

## Evaluation report for charitable-funded requests over £10,000

Please complete this form to tell us about the impact that your charitable funded application has had. We're keen to understand how this funding has made a difference to our patients and service users, their families, carers and Hywel Dda staff.

Please read the guidelines available at [Charities - Home \(sharepoint.com\)](https://sharepoint.com).

Please direct any questions to [CharitableFundsFinance.HDd@wales.nhs.uk](mailto:CharitableFundsFinance.HDd@wales.nhs.uk) / 01267 283055 / 01827 1655.

<b>Section 1: Applicant</b>	
<b>Lead applicant:</b>	
Contact name:	Kathryn Lambert
Job title:	Head of Arts and Health
Department/Service:	Arts and Health
Directorate:	Nursing, Quality and Patient Experience
<b>Lead director:</b>	
Contact name:	Louise O'Connor
Job title:	Assistant Director (Legal and Patient Support) Complaints
<b>Section 2: Application summary</b>	
2.1 Title of application:	Creative Activities for Staff Wellbeing – Arts in Health
2.2 Application reference:	Not applicable
2.3 Date approved by CFSC/CFC:	26 September 2023
2.4 Value of funding approved:	£35,000
2.5 Project start date:	8 December 2023
2.6 Project end date/estimated completion date:	Original completion date was September 2025. However, an extension was agreed by the CFC on 18 March 2025 Agreed new completion date: 31 December 2026.
<b>Reporting period:</b>	
<b>2.7 Please indicate the period this evaluation report relates to?</b>	
Mid-term:	<input checked="" type="checkbox"/> End of funding: <input type="checkbox"/>
<b>2.8 Brief description of your application:</b>	
In no more than 50 words please tell us what you received approval of charitable funds for.	
To deliver a minimum of 50 creative activities for staff wellbeing reaching over 2000 members of Hywel Dda University Health Board (HDdUHB) staff over two years to improve staff wellbeing inspiring better patient care.	
<b>Section 3: Evaluation report</b>	

### 3.1 Key achievements:

Please tell us about what has been achieved as a result of the funding awarded and to what extent the aims and objectives (as set out in the application form) have been achieved.

Since December 2023, Hywel Dda Arts and Health Team has successfully run a diverse, accessible and high quality programme of regular creative activities for staff wellbeing, with 1456 attendances by staff, that has shown that the arts have an important role to play in improving staff wellbeing, staff retention and healthy working cultures.

Since December 2023, Hywel Dda Staff have had access to a 190 hours of gentle (non medical) creative activities as follows:

#### 1. Wide Reach and Engagement

- **1456 staff attendances across more than 100 creative activities for staff wellbeing sessions.**
- Activities delivered both **online and in-person** across HDdUHB.
- Activities have taken place over lunchtimes, week days and weekends

#### 2. Diverse and accessible and high-quality sessions:

- Included **singing, storytelling, dance, visual art, weaving, collage, felting, theatre, creative writing, nature-based animation, and recycled art.**
- Sessions tailored to different staff groups following requests from services, including Welsh Learning and Speaking Staff Group, Wellbeing Champions, Diversity and Inclusion Team, Complaints Team, and Personal Assistants (PA's) to Executive Team etc.
- Some Welsh language sessions, presentations to the RespectAbility Staff Workforce, online, on demand and in person sessions to broaden accessibility
- Worked with professional artists and local and national arts partners.

#### 3. Popular Sessions

##### Creative Collective Online Sessions:

- **Singing and breathing with Welsh National Opera:** ten sessions, 68 attendances.
- **Storytelling with People Speak Up and Ceri John Phillips:** six sessions, 43 attendances.
- **Creative Writing with Kerry Steed:** six sessions, 43 attendances.
- **Hospital Rooms visual art sessions:** five sessions, 25 attendances.
- **Dance for Wellbeing:** seven sessions, 38 attendances.
- **Arts Appreciation with Aberystwyth Arts Centre:** six sessions, 86 attendances.

##### Bespoke projects for staff included:

- **The Coming to Our Senses Project – A Creative Mindfulness Programme with Theatr Cynefin:** seven sessions, ten attending
- **Notes for New Year – A Songwriting Project for staff wellbeing with Live Music Now.**

##### A range of arts activities at Staff Wellbeing Days and for Staff Teams.

#### 4. Cost-Effective Delivery

- Many sessions have been delivered at **low or no cost**, through strong partnerships with arts organisations.
- High-quality engagement has been achieved with modest budgets (e.g., £100–£600 per activity).

