

Culture, Communications, Welsh Language, Sport and International Relations Committee: Consultation on The Challenges Facing the Creative Industry Workforce in Wales

A response to the committees' additional questions from the Arts Council of Wales

- The case study (or studies) regarding support of autism project(s)

Here are some examples of our projects supporting autism in Wales:

Aubergine Café

Cardiff based Aubergine Café received funding through our 'Sharing Together' scheme. The fund supports ideas which encourage the creation of new networks, and which strengthen existing networking opportunities. The organisation facilitated the creation of a network for autistic creatives in Wales with a view towards setting up an integrated online platform where autistic freelancers and small businesses can market their work, connect with audiences and collaborate with their peers in a supported environment that is accessible for neurodivergent users.

Head 4 Arts

One of our most established and successful community arts organisations Head 4 Arts covers the local authority areas of Torfaen, Blaenau Gwent and Caerphilly and much of the work they deliver is with and for young people who face a range of challenges and barriers. They have delivered projects both in and out of schools that have had marked impacts on the lives of these young people. Head 4 Arts have links with Dewis Cymru which is a health and wellbeing partner and online resource supporting wellbeing across Wales.

William Mathias Music Centre, Caernarfon

In 2003 it came to the attention of the William Mathias Music Centre, based in Caernarfon that there was a lack of learning for people with Learning Disabilities and/or Autism to participate in music in the community once a night in the week.

Canfod y Gân/Discover the Song

In 2018 the Centre applied to the Spirit 2012 Home Trust - [Spirit of 2012](#) for funding from the 'Music Challenge Fund' which was open to applicants from 4 specific areas of Britain (including North Wales). The centre was chosen as one of 4 organisations (the only one from Wales) to receive funding to carry out a 3-year project, which gave people with a Learning Disability or/and Autism the opportunity to participate equally in music with people without a disability, improving mental health and well-being and changing the 'perception' of disability.

As a result of receiving £198,000 from "Spirit of 2012" the Centre developed their scheme "Canfod y Gân/Discover the Song" ([here](#)) in partnership with a health partner (Gwynedd Learning Disabilities Team) . The project is inspired by "Doniau Cudd/Hidden Talents" supported by ACW. As a result of the funding it was possible to appoint a part-time Project Manager and establish 3 groups across Gwynedd - Pwllheli, Felinheli and Harlech. The Learning Disability Team refers individuals to the project. Several members have mental health needs as well as Learning Disability and/or Autism.

Performing in public is also an important part of this plan. The groups have performed at the National Eisteddfod, the Hijinx Unity Festival and a number of community events where the centre has invited local groups and choirs to perform with the groups. There were also several virtual performances during Covid-19 such as this original song written over Zoom by the members ([here](#))

One of the successes of the project is that the William Mathias Music Centre has been able to recruit and mentor new Tutors to work in the field and centre now has no less than 6 tutors who confidently lead integrated sessions which enables the work to be developed in the future.

STAND Gogledd Cymru

The William Mathias Music Centre has also established a new partnership with [STAND North Wales](#). One of William Mathias Music Centre's Music Stages tutors will provide music STAND sessions for under 5s, monthly and will hold music days in Denbighshire during the School holidays.

The William Mathias Music Centre is also a partner in "Bwthyn Sonig" with Ty Cerdd, [Bwthyn Sonig](#), and is currently finding out how it can help musicians with Learning Disabilities and/or Autism to have a career in music.

The William Mathias Music Centre also notes importantly - that a few members of "Doniau Cudd/Hidden Talents" and "Canfod y Gân/Discover the Song" have been approved to take an instrumental one to one and have developed the confidence to join Community Music groups.

Oriel Mostyn, Llandudno

Since 2016, Oriel Mostyn has collaborated with CIC's Making Sense agencies and others, with the "Immersive Spaces" holding group sessions with young people - those who leave school, and adults with multiple learning disabilities and Autism. The provision, creates a stimulating creative environment and provides a one to one source that will dedicate to continue providing, learning and exploring through the senses. Running the initial Pilot [project](#) was very successful in MOSTYN in Llandudno. There is an impact with bilingual young people and adults, and Disability Art Cymru, to offer a sensory, stimulation and creative experience, which is related to the cultural culture.

