PEAK CYMRU

Strategic Plan Summary • Cynllun strategol • Strategic Plan

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Introduction
Cyflwyniad

Melissa Appleton
Co-Director,
Peak Cymru

Peak Cymru is an organisation founded and led by women across its thirty-year history. It began as a series of outdoor gatherings in a field near Llanbedr – a space for creative learning for children and young people – and found a permanent home at Peak's *Yr Hen Ysgol** site in the early 2000's. Peak's beginnings as a space without walls, rooted to the land, is a through-line in the organisation's work to support young people, artists and rural communities. In developing our 2024-27 Strategic Plan we've tried to reflect this sense of an organisation working beyond walls, often on mountainsides, caves and on waterways, but also to commit to making Peak's sites more open and useful for collaborators and neighbours.

Peak stands in solidarity with artists and young people, particularly those facing the challenges of living and working rurally. Peak's work excites me because the hills, the edges, the countryside, have often been written off in history as the 'flat-land' of the imagination. In a thriving future for all species, surely the people, practices, languages, and imaginations of rural Wales play a vital role.

These pages offer a summary of our 2024-27 Strategic Plan, developed together with Peak colleagues Justine Wheatley (Executive Director 1990-2023) and Louise Hobson (Co-Director), in dialogue with Peak's Associates and our Board of Trustees. Additional advice was received from Elen Roberts (Creative Producer and Arts Consultant), and Charlie Yemm and Charlotte Grayland, two Young People who have worked with Peak over several years.

**Yr Hen Ysgol* – The Old School

Vision, Mission, Aims
Gweledigaeth, Cenhadaeth, Amcanion

Vision

A thriving Wales/world for all species where creative practice is celebrated as part of everyday life.

Gweledigaeth

Cymru/byd lle mae pob rhywogaeth yn ffynnu ac ymarfer creadigol yn cael ei ddathlu fel rhan o fywyd bob dydd.

Mission

We create *amser**, space and resources for Young People, artists, curators, multi-disciplinary practitioners and intergenerational communities to make, experiment and collaborate. We support diverse practices, materials and knowledge systems, rooted in our rural context, exploring *ffyrdd o fyw nawr**.

Cenhadaeth

Rydym yn creu amser, gofod ac adnoddau i Bobl Ifanc, artistiaid, curaduron, ymarferwyr aml-ddisgyblaethol a chymunedau o bob cenhedlaeth i greu, arbrofi a chydweithio. Rydym yn cefnogi ymarfer, deunyddiau a systemau gwybodaeth amrywiol, wedi'u gwreiddio yn ein cyd-destun gwledig, gan archwilio ffyrdd o fyw nawr.

Strategic Aims

- Work with, and for, Young People
- Be a good neighbour
- Support artist, curator + cross-disciplinary research
- Root global conversations in the local
- Celebrate the unique qualities and ecologies of our region
- Build fields* + be a catalyst for change
- Act ecological

Amcanion Strategol

- Gweithio gyda Phobl Ifanc ac er eu lles
- Bod yn gymdogion da
- Cefnogi ymchwil artistig, curadurol + rhyng-ddisgyblaethol
- Gwreiddio sgyrsiau byd-eang yn lleol
- Dathlu rhinweddau ac ecolegau unigryw ein rhanbarth
- Adeiladu meysydd* + a bod yn gatalydd ar gyfer
- creadigrwydd
- Gweithredu'n ecolegol

**amser* – time   **ffyrdd o fyw nawr* – ways to live now

***Field Building:** Growing the field of an area of practice, or intent around an issue...it recognises that you need to be intentional about partnerships and cooperation, that you need multiple ways of influencing change at any one time, and over a long period of time, and that this needs different people and organisations across sectors and disciplines to work together. – Cassie Robinson.

What, Why, How

What we do

Peak Cymru was founded thirty years ago as an experimental creative space for children. Read more about our history here. It has evolved into an organisation which collaborates with Young People, artists and intergenerational *cymunedau** at our two sites in Southeast Wales, a railway station and an old school, and from rural locations such as mountains, caves and canals.