#### 5. Cultural and Language Inclusion

- Bilingual and Welsh-language sessions (e.g. Cwtsh Cymraeg, Oriol Odl).
- Activities have been designed to support Welsh learners and celebrate Welsh culture.

## 6. Staff-Led and Collaborative

- Some sessions led by staff themselves (e.g. nature-based animation).
- Collaboration with local artists, arts centres, and national organisations.

## Summary of Findings – Creative Activities for Staff Wellbeing Feedback

The Creative activities for staff wellbeing Feedback Forms have received overwhelmingly positive feedback from 72 staff across various professional groups and locations, who have participated in the online Creative Collective programme, this represents 11.25% of staff attending the regular sessions. Of these, over 90% of participants strongly agreed that the sessions were beneficial for their wellbeing, improved their mood, and were well-planned and of high quality. Many described the sessions as uplifting, refreshing, and a welcome break from routine, with storytelling, singing, breathing exercises, and visual arts cited as particularly impactful.

A further 35 members of staff have indicated that they would be happy to join a small focus group about the benefits of arts and health on staff wellbeing.

Participating staff appreciated the inclusive and engaging facilitators, the bilingual offerings, and the opportunity to explore new creative experiences. Memorable moments included laughter, emotional release, and a sense of connection with colleagues. Several respondents noted the value of having sessions during lunch breaks and expressed interest in attending future activities.

Suggestions for improvement included offering longer sessions, recording workshops for later access, and expanding the variety of activities (e.g. dance, weekend retreats). A significant number expressed willingness to support impact evaluation through focus groups or wellbeing scales.

- *“calming, grounding, relaxing, enjoyable.”*
- *“I thought it was brilliant. In terms of my well-being, I feel the benefits because it lifted me out of the fast-paced stress of work for 30 mins & allowed my brain to switch to relaxed and creative mode.”*
- *“Good to use the 30 min lunchtime break for something so engaging, relaxing and off-work topic, it felt like a real break.”*
- *“Something completely new and simple and easy to replicate.. and quick!”*
- *“there was a lovely blend of looking at art, the reasons why it is so beneficial and having a doodle. A lovely session and it helped me feel calmer in a busy day. A great way to spend my lunch time. looking forward to joining again next week”*
- *“Facilitator sets the tone for the group and was lovely and welcoming; kind and lovely to listen to.”*

*100% of staff who have completed the surveys have said that they either agree or strongly agree with the following statements:*

- *The session was beneficial for my wellbeing*
- *My mood has improved after the session*
- *I am interested in what else you have to offer and keen to attend another creative session.*
- *I was happy with the session and found it well planned and good quality*
- *It was something different that I haven't tried before.*
- *I would recommend taking part to another colleague*

Our creative activities for staff wellbeing programme have also afforded staff to experience, feel and understand the benefits of engaging with the arts for wellbeing which we believe helps staff to motivate and inspire their patients to try the arts for wellbeing as well.

**Key Themes from Question 8 “What was the most memorable thing you will take away from this session? Responses**

**1. Emotional Uplift and Joy**

- Many participants described feelings of **joy, smiling, laughter, and emotional release**.
- Phrases like “feeling of joy during the entire session”, “couldn’t stop smiling”, and “pure joy and upliftment” were common.

**2. Connection and Shared Experience**

- Several responses highlighted the **sense of togetherness, team bonding, and shared creativity**.
- Examples include “everyone enjoying together and helping each other out” and “the joy of sharing”.

**3. Creative Discovery and Inspiration**

- Participants valued learning something **new**, such as **zentangles, abstract art, or storytelling techniques**.
- Memorable takeaways included “creating something arty”, “exploring new creative opportunities”, and “inspired to create”.

**4. Personal Reflection and Mindfulness**

- Sessions prompted **self-reflection, calmness, and mental clarity**.
- Comments included “space & calm – quietened my mind”, “time to pause and time for self”, and “restored me away from the busyness”.

**5. Cultural and Linguistic Enrichment**

- Bilingual and Welsh-language elements were appreciated, with mentions of “history of language” and “hearing Welsh in full illustrative context”.

