

**PWYLLGOR CRONFA ELUSENNOL
CHARITABLE FUNDS COMMITTEE**

DYDDIAD Y CYFARFOD: DATE OF MEETING:	18 March 2025
TEITL YR ADRODDIAD: TITLE OF REPORT:	Update on the Arts and Health Capacity Building and Creative Activities for Staff Wellbeing projects
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Sharon Daniel, Interim Director of Nursing, Quality and Patient Experience
SWYDDOG ADRODD: REPORTING OFFICER:	Kathryn Lambert, Head of Arts and Health and Louise O'Connor, Assistant Director (Legal and Patient Support)

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Ar Gyfer Penderfyniad/For Decision

ADRODDIAD SCAA

SBAR REPORT

Sefyllfa / Situation

Due to a set of special circumstances and a delay in securing approval to go out to advert for the role of Arts and Health Project Manager, we are one year behind in two of our charitably funded projects.

We are therefore seeking approval to extend the duration of our two charitably funded Arts and Health Projects:

1. Arts and Health Capacity Building Programme (originally due for completion in 2028 but requesting to extend until 2029).
2. Creative Activities for Staff Wellbeing Programme (originally due for completion in 2025 but requesting to extend until 2026).

By extending the term of each grant we will have longer to reach and benefit more patients and staff with our arts and health programme.

There is no request for additional funding, all activities will be delivered within the value of the original funds approved.

Cefndir / Background

1. Arts and Health Capacity Building Programme

In March 2024, the Charitable Funds Committee (CFC) approved funding of £198,065 over four years from 2024/25 to 2027/28 for a Capacity Building Programme for Arts and Health, to deliver upon the promises set out in our Arts and Health Charter which was approved by the Hywel Dda Board of Directors in January 2024 and launched publicly in May 2024. The funding was made available to part fund a new Arts and Health Project Manager within the Arts and Health team and for a £25,000 per year arts programme budget to benefit our patients.

2. Creative Activities for Staff Wellbeing Programme

In September 2023, the CFC approved funding of £35,000 over two years from December 2023 - December 2025 for a programme of creative activities for staff wellbeing.

Asesiad / Assessment

1. Arts and Health Capacity Building Programme

Due to a set of challenging circumstances within the Arts and Health Team and a delay in appointing the new Arts and Health Project Manager role, the post is currently being interviewed, with the intention to commence in Spring 2025 to take the work programme forwards.

Revised timeline

We are therefore seeking approval to extend the duration of this programme (originally due for completion in 2028) until 2029.

We are asking to spread the same amount of funding across five (rather than four) years with 2024/25 becoming Year zero of the delivery of our Arts and Health Charter.

Revised budget

There is no request for additional funding, all activities will be delivered within the value of the original funds approved.

The revised budget below, to reflect the additional year's activity, includes:

- 2024/25 becoming year zero
- A reconfiguration of years three and four spread more evenly
- First two years of the funding from the Arts Council of Wales is now confirmed
- Revised figures due to inclusion of 5.5% NHS pay increase
- We have split our £25,000 per year budget over the first two years of the capacity building programme year zero and year one.

Income	Year 0 2024/25	Year 1 2025/26	Year 2 2026/27	Year 3 2027/28	Year 4 2028/29	Totals
Charitable Funds	£5,400	£42,773	£52,303	£54,160	£43,429	£198,065
Arts Council of Wales	£0	£25,000	£25,000	£25,000	£25,000	£100,000
External funding	£0	£2,609	£61	£2,891	£16,211	£21,772
Sub Total	£0	£70,382	£77,364	£82,051	£83,640	£319,837

Expenditure	Year 0	Year 1	Year 2	Year 3	Year 4	Total
	2024/25	2025/26	2026/27	2027/28	2028/29	
Arts and Health PM (B6)	£0	£48,742	£50,204	£54,651	£57,000	£209,597
Travel	£0	£2,040	£2,160	£2,400	£2,640	£9,240
Activities budget for patients	£5,400	£19,600	£25,000	£25,000	£25,000	£100,000
Sub Total	£5,400	£70,382	£77,364	£82,051	£83,640	£319,837