- We celebrate the unique qualities and *ecolegau** of our region including the *Mynyddoedd Duon*, the Welsh Borders and Vale of Usk through Young People's programmes (16 – 30 years), collaborative *ymchwil** and artist residencies.
- We root urgent global conversations in local places and contexts through public conversations, led by artists and young people in dialogue with farmers, geologists, writers, gardeners, system designers and other makers and thinkers.
- We create time, space and resources for Young People, artists, curators, multi-disciplinary practitioners and intergenerational communities to make, experiment and collaborate. We prioritise working across a diverse range of materials and knowledge systems, rooted in the cultures, practices and places of this region and exploring ways to live now.

**cymunedau* – communities **ecolegau* – ecologies
**Mynyddoedd Duon* – Black Mountains **ymchwil* – research

Yr hyn a wnawn

Sylfaenwyd Peak Cymru drideg mlynedd yn ôl fel gofod creadigol arbrofol i blant. Read more about our history here. Mae wedi esblygu'n sefydliad sy'n cydweithio gyda phobl ifanc, artistiaid a chymunedau o bob cenhedlaeth ar draws dau safle yn ne-ddwyrain Cymru; gorsaf drenau a hen ysgol, ac o leoliadau gwledig megis mynyddoedd, ogofâu a chamlesi.

- Rydym yn dathlu rhinweddau ac ecolegau unigryw ein rhanbarth sy'n cynnwys y Mynyddoedd Duon, Ardal y Ffin a Bro Wysg drwy gyfrwng rhaglenni pobl ifanc (16- 30 oed), ymchwil ar y cyd, a phreswylfeydd i artistiaid.
- Rydym yn gwreiddio sgyrsiau byd-eang mewn ardaloedd a chyd-destunau lleol drwy gyfrwng sgyrsiau cyhoeddus, wedi'u harwain gan artistiaid a phobl ifanc ar y cyd â ffermwyr, daearegwyr, llenorion, garddwyr, dylunwyr systemau, ynghyd â gwneuthurwyr a meddylwyr eraill.
- Rydym yn creu amser, gofod ac adnoddau i Bobl Ifanc, artistiaid, curaduron, ymarferwyr aml-ddisgyblaethol a chymunedau o bob cenhedlaeth i greu, arbrofi a chydweithio. Rydym yn cefnogi ymarfer, deunyddiau a systemau gwybodaeth amrywiol, wedi'u gwreiddio yn ein cyd-destun gwledig, gan archwilio ffyrdd o fyw nawr.

How we do it

- We prioritise creating well-paid, supported and flexible working conditions for staff, artists, young people and collaborators we work with. We transfer resources directly to the Young People, offering paid bursaries for time, travel and materials.
- We're committed to actively ensuring equity, access and diversity in our programme and organisational structures, supporting people with diverse backgrounds, lived experiences and identities. We prioritise climate justice for all species and their ecologies.
- *Cofleidiwn y Gymraeg** across our programme, communications and practices with a long-term vision to embrace multilingual ways of working.
- We're committed to building income generation that is sustainable and holistically aligned with our mission and values, from ethical future-facing sources.

Sut y gwnawn yr hyn a wnawn

- Rydym yn blaenoriaethu creu amodau gwaith sy'n talu'n dda, yn gefnogol ac yn hyblyg i'n staff, artistiaid, pobl ifanc a chydweithwyr. Rydym yn trosglwyddo adnoddau'n uniongyrchol at Bobl Ifanc, gan gynnig bwrsariaethau â thâl am eu hamser, eu teithio a'u deunyddiau.
- Rydym yn ymrwymedig i osod cydraddoldeb, mynediad ac amrywiaeth ar waith yn ein rhaglen a'n strwythurau sefydliadol, gan gefnogi pobl â phrofiadau bywyd, cefndiroedd a hunaniaethau amrywiol. Rydym yn blaenoriaethu cyfiawnder hinsawdd i bob rhywogaeth a'u hecolegau.
- Rydym yn cofleidio'r Gymraeg ar draws ein rhaglen, ein gwaith cyfathrebu a'n harferion; ein gweledigaeth hirdymor yw gallu cofleidio ffyrdd amlieithog o weithio.

