



Stepping In Camu i Mewn



Evaluator Brief: Stepping In#2

Budget: £3,000

Commissioning organisation: WAHWN (Wales Arts, Health & Wellbeing Network)

Period of work: April – December 2026

1. Background

'Stepping In', funded by Arts Council Wales and the Baring Foundation, is WAHWN's flagship training, mentoring and experiential learning programme supporting underrepresented practitioners to 'step in' to the arts, health and wellbeing field. It is specifically aimed at practitioners with lived experience of mental health; Welsh language practitioners and those from global majority; LGBTQ; D/deaf/disabled backgrounds, responding to the lack of diversity within the arts and health creative workforce.

Working with our partners – Betsi Cadwaladr University Health Board, Pontio, Theatr Cymru, Denbighshire Leisure Ltd and Fran Wen, we will support 12 creative

practitioners through a weeklong training week; mentoring support; placement on a live project and full wrap around wellbeing support.

WAHWN is seeking an external evaluator to capture the impact of this phase of the programme and help shape learning that supports practice development both within WAHWN and across the wider sector.

2. Purpose of the Evaluation

The evaluator will lead a developmental evaluation that answers:

A. What difference did Stepping In make to participants?

- Skills, confidence, learning, and practice development
- Changes in wellbeing, sense of connection, or professional direction
- What participants gained that they could not have gained elsewhere
- Unexpected or emerging outcomes, positive or negative

B. What difference did Stepping In make for delivery partners?

- Impacts for health board leaders, arts partners, organisations and hosts
- Strengthening of cross-sector relationships
- What worked well in partnership dynamics and what could be improved
- How Stepping In supports or aligns with organisational priorities

C. What is the wider impact for WAHWN and the sector?

- Learning that strengthens WAHWN's strategic role
- Contribution to evidence for arts-health practice in Wales
- Influence on networks, policy conversations, capacity building, and future development
- Recommendations for future iterations of Stepping In

3. Required Approach

We are looking for an **evaluator** who can work collaboratively throughout the delivery period.

The evaluator will:

- Propose a clear but proportionate **evaluation approach and methodology** suitable for a £3k budget.
- Use a mixed-methods approach (qualitative focus, light-touch quantitative where helpful)
- Co-design realistic data collection tools (e.g., short surveys, reflective questions, semi-structured interviews, participant stories, creative/visual methods if appropriate)
- Build in **peer-reflection sessions** across the period:
 - At least 2–3 sessions with WAHWN team, creative practitioners, and partners
 - Space to discuss *what's working, what's challenging, what could be improved*.
 - Sessions act as ongoing sense-making, not just reporting.

Suggested evaluation elements:

- Baseline capture of intentions/needs at programme start.
- Mid-point peer-reflection session.
- Collection of participant and partner case examples / stories of change
- Final reflection session to review themes and shape recommendations.
- Final succinct evaluation report (no more than 10 pages)

4. Deliverables

1. **Evaluation plan & methodology** (April 2026)
 - Approach, tools, timeline, ethical considerations.

2. Ongoing data collection & analysis

- Engagement with participants and partners

3. Peer-reflection sessions

- Facilitation + summary notes

4. Final Evaluation Report (Dec 2026) including:

- Key findings: participant impact, partner impact, sector impact
- What worked / what could be improved?
- Practical recommendations for next steps
- Evidence of change (qualitative + light-touch quantitative)
- Short summary / infographic or visual summary (optional but welcomed)

5. Skills & Experience Required

Essential

- Fluent Welsh speaker
- Ability to work collaboratively with a diverse range of partners and practitioners.
- Understanding of cultural policy or wellbeing-related contexts in Wales
- Experience of evaluating multi-partner programmes
- Experience of arts and health or participatory evaluation
- Strong synthesis and concise reporting skills

Desirable

- Experience in facilitating reflective learning spaces.

5. Budget and Timeline

- **£3,000 total** inclusive of preparation, delivery, travel, and reporting
- Work takes place **April – December 2026**

- Final report due **by mid-December 2026**

6. How to Apply

Please send a short proposal (2–3 pages or equivalent) outlining:

- Your proposed **approach and methodology**
- Relevant experience
- How you will work collaboratively with WAHWN & partners
- Breakdown of time/costs
- Any examples of previous work (links acceptable)

Deadline for applications: - **12 noon, 31st March 2026**

Send applications to Angela Rogers, CEO, WAHWN info@wahwn.cymru



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About WAHWN

Established in 2013, WAHWN (Wales Arts Health & Wellbeing Network) is the national sector support body for arts, health and wellbeing in Wales. Our work is underpinned by key legislation and drivers, including the Wellbeing of Future Generations Act 2015, and a Memorandum of Understanding between the Welsh NHS Confederation and Arts Council Wales. Our rapidly expanding membership of over 1200 arts and health professionals, represents the arts, health and HE sectors working across the full range of art form practice in health, arts and other community settings. WAHWN is proud of its central role within a growing number of key partnership initiatives and our position to provide a national voice for the sector at a strategic level, demonstrating best practice of existing policy implementation and influencing new policies.

<https://wahwn.cymru>