**Programme Model**

The original budget model was designed with a blend of regular activities across two years punctuated with larger projects for all staff. However, an extension was granted in March 2025 due to resource challenges that has extended the project over a three year period with the budget being sufficient to allow this to happen. Consequently, we have approval from the Charitable Funds Committee to extend the programme until September 2026.

**Budget:**

To date we have spent £10,846.99 on the programme with a plan in place to spend the remaining £24,153.01 by December 2026 which we have outlined in Section 3.7 Other below and Budget Section 4:1.

<b>We said we would deliver</b>	<b>We did</b>
Promote choice, offering a wide range of activities in different artforms, on different days at different times by different artists, makers, musicians, writers and arts partners.	<p>We have offered creative activities using a wide range of different artforms (singing, songwriting, weaving, card making, storytelling etc), at a range of different days and times (lunchtimes and weekends) and have worked with 26 individual creative practitioners so far.</p> <p><i>“a time to pause and time for self.”</i></p> <p><i>“Today’s session built on last week’s session. It was fun and made me smile. I feel refreshed afterwards. A lovely way to spend my lunch break!”</i></p>

	<p><i>It enabled me to overcome my inhibitions and doubts regarding my singing voice and I joined in with exuberance. I felt it was thought provoking on another level from my normal daily work.</i></p> <p><i>I enjoyed the Length of session and time to reflect.</i></p>
<p>Deliver a vibrant, regular, accessible and effective creative activities for staff wellbeing programme to capitalise on the power of the arts to help to improve staff wellbeing</p>	<p>We have delivered over 100 creative activities for staff wellbeing sessions both <b>online and in-person</b> across HDdUHB and feedback is showing that this has had a positive impact on those who have taken part.</p> <p><i>“very calming and peaceful to watch and listen to”</i></p> <p><i>“I thought it was brilliant. In terms of my well-being, I feel the benefits because it lifted me out of the fast-paced stress of work for 30 mins &amp; allowed my brain to switch to relaxed and creative mode.”</i></p> <p><i>“I enjoyed “The happiness of the participants.”</i></p> <p><i>“I liked the way my mind just went off on a tangent with no constraints.. it felt like freedom”</i></p>
<p>Work with artists - providing a wide range of creative activities to do together, on your own, in your team led by professional artists, makers, writers, musicians, dancers and singers etc at different times and days to suit different needs.</p>	<p>Our programme reflects the diverse range of artforms and artists with opportunities for staff to take part in on their own or as part of a team.</p> <p><i>“There was a lovely blend of looking at art, the reasons why it is so beneficial and having a doodle. A lovely session and it helped me feel calmer in a busy day. A great way to spend my lunch time. Looking forward to joining again next week.”</i></p> <p><i>“The delivery was perfect. Becoming aware of local artists I hadn't heard of.”</i></p> <p><i>“Ceri is a really engaging story teller, his stories made me laugh/smile &amp; set me up for the rest of the day”</i></p>
<p>Collaborate with Workforce and Organisational Development (W&amp;OD) and Staff Psychological Wellbeing (SPWB) colleagues, other staff teams and staff networks to ensure provision of/access to a wide range of choices of appropriate, safe,</p>	<p>We have worked closely with the SPWB service, having met monthly and liaised with them on the delivery of projects. We have signposted staff to the Staff Wellbeing Gateway and staff have been signposted to the Arts and Health Service. We supported the SPWB led Withybush Willow Garden</p>

<p>high quality, kind and compassionate creative opportunities for staff</p>	<p>opening by commissioning a Willow Artist to create a sculpture with staff.</p> <p><i>“The presenter was instantly engaging and I really enjoyed the session and didn't feel as self-conscious as I thought I may have before the session.”</i></p> <p><i>“Facilitator sets the tone for the group and was lovely and welcoming; kind and lovely to listen to.”</i></p>
<p>Design the programme based on the 6 Ways to Wellbeing Model</p>	<p>We found it difficult to stick to this format and on further engagement with staff and our Creative Activities for staff wellbeing team we promoted the activities differently.</p>
<p>Evaluate the impact of the programme on staff and patient care.</p>	<p>We are still trying to develop a suitable evaluation model that helps evidence this link.</p> <p><i>“Offers an opportunity to stop, breathe and reflect from a typical chaotic / hectic / busy day. To return to work with more clarity.”</i></p>

### 3.2 Impact:

Please focus on the positive changes or effects that have taken place as a result of the funding awarded and to what extent the anticipated benefits (as set out in the application form) have been achieved.