***Cofleidiwn y Gymraeg** – we embrace the Welsh language

Why we do it

We believe:

Artists build worlds and imagine and manifest new ways to live

Young people are at the forefront of *newid**; they need support, solidarity and empowerment to do the work of the *dyfodol**

multiple ways of thinking, communicating, making and being are needed in a world where all species thrive

Pam y gwnawn yr hyn a wnawn

Credwn fod:

artistiaid yn adeiladu bydoedd ac yn dychmygu a chreu ffyrdd newydd o fyw

pobl ifanc yn arwain newidiadau; mae angen i ni eu cefnogi, eu galluogi a sefyll gyda nhw i ymgymryd â gwaith y dyfodol

angen sawl ffordd o feddwl, cyfathrebu, creu a bodoli mewn byd lle ddylai pob rhywogaeth ffynnu

**newid* – change **dyfodol* – future

Who we work with
Ein cydweithwyr

ARTISTS:
Peak works with *artistiaid**, curators and creative practitioners at all stages of career, especially those at the beginnings of developing their practice. We work with them in community settings; their work is responsive to the distinctive context of bilingual, rural Wales at a time of ecological crisis. Peak, and the wider arts sector, has a duty to ensure fair payment for artistic expertise, administration, meetings, research and production, and to provide opportunities for training, clear organisational structures and support for access, health and wellbeing. A 2023 report into artists' pay and working conditions published by Industria and a-n The Artists Information Company found that artists receive an overall median hourly rate of £2.60 per hour. The median hourly rate falls to £1.88 per hour when focused on the production of artworks and exhibition-making.

Pay Policy

ARTISTIAID:
Mae Peak yn gweithio gydag artistiaid, curaduron a phobl greadigol ar bob cam yn eu gyrfa, yn enwedig y rheiny sy'n dechrau datblygu eu hymarfer. Rydym yn gweithio gyda nhw mewn lleoliadau cymunedol; mae eu gwaith yn ymateb i gyd-destun neilltuol Cymru wledig, ddwyieithog mewn cyfnod o argyfwng ecolegol. Mae gan Peak, a sector y celfyddydau yn ehangach, gyfrifoldeb i sicrhau tâl teg ar gyfer arbenigedd celfyddydol, gweinyddiaeth, cyfarfodydd, ymchwil a chynhyrchu, ac i ddarparu cyfleoedd ar gyfer hyfforddiant, strwythurau rheoli clir a chefnogi iechyd a lles. Canfuwyd mewn adroddiad ymchwil i dâl ac amodau gwaith artistiaid a gyhoeddwyd gan Industria ac a-n y Cwmni Gwybodaeth Artistiaid, fod artistiaid yn derbyn cyflog cyfartalog o £2.60 yr awr. Mae'r gyfradd gyfartalog bob awr yn disgyn i £1.88 wrth edrych ar gynhyrchu gwaith celf a chreu arddangosfeydd. Gweler ein Polisi Talu yma.

Polisi Tâl

**artistiaid* – artists

YOUNG PEOPLE:

"*Nearly a quarter of young people are telling us that they will never recover from the emotional impact of the past two years, highlighting increasing feelings of anxiety, burn out and stress as negatively impacting their wellbeing*." (Johnathan Townsend, Chief Executive, The Prince's Trust).

The Prince's Trust Natwest Youth Index 2022 reflects the stark reality of how the pandemic has affected Young People's mental health 'with 48% experiencing a mental health problem' as well as having a negative impact on their relationships and feelings about the future. These effects are amplified in the rural contexts in which we work. Powys is the largest county in Wales and the most sparsely populated, with the highest out-migration of 15-25 year olds (ONS Census 2021). Specific rural challenges faced by Young People include social isolation, lack of access to services such as public transport, higher education and libraries, unreliable broadband and mobile connectivity. Peak cannot 'gap fill' for this lack of support; however young people tell us that our creative and inclusive social spaces offer acceptance, friendship and open creative outputs and have a positive impact on Young People's wellbeing, skills and careers development. The intersecting forces of covid, the climate crisis and economic precarity underscore that Peak's creative programme needs to 'Work with, and for, *Pobl Ifanc**'

POBL IFANC:

