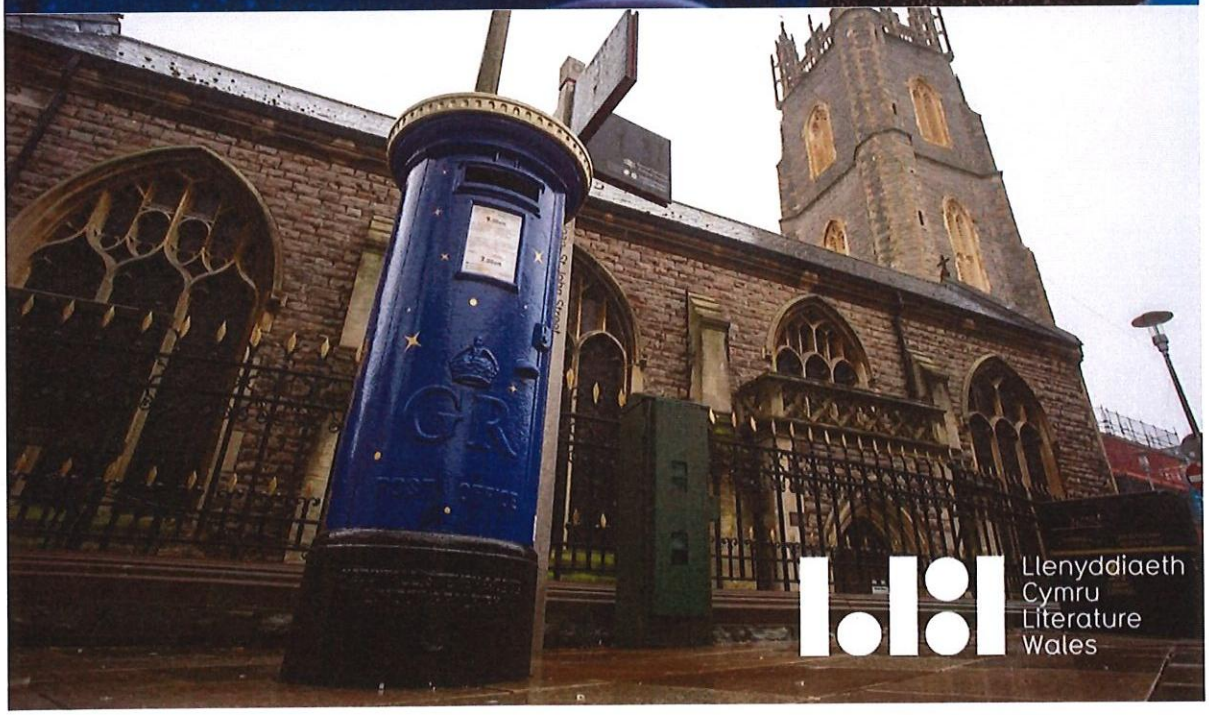
Learning Points and The Future

Participatory arts practice traditionally depends on face-to-face delivery and moving the practice online was a learning curve for the artists, participants, and the organisation. As participants and facilitators adapted to digital ways of working, ensuring their continued safeguarding was a priority. This important learning is reflected in our updated safeguarding policy.

Inclusive and innovative engagement was essential in connecting and supporting participants to value and share stories from their own lives and experiences. This year, we engaged with **367,236** creative participants and audience members (digitally and in-person), topping our target of **110, 000.** In turn demonstrating that our online offer can reach a larger audience than our face-to-face activity. The issue of digital poverty was however widespread across various projects. Finding ways of supporting those who might not have access to a digital device or internet will continue to be a consideration in all future activity we deliver.

Finally, we're aware that facilitators will need to stay up to date with the skills and approaches essential to delivering projects online. Moving forward, we will be offering training sessions for writers across Wales so that best practice can be shared across the sector.

Operations
2020/2021



Llenyddiaeth Cymru Literature Wales

Fundraising

Strategy

We will reduce the proportion of income derived from public funding from 66% in 2018/19 to 62% by 2023 (this equates to raising around £465,869 in non-public funding by 2023) by:

- Building lasting, fruitful relationships with two key Trusts and Foundations
- Developing and capitalising on a series of corporate partnership initiatives
- Maximising the use of our existing assets, including through increased ticket revenue and merchandising
- Optimising audience stream funding.

The fundraising targets for 2020/21 were revised during Summer 2020 to reflect the COVID-19 pandemic. For example, our target for raising funds for CSR projects (£27,000) was removed due to businesses suffering with economic uncertainty. The revised targets were:

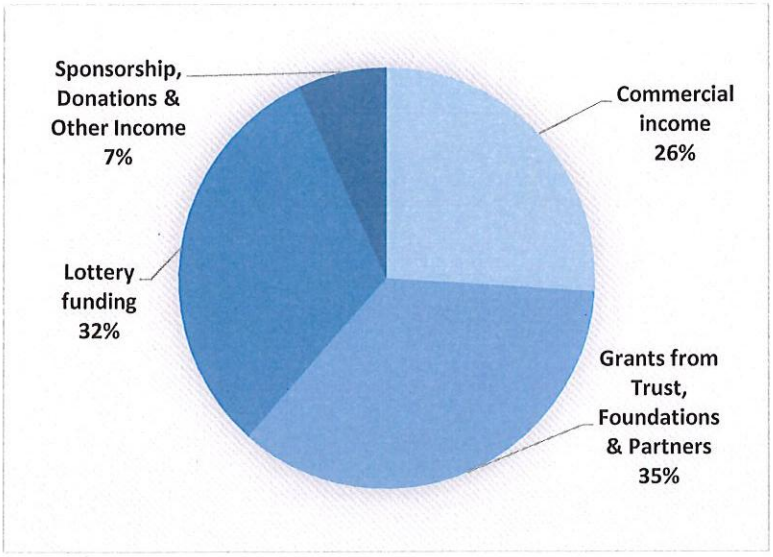
- Raise £40,000 from Commercial courses, venue hire & merchandise
- Raise £75,000 from Trusts & Foundations
- Raise £49,056 from the National Lottery (N.B., 2020/21 Lottery funding was halved due to COVID-19 pandemic)
- Raise £4,000 from corporate sponsorship
- Raise £500 from High Net Worth Individuals (HNWIs)

Performance Data

Performance was hindered by the COVID-19 pandemic, both internally (reduced programme to fundraise for) and externally (Trusts & Foundations only focusing on providing emergency grants).

Final figures were:

- £40,318 from Commercial courses, venue hire & merchandise
- £54,962 from Trusts & Foundations – 26% under target
- £49,056 from the National Lottery (N.B., 2020/21 Lottery funding was halved due to COVID-19 pandemic)
- £10,568 from Sponsorship, Donations & Other Income -134% over target



It is very hard to determine whether we are still on track to raise £465, 860 in non-public funding by 2023 due to the huge effect of the COVID-19 pandemic on our work. In fact, in 2020/21, 81% of our income came from public funding – a critical lifeline. This was an anomaly on our trajectory to reducing our reliance to 62% as 2019/20 stood at 65%.

Highlights

Lands and Lore – In August 2020, we received £13,500 from Clwstwr to conduct a feasibility study on turning content from our Land of Legends project into a video game. Clwstwr, who support the development of Wales' screen sector, were a new source of funding for Literature Wales and supported us with staff skill development alongside their financial support.

