

**Cymru  
Wrth-hiliol**



**An Anti-Racist  
Wales**



Llywodraeth Cymru  
Welsh Government

# An Anti-Racist Wales

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The Race Equality Action Plan for Wales

**Integrated Impact Assessment**

**Title of proposal:**

The Race Equality Action Plan

**Official(s) completing the Integrated Impact Assessment (name(s) and name of team):**

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**Department:**

Equalities

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**Cabinet Secretary/Minister responsible:**

Deputy Minister and Chief Whip, Jane Hutt MS

**Start Date:**

11 November 2020

# Section 1

## What action is the Welsh Government considering and why?

Race equality has not yet been achieved in Wales. The Welsh Government, working with a wider range of stakeholders, has developed an Action Plan to set out the concrete steps that we will take to address racial, ethnic and religious intolerance that is systemic and institutional, to deliver real change over the next 10 years to create a Wales that is anti-racist.

Failure to address racism threatens the possibility of future generations living in a diverse, safe and cohesive Wales. Additionally, the re-emergence of Black Lives Matter after the public murder of George Floyd on 25 May 2020 and the adverse impact of COVID-19 on Black, Asian and minority ethnic communities led to further calls and the urgency to address systemic racism in Wales<sup>1</sup>.

The Plan will be a hybrid document bringing together elements of a strategy and an implementation plan and a strong governance framework to ensure sustained accountability.

### Background

The Deputy Minister and Chief Whip committed to develop a Race Equality Action Plan for Wales in March 2020, following calls from the race sector and feedback provided through a previous consultation on the Welsh Government Strategic Equality Plan<sup>2</sup>, which took place at the end of 2019. This feedback included suggestions that hate crime and hate based incidents were increasing post-EU exit.

The disproportionate impact of COVID-19 and the recommendations made by the First Minister's Black, Asian and minority ethnic COVID-19 Advisory Socioeconomic Subgroup<sup>3</sup>, authored by Professor Ogbonna, demonstrated the urgent need for the development of the Plan. This urgency was compounded by the global resurgence of Black Lives Matter following the killing of George Floyd by a police officer on 25 May 2020<sup>4</sup>. Development work on the Plan began in June 2020.

<sup>1</sup> Wales Online article, 2020, The things that need to happen in Wales after the Black Lives Matter protests, Accessed 2 March 2021 [www.walesonline.co.uk/news/wales-news/black-lives-matter-george-floyd-18536679](http://www.walesonline.co.uk/news/wales-news/black-lives-matter-george-floyd-18536679)

<sup>2</sup> Written Statement: Launch of the Strategic Equality Objectives 2020-2024 Consultation 2019, Accessed 3 March 2021 [www.gov.wales/written-statement-launch-strategic-equality-objectives-2020-2024-consultation-2019](http://www.gov.wales/written-statement-launch-strategic-equality-objectives-2020-2024-consultation-2019)

<sup>3</sup> First Minister's Black, Asian and minority ethnic COVID-19 Advisory group report of the socioeconomic subgroup, 2020, Accessed March 2021 [www.gov.wales/sites/default/files/publications/2020-06/first-ministers-bame-COVID-19-advisory-group-report-of-the-socioeconomic-subgroup.pdf](http://www.gov.wales/sites/default/files/publications/2020-06/first-ministers-bame-COVID-19-advisory-group-report-of-the-socioeconomic-subgroup.pdf)

<sup>4</sup> Wales Online article, 2020, The things that need to happen in Wales after the Black Lives Matter protests, Accessed 2 March 2021 [www.walesonline.co.uk/news/wales-news/black-lives-matter-george-floyd-18536679](http://www.walesonline.co.uk/news/wales-news/black-lives-matter-george-floyd-18536679)

The First Minister's Black, Asian and minority ethnic COVID-19 Advisory Socioeconomic Subgroup and the COVID-19 Risk Assessment Group's work report forms an important foundation for the plan. Many of the short-term, immediate recommendations made in the report were taken forward at the time of its publication, however the Race Equality Action Plan for Wales will provide the vehicle for taking forward the medium to long-term recommendations made by the report.

Similarly, the First Minister's groups on Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group<sup>5</sup>; and the Slave Trade and the British Empire: An Audit of Commemoration in Wales Task and Finish Group<sup>6</sup> and their recommendations will be incorporated into the Race Equality Action Plan.