"Mae bron i chwarter o bobl ifanc yn dweud wrthym na fyddant fyth yn dod dros effaith emosiynol y ddwy flynedd diwethaf, gan bwysleisio teimladau cynyddol o orbryder, gorweithio a straen sy'n cyfrannu at effeithio'n negyddol ar eu lles." (Jonathan Townsend, Prif Weithredwr, The Prince's Trust). Mae Indecs Ieuenctid Natwest The Prince's Trust 2022 yn amlygu realiti llwm y modd y mae'r pandemig wedi effeithio iechyd meddwl Pobl Ifanc 'gyda 48% yn profi problem iechyd meddwl' ynghyd ag effeithio'n negyddol ar eu perthnasau a'u teimladau ynglŷn â'r dyfodol. Caiff yr effeithiau hyn eu helaethu o fewn y cyd-destunau gwledig lle'r ydym ni'n gweithio. Powys yw sir mwyaf Cymru, gyda'r boblogaeth fwyaf gwasgaredig, a'r allfudiad mwyaf o bobl ifanc 15-25 oed (Cyfrifiad ONS 2021). Mae heriau penodol sy'n wynebu pobl ifanc mewn ardaloedd gwledig yn cynnwys ynysu cymdeithasol, diffyg mynediad at wasanaethau megis trafnidiaeth gyhoeddus, addysg uwch a llyfrgelloedd, a chysylltiad ffôn symudol a band eang annibynadwy. Ni all Peak 'lenwi bwlch' y diffyg cefnogaeth hwn; fodd bynnag mae pobl ifanc yn dweud wrthym fod ein gofodau cymdeithasol creadigol a chynhwysol yn cynnig cyfeillgarwch, croeso, a chynnyrch creadigol agored, gan ddylanwadu'n gadarnhaol ar eu lles, eu sgiliau a datblygiad eu gyrfaoedd. Mae grymoedd croesdoriadol covid, yr argyfwng hinsawdd a bregusrwydd economaidd yn tanlinellu fod angen i raglen greadigol Peak 'Weithio gyda Phobl Ifanc ac er eu lles'

Pobl Ifanc – Young People

RURAL COMMUNITIES:
Peak works with intergenerational cymunedau *gwledig** in the counties of Powys (the most sparsely populated county in Wales), Monmouthshire and 'post-industrial' Heads of the Valleys where over 50% of land use is non-urban. Research by the Joseph Rowntree Foundation has highlighted the high levels of deprivation in rural areas, where people typically need to spend 10–20% more on everyday living than those in urban areas. The biggest difference is the lack of *mynediad** to public services and transport, social isolation, unaffordable housing and unreliable digital connectivity. Peak is committed to making its sites open, accessible and welcoming spaces for intergenerational communities; the development of a community garden at Yr Hen Ysgol will enhance the site as an everyday resource for residents and neighbours.

CYMUNEDAU GWLEDIG:
Mae Peak yn gweithio gyda chymunedau gwledig a phobl o bob cenhedlaeth yn siroedd Powys (sir mwyaf gwasgaredig Cymru o ran poblogaeth), Sir Fynwy a Blaenau'r Cymoedd diwydiannol lle nad trefol yw dros 50% o'r defnydd tir. Mae ymchwil gan Sefydliad Joseph Rowntree wedi amlygu'r lefelau uchel o dlodi mewn ardaloedd gwledig, lle mae pobl yn gyffredinol yn gorfod gwario 10-20% yn fwy ar gostau byw dyddiol na'r sawl sy'n byw mewn ardaloedd trefol. Y gwahaniaeth mwyaf yw'r diffyg mynediad at wasanaethau a thrafnidiaeth gyhoeddus, ynysu cymdeithasol, tai anfforddiadwy a chysylltiad digidol annibynadwy. Mae Peak yn ymrwymedig i wneud ei safleoedd yn agored, yn hygyrch ac yn groesawgar i gymunedau a phobl o bob oedran; bydd datblygiad gardd gymunedol yn yr Hen Ysgol yn ategu at ddefnydd bob dydd y safle fel adnodd i breswylwyr a chymdogion.

**cymunedau gwledig* – rural communities **mynediad* – access

Where we work
Lleoliad ein gwaith

Where we work

We work with individuals and communities across the county boundaries of Powys, Monmouthshire, Torfaen, Blaenau-Gwent and Merthyr Tydfil, wrapping around the length of the river Usk, from:

Lleoliad ein gwaith

Nid oes gofod celf penodedig tebyg yn y rhanbarth. Rydym yn gweithio gydag unigolion a chymunedau ledled ffiniau siroedd Powys, Sir Fynwy, Torfaen, Blaenau Gwent a Merthyr Tudful, sy'n rhedeg ar hyd yr Afon Wysg, o:

The Old School

Yr Hen Ysgol

Abergavenny Train Station

Gorsaf Drenau'r Fenni

Our rural landscape

Ein tirlun gwledig

The Old School near the small town of Crug Hywel in the Brecon Beacons National Park. The site has a large and airy studio, kiln facilities, a community kitchen, Peak's offices and (currently in development), a community garden. *Rhannu** and preparing food together is valued by staff, partners and collaborators, and is considered integral to hosting across our programmes.