Notable achievements during 2024/25

Our Arts and Health Team continue to work in partnership with healthcare teams right across the health board bringing art into healthcare for the benefit of our patients and staff. We have live music taking place in our Intensive Care Unit (ICU) settings, art and singing with our in patients with Dementia. This funding has provided us with the opportunity to do the following:

- **Gypsy and Traveller Project** – Working with our Community Development Outreach Team we have used the arts to tackle health inequality by delivering an arts programme for Gypsy and Traveller communities in Pembrokeshire and Carmarthenshire to improve relations, build trust and understanding, tackle misinformation and share health messages. *"For the first time, I felt that professionals genuinely cared about our experiences and wanted to understand our needs.*
- **Arts Boost 3** – Working with our Specialist Child and Adolescent Mental Health Services (SCAMHS) Team we have continued to improve Mental Health and Wellbeing in Young People with mild to moderate mental health needs known to the service. *"This is the only place I look forward to going to, Everyone is so nice its so nice to be around people who understand me because my parents don't always understand, they don't understand what it's like to not want to be alive but here I feel like I can talk about anything" YP*
- **Stepping In Project** – We have been a key partner in a national pilot project led by Wales Arts, Health and Wellbeing Network to diversify the artist workforce for arts and health across Wales by hosting a lesbian, gay, bisexual, transgender, queer, plus other sexual orientations and gender identities (LGBTQ+) artist. Find out more here: [Stepping In | Camu i Mewn | Wales Arts Health & Well-being Network](#)
- **Hywel Dda Arts Referral Pathway (HARP)** – We have secured funding to pilot a new co-created, sustainable, measurable and integrated arts referral pathway for adults and will be working with three GP surgeries, one in each county in 2025.
- **Evidence** - We have already begun to demonstrate the impact of Arts and Health on patient, staff and community wellbeing. We are working closely with our TriTech Institute, Research and Innovation and Value Based Healthcare colleagues to establish an Evaluation Plan for Arts and Health.
- **Leverage of other 2024/25** - Funding from Hywel Dda Charities is being used to lever in other sums of money into the health board to deliver Arts and Health. We have spent £5400 of the first £25,000 per annum for programme activity in 2024/25, which has already levered in £42,604 funds from other sources. A return of investment of £7.80 for every £1 spent.

2) Creative Activities for Staff Wellbeing:

Our Arts and Health team have successfully been running a regular programme of creative activities for our staff, which has reached over 1000 members of staff over the last 12 months. However, without the Arts and Health Project Manager and due to a series of special circumstances within the Arts and Health Staff team we have not had the capacity to run the full programme. This means we have only spent £6,019.50 in 2024 and still have £28,980.50 to spend.

Revised Timeline

We are writing to request a one year extension on the funding until December 2026.

Revised Budget:

There is no request for additional funding, all activities will be delivered within the value of the original funds approved.

The original budget model was designed with regular activities across two years punctuated with two annual larger projects for all staff. However, due to the challenges in the Arts and Health team, and the low capacity as a result of not being able to appoint the Arts and Health Project Manager Role, we have yet to run the larger projects. When the new appointment is made, this will free up our team's time to concentrate on the development and delivery of the projects.

The remaining funds of £28,980.50 will be split across the two years 2025/26 and 2026/27 at £14,490 per annum. Due to lessons learnt in 2024/25 we will allocate more towards valuation by allocating a further £2000 to match the original £2000 budget for evaluation. This would give us £4000 which would offer us a more meaningful budget for an Evaluation Brief.

	2023/24	2025	2026	Totals
Regular Artist and Musician Fees and Materials	£6019.50	£7481.50	£7500	£21,019.50
Bespoke projects to offer staff and teams	0	£5000	£5000	£10,000
Evaluation	0	£2000	£2000	£4000
Sub Totals	£6019.50			£35,000

Notable achievements:

Since December 2023, HDdUHBS staff have had access to a wide range of 70+ gentle creative activities with over 1000 members of staff taking part. Staff have been able to take part in singing, live music, visual arts and crafts, storytelling, songwriting, creative mindfulness, storytelling and more in a range of different contexts.

We regularly share information via our bimonthly Creative Collective newsletter which now has a membership of over 300 healthcare staff.

Some key highlights have included:

- Creative Collective – regular, drop in online activities across a wide range of artforms at different times and days to suit different staff needs and interests.