#### Impact

Feedback from online forms completed by 72 staff attending the regular programme revealed overwhelmingly positive feedback regarding the creative activities for staff wellbeing programme and its influence on staff wellbeing.

Separate feedback forms and evaluation reports have been prepared for bespoke projects.

The funding awarded has had a demonstrable and positive impact across HDdUHB, achieving almost all the anticipated benefits outlined in the original application. These are listed below with examples of how they are being met through the activities:

<p>Improve staff wellbeing through the provision of a vibrant, diverse and accessible programme of creative activities as a key and unique component of HDdUHB's wide range of services and resources available in HDdUHB to support staff health and wellbeing</p>	<p><b>Diversity of artforms:</b> The programme includes singing, storytelling, visual arts, dance, theatre, creative writing, nature-based animation, recycled art, and mindfulness.</p> <p><b>Accessibility:</b> Delivered both <b>online and in-person</b> across all counties (Carmarthenshire, Ceredigion, Pembrokeshire), with bilingual and Welsh-language sessions (e.g. <i>Cwtsh Cymraeg, Oriel Odl</i>).</p> <p><b>Volume:</b> Over <b>100 sessions</b> and <b>1,456 staff attendances</b> across departments and roles.</p> <p><b>Inclusivity:</b> Open to all staff, with tailored sessions for specific teams (e.g. Complaints, Legal, Inclusion, Outreach).</p>
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	<p><i>“I think that that's just helped me immensely to feel more at peace.”</i></p> <p><i>“It was really lovely to see the whole team enjoying, it was fun and really did make you feel relaxed and stop thinking about work/outside commitments”</i></p> <p><i>“It allowed me to be in the woodland while I was sat at my desk.”</i></p>
<p>Improve patient care – by enabling staff to ‘feel good and function well’ – ensuring the best outcomes for our patients.</p>	<p>Staff feedback consistently highlights <b>improved mood, emotional uplift, and mental clarity</b> after sessions.</p> <p>Activities such as <b>singing and breathing</b> and <b>creative writing</b> helped staff feel <b>energised, refreshed, and more present</b>—key factors in delivering compassionate care.</p> <p><i>“Space &amp; calm (quietened my mind) Restored me away from the "busyness”</i></p> <p><i>“I couldn't stop smiling afterwards”</i></p> <p><i>“feeling positive and energised”</i></p> <p><i>“lifted my mood and kept me feeling positive for quite a while after his sessions.”</i></p>
<p>Contribute to staff retention &amp; cultural change across HDdUHB whereby staff have ‘more good days at work’ and are encouraged to bring their whole selves to work (including their creativity).</p>	<p>Staff described sessions as giving them “<b>more good days at work</b>”, with memorable moments including <b>joy, laughter, and team bonding</b>. Creative sessions encouraged staff to bring their <b>whole selves</b>, including their creativity, to work—supporting a more human-centred workplace culture.</p> <p>I enjoyed “Being able to relax, use my imagination.”</p> <p>I enjoyed “<i>Drawing lichen and taking time to think about the adaptability to change</i>”</p> <p><i>“Everyone enjoying together and helping each other out”</i></p> <p><i>How I giggled as the stories were being told and how nice it felt to have some light relief</i></p>
<p>Help HDdUHB to achieve a culture change in self-care, healthy break taking and supporting staff in building new habits and creative coping skills.</p>	<p>Lunchtime sessions and short formats (30–45 mins) enabled staff to take <b>meaningful breaks</b>. Activities like <b>mindful art, gratitude journaling, and nature-based animation</b> fostered <b>new habits and coping strategies</b>.</p>