Tŷ Newydd Resilience – As a result of the COVID-19 pandemic, Tŷ Newydd (usually a major source of income) was forced to close. As soon as it was safe to do so, alternative income sources were found by letting the main house and Nant cottage on AirBnB and Under the Thatch websites. Literature Wales' staff proved to be highly adaptable and adopted a more commercial outlook.

Learning Points

This year has been a challenge for Literature Wales' fundraising. It has required the whole team to take a step back and look at operational models. The need for a diverse spread of income sources has been reinforced and we have begun to look beyond the traditional arts funders to find support for our work.

We have also clearly seen the need for dedicated, specialist fundraisers within the team and will continue to build our capacity in the future.

Llenyddiaeth Cymru Literature Wales

Communications

Strategy

We will increase the understanding and value of our work amongst our stakeholders by:

- Regularly mapping our stakeholders and developing bespoke communications, based on which elements of our activity and Tactical Priorities most appeal to each stakeholder group
- Conducting a collaborative mapping exercise, capturing the wider publishing and literature sector in Wales to better clarify and communicate our remit
- Communicating our impact and reach through new promotional materials and strategic campaigns which tell our clients' stories, and in turn, our story

Our aim is to build and strengthen our relationships with our stakeholders, whether they are individuals, organisations, or groups.

The communications targets for 2020/21 were revised during 2020 to provide a clearer insight into the progress of operational priorities and to reflect a shift in digital working due to the COVID-19 pandemic. 2020/21 identified baseline targets per quarter to allow for an accurate comparison in high-profile communications moments (such as Wales Book of the Year in June/July). The revised targets were:

- A 25% increase of impressions and reach on Literature Wales' social media platforms
- A 15% increase in our social media audiences
- A 10% increase in our website page views
- A 10% increase in Literature Wales presence at events
- A 15% increase in Literature Wales newsletter subscribers
- A 10% increase in recipients opening Literature Wales newsletters

Performance Data

In 2020/2021:

- A **10% increase** in views on our core website which engaged with over **74,000** new users from **159** countries.
- Average of **1,069,112** impressions on our Twitter accounts and **32,211** people reached on our Facebook and Instagram account per month
- A **32% increase** in followers on our core social media platforms
- Appearances at over **20** successful high-profile events, such as the 2021 British Council Literature Seminar

Performance data against the 2020/21 targets is unavailable as monitoring provided revised baseline targets.

Highlights

An effective Communications Strategy was produced to reflect changes to the Wales Book of the Year ceremony due to the COVID-19 pandemic, allowing the event to still take place in partnership with radio stations and television channels rather than in-person.

Clear and consistent messaging delivered throughout the COVID-19 pandemic to ensure stakeholders were kept up to date with news, information, and opportunities. Frequent COVID-19 updates were provided on our website and Organisational Reports.

Support was received from award-winning PR Company, Riot Communications, to deliver an exciting launch for our new flagship project, Representing Wales: Developing Writers of Colour.

Learning Points

MARCOMMs Plan & Communications Toolkit

In order for staff members to be equipped with the knowledge, ability, and confidence to represent the organisation with fresh and updated communications information, we have identified the need to deliver frequent training sessions, especially when developing the new Strategic Plan. We will provide training for all staff using our hub of information, resources, and templates on the MARCOMMs Plan 2022-25.

Stakeholder Engagement

The stakeholder meetings conducted by the Senior Leadership Team (SLT) to communicate the information in our Mid-term Report 2019-22 allowed us to share our progress and impact insights with key influential stakeholders. We will factor this in to the new Strategic Plan 2022-25 to further identify opportunities to tell our story.

Llenyddiaeth Cymru Literature Wales

Monitoring & Evaluation

Strategy

We will increase the external and internal influence of data regarding the impact of our activity by:

- More effectively capturing, analysing, and communicating relevant data from across all projects, including operations
- Tracking, analysing, and reporting progress internally, including at organisational level
- Learning from our analysis and feeding this into our planning, including the new pitching process

This will optimise informed development and communicate our worth.

A selection of the Monitoring & Evaluation targets for 2020/21 were paused due to the COVID-19 pandemic as we prioritised operational tasks.

- 70% of our data from our activity and operational projects is stored in our central monitoring & evaluation (M&E) hub
- 1 Annual Report communicating our impact has been circulated
- 12 monthly [Paused] and 4 quarterly evaluation reports have been produced
- 85% of new or perennial projects are pitched to SLT, and all reference learning points from our analysis [Paused]

Performance Data

In 2019/2020:

- **80%** of data from our activity and operational projects was stored in our central monitoring & evaluation hub
- **1** Annual Report and **4** quarterly evaluation Organisational Reports were produced, circulated, and uploaded to the Literature Wales website
- **100%** of new projects were pitched through SLT meetings and discussed considering recent learning points

Highlights

Organisational Reports developed to spotlight and present qualitative data on aspects of the organisation alongside highlighted missed targets per quarter.

External Mid-term Report 2019/22 produced to demonstrate how in 2020, despite the difficult conditions, Literature Wales helped to inspire future generations, develop more diverse literary voices, and created cultural and economic capital for Wales.

A new Impact Framework developed for 2022/25 which aims to further embed monitoring and evaluation into the organisation.

Learning Points

Impact Framework

The implementation and roll-out of our Monitoring & Evaluation Strategy 2019/22 enabled us to identify the elements of the framework that worked for us and what didn't work. We now know we need to simplify our approach and increase the presence of impact in our wider strategy. We will prioritise this when developing our new Strategic Plan.

Organisational & Project Impact

We need to further distinguish our approach to capturing the impact that the organisation delivers, but also that of individual projects. Our new Impact Framework will focus on further considering the flow of data through the organisation and how it can be interconnected to tell the story of Literature Wales.

Llenyddiaeth Cymru Literature Wales

Tŷ Newydd 2020/21

Strategy

Our goal, as set out in the 2019/22 Strategic Plan was to increase non-public funding income generated through Tŷ Newydd Writing Centre activity from £181,904 in 2018/2019 to £199,000 by 2022. This goal was met and surpassed in 2019/20.

As the centre closed its doors due to the COVID-19 lockdown just before the beginning of the 2020/21 financial year, our strategy had to swiftly change. After postponing the programme of courses for 2020, focus was shifted on securing and protecting staff, the building and minimising unnecessary expenditure to avoid becoming a financial burden on the organisation. New health and safety procedures were developed in anticipation of reopening, the buildings were utilised for venue hire purposes during the relaxation of the lockdowns, and a programme of virtual courses was developed to ensure that we continued to engage with audiences and develop writers, whilst offering paid work for freelance tutors.

Performance Data

- 23 virtual courses run by 37 tutors/guest readers for an audience of 259 participants
- 70% of writers said that taking part in a virtual course had positive impact on their well-being
- £32,178 raised in income from venue hire, virtual courses, and a few on-site retreats

Highlights

- First ever 5-day virtual Poetry Masterclass tutored by Gillian Clarke for 7 poets from Wales selected through a competitive application process to celebrate Tŷ Newydd's 30th birthday
- 17 virtual taster courses held, featuring some brand-new tutors for Tŷ Newydd courses including early career writers Alex Wharton, Iestyn Tyne, Fiona Collins, Marvin Thompson, Richard Owain Roberts, and Mari Emlyn
- 5 retreats for writers held at Tŷ Newydd during relaxation of lockdown rules
- Small site improvements completed to take advantage of the empty site

Learning Points

This year necessitated major changes to the way Tŷ Newydd operated due to the COVID-19 pandemic. Whilst we are keen to return to in-person courses, we have learnt about the strength of the Tŷ Newydd brand which allows us to escape the confines of the walls and run activity digitally. From 2022, we will integrate an element of digital delivery to ensure that our courses continue to be delivered in an environmentally friendly and accessible manner.