This Plan aligns with the themes and priorities outlined within 'Prosperity for All: The National Strategy For Wales' such as its aim to build a 'united and connected' Wales<sup>7</sup>. The Plan is highly relevant to the goal of a 'more equal' Wales with 'cohesive communities' as outlined in the Wellbeing of Future Generations (Wales) Act 2015<sup>8</sup> and its actions will underpin achievement of other goals too. Additionally, the Race Equality Action Plan helps to deliver some of the aims to the 'Strategic Equality Plan 2020-2024'<sup>9</sup> including 'strengthening and advancing equality and human rights in Wales'. It also bolsters the aim of the Socio-economic Duty<sup>10</sup> that will come into force in 2021 and requires relevant public bodies 'to consider how their decisions might help to reduce the inequalities associated with socio-economic disadvantage.' This is of particular relevance as Black, Asian and Minority Ethnic communities are more likely to be from lower socio-economic backgrounds<sup>11</sup>.

Co-construction will be the fundamental principle underpinning our approach to developing the plan. We will engage with Black, Asian and Minority Ethnic people and communities to develop shared objectives and actions and we will work to connect to a wider range of people, as well as maximising the value of the networks we are already connected to. There will be eleven policy areas covered within the Plan: Health and Social care; Education; Employment and income; Housing and accommodation; Hateful Crime and Justice; Culture, Sports, Heritage and Arts; Leadership and Representation; Local Democracy; Environment; Welsh Language; Social Partnership and Fair work, as well as Cross Policy issues. Within these policy areas, officials will commit to 3-5 high level Goals and actions with specific impacts and outcomes.

The Plan will be published for consultation by the end of March 2021.

5 Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group, 2020 Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group, 2020 , Accessed 2 March 2021 [www.gov.wales/black-asian-and-minority-ethnic-communities-bame-contributions-and-cynefin-new-curriculum-working](http://www.gov.wales/black-asian-and-minority-ethnic-communities-bame-contributions-and-cynefin-new-curriculum-working)

6 Slave Trade and the British Empire: An Audit of Commemoration in Wales Task and Finish Group, 2020, Accessed 20 December 2020 [www.gov.wales/slave-trade-and-british-empire-audit-commemoration-wales-task-and-finish-group](http://www.gov.wales/slave-trade-and-british-empire-audit-commemoration-wales-task-and-finish-group)

7 Prosperity for All: The National Strategy For Wales: The National Strategy, 2017 , Accessed 19 January 2021 [www.gov.wales/sites/default/files/publications/2017-10/prosperity-for-all-the-national-strategy.pdf](http://www.gov.wales/sites/default/files/publications/2017-10/prosperity-for-all-the-national-strategy.pdf)

8 Well-being of Future Generations (Wales) Act 2015, Accessed 20 November 2021 [www.gov.wales/sites/default/files/publications/2019-08/well-being-of-future-generations-wales-act-2015-the-essentials.pdf](http://www.gov.wales/sites/default/files/publications/2019-08/well-being-of-future-generations-wales-act-2015-the-essentials.pdf)

9 Strategic Equality Plan, 2020-2024, Accessed 19 January 2021 [www.gov.wales/sites/default/files/publications/2020-04/strategic-equality-plan-equality-aims-objectives-actions-2020-2024.pdf](http://www.gov.wales/sites/default/files/publications/2020-04/strategic-equality-plan-equality-aims-objectives-actions-2020-2024.pdf)

10 Socio-economic Duty: an overview,2020 , Accessed 19 January 2021 [www.gov.wales/socio-economic-duty-overview](http://www.gov.wales/socio-economic-duty-overview)

11 Socio-economic groups by ethnicity, 2018, Accessed 19 January 2021 [www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/demographics/socioeconomic-status/latest#ethnic-groups-by-socio-economic-status](http://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/demographics/socioeconomic-status/latest#ethnic-groups-by-socio-economic-status)

## Vision

### A Wales which is anti-racist



Amongst the main themes that emerged, anti-racism was key, and so central to this work. Other themes included the notions of equity, social justice and celebrating diversity in all its forms.

Contributors felt that they wanted to see a Wales where there is a “shared understanding, and agreed actions” for tackling systemic and institutional racism, i.e. the ways in which racism is and historically has been embedded in the working of organisations they encounter. The goal should be to “create equitable outcomes”, which “celebrate differences and similarities among minority ethnic communities” where we are “united not divided by our differences”.