	<p>Staff reported feeling <b>calmer, more grounded, and mentally restored.</b></p> <p><i>Good to use the 30 minute lunchtime break for something so engaging, relaxing and off-work topic, it felt like a real break.</i></p> <p><i>Just half an hour out of a busy day is so worthwhile.</i></p> <p><i>Good to have a break in the middle of the working day, to breathe</i></p> <p><i>Ceri is a wonderful story teller and the 30 mins is perfect for enjoying the tales whilst taking my lunch break</i></p> <p><i>loved the storytelling. I am still using the gratitude journaling ideas.</i></p> <p><i>“inspired to create.”</i></p>
<p>Demonstrate that HDdUHB cares, listens to and acts in the best interests of it’s staff and staff welfare (using a ‘you said, we did’ model)</p>	<p>The programme responded to staff feedback via the <b>“Tell Us What You Want” survey</b> and adapted offerings accordingly. Bilingual sessions and flexible formats were introduced based on staff preferences. Staff comments reflect appreciation for being <b>heard, valued, and supported.</b></p> <p><i>it brought out my honest thoughts due to the confidentiality, I feel I was allowed to be me.</i></p> <p><i>“I found the Welsh sessions with translation into English and the bilingual sessions especially interesting. I am not bilingual but really enjoy hearing things expressed bilingually as it gives more depth to the experience and I feel it benefits my well-being.”</i></p> <p><i>I can't attend the English session, so it was nice that the Welsh one was offered at a time that suits me.</i></p>
<p>Support HDdUHB in its vision to achieve a ‘Healthier Mid and West Wales’ by demonstrating/showcasing an approach to Living Well – empowering HDdUHB staff to take personal responsibility for their own health and wellbeing and delivering on our strategic objective to 1) Putting people at the heart of everything we do</p>	<p>The programme showcases a <b>Living Well</b> approach by empowering staff to take <b>personal responsibility</b> for their wellbeing. It aligns with the strategic objective of <b>“Putting people at the heart of everything we do”</b>, by prioritising staff wellbeing as a foundation for system-wide health improvement.</p> <p><i>“You've given me some tools to make a difference in my life and it is making a difference. Yeah, I think I needed this because I want to change my life. So thank you.”</i></p> <p><i>I enjoyed “The feeling of joy during the entire session.”</i></p>

*Something completely new and simple and easy to replicate.. and quick!*

*Going away and reading more stories and sharing these with my family.*

**The Coming to Our Senses** pilot, was part of a national Creative Mindfulness Project for NHS Wales staff, was evaluated separately by Centre for Health Economics and Medicines Evaluation (CHEME) Bangor University who conducted a Social Return on Investment analysis on the project.

Their Findings showed:

**Wellbeing outcomes:**

82% improved their Short Warwick-Edinburgh Mental Wellbeing Scale (SWEMWBS) score; mean scores rose from 22.9 to 26.3.

Economic valuation:

**SWEMWBS:** £1,890 value per respondent; Social Return on Investment (SROI) = £9.19:£1. Social Value Bank: £7,316 value per respondent; SROI = £34.40:£1.

**Secondary impacts:** modest reductions in health service use (£9.41 saved per participant) and productivity gains (£79.10 saved per participant).

**Acceptability:** 97% would recommend to colleagues; qualitative data highlighted improved coping strategies, confidence, and professional functioning.

**3.3 Beneficiaries:**

Please tell us how many people have benefited as a result of the funding awarded and how you have determined these numbers. Beneficiaries may include patients, service users, patient families/carers, and staff.

1456 staff attendances from staff right across the Health Board.

Healthcare Staff in all four acute hospitals, Aberaeron Integrated Care Centre, Glien House, Tregaron Hospital have been reached.

Teams have included – Legal and Incidents, Personal Assistant Teams, Community Development Outreach Team, Welsh Language and Learners, Wellbeing Champions, Social Prescribers and Community Connectors, Partnership and Inclusion Team

Open access provision has attracted – 62% Admin and Clerical, 18% Allied Health Professionals, 10% Nurses and Clinical Support Workers, 8% Professional, Scientific and Technical.

Staff based in Carmarthenshire have been the most likely to engage with 55% taking part in the online activities.

Demographically, the majority identified as White British women aged 45–54, with a notable proportion reporting caring responsibilities or health conditions. 20% of those feeding back consider themselves disabled. The feedback highlights the strong potential of arts-based interventions to enhance staff wellbeing and foster a supportive workplace culture.

Although we cannot directly link improved staff wellbeing to patient care in this project. We can say that staff reported feeling **calmer, more grounded, and mentally restored following sessions.**

This links to evidence from BMJ Quality & Safety (2024) that “ *Time for a rebalance: psychological and emotional well-being in the healthcare workforce as the foundation for patient safety*”

- Highlights that poor staff wellbeing is directly linked to **higher sickness rates, presenteeism, and reduced patient safety**.
- NHS analysis estimates that improving staff wellbeing could save **£500 million annually** by reducing sickness absence.
- Emphasises that **psychological wellbeing is foundational to safe and effective patient care**.

### 3.4 Evaluation methods:

Please tell us what methods you have used to measure the effectiveness of the funding awarded.