Llenyddiaeth Cymru Literature Wales

HR

Strategy

Our HR Goals outlined in our strategic plan for 2019/22 are:

- 100% staff have attended at least 3 cross-team training sessions annually
- At least 4 staff have benefitted from sustained professional development opportunities (e.g., courses) annually
- Staff job satisfaction ratings have increased by at least 25%
- At least 7% of our employees, volunteers, contractors, and Directors identify as Black, Asian and Minority Ethnic; 10% have disabilities or long-term illnesses and 20% are from a low-income background. 1 of each TCC will be in senior positions on the staff and Board (pending vacancy availability)
- We will have worked with at least 20 volunteers annually

These goals aim to create a positive and inclusive culture at Literature Wales, with the right skills, roles, and structures to effectively deliver our mission. The COVID-19 pandemic necessitated a shift to the measurable outcomes, although continuing with the same aim. For example, supporting employee well-being whilst working remotely became a major priority, whilst working with volunteers was put on hold.

Performance Data

Our progress on the set goals:

- **At least 6** cross-team training sessions attended by an average of 100% of staff
- **5** staff members benefited from sustained professional development
- **17%** of our employees, volunteers, contractors, and Directors are individuals from Black, Asian and Minority Ethnic backgrounds and **4** of these are in senior positions
- **6%** have disabilities or long-term illness

In addition, there were other notable actions:

The rollout of our new staffing structure was partly paused due to the COVID-19 pandemic; however, the task-based approach and a model of increased shared responsibility was implemented. To increase accountability and our ability to collect data and measure our impact, tasks and responsibilities were closely linked with KPIs through ongoing performance management. This enabled the team to take a more flexible approach to working during the COVID-19 pandemic and increased our resilience as an organisation.

All staff were offered 7 well-being days throughout the year and 100% took advantage of these, with some using them to volunteer for local initiatives or support home-schooling.

The Job Retention Scheme was utilised for 2 staff members, allowing us to safeguard salaries and jobs.

Highlights

During 2020/21 we invested in staff training and consultation processes focused on improving internal structures and creating a more inclusive and representative culture. We received training sessions by Hunaniaith, a bilingual collaboration between literary collectives Y Stamp and Where I'm Coming From, using literature around the theme of identity to examine the limits and opportunities of both languages, and seeking to innovate new ways to express ideas on identity, race, language and culture. The training provided specific insight on anti-racist safeguarding and unconscious bias, which increased our awareness and impacted the development of our Safeguarding Policy, and how we support writers and colleagues.

We worked with a HR Specialist through the Arts Council Wales' Resilience Scheme, consulting with the full team and Management Board and resulting in a revamped Performance Development Review system as well as a new model of working for the organisation, based on increased shared decision making and a flexible task-based approach.

Our cautious approach to HR Risk Management meant we were able to identify risks through this framework and prepare for some of the potential impacts of home working. This included ensuring all staff had access to a leased laptop, understood how to operate the remote systems and conducted a home working trial day to identify further issues before the first lockdown was announced.

Employment opportunities for Freelance Creatives were advertised through an open callout, in response to our increased digital activity, the challenges faced by freelancers during the COVID-19 pandemic and the need to improve representation amongst our workforce. Individuals were asked to pitch relevant activity and operational-based skills and 4 freelance creatives were temporarily contracted as a result.

Learning Points

Towards the end of 2020/21 saw a quick, seismic, and long-term change to our working practices due to the impact of the COVID-19 pandemic. Whilst we look forward to returning to office-based working in some form, we have learnt that we are able to operate effectively during a time of crisis and from home. Our new task-based, flexible approach to working complemented the need to be agile in the face of an ever-changing society.

Llenyddiaeth Cymru Literature Wales

Governance & Sector Consultation

Strategy

We will increase our awareness of, and response to, feedback from across and beyond Wales' literature sector by:

- Embedding stakeholder consultation into our annual cycle, and widening the network of stakeholders we consult
- Systematically flowing data and analysis to and from stakeholders, staff, and Directors
- Tracking informed decision-making at all levels, including in project pitches and meeting minutes

Performance Data

In 2020/21:

- **81** Board of Directors Advisory Group meetings, **61** SLT Operational Meetings and **2** cross-staff Creative Planning Days took place
- 5 Critical Friend meetings were conducted to support our strategic direction and high-level decision making
- **148** individuals responded to our Stakeholder Survey which captured feedback on how we're doing so far

Highlights

In Q1 2020/21 we launched a Sector Consultation Survey to gain audience insight into our response to COVID-19, general activity programme and how we market and communicate across all channels to ensure we understand the needs of the sector during an extraordinary time and adapt quickly to support our clients and audience. Over 460 responses were received and helped shape our activity for the year to come. This also resulted in increasing the target for survey responses due to the number of responses from 120 to 210.

In response to the COVID-19 pandemic and to support the wider arts sector, particularly those who face the biggest hardships, Literature Wales contributed 50% of our earmarked National Lottery Funding for 2020/21 to the Arts Council of Wales' Arts Resilience Fund.

Throughout the year an open-ended staff consultation of various matters related to COVID-19, home working and well-being was operated, and adjustments made regularly to support staff. All staff contributed to a cross-staff Creative Planning session in Q2 to provide input to the organisations; strategic direction and to identify gaps and potential areas of development.

Llenyddiaeth Cymru Literature Wales

Learning Points

We attempted to track the long-term impact we have with our clients since the launch of our Strategic Plan 2019/2022. However, we decided to pause on the delivery of our Longitudinal Survey due to the impact of the COVID-19 pandemic. We will now re-evaluate our approach to tracking the long-term changes we deliver for our clients whilst developing our new Strategic Plan.

We learned that Virtual Board Meetings with our Directors/Trustees are an effective way of conducting formal meetings of this nature. It led to a reduction in costs for hosting board meetings and Director and staff travel and is a more democratic and accessible access method resulting in good attendance at these meetings throughout the year.

Llenyddiaeth Cymru Literature Wales

Sector Facilitation

Strategy

We will increase our support for the wider literature sector by:

- Directly delivering less activity, by directly delivering no more than 10 projects annually.
- Focusing more on our work as facilitators or partners with those already, or new to, working in this field
- Actively seeking out smaller organisations, and innovative artists, social activists and arts administrators, and providing our expertise in-kind
- Stimulating new literary activity provision by other sector facilitation targets for 2020/21 which were revised to reflect the COVID-19 pandemic.
- Intensively support at least 30 partner-led projects as facilitators or secondary partners annually and support another 70 with general in-kind support.
- Provide funding and/or in-kind support to at least 700 individuals, groups, and organisations annually
- Have stimulated at least 10 new self-run sustainable literary projects in areas of need

Performance Data

In 2019/2020:

- **9** projects delivered directly by Literature Wales
- **577** hours of facilitation work was delivered to the sector
- **387** groups, individuals and organisations received facilitatory support
- **43** partner-led projects received intensive facilitation or secondary partnership support and **41** provided with general in-kind support
- **19** new self-run sustainable literary projects were stimulated in areas of need

Highlights

Increase in support and involvement for local and national cultural groups such as What Next? Cymru and the Wales Cultural Alliance to identify opportunities to further support the sector and audiences.