- Data regarding diversity and inclusion in the creative industries, collected every six months from supported organisations.

We do not collect data on the Creative Industries but rather on the Arts Sector that we fund. Our portfolio companies have an obligation to report on a 6 monthly cycle on a variety of factors. The following selection of data is for 2021/2022 and reflects elements of both Lottery Funded projects and Portfolio organisations.

National Lottery Projects by activity

<i>Protected Characteristic Group</i>	Number of Awards	Total Value of Grant	% of all awards	% value of all awards
<i>Culturally and Ethnically Diverse People</i>	107	£4,419,239	28.9	29.5
<i>Children & Young People</i>	95	£4,885,339	25.7	32.6
<i>Older People</i>	45	£1,569,309	12.2	10.5
<i>D/deaf or Disabled People</i>	109	£4,577,096	29.5	30.5
<i>People who are pregnant or on Maternity Leave</i>	12	£172,004	3.2	1.1
<i>People who have undergone or are undergoing gender reassignment</i>	12	£178,947	3.2	1.2

National Lottery Individuals

14% of all individual grants went to Culturally and Ethnically Diverse artists

29% of all individual grants went to Gay, Lesbian or Bisexual artists.

25% of all individual grants went to D/deaf or Disabled artists.

National Lottery - Organisations

Number of awards by diversity of boards of management

	Number of Awards	% of all Awards	Total Grant Amount	Average Grant Amount
<i>Culturally and Ethnically Diverse people</i>	25	9.5	£1,179,508	£47,180
<i>D/deaf or Disabled Led Organisations</i>	27	10.3	£1,583,841	£58,661
<i>LGBT Led Organisations</i>	18	6.8	£843,610	£46,867
<i>Older Person Led Organisations</i>	4	1.5	£130,055	£32,514

Arts Portfolio Wales Organisations

Employment

	2019/20	2020/21	2021/22	% Change (20/21 - 21/22)	% of overall employees 2019/20	% of overall employees 2020/21	% of overall employees 2021/22
Total number of Employees	2058	1743	1934	11 -	-	-	-
Total number of D/deaf or disabled employees	103	86	119	38.4	5	4.9	6.2
Total number of Culturally and Ethnically Diverse employees	91	96	139	44.8	4.4	5.5	7.2
Total Lesbian, Gay or Bisexual people	199	194	243	25.3	9.7	11.1	12.6
Total Older People	409	463	473	2.2	19.9	26.6	24.5
Total Young People	345	189	317	67.7	16.8	10.8	16.4
Total People with specific religious beliefs	318	220	248	12.7	15.5	12.6	12.8
Total Women who are pregnant or on maternity leave	43	39	39	0	2.1	2.2	2
Total Transgender people	*	*	24	*	*	*	1.2

Arts Portfolio Wales Organisations

Boards of Management

	2019/20	2020/21	2021/22	% Change	% of overall Boards of Management 2019/20	% of overall Boards of Management 2020/21	% of overall Boards of Management 2021/22
Total number on Boards of Management	445	484	456	-5.8	-	-	-
Total number of D/deaf or disabled People on Boards of Management	23	29	37	27.6	5.2	6.0	8.1
Total number of Culturally and Ethnically Diverse People on Boards of Management	38	52	65	25	8.5	10.7	14.3
Total Lesbian, Gay or Bisexual People on Boards of Management	32	57	69	21.1	7.2	11.8	15.1
Total Older People on Boards of Management	236	262	244	-6.9	53.0	54.1	53.5
Total number of People on Boards of Management with specific religious beliefs	82	91	90	-1.1	18.4	18.8	19.7
Total number on Boards of Management who are pregnant or on maternity leave	0	6	9	50	0	1.2	2.0
Total Transgender People on Boards of Management	*	*	*	*	*	*	*
Total Young People on Boards of Management	17	13	14	7.7	3.8	2.7	3.1