Yr Hen Ysgol, adeilad Fictorianaidd ger tref fechan Crug Hywel ym Mharc Cenedlaethol Bannau Brycheiniog. Mae yno stiwdio eang, odyn, cegin gymunedol, swyddfeydd Peak a gardd gymunedol sy'n cael ei datblygu ar hyn o bryd. Mae staff, partneriaid a chydweithwyr yn gwerthfawrogi paratoi a rhannu bwyd, ac mae hwn yn rhan hanfodol o'n gwaith o groesawu a chynnal digwyddiadau ar draws ein rhaglenni.

Abergavenny Train Station the last stop on the trainline into and out of Wales in the town of Abergavenny, on the busy Welsh Marches line (100,000 annual passenger journeys from Abergavenny). We have a reading room and *stiwdio** space on Platfform 2 (direction Cardiff Central) and are developing artist studio spaces in the main station building in partnership with Transport for Wales.

Gorsaf Drenau'r Fenni, yr orsaf olaf ar y llinell i mewn ac allan o Gymru, ar linell brysur Y Mers (100,000 o deithwyr blynyddol o'r Fenni). Mae gennym ystafell ddarllen a gofod stiwdio ar Blatfform 2 (cyfeiriad Caerdydd Canolog) ac rydym yn datblygu gofodau stiwdio artistiaid ym mhrif adeilad yr orsaf mewn partneriaeth â Thrafnidiaeth Cymru.

Our rural landscape where the complexities of its geology, *hanes**, archaeology, ecology and economy is the grounding for our work with partners and collaborators. A talk, a workshop, or a walk might take us uphill onto the Iron Age hillfort of Crug Hywel amongst kites, buzzards and wild horses, or downhill to the river Usk or along the Monmouthshire & Brecon Canal.

Ein tirlun gwledig, lle mae cymhlethdodau ei daeareg, hanes, archaeoleg, ecoleg ac economi yn sail i'n gwaith gyda'n partneriaid a'n cydweithwyr. Efallai y bydd sgwrs, gweithdy neu wâc yn golygu ein bod yn esgyn i fryngaer Oes Haearn Crug Hywel ymysg barcudiaid, bwncathod a cheffylau gwyllt, neu'n disgyn at afon Wysg, neu'n ymlwybro ar hyd Camlas Sir Fynwy a Brycheiniog.

***rhannu** – sharing ***stiwdio** - studio ***hanes** - history

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Programme Strands
Elfennau o'r Rhaglen

Peak Peers

Peak Peers is an evolving annual paid bursary programme developed for, and with, Young People aged 18-30 living and working in Southeast Wales. With contributions from farmers, poets, artists, geologists, activists, technologists and others, its curriculum explores creative practice, climate, collective action, hope and ways to work together. Peak Peers takes places across Peak’s two sites and at different outdoor locations in the Black Mountains. Our future aim is for the peers to lead an annual season of Peak’s public *rhaglen**, design and steer the recruitment of future Peak Peers cohorts and contribute to the governance of the organisation.

Rhaglen datblygiad blynyddol esblygol, drwy fwrsariaeth â thâl, yw **Cyfoedion Peak (Peak Peers)**, sydd wedi ei ddatblygu ar gyfer, a gyda, Pobl Ifanc rhwng 18-30 oed sy’n byw a gweithio yn Ne-ddwyrain Cymru. Gyda chyfraniadau gan ffermwyr, beirdd, artistiaid, daearegwyr, ymgyrchwyr, technolegwyr ac eraill, mae’r cwricwlwm yn archwilio ymarfer creadigol, hinsawdd, gweithredu ar y cyd, gobaith a ffyrdd o weithio gyda’n gilydd. Mae Peak Peers yn digwydd ar draws dau safle Peak ac mewn lleoliadau awyr agored amrywiol yn y Mynyddoedd Duon. Ein gobaith ar gyfer y dyfodol yw y bydd ein cyfoedion yn arwain un tymor o raglen cyhoeddus blynyddol Peak, yn dylunio a llywio’r broses o recriwtio Cyfoedion y dyfodol a chyfrannu at lywodraethiant y sefydliad.