Two writing collectives who received our facilitation support to collaborate and explore language and creative writing continue to work together to pilot Anti-racist training for the sector.

Increase in direct investment for individual artists, such as clare e. potter engaging with the Wales Artist Coaching Pathway and Connor Allen's LOYALTY development programme.

Llenyddiaeth Cymru Literature Wales

Learning Points

Tracking Progress

Whilst we considered how to best invest our support and resources during the COVID-19 pandemic, our methods of tracking sector facilitation engagements have declined. We need to develop a new system as part of our Partnerships, Consultation and Legacy Plan for 2022/25.

Intensive Support

We will continue to actively identify individuals, groups, and organisation who deliver work in line with our Strategy to support as secondary partners or facilitators to ensure the sector maintains a healthy ecosystem for a variety of bodies to deliver positive impacts through literature for Wales.

Llenyddiaeth Cymru Literature Wales

Risk

Strategy

In 2019/22, we need to generate a more risk-conscious culture within all levels of decision-makers by:

- Completing the development and embedding a new risk management system, aligned with our Activity Pillars, to identify and assess threats and opportunities on an ongoing basis
- Allocating a sliding scale of responsibility for risk management across the Board of Directors and staff
- Regularly and systematically attending to and reviewing all risks and associated mitigating tactics
- Assessing our risk appetite annually

Highlights

2019/20 saw huge development in the way Literature Wales managed risk and a new comprehensive system was put in place. Fortuitously, this process identified risks such as an inability for staff to work from home due to lack of equipment and lack of skills running digital events, which were mitigated prior to the COVID-10 pandemic. Therefore, Literature Wales was able to respond quickly to the effects of the COVID-19 pandemic and ensure our activity continued with minimal disruption.

During 2020/21 we improved our Board's understanding of organisational risk and implemented a new Risk Dashboard which was presented to them quarterly. This has improved our governance and enabled Directors to better scrutinise decisions made by the Executive Team.

Learning Points

All staff will now receive support and training to ensure the Risk Register is consistently and constantly updated so that it can become a useful document for all members of the team, not just the Senior Leadership Team.

The Risk Dashboard process will also be refined as many Amber risks were not highlighted and ran the risk of not being promptly dealt with, whilst the Directors focused on the Red risks.

Llenyddiaeth Cymru Literature Wales

Finance

Strategy

We will improve our financial resilience and diversify funding streams by:

- Maintaining and adapting our financial procedures and controls following the COVID-19 pandemic
- Pooling resources in response to the COVID-19 pandemic and redistributing funds to maximise our impact
- Budget modelling for a range of scenarios, i.e., relaxation/re-introduction of government restrictions
- Appointing an Apprentice Bookkeeper who will receive AAT training
- Updating the Reserves Policy to ensure proper and effective use of unrestricted funds
- Introduction of Credit Card Usage and Investment policies

Performance Data

During 2020/21:

- **65** activity and operational projects were organised under 42 cost centres under our new financial system
- **1** Apprentice Bookkeeper appointed through Welsh Government's apprenticeship scheme
- **4** quarterly reports were produced which included modelling for possible scenarios of relaxing COVID-19 restrictions
- **2** new finance policies (Credit Card Usage and Investment) were introduced

Highlights

Implementing a new approval process to ensure invoices are processed promptly while staff work remotely.

In 2020 the Reserves Policy was updated to identify the purposes and level of free reserves and designated funds required by the organisation. This also led to the creation of two new designated funds – Pilot Activity fund and Legacy fund as well as two previously planned funds - the Tŷ Newydd Buildings and Capital Development funds. At 31 January 2021 it was expected that Literature Wales would have the following levels of funds:

- General unrestricted reserves: £186,870
- Tŷ Newydd building fund: £20,000
- Tŷ Newydd Capital Development fund: £10,000
- Pilot Activity fund - £20,000
- Legacy fund - £10,000

Recruitment of an Apprentice Bookkeeper through the Welsh Government apprenticeship scheme. This allowed us to build capacity and enabled the Finance Executive to take on more strategic development work. The apprentice is also studying AAT level 2 alongside their role, enabling us to have a skilled future workforce.

Learning Point

Due to the uncertainty of the COVID-19 pandemic, we started creating different budget scenarios to give more accurate projections as we responded to external events. This will be continued post-pandemic to give Directors and the Senior Leadership Team more confidence with decision making.

Our Partners

CULTÚRLANN
MÀDAM Ó FIAICH
melin
together we can
Save the Children.
PW
NEW WELSH REVIEW
LEDBURY POETRY FESTIVAL
THE LEARNED SOCIETY OF WALES
CYMDEITHAS DDYSGEDIG CYMRU
THE POETRY EXCHANGE
venue cymru
LLANDUDNO
Cyfnewidfa Lên Cymru
Wales Literature Exchange
U3A
THE UNIVERSITY OF THE THIRD AGE
Arts & Business Cymru
PARTHIAN
GIG CYMRU NHS WALES
Bwrdd Iechyd Prifysgol Bae Abertawe
Swansea Bay University Health Board
University of South Wales
Prifysgol De Cymru
nawe
y Lolfa
cwlwm cyhoeddwyr cymru
THUDMEDIA
the Rhys Davies Trust
GRAFFEG
Llyfrgelloedd Cymru
Cael mwy o'ch llyfrgell
STAMP
LLGC NLW
LLYFRGELL GENEDLAETHOL CYMRU
THE NATIONAL LIBRARY OF WALES
Ymddiriedolaeth Genedlaethol
National Trust
EISTEDDFOD
BHC 365
BLACK HISTORY CYMRU
COMIC RELIEF
RCC
The Complete works poetry
SPEAKING VOLUMES
LIVE LITERATURE PRODUCTIONS
FRÂN WEN
BBC cymru wales
Tinopolis
Royal Mail
WWF
Creative Lives
touch TRUST
Senedd Cymru
Welsh Parliament
Planet
The Welsh Internationalist
WNO
WELSH NATIONAL OPERA CENEDLAETHOL CYMRU
national dance company wales
cwmni dawns cenedlaethol cymru
PARC CENEDLAETHOL ERYRI
SNOWDONIA NATIONAL PARK
BT
Scottish Poetry Library
WALES PEN CYMRU
WRITERS WORLDWIDE
AWDURON BYD EANG

Llenyddiaeth Cymru Literature Wales

Structure, Governance & Management

2020/2021

Structure, Governance and Management

Governance document

Literature Wales is a charitable company limited by guarantee, incorporated on 19 September 2011 and registered as a charity on 23 March 2012. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association, which were updated in 2019/20.

Recruitment and appointment of new trustees

All new trustees are appointed as Directors of the organisation following an open and transparent recruitment process as defined by the Articles of Association. Trustees are appointed to strengthen the skills and experience represented by the Board of Directors. All new trustees receive an induction pack and receive information regarding the roles and responsibilities of being a trustee, as well as training on charity governance.

Organisational structure

Literature Wales is led by the Board of Directors, who are also trustees of the organisation. The Board of Directors meets four times a year and is responsible for the strategic direction of the organisation and overall financial planning. The Board delegates day-to-day running of the organisation to the executive team, led by the Chief Executive, who is supported by a Senior Leadership Team that meets regularly to discuss progress towards strategic aims and other targets.