We want to work “together, as white and minority ethnic people, to jointly make a different and better Wales”.

## Purpose

**To make a meaningful change to the lives of Black, Asian and Minority Ethnic communities by tackling racism.**



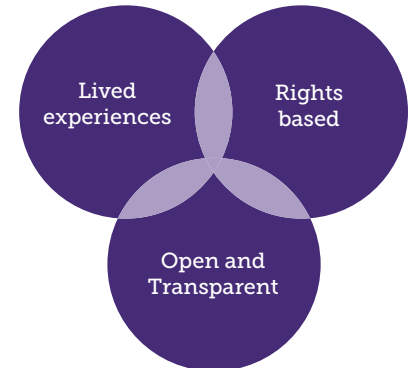
The purpose of this work was thought was to be to create “urgency and culture change that make public services publicly accountable” and “delivers on promised, actions” to reduce inequalities in various areas of our duties and powers.

It was suggested that the Welsh Government and public services needed to “have difficult conversations without fear of retribution” so that we can achieve “the change we want to see”. People felt that we will only do this by tackling systemic and institutional racism, by “speaking truth to power” and creating a “new legacy for anti-racism that includes equitable outcomes for our communities”.

Additionally, there was a strong hope that we could create a “new legacy of public services that include leaders from the Black, Asian and Minority Ethnic communities who have been recognised for their potential, talent and unique contribution”.

## Values

In the values below “We” refers to the participants and Welsh Government together



**1 Lived experiences**  
**We believe** that our lived experiences should be “included” at the heart of all decision making in Wales. We have a right to be “heard and to sit at the top table” and hear decisions you make about us.

**We believe** that our “challenges; from all the different groups, should be heard as helping you to do your jobs better”, and “our history and oppression more acknowledged” while respecting “the emotional toll of sharing”.

**2 Rights based**  
**We believe** that we are asking “only for our rights, as opposed to favours” in all you do. It is the responsibility of those in power to “serve justice”, “enforce” and hold “to account” those responsible for services and decision making.

**We believe** that by 2030 we should all be seen as “Welsh”, with “the problem of racism, which leaves trauma that “affects mental health for years.” no longer upon on our shoulders”.

**3 Open and transparent**  
**We believe** that “we can walk the talk of equality”. There should be no “in groups” and no “out groups”, but instead a Wales where people are valued for their unique talents and lived experiences which, while different, are of equal worth.

**We believe** that “living in a place where you can be free to have challenging discussions and not fear repercussions of exclusion because of institutional racism, will emancipate us”.

## Section 7: Conclusion

How have people most likely to be affected by the proposal been involved in developing it?

**The Race Equality Action Plan sets out the Welsh Government's vision, purpose, values, goals and actions to address racial inequality in Wales as follows:**

**Vision:** "A Wales that is Anti-racist by 2030."

**Purpose:** "To make meaningful and measurable changes to the lives of Black, Asian and Minority Ethnic people by tackling racism."

**Values:** "Open and Transparent, Rights based, and Lived experiences as core to all policy making" as:

**The Plan's vision, purpose and values will most likely affect many people across Wales, particularly those from Black, Asian and Minority Ethnic communities by tackling systemic and institutional racism. Additionally, the Plan will be owned across the Welsh Government and implemented proactively while working collaboratively with key stakeholders, and centring the lived experiences and expertise of Black, Asian and Minority Ethnic communities.**

A key part of the development and implementation of the Plan has been collaboration and involvement via co-construction with the Welsh Government, stakeholders and Black, Asian and Minority Ethnic communities. This has been done through initial engagement events with equality organisations, experts and other key stakeholders regarding the Plan's development and included many of the people that are most likely to be affected by this Plan. Participants provided wide-ranging views and experiences, advising what can be done to treat them (or the groups their organisations represented) fairly, and the barriers they face because of racism. The Welsh Government has used the analysis from this early engagement with stakeholders and the evidence to inform the Plan.

The proposed consultation from March will further inform the development of the Welsh Government's Race Equality Action Plan. This will assist with the fulfilment of our Public Sector Equality Duty<sup>12</sup> (section 149 of the Equality Act 2010), and maximise the contribution to our well-being objectives and seven well-being goals through trying to tackle discrimination, advancing equality of opportunity and fostering good relations.