Local Resources

We provide **local resources for artists, young people and intergenerational rural communities** through resourcing our sites and building deep partnerships. We offer access to studio space, mentoring and peer exchange for Welsh and Wales-based artists and curators. We convene creative Cymraeg activity in the Welsh borders and advocate for its role in the visual arts and creativity. Yr Hen Ysgol, Peak’s Old School site, is re-emerging as an open and accessible resource for local intergenerational community groups, with a growing community garden. Y Fenni Train Station offers a small project space and a reading room directly on Platfform 2.

Rydym yn darparu **adnoddau lleol i artistiaid, pobl ifanc a chymunedau gwledig o bob cenhedlaeth** drwy gynnig offer a chefnogaeth yn ein safeoedd, a thrwy adeiladu partneriaethau dwfn. Rydym yn cynnig mynediad i ofod stiwdio, mentora a chyfnewid rhwng cyfoedion ar gyfer artistiaid a churaduron o Gymru neu sy’n byw yng Nghymru. Rydym yn cynnal gweithgarwch creadigol Cymraeg yn ardal y ffin ac yn eirioli am ei lle o fewn y celfyddydau gweledol a chreadigrwydd. Mae safle Yr Hen Ysgol, yn ail-ymddangos fel adnodd agored a hygyrch ar gyfer grwpiau cymunedol o bob cenhedlaeth, gyda gardd gymunedol sy’n tyfu. Mae ein gofod yng Ngorsaf Drenau’r Fenni yn cynnig gofod project bychan a stafell ddarllen yn uniongyrchol ar Blatfform 2.

***rhaglen** – programme history

Pegwn

Pegwn is a Welsh Language Futures Group, initiated in Autumn 2020, that embeds an imaginative and fluid approach to the Welsh language into all Peak's programming and *strwythurau**. Pegwn supports *meddwl**, research and making through workshops, forums, talks and residencies. It curates and commissions new work – across text, video and sound – from diverse practitioners which delves into the tensions and potentialities of living and creating in multilingual contexts. Pegwn emerged from an inquiry into how a place-based arts organisation like Peak might centre Cymraeg and embrace the understanding that everybody living and working in Wales has a *perthynas** with Cymraeg.

We support **artist, curatorial and cross-disciplinary research** through hosted visits and residency programmes, learning from diverse practices and celebrating the unique places and ecologies of our *rhanbarth**. Our long-term aim is to be a beacon for curatorial practice and rural ecologies in Wales and to host residencies and exchanges with international partners, artists and curators. Peak's programme champions a diverse and interdisciplinary approach to art and culture in rural Wales, working with local, national and international practitioners and peers.

Grŵp Dyfodolau Iaith Gymraeg yw Pegwn, wedi'i ddechrau yn ystod Hydref 2020, sy'n gosod dull dychmyglon a hylifol ar waith wrth fynd i'r afael â'r Gymraeg ym mhob elfen o raglenni a strwythurau Peak. Mae Pegwn yn cefnogi meddwl, ymchwil a chreu drwy weithdai, fforymau, sgyrsiau a phreswylfeydd. Mae'n curadu a chomisiynu gwaith newydd – drwy gyfrwng gwaith testun, fideo a sain – gan ymarferwyr amrywiol sy'n mynd i'r afael â'r tensiynau a'r potensial o fyw a chreu mewn cyd-destunau aml-ieithog. Blagurodd Pegwn o ymholiad ynglŷn â sut all sefydliad celfyddydol lleoledig fel Peak ganoli'r Gymraeg a chofleidio dealltwriaeth fod gan bawb yng Nghymru berthynas â'r iaith.