Key Management Personnel

The Key Management Personnel of the organisation are Chief Executive, Lleucu Siencyn; Deputy Chief Executive and Head of Development, Bronwen Price; Head of Programmes, Elena Schmitz; and Finance Executive, Emma Richards. Remuneration for the Key Management Personnel is set and approved annually by the Chair of the Board and follows the organisation's banded salary structure.

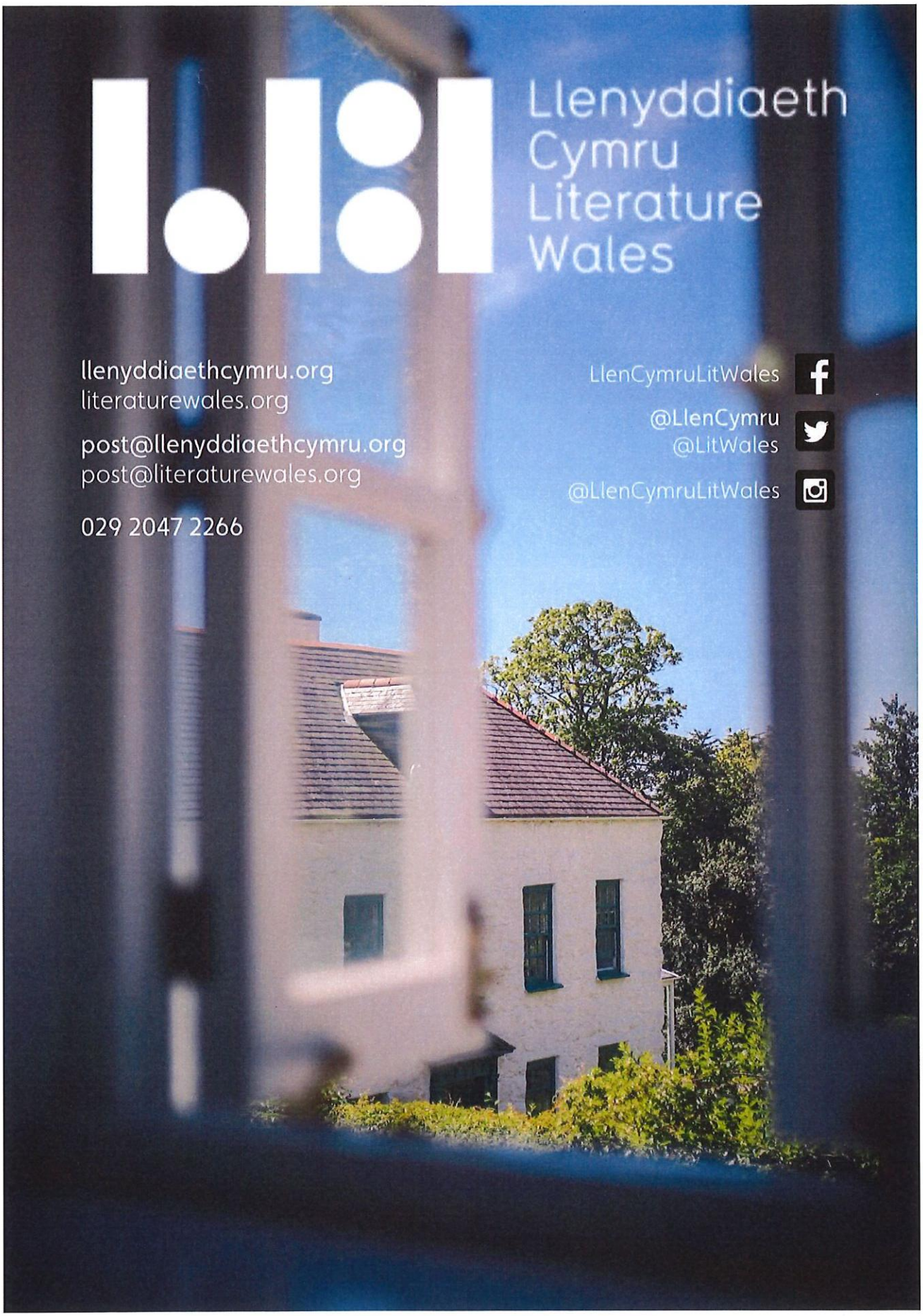
REFERENCE AND ADMINISTRATIVE DETAILS

Charity name	Llenyddiaeth Cymru | Literature Wales
Charity registration number	1146560
Company registration number	07779153
Registered office	Glyn Jones Centre Wales Millennium Centre, Bute Place, CARDIFF CF10 5AL
Trustees	K North E George C. Charnell-White N. Jerome E Charles C Austin J D Ellis A Finlayson J O'Shea D Roberts C Summerhayes O Taylor-Shaw C Thatcher R Mohanran
Chief Executive Officer	Lleucu Siencyn
Company Secretary	Elena Schmitz
Principal Bankers	CAF Bank 25 Kings Hill Avenue, Kings Hill, Kent ME19 4JQ
Auditors	BPU Chartered Accountants Radnor House Greenwood Close Cardiff Gate Business Park CF23 8AA

Signed: Elena Schmitz

Elena Schmitz
Company Secretary

Dated: 11/11/2021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STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Llenyddiaeth Cymru/Literature Wales for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the board of trustees on .....4.12.2021..... and signed on its behalf by:

.....CCW.....
Cathryn Charnell-White
Trustee

Report of the Independent Auditors to the Trustees of Llenyddiaeth Cymru/Literature Wales

Opinion

We have audited the financial statements of Llenyddiaeth Cymru/Literature Wales (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

bpu Chartered Accountants

Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

Registered to carry on audit work in the UK and regulated for a range of investment business activities by the Institute of Chartered Accountants in England and Wales.

bpu Chartered Accountants is a trading name of BPU Ltd Company Number 3723948 Registered in Wales.

A list of directors is available from the registered office above.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Materiality & Triviality
We set a materiality level of £23,500 and a triviality of £1,175. Items below triviality individually or in total are deemed as not material misstatements in respect of irregularities. Any items above this level will be reported to management with either resultant changes being made to the accounts or appropriate information being detailed in their letter of representation to us.

Sampling Methods & Risk
We use systematic sampling methods based on performance materiality levels and the deemed associated risk levels of each particular assignment.

Minutes & Future Accounting Periods
We review board minutes and hold discussions with management in relation to anticipated future results of the charity. This is completed to ensure that we have a good understanding of major items affecting the charity and the way the trustees address these items.

Specific Risk Areas
In relation to the charity we agreed at the planning stage that certain areas had a higher degree of risk and approached these areas as follows:-

1. Completeness of Income
Arts Council of Wales core grant - we review the grant offer letter and agree it to the amounts recognised in the financial statements.
Other Income - on a sample basis we review other income to relevant back up information.

2. Management Override
We review the financial information provided for unusual entries including journal entries to ensure non prime entry information is valid and is entered for a justifiable reason.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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Report of the Independent Auditors to the Trustees of Llenyddiaeth Cymru/Literature Wales

bpu Chartered Accountants

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

for and on behalf of BPU Limited
Chartered Accountants
Statutory Auditor
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Date: 10/12/2021

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Llenyddiaeth Cymru/Literature Wales

Statement of Financial Activities
for the Year Ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	**2021 Total funds £**	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	**3,828**	**-**	**3,828**	2,647
Charitable activities	6	**794,689**	**90,596**	**885,285**	1,143,991
Other trading activities	4	**21,291**	**-**	**21,291**	28,457
Investment income	5	**1,197**	**-**	**1,197**	1,203
Other income		**15,323**	**-**	**15,323**	8,019
Total		**836,328**	**90,596**	**926,924**	1,184,317
EXPENDITURE ON					
Raising funds	7	**32,742**	**-**	**32,742**	49,981
Charitable activities	8	**756,342**	**59,014**	**815,357**	1,110,393
Total		**789,084**	**59,014**	**848,098**	1,160,374
NET INCOME		**47,245**	**31,581**	**78,826**	23,943
RECONCILIATION OF FUNDS					
Total funds brought forward		**307,543**	**918,608**	**1,226,151**	1,202,208
TOTAL FUNDS CARRIED FORWARD		**354,788**	**950,189**	**1,304,977**	1,226,151

The notes form part of these financial statements

Balance Sheet
31 March 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	15	**893,004**	898,050
CURRENT ASSETS			
Stocks	16	**1,472**	1,561
Debtors	17	**66,495**	142,015
Cash at bank and in hand		**537,691**	452,110
		605,658	595,686
CREDITORS			
Amounts falling due within one year	18	**(193,685)**	(267,585)
NET CURRENT ASSETS		**411,973**	328,101
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,304,977**	1,226,151
NET ASSETS		**1,304,977**	1,226,151
FUNDS	20		
Unrestricted funds		**354,788**	307,543
Restricted funds		**950,189**	918,608
TOTAL FUNDS		**1,304,977**	1,226,151

The notes form part of these financial statements

continued...

Balance Sheet - continued
31 March 2021

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.
These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ..4./12./2021..... and were signed on its behalf by:

CCW
.....
Cathryn Charnell-White
Trustee

The notes form part of these financial statements

Llenyddiaeth Cymru/Literature Wales

Cash Flow Statement
for the Year Ended 31 March 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	**84,384**	(49,678)
Net cash provided by/(used in) operating activities		**84,384**	(49,678)
Cash flows from investing activities			
Purchase of tangible fixed assets		**-**	(10,337)
Interest received		**1,197**	1,203
Net cash provided by/(used in) investing activities		**1,197**	(9,134)
Change in cash and cash equivalents in the reporting period		**85,581**	(58,812)
Cash and cash equivalents at the beginning of the reporting period		**452,110**	510,922
Cash and cash equivalents at the end of the reporting period		**537,691**	452,110

The notes form part of these financial statements

Notes to the Cash Flow Statement for the Year Ended 31 March 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	**78,826**	23,943
Adjustments for:		
Depreciation charges	**5,046**	5,227
Interest received	**(1,197)**	(1,203)
Decrease/(increase) in stocks	**89**	(223)
Decrease in debtors	**75,520**	29,707
Decrease in creditors	**(73,900)**	(107,129)
Net cash provided by/(used in) operations	**84,384**	(49,678)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/20 £	Cash flow £	At 31/3/21 £
Net cash			
Cash at bank and in hand	**452,110**	**85,581**	**537,691**
	452,110	**85,581**	**537,691**
Total	**452,110**	**85,581**	**537,691**

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties. The principal accounting policies adopted are set out below.

Incoming resources
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants
Grants receivable are treated in different ways dependent upon their purposes and the terms of the grant.

Grants receivable for specific purposes are treated as restricted funds so that any unused funds can be separately identified.

Grants receivable to facilitate the general running of the project i.e. where the directors/trustees can choose how the funds are expended, are treated as unrestricted funds.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

continued...

1. ACCOUNTING POLICIES - continued

Resources expended
Charitable expenditure comprises these costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

Offsetting
There has been no offsetting of assets or liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Charitable funds
Unrestricted funds
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds
Designated funds are unrestricted funds of the charity which have been set aside to fund particular future activities of the charity.

Restricted funds
Restricted funds can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	- 2% straight line
Plant and machinery	- 10% and 20% reducing balance
Fixtures and fittings	- 10% reducing balance

The trustees have agreed to revalue the land and buildings owned by the charity every 5 years from October 2019. Depreciation has not been charged on the freehold land and buildings because due to their expected realisable value at the end of 50 years the Trustees consider the value of the depreciation charge to be insignificant.

continued...

1. ACCOUNTING POLICIES - continued

Tangible fixed assets
Fixed assets are stated at cost less accumulated depreciation. Additions costing less than £500 are not capitalised.

Stocks
Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured at the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Taxation
As a charity, Llenyddiaeth Cymru / Literature Wales is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

Financial instruments
The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Basic financial assets

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Basic financial liabilities

Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Liabilities policy
Liabilities are recognised in the Statement of Financial Activities as they become payable.

Irrecoverable VAT
Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

continued...

1. ACCOUNTING POLICIES - continued

Cash and cash equivalents
Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Pensions
The charity operates a defined contribution scheme for the benefit of its employees. The assets of the scheme are held separately from those of the charity. Contributions payable are charged to the profit and loss account in the year they are payable and are charged against unrestricted funds.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	**3,828**	2,647

4. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Sale of books	**7,861**	10,408
Hire of Tŷ Newydd	**13,430**	18,049
	21,291	28,457

continued...

5. INVESTMENT INCOME

	2021	2020
	£	£
Interest receivable	**1,197**	1,203

6. INCOME FROM CHARITABLE ACTIVITIES

	2021	2020
	£	£
Income from activities	**24,838**	214,332
Grants	**860,447**	929,659
	885,285	1,143,991

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Arts Council of Wales	**799,485**	851,264
Welsh Assembly Government	**1,000**	5,000
Bardd Plant Cymru	**10,000**	10,000
Reading Friends	**10,540**	25,295
Other	**39,422**	38,100
	860,447	929,659

7. RAISING FUNDS

Raising donations and legacies

	2021	2020
	£	£
Fundraising	**23,709**	26,368
Tŷ Newydd Operational	**9,033**	23,613
	32,742	49,981

continued...

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9)	Grant funding of activities (see note 10)	Support costs (see note 11)	Totals
	£	£	£	£
Income from activities	**749,345**	-	**31,736**	**781,082**
Grants	-	**34,275**	-	**34,275**
	749,345	**34,275**	**31,736**	**815,357**

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021	2020
	£	£
Participation	**157,008**	247,001
Writer development	**109,658**	465,184
Wales literary culture	**296,679**	185,477
Operational costs	**186,000**	80,680
	749,345	978,342

10. GRANTS PAYABLE

	2021	2020
	£	£
Grants	**34,275**	100,883

The total grants paid to institutions during the year was as follows:

	2021	2020
	£	£
Grants to organisations	**11,000**	30,443
Grants to individuals via organisations	**2,680**	9,440
Grants to individuals (Bursaries)	**20,595**	61,000
	34,275	100,883

continued...

11. SUPPORT COSTS

	Depreciation	Governance costs	Totals
	£	£	£
Income from activities	**5,046**	**26,690**	**31,736**

Support costs, included in the above, are as follows:

	2021	2020
	£	£
Depreciation of fixed assets	**5,046**	**5,227**
Auditors' remuneration	**7,500**	**8,622**
Governance costs	**15,669**	**14,650**
Administrative costs	**3,521**	**2,669**
	31,736	**31,168**

12. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Auditors' remuneration	**7,500**	8,622
Depreciation - owned assets	**5,046**	5,226

13. TRUSTEES' REMUNERATION AND BENEFITS

No trustees received remuneration for the year ended 31 March 2021 (2020: £nil). However, payments were made to trustees and connected persons by Literature Wales for activities organised directly by Literature Wales or for activities supported by Literature Wales through Writers on Tour.

There were 3 board and committee members (2020: 3) who received fees totalling £1,100 (2020: £2,654).

Trustees' expenses

No travel expenses were reimbursed to the board members (2020: 6 board members) during the financial year (2020: £2,576) .

continued...

14. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2021	2020
Average number of employees	**18**	20

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
£60,001 - £70,000	**1**	1

Key management personnel
The total benefits paid to key management personnel during the year was £156,060 - 4 key personnel (2020: £190,606 - 5 key personnel).

	2021	2020
	£	£
Gross Staff Costs	**486,619**	530,259
Employers National Insurance	**42,381**	45,926
Employers Pension Contributions	**18,469**	12,725
Total Staff Costs	**547,469**	588,910

continued...

15. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Plant and machinery £	Fixtures and fittings £	Totals £
COST				
At 1 April 2020 and 31 March 2021	**2,219,446**	**3,020**	**50,217**	**2,272,683**
DEPRECIATION				
At 1 April 2020	**1,349,446**	**2,108**	**23,079**	**1,374,633**
Charge for year	**-**	**91**	**4,955**	**5,046**
At 31 March 2021	**1,349,446**	**2,199**	**28,034**	**1,379,679**
NET BOOK VALUE				
At 31 March 2021	**870,000**	**821**	**22,183**	**893,004**
At 31 March 2020	870,000	912	27,138	898,050

Arts Council of Wales has a legal charge over the properties held within fixed assets. These properties are Tŷ Newydd and Nant and Hafodty, Criccieth, Gwynedd.

16. STOCKS

	2021 £	2020 £
Stocks	**1,472**	1,561

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	**47,500**	131,256
Prepayments and accrued income	**18,995**	10,759
	66,495	142,015

continued...

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	**104,106**	144,498
Other creditors	**39,164**	45,052
Deferred income	**50,415**	78,035
	193,685	267,585

Deferred Income:

	2021	2020
	£	£
Balance brought forward	**78,035**	129,303
Income received	**64,888**	184,779
Income released	**(92,508)**	(236,047)
	50,415	78,035

Contained within deferred income is £38,155 that relates to courses and trading, and £12,260 that relates to performance related grants received in advance.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2021 Total funds	2020 Total funds
	£	£	£	£
Fixed assets	**23,004**	**870,000**	**893,004**	898,050
Current assets/(liabilities)	**331,784**	**80,189**	**411,973**	328,101
	354,788	**950,189**	**1,304,977**	1,226,151

continued...

20. MOVEMENT IN FUNDS

	At 1/4/20 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	254,920	34,748	(71,030)	218,638
Glyn Jones Bequest	40,621	12,661	-	53,282
John Tripp Fund	4,580	-	-	4,580
Tŷ Newydd Bursaries	1,922	336	-	2,258
Fran Wen Fund	1,500	(1,500)	-	-
Tŷ Newydd Digital Courses	2,000	(2,000)	-	-
National Dance Fund	2,000	(2,000)	-	-
Legacy Fund	-	-	16,030	16,030
Pilot Activity Fund	-	-	20,000	20,000
Representing Wales - Aftercare	-	5,000	-	5,000
Tŷ Newydd Buildings	-	-	20,000	20,000
Tŷ Newydd Capital Reserve	-	-	15,000	15,000
	307,543	47,245	-	354,788
Restricted funds				
Bardd Plant Cymru	6,177	(3,328)	-	2,849
Dylan Day	662	-	-	662
Llen Pawb / Lit Reach	1,754	-	-	1,754
Reading Friends	7,491	(5,970)	-	1,521
Rhys Davies Trust	3,684	-	-	3,684
Roald Dahl 100	7,000	(1,000)	-	6,000
Weird & Wonderful Wales	1,142	-	-	1,142
Capital Development Fund	870,000	-	-	870,000
Jan Mark Bursary	5,870	-	-	5,870
Judi Thwaite Bursary	500	-	-	500
Literature & Health	14,328	-	-	14,328
Bridging the Gap (MIND)	-	6,252	-	6,252
Representing Wales (Lottery)	-	35,627	-	35,627
	918,608	31,581	-	950,189
TOTAL FUNDS	1,226,151	78,826	-	1,304,977

continued...

20. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**818,332**	**(783,584)**	**34,748**
Glyn Jones Bequest	**12,661**	**-**	**12,661**
Tŷ Newydd Bursaries	**336**	**-**	**336**
Fran Wen Fund	**-**	**(1,500)**	**(1,500)**
Tŷ Newydd Digital Courses	**-**	**(2,000)**	**(2,000)**
National Dance Fund	**-**	**(2,000)**	**(2,000)**
Representing Wales - Aftercare	**5,000**	**-**	**5,000**
	836,329	**(789,084)**	**47,245**
Restricted funds			
Bardd Plant Cymru	**10,000**	**(13,328)**	**(3,328)**
Reading Friends	**10,539**	**(16,509)**	**(5,970)**
Roald Dahl 100	**-**	**(1,000)**	**(1,000)**
Bridging the Gap (MIND)	**11,000**	**(4,748)**	**6,252**
Representing Wales (Lottery)	**59,056**	**(23,429)**	**35,627**
	90,595	**(59,014)**	**31,581**
TOTAL FUNDS	**926,924**	**(848,098)**	**78,826**

continued...

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/19 £	Net movement in funds £	At 31/3/20 £
Unrestricted funds			
General fund	203,026	51,894	254,920
Glyn Jones Bequest	57,280	(16,659)	40,621
John Tripp Fund	6,580	(2,000)	4,580
Tŷ Newydd Bursaries	4,078	(2,156)	1,922
Fran Wen Fund	-	1,500	1,500
Tŷ Newydd Digital Courses	-	2,000	2,000
National Dance Fund	-	2,000	2,000
	270,964	36,579	307,543
Restricted funds			
Bardd Plant Cymru	7,501	(1,324)	6,177
Dylan Day	662	-	662
Llen Pawb / Lit Reach	9,916	(8,162)	1,754
Reading Friends	5,087	2,403	7,491
Rhys Davies Trust	3,684	-	3,684
Roald Dahl 100	8,814	(1,814)	7,000
Weird & Wonderful Wales	3,532	(2,389)	1,142
Capital Development Fund	870,000	-	870,000
Jan Mark Bursary	5,870	-	5,870
Judi Thwaite Bursary	500	-	500
Literature & Health	14,328	-	14,328
Young Peoples Laureate	1,350	(1,350)	-
	931,244	(12,636)	918,608
TOTAL FUNDS	1,202,208	23,943	1,226,151

continued...