- Songwriting with Live Music Now
- Singing with Welsh National Opera in English and Welsh
- Arts appreciation with Aberystwyth Arts Centre
- Storytelling with People Speak Up
- Weaving with Carmarthen Art School Students
- Seated dance with Arts Care Gofal Celf
- A six week programme of in person Creative Mindfulness sessions with Theatr Cynefin at Small World Theatre
- Arts activities at Staff Wellbeing Days in Prince Philip Hospital (PPH), Glangwili Hospital (GGH), Bronglais Hospital (BGH), Withybush Hospital WGH, Tregaron Community Hospital, Glien House, Canolfan Rheidol and Aberaeron Integrated Care Centre
- Arts activities for healthcare teams such as Social Prescribing Community of Practice and Partnership and Inclusion Team.

All feedback has been positive, with staff taking part from a wide range of professional groups and geographies.

- *“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.” (JW)*
- *“I’ve not had a good couple weeks and this half an hour slot is the time I take for me, it makes me feel better being artistic and creating with others and I always look forward to joining. It works!”*
- *“I slept better after that than I have done in ages”*
- *“It was such a lovely session and I feel calmer already See you next time”*

Argymhelliad / Recommendation

To consider and **APPROVE** the request to extend the duration of both charitably funded projects and to **NOTE** the achievements to date.

Amcanion: (rhaid cwblhau)	
Objectives: (must be completed)	
Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	4.20 The following thresholds are approved in the Charitable Funds Procedure: "Expenditure less than £10,000 shall only need approval by the nominated fund manager. All expenditure in excess of £10,000 and up to £50,000 will require the approval of the Charitable Funds Sub-Committee. Expenditure in excess of £50,000 will require the approval of the Charitable Funds Committee. Expenditure over £100,000 will require the approval of the Corporate Trustee".
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not Applicable.
Parthau Ansawdd:	7. All apply

Domains of Quality Quality and Engagement Act (sharepoint.com)	
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	6. All Apply
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Cynllunio Planning Objectives	All Planning Objectives Apply
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022	9. All HDdUHB Well-being Objectives apply

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	<p>The Arts and Health work is built on a growing body of evidence which shows the benefits of the arts in healthcare.</p> <p>Hywel Dda have commissioned a film for health professionals which tells this story here: https://heiw.nhs.wales/news/the-benefits-of-art-in-healthcare/</p> <p>There is a growing body of local, national and global evidence.</p>
Rhestr Termiau: Glossary of Terms:	Contained within the body of the report.
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Cronfa Elusennol: Parties / Committees consulted prior to Charitable Funds Committee:	Hywel Dda University Health Board Arts and Health Steering Group Co-production - Working with a wide range of staff and artists and the Arts Council of Wales.

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	These funds have already been approved to support the delivery of two agreed CFC funded programmes. The funds remain the same we are just asking to extend the term of the grant.

Ansawdd / Gofal Claf: Quality / Patient Care:	Patient experience will be enhanced as a result of the programme, with overall care improved based on the accepted evidence base, that demonstrates the arts have a powerful role to play in preventing ill-health, improving wellbeing, treating ill-health, helping people to live well with illness, promoting healing and recovery and encouraging healthy behaviours.
Gweithlu: Workforce:	Staff wellbeing will be improved through the access to creative activities that enable staff to have 'more good days at work' and to encourage staff to bring their whole selves to work (including their creativity).
Risg: Risk:	A risk assessment will be undertaken to ensure that any potential risks are mitigated before the establishment of the project and lessons learnt from the pilot programmes. Project Teams are established to ensure the management of risk throughout.
Cyfreithiol: Legal:	Not applicable.
Enw Da: Reputational:	Not applicable - as the programme directly benefits patients and NHS staff there is no likelihood of public or patient opposition.
Gyfrinachedd: Privacy:	<p>We will follow HDdUHB Privacy Policy to ensure that we protect all data and identities at all times.</p> <p>We will not share any data with any external agencies without express permission.</p> <p>We will always ensure that we gain consent from all involved for any photography/video or documentation and feedback.</p>
Cydraddoldeb: Equality:	The programme will ensure that access is appropriate and equitable for all, through working closely with HDdUHB Diversity and Inclusion Team and Staff Networks.