<sup>12</sup> Public Sector Equality Duty in Wales, 2015, Accessed 3 March 2020  
[www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-wales](http://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-wales)

## What are the most significant impacts, positive and negative?

The development of a Race Equality Action Plan is the Welsh Government's opportunity to reset our approach, to make a clear commitment to taking an anti-racist stance and to stimulate the cultural change required in adopting that stance. This will assist in continuing to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.

This will mean adopting a collective and conscious awareness of racism and making a proactive commitment to take specific action in a range of priority areas. The Race Equality Action Plan has the potential to be the catalyst for change that can begin to dismantle structural and systemic racism in Wales; that amplifies the voices of Black, Asian and Minority Ethnic people and removes any barriers they face. This will advance equality of opportunity between people who share a protected characteristic and those who do not.

The most significant positive impact of the Race Equality Action Plan is that in making the commitments outlined within it, the Welsh Government is taking the first step towards the radical cultural shift required to achieve racial equality in Wales. Significant practical action will need to follow but, in combination, this work will seek to end the disadvantage that affects Black, Asian and Minority Ethnic people from birth to death. In particular impacts have been identified for the following groups:

### Children and their representatives;

The roots of inequality often lie in childhood and furthering race equality will improve the life chances of the children of today and tomorrow. Education is a central policy area within the Plan and some of the goals and actions include, reviewing school exclusion and bullying policies, increasing the representation of Black, Asian and Minority Ethnic in the workforce and contributions in the curriculum. These goals and actions, along with the others in different policy areas will all directly benefit all children and young people, particularly Black, Asian and Minority Ethnic ones.

### People with protected characteristics under the Equality Act 2010;

The Plan will be inclusive and broad-based, encompassing both issues which impact on all groups, such as structural and systemic racism, but also addressing the interests of specific communities and intersectionality by addressing the issues relevant to particular groups including women, disabled people, young people, older people, LGBTQ+ people and religious and non-religious groups. The impacts have been considered in more detail within the Children's Rights and Equality Impact Assessments.

### Welsh speakers and Welsh language specialist groups; and,

The consultation will be available in a number of languages, including Welsh, English, BSL and other community languages. The consultation aims to specifically seek the views of Welsh speakers and Welsh language specialist groups, and we will be working with partner organisations to invite them to consult with us. Based on their input, this will feed into specific actions and goals around Welsh Language in the Plan, though goals and actions across the many different policy areas, will impact Welsh speakers.

## **In light of the impacts identified, how will the proposal:**

### **> maximise contribution to our well-being objectives and the seven well-being goals; and/or,**

The Race Equality Action Plan will be crucial in creating a more equal Wales, where everyone has the opportunity to participate, reach their full potential and is able to contribute fully to the economy. This will enable Wales to be more prosperous and innovative. Work to develop the Plan will be undertaken in line with the sustainable development principle and the 'five ways of working' in section 5 of the 2015 Act. Most importantly through involvement and collaboration; lived experience of Black, Asian and Minority Ethnic people will be central to the Plan's content. Based on the vision, purpose and values, as agreed with stakeholders, it will maximise the seven wellbeing goals as the Plan's vision, purpose and values will contribute to creating a healthier, more equal and globally responsible Wales with cohesive communities, as well as ensuring that Wales is prosperous. It will also strengthen Wales' vibrant culture and Welsh language.

### **> avoid, reduce or mitigate any negative impacts?**

The negative impacts that have been identified as a result of the Plan include some people feeling that it is unfair to focus on race. However, the communications strategy around the Plan is being developed carefully to avoid, reduce or mitigate these negative impacts.

## **How will the impact of the proposal be monitored and evaluated as it progresses and concludes?**

The Plan is expected to deliver over a 10-year lifespan. It is a 'living' document which will feed into the policy decisions and the implementation. The Race Equality Action Plan will contain actions which will be owned by different policy departments across Welsh Government. These will be monitored by the officials working in those policy areas who will report to an independently chaired Accountability Group. There will also be a role for the proposed Race Disparity Unit, currently being scoped, which is expected to improve the collection and use of data and evidence. Many of the actions in the Plan also seek to improve data and evidence in order to determine whether policies are achieving the desired outcomes. Co-construction has been an important principle for the development of the Plan and including the lived experiences of people will be equally as important during its implementation. Monitoring and evaluation arrangements will be finalised as the Plan is being finalised post-consultation.