Rydym yn cefnogi ymchwil artistig, curadurol a thraws-ddisgyblaethol drwy gynnal ymweliadau a rhaglenni preswyliad, gan ddysgu oddi wrth ymarferwyr amrywiol a dathlu llefydd ac ecolegau unigryw ein rhanbarth. Ein nod hirdymor yw bod yn gynhaliaeth ar gyfer ymarfel curadurol ac ecolegau gwledig yng Nghymru ac i gynnal preswylfeydd a chyfnewidfeydd gyda phartneriaid, artistiaid a churaduron rhyngwladol. Mae rhaglen Peak yn dathlu dull amrywiol a rhyng-ddisgyblaethol o ymwneud â chelf a diwylliant yn y Gymru wledig, gan weithio gydag ymarferwyr a chyfoedion lleol, cenedlaethol a rhyngwladol.

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strwythurau - structures *meddwl* - thinking *perthynas* – relationship *rhanbarth* - region

LOOKING BACK
PROTEST
URGENT
CHANNELS OF REFUSAL
SOFTNESS
CREATING DANGEROUSLY (WE-I INSIST!)
RESET
CREATIVE ACTION
SOCIO-POLITICAL CATASTROPHE
(*words and titles by Alberta Whittle)
EPIDEMIOLOGICAL AND POLITICAL STRIFE
HOSTILE ENVIRONMENT
DESIRE
MEDITATIONS
IMMERSION
HOLDING THE LINE
FREEDOM
BUSINESS AS USUAL
PLEASURE
LOOKING FORWARD
EDRYCH 'NÔL
PROTEST
BRYS
SIANELI O YMWRTHOD
MEDDALWCH
CREU'N BERYGLUS (DWI-RWY'N MYNNU!)
AIL-OSOD
GWEITHREDU CREADIGOL
TRYCHINEB SOSIO-WLEIDYDDOL
(*geiriau a theitlau gan Alberta Whittle)
DIODDEFAINT EPIDEMIOLEGOL A GWLEIDYDDOL
AMGYLCHEDD GELYNIAETHUS
CHWANT
MYFYRDODAU
YMDROCHI
DAL Y LINELL
RHYDDID
BUSNES FEL ARFER
PLESER
EDRYCH YMLAEN

Peak’s Plans & Policies
Cynlluniau a Pholisïau Peak

Our Approach to Cymraeg

Welsh Language Plan

As an organisation working between Cymraeg and English, we want to explore ways of reframing bilingualism; we consider both *ieithoedd** equally integral to our programming, working methods and communications. This plays a central role in our commitment to cultural democracy and interrogating the *cymhlethdodau** of the area in which we work. As we work close to the border with England and in an area where resistance to *dwyieithrwydd** exists, we believe Peak is ideally placed to help inspire open discourses on identity, language and *diwylliant**, in a way that actively rejects binaristic tick-box approaches to the two languages' *cyd-fodolaeth** as a principle of our work.

cymhlethdodau – complexities *dwyieithrwydd* – bilingualism *diwylliant* – culture
cyd-fodolaeth – co-existence *garddwyr* – gardeners

Y Gymraeg

Cynllun Iaith Gymraeg

Fel mudiad sy'n gweithio rhwng y Gymraeg a'r Saesneg, hoffwn ail-fframio dwyieithrwydd a chysidro'r ddwy iaith fel rhannau holl-bwysig o'n rhaglennu, ein bywyd gwaith a'n cyfathrebu. Mae hyn yn ganolog i'n hymrwymiad at ddemocratiaeth diwylliannol ac archwilio cymlethdodau'n hardal leol. Gan ein bod ni'n gweithio'n agos at y ffin gyda Lloegr, mewn ardal lle mae gwrthwynebiad at y Gymraeg yn bodoli, credwn fod Peak mewn man delfrydol i ysbrydoli trafodaeth agored am hunaniaeth, iaith a diwylliant, mewn ffordd sy'n gwthio'n erbyn ymagweddau blwch-mewn-bocs at gyd-fodolaeth y ddwy iaith fel egwyddor allweddol yn ein gwaith.

Climate Justice

[Environmental Policy]

A key part of our work is hosting public conversations that root urgent global conversations in local places and contexts, led by artists and young people in dialogue with farmers, geologists, writers, *garddwyr**, system designers and other makers and thinkers. Responding to the climate and nature emergencies is central to this work. We acknowledge that as an organisation, we need to move our metaphors into practice – and so for example alongside the *syniad** of composting in research, we need to do the composting.