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,106,991	(1,055,097)	51,894
Glyn Jones Bequest	13,341	(30,000)	(16,659)
John Tripp Fund	-	(2,000)	(2,000)
Tŷ Newydd Bursaries	369	(2,525)	(2,156)
Fran Wen Fund	1,500	-	1,500
Tŷ Newydd Digital Courses	2,000	-	2,000
National Dance Fund	2,000	-	2,000
	1,126,201	(1,089,622)	36,579
Restricted funds			
Bardd Plant Cymru	11,530	(12,854)	(1,324)
Llen Pawb / Lit Reach	13,300	(21,462)	(8,162)
Reading Friends	25,295	(22,892)	2,403
Roald Dahl 100	-	(1,814)	(1,814)
Weird & Wonderful Wales	4,250	(6,639)	(2,389)
Young Peoples Laureate	3,741	(5,091)	(1,350)
	58,116	(70,752)	(12,636)
TOTAL FUNDS	1,184,317	(1,160,374)	23,943

continued...

20. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/19 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	203,026	86,642	(71,030)	218,638
Glyn Jones Bequest	57,280	(3,998)	-	53,282
John Tripp Fund	6,580	(2,000)	-	4,580
Tŷ Newydd Bursaries	4,078	(1,820)	-	2,258
Legacy Fund	-	-	16,030	16,030
Pilot Activity Fund	-	-	20,000	20,000
Representing Wales - Aftercare	-	5,000	-	5,000
Tŷ Newydd Buildings	-	-	20,000	20,000
Tŷ Newydd Capital Reserve	-	-	15,000	15,000
	270,964	83,824	-	354,788
Restricted funds				
Bardd Plant Cymru	7,501	(4,652)	-	2,849
Dylan Day	662	-	-	662
Llen Pawb / Lit Reach	9,916	(8,162)	-	1,754
Reading Friends	5,087	(3,567)	-	1,520
Rhys Davies Trust	3,684	-	-	3,684
Roald Dahl 100	8,814	(2,814)	-	6,000
Weird & Wonderful Wales	3,532	(2,389)	-	1,143
Capital Development Fund	870,000	-	-	870,000
Jan Mark Bursary	5,870	-	-	5,870
Judi Thwaite Bursary	500	-	-	500
Literature & Health	14,328	-	-	14,328
Young Peoples Laureate	1,350	(1,350)	-	-
Bridging the Gap (MIND)	-	6,252	-	6,252
Representing Wales (Lottery)	-	35,627	-	35,627
	931,244	18,945	-	950,189
TOTAL FUNDS	1,202,208	102,769	-	1,304,977

continued...

20. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,925,323	(1,838,681)	86,642
Glyn Jones Bequest	26,002	(30,000)	(3,998)
John Tripp Fund	-	(2,000)	(2,000)
Tŷ Newydd Bursaries	705	(2,525)	(1,820)
Fran Wen Fund	1,500	(1,500)	-
Tŷ Newydd Digital Courses	2,000	(2,000)	-
National Dance Fund	2,000	(2,000)	-
Representing Wales - Aftercare	5,000	-	5,000
	1,962,530	(1,878,706)	83,824
Restricted funds			
Bardd Plant Cymru	21,530	(26,182)	(4,652)
Llen Pawb / Lit Reach	13,300	(21,462)	(8,162)
Reading Friends	35,834	(39,401)	(3,567)
Roald Dahl 100	-	(2,814)	(2,814)
Weird & Wonderful Wales	4,250	(6,639)	(2,389)
Young Peoples Laureate	3,741	(5,091)	(1,350)
Bridging the Gap (MIND)	11,000	(4,748)	6,252
Representing Wales (Lottery)	59,056	(23,429)	35,627
	148,711	(129,766)	18,945
TOTAL FUNDS	2,111,241	(2,008,472)	102,769

RESTRICTED FUNDS

Literature Reach is a programme which provides opportunities for literature to benefit the health and wellbeing of the most disadvantaged and vulnerable individuals in our communities. It is funded by Arts Council Wales and the participating Local Authorities.

Literature and Health includes various grants received for promoting health and wellbeing through literature.

Young People's Laureate includes funds received for international activities for the Laureate. The balance has been allocated to Children's Laureate Wales activity during the year.

Rhys Davies Trust – Literature Wales received a grant from The Rhys Davies Trust for various activities including community workshops in South Wales.

Bardd Plant Cymru – Literature Wales receives annual funding from Welsh Government and S4C towards this project, which is the Welsh-language Children's Post Laureate.

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20. RESTRICTED FUNDS - continued

Capital Development Fund – funded the purchase and substantial improvement works on the freehold properties. The value of the properties reflected in the accounts reflect the market value. The Arts Council of Wales (ACW) has a legal charge over the properties until April 2031. Should the charity sell or change its use of the properties the charity would be required to repay ACW's original investment of £1,010,192.

Jan Mark Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.

Judi Thwaite Bursary offers bursaries towards the costs of attending a course at Tŷ Newydd to applicants meeting the specified criteria.

Reading Friends Funding was provided by the Reading Agency for a befriending project to connect older people and people with dementia by starting conversations through reading.

Roald Dahl 100 funding was provided for specific projects surrounding the Roald Dahl centenary. The remaining balance is to be spend on supporting legacy activities with young people across Wales.

Weird and Wonderful Wales funding was provided for a tour of Wales exploring myths and legends and includes funds received from sales of merchandise that will be earmarked for activities with target clients and communities.

Dylan Day funding was awarded by the Welsh Government to run events in celebration of Dylan Thomas' birth following the centenary in 2014.

Representing Wales – a 12 month professional writer development programme for writers of colour launched in 2020-21 funded by the Lottery through the Arts Council of Wales. The programme aims to support a cohort of 12 writers in developing their professional career as a writer.

Bridging the Gap – Funding from Newport Mind through Comic Relief to provide support to young people with mental health conditions.

DESIGNATED FUNDS

The income funds of the charity include the following funds which have been set aside out of restricted funds by the trustees for specific purposes:

Glyn Jones Bequest – A legacy was bequeathed to Literature Wales with the purpose of supporting new writers and creating a meeting place for writers. This fund is allocated to developments at the Glyn Jones Centre in the Wales Millennium Centre;

John Tripp Fund – A reserve set aside to assist writer development; and

Tŷ Newydd Bursaries – A reserve set aside to assist writer development.

Representing Wales – Aftercare – A designated fund created to support the 2021 cohort of Representing Wales once the programme comes to an end.

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20. DESIGNATED FUNDS - continued

Tŷ Newydd Buildings – in order to ring-fence funds to respond to unforeseen repairs or maintenance costs as well as large scale conservation or renovation work at Tŷ Newydd. This is not for ongoing or planned maintenance or repair work, or for work which may be covered by an insurance claim.

Tŷ Newydd Capital Development – Combined with the Capital Development Reserve (Restricted Fund), Directors aim to hold sufficient funds to meet the requirements to repay the ACW grant awarded to develop Tŷ Newydd in 2005, should it default on any of the conditions of the Legal Charge or Grant Agreement. This agreement comes to an end on 3 April 2031, after which any funds remaining will be transferred to General Unrestricted Reserves.

Pilot Activity Fund – to allow LW to pilot new activity and partnership in a low risk manner. Directors have created a new fund which will allow staff to pursue new opportunities and continue to extend the organisation's reach.

Legacy Fund – to allow LW to extend activity or support partner organisations in taking ownership of projects.

21. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the income and expenditure account in respect of defined contribution schemes was £18,469 (2020 - £12,725).

22. RELATED PARTY DISCLOSURES

Details of trustee remuneration and benefits are disclosed in note 13.

23. COMPANY STATUS

The organisation is a company limited by guarantee. The guarantors are the trustees as set out on page 43.
The liability is limited to an amount of £1 per member in accordance with the organisation's Memorandum of Association.