The Arts and Health Team has been using a mixed methods approach to measure the effectiveness of the funding awarded. However, evaluation for this programme has been very challenging due to the lack of Administrative Support, no independent externally funded evaluator and the short and sporadic nature of engagement that staff have to the programme.

We have begun to tackle these challenges by appointing a new part time member of staff, securing a larger portion of the budget from Hywel Dda Health Charities (HDdHC) for evaluation and will establish a Staff Focus Group in the New Year.

We have outlined changes to our Evaluation Model in the Adaptations below.

#### What we have done so far:

- 72 participating staff members have completed the online Form which gives us valuable insight into what staff think, want and who they are.
- Trialled the Short Warwickshire Wellbeing Scale however we found it was not well suited to the nature of engagement and Warwickshire University introduced a charge for the tool.
- Undertook and supported bespoke Evaluations for creative staff wellbeing projects within the provision – for example the Coming To Our Senses Programme of Creative Mindfulness was part of a national project evaluated by Centre for Health Economics and Medicines Evaluation (Bangor University).

### 3.5 Lessons learnt:

Please tell us what lessons have been learnt from the delivery of your funded project in terms of what went well and not so well. Did you have to adapt your delivery, or did you face any unforeseen challenges? If so, how did you adapt or overcome any challenges? Will any lessons be shared with colleagues across the organisation?

#### What went well:

Our Creative activities for staff wellbeing programme have been going well due to:

- findings from the initial survey with staff which has helped us shape the programme to suit the needs and preferences of staff
- need to offer alternative ways to support staff wellbeing across the organisation and the fact that arts provision fulfils a gap that no other service is providing our staff
- our high profile for arts and health
- the high levels of interest in the new and fast growing area of arts and health and the growing evidence base that shows that the arts have a key role to play in improving health and wellbeing
- the wide variety of art forms and opportunities to explore and offer staff
- the opportunity to pilot and therefore experiment and innovate to genuinely find out what suits Hywel Dda staff most and what works best

- the high quality of provision, by working with a range of professional artists and creative practitioners in a safe and compassionate way

What went not so well	Adaptations/ How we are addressing this for 2026?
Administratively heavy programme, with a lack of staff capacity in the Arts and Health Team and ongoing sickness within the Administrative role.	<ul style="list-style-type: none"> <li>We have now appointed a part time Arts and Health Project Manager and part time Administrator who can support the delivery of this project.</li> <li>We have also secured an extension of the project completion date, from September 2025 to December 2026, from the Charitable Funds Committee.</li> <li>We have inducted both posts who are now able to deliver on the programme for 2026.</li> <li>We made plans for the remaining provision.</li> </ul>
All staff have different preferences, needs and working patterns - Identifying the best day, time and platform to reach most staff is challenging	We have been moving around our provision to meet the needs of different people over time. We have developed a programme which offers online, on demand and in person activities to suit the different needs of staff.
HDdUHBWide accessibility - The scale of the geography of HDdUHB – designing a programme that is accessible to all staff wherever you are in West Wales is complex and time consuming	We will continue to offer our online Creative Collective programme throughout 2026 which offers staff regular creative activities for their wellbeing from wherever they are in HDdUHB. We have also developed a series of projects for 2026 (see 3.7) which have been designed to be engaged with on demand and in person to support accessibility and engagement.
Lack of physical space for in person activities	'Hywels quilt' is our approach to a joined up in person project, we have identified a lead to undertake an audit of physical spaces across HDdUHB, for activities to take place and will run a creative activities for staff in person programme, whereby all staff take part in the creation of one artwork.
Staff having time and/or permission to engage.	We will promote the reasons why it is important for staff to make time to engage in the provision. We will design schemes as accessibly as we can. We will work with Workforce Teams to find a way to include the request for staff to make time for self care in their Performance Appraisal and Development Review Policy (PADR).
Logistical challenges of running activities on hospital grounds	We are working with a wider Public Health Team to help remove barriers to delivering activities on hospital grounds.
No Staff Wellbeing Working Group	We understand that a Staff Wellbeing Working Group has been agreed and will be established. We will represent the Creative Activities for Staff Wellbeing on that group which will enable us to dovetail future provision with priorities.
Vacancy for Head of Staff Psychological Wellbeing	We have been meeting monthly with our Head of Staff Psychological Wellbeing and will continue to work with the team and wider staff support

