

Question	2021
<p><u>Q1. Definition of antisemitism</u></p> <p>Q1a. You informed us on 4th November 2019 that the International Holocaust Remembrance Alliance Definition of Antisemitism ('IHRA Definition') was adopted including all of its examples by Welsh Government on 16th May 2017. See antisemitism.org/definition for more information about the IHRA Definition and the IHRA statement on the integrality of the examples.</p>	Yes, the IHRA definition was adopted on 16 May 2017.
<p>Q1b. Since adoption by the Welsh Government on 16th May 2017, please confirm if any motions amending or rejecting adoption have been passed or defeated by the Welsh Government?</p>	There have been no motions to amend or reject the adoption of the IHRA.
<p>Q1c If your answer to Q1b is yes, kindly confirm what was amended the date of amendment/rejection and a copy/working link to the motion/minutes amending or rejecting adoption.</p>	N/A
<p><u>Q2. Codes of Conduct</u></p> <p>Q2a. Has the IHRA Definition been incorporated into the members' code of conduct?</p>	As 2019
<p>Q2b. Has the IHRA Definition been incorporated into the officers' and employees' code of conduct and conditions of employment?</p>	As 2019

Q2c. Who is the person responsible for investigating or monitoring alleged breaches of the Welsh Government's codes of conduct? Please provide their name, job title, e-mail address and direct telephone number.	Peter Kennedy, Human Resources Director is responsible for investigating and monitoring all cases of alleged staff misconduct, of whatever nature. On a day-to-day basis the lead is the HR Case Advisory Team which can be contacted at HRCaseAdviserTeam@gov.wales and 03000 255454. Trained investigating officers, who are independent of our Human Resources Case Adviser function, investigate any cases of alleged misconduct.
<u>Q3. Complaints</u> Q3a Is the IHRA Definition used to define antisemitism for disciplinary purposes?	No
Q3b If not, how is antisemitism defined for disciplinary purposes?	We refer in our discipline policy to examples which may constitute gross misconduct as: acts of incitement or actual acts of discrimination on the grounds of gender, sexual orientation, gender reassignment, marriage or civil partnership, race, colour, disability, age, religion or belief, ethnic or national origin or other personal characteristics including same sex marriage;
Q3c. How many formal complaints of antisemitic conduct has the Welsh Government considered between 1st January 2020 and 31st December 2020 against members, officers or Welsh Government employees?	No record of any internal complaints of anti-semitic conduct between 1 January 2020 and 31 st December 2020 (Gina)
Q3c. How many complaints resulted in disciplinary action?	n/a
Q3d. How many complaints resulted in no disciplinary action?	NA

<p><u>Q4. Equality, diversity & training</u></p> <p>Q4a. Who is responsible for complying with the Welsh Government's legal obligations in relation to equality and diversity? Please provide their name, job title, e-mail address and direct telephone number.</p>	<p>Shan Morgan, the Permanent Secretary is ultimately accountable for staffing matters, including the legal obligations in relation to equality and diversity. The Permanent Secretary takes a particular interest in our approach to Diversity & Inclusion. However, policy and activity to ensure our culture is inclusive across all areas is delegated to the HR Director, Peter Kennedy. This work is led by the Equality in the Workplace Team. The Equality in the Workplace Team, leads on equality issues for Welsh Government staff. We also have a Board Equality Champion who represents the interests of diverse staff at meetings of the Welsh Government Board.</p> <p>The Equality in the Workplace Team can be contacted by using the equalityintheworkplaceteam@gov.wales mailbox, which is monitored daily or by calling 03000 255454.</p> <p>The Welsh Government expects its employees to have the opportunity to flourish and reach their potential - regardless of gender, disability, ethnicity, religion or sexual orientation. It wants to encourage a rich and diverse workplace, where everyone feels able to be themselves, and no one feels discriminated against. The Welsh Government has set out actions to support this ambition in Workforce Equality, Diversity and Inclusion Strategy 2021-2026. This is overseen by the Diversity and Inclusion Steering Group, which is chaired by the Board Equality Champion. Steering Group members include diversity champions, staff network chairs, Trade Union Side and Human Resources. Secretariat is provided by the Equality in the Workplace Team.</p>
<p>Q4b. What training does Welsh Government provide to its members, officers and employees specifically on antisemitism as opposed to generally against all forms of discrimination prohibited under the Equality Act 2010?</p>	<p>The corporate programme of learning does not provide training specifically on antisemitism. Our focus is on advocating diversity and inclusion more broadly, as well as supporting staff to challenge discrimination.</p>

<p>Q4c. If such specific training on antisemitism is provided, is it conducted by the Welsh Government in-house or is it outsourced to a training provider?</p>	<p>NA</p>
<p>Q4d. If such specific training on antisemitism is outsourced, which organisation(s) provide the training?</p>	<p>NA</p>
<p><u>Q5. Prevent coordinator</u></p> <p>Q5a. Who is the Welsh Government's Prevent Coordinator? Please provide their name, job title, e-mail address and direct telephone number.</p>	<p>There is no Prevent Co-ordinator at Welsh Government as all cases of alleged staff misconduct are dealt with via Human Resources.</p>