

Jane Hutt AS/MS
Y Gweinidog Cyfiawnder Cymdeithasol
Minister for Social Justice



Llywodraeth Cymru
Welsh Government

Jenny Rathbone MS
Chair, Equality and Social Justice Committee
Senedd Cymru Bae
Caerdydd,
CF99 1SN

1st June 2023

Dear Jenny,

Thank you for your letter as Chair of the Equality and Social Justice Committee requesting clarification on points regarding the Anti-racist Wales Action Plan. Please see my responses for each of your questions below.

- 1) *You asked how the Welsh Government is monitoring progress of the implementation of the Anti-Racist Wales Action Plan.*

The Welsh Government is doing this through clear measures, including indicators for success. We have divided out actions into eleven broad policy areas and identified a clear set of goals and actions to achieve anti-racism.

The Governance Structure is in place with the Internal Support and Challenge Group now meeting monthly. We have appointed six external experts on anti-racism and eleven community representatives with lived experience to join the External Accountability Group. Prof. Emmanuel Ogbonna and Andrew Goodall, Permanent Secretary, Welsh Government, are the Co-chairs. The Group is now meeting bi-monthly. The Accountability Group's core focus is to ensure the delivery of the Plan, monitoring progress on actions and commitments and ensuring momentum is maintained.

We have uploaded the entire Anti-racist Wales Action Plan onto the Business Information Reporting Tool (BIRT) to establish a shared approach to tracking progress and meeting our commitments. It provides a simple and consistent means of recording, monitoring, and reporting against commitments and priorities. BIRT has been endorsed by the Permanent Secretary and Executive Committee (ExCo) as the corporate Welsh Government performance reporting tool for monitoring delivery of Ministerial commitments.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

2) *You also asked what role cohesion coordinators will play in delivering the Anti-Racist Wales Action Plan, including details of how these nine cohesion coordinators work across Wales, and what their role is more generally.*

The Community Cohesion Programme operates across all 22 Local Authorities in Wales which, for the purposes of this programme, are divided into eight cohesion regions: Cardiff & the Vale, Cwm Taf, Gwent East, Gwent West, Mid & West Wales, North-East Wales, North-West Wales, and Swansea Bay. Each of the eight regional teams consist of one lead co-ordinator supported by two cohesion officers.

The Cohesion teams currently deliver a range of activities, including:

- Monitoring community tensions and working with partners to mitigate them.
- Supporting public bodies and other organisations with the provision of training on equality and inclusion related issues.
- Ensuring community cohesion issues are considered in the development of local authority plans and policies.
- Fostering good relations by developing events and projects to bring people from across different communities together.

The Cohesion teams have been an important part of the Welsh Government's response to several emerging and unforeseen issues impacting communities in Wales, including assisting marginalised communities during the Covid-19 pandemic, responding to flashpoints of tension such as the housing of people seeking sanctuary in Penally, and supporting the local authority response to the sudden migration of people from Syria, Afghanistan, Ukraine, and Hong Kong.

The Cohesion Teams will take forward the following two goals of the Anti-Racist Wales Plan:

- Community Cohesion Programme will focus on events and activities which foster good relations between groups through reducing segregation and increasing empathy and understanding.
- Ensure Cohesion teams act as conduits between communities and public bodies to promote participation in policymaking and equality of opportunity for ethnic minority communities.

3) *You also asked what role the implementation team will play in delivering the Anti-Racist Wales Action Plan?*

The Anti-racist Wales Implementation Team leads on the development and monitoring of the goals and actions within the plan. They support implementation by working closely with internal policy officials and external stakeholders.

The implementation team has established an innovative model of governance structure. The team collaborates closely with the Race Disparity Evidence Unit, Internal Support and Challenge Group, and the External Accountability Group.

Work is underway to establish four Regional Forums across Wales that will capture lived experience and provide a direct link to our work and engagement with our Black, Asian and Minority Ethnic people across Wales. They will soon be establishing sub-groups for each policy area, such as education, housing, health, culture, heritage, sport, childcare, play, and

environment and climate change, to ensure that we are 'joined-up' and utilising all the expertise within our network.

4) *Lastly, you asked if the team is fully operational at present.*

Yes, they are fully operational at present. The implementation team currently consists of Riaz Hassan as the Head of Anti-racist Wales Action Plan Implementation Team, two Senior Project Managers, one Implementation Manager and one Policy Officer. We have a vacancy to fill for Team Support.

I hope that this answers the committee's questions and provides the necessary clarification.

Your sincerely,

A handwritten signature in black ink that reads "Jane Hutt". The signature is written in a cursive style with a long horizontal stroke above the first letter of "Jane".

Jane Hutt AS/MS

Y Gweinidog Cyfiawnder Cymdeithasol a'r Prif
Minister for Social Justice and Chief Whip