Pay

[Pay Policy]

Peak, and the wider arts sector, has a duty to ensure fair payment for artistic expertise, administration, meetings, research and production, and to provide opportunities for training, clear organisational structures and support for access, health and wellbeing. A 2023 report into artists' pay and working conditions published by Industria and a-n The Artists Information Company found that artists receive an overall median hourly rate of £2.60 per hour. The median hourly rate falls to £1.88 per hour when focused on the production of artworks and exhibition-making.

**garddwyr* – gardeners   **syniad* – idea

Cyfiawnder HinsawddHiliaeth

[Polisi Amgylcheddol]

Rhan hanfodol o'n gwaith yw cynnal sgyrsiau cyhoeddus sy'n gwreiddio trafodaethau byd-eang argyfyngus mewn llefydd a chyd-destunau lleol, wedi'u harwain gan artistiaid a phobl ifanc ar y cyd â ffermwyr, daearegwyr, sgwennwyr, garddwyr, dylunwyr systemau a gwneuthurwyr a meddylwyr eraill. Mae ymateb i argyfyngau hinsawdd a natur yn ganolog i'r gwaith hwn. Rydym yn cydnabod fel sefydliad, bod angen i ni symud trosiadau i fod yn weithredoedd o gig a gwaed – ac felly er enghraifft ar y cyd â'r syniad o gompostio mewn ymchwil, mae hefyd angen i ni wneud y compostio.

Tâl

[Polisi Tâl]

Mae gan Peak, a'r sector celfyddydol yn ehangach, ddyletswydd i sicrhau tâl teg ar gyfer arbenigedd celfyddydol, gweinyddu, cyfarfodydd, ymchwil a chynhyrchu, ac i ddarparu cyfleoedd ar gyfer hyfforddiant, strwythurau sefydliadol clir a chefnogaeth i dderbyn mynediad, iechyd a lles. Canfuwyd mewn adroddiad ymchwil i dâl ac amodau gwaith artistiaid a gyhoeddwyd gan Industria ac a-n y Cwmni Gwybodaeth Artistiaid, fod artistiaid yn derbyn cyflog cyfartalog o £2.60 yr awr. Mae'r gyfradd gyfartalog bob awr yn disgyn i £1.88 wrth edrych ar gynhyrchu gwaith celf a chreu arddangosfeydd.

Anti-Racism

Anti-racism Action Plan

Peak aims to support positive change for the people and places where we work, amplifying the lived experiences and creative practices of those furthest from power. Striving to be anti-racist is part of our wider commitment to tackling systemic injustices; our work focuses on people with protected characteristics as defined in Equalities Act 2015, as well as those facing barriers of income, dosbarth*, education and location and those facing the multiple barriers of intersectional identities. In this plan, we use the term People of Colour to include people of global majority heritages including African, Caribbean, Middle Eastern, East Asian, South Asian, Indigenous, Pacific Islander and Latinx heritage and those with mixed heritages.

Gwrth-Hiliaeth

Cynllun Gweithredu Gwrth-Hiliaeth

Nod Peak yw cefnogi newid cadarnhaol ar gyfer y bobl a'r llefydd lle rydyn ni'n gweithio, gan rannu profiadau byw ac arferion creadigol y rhai sydd bellaf oddi wrth rym. Mae ymdrechu i fod yn wrthhiliol yn rhan o'n hymrwymiad ehangach i fynd i'r afael ag anghyfiawnder systemig; mae ein gwaith yn canolbwyntio ar bobl sydd â nodweddion gwarchodedig fel y'u diffinnir yn Neddf Cydraddoldeb 2015, yn ogystal â'r rhai sy'n wynebu rhwystrau o ran incwm, dosbarth, addysg a lleoliad a'r rhai sy'n wynebu sawl rhwystr yn sgil hunaniaethau sy'n rhyngblethu. Yn y cynllun yma, rydyn ni'n defnyddio'r term Pobl o Liw i gynnwys pobl o dreftadaethau sy'n rhan o'r mwyafrif byd-eang, gan gynnwys treftadaeth Affricanaidd, Garibïaidd, Frodorol, Ladinaidd, y Dwyrain Canol, Dwyrain Asia, De Asia, Ynyswyr y Môr Tawel a'r rhai sydd â threftadaeth gymysg.

Myfyrdod ar amlieithrwydd
Meditation on multilingualism
Ecosystem

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