	<p>departments and networks to deliver the forthcoming programme.</p>
<p>Communications – Early on in this provision the staff global email was removed from our communications tools. This contributed to a temporary reduction in attendance, and we think this may be in part due to the overloaded communications landscape in Viva, which makes it hard to stand out.</p>	<p>We have just launched a new Arts and Health Community on Viva Engage, which we hope will be our one stop shop for everything staff need to know about Arts and Health. We will work hard to build a vibrant and engaged community, that will help us to promote our creative activities for staff wellbeing programme to staff. We have also used the closed staff Facebook group, but we understand that is being closed soon.</p>
<p>Evaluation has been complex for this project. Difficulties in measuring impact on staff sickness and retention and impact on patient care.</p>	<ul style="list-style-type: none"> <li>• We have secured approval to allocate more funds to evaluation</li> <li>• We have improved our Evaluation Model to help us measure the impact of this programme.</li> <li>• We will establish a Staff Focus Group to help us to measure and capture the impact of this work. 30+ staff have now expressed an interest in joining this group.</li> <li>• We will focus on staff stories as a key element of evaluation for this project.</li> <li>• We would like to use the evaluation budget to commission a film maker to work with staff to tell the story of the impact of the project. We feel strongly that this creative approach to evaluation will help us to advocate, share the story of staff and help promote the benefits of creativity to wellbeing to our staff.</li> <li>• We will increase our artist fee for Creative Collection sessions to allow for more time for artist to provide feedback to better capture their feedback and observations.</li> <li>• Staff sickness and retention – We will work with our Workforce and Occupational Health (OH) team to understand how we can measure our impact of this work.</li> <li>• Impact on patient care – We understand there is a link between improved staff wellbeing linking to improved patient care. We will continue to measure staff wellbeing.</li> <li>• Change in habits - We will add in a question to understand personal changes made: Will you undertake /and personal actions for yourselves or colleagues following engagement?</li> <li>• We will design and introduce a short wellbeing check in and out, to be completed at the beginning and end of each session.</li> <li>• We will ensure we have a creative wellbeing check for our Staff Wellbeing Days, where findings are currently limited.</li> </ul>

Reaching all staff across the HDdUHB	We will reach out into remaining healthcare settings such as Amman Valley Hospital, Llandovery Community Hospital, Cardigan Integrated Care Community (ICC), various Mental Health Learning and Development (MHL) settings, South Pembrokeshire Hospital etc.
Reaching frontline healthcare staff remains challenging.	We will consider a new focus for 2026 and either target the groups not yet engaged, or groups HDdUHB reports as having the greatest sickness or workplace stress levels depending on guidance provided by the Staff Wellbeing Working Group.

**3.6 Exit strategy (for revenue expenditure requests):**

Please tell us if, and how, the funded project will continue or has continued beyond the end of the time-limited period of charitable funding. If this project will not continue, please tell us how the project will or has been brought to a close.

Our intention is to submit a repeat application for funding in 2026 to continue the programme, and work will be undertaken with Workforce & Organisational Development to ensure alignment with organisational strategies and priorities relating to staff welfare and wellbeing.

We are also developing new concepts and exploring opportunities that bring together staff wellbeing, art and nature connectedness through innovative schemes of work.

**3.7 Other:**

Please provide any other relevant information about your funding award and its delivery that you would like to share with us.

**Our plans to allocate the remaining funding during 2026 are as follows:**

**Creative Collective: (£7200)**

We will continue our regular online creative activities for staff wellbeing. Our online workshops have now been running for nearly four years. This regular online provision remains essential in the programme to enable staff to be able to access the creative programme from anywhere within the health board. It is a safe and welcoming space that we seek to continue to support and nurture. The regular nature of this provision supports the development of new creative habits and healthy break taking. This amount will cover the cost of 42 sessions.

**Through Our Lense: (£1500)**

A creative wellbeing initiative inviting healthcare staff at HDdUHB to submit original, local, nature-based photography to be displayed on digital screens in Emergency Departments (EDs) across HDdUHB. The project aims to help transform ED environments into a more welcoming and calming space for staff and patients alike, while celebrating the creative perspectives and talents of staff members, and encouraging them to participate in a creative activity for their wellbeing.

**Hywel's Quilt: (£6500)**

Through Welsh-language artist led workshops and the HDdUHB Arts and Health Team — hosted in staff canteens across HDdUHB sites in the run-up to the Eisteddfod — participants will reimagine discarded materials using textile techniques, such as weaving, stitching, and

patternmaking. This project will showcase the skill and creativity of HDdUHB staff, supporting connection, stress relief, and a sense of pride in shared achievement. The project will celebrate Welsh language and textile heritage and turn what was once NHS waste into a cultural centrepiece. By combining tradition with sustainability, HDdUHB staff will create a visually and culturally significant artwork for the Eisteddfod and HDUHB. We hope to provide the collective artwork with a permanent home, with the new Picton Terrace Building already being suggested.

**Coming To Our Senses: (£3000)**

Coming to Our Senses is an innovative Creative Mindfulness course led by Theatre Cynefin, integrating applied theatre, mindfulness, and flow psychology to support NHS staff wellbeing across Wales. After one successful pilot phase in HDdUHB, we will scale up the provision by offering two series of the programme over the next 12 months, if partnership funding from the Arts Council of Wales allows. The course will be co-facilitated by creative practitioners under supervisions and evaluated independently by the Centre for Health Economics and Medicines Evaluation (Bangor University).

**Staff Wellbeing Days: (£1300)**

**Bespoke/Accessibility Responsive Fund: (£1850)**

We will reserve some funds to be able to respond to ideas and access needs from staff, to ensure that we can still offer a tailored response to staff needs.

**Evaluation (£4000)**

We will commission a film maker to tell the story of the creative activities for staff wellbeing programme. We will capture staff stories alongside sharing quotes from staff and our findings from this project, in order to share our findings. We believe this will be the best way to spend our evaluation budget on this project. A film can capture hearts and minds, can be a creative approach to evaluation, provide a case study story for the project and help us to promote creative coping skills to all staff in a creative, accessible and inspiring way.

**Section 4: Expenditure**

**4.1 Expenditure breakdown:**

Please provide a breakdown of all expenditure associated with the funding awarded that has been incurred to date.

<b>Item/Category</b>	<b>Budget (£)</b>	<b>Actual (£)</b>	<b>% Variance <i>budget vs actual</i></b>
Regular Artist and Musician Fees and Materials 2023 – 2025 for 105 sessions (averaging £108 per session)£13,501	£13,501	£8510.62	-37%
Bespoke projects to offer staff and teams	£5000	£1000	-80%
Evaluation	£2000	0	-100%
<b>Totals</b>	£20,501	£9510.62	-54%

**4.2 Outstanding expenditure:**

For mid-term evaluation reports, please provide a summary of outstanding expenditure and discuss whether predicted future expenditure is on track:

**Actual: 2023-2025**

£9510.62 equivalent to circa £100 per session, as some sessions have been freely available, so we have been able to spread the funding further.

**Planned:** 2025-2026

Creative Collective - £7200 (42 sessions)

Through Our Lense: £1500 (three x artist talks and three in person workshops) plus travel

Hywel's Quilt: £6500 (ten workshops plus creation of artwork)

Coming To Our Senses: £3000 (two x eight week programmes = 16 workshops)

Wellbeing Days £500

Live Music: £800 (five performances)

Contingency Fund (Resource Development) - £1850

Pop Up Banner for staff wellbeing days £140

Evaluation £4000

To spend: £25,500

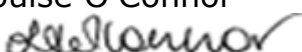
**Total:** £35,000

## Section 5: Authorisation

### 5.1 Evaluation report prepared by:

Contact name:	Job title:	Date:
Kathryn Lambert	Head of Arts and Health	12/05/25

### 5.2 Evaluation report authorised by:

Contact name:	Job title:	Date authorised:
Louise O'Connor 	Assistant Director Legal and Patient Support	19/11/2025

## For Charitable Funds Finance Department

### Finance review:

I confirm that I have reviewed this report and that the expenditure incurred to date is an accurate reflection of the project spend.

Contact name:	Job title:	Date reviewed:
Tracy Davies	Deputy Head of Financial Accounting	<b>27/11/2025</b>

**Please return completed form via email to:**

[CharitableFundsFinance.HDd@wales.nhs.uk](mailto:CharitableFundsFinance.HDd@wales.nhs.uk)

**or via internal mail to:**

Charitable Funds Support Officer

Finance Department

Ty Gorwel, Building 14

St David's Park, Job's Well Road

Carmarthen SA31 3BB