

Well-being Goals and their application to the work of HR – a snapshot

The Arts Council of Wales' (Arts Council) corporate priorities are the promotion of equalities and strengthening the capability and resilience of the arts. To deliver these priorities, the Arts Council must work more effectively, collaborating more imaginatively with partners.

The well-being goals of the Act are reflected in these corporate priorities and delivery strategy.

A prosperous Wales, and a Wales of cohesive communities

An innovative, productive and low carbon society, uses resources efficiently and proportionately, develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.



83.5% of Arts Council staff are employed on permanent contracts. Of the 16.5% of staff employed on fixed term contracts, 50% are employed on the Creative Learning programme and as such their continued employment is subject to Welsh Government funding.

The Arts Council supports and encourages staff to seek learning and development opportunities such as internal and external secondments, and through informal and formal training.

Since the start of the Covid-19 pandemic, staff have been working mainly at home or other locations away from the Arts Council offices. It is likely that the Arts Council will continue with a hybrid way of working, with staff able to split their working time between an Arts Council office and any other location. This has and will continue to positively impact the Arts Council's carbon footprint and support a positive work and life balance.



A more equal Wales



Enabling people to fulfil their potential no matter what their background or circumstances (including their socio economic circumstances). Poverty remains a key challenge for current and future generations. Groups with protected characteristics are still disadvantaged in many areas of life including work, participation, education and health.

The Arts Council recognises the value of a diverse workforce, representative of the people of Wales. Achieving this has proved challenging, but HR will continue to work with the Agent for Change to review the recruitment process; placing adverts on targeted forums is not enough, there needs to be a radical change.

The Arts Council is working on apprenticeship schemes and the Kickstart Scheme. The Kickstart Scheme provides funding to create new jobs for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment. We have identified a role to assist our Agent for Change for a period of 6 months.

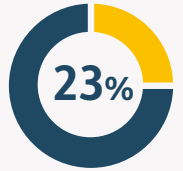
A Wales of vibrant culture and thriving Welsh language



Promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, sports and recreation. A target of a million Welsh speakers by 2050. A need to integrate culture and language with other objectives.

The Arts Council encourages all staff to learn Welsh or improve their existing Welsh language skills. It fully funds all Welsh language training and provides paid time off for training that falls within normal working hours.

In the 2021/22 academic year, **23%** of Arts Council staff commenced or resumed a Welsh Language course ranging from Entry Level to Advanced.



A healthier Wales

People's physical and mental well-being is maximised and choices and behaviours that benefit future health are understood.

The Arts Council:

- offers an Employee Assistance Programme which is free for all staff;
- has a Staff Well-being Group where members have been trained to provide Mental Health First aid for staff;
- offers access to the Civil Service Sports Club and health cash-back scheme;
- supports staff who are absent due to sickness by providing 6 months full pay followed by 6 months half pay;
- pays for staff to have an annual flu vaccine;
- will be introducing a Cycle to Work Scheme in 2022.

