

Easy Read



Working together for culture

A guide for public bodies working with cultural freelancers

February 2026

How to use this document



This is an Easy Read version of: **Working together for Culture: A guide for public bodies working with cultural freelancers**



You might need help to read it. Ask someone you know to help you.



Where the document says **we**, it means the **Future Generations Commissioner for Wales**. For more information contact:

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Hawdd ei Ddeall Cymru
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About this guide



We made this guide for **public bodies**.



Public bodies are organisations that provide government services. For example:

- Local councils
- Health boards
- Fire and rescue services
- Natural Resources Wales
- Transport for Wales
- Sport Wales





The aim of this guide is to help public bodies work well with **cultural freelancers**.



A **cultural freelancer** is someone who works in areas like:

- Art
- Music
- Theatre
- Digital media – anything like text, images and video viewed online.
- Design



Freelancers work on different projects for different organisations.

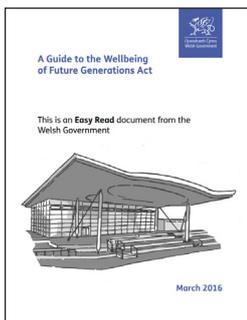
This guide is to help public bodies:



- Have good partnerships with cultural freelancers.



- Include freelancers more in projects. Including in planning and decision-making.



This guide follows the [Well-being of Future Generations \(Wales\) Act 2015](#).



This is a law that says public bodies must think about how their plans and decisions impact people now and in the future.

About cultural freelancers



A freelancer is someone who is self-employed. They find their own work and manage themselves.



They work for different organisations on projects.



A cultural freelancer is a freelancer who works in areas like:

- Art
- Music
- Theatre
- Digital media
- Design.



Freelancers often work alone or in small teams.

Cultural freelancers can help public bodies by sharing:



- Creative skills – finding new ways to solve problems and do tasks.



- New ideas.



- Cultural knowledge – understanding things like our shared traditions, history language and beliefs

Cultural freelancers also support the Welsh Government's goals for having:



- A vibrant culture – where people understand and celebrate the shared things we enjoy.



- 1 million Welsh speakers by 2050.

Cultural freelancers help in many ways, for example:



- **Art** – Creating art that everyone can see, enjoy, and take part in.



- **Community** – Running events and meetings.



- **Advice** – Helping with planning, fundraising, and policies.



- **Learning** – Leading workshops and training.



- **Digital** – Making websites, apps, and different types of online content.



- **Inclusion** – Making sure everyone can take part.



- **Public spaces** – Adding art and design to places.



- **Health** – Using creativity to support well-being.

Working together

4 key principles



Here are 4 key principles to help public bodies and cultural freelancers work well together.



Principles are rules, ideas or beliefs that guide us.



1. Be open and respectful – Talk clearly and build trust.



2. Fair pay and hiring – Pay freelancers fairly and hire them fairly.



3. Work as partners – Involve freelancers in planning and projects. Work together over time.



4. Long-term support – Offer long term support and training.

Public bodies should:



- Involve freelancers in designing and delivering services.



- Provide training to support their work.



- Value their work and what they offer.



- Work with unions and support groups to make sure work is fair and includes everyone. A union is a group of workers who help people get fair pay, good working conditions, and support at work.

Freelancers should:



- Share their experience and skills.



- Support fair work.



- Share knowledge.



- Work with communities.

What freelancers need



Fair Pay – Paid clearly on time, with funding support.



Recognition – Included in decisions and policies.



Good working conditions – Having clear instructions, fair contracts, and teamwork.



Resources – Workspaces, tools, and training.



Inclusion – Flexible work and support for all different types of people.



By meeting these needs, you can help freelancers deal with the challenges of being a freelance worker.



It also helps make a stronger workforce.

How public bodies should work with freelancers on projects



- Use flexible contracts. For example contracts that let freelancers choose working hours that best suit them and the work.



- Work together on bids – applications for money to fund new projects.



- Share ideas and ownership of projects.



- Set clear goals, provide enough resources, and allow flexible timelines.



- Check and review projects.

Welsh language and culture



The Welsh language is important to our culture. It should be used in creative work and public services.



Everyone should be able to use the Welsh language.



This guide encourages freelancers and communities to use Welsh. It supports all skill levels and builds confidence.



This supports the Arts Council of Wales' goal. They want Welsh to be used for creativity, learning, and giving people more opportunities.

Examples of good work

Artist in Service – Rhondda Cynon Taff



2 local artists worked with the council and communities for 8 months.



They used local knowledge and creativity.



The programme focused on fair pay, clear communication, flexibility, and long-term partnerships.

Creative Nature Programme – Natural Resources Wales



This programme connects people with nature, culture, and climate issues.



It helps communities that are often left out.



Freelancers play a key role in planning and delivering the work.

Creativity in Healthcare – Hywel Dda Health Board



The Health Board works with the Arts Council to bring creativity into healthcare.



An Arts and Health Team helps improve services, spaces, and experiences for staff and patients.