

31 March 2023

ATISN 17234 – RB – Anti-Racist Wales Action Plan

Dear

Thank you for your request which we received on 6 March. You asked for the following information:

1. In relation to culture, heritage and sport, information on whether the Welsh Government has been successful in requiring governing bodies and senior leaders of all funded organisations to adhere to performance requirements for anti racism.
2. In relation to culture, heritage and sport, the percentage of publicly funded organisations that have captured and reviewed a baseline of ethnic diversity across organisations and the percentage of publicly funded organisations that have implemented steps to increase ethnic diversity and what that has looked like.
3. Percentage of publicly funded culture, heritage and sports bodies that have adopted positive recruitment strategies and career pathways of under-represented groups by March 2023.
4. A copy of Creative Wales' Memorandums of Understanding to encourage and support an anti-racist sector and documentation from the government that discusses this. Information on whether Creative Wales was successful in brokering these MoUs by March 2023.
5. Development of Creative Wales' anti-racist work: Information on whether Creative Wales has been successful in working with partners to create an annual review and publish by March 2023.
6. Information on the definition of "decolonisation" the Welsh Government is using. How the term was defined and by whom. Whether the Welsh Government has been successful in publishing guidance for public and local authorities by March 2023 and a link to the published guidance.
7. The proportion of publicly funded culture, heritage and sport organisations that have completed their review of historic narratives and the proportion that have not finished this review.

Our response

Please find below the answers to your questions in the order you sent your request.

- 8. In relation to culture, heritage and sport, information on whether the Welsh Government has been successful in requiring governing bodies and senior leaders of all funded organisations to adhere to performance requirements for anti racism.**

The information you require is not held by the Welsh Government. The requirement for governing bodies and senior leaders of all funded organisations to adhere to performance requirements is set to be achieved by March 2023. We expect to receive and review this information in due course.

I would like to draw your attention to the Term of Government remit letters issued to the five national culture, heritage and sport publicly funded bodies (Amgueddfa Cymru, Arts Council of Wales, National Library of Wales, Royal Commission on the Historic Monuments of Wales and Sport Wales) which set out a specific requirement for them to implement the goals of the Anti-racist Wales Action Plan, considering how each organisation will directly contribute to delivering an anti-racist Wales. Links to the copies of the remit letters are provided below:

- [National Museum Wales remit letter: 2021 to 2026 \(gov.wales\)](#)
- [Arts Council of Wales remit letter: 2021 to 2026 \(gov.wales\)](#)
- [National Library of Wales remit letter: 2021 to 2026 \(gov.wales\)](#)
- [Royal Commission on the Ancient and Historical Monuments of Wales remit letter: 2021 to 2026 \(gov.wales\)](#)
- [Sport Wales remit letters: 2021 to 2026 \(gov.wales\)](#)

In November 2022 the Deputy Minister for Arts and Sport awarded £1.67 million to the five above mentioned cultural, heritage and sport bodies to support them in their delivery of the goals and actions contained in the culture, heritage and sport section of the Anti-racist Wales Action plan. A copy of the written statement can be found on the Welsh Government website: [Funding announced for culture, heritage and sport actions of the Anti-racist Wales Action Plan | GOV.WALES](#)

9. In relation to culture, heritage and sport, the percentage of publicly funded organisations that have captured and reviewed a baseline of ethnic diversity across organisations and the percentage of publicly funded organisations that have implemented steps to increase ethnic diversity and what that has looked like.

The information you require is not held by the Welsh Government. The requirement for publicly funded culture, heritage and sport bodies to capture initial baseline data is March 2023. We expect to receive and review this information in due course.

10. Percentage of publicly funded culture, heritage and sports bodies that have adopted positive recruitment strategies and career pathways of under-represented groups by March 2023.

The information you require is not held by the Welsh Government. Publicly funded bodies are required, by March 2023, to undertake a review of their recruitment practices and implement changes. We expect to receive and review information about this exercise in due course.

11. A copy of Creative Wales' Memorandums of Understanding to encourage and support an anti-racist sector and documentation from the government that discusses this. Information on whether Creative Wales was successful in brokering these MoUs by March 2023.

Creative Wales entered into a Memorandum of Understanding (MOU) with the BBC in September 2021 and with S4C in December 2021. These agreements set out the partnership agreement between Creative Wales and both broadcasters to build a sustainable sector in Wales, and includes reference to priorities relating to supporting diverse talent development in under-represented communities. A copy of the MOU between S4C and Creative Wales is available on S4C's website:

[PDF Memorandum of Understanding between S4C and Creative Wales MOU - English.pdf \(dlo6cycw1kmb.cloudfront.net\)](#). A copy of the MOU between BBC and Creative Wales is attached at doc 1.

12. Development of Creative Wales' anti-racist work: Information on whether Creative Wales has been successful in working with partners to create an annual review and publish by March 2023.

The annual review commitment relates to the Creative Wales action to ‘*Work with partners in the development of Creative Wales’ action plans for priority sectors to ensure a specific anti-racist focus on actions that addresses underrepresentation in the creative industries and supports inclusive pathways into the sector*’. These Action Plans were a priority at the outset of Creative Wales to define key actions for priority sectors. Since then the Welsh Government has established a Creative Wales Non-Executive Board and established relationships through our stakeholder groups which have helped to define our workload and our funding priorities, superseding the need for action plans. Priorities and opportunities for funding are set out on the Creative Wales website - [Homepage | Creative Wales](#) - and it is not considered that action plans would add any further value.

An Action Plan has been published relating to skills support for the sector, in line with our Programme for Government Commitment to establish a Creative Skills Body. This Action Plan is also available on the Creative Wales website - [The Creative Skills Action Plan | Creative Wales](#) - and includes a commitment to supporting the Welsh Government’s Anti-Racist Wales Action Plan (ARWAP) and working with the ARWAP lead to improve equality, diverse and inclusive recruitment within the creative sectors and implement steps to increase ethnic diversity at all levels. The Action Plan will be reviewed on a six-monthly basis to ensure it continues to address the needs of the creative industries in Wales.

13. Information on the definition of "decolonisation" the Welsh Government is using. How the term was defined and by whom. Whether the Welsh Government has been successful in publishing guidance for public and local authorities by March 2023 and a link to the published guidance.

Consultation on the draft of ‘Public Commemoration in Wales: Guidance for Public Bodies’ closed on 21 February 2023. The Welsh Government will be publishing a summary report on the consultation within 12 weeks, and will be preparing a final document for publication, amended in the light of the consultation exercise. We envisage final publication will be late summer 2023.

In the draft document the Welsh Government gave this definition of decolonisation: ‘decolonisation does not mean removing all evidence of the imperial past, but it does mean avoiding the perpetuation of racist colonial myths about white supremacy’. This may be amended following the consultation exercise.

14. The proportion of publicly funded culture, heritage and sport organisations that have completed their review of historic narratives and the proportion that have not finished this review.

The information you require is not held by the Welsh Government. Publicly funded bodies are required, by March 2023, to undertake a review of the historical narrative. We expect to receive and review information about this exercise in due course.

Next steps

If you are dissatisfied with the Welsh Government’s handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government’s Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at: Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely