

**Cymru
Wrth-hiliol**



**An Anti-racist
Wales**



Llywodraeth Cymru
Welsh Government

Anti-racist Wales Action Plan – A Year On

Annual Report 2022 – 2023

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Executive Summary

Following the publication of the Anti-racist Wales Action Plan (ArWAP) in June 2022, we are now publishing the first ArWAP Annual Report. This reflects the Welsh Government's commitment to being open and transparent about progress in tackling systemic, institutional, and structural racism. Our journey towards a vision that Wales will be anti-racist by 2030 has been gathering momentum with good support from both internal and external stakeholders across Wales. There is increasing recognition that collectively, we have an ambition for change but a real concern that it will take time to see a material change on the ground. Racism has been ingrained into all our structures and processes for decades and so will need sustained, purposeful effort to eradicate. In stating this, we recognise that Black, Asian and Minority Ethnic people in Wales want to see change now. Demonstrating tangible progress in people's lived experience while we tackle systemic and structural issues is clear priority in the External Accountability Group.

Our Commitment

The Anti-racist Wales Action Plan sets out a co-designed vision, purpose, and values. Our overarching purpose is to collectively make a measurable difference to the lives of Black, Asian, and Minority Ethnic people in Wales. This is grounded in our core values, to be open and transparent, to have lived experience at the heart of all our work, and a rights-based approach as we work towards our vision of Wales becoming an anti-racist nation by 2030.

Our commitment to eliminating racism in Wales revolves around six key areas where ethnic minority people experience racism:

1. **Everyday Life:** We are working to eliminate racism from the fabric of everyday life, making Wales a welcoming place for everyone.
2. **Service Delivery:** Ethnic minority people deserve equal access to services without prejudice and discrimination.
3. **Workplace Inclusion:** Our aim is to create workplaces that are Anti-racist and value diversity, where all employees feel respected and empowered.

4. **Employment Opportunities:** We are determined to level the playing field, ensuring that job opportunities are available to everyone.
5. **Representation in Power:** Lack of visible role models is a concern, and we are committed to promoting diversity in positions of power and influence.
6. **Refugees and Asylum Seekers or other intersectionality:** We recognise the unique challenges faced by refugees and asylum seekers, and we are working to provide support and opportunities for their integration.

The above six areas form the core of our activities to effect meaningful change, ensuring that every individual, regardless of their background, can succeed in a society that is truly anti-racist.

Welsh Government and its partners in the public, private and third sector have been addressing the need for change. Here we report on early reflections on what that change looks like.

Year One: Laying the Foundations for an Anti-racist Wales

We acknowledge that the impact of our work may not yet be apparent in the lived experience of Black, Asian and Minority Ethnic people but important foundations have been laid.

We have established strong arrangements to hold Welsh Government to account and guide the work. This 'governance framework' will play an important part in ensuring we deliver what we have said we will and that what we do makes a real difference.

We believe that having the voices of eleven Diversity Representatives and eight Experts by Experience to help hold Government and public services to account brings the lived experiences and expertise to help deliver in a way that has never been done before.

To further support our vision, we have also secured maximum resources of a full, multi-racial implementation team, while the newly established Welsh Government Equality Evidence Unit, including the Race Disparity Evidence Unit, bolsters our understanding of how data can guide our actions.

We've also redefined our engagement with ethnic minority people by establishing monthly webinars and working towards creating four regional forums across Wales. These forums provide a direct platform for ethnic minority voices, ensuring their concerns are addressed.

Critical to our success is the strong leadership commitment from our First Minister, the Minister for Social Justice and Chief Whip, and our co-chairs. Public service leaders are also embracing personal objectives for anti-racism, cementing their dedication to our cause.

By building this strong foundation, we've mitigated concerns of potential momentum loss and an "implementation gap." We are committed to progress towards creating an Anti-racist Wales for all its people by 2030.

The Tangible Impact of the Plan

Our External Accountability Group, comprised of eleven individuals with lived experiences and eight anti-racism experts, is steered by co-chairs, Permanent Secretary Andrew Goodall and academic Professor Emmanuel Ogbonna. We have used this platform and the leadership reach of the Welsh Ministers, supported by the External Accountability Group, to champion the case for anti-racism across public service in Wales. For example, they led a high-level leadership summit, fostering commitments to embed anti-racism within various sectors. The ArWAP implementation team will oversee these commitments. Within Welsh Government, we've formed support groups to ensure lived experiences guide our actions, emphasising co-production.

Our commitment to providing tangible resources for community empowerment is evident in various departments distributing grants and launching grassroots initiatives addressing the imbalance in access to funding and support which has previously existed and responding to the priorities and interests of ethnic minority people. The ethnic minority third sector has played a pivotal role in enacting change. These are often small, but these very significant initiatives are delivered by ethnic minority partner organisations, enabled by funding from Government or their funded bodies.

Significant strides have been made in policy areas highlighted in this report, though challenges persist, such as prioritising the needs of the Gypsy, Roma, and Traveller people. The report provides insights into various policy areas, including leadership and representation, education, culture, heritage, health, social care, housing, local government, employability and skills, entrepreneurship, support for refugees, crime and justice, childcare, and play.

While we have made progress, we acknowledge there is much work to do and challenges ahead. Our commitment to promoting anti-racism remains strong. This report documents our collective journey,

the development of anti-racist processes and policies, and the infrastructure we've built to deliver positive future impacts.

Here is a summary of each of the sections in this report:

2.1. Leadership: This section focuses on the Welsh Government's pursuit of anti-racism, with a strong emphasis on increasing representation among senior leaders and Board members. Progress so far includes securing commitments from all Welsh Government Senior Civil Servants to set personal anti-racism objectives, and the publication of the Welsh Government's ethnicity pay gap.

2.2. Education and Welsh Language: This section highlights the progress in ArWAP implementation in education, spanning Schools, Further Education (FE), and Higher Education (HE). Notably, Wales made history in September 2022 by mandating the teaching of Black, Asian, and Minority Ethnic histories and experiences in the Curriculum for Wales. In HE, the Higher Education Funding Council for Wales (HEFCW) established an anti-racism network, published race equality reports, and is actively addressing pay disparities. Schools have focused on recruiting teachers from ethnic minority people, incentivising their training, and embedding anti-racist practices.

Efforts in the Welsh language context include standardising Welsh medium terminology and publishing approved Welsh race and ethnicity terminology and can be viewed here: [Welsh language race and ethnicity terminology](#).

A 'Croeso i Bawb' (Welcome to All) tasting course, now available as a self-study course, introduces essential aspects of Wales and Welsh life. This resource is accessible in five languages: Cantonese, Syrian Arabic, Farsi, Pashto, and Ukrainian.

2.3. Culture, Heritage, and Sport: This section spotlights initiatives advancing anti-racist practices, equal opportunities, and involvement in the cultural, heritage, and sport sectors. More than £2.8 million has been distributed among 22 organisations, all prioritising co-production to centre lived experiences in policy and service development. The Welsh Government Culture Grant Scheme for Grassroots Organisations, administered by Diverse Cymru, supporting grassroots cultural activities among Black, Asian, and Minority Ethnic groups in Wales.

2.4. Health: This section provides a summary of the commitments include the establishment of a Challenge Board, anti-racist leadership mandates, and workforce policy audits. It also emphasises the importance of data quality, the Workforce Race Equality Standard (WRES), and addressing health inequalities, particularly in maternity care and mental health. The implementation phase of the Workforce Race Equality Standard (WRES) for Health and Social Care in Wales has started. This standard aims to assess data across the entire workforce to identify disparities experienced by ethnic minority workers. The WRES aims to foster a cultural shift, track progress in workforce race equality, and systematically report information on bullying, harassment, leadership, progression, training, recruitment, and pay in the health sector.

2.5. Social Care: A partnership steering group, comprising Social Care Wales (SCW), Association of Directors of Social Services Cymru (ADSSC), and Health Education and Improvement Wales (HEIW), is actively supporting leadership development opportunities for Black, Asian, and Minority Ethnic social care workers. Their approach hinges on evidence-based proposals to target this group effectively. Mapping the cultural, language, and interpretation/translation needs of ethnic minority people using social care services is underway.

2.6. Homes and Places: Effort has been focused towards enhancing diversity within housing organisations through collaboration with Black, Asian, and Minority Ethnic groups. The Get into Housing project offers paid work placements to long-term unemployed individuals from ethnic minority communities in Cardiff, aligning with the Anti-racist Wales Action Plan goals. Rent Smart Wales, in collaboration with Tai Pawb, has launched customised training materials for the Private Rented Sector, now available on the Rent Smart Wales Training Portal since the end of March 2023. The Ending Homelessness National Advisory Board has recruited diverse members and established connections with various ethnic minority groups to enhance recruitment efforts.

2.7. Local Government: Progress in local government involves expanding the Access to Elected Office Fund to boost inclusivity and representation of ethnic minority people. A completed consultation process focuses on strengthening the Code of Conduct for local authority Members by aligning it with the Equality Act, enhancing trust in the system, and addressing and acting on all complaints. The efforts extend to improving voter information and engagement and prioritising inclusivity and democratic participation. We have made funds available for 2023/24 via our Democratic Engagement Grant to improve democratic engagement.

2.8. Employability and Skills, including Social Partnership and Fair Work and Entrepreneurship:

Progress in this area includes improving information and data on ethnic minority participation in skills and employability programmes. The Learning and Work Institute is developing a Family Learning Framework to enhance employability for both children and adults, boosting confidence in further learning.

Addressing pay inequalities involves collaborating with Cynnal Cymru to increase real living wage adoption and committing to eliminating pay gaps for gender, ethnicity, and disability by 2050. Social partnerships with employers and unions have been instrumental in promoting awareness of anti-racist practices.

In partnership with Race Equality First (REF), the Business Wales Anti-racist Action Plan has been developed to ensure services are inclusive and free from prejudice, discrimination, and marginalisation for Black, Asian, and Minority Ethnic people. This plan sets an example for delivering an anti-racist approach and will feature an anti-racist statement on the Business Wales website.

2.9. Nation of Sanctuary: This section highlights progress in expanding support for forced migrants, funding refugee housing, and ongoing support for ESOL Hubs. Achievements include extending the Wales Sanctuary Service to strengthen support for forced migrants, funding for the 'Refugee Well Housing' project, and continued funding for ESOL Hubs. Additionally, a task and finish group focusing on mental health for ethnic minority people has been established to enhance access to mental health services.

2.10 Crime and Justice: The Welsh Government is working to enhance the support for victims of racially motivated hate crime through initiatives like the Wales Hate Support Centre, awareness campaigns, and funding opportunities via the Community Cohesion Programme. We remain committed to

ensuring accountability, driving change in criminal justice, tackling hate crimes, fostering community cohesion, and pushing forward an anti-racist agenda.

Working with criminal justice partners, in September 2022, the Criminal Justice Anti-Racism Action Plan (CJARAP) was launched, marking the first-time collaboration of criminal justice partners including all four police forces in Wales, all four Police and Crime Commissioners, the Crown Prosecution Service, Youth Justice Board, His Majesty's Prison and Probation Service, and His Majesty's Court and Tribunal Service to address inequalities within the system. An independent panel oversees the CJARAP, and a 2-year Implementation Plan has been drafted to bridge the implementation gap. A Race disparity dashboard has been created to measure the Plan's effectiveness. Through the terms of the funding the Welsh Government provides towards the recruitment of Police Community Support Officers (PCSOs), we are committed to increasing the representation of Black, Asian, and Minority Ethnic people within the police forces in Wales, so forces are fully representative of the communities that they serve and to help develop trust and positive engagement.

2.11. Childcare and Play: This section focuses on creating safe, inclusive environments and empowering staff to combat racism. The DARPL Project, funded by the Welsh Government in collaboration with CWLWM, provided resources for practitioners and leaders to assess practices, embark on anti-racist journeys, and transform systems and policies. A review identified inadequate resources for reporting discrimination and bullying. The Welsh Government formed the Anti-racist Wales Governance Group and subgroups to support childcare and playwork goals. Ten community mentors from Black, Asian, and Minority Ethnic communities, recruited in June 2023, contribute lived experiences and expertise to promote allyship and access in childcare.

3. Going beyond the ArWAP

This section details future plans and activities, including addressing poverty, promoting financial inclusion, and tackling environmental issues through an anti-racist lens. Gathering evidence to combat racism in these areas, integrating anti-racism into policy development, and fostering diversity among staff and members to create more anti-racist natural spaces are key objectives. The plan also highlights efforts related to the Children and Young People's Plan and engagement with diverse groups.

4. Measuring Impact

The Implementation Team and Race Disparity Evidence Unit are committed to preventing an implementation gap and properly evaluating the Plan. They aim to deliver tangible outcomes for ethnic minority people. The External Accountability Group will collaborate closely, contributing to progress assessment, gap identification, and evidence-based policy decisions.

In Conclusion

These summaries provide a concise overview of the content and progress within each section of the report. While progress has been made, there is much more to do and our commitment to eliminating racist structures and systems, and fostering inclusivity in Wales remains strong.

In conclusion, year one has laid the groundwork for our journey towards an anti-racist Wales. We've established vital infrastructure, allocated resources, and engaged senior-level leadership in the public and third sectors. While more actions and initiatives lie ahead, these initial efforts reflect the Welsh Government's commitment and Cabinet's leadership, which has not only persisted but accelerated since the Plan's publication in June 2022.

Ministerial Foreword

We are delighted to present the Welsh Government's anti-racist Wales annual report, covering the period between 7 June 2022 to June 2023. This report offers an overview of our progress and significant steps taken as we embark on our journey towards building an anti-racist nation by 2030.

Our ambitious and radical Anti-racist Wales Action Plan (ArWAP) shows the Welsh Government's commitment to tackling long-term systemic and structural racism. We are determined to move from the rhetoric on racial equality to ensure we deliver meaningful action which is tangible to our ethnic minority people. Whilst this will take time, we are pleased to see progress being made through actions across government and the wider public sector.

We are grateful to the members of our External Accountability Group for the crucial role they play. Their work in holding responsible parties accountable enables continuous progress and ensures that the voices and lived experiences of Black, Asian, and Minority Ethnic people are not only acknowledged but also acted upon.

This Government is dedicated to promoting greater equality across all aspects of our work and tackling systemic racism remains a clear priority, with an intersectional approach ensuring everyone is included. We know this is only the start and there is much more work to do. While this report focuses on the development of anti-racist processes and policies, we look forward to future reports highlighting sustained positive outcomes and impacts. We are eager for us to move forward on this journey together, forging a path towards an anti-racist nation where everyone is valued.



Rt Hon Mark Drakeford MS

First Minister of Wales

A handwritten signature in black ink that reads "Mark Drakeford".



Jane Hutt MS

Minister for Social Justice

A handwritten signature in black ink that reads "Jane Hutt".

Co-Chairs' Foreword

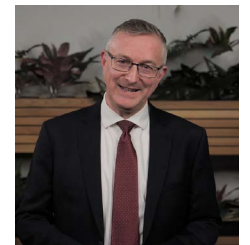
We have spent the last year establishing the External Accountability Group and putting the necessary structures to facilitate the governance of the Anti-racist Wales Action Plan (ArWAP). As part of this process, we recruited individuals with subject expertise and or lived experience to cover the key areas of the plan. These colleagues have been busy working with Welsh Government policy officials to generate many of the changes and initiatives that are reported in this document. Our attention has been focused on generating the appropriate mechanisms, processes and behaviours that will help to close the perennial policy-practice gap which has marred the implementation of previous equality and diversity initiatives. We feel strongly that we have developed the right frameworks and ways of working that will provide the maximum opportunity to achieve the goals of ArWAP.

This inaugural report is testament to the impact of the External Accountability Group (EAG) over a relatively short period. We are grateful to the members of the EAG who have given so much of their time to this work. We recognise that for many, this is a labour of love, but we do not take their hard work and efforts in this regard for granted. We are also thankful to the members of the Welsh Government ArWAP implementation team who have worked tirelessly on this and we acknowledge the work of Welsh Government policy officials who have supported this work.

Although this report shows the progress that has been made on a range of issues, we recognise that this progress may not have translated fully into noticeable changes on the ground. We are also aware that members of the Black, Asian and Minority Ethnic groups are eagerly awaiting the outcomes of these changes in terms of transforming their lived experiences to match their expectations as equal citizens of Wales. We hope that the foundations we have laid (as reported in this document) will result in the necessary long-term sustainable changes and that these will become increasingly noticeable in the months and years to come. We also hope that future reports will have a stronger focus on the outcomes of the material changes that will result from the initiatives highlighted in this report and from future initiatives that will arise from the work of the EAG.



Professor Emmanuel Ogbonna
Cardiff University



Dr Andrew Goodall
Permanent Secretary,
Welsh Government

Section 1

1. Introduction

This update report provides an overview of the progress made in implementing the [Anti-Racist Wales Action Plan \(gov.wales\)](#) (ArWAP), co-developed with Black, Asian and Minority Ethnic people and communities and ethnic minority organisations with the Welsh Government. As the first publication highlighted, what sets this Plan apart is its steadfast emphasis on tackling institutional and systemic racism whilst also bridging the implementation gap. We have considered the valuable lessons learned from previous Race Equality Plans, which, despite their positive intentions, fell short in delivering substantial improvements in the lives of ethnic minority people. Moreover, we recognise that the effectiveness of the legislative framework, such as the 2010 Equality Act, designed to address racial discrimination, has been hindered by implementation challenges.

Our core belief, which serves as the guiding principle of this Plan, is that rhetoric alone is insufficient in advancing racial equity. It is therefore imperative that we continue in the vein of co-construction and co-delivery to ensure the highest integrity when it comes to implementation.

Nevertheless, we acknowledge that the initial success of this Plan extends beyond the efforts of the Welsh Government. We would like to thank our wider public sector the private and the third sectors for working so diligently to progress this work. The achievement of our goals is not solely dependent on the Welsh Government but also on the combined efforts of the public, private and third sectors and Welsh citizens. By aligning our behaviours with our aspirations, we can collectively work towards dismantling the structures that perpetuate racism. This Plan seeks to create a future where every individual, regardless of their background, can thrive in a society that celebrates diversity, upholds equality, and embraces inclusion. Together, we can create lasting change that benefits both present and future generations.

Lastly, while acknowledging that there is still a long way to go in fully realising the commitments and ambition in the ArWAP, we are encouraged by the evidence of policy areas going above and beyond the plan's requirements. It is evident that the Plan has had a positive influence on the mindset and actions of leaders. We are witnessing a shift in the way leaders think and, more importantly, how they act. This growing momentum reinforces our commitment to the principles of anti-racism and fuels our determination to continue driving progress towards a more equitable and inclusive Wales.

Section 2

2. Key Initiatives and Achievements

2.1. Leadership

This report provides a brief synopsis of some of the actions and achievements within the leadership policy area of the ArWAP. This section covers both the Welsh government's aspiration to be anti-racist and its leadership responsibility for anti-racism across the wider public sector, enabling, facilitating, and holding itself and others accountable to become an anti-racist Wales.

One of the goals of the leadership policy area is to foster a significant shift in culture and behaviour within the Welsh government, promoting anti-racism as a core value. Noteworthy achievements include the implementation of performance objectives related to anti-racism for all senior leaders, emphasising the commitment to setting a leading example for other organisations in Wales. Additionally, the publication of the ethnicity pay gap will help prioritise work which addresses workplace inequalities whilst ensuring greater transparency and accountability.

However, challenges remain in meeting ambitious recruitment targets for diverse representation, so a concerted effort is required.

Actions	Achievements
Leadership	
Demonstrate visible commitment to anti-racism	
Goal: To create a sizeable shift in culture, including behaviour change, within the organisation, towards values and behaviours for anti-racism.	
Every senior leader (Senior Civil Servant) within the Welsh Government will be required to have one performance objective related to anti-racism in 2022 to 2023.	<ul style="list-style-type: none"> All SCS are required to have a performance objective focused on outcomes which embed anti-racism and the social model of disability in their work, the leadership of their teams, and/or the wider Welsh Government during 2023/24. The collective aim is to dismantle systems, structures, cultures and practices, both within and outside the organisation, that exacerbate inequalities. The objective must be shared with their teams and reported on during their regular performance management reviews to ensure progress is measured and leaders are held to account.
Provide key support, including induction, training, coaching/mentoring, reverse mentoring, seminars and events to keep an understanding of anti-racism constantly on the agenda.	<ul style="list-style-type: none"> The reverse mentoring programme for 2023 was launched in May, which aims to match senior colleagues with a mentor from an under-represented group within the organisation. Feedback from past participants has been overwhelmingly positive, crediting the scheme with increasing understanding of different perspectives and experiences. As part of the current programme, ten senior leaders have been matched with a mentor from an ethnic minority background. In addition, a range of equalities-based learning opportunities are available for staff to access, including a bespoke course entitled 'Conversations about Anti-Racism', aimed at increasing understanding of anti-racism and the role Welsh Government staff can play in achieving racial justice. Inductions for new starters include a dedicated session on the organisation's equality, diversity and inclusion commitments, including a focus on anti-racism.

Actions	Achievements
Goal: To publish an ethnicity pay gap for the Welsh Government.	
Publish our ethnicity pay gap.	<ul style="list-style-type: none"> • The Welsh Government's ethnicity pay gap was published for the first time earlier this year showing that in 2021-22, the mean ethnicity pay gap was 5.38% and the median ethnicity pay gap was 0%. • Figures as of 31 March 2023 are now available. The Welsh Government's mean ethnicity pay gap has narrowed from 5.38% in March 2022 to 4.13% in March 2023. The median ethnicity pay gap remains at 0%. • This is very positive, but it is worth remembering that small changes in the grade mix may have a large effect given the small numbers, so increases in staff at higher grades and the recruitment of staff at lower grades may have had an impact. Therefore, we might expect the ethnicity pay gap to be somewhat volatile over time and so changes over time should be interpreted with caution. • The mean ethnicity pay gap is the difference between the average earnings of Black, Asian and Minority Ethnic staff and Non-Ethnic Minority staff. The median ethnicity pay gap is the difference between the mid-points in the range of earnings Black, Asian and Minority Ethnic staff and White staff – it takes all the salaries in the sample, orders them from lowest to highest and picks the middle salary. It is a useful measure of pay gaps as it is not affected by small numbers of outlying salaries at the top or bottom of a range. • Our approach to calculating pay gaps combines data from the Welsh Government's payroll system and data from the Welsh Government's HR Information System. By combining data from two internal systems, there is consistency with other equality reporting, which mainly uses the HR Information System. The pay gap calculation was based on all staff included on both the HR system and payroll systems and paid on Welsh Government or SCS pay scales. Staff need to have declared their ethnicity/disability status in order to be included in the calculation. • There are numerous approaches to calculating pay gaps which means that the Welsh Government's ethnicity pay gap may not be directly comparable with pay gaps published by other organisations. The UK Government has recently (April 2023) published guidance for employers on calculating ethnicity pay gaps. This will be considered by colleagues in Knowledge and Analytical Services but was not received in time for the 2023 figures which will be published later this year. • Ethnicity pay gap data has been shared with colleagues in our staff diversity networks, trade unions, senior managers, and more widely across the organisation as well as being published in our annual Pay Policy Statement and Annual Employer Equality Report.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

As an organisation, we have set an ambitious target to address historic underrepresentation in our workforce by ensuring 20% of new recruits are from an ethnic minority background by 2026.

The [Anti-racist Wales Action Plan](#) additionally includes the commitment that, as a result of achieving our targets, at least 6% of all staff at all levels of the Welsh Government will be from an ethnic minority by 2026.

Despite making positive changes to recruitment processes, including dedicated outreach, name-free recruitment and recruitment adjustments to support individual candidates, figures for 2022 indicate that we are a long way from achieving our 20% target, compounded by the budget constraints impacting external recruitment.

In order to reach our goals, we have a number of activities underway to implement positive action (as defined in the Equality Act 2010). These include reviewing job applications, criteria and assessment methodologies, supporting training and internship schemes for underrepresented groups, strengthening outreach, and ensuring interview panels are diverse.

Academi Wales

Actions	Achievements
Leadership	
Goal: To ensure that public and third sector organisations we fund work towards zero-tolerance to racism.	
<p>Academi Wales will review and co-design its Public Service Leadership Behaviours Framework, embedding an anti-racist approach into that review.</p>	<ul style="list-style-type: none"> Academi Wales have commenced the review and are in the process of re-designing its Public Service Leadership Values and Behaviours Framework, embedding an anti-racist approach into that review. The review consists of several stages with the first stage requiring the redesign of the One Welsh Public Service Values and Behaviours, which align with the Wellbeing for Future Generations Five Ways of Working and One Welsh Public Service Shared Principles.
<p>Academi Wales will share the draft of the behaviours with the Accountability Group and in particular the experts by expertise appointed to agree the new framework before adopting and publishing it.</p>	<ul style="list-style-type: none"> Academi Wales have established a working group with expertise provided by Professor Cornelius, Rajvi Glasbrook (ESJWL – Communities and Tackling Poverty – Communities), Dinah Griffiths (CRLG – Local Government – Academi Wales), Bethan Johnson (CRLG – Academi Wales), Diana Reynolds (CCRA – ERA – EU exit and strategy) and Sabiha Azadwill to discuss and make appropriate changes. The initial values document is currently in draft stage with design before further consultation will take place. Further review and co-design of the Leadership behaviour's framework is required.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

The Values and Behaviours Framework is a significant vehicle for the delivery of the One Welsh Public Service agenda, and of course the review must have the principles and ways of working of the Wellbeing of Future Generations Act at its heart. An excellent working group is in place to embed an anti-racist approach into the review of the framework, but a key challenge is to ensure that the framework delivers against key agendas whilst remaining concise. We also recognise that the drafting and design of the document is not the end of the story, and that work will be required to embed the values and behaviours across public services once adopted.

2.2. Education and Welsh Language

This update provides an overview of the progress made in implementing the ArWAP across Education sectors, including Schools, Further Education (FE) and Higher Education. The school's section of this update centres around two primary goals: increasing the recruitment of teachers from ethnic minority communities and embedding anti-racist practices within the education sector. This section has witnessed significant accomplishments, such as the establishment of an initial teacher education (ITE) recruitment plan, the development of anti-racist professional learning resources, and the inclusion of Black, Asian, and Minority Ethnic histories and experiences in the revised Curriculum for Wales.

In the FE policy area, the focus has been on cultivating an anti-racist culture and integrating anti-racist practices into all FE institutions and adult learning providers in Wales. Key achievements include utilising an evidence-based approach to shape and influence the direction of work, establishing a support and challenge steering group and commissioned activity to innovatively strengthen the curriculum. However, challenges persist, particularly in terms of creating a more integrated approach to equalities planning and addressing workload pressures.

In the higher education sector, the ArWAP is being implemented by the Higher Education Funding Council for Wales (HEFCW). Noteworthy achievements include the establishment of a robust anti-racism network, the publication of race equality reports, and the provision of guidance on monitoring inequalities. However, the challenge lies in embedding this guidance and ensuring long-term sustainable change throughout the sector. From April 2024, this responsibility will shift to the Commission for Tertiary Education and Research which will have a broad range of powers, including regulatory responsibility for Tertiary and higher education in Wales. HEFCW will cease to exist at this point.

In response to the challenges at hand, considerable efforts have been dedicated to raising awareness and fostering a deeper understanding of anti-racism within educational settings. These endeavours have paved the way for ongoing projects, such as the continuation of the Diversity and Anti-Racist Professional Learning (DARPL) initiative, the allocation of funds for ITE community mentors, and the provision of professional learning sessions for Welsh Government employees.

Complementing this comprehensive approach, the introduction of the Cynefin project has provided an avenue to explore the multicultural history of Wales through creative learning. By embracing diversity and actively promoting inclusivity, the ArWAP strives to establish a future where anti-racism becomes deeply ingrained in the education sector, fostering a nurturing environment for all learners and professionals alike.

Schools

Actions	Achievements
Schools	
Goal: To increase recruitment of teachers from ethnic minority communities into the Education sector with a clear focus on recruitment onto Initial Teacher Education (ITE) programmes.	
Review Initial Teacher Education (ITE) and professional learning to ensure that it reflects an anti-racist approach to teacher recruitment and training.	<ul style="list-style-type: none"> The Welsh Government and its key stakeholders for ITE continue to work together to support and embed the Initial teacher education Black, Asian and Minority Ethnic recruitment plan that was implemented in October 2021. All ITE Partnerships have undertaken an audit and identified key areas highlighted in their own recruitment plans. Each partnership is working to meet their own identified targets. The Education Workforce Council are working with organisations to provide advice and promote careers in education.
Expand the range of subjects available on the employment-based Initial Teacher Education (ITE) scheme to attract support staff from ethnic minority backgrounds, including Welsh-medium.	<ul style="list-style-type: none"> The refreshed Criteria for accreditation of ITE programmes in Wales, published May 2023, explicitly requires all programmes of ITE in Wales to be anti-racist and provides student teachers with the tools to create anti-racist learning environments for our children and young people. ITE community mentors funded by the Welsh Government over the past 12 months continue to support ITE Partnerships in their activities to support recruitment of Black, Asian and Minority Ethnic applicants into initial teacher education. The Welsh Government has introduced an Ethnic Minority Initial Teacher Education (ITE) Incentive to support our ambition for an Anti-racist Wales and to increase the number of ethnic minority teachers so that learners in Wales have a more diverse teaching workforce. This incentive has been available from September 2022 to students who meet the eligibility criteria. Under this scheme an incentive grant of up to £5,000 is available and will be paid in two instalments of £2,500 to eligible students: one at successful completion and award of Qualified Teacher Status (QTS) and the second on successful completion of induction. This scheme is one of three incentives that are in place to support individuals to train, enter and remain in the teaching profession. Student involvement in this work is growing and the Diversity Club (Llanwern High School (winners of the Betty Campbell (MBE) award and Ysgol Glantaf) have been working on promoting the contributions and perspectives of Black, Asian and Minority Ethnic communities. They have created a suite of six film clips that the Welsh Government will be using to highlight the lack of diversity within schools and to assist in attracting individuals from Black, Asian and Minority Ethnic communities to undertake careers within education. The Welsh Government has worked with the Open University to expand the secondary subjects on offer under the alternative ITE routes, offering part-time PGCEs and an employment based PGCE to student teachers unable to access full-time ITE. We are ensuring applicants to teaching can access high quality ITE with parity to traditional full-time programmes, regardless of their background and circumstances. The expanded programme offer is available from September 2023.

Actions	Achievements
<p>Goal: To create an anti-racist teaching workforce through embedding anti-racist professional learning.</p>	
<p>Develop anti-racist professional learning resources to support the teaching of the new curriculum hosted on a co-designed “virtual campus” to collate and curate all anti-racist materials and resources.</p>	<ul style="list-style-type: none"> • The Welsh Government’s Diversity and Anti-Racist Professional Learning (DARPL) project formally launched in autumn 2022 and is crucial to realising the Curriculum for Wales and achieving high standards and aspirations for all. • This progressive project is led by a coalition of partners with professional and lived experience to support those working in education to understand and develop anti-racist and non-racist practice. • All DARPL anti-racist resources, training, and guidance are available in one place through the DARPL virtual campus which attracts over 2,000 hits on a monthly basis. Work to continually enhance the virtual campus is ongoing, highlights this year include bespoke guidance for senior leaders, practitioner blog and bitesize resources. • The project is having a growing impact across the whole of Wales. Up to May 2023, 18,000 education professionals engaged with DARPL through live events, consultations and resources. • In autumn 2022, DARPL established a new Anti-Racist Connect Group, providing peer to peer support for educational leaders across Wales. In March 2023, the first in-person meeting of the group was held at UWC Atlantic. New members are joining the group in response to an open call-out. • The World Education Summit in March 2023, featuring world-class educationalists across the globe, provided a unique opportunity to promote DARPL on an international stage. • A virtual Policy Insight event hosted by Welsh Government on April 25th attended by 110 education professionals provided an update on new Curriculum for Wales Professional Learning Resources included a focus on the wealth of resources accessible via the DARPL virtual campus. • Building on the success of anti-racist professional learning for schools, since May 2023, DARPL has extended to the Early Years, Childcare and Play (EYCP) and Further Education (FE) sectors. • DARPL anti-racist provision for senior leaders and governors received endorsement from the National Academy for Educational Leadership in May 2023. • Welsh Government are continuing to fund a PhD doctorate to reflect on and evaluate feedback from DARPL and gauge what schools need to support the next steps on their anti-racist journey. • Work to collate a range of engagement and impact information in relation to DARPL is ongoing. Endorsement of provision for senior leaders and governors by the National Academy for Educational Leadership has provided assurance regarding the quality of existing provision. DARPL provision for teachers and teaching assistants will be quality assured as part of the Welsh Government’s new national endorsement process. • The DARPL community of practice group for longitudinal action-research work is growing. This provides a challenging and supportive space for the schools, LA and consortia stakeholders who are working with and through DARPL. Some emerging findings will be shared in webinars, reports and papers from the autumn term.

Actions	Achievements
<p>Goal: To ensure that Black Asian and Minority Ethnic stories, contributions and histories are taught throughout the revised Curriculum for Wales.</p>	
<p>Make it mandatory to include the teaching of Black, Asian and Minority Ethnic communities and contributions across the revised Curriculum for Wales.</p>	<ul style="list-style-type: none"> • Wales is leading the way by becoming the first part of the UK to make it mandatory to teach Black, Asian and Minority Ethnic histories and experiences in the new Curriculum for Wales. The roll out to primary schools began in September 2022. • Our new Professional teaching award: The Betty Campbell MBE award, for promoting the contributions and perspectives of Black, Asian and Minority Ethnic communities was awarded for the first time in 2022 to Llanwern High School, Newport, who evidenced a strong culture of Cynefin, where all members of the school community foster a feeling of belonging. • The Arts Council have developed a new strand to Creative Learning Through the Arts focussing on Cynefin to help schools to: <ul style="list-style-type: none"> - Explore the history and development of Wales as a multicultural society; - Explore the diverse experiences and contributions of Black, Asian and minority ethnic peoples in Wales past and present; - Work alongside Creative Practitioners in a learning environment to enhance the quality and teaching and learning; - Support schools in the implementation of the Curriculum for Wales.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

While there was some initial challenge to understanding the need to embed anti-racism into our work, this has been overcome by increasing the understanding and expertise of both policy makers and practitioners.

Up to June 2023, 19,000 education professionals directly engaged with diversity and anti-racist professional learning (DARPL) through in-person events or via regional consortia, consultation, guidance and asynchronous sessions.

By increasing the awareness and knowledge of the impact of anti-racism within education settings, this has increased the acceptance of anti-racism as an integral part of our work, rather than an 'add-on'.

Further Education

Actions	Achievements
Further Education (FE)	
Culture change towards anti-racism. To use existing and new tools to create organisation wide change towards anti-racism	
Goal: Anti-racist culture and practices are embedded in every FE institution and adult learning provider in Wales.	
<p>Work with the FE sector to embed the principles of the Black Leadership Group 10 point plan to ensure an anti-racist FE system. Survey learners and staff to understand their experiences of racism and to gather views on what effective anti-racist practice looks like in FE.</p>	<ul style="list-style-type: none"> • An initial scoping study was commissioned from the Black Leadership Group and ColegauCymru, and was published in summer 2022. Its recommendations have informed the work programme with the further education (FE) sector over the past year. • An FE steering group has been established to provide support and challenge from those with lived experience, experts and stakeholders. • The Black Leadership Group and ColegauCymru were commissioned to develop anti-racist action planning guidance, along with support and feedback for FE institutions to develop their action plans. All 13 FE institutions have an action plan in place and will provide a progress report at the end of 2023. <p>It is too early to start measuring the impact of our actions as yet, but officials are working with KAS colleagues to consider how outcomes can be measured in the medium to long term. The qualitative research we have commissioned will provide important information to help set a baseline for this.</p>
<p>Review and revise the current FE curriculum to embed anti-racist principles and develop a revised curriculum in co-construction.</p>	<ul style="list-style-type: none"> • Cardiff and Vale College has been commissioned to lead a major project to develop curriculum modules for learners in all colleges. • The modules will include tutorials for learners from Level 1 to Level 3 and content for 14 curriculum areas, hosted in a unique immersive “virtual world” which learners can use to explore concepts around anti-racism, diversity and inclusion. • The modules will be piloted across the FE sector from autumn 2023.
<p>The participation, outcomes and progression of learners from different ethnic backgrounds are systematically monitored and action taken to address inequalities.</p>	<ul style="list-style-type: none"> • A statistical release on learner ethnicity was published in July 2022 with detailed analysis on learner participation and outcomes across FE, apprenticeships, adult learning and sixth forms. • Ethnicity analysis has been incorporated into regular statistical releases such as the annual publications on post-16 achievement and destinations. • Detailed formats for data analysis have been included in the new anti-racist action planning guidance for FE institutions. • Following a procurement exercise, David Kester and Associates has been appointed to undertake qualitative research on learner and staffed lived experiences in FE, apprenticeships and adult learning. The research has been completed and findings are due to be published in October 2023.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

Further Education: Within the FE sector, there is a high level of commitment to the goal of an anti-racist Wales. However, the sector would like to pursue a more integrated approach to equalities planning across all protected characteristics, with a greater focus on intersectionality. We will need to keep up the momentum on anti-racism whilst also seeking a balanced approach which recognises the wider context that institutions work in, and the full diversity of their learner populations.

Higher Education

Actions	Achievements
Higher Education	
Goal: Staff and students can expect their experience of HE to be positive irrespective of their racial and ethnic background.	
<p>Establish an anti-racism network across the HE sector.</p> <p>Publish an annual race equality report and performance measures for the sector, including outcomes for students and staff.</p>	<ul style="list-style-type: none"> • HEFCW Established an anti-racism network across the HE sector – the network was established in February 2023, which to date has included the sharing of best practice of addressing harassment and promoting an anti-racist culture. The network is intended to evolve and strengthen over the years ahead to offer an invaluable platform for collaboration across the sector.
Goal: Better use of levers available to promote anti-racist culture in higher education.	
<p>Require HEFCW to expect all HE institutions to review existing recruitment policies and procedures through an anti-racist lens.</p> <p>Require HEFCW to expect HE institutions to monitor and address inequalities, including pay disparities. Expect all HE institutions to achieve a race equality charter mark as a condition of funding within three years to embed anti-racism policies at all levels within the sector.</p>	<ul style="list-style-type: none"> • HEFCW published Race equality monitoring guidance – A key aim is to support senior leaders to adopt a whole system approach to anti-racism and to ultimately improve ethnicity representation at senior levels across the sector. W22/28HE: Consultation on monitoring race equality in higher education – HEFCW. • HEFCW have provided Higher education institutions with guidance on monitoring inequalities, including pay disparities. This is a key area aimed at improving transparency, identifying issues/trends which can inform action and ensuring pay equality. Ongoing engagement to review and update policies and practices.
Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:	
<p>Working with institutions to embed the guidance and ensure work is outcome focused, driving change over the long term. This will include WG and HEFCW/CTER continued engagement with the sector, submission of regular reporting by institutions, and using establish mechanisms for example discussing and addressing issues through the education Welsh language anti-racism Wales sub group.</p>	

Welsh Language

Efforts have been made to ensure the voices of Black, Asian, and Minority Ethnic Welsh speakers are not only heard but listened to. To facilitate this, a working group consisting of Welsh terminologists, academics, and Welsh speakers from ethnic minority communities, collaborated to develop a standardised set of Welsh medium terminology relating to race and ethnicity. The resulting publication provides valuable guidance in this context, fostering inclusivity and effective communication within the Welsh language sphere.

To gain a better understanding of the experiences of our Welsh speaking ethnic minority young people, a significant milestone was reached with the commissioning of the Perthyn panel event, organised by Coleg Cymraeg Cenedlaethol and Cardiff and Vale College. This event provided valuable insights making it the first of its kind in Wales. The National Centre for Learning Welsh has also achieved several milestones in their efforts to welcome those with limited English proficiency. They have also developed a programme that includes a dedicated '[Croeso i Bawb](#)' tasting course, which has been converted into a self-study course available in Cantonese, Syrian Arabic, Farsi, Pashto, and Ukrainian.

The Welsh Government firmly believes that the Cymraeg 2050 strategy and the ArWAP coexist harmoniously and both areas of work complement each other.

Actions	Achievements
Welsh Language	
<p>Goal: That the voices of Black, Asian and Minority Ethnic Welsh speakers are heard and listened to and that more is done to promote access to the Welsh language by ethnic minority communities in the areas of education, language learning, the workplace and community activities.</p>	
<p>Ensure the Welsh terminology used to discuss and debate anti-racism is current, appropriate, consistent and based upon input provided by Welsh speakers from ethnic minority communities.</p>	<ul style="list-style-type: none"> • Ensuring that people have the language and confidence to talk about anti-racism is vital to lead towards action. • Cymraeg 2050 stakeholders have been eagerly awaiting direction and advise on what are the Welsh medium equivalent of the new and emerging terminology used in conversations relating to anti-racism. • Cymraeg 2050 officials are glad to have convened a group of key stakeholders during the first year of the Anti-racist Action Plan to standardise a set of Welsh medium terminology with guidance for use. • Stakeholders on the working group consisted of Welsh terminologists, academics and Welsh speakers from ethnic minority communities. • As a result of the hard work of the working group, a new set of approved and standardised Welsh race and ethnicity terminology was published and can be viewed here: Welsh language race and ethnicity terminology.
<p>Gain a better understanding of the lived experience of the c.10,000 Welsh speakers from ethnic minority communities to inform future actions and interventions to eliminate racism in Wales.</p>	<ul style="list-style-type: none"> • The Minister for Education and Welsh Language's Equality, Diversity and Inclusion subgroup continues to share lived experience and advise on how to embed anti-racism across the Cymraeg 2050 strategy and implementation. • The Welsh Government's Knowledge and Analytics Service recently published an in-depth analysis of Census 2021 data in relation to Welsh speakers' ethnicity. • A panel event to learn about the experiences of ethnic minority Welsh speakers was commissioned by Cymraeg 2050 Division's partner, Coleg Cymraeg Cenedlaethol in conjunction with Cardiff and Vale College. The event, Perthyn, which was held at the Senedd on 20 March 2023 was well-attended and well-received by participants. This event was the first of its kind in Wales.

Actions

Achievements



Translation: "Thank you @colegcymraeg @teachernudge for the invitation to present the discussion today. Perthyn (Belonging) is very important to us in Wales. Everyone in this picture speaks Welsh – inspirational!"

<https://twitter.com/jasonmohammad/status/1637929251675545600?s=20>

Actions	Achievements
<p>Commission the National Centre for Learning Welsh to review current take up of provision amongst Black, Asian and Minority Ethnic backgrounds, and current strategies to promote access.</p>	<ul style="list-style-type: none"> • The Centre has developed a programme of work to welcome people whose first language is not English, or those who's English is limited. • A dedicated 'Croeso i Bawb' (Welcome to All) tasting course has been created, and has since been converted into a self-study course. The courses aim to introduce important aspects of Wales and Welsh life, the units have been created in five different languages: Cantonese, Syrian Arabic, Farsi, Pashto and Ukrainian. • In partnership with SaySomethinginWelsh, a digital tool is now also available to help asylum seekers and refugees learn spoken Welsh through Arabic, Pashto and Dari languages. • The new courses were launched at the end of January 2023, at the Oasis Centre, Cardiff. • More information can be found on the National Centre for Learning Welsh's website. <div data-bbox="638 630 1400 1018" data-label="Image"> <p>A photograph of four women standing side-by-side in front of a purple banner. From left to right: a woman with long brown hair in a black top; a woman wearing a white hijab and a leopard print jacket; a woman with long wavy hair in a green patterned shawl; and a woman with short grey hair in a light blue sweater. The banner behind them has the text 'gyda ni Learn Welsh with us' in white.</p> </div> <p>Pictured above, from left to right: Dona Lewis, Chief Executive of the National Centre for Learning Welsh; Zaina Aljumma, who's learning Welsh; Gosia Rutecka, who has learned the language; and Helen Prosser, Director of Teaching and Learning at the National Centre.</p> <ul style="list-style-type: none"> • Although the work referred to above is focused on ethnic minority communities whose first language isn't English or Welsh, the National Centre for Learning Welsh is continuously reviewing their anti-racism work more broadly and are in the process of developing an overarching Equality, Diversity and Inclusion strategy.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

- The **Cymraeg 2050** strategy and ArWAP are both very broad and overarching policies which touch upon all areas of the Welsh Government's work. Although this brings challenges in terms of resourcing and responding to fast paced developments across government, it also poses opportunities. The opportunities include cross governmental working that focuses on listening and engaging with the people at the heart of both policies.
- Officials across both policy areas will continue to work closely to align both **Cymraeg 2050** and ArWAP's ambitions to ensure that we are working towards the same goal.

2.3. Culture, Heritage, and Sport

Through initiatives aimed at advancing anti-racist practices, ensuring equitable opportunities, and fostering greater engagement, collaborative efforts with sponsored bodies have yielded significant achievements. Over £1.8 million in funding has been allocated to cultural, heritage, and sport arm's length bodies in Wales. This funding has facilitated pan-Wales projects, co-production with diverse communities, and accelerated anti-racist initiatives.

Key achievements include the launch of the New Heights events series showcasing the talents of local Black artists and musicians. Funding has been awarded to seven galleries to establish exhibition spaces for Black, Asian, and Minority Ethnic creative practitioners in collaboration with national museums. In addition to this, the Royal Commission on the Ancient and Historical Monuments of Wales has secured grant funding for the "Places we remember – recording the heritage of Welsh Asian communities" project. And Sport Wales has utilised funding to provide training activities catering to the needs of the community during Ramadan.

Efforts to promote a balanced, decolonised historical narrative and recognise the positive contributions of Black, Asian, and Minority Ethnic communities have yielded significant achievements. A key accomplishment includes the Amgueddfa Cymru led Reframing Picton Exhibition. Cadw are making progress in developing guidance for public bodies on public commemoration and over £2.8 million in funding was awarded to 22 culture, heritage, and sport organisations across Wales.

Whilst notable progress is being made, Cadw faces the challenge of diversifying its workforce, recognising the intersectional needs of both race and Welsh language.

Actions	Achievements
Culture, Heritage and Sport	
Goal: To hold publicly funded organisations accountable for the delivery of anti-racist measures and actions, as set out in this action plan	
<p>Require public bodies to establish working environments which are highly inclusive and anti-racist, including anti-racism training as a core component of professional learning and development.</p>	<ul style="list-style-type: none"> • A Board of Trustee skills matrix and assessment has been developed by Amgueddfa Cymru to ensure appropriate training and development is in place. Race Council Cymru have been appointed to develop and deliver anti-racism training for Board members and Directors and a pilot session for staff, in anticipation of a full procurement exercise for all staff on anti-racism training in the latter stages of 2023. • Sport Wales have utilised their funding to date to undertake specific training activities for its national centre staff to enable it to adjust its practices to meet the needs of the community during Ramadan. They are planning on building on this experience and have employed a community investment adviser to link with local community groups to access funding opportunities not previously accessed by these communities. • Earlier this year, the Welsh Rugby Union (WRU) embarked on a journey towards a more inclusive and equitable future by partnering with Show Racism the Red Card (SRtRC) to deliver anti-racism training to its staff and board members through the Welsh Government funded Culture, Heritage and Sport Fund. The goal was to address issues of systemic racism within the organization and the sport of rugby as a whole.

Actions	Achievements
<p>Encourage all publicly funded organisations to adopt 'positive' recruitment policies that will support and enable applications from and career pathways of under-represented groups; for example by reviewing and amending the design of application forms and methods of advertising posts, and providing training for both applicants and selection panels.</p>	<ul style="list-style-type: none"> • Amgueddfa Cymru's Human Resource team has been collaborating on improving recruitment processes. As part of implementing a 'positive' recruitment policy to support and enable applications from under-represented groups, Amgueddfa Cymru is currently revamping candidate recruitment information to include: <ul style="list-style-type: none"> - an explicit offer of 1-1 support with job applications and on reasonable adjustments - a recruitment guide including videos on how to apply and what to expect at an interview. The value of life experience is emphasized. • I-recruit, in its final stage of development, will offer anonymized recruitment as standard for all roles and a flexible application process.
<p>Review existing systems for reporting, and dealing with complaints of discrimination; including the identification and elimination of all forms of racial discrimination.</p>	<ul style="list-style-type: none"> • Show Racism the Red Card (SRtRC) has worked with the Welsh Rugby Union to revise its policies to ensure they are inclusive and promote diversity. This includes amendments to EDI and disciplinary procedures to eliminate bias and discrimination. It has also created its first Anti-Racism Policy in collaboration with SRtRC, due for publication in October 2023. The WRU has launched various initiatives to increase diversity within the organisation, including proactively working with Black, Asian and Minority Ethnic groups, such as South Riverside Community Development Centre, Welsh Refugee Council and EYST.

Actions

Achievements

Goal: To work with our sponsored bodies to ensure they use their spending powers to embed anti-racist practice, facilitate equality of access and outcomes, and maximise participation for Black, Asian and Minority Ethnic people.

Work with funding bodies to co-produce bids from small or Black, Asian and Minority Ethnic-led organisations to improve outcomes for Black, Asian and Minority Ethnic groups.

- In January 2023, Amgueddfa Cymru – National Museum Wales in Cardiff, in partnership with the Arts Council of Wales, the Honey Session, The BOMB Directory and Radio Cardiff, launched a new events series, **New Heights**. The series focuses on showcasing the talents of local Black artists and musician [New Heights: Caribbean Contributions | Museum Wales](#).
- Last year, the Arts Council of Wales and Amgueddfa Cymru published a joint [Widening Engagement Action Plan 2022-25 | Arts Council of Wales](#), which is underpinned by work to address the current inequalities experienced by people, groups and communities, particularly those currently under-represented, in access to and participation in the arts.
- The Arts Council of Wales working in partnership with the Amgueddfa Cymru has awarded funding to seven galleries to work with seven national museums to create exhibition spaces for Black, Asian and Minority Ethnic creative practitioners. The following museums have been appointed through an open call process to partner on this initiative over the next two years:
 1. Aberystwyth Arts Centre with National Slate Museum
 2. Galleries Simpson Artists with National Waterfront Museum Swansea
 3. Chapter Cardiff with National Museum Cardiff
 4. Artes Mundi with National Roman Legion Museum
 5. Llantarnam Grange Arts Centre with Big Pit
 6. Oriel Myrddin Trust with National Wool Museum
 7. Ways of Working with St Fagans National Museum of History
- The seven visual arts organisations have also commissioned creative professionals from culturally and ethnically diverse backgrounds to work on the project over the two years, questioning and challenging current ways of thinking within the organisations, engaging with communities to discover new perspectives and stories and to explore the visual arts and heritage sector through an anti-racist and decolonising lens. The work with the creative professionals will start in later in the Autumn.

Actions	Achievements
<p>Co-design opportunities with grassroots community-based organisations to engage Black Asian and Minority Ethnic individuals (including women, girls, disabled people, elders, people who identify as LGBTQ+, and people whose first language is not English or Welsh) to express their creativity, heritage, language, cultural identity and origins. These activities will allow people to come together to celebrate our diverse but shared cultural heritage including through visual and performing arts, including contemporary street art, fashion, poetry, dance, sport and music.</p>	<ul style="list-style-type: none"> • More than £2.8 million has been awarded to 22 local, regional, national or independently run culture, heritage and sport organisations across Wales. All projects receiving funding have a focus on co-production, demonstrating a commitment to placing lived experience at the centre of policy, service development and delivery. • Makers Guild Wales received funding last financial year to deliver a community craft project specifically targeted at ethnic minority women residing in Butetown ward of Cardiff. Women from the area were offered weekly free access to craft activities such as screen printing onto bags, pottery, beaded jewellery, batik on fabrics, papier-mache sculptures and picture frames, felt making and transfer print scarves. They enjoyed learning new craft skills as well as understand how they could develop their craft into business ideas. Since the funded project has ended, a small group of the women still meet each Friday afternoon at Butetown Community Centre and have started to share craft activities amongst the group. The project has formed new contacts for the Guild with Black, Asian and Minority Ethnic artists.
<p>Support the participation in active lifestyles of women and girls from Black, Asian and Minority Ethnic groups, taking account of intersectional disadvantages, languages and the most disadvantaged groups.</p>	<ul style="list-style-type: none"> • Women Connect First has been awarded grant funding for financial years 2023-2025 through our local grant scheme to deliver Sport4All, which seeks to increase participation of Black, Asian and Minority Ethnic women and girls in sport and physical activities. To date, the project has engaged with more than 190 women and young girls from diverse ethnic minority backgrounds in physical fitness, sport or other health and well-being activities, in order to improve their health, well-being and confidence. It is actively engaging participants in activities in which ethnic minority women are typically less frequently engaged than other groups (for reasons of cultural inappropriateness, direct racism, financial restrictions or other barriers particularly relevant to ethnic minority women and girls in Wales).
<p>Identify a specific ring-fenced resource to support grassroots cultural, creative and sporting activities among Black, Asian and Minority Ethnic groups and promote this to encourage applications, taking account of intersectional disadvantages and specific issues relating to community languages.</p>	<ul style="list-style-type: none"> • We have awarded a contract to Diverse Cymru to administer the Culture Grant Scheme for Grassroots Organisations to support grassroots cultural activities amongst Black, Asian and Minority Ethnic groups across Wales. • The grant scheme application closed on 25 September and initial analysis indicates more than 50 applications have been received by Diverse Cymru.

Actions	Achievements
<p>Goal: To work with public bodies to fully recognise their responsibility (individual and collectively) for setting the right historic narrative, promoting and delivering a balanced, authentic and decolonised account of the past – one that recognises both historical injustices and the positive impact of Black Asian and Minority Ethnic communities.</p>	
<p>Work with Black, Asian and Minority Ethnic communities to identify and lift barriers to accessing heritage sites and cultural collections.</p> <p>Tell stories through the lens of Black, Asian and Minority Ethnic people's experiences (past and present) in our galleries and museums, including through permanent displays, celebrating their contribution and recognising their presence in the history of Wales.</p>	<ul style="list-style-type: none"> • Amgueddfa Cymru's Reframing Picton Exhibition was a community-led exhibition that saw newly commissioned artworks by artists Gesiye (Trinidadian and Tobagonian multi-disciplinary artist) and Laku Neg (a UK-based group of four members of Trinidadian heritage that promoted expressions of African diaspora knowledge through the arts) go on display alongside a re-interpreted portrait of Thomas Picton (Reframing Picton Museum Wales). The group worked with Amgueddfa Cymru curators to include more information and context about Picton's legacy as Governor of Trinidad at the turn of the 19th century and his torture of the people of Trinidad. The decision to reinterpret the portrait was made as part of Reframing Picton – a youth-led initiative involving Amgueddfa Cymru, and community partner the Sub-Sahara Advisory Panel (SSAP). • The Royal Commission on the Ancient and Historical Monuments of Wales has received grant funding to deliver a project to record Welsh Asian heritage. The multi-year funded project (covering financial years 22-25) 'Places we remember – recording the heritage of Welsh Asian communities' will work with Welsh Asian communities to define and record what is significant to them in heritage terms and showcase the major contribution people of Asian heritage have made to the culture, economy and wellbeing of Wales. RCAHMW Launch of the Royal Commission's Welsh Asian Heritage Project: Celebrating and Archiving the Experiences of Ugandan Asians. • Creating a balanced, authentic and decolonised historical narrative has been the focus of the project lead by KIRAN Cymru 'The Royal Indian Army Service Corps (RIASC) and its cooperation with the British Army during WW2 – A Shared Heritage'. Over the last few months, KIRAN Cymru has been working with members of the Black, Asian and Minority Ethnic community including school children to undertake work to re-discover the significant contribution of the Royal Indian Army Service Corps (RIASC) and its cooperation with the British Army during WW2. KIRAN Cymru is working with the National Archive and Peoples collection to capture the rich history it is discovering.
<p>Review and decolonise our public spaces and collections by appropriately addressing the way in which people and events with known historical associations to slavery and colonialism are commemorated, acknowledging the harm done by their actions and reframing the presentation of their legacy to fully recognise this.</p>	<ul style="list-style-type: none"> • Cadw has made significant progress on the Public Commemoration in Wales: Guidance for Public Bodies – a key follow-up action of 'The Slave Trade and the British Empire: An Audit of Commemoration in Wales'. The guidance, currently being revised considering the consultation responses, discusses the issues raised by public commemoration, and sets out four steps to help public bodies address these issues and realise opportunities to use public commemoration to contribute to an anti-racist Wales. • RCAHMW continues their work on the decolonisation of the National Monuments Record of Wales. To date the Commission has undertaken searches on 235 keywords, which have included 15 individuals who were identified in the Slave Trade and the British Empire: an audit of commemoration in Wales report as having definite culpability in the Transatlantic Slave Trade, and a further 35 individuals with uncertain culpability. Of the 15 individuals with definite culpability further checking has been undertaken in relation to 14 of the 15, and to date 225 individual site and archive records have been reviewed. At this stage 152 can be discounted, 60 require further checking to make clear any connections to culpable individuals, and 8 records require a note to contextualise their connections to culpable individuals.
<p>Relevant bodies to report on how they have reviewed and redesigned the historical narrative informed by lived experiences, ensuring that the Black, Asian and Minority Ethnic individuals and groups who participate and share lived experience are paid appropriately for their time and experience.</p>	<ul style="list-style-type: none"> • Museums, Collections and Cynefin is a project which has been funded from the £2.8 million. The project led by Dr Marian Gwyn, builds on previous years successful Welsh Government-funded Diversity in Museum project which facilitated understanding of how collections are connected with slavery and empire. Under the current project a further 10 museums have signed up for the collection review which will identify objects and items associated with Atlantic slavery, colonialism and diversity. The Museums will undergo a broad training programme based around the collection reviews which will support staff as they decolonise their museums.

Actions	Achievements
<p>Goal: Identify and meet targets to deliver anti-racist education and learning; including interpretation, marketing and educational materials that recognise and celebrate the rich and diverse cultural mix of our society, encourage widespread physical and intellectual engagement and so promote anti-racist practice and principles throughout.</p>	
<p>Review online and social media content to improve visibility and encourage accessibility – seeking out and working with Black, Asian and Minority Ethnic groups and individuals, to uncover untold stories and celebrate success.</p>	<ul style="list-style-type: none"> • Cadw now has a dedicated section of its website focusing on the rich and diverse nature of the heritage of Wales – Wales' Rich and Diverse Heritage Cadw (gov.wales). The intention is that this will grow as an introductory gateway for related content.
<p>Build on and further link the stories of Black, Asian and Minority Ethnic people within existing educational and cultural programmes, including the Curriculum for Wales, Fusion, Hwb, Cynefin and the People's Collection Wales.</p>	<ul style="list-style-type: none"> • Glamorgan Archive has commissioned the development of multilingual anti-racist resources and case studies. Research work is underway to identify case studies of local relevance in Glamorgan for inclusion in the Guide. Several have already been identified which relate specifically to Cardiff, Pontypridd and the Rhondda Valleys. This will ensure that the Guide will facilitate a move away from dependence on famous international people and events, delivering Wales-specific content, and content that dates from before the mid to late 20th century. • National Library for Wales working in partnership with local schools and Black, Asian and Minority Ethnic communities have begun work on creating learning resources that reflect the cultural diversity of Wales, contributing directly to offering anti-racist education and learning opportunities. The project at Cathays looks at the diverse history of the area, and the EYST project gives young people from different backgrounds the opportunity to discuss identity and Welshness in terms of the experiences of their communities. The project in Monkton School aims to reduce the negative experience of racism among learners from Gypsy, Roma and Traveller backgrounds. It offers an opportunity to teach others about the rich and diverse cultural traditions of people from all walks of life in all parts of Wales. • Monkton School: Almost half of pupils attending Monkton School in Pembrokeshire come from gypsy and traveller communities. Communities Wales project co-ordinator for Romani traveller writer Richard O'Neill organised an online session with pupils at the school. The session focused on storytelling and making the connection between traditional stories told by generations of travellers and traditional stories in Wales such as Y Mabinogi. The pupils have worked on producing a short film telling the story of their own community based on the theme of 'how would you like to be treated.' The project has a positive impact by reducing the negative experience of racism among learners from Gypsy, Roma and Traveller backgrounds. • Ysgol Bodhyfryd: In Wrexham, the project created a link between Ysgol Bodhyfryd and the local community group Bom Dia; a group of Portuguese speakers who live and meet each other in Wrexham. The project coordinator contacted Comunidade de Lingua Portuguesa (CLPW) who organised activities for pupils in Bodhyfryd and members of the Bom Dia community group to come together. Activities included dance sessions for community members and pupils to learn traditional Welsh and Portuguese dances. Other craft and cultural activities supported by CLPW also enabled school pupils to learn more about the Portuguese community in Wrexham, Portuguese cultures more generally and the Portuguese language. The project has resulted in producing learning resources that reflect the cultural diversity of Wales, and comparing these with the traditions of other countries and cultures.

Actions	Achievements
	<ul style="list-style-type: none"> • Cathays School: The Communities Wales project brought together Cathays High School and creative studio Unify to design and produce a wall mural in Cardiff. The inspiration for the mural was John Petts' designs which are held at the National Library. He designed and created a stained window featuring a black Jesus as a gift from Welsh citizens to a Church in Birmingham, Alabama in 1963, following a racially motivated bombing that killed four African American girls aged 11-14. The activity allowed pupils at the school to learn more about this connection between Wales and the black community in Alabama as well as produce a piece of visual art which will soon be painted in the form of a mural on the side of a building in Cardiff. • The National Library of Wales has begun work to diversify the Dictionary of Welsh Biography (DWB). The DWB is a bilingual resource containing records of the lives of around 5,000 people linked to Wales who have made significant contributions throughout the centuries. It was first published in print and became an online resource in 2001. It is available online free of charge (www.biography.wales; www.bywgraffiadur.cymru). The contribution of Black, Asian, and Minority Ethnic people is under-represented in the DWB, and the project's main aim is to implement actions that would develop a suitable and more inclusive resource for Wales. NLW has made valuable links that have developed with other projects and individuals across Wales, which has provided the opportunity to listen to voices from the diverse communities and to take action to include their stories and anecdotes in the Biography. The commissioning and publication of new articles about Black, Asian and Minority Ethnic people continues, along with modification and revision of entries already included in the Biography due to unencyclopedic vocabulary or interpretive problems in line with the 2023-24 targets. • RCAHMW is keen to play its part in realising the ArWAP through the creation of a diverse advisory group to work with the People's Collection Wales (PCW) to engage in the co-production of actions and outcomes relating to the tasks in the PCW operational plan for 2023-24. This will include recruitment of Black, Asian, Minority Ethnic members of the advisory group, cultivating new PCW Ambassadors with a Black, Asian, Minority Ethnic background, increasing the number of registered ethnic minority users engaging with the site and increasing the number of ethnic minority contributors.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

For Cadw a major challenge is in improving the diversity of Cadw's workforce. We would dearly love to recruit (or even just to encourage applicants) from Black, Asian and minority ethnic communities into Cadw – and in particular in our public facing roles at our monument visitor centres (which accounts for c 50% of our workforce). However, this is proving challenging – most likely for two reasons. Firstly, the location of our staffed monuments tends to be in rural areas of Wales and secondly the requirement by the Office of the Welsh Language Commissioner for Cadw to improve the provision of Welsh speaking site-based staff.

2.4. Health

Progress has been reported in implementing the ArWAP across the NHS in Wales. Senior Leaders in the Welsh Government Health and Social Services Group have established an internal Challenge Board, ensuring accountability and governance in monitoring collective progress against health and social care goals. The requirement to demonstrate anti-racist leadership and plans has been mandated, with all NHS Wales Boards appointing executive equality champions and committing to the Aspiring Board Members Programme.

Efforts to create safe and inclusive environments for staff and addressing racist practices, have resulted in an audit of all-Wales NHS workforce policies through an anti-racist lens. Recommendations from the audit should be prioritised and will inform the development and review of workforce policies.

The ArWAP places emphasis on improving data quality and introducing a Workforce Race Equality Standard (WRES). The implementation of WRES will measure progress in workforce race equality, reporting on areas such as bullying, harassment, leadership, progression, training, recruitment, and pay. Efforts are also underway to address data gaps related to health inequalities through collaboration with the NHS Health Inequalities Group.

To ensure equitable access to healthcare services, specific actions have been taken in the areas of maternity and neonatal care and mental health. The Maternity and Neonatal Safety Support Programme will implement changes to improve outcomes and experiences for ethnic minority women and families facing health inequalities.

While challenges in securing and administering resources have been faced, the HSSG officials remain committed to the successful implementation of the ArWAP.

Actions	Achievements
Health	
<p>Goal: The NHS in Wales will be anti-racist and will not accept any form of discrimination or inequality for employees or service users.</p>	
<p>Senior Leaders in Welsh Government Health and Social Services Group will establish an internal Challenge Board to include external representation to monitor and ensure collective progress against Health and Social Care Goals and Actions.</p>	<p>Action to progress Anti-racism remains a high priority on agendas across health both internally and externally.</p> <ol style="list-style-type: none"> 1. Established strong accountability and governance and engagement with HSSG leadership – Implementation and Challenge Board. The HSSG EDI Implementation and Challenge Board, chaired by Judith Paget, meets bi-monthly to scrutinise progress and address barriers to delivery. 2. The requirement to evidence anti-racist leadership and plans have been mandated through the NHS Wales Board Chairs’ objectives and through the NHS Wales Performance Framework. All NHS Wales Boards have appointed executive equality champions. All NHS Wales Boards have committed to the Aspiring Board Members Programme which is being developed by Academi Wales. <p>Indu Deglurkar and Anton Emmanuel are External Accountability Group representative for Health and Social Services. They both input into the HSSG Board. The Board has invited external partners and stakeholders to present the barriers and challenges that they face with ArWAP implementation and to act as a critical friend.</p>

Actions	Achievements
<p>Goal: Staff will work in safe, inclusive environments, built on good anti-racist leadership and allyship, supported to reach their full potential, and ethnic minority staff and allies; both be empowered to identify and address racist practice.</p>	
<p>Priority action 2: Commission an independent audit of all existing workforce policies and procedures through an anti-racist lens, and expect Black, Asian and Minority Ethnic representation within forums or groups established to design the audit/ and oversee and support their effective implementation and application.</p> <p>Higher Education Institutions (HEIs) and NHS Organisations will co-design anti-racist education programmes with Black, Asian and Minority Ethnic people.</p>	<p>NHS policies and procedures are being strengthened to support staff to work in safe inclusive environments.</p> <ol style="list-style-type: none"> 1. Diverse Cymru is undertaking an audit of all-Wales NHS workforce policies through an anti-racist lens. Recommendations from the audit will be incorporated into the protocol for the development and review of all Wales NHS Workforce Policies and key principles and recommendations will be shared for use in local policy review and design processes by the end of 2023. 2. Officials are working with partner organisations to review systems for reporting racist behaviour in the workforce by patient or services users, to strengthen transparency in process, ensure access to effective well-being support and consistently implement robust and restorative resolution. 3. A cross-organisational task and finish group has been established to develop the specification for a foundational e-learning package on anti-racist practice accessible across health and social care. It is anticipated that this e-learning will form a basis for a framework of anti-racist workforce education.
<p>Goal: Data in relation to race, ethnicity and intersectional disadvantage will be routinely collated, shared and used transparently, to level inequalities in health and access to health services, and provide assurance that the NHS Wales is an anti-racist and safe environment for staff and patients.</p>	
<p>Priority action 3: Improve workforce data quality and introduce a Workforce Race Equality Standard (WRES) to provide an evidence base to make and measure targeted structural change. Underpinned by cultural change, through targeted interventions at both local and national level, developed through social partnership.</p>	<p>Scoped and approved implementation for the Workforce Race Equality Standard –</p> <ol style="list-style-type: none"> 1. The implementation phase has now started to establish a Workforce Race Equality Standard for Wales, led by Professor Anton Emmanuel who previously led the WRES in NHS England since 2020. <p>The WRES will identify and measure progress in NHS and Social Care workforce race equality across Primary and Secondary and Social Care and systematically report information about bullying, harassment, leadership, progression, training, and recruitment and pay. The requirement to report this data in the NHS is mandated through the NHS Performance Framework.</p> <ol style="list-style-type: none"> 2. In December 2022, funding was announced for the implementation phase of the Digital Maternity Cymru programme to tackle the lack of reliable data to track clinical patterns and poor outcomes in real-time on an ethnicity basis, ensuring clinical decision-makers receive timely alerts to allow for intervention and escalation. It will also enable a robust national dashboard with key data based on mother and baby's ethnicity to ensure work is prioritised to address poor outcomes. 3. The NHS Health Inequalities Group will address key data gaps within data sets currently used to monitor and track health inequalities.

Actions	Achievements
<p>Goal: We will identify and break down barriers which prevent equitable access to healthcare services for Black, Asian and Minority Ethnic people.</p>	
<p>Priority action 4: The Maternity and Neonatal Safety Support Programme, co-designed and developed with Black, Asian and Minority Ethnic people and stakeholders, will detail and implement specific changes to maternity services that will improve outcomes and experiences of Black, Asian and Minority Ethnic women and families who experience health inequalities who experience health inequalities who experience health inequalities.</p> <p>Priority action 5: “Time to Change Wales” will develop and deliver an anti-racist mental health anti-stigma programme which is co-designed with people with lived experiences and from Black, Asian and Minority Ethnic people.</p>	<ol style="list-style-type: none"> In January 2022 the Minister committed £1.15 million for the ‘discovery’ phase of the Maternity and Neonatal Safety Support Programme. This phase has concluded and the Discovery Report published, with a number of key priorities and actions identified to support reductions in health inequalities, including: <ul style="list-style-type: none"> Review access to maternity care for all women regardless of ethnicity. All health boards to co-produce communications tailored for ethnic minority women in their communities. Ensure rapid access to advice if women from an ethnic minority background are concerned about their health. Ensure all staff have a lower threshold to review, admit and consider multidisciplinary escalation for women from an ethnic minority background. Ethnicity must be accurately recorded at booking and data used to monitor outcomes for women of different ethnic origins. A specialist clinical diversity lead has been appointed and will take forward the maternity and neonatal actions in the ArWAP. They will continue to work with key community stakeholder groups to move from identification of key issues to working together to ensure sustainable solutions are achieved. Time to Change Wales, work with expert organisations to engage with Black, Asian, and Minority Ethnic communities and ensure campaign and training materials and delivery are culturally appropriate. Fourteen new Time to Change Wales Champions from ethnic minority communities have been recruited from April 2022 to March 2023. Seven new organisations with high proportions of Black, Asian and minority ethnic people in their workforce signed the Employer Pledge in the last quarter (January-March 23).

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

HSSG officials have faced similar challenges to other policy areas across WG with securing and administering resource taking time away from being able to progress actions.

2.5. Social Care

A partnership steering group consisting of Social Care Wales (SCW), Association of Directors of Social Services Cymru (ADSSC), and Health Education and Improvement Wales (HEIW) has taken action to support a range of leadership development opportunities for minority ethnic members of the social care workforce. The approach involves conducting research to ensure that proposals for leadership development, specifically targeted at Black, Asian, and Minority Ethnic staff, are evidence-based and effective. Work has also been completed to map out the existing cultural, language, and interpretation/translation needs of minority ethnic individuals using social care services. Findings of this mapping initiative should now be complete and be ready to inform future activity.

Efforts have been made to improve data collection, research, and analysis relating to ethnic minority social care users and the workforce. This includes revising the Social Care Research and Development Strategy and updating the Adults Receiving Care and Support Census to include ethnicity data. These measures provide valuable insights and help address existing data gaps.

HSSG officials have faced challenges like other policy areas within the Welsh Government in terms of securing and administering resources, which has affected their ability to progress actions effectively. The wide range of stakeholders and partners involved in anti-racism efforts have varying organisational priorities and starting points, posing additional challenges to collaboration.

Actions	Achievements
Social Care	
<p>Goal: To ensure that leaders at all levels in the social care workforce model champion anti-racism, diversity and inclusion and deliver an anti-racist social care sector for both people who are receiving care and support, and for the social care workforce. This will also entail development work to grow a senior workforce of greater ethnic diversity.</p>	
<p>Take positive action and support a range of leadership development opportunities for minority ethnic members of the social care workforce to develop into middle and senior management roles.</p>	<p>SCW and HEIW have been reviewing the implementation of the Workforce Strategy for Health and Social Care so that it delivers actively anti-racist leaders.</p> <p>A programme approach led by SCW (as the sector improvement body) through a partnership steering group with ADSSC and HEIW will take forward research and development to ensure proposals for leadership development in social care in Wales for Black, Asian and minority ethnic staff are evidence based and effective.</p> <p>SCW also is developing the content of an e-learning resource as an introduction for all social care workers into anti-racism. This will form part of the registration requirements. The intention is that this will form part of a range of resources to cover all protected characteristics, and the intersectionality.</p>

Actions	Achievements
Goal: To ensure that minority ethnic people seeking a career or role within social care in Wales will experience no barriers to employment.	
<p>Review of selection and progression processes commencing with Local Authority middle management and leadership roles) and identify reasons for the exit of Black, Asian and Minority Ethnic social care professionals from the workforce. The review will include recommendations for de-biasing the relevant processes and policies and arrangements for ongoing evaluation.</p> <p>Ensure that all education and training for the social care workforce, including all initial, pre-entry training and continuous professional development has been reviewed in respect of anti-racist content; including cultural awareness and anti-racism training.</p>	<ul style="list-style-type: none"> • Work, led by ADSSC, will begin shortly to review selection and progression processes to identify reasons for the exit of Black, Asian, and Minority Ethnic social care professionals from the workforce. • SCW has begun reviewing the content of all the early years and childcare and social care qualifications from level 2 to level 5 to ensure the content reflects anti-racism in Wales (as well as anti-discrimination). The identified changes will be enacted in the vocational qualification review scheduled to take place between 2023-2025. • SCW has a project ongoing to enhance how we capture learner voice within regulated social work programmes. This is to better understand learner voice, highlighting any experience of racism or discrimination. • SCW are undertaking a review of the current HSC and CCPLD qualifications to support inclusion of ArWAP, LGBTQ+ action plans and principles in guidance for teaching and learning, along with review of language to support anti – discriminatory practice. Recommendations are being identified and presented to the qualification operational group for agreement. • Working with HEIs, anti-racism will be the subject of our thematic monitoring through our Education Quality Assurance remit. This will give us an overview of how anti-racism is currently implemented in all aspects of a student's experience, including the application process, curriculum content and complaints. • Welsh language needs of minority ethnic workforce will be mapped by developing a Welsh language skills assessment tool.
Goal: To improve qualitative and quantitative data, research, evidence, analysis, intelligence and understanding – including a significant increase in the lived experience data gathered from Black Asian and Minority Ethnic people – to address existing data gaps and support the delivery of all the social care Goals and Actions.	
<p>Review and revise the Social Care Research and Development Strategy in respect of matters relating to minority ethnic social care users and the social care workforce (including lived experiences). This will improve the development, collation, and use of evidence in Wales and link to any gaps in research that can assist with the delivery of all the above social care Goals and Actions in this Plan.</p> <p>Ensure the Adults Receiving Care and Support Census (an already identified data gap) collects data and includes data points on ethnicity so that we have better intelligence on minority ethnic people who receive a social service and the types of services they receive.</p>	<ul style="list-style-type: none"> • The development of the revision of the Social Care Research and Development Strategy has commenced in respect of matters relating to minority ethnic social care users and the social care workforce (including lived experiences). This will improve the development, collation, and use of evidence in Wales and link to any gaps in research that can assist with the delivery of all social care Goals and Actions. • Work has completed to ensure the Adults Receiving Care and Support Census (an already identified data gap) collects data and includes data points on ethnicity so that we have better intelligence on minority ethnic people who receive social services and the types of services they receive. Final approved guidance was issued to Local Authorities in November 2022. This will inform the data to be collected from April 2023 and includes detailed breakdowns of race and ethnicity for adults receiving care and support. The first publication of this data will be in 2024/25.

Actions

Achievements

Goal: To continue to identify and work to break down barriers to social care service provision for Black, Asian and Minority Ethnic people, to ensure people feel confident accessing social care services and that the services provided are anti-racist, accessible and culturally appropriate.

Map out the existing cultural, language, and interpretation/translation needs of minority ethnic people using social care services to aid current and future service planning and the provision of spoken and written translations.

Establish a working group of statutory, independent and Third sector service partners to co-produce anti-racist, culturally competent social care services for users of all ages. The group will provide advice and support to social care officials. The Group will represent minority ethnic people in its membership to bring their lived experiences and expertise.

- Work has been undertaken to map out the existing cultural, language, and interpretation/translation, needs of minority ethnic people using social care services to aid current and future service planning and the provision of spoken and written translations. The report can be found on the [ADSSC website](#). Next steps will explore the future needs of social services.
- A working group has been established of statutory, independent and third sector service partners to co-produce anti-racist, culturally competent social care services for users of all ages. The Group will represent minority ethnic people in its membership and experts in social care to bring their lived experiences and expertise.
- CIW and HIW are developing a joint Equality, Diversity, and Inclusion Strategy with HIW and arranging EDI training for Inspectors. They have delivered EDI workshops and development events covering issues such as the Social Model of Disability, microaggressions and mental/physical impact of racism on individuals.
- ADSSC is leading work to map existing cultural, language and interpretation, needs of minority ethnic people using social care services, to aid current and future service planning and the provision of spoken and written translations and a report on progress is expected by early June.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

- HSSG officials have faced similar challenges to other policy areas across WG with securing and administering resource taking time away from being able to progress actions.
- It has been challenging to work with such a wide range of stakeholders and partners who have differing organisational priorities and starting points with anti-racism.
- Officials are aware of some ongoing claims of racism in Health and Social Care including specific examples raised with Welsh Government. These claims are taken very seriously, and action is being taken where possible and passed to relevant organisations where needed.
- Resource and funding continue to remain challenging. Funding for 23/24 has been identified, there is work to do to process this, and it remains a concern that we are only able to identify one year funding rather than continued funding given the existing budget pressures across the piece.

2.6. Homes and Places

Key achievements in this policy area have seen focused effort towards enhancing diversity within housing organisations by collaborating with Black, Asian, and Minority Ethnic groups. The Registered Social Housing diversity report for 2021 reveals a 6% representation of ethnic minorities on boards, slightly surpassing the general population. This marks a 4% increase since 2014. However, the report notes the lack of diversity among housing association chairs and emphasises the need for greater inclusivity in leadership positions.

The Get into Housing project offers paid work placements to long-term unemployed individuals from minority ethnic communities in Cardiff, aligning with the Anti-racist Wales Action Plan goals. Furthermore, starting from 2023-24, housing organisations receiving grants will be required to have an Equality and Diversity policy in place, with focused attention on implementation.

Some Registered Social Landlords in Wales are continuing to deliver the pathway to board project. The project is a continuous professional development opportunity designed to better equip individuals from minority ethnic communities who want to contribute to the leadership of an organisation.

Tai Pawb have trained 547 people on equality, diversity and inclusion with 92% of attendees, recommending the training to others. The Ending Homelessness National Advisory Board successfully recruited diverse members and have forged links with diverse groups to support the recruitment pathway.

Challenges in delivering the objectives include the scale of delivery required within a short time. However, an internal and external reference group for Housing has been set up to oversee the implementation of the ArWAP within the Housing and Regeneration Directorate and wider housing sector in Wales.

Despite resource challenges, progress has been achieved in reviewing Gypsy Traveller Accommodation Assessments (GTAAAs) through extensive site visits across Wales. These visits have facilitated a greater understanding of the challenges faced.

It is now essential to recover lost momentum and prioritise the established goals for June 2024.

Actions	Achievements
Housing and Regeneration	
Goal: To significantly increase representation of ethnic minority people in senior leadership and at all levels to create a workforce within the homes sector to reflect the diversity of the population in which they operate.	
<p>Ensure (Housing) organisations' boards, advisory groups, senior leadership, and workforce reflect the diversity of ethnic minority people by working with Black, Asian and Minority Ethnic organisations, and partners to implement Reflecting Wales in Running Wales: the diversity and inclusion strategy for Public Appointments, in collaboration with the Public Bodies Unit, specifically in relation to the following goals:</p> <ul style="list-style-type: none"> • demonstrate open and transparent recruitment practices • demonstrate diversity within Boards • demonstrate that they are building a community of individuals (in particular ethnic minority women) who are interested, aware and nearly ready for Board membership (i.e. to build a robust pipeline). 	<p>The Registered Social Housing diversity report 2021 was published in October 2022. housing-associations-boards-equality-and-diversity-report_2021.pdf (gov.wales)</p> <p>It reports the proportion of Black, Asian and Minority Ethnic Registered Social Landlord (RSL) board members (6%) is slightly higher than within the general population (4.9%) and has steadily increased by 4% since 2014. All housing association chairs were white, and greater diversity amongst chairs will be encouraged. The Welsh Government will engage with boards to better understand their processes and support for encouraging diverse applicants with a view to establishing what additional work can be undertaken, and whether any additional support or guidance can be provided.</p> <p>Cardiff Community Housing Association, along with six other Housing Associations have delivered the Get into Housing project since April 2022. It provides paid work placements across a variety of housing departments to long term unemployed people from minority ethnic communities who are aged 25 years and over in Cardiff.</p> <p>Approval has been sought to provide grant funding of £100k to leverage Big Lottery funding and work alongside the project to capture lessons learned which can be incorporated into policy thinking alongside the project until 2025. The project objectives are consistent with commitments within the Anti-racist Wales Action Plan in relation to Housing and Regeneration, and Employability.</p> <p>Registered Social Landlords in Wales are continuing to deliver the pathway to board project. The project is a continuous professional development opportunity designed to better equip individuals from minority ethnic communities who want to contribute to the leadership of an organisation. The project provides both practical and theoretical perspective through training in the classroom and observation of board meetings. The project targets Black, Asian, and minority ethnic professionals who have the drive and the enthusiasm to contribute to more balanced and diverse decision making in the board room.</p> <p>From 2023-24, Grant Offer letters issued to housing organisations will include a requirement for funded organisations to have an Equality and Diversity policy in place and arrangements in place to ensure the policy is implemented.</p>
<p>Housing Associations, local authority housing departments and third sector support organisations to demonstrate how they will ensure anti-racism and race equality are to be embedded within their organisations both as employers and service providers, including initiatives such as the Tai Pawb's Deeds not Words pledge; this work should be informed by involvement of third sector organisations and community groups.</p>	<p>Organisations are encouraged to sign up to the Deeds not Words pledge managed by Tai Pawb.</p> <p>31 Organisations have signed up to the pledge. The Welsh Government will work with Tai Pawb and Community Housing Cymru over the next twelve months to encourage all Registered Social Landlords and stock retaining Local Authorities to sign up to the Deeds not Words pledge.</p> <p>At the end of financial year: more than 4,700 people used the Tai Pawb website including Equality, Diversity and Inclusion (EDI) resources, 547 people trained in EDI (with 92% recommending training to others), 364 people attended Tai Pawb events, 154 people with lived experience involved in Tai Pawb's work.</p>

Actions	Achievements
<p>Partner organisations to provide anti-racism and zero tolerance training for Boards and all staff groups on understanding and challenging racism on an ongoing basis.</p>	<p>Rent Smart Wales working with Tai Pawb have now completed training materials tailored to the Private Rented Sector which was published to the Rent Smart Wales Training Portal at the end of March 2023. The tenant support pages on RSW website now include links to Tai Pawb and Black Asian and Minority Ethnic Helpline Wales.</p> <p>Tai Pawb have refreshed their anti-racism training, and this is being offered to housing organisations in the coming year.</p>
<p>Revise the current regulatory standards to ensure the expectations placed on Housing Associations with regards to representation on Equality, Diversity and Inclusion, including anti-racism, are clear.</p>	<p>The regulatory standards for housing associations have been revised. Under Regulatory Standard 1: The organisation has effective strategic leadership and governance arrangements which enable it to achieve its purpose and objectives, the expectations are the social landlord sets and delivers measurable, evidence-based commitments across all areas of its business in relation to equality, diversity, and inclusion (including anti-racism and tackling hate crime) reflecting the diversity of the communities with which it works. Housing Associations are encouraged to have a diverse Board, reflecting the communities the Registered Social Landlord before (RSL) works in and with, and has the skills and knowledge required for compliance with standard. This is being monitored.</p>
<p>Ensure Welsh Government housing Boards and advisory groups, including the National Housing Support Advisory Group, reflect ethnic minority people's voice and representation in the transformation of homelessness services.</p>	<p>The Ending Homelessness National Advisory Board successfully recruited independent members from a Black, Asian, and Minority Ethnic background. The advert for the expression of interest for the Chair of the Board was shared with equality organisations, such as Disability Wales, Stonewall Cymru, Women's Equality Network, Ethnic Minorities and Youth Support Team Wales to encourage a more diverse field of candidates.</p>

Actions	Achievements
<p>Goal: To ensure that standards provision and services around the provision of homes advance race equality, embed anti-racism, equality and human rights, and meet the diverse needs of ethnic minority people.</p>	
<p>Work with ethnic minority-led organisations, Tai Pawb, Chartered Institute of Housing (CIH), TPAS Cymru, CHC, Cymorth Cymru and WLGA to:</p> <ul style="list-style-type: none"> • provide ongoing anti-racism and cultural competence training to the workforce involved in service provision for tenants and customers (and as part of Continued Professional Development) • review guidance for the above organisations to support staff and tenants to understand how to report racism and hate crime, and provide support to those reporting (actively ensuring tenants are aware of their rights and the support available) • ensure all landlords demonstrate that they are responding quickly to complaints of racism, harassment and hate crime and offer appropriate support. 	<p>Tai Pawb was awarded additional funding of £70k in over eighteen months to appoint an Anti-Racism Manager. The postholder started in January 2023 and a work programme has been agreed. Tai Pawb have appointed a project manager to lead on a reporting hate crime project in Gwent. The project is a consortium of organisations funded by the Big Lottery Fund.</p> <p>Tai Pawb have refreshed their anti-racism training, and this is being offered to housing organisations in the coming year.</p>
<p>Building on the literature review undertaken on overcrowding amongst ethnic minority people and communities, Undertake further research and/or analysis to better understand the link between overcrowding in homes and the increased risk of catching COVID-19 amongst ethnic minority people.</p>	<p>Across the Housing and Regeneration research programme, work is underway which will help understand differing effects of interventions on ethnic minority people and communities as well as improve our understanding of the different issues facing ethnic minority people and communities in areas of housing beyond overcrowding. Where specific research needs, and gaps are identified from these projects and the policy development process in relation to overcrowding these will be integrated into the research programme.</p>

Actions	Achievements
<p>Work with ethnic minority-led organisations, local authorities, Housing Associations, Shelter Cymru and Citizens Advice Cymru to demonstrate the information, advice and advocacy needs of ethnic minority people are met in relation to accessing appropriate homes, including Gypsies and Travellers, ethnic minority women and asylum seekers and refugees.</p>	<p>The Ending Homelessness National Advisory Board successfully recruited independent members from a Black, Asian, and Minority Ethnic background. The advert for the expression of interest for the Chair of the Board was shared with equality organisations, such as Disability Wales, Stonewall Cymru, Women's Equality Network, Ethnic Minorities and Youth Support Team Wales to encourage a more diverse field of candidates.</p> <p>A workforce recruitment campaign to encourage a diverse range of people to join the homelessness and housing support sector launched in February 2023. Whilst the outcome from this campaign will emerge more fully over time, it is worth noting at this stage the number of users to the jobs site in March 2023 was 19,101 compared with 574 prior to the campaign. Initial feedback has included an increase in the diversity, number and quality of applicants.</p>
<p>Develop new guidance for Local Housing Market Assessments (LHMAs) with local authorities and housing associations to include:</p> <ul style="list-style-type: none"> • an analysis of the need for homes of key groups (Black, Asian and minority ethnic people, disabled people, homeless people, older people, those with mental health conditions, ethnic minority women, etc.) within each local authority to understand: <ul style="list-style-type: none"> - the availability of appropriate housing - the estimated future need - what any shortfall is for each key group • the Welsh Government to provide all local authorities with training and ongoing support. 	<p>Local housing market assessment (LHMA): guidance for local authorities GOV.WALES.</p> <p>Revised guidance published in 2022. Local Housing Market Assessments prepared by Local Authorities need to be submitted to Welsh Government by March 2024. The review of assessments will provide insight as to whether Local Authorities have followed the revised guidance issued in March 2022. Impacts on service delivery will emerge when LHMAs are implemented from March 2024 onwards.</p> <p>The guidance reminds Local Authorities to consider their Public Sector Equality Duties under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, including the need to involve people, collect data, and carry out an Equality Impact Assessment (EIA).</p>
<p>Ensure that the Local Housing Market Assessments, and their assessment of needs for ethnic minority people and other key groups inform the prospectus as part of the Social Housing Grant programme monitoring.</p>	<p>Local housing market assessment (LHMA): guidance for local authorities GOV.WALES.</p> <p>The LHMAs being developed will inform future prospectus bids for Social Housing Grant.</p>

Actions	Achievements
<p>Ensure the barriers faced by the full diversity of ethnic minority people are specifically addressed to ensure they have equal access to homelessness services and homes.</p> <p>This will include:</p> <ul style="list-style-type: none"> • making race equality an integral and focused part of the transformation of homelessness services (including future consideration of priority need and allocations) and ensuring success in addressing the needs of ethnic minority people is built into the evaluation of the transformation • ensure the policy and legislative framework supports the commissioning of culturally sensitive housing and accommodation-related support services to meet the needs of diverse ethnic minority people • ensure that all Welsh Government homes related guidance to local authorities, such as the “Rapid Rehousing guidance or Code of Guidance on Allocations,” includes consideration of the full diversity of ethnic minority people. 	<p>The Ending Homelessness National Advisory Board successfully recruited independent members from a Black, Asian, and Minority Ethnic background. The advert for the expression of interest for the Chair of the Board was shared with equality organisations, such as Disability Wales, Stonewall Cymru, Women’s Equality Network, Ethnic Minorities and Youth Support Team Wales to encourage a more diverse field of candidates.</p> <p>The Welsh Government undertakes integrated impact assessments on its policies and practices. The impact on Black, Asian and Minority Ethnic people is considered as part of this process.</p> <p>A person-centred approach has been identified as one of the six strategic outcomes in the Ending Homelessness Outcomes Framework to ensure that people with protected characteristics are not at a higher risk of experiencing homelessness. Equality, anti-discrimination and human rights underpins our Ending Homelessness Action Plan, recognising the barriers of inequality, discrimination and marginalisation that particular groups are much more likely to face.</p>
<p>Over next 5 years: Ensure the needs of all ethnic minority people are included in the reviews of the provision of homes/housing related legislation and policy in the next Senedd term, including on homelessness and allocations.</p>	<p>Groups representing Black, Asian and Minority Ethnic people have contributed to the Green Paper on Adequate Housing and Fair Rent published to consultation on 6 June 2023.</p>

Actions	Achievements
<p>Develop a Private Rented Sector (PRS) Action Plan improving the equality of the sector, which has anti-racism at its core.</p> <p>To include:</p> <ul style="list-style-type: none"> • further research into the prevalence of racism and discrimination taking account of intersectionality and socio-economic disadvantage in the PRS and determine options to address this • research and review the evidence base of the support provided to ethnic minority tenants to access and sustain tenancies in the PRS • further research the scale of overcrowding in the PRS, and how the ability of local authorities to enforce standards in the PRS could be strengthened • strengthen the support to those on lower incomes to access affordable and longer term tenancies • work with Rent Smart Wales to develop anti-racism and hate crime training for landlords and agents. Provide information to tenants to encourage them to report racism and hate crime in the PRS • improve communication and engagement with private sector ethnic minority tenants so that they are aware of their rights and how to enforce them and have confidence in doing so. 	<p>In the first twelve months of the plan, the Welsh Government has focused on working with Rent Smart Wales working with Tai Pawb to complete training materials tailored to the Private Rented Sector. The materials and guidance were published to the Rent Smart Wales Training Portal at the end of March 2023. The tenant support pages on RSW website now include links to Tai Pawb and Ethnic Minority Helpline Wales.</p> <p>Over the next twelve months, we will work to improve awareness of the support available to help ethnic minority tenants to maintain tenancies, improve data collection and improve tenant engagement.</p>

Actions	Achievements
<p>Make the Welsh Government Housing and Regeneration Directorate communications and communication campaigns engaging for ethnic minority people in their design and roll out and ensure ethnic minority-led organisations and ethnic minority people are involved in the development, monitoring and evaluation.</p>	<p>Approval has been secured to appoint a Head of Communications dedicated to Housing and Regeneration. A communication forward look grid has been set up to better help identify events and communication activities to be tailored to the audience needs.</p>
<p>Ethnic minority tenants must have channels to voice concerns, challenge and influence the Welsh Government Housing and Regeneration policy through:</p> <ul style="list-style-type: none"> • working with ethnic minority-led organisations and partners including Tai Pawb, Cymorth Cymru, CIH, CHC, and TPAS Cymru • work with ethnic minority-led organisations and partners including Tai Pawb, Cymorth Cymru, CIH, CHC, and TPAS Cymru to develop effective practice on engagement and communication in respect of Equality • Diversity and Inclusion, including anti-racism. 	<p>TPAS Cymru published their annual tenants' survey in January. 4% of respondents in private housing and 2% in social housing identified as being from a Black Asian or Minority Ethnic background. National population comprises 5.1% of people who identify as being from a Black, Asian and Minority Ethnic background.</p> <p>TPAS Cymru recognises that further efforts are needed to engage with people who identify as being from a Black Asian or Minority Ethnic background to ensure their views are represented in future Annual Surveys. Private Renters who identified as being from a Black Asian or Minority Ethnic background had similar house ownership aspirations as wider response rates but had significantly lower satisfaction with existing rental conditions. In social housing, people identifying as being from a Black Asian and Minority Ethnic background were more likely to be working (46% compared to 27%), with a much lower % in retirement accommodation (9% compared to 32%).</p> <p>Officials have convened a task and finish group, to consider how inclusive tenant participation with Welsh Government and their landlord/agent (regardless of sector) can be improved. The first meeting of the Task and Finish Group met on 28 March 2023 and work is ongoing.</p>
<p>To better understand and remove barriers to tenant involvement and ensure closer alignment of accountability for tenant services in both local authorities and Housing Associations; working with ethnic minority-led organisations; CHC, CIH, Tai Pawb, TPAS Cymru and WLGA to ensure landlords collect and publish data on ethnic minority tenant involvement data.</p>	<p>Tai Pawb was awarded additional funding of £70k over eighteen months to appoint an Anti-Racism Manager. The postholder started in January 2023 and a work programme has been agreed. The workplan has included additional support and guidance to RSLs to undertake impact assessments. A survey of RSLs has been undertaken, the results will be published by the end of August 2023.</p>

Actions	Achievements
<p>During the policy evaluation/development phase, the Welsh Government will work with ethnic minority-led organisations/CHC, CIH, Tai Pawb, TPAS Cymru and WLGA and ethnic minority people, to understand how the potential for Domain Regulation (i.e. regulation of local authorities as well as housing associations in respect of landlord services) may impact on outcomes for ethnic minority people and communities.</p>	<p>Welsh Ministers must consider their Public Sector Equality Duties under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, including the need to involve people, collect data, and carry out an Equality Impact Assessment (EIA).</p> <p>For example, Tai Pawb reported input into 117 policy questions and responded to four public consultations in 2022/23.</p>
<p>Establish a Group to continue to oversee the implementation of the Anti-racist Wales Action Plan within the Housing and Regeneration Directorate, including structures for sharing information and effective practice.</p>	<p>An external H&R reference group was set up in March 2023. It has met twice. An Equality and Diversity sub working group chaired by Tai Pawb has also been set up.</p>

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

The scale of delivery required over a relatively short timescale against a backdrop of pressure on resources in WG and delivery partner organisations.

Gypsy and Traveller accommodation

Actions

Achievements

Goal: To recognise that safe, culturally appropriate accommodation is necessary in order for individuals to flourish in other parts of their lives and to address the lack of site provision and poor quality of Gypsy and Traveller accommodation in Wales.

Welsh Government is currently reviewing the robustness of Gypsy Traveller Accommodation Assessments (GTAAAs) across Wales to determine if they meet the site needs across Wales for Gypsy and Traveller communities. Officials are working with Local Authorities and Gypsy and Traveller communities to identify the extent of the requirements and understand the barriers which still exist to prevent progress.

As part of this officials have undertaken site visits across Wales over the last six months to understand the challenges faced to site development and planning decisions. This has included visits to both private and LA run site to understand the barriers faced and opportunities to develop and improve sites.

The Minister for Social Justice and Chief Whip will be writing to each Local Authority with the outcome of those assessments. The Minister met with the WLGA and respective Council Cabinet leads for Equality to help understand those challenges which still exist and secured agreement to work collaboratively across Wales to ensure adequate site provision is a priority for both permanent and transit sites.

Once the assessment work has been completed, Welsh Government will be meeting with Local Authorities on a regional level, as well as on a bilateral basis, to review gaps in provision and local authority responses. This includes exploring the steps required to overcome any barriers which remain, and to seek affirmation of their commitment to ensuring sufficient provision of permanent and transit sites across Wales to meet the needs of Gypsy, Roma and Traveller communities in line with the Anti-Racist Wales Action Plan. This will be an important opportunity to discuss with them the Welsh Government grant as an important tool for progressing work to improve sites and create new ones.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

The policy team responsible for this has had very significant gaps in staffing. We are working as a priority to strengthen the team to enable significant engagement with Gypsy and Traveller people and communities and with local authorities and other partners. This will enable us to deliver on our shared commitments.

2.7. Local Government

Important achievements have been made in advancing the goals of the ArWAP to promote inclusivity and representation in local government. One notable achievement is the on-going work to expand the Access to Elected Office Fund. An evaluation has been completed and evidence gathered from a number of pieces of research and workshops with stakeholders. This is now being drawn together.

A consultation process has been completed to propose changes to the ethical framework, with a focus on strengthening the Code of Conduct by aligning it with the Equalities Act. The consultation also considers how to improve trust in the system and ensure that all complaints, regardless of whether they are investigated by the Public Services Ombudsman, are addressed and acted upon.

Efforts to improve information and engagement in registration and voting are yielding positive results. The enfranchisement of 16- and 17-year-olds and qualifying foreign citizens has expanded the scope of democratic participation. Extensive voter information materials have been developed, including targeted resources for schools. Funding has been provided to undertake targeted outreach work and increase awareness and understanding of participation in elections.

These achievements demonstrate the commitment of the Welsh Government and its stakeholders to creating a more inclusive and representative local government.

Actions	Achievements
Local Government	
Goal: Legislation and guidance challenges local government to be more representative and fully engaged with the communities it serves.	
Expand the Access to elected office fund for the next local government elections in 2027.	<p>This action aligns with a Programme for Government commitment to expand the fund to people with protected characteristics beyond disability. The Pilot version of the fund (which aimed to provide funding for those with disabilities wishing to stand for elected office) has now closed. Across both Senedd and Local Government elections, there were 20 applications, and 17 awards. 14 candidates were provided with assistance, and 6 Community Town Councillors (CTCs) were elected.</p> <p>The pilot fund has been reviewed and formally evaluated. We have also commissioned and received a range of research to support the development of the policy to expand the Fund. To complement this evidence, we held a series of workshop events (in December 2022), with a following virtual event in mid-January this year (2023), to consider barriers to people with protected characteristics to standing for elected office. We have also explored views as part of the consultation on the Electoral Reform White Paper and have included provisions in the recently introduced Elections and Elected Bodies (Wales) Bill.</p> <p>The main areas we are addressing are providing support to groups and individuals earlier in the electoral process and extending the work to address barriers beyond those which provide financial support only. For example, support with personal resilience.</p>
Review and implement changes to the local government ethical framework.	We have consulted on proposals for changes to the ethical framework for local government. This consultation includes proposals to strengthen the focus in the Code of Conduct on appropriate behaviours and equalities by aligning definitions in the Code with the Equalities Act (the current Code dates from 2001). The consultation considers how to improve trust in the system by ensuring action is taken and being seen to be taken on all complaints whether or not they are investigated by the Public Services Ombudsman for Wales.

Actions	Achievements
Publish guidance on involvement and participation in local government.	We consulted last year on guidance to be published under the Local Government and Elections (Wales) Act 2021 in relation to the public participation strategies and petition schemes required by the Act. This guidance has now been finalised and published. We included a focus in the guidance on ensuring people from diverse backgrounds are encouraged and supported to participate in local government whether through participating in scrutiny, or service design and co-production.
Publish plans for improved information and engagement in relation to registration and voting.	<p>We have enfranchised 16- and 17-year-olds and qualifying foreign citizens – as part of this work we developed extensive voter information including for schools and other settings and funded third sector organisations – including the North Wales Regional Equality Network.</p> <p>We will build on this in Phase 2 with further targeted work for under-represented groups including black, Asian and minority ethnic people.</p> <p>The Welsh Government have worked with various stakeholder organisations to reach groups who are typically under-registered to vote in elections. This work has included funding local authorities to recruit a dedicated registration office to increase capacity to undertake targeted outreach work with community groups, and to support organisations who act as trusted intermediaries to help improve awareness and understanding of participation in elections.</p> <p>While the focus on registration remains, we are also working with organisations between election cycles to ensure the conversation about participation continues. We have made £300,000 available for 23/24 and 24/25 via our Democratic Engagement Grant to improve democratic engagement. Building on the excellent work achieved by organisations across Wales to increase voter registration amongst the newly enfranchised groups, this grant will provide support for projects to engage with the population and promote participation in democracy over a longer, sustained period.</p> <p>This funding is aimed at the third sector, not-for-profit organisations and local authorities in Wales that can demonstrate the need for funding to pursue an innovative approach to engaging under-represented, newly enfranchised, and disabled people in democracy.</p>
<p>Goal: Ensure that local government is an exemplar employer, all employment and human resources policies are anti-racist to create a safe and inclusive environment for Black, Asian and Minority Ethnic people.</p>	
Use improvement funding to local government to drive best practice in employment policies as part of good governance and performance.	<p>Funding is provided to the WLGA to support corporate improvement in principal councils. This includes ensuring consideration of equality and diversity is built into corporate processes.</p> <p>Activities include induction for new councillors, workforce development and strengthening community engagement and participation.</p> <p>We are working with WLGA to ensure it supports the actions set out in the Anti-Racist Wales Plan.</p>

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

With the ethical framework, one challenge is ensuring everyone's view is considered following the various forms of co-production and consultation when there is a wide range of perspectives.

2.8. Employability and Skills, including Social Partnership and Fair Work and Entrepreneurship

Employability and Skills

The goal to improve information and performance data regarding the participation of ethnic minority people in Skills and Employability programmes has seen some progress. The Learning and Work Institute has been commissioned to develop a co-created Family Learning Framework, which will enhance employability prospects for both children and adults while increasing confidence in adults to pursue further learning. Additionally, reviews of Working Wales and Jobs Growth Wales+ are currently underway, and changes have been implemented in the collection of participant data to improve the recording of ethnicity, including the recording of nationality for refugees, and forced migrants.

Planning is also underway for a co-design and review of employability programmes under the Young Persons Guarantee umbrella, with a focus on engaging young people who have experienced racism. Training has also been delivered to programme providers, and awareness initiatives have been conducted for learners to support anti-racism efforts.

Challenges have been faced in coordinating training for programme providers due to high demand and limited supplier capacity. Alternative approaches to overcome this are currently being explored.

Actions	Achievements
Employability and Skills	
Goal: Improved information and performance data on ethnic minority groups participation in the Welsh Government Skills and Employability programmes.	
<p>Review and evaluate the data we collect on ethnic minority participants' in Employability Programmes.</p> <p>Analyse participation and outcomes for different groups of learners in our statistical reporting, developing disaggregated data by differing ethnic minority groups and gender.</p> <p>An ongoing review of data using anti-racism as a lens of our employability programmes including Working Wales, ReAct+, and Jobs Growth Wales+.</p>	<ul style="list-style-type: none"> The Welsh Government has commissioned the Learning and Work Institute to lead the development of a co-created Family Learning Framework in Wales. The Framework will build on the wider benefits of the informal approach that Family Learning has in increasing employability prospects both for children and adults, increasing confidence in adults to move into further learning, to share best practice, and to increase engagement with Welsh Government support. The activity will also add to the work ongoing with Community Focused Schools and will particularly aim to support those who face barriers to progressing in employment and learning because of their ethnic minority background. The reviews of Working Wales and Jobs Growth Wales+ are underway. Changes have been made to collection of Working Wales participants data to enhance the way ethnicity is recorded, and now includes recording nationality for refugees and forced migrants.

Actions	Achievements
<p>Goal: The Welsh Government employability programmes will offer a safe, positive, and inclusive environment for all staff and participants, where racism is addressed.</p>	
	<ul style="list-style-type: none"> • Based on the learning of a previous informal internal programme review planning is currently taking place around the co-design and review of employability programmes under the Young Persons Guarantee umbrella. This will align with the ongoing work of the Young Persons Guarantee National Conversation. The approach will have a focus on young people aged 16-24 and will engage with those who are participants/potential participants with lived experience of racism. The review will directly inform and shape future delivery alongside the recommendations which are made by young people through the wider National Conversation. • Positive actions taken to support anti-racism including a programme of training for programme providers and awareness raising for learners.
<p>Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:</p>	
<p>We have experienced a specific challenge in planning and securing appropriate resource to deliver a co-ordinated programme of training for programme providers due to the number of similar requests being made across the organisation, and appropriately skilled supplier organisations having limited capacity. Alternative (joined up) approaches to deliver towards the outcome are currently being considered and explored.</p>	

Social Partnership and Fair Work

Preparatory work is underway for the establishment of the Social Partnership Council, including active engagement with social partners to ensure the nominations process promotes diversity. The Wales TUC has also undertaken a consultation process with their constituents to ensure diversity and inclusion in their nominations. Meanwhile, the Workforce Partnership Council is making progress on its equalities workstream and planning a technical briefing on the Anti-racist Wales Action Plan for social partners. Following the briefing, efforts will focus on how social partners can actively support the implementation of the actions outlined in the plans.

Efforts to address pay inequalities include working with Cynnal Cymru to increase real living wage adoption. A commitment has been made to eliminate the pay gap for gender, ethnicity, and disability by 2050. Working in social partnership with employers and unions have also played a vital role in championing change and promoting awareness and understanding of anti-racist practices.

Actions	Achievements
<h3>Social Partnership and Fair Work</h3>	
<p>Goal: To improve awareness, understanding and adoption of anti-racist workplace practices, processes and cultures.</p>	
<p>Include anti-racism in the future operating arrangements of the new statutory Social Partnership Council and the Workforce Partnership Council and ensure anti-racism is embedded into their work and that ethnic minority voices are heard.</p>	<ul style="list-style-type: none"> • Preparatory work is underway for the establishment of the Social Partnership Council, including engagement with social partners on how the nominations process can operate to promote the greatest possible diversity on the Council. A collaborative “deep dive approach to diversity” took place in late 2022, which was attended by the Deputy Minister for Social Partnership. The Wales TUC has undertaken a consultation process with their constituents to establish how the trade union side will ensure diversity and inclusion in their nominations. • The Workforce Partnership Council is progressing a workstream on equalities. A technical briefing on the ArWAP and other equalities action plans is being planned for social partners to help embed the knowledge and understanding of the plans. Activity after the briefing will focus on how social partners can support with the delivery of the actions contained in the plans.
<p>Engage social partners to ensure that employers and trade unions act as champions for change in promoting awareness and understanding of anti-racist practice and tackling workplace harassment. We will accelerate this activity and establish ways of measuring progress.</p>	<ul style="list-style-type: none"> • Working in social partnership to deliver fair work at a sectoral level including through the Retail Forum and Social Care Fair Work Forum: These provide valuable opportunities to work jointly with employers and unions to address issues such as anti-racism in the workplace. Some recent examples of the outcomes of this approach include: our work with the EHRC to address issues highlighted in their inquiry into the experience of ethnic minority workers in the social care sector; and the recent publication of our Retail Action Plan that includes actions to produce guides on wellbeing, equality, diversity and inclusion for the sector, signposting to existing resources and best practice case studies.

Actions	Achievements
<p>Goal: To reduce and eliminate the ethnicity pay gap between ethnic minority and white employees.</p>	
<p>Deliver our National Milestone to eliminate the ethnicity pay gap by 2050. In the short term we will incorporate data on Black, Asian and minority ethnic pay and employment into our fair work outcome measures, and progress plans to review the Public Sector Equality Duty.</p>	<ul style="list-style-type: none"> • Addressing pay inequalities: We know that ethnic minority workers are more likely to find themselves in lower paid and more precarious jobs. We are therefore working closely with Cynnal Cymru, the Real Living Wage accreditation body for Wales, to increase real living adoption and accreditation. This includes targeted action in the retail sector where we know a significant number of ethnic minority workers receive low pay. • In addition, our commitment to pay the Real Living Wage to social care workers increases wages to those lowest paid in the social care sector including ethnic minority workers who are less likely to be in higher paid managerial roles. • We are also committed to delivering our national milestone to eliminate the pay gap for gender, ethnicity and disability by 2050.
<p>Work with our social partners to proactively promote the advantages for all of a diverse workforce and working environments that support Black, Asian and minority ethnic workers to participate, progress and thrive.</p>	<ul style="list-style-type: none"> • Improving business understanding of fair work and the benefits this can bring: We are working in partnership with Business Wales to deliver a project that will raise awareness of fair work amongst business owners. This includes support and information on equality, diversity and inclusion. We have also recently published a guide to fair work on the Welsh Government website and we are working with partners such as Business in the Community to promote anti-racism.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

Consultation on the draft plan highlighted concerns that the Plan did not focus enough on the private sector, or on actions that can influence the private sector. This presents a significant challenge because we do not hold direct levers with the private sector as we do with the devolved public sector in Wales. Employment law, for example, is reserved to the UK Government and this impacts on what we can do and how we do it. Despite this, we remain committed to use every lever we have to promote anti-racism to the private sector. This includes more effective use of our grants and procurement processes and encouraging employers to work in partnership with recognised trade unions.

Entrepreneurship and Business Wales

In collaboration with Race Equality First (REF), an important achievement has been reached in the development of the Business Wales Anti-racist Action Plan. This plan aims to ensure that the Business Wales service engages with and meets the needs of individuals from Black, Asian, and minority ethnic communities and provides a service free from prejudice, discrimination, and marginalisation. It sets an example for other services to follow in delivering an anti-racist approach and will be accompanied by an anti-racist statement on the Business Wales website. Regular monitoring and implementation of the plan's actions will be conducted, while anti-racist training for all Business Wales staff in autumn 2023 further reinforces their commitment to fostering an anti-racist service provision.

The understanding of what it takes to sustain the momentum of a culture shift of this magnitude is being recognised but this sector remains committed to delivering the ArWAP.

Actions	Achievements
Entrepreneurship and Business Wales	
Goal: To create an anti-racist Business Wales service that engages with diverse communities in a culturally appropriate way to increase business start-ups and growth amongst Black Asian Minority Ethnic people.	
<p>Work with representative bodies and individuals especially from the ethnic minority business community to develop an anti-racist plan for the Business Wales service. Deliver anti-racism training for all staff in Business Wales.</p>	<p>In collaboration with Race Equality First (REF), a Business Wales Action Plan has been developed.</p> <ul style="list-style-type: none"> • The Business Wales Anti-racist Action Plan recognises the need for service provision to continue to engage with and meet the needs of individuals from our Black, Asian and Minority Ethnic communities and that it delivers a service where individuals do not experience prejudice, discrimination or marginalisation. • This Plan is the first step in a movement to deliver an anti-racist service that businesses in Wales interact with on a daily basis, Business Wales is leading the way for other services to adopt exemplar practices in delivering an anti-racist service. • The Plan will be available on the Business Wales website alongside an anti-racist statement highlighting the service individuals will receive. Actions from the Plan will be monitored on a quarterly basis and will be adopted by all aspects of delivery. • In addition, as part of our commitment to the ArWAP, Anti-Racist training for all Business Wales staff will be delivered in autumn 2023. This is key in changing attitudes and shifting the position to an anti-racist Business Wales service provision.
Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:	
<p>The challenge for Business Wales over the next 12 months will be to ensure the evolving culture shift maintains momentum and is an absolute focus of service provision.</p>	

2.9. Nation of Sanctuary

This policy area has reported progress against every associated action within the ArWAP. Key achievements include the extension of The Wales Sanctuary Service, strengthening the support offered to forced migrants. Funding for the 'Refugee Well Housing' project to support newly recognised refugees to access 'Move On' accommodation. And the publication of ArWAP has also prompted continued funding to sustain the ESOL Hubs where funding award letters are now in place until at least March 2025.

In response to the ArWAP, Welsh Government has established a task and finish group focused on mental health and minority ethnic communities. Working with community organisations, the group aims to improve access to and support in mental health services. Originally planned for 12 months, the group's role has been extended for an additional two years.

To ensure healthcare accessibility for communities with language needs outside of English or Welsh, resources are now available in multiple languages. Recent efforts include translating materials such as the National Centre for Mental Health Toolkit for individuals who have experienced traumatic events, as well as promoting the CALL mental health helpline in over 20 languages. Welsh Government is also continuing to support Welsh local authorities to uphold the rights and best interests of unaccompanied asylum-seeking children and young people in Wales.

Challenges have arisen from UK Government legislative and policy changes, which have made the implementation of certain actions difficult and complex. The impact of these changes are increased hardship and confusion.

Actions	Achievements
Nation of Sanctuary	
Goal: Become a Nation of Sanctuary through the implementation of the Nation of Sanctuary: Refugee and Asylum Seeker Plan (2019).	
Ensure forced migrants living in Wales can access the advice and advocacy services that they need and are supported to effectively integrate with communities through the procurement and management of the Sanctuary Seeker Support Service.	<ul style="list-style-type: none"> • The Wales Sanctuary Service (formerly known as Sanctuary Seeker Support Service) contract commenced on 1 April 2022 and is due to run until at least 31 March 2025. In response to the Ukraine crisis in spring 2022, we extended the service to include additional capacity and bespoke elements for an additional cohort. • People seeking sanctuary will be supported to achieve better outcomes. Good relations between sanctuary seekers and wider society will be fostered. Forced migrants can access advice and this will ensure knowledge of rights and prevent more harmful outcomes. Forced migrants can integrate with communities and the wider community can thrive.
Implement our Migrant Integration Framework for Wales.	<ul style="list-style-type: none"> • The Migrant Integration Framework is being developed as part of our Asylum, Migration and Integration Fund project called 'Migrant Integration Wales'. The Framework is expected to be completed in December 2023 and embedded with Welsh organisations in the subsequent months and years. The framework will promote a consistent means of collecting and publishing data on migrant experiences of integration in Wales. This should enable organisations to monitor inequalities and design more effective interventions to improve integration overall.
Ensure the sustainability of English for Speakers of Other Languages (ESOL) Hubs to provide consistent high-quality language proficiency assessments and provision of appropriate language courses.	<ul style="list-style-type: none"> • We have continued to provide funding to maintain the ESOL Hubs since the publication of the ArWAP. Funding award letters are in place until 31 March 2025 at least. Further work is required to be undertaken with the Hubs to work towards a more sustainable model of funding in future years. • A separate pilot project is being undertaken to explore whether online intensive ESOL courses could be a more effective means of ESOL delivery for some beneficiaries.

Actions	Achievements
<p>Ensure refugees are supported to avoid destitution and homelessness through continued funding for a 'Move On' accommodation project.</p>	<ul style="list-style-type: none"> • The Welsh Government funds the Welsh Refugee Council's 'Refugee Well Housing' project to support newly recognised refugees (former asylum seekers) to access 'Move On' accommodation within the 28 day notice to vacate period set by the UK Government. • The project will ensure refugees can find alternative accommodation, access bank accounts and work/social security, as quickly as possible, avoiding destitution and homelessness.
<p>Revise Rent Smart Wales landlords' training to include an explanation of migrant rights to housing (including how this relates to refugees, those with No Recourse to 'Public Funds', EU Citizens, and others), how to easily check the status of migrants to prevent discrimination, and how to deal with racism and hate crime.</p>	<ul style="list-style-type: none"> • Rent Smart Wales landlords training now includes basic information about migrant rights to housing to ensure landlords in Wales know that these provisions (under the Immigration Act 2016) do not apply here.
<p>Provide advice to Public Bodies and capacity-building support to the Third Sector to ensure those with No Recourse to 'Public Funds' (NRPF) are able to access services to which they are entitled to avoid them becoming more vulnerable to violence and exploitation and treated with compassion and harmful outcomes are avoided.</p>	<ul style="list-style-type: none"> • The Welsh Government has produced guidance for Welsh local authorities and other public bodies about supporting those with No Recourse to Public Funds. The guidance is kept under review to ensure the advice is as accurate as possible. The guidance was supported by training for public bodies on migrant rights and entitlements during 2022-23. Work is underway to commission subsequent training for 2023-24. • We continue to fund Housing Justice Cymru to provide their 'Seeking Sanctuary' project – arranging hosting opportunities for those refused asylum but with a valid prospect of submitting an appeal or a fresh asylum claim. We continue to operate an exceptional claims process within the Discretionary Assistance Fund for those in need of emergency support. • Local authorities will see the person's needs before their immigration status and maximise the support they can give. Local authorities will be supported to understand support which can be offered. Shelter can be provided where individuals have opportunities to regularise their immigration status. Those refused asylum but with grounds to challenge the decision are supported to do so. • Further work is underway to see what additional support can be put in place for this particularly vulnerable cohort. This includes work to support migrant victims of Domestic Abuse and supporting local authorities with the challenge of providing specialist advice.
<p>Seek to minimise data sharing between Welsh Public Bodies and the Home Office to increase migrant confidence to come forward for necessary healthcare or other essential support.</p>	<ul style="list-style-type: none"> • This work will be taken forward as we implement the Migrant Integration Framework in 2024. • Harmful health outcomes, domestic abuse, or exploitation experienced by migrants including those with insecure immigration status is reduced due to less fear of coming forward for key support.

Actions	Achievements
<p>This work will be taken forward as we implement the Migrant Integration Framework in 2024.</p> <p>Harmful health outcomes, domestic abuse, or exploitation experienced by migrants including those with insecure immigration status is reduced due to less fear of coming forward for key support.</p>	<ul style="list-style-type: none"> • The CAVHIS service continues to support those arriving in the local area (particularly those in Initial Asylum Accommodation) and their expertise has been shared nationally to prepare for the arrival of Ukrainians, Afghans and asylum seekers in all parts of Wales. • Forced migrants will be supported to have initial health screening upon arrival. Migrants will not experience unequitable access to vaccines. Trauma experienced by those forced to migrate will be understood and mitigated. • Welsh Government continues to fund the Traumatic Stress Wales initiative (£1.2million annually) to improve the health and wellbeing of people of all ages living in Wales at risk of developing or with post-traumatic stress disorder (PTSD) or complex post-traumatic stress disorder (CPTSD). There is a specific TSW workstream focusing on improving access to mental health support for asylum seekers, refugees and migrants who have experienced traumatic events. We have also recently agreed to provide further funding for the next three years to Traumatic Stress Wales. This will fund training posts to support the implementation of the Trauma Informed Wales Framework, with a specific focus on those working with asylum seekers, refugees and migrants; children and young people; and those working with people who have substance misuse needs. • We have also established a task and finish group focused on mental health and minority ethnic communities. Working with community organisations, the group looks to improve access to, and the support provided, in mental health services. Establishing this group was an important commitment, included in the Anti Racist Wales Plan. Originally in place for 12 months (and established summer 2021), the role of the task and finish group will now continue for a further two years. • We are prioritising a number of actions to ensure people from ethnic minority communities can access mental health support. For instance, staff providing our 111 press 2 for urgent mental health service have either already received or will receive training to be culturally competent. • Promoting cultural competency is a key priority in the existing Mental Health Delivery Plan for Wales – and we have provided Diverse Cymru with additional funding to continue to deliver their cultural competency scheme and training. • We also continue to make available resources in multiple languages – to support access to healthcare amongst those communities where English or Welsh is not their preferred language. An example of where we have done this recently is through translating resources such as the National Centre for Mental Health Toolkit for people who have been exposed to traumatic events and materials to promote the CALL mental health helpline (into over 20 languages). CALL also uses Language Line – which means anyone calling the helpline can access support and advice in their preferred language. • There are ongoing monitoring arrangements in place for initiatives such as 111 press 2 and the CALL Mental Health Helpline. We are also working with partners to develop the Mental Health Core Data Set. We are prioritising demographic data – such as age, gender and ethnicity – which will support our ability to plan services based on the needs and demands of our population. We understand the need to have data publicly available and we are working towards having an initial national dashboard on mental health activity, as soon as possible.

Actions	Achievements
	<ul style="list-style-type: none"> • More broadly, we know there are data gaps when it comes to health inequalities. These gaps make it difficult to assess need, accurately target and prioritise interventions and evaluate their impact on the people of Wales. Furthermore, the potential impact of data in tackling health inequalities could be amplified if datasets were brought together more effectively. Work is being undertaken by a data sub-group (of the main NHS Health Inequalities Group) to consider how to address the current gaps and inform future interventions and policy. By addressing these gaps in data, the NHS Health Inequalities Group will ensure a health inequalities focus is embedded across the priority work of NHS Wales organisations.
<p>Employability of forced migrants is supported through awareness raising of migrant rights to work with employers, sector-specific employment programmes such as the Wales Asylum and Refugee Doctors scheme and advocating for the right to work for asylum seekers.</p>	<ul style="list-style-type: none"> • Through our Migrant Integration Wales project we continue to undertake direct engagement with employers regarding opportunities to recruit and retain migrant workers. The Migrant Integration Framework will include recommendations for successful approaches and what to avoid. We are exploring ways of improving the employability of forced migrants, through closer engagement with Working Wales (and other partners) and awareness of opportunities available in interested businesses. • The Welsh Government continues to advocate for the UK Government to allow the right to work for asylum seekers if their claim is not settled within 6 months. We believe this makes economic, moral and business sense. Unfortunately, the UK Government has refused to make this right available to most asylum seekers.
<p>Increase opportunities for forced migrants to access further and higher education through exploring funding changes and ensuring refugees continue to be considered as 'home students'.</p>	<ul style="list-style-type: none"> • Refugees continue to be considered as 'home students' in Wales. We have also amended the eligibility for the Financial Contingencies Fund to enable asylum seekers to be beneficiaries where they meet other fund criteria.
<p>Continue to advocate for improvements to asylum and immigration systems to prevent harmful outcomes for asylum seekers, refugees or other forced migrants.</p>	<ul style="list-style-type: none"> • The Welsh Government continues to engage with the UK Government to advocate for improvements to the systems of resettlement and asylum. Although those systems are not devolved to Wales, the responsibilities of migrant integration and community cohesion are devolved. Improvements in UK operations and policies have direct beneficial impacts on our attempts to foster good relations, reducing inequalities and eliminate discrimination. • We have attempted to advocate for changes to the UK Government's Nationality and Borders Act 2022 and the Illegal Migration Bill but our efforts have been unsuccessful. We are currently exploring ways to improve the procurement and operation of asylum accommodation across Wales and the availability of immigration legal advice services. • In relation to the Ukraine Schemes, we have had a far more constructive and collaborative relationship with the Home Office and Department for Levelling Up, Housing and Communities. The operation of the Homes for Ukraine scheme in Wales has been managed by the Welsh Government, including a novel Super Sponsor route which has enabled Welsh Government to directly sponsor sanctuary seekers for the first time. • Our aim is for the UK Government to fully understand the impact of its decisions on Wales and devolved responsibilities and to provide the Welsh Government with parity of esteem where there are implications for Wales, for the benefit of all.

Actions	Achievements
<p>Continue to support and uphold the rights and best interests of unaccompanied asylum-seeking children and young people. Programme for Government commitment to be further developed with policy leads.</p>	<ul style="list-style-type: none"> • Welsh Government continues to support Welsh local authorities to uphold the rights and best interests of unaccompanied asylum-seeking children and young people in Wales. Despite our concerns about the related provisions in the Nationality and Borders Act 2022 and the Illegal Migration Bill (and votes at Senedd Cymru to withhold consent for the UK Parliament to legislate), the UK Government has progressed legislation which we believe will harm children in Wales. • We continue to represent the Welsh Government with discussions relating to the development and implementation of the National Age Assessment Board and the introduction of the streamlined process for assessing claims for Accompanied and Unaccompanied Asylum-Seeking Children. • Welsh Government have continued to support local government with changes that the Home Office has introduced to the National Transfer Scheme. Officials continue to explore ways to improve the operation of the NTS in Wales with the Children's Commissioning Consortium Cymru and Welsh Local Government Association and attend various forums with UK Government to ensure Wales is represented when policy and delivery changes are discussed. • We have continued to provide investment to the Welsh Local Government Association to provide support to local authorities to implement the National Transfer Scheme alongside supporting a UASC care leavers fund. • Through the Children's Commissioning Consortium Cymru we have provided training to foster carers to meet the specialist needs of UASC, alongside supporting local authorities to accommodate UASC with complex needs. • We have developed guidance which outlines, in a child friendly way, children and young people's rights and entitlements when seeking asylum in Wales. This has been translated into 12 languages and made available online including through an accessible child friendly video.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

The UK Government legislative and policy changes are making delivery of some of these actions extremely difficult and complex. Legislative changes will cause hardship and confusion, amongst other harmful effects. These changes also have a prohibitive effect on enabling asylum seekers to use their skills and abilities to give back to communities, leaving asylum seekers in limbo and unable to contribute, integrate and support themselves and their families in society.

As well as causing asylum system delays, policies such as the decision to use Stradey Park and the subsequent handling around use of sites for asylum accommodation causes significant community tensions when communities are not involved in this process and has a knock on impact around tourism in areas that are heavily reliant on this sector. These impacts can still be seen and felt months after decisions have been made, and communities bear the impact of this.

2.10. Crime and Justice

The Criminal Justice Anti-Racism Action Plan (CJARAP), outlining concrete actions to tackle inequality across the system launched in September 2022. This commitment is the first-time criminal justice partners including all four police forces in Wales, all four Police and Crime Commissioners, the Crown Prosecution Service, Youth Justice Board, His Majesty's Prison and Probation Service, and His Majesty's Court and Tribunal Service have come together to tackle the inequalities which are evident at every stage of the criminal justice system. An independent panel oversees the CJARAP, and a draft 2-year Implementation Plan has been developed to bridge the implementation gap. A Race disparity dashboard has also been created and will be used to measure effectiveness of the Plan. Efforts to improve diversity within the police force have been made through equal opportunities policies and monitoring the ethnicity of Police Community Support Officers (PCSOs).

To achieve a more culturally competent and anti-racist criminal justice system, the Race Equality Taskforce, responsible for implementing the CJARAP, has established a workstream focused on "Cultural competency, Education and Training." This workstream is focused on identifying the effective and evidence-led training and education packages related to race that are currently available to employees across the criminal justice workforce in Wales.

Welsh Government is working to enhance the support for victims of racially motivated hate crime through funding opportunities including the Wales Hate Support Centre, various awareness campaigns and funding opportunities via the Community Cohesion Programme.

Actions	Achievements
Criminal Justice	
<p>Goal: To work with the police and other criminal justice partners (e.g. Criminal Justice in Wales and members within it) to create an anti-racist criminal justice system in Wales, taking a challenging and radical approach to improve outcomes and to tackle systemic racism.</p>	
<p>Working with criminal justice partners, publish the Criminal Justice Anti-Racism Action Plan for Wales, setting out the concrete and tangible action we will take forward together to tackle inequality and to create an anti-racist criminal justice system. Deliver relevant actions agreed under the above Criminal Justice Anti-Racism Action Plan for Wales. Through the Criminal Justice Board for Wales, provide oversight of the delivery of the Criminal Justice Anti-Racism Action Plan for Wales, ensuring that progress is made and outcomes improve.</p>	<ul style="list-style-type: none"> • The Criminal Justice Anti-Racism Action Plan for Wales (CJARAP) launched in September 2022. It was developed jointly by Criminal Justice partners including all four police forces in Wales, all four Police and Crime Commissioners, the Crown Prosecution Service, Youth Justice Board, His Majesty's Prison and Probation Service, and His Majesty's Court and Tribunal Service in Wales, HM Courts and tribunals Service, His Majesty's Prison and Probation Service in Wales and Welsh Government. It sets out seven commitments to help realise an anti-racist justice system in Wales in practice. The CJARAP complements ArWAP and we have agreed an approach for managing the interface between delivery of the two plans. • An Independent panel provides oversight on the CJARAP and had its first meeting in January 2023. A Draft 2-year Implementation Plan has been shared with Welsh Government for comment. • Through the Criminal Justice Board for Wales (CJBW), Welsh Government are providing oversight of the delivery of the CJARAP. The Minister for Social Justice and Chief Whip attended the CJBW on 22 March and got a direct update on progress.

Actions	Achievements
<p>Goal: To use the levers within the Welsh Government's disposal under the current system to tackle discrimination and support an anti-racist approach.</p>	
<p>Through the terms of the funding we provide for Welsh Government funded Police Community Support Officers (PCSO), ensure police forces apply a policy of equal opportunities in employing people regardless of race, gender/gender identification, sexual orientation, religion and belief, age or any disability. Monitor outcomes and provide challenge if necessary. Encourage broader positive action to recruit more ethnic minority personnel across the police forces in Wales and at all different levels. Use the Wales Police Community Support Officer Steering Group to monitor the ethnicity of PCSOs in Wales, providing constructive challenge if numbers do not reflect the population of each force area.</p>	<ul style="list-style-type: none"> • Through the terms of the funding we provide for Welsh Government funded Police Community Support Officers (PCSO), we will ensure police forces apply a policy of equal opportunities in employing people regardless of race, gender/gender identification, sexual orientation, religion and belief, age or any disability. This will allow us to understand if the make-up of the PCSO workforce is representative in each police force area and challenge if this is not the case. • Information on the numbers of PCSOs who were from a Black, Asian or Minority Ethnic background are shared with Welsh Government by the forces as part of their monitoring returns which are submitted quarterly. The Quarter 2 returns were interrogated at the Minister for Social Justice and Chief Whip's monthly bilateral with the lead Police and Crime Commissioner on 17 January 2023. It was agreed at the meeting that it was essential to increase Black, Asian, Minority Ethnic representation in the PCSOs so forces were fully representative of the communities that they serve and to help develop trust and positive engagement. • As of March 2023 – 3.1% of the 999 PCSOs in post were from an ethnic minority background. According to the 2021 census just over 6% of the population in Wales identified as non-white, so there is work still to be done. • A grant offer letter for the financial year 2023/24 is being prepared and will include the expectation that forces provide Welsh Government with aggregated information on ethnic origin, gender, disability and sexual orientation of PCSOs. Progress will be monitored through the forces quarterly returns and considered at the PCSO Steering Group.

Actions	Achievements
<p>Goal: To respond to the clear evidence from stakeholders that strengthening the evidence base to identify racial disparity within the justice system is vital, we will collect and report robust, granular, timely and consistent criminal justice data on ethnicity and race, together with working closely with ethnic minority people to improve their knowledge/trust in how their data will be used to increase their confidence to share data with government and partner organisations.</p>	
<p>Raise awareness of the Welsh Government's Race Disparity Evidence Unit with criminal justice partners in Wales, and identify how best to help all partners to improve the evidence available on racial disparity within the justice system in Wales and use this to support better policy decisions and monitoring.</p> <p>Identify the gaps in evidence in relation to all domains including criminal justice data collected and reported on ethnicity and race as one of the first priorities of the Race Disparity Evidence Unit, via an audit of data collections held/outputs produced by the Welsh Government and the wider public/third sector.</p> <p>Building on this initial assessment, take forward a programme of work to improve the evidence base to identify racial disparity within the criminal justice system, including ongoing engagement with ethnic minority people to improve their knowledge/trust in how their data will be used to increase their confidence to share data.</p>	<ul style="list-style-type: none"> • As part of the work to monitor progress on implementing the CJARAP a Race disparity dash board has been developed which will be populated by data from each of the criminal justice partners that have committed to the CJARAP. This will be used to measure the effectiveness of the plan. • The Welsh Government's Race Disparity Evidence Unit will be measuring the overall success of the ArWAP. • Welsh Government officials from the Race Disparity Unit are represented on the CJARAP Data and Performance workstream and they will ensure that the work of this workstream coordinates with work being taken forward in the Race Disparity Evidence Unit. • There is research being commissioned under the Women's Blueprint about the experiences of women from ethnic minority backgrounds in the Criminal justice system and the factors that lead to disproportionate outcomes.

Actions	Achievements
<p>Goal: To develop our skills and confidence in understanding what an anti-racist justice system looks like, and to robustly influence and encourage anti-racist policy from the UK Government.</p>	
<p>Ensure development and training opportunities of key officials and those influencing UK Government and Welsh Government policy to understand and argue for an anti-racist justice system. Take every action possible to highlight the needs and experiences of people from ethnic minorities, and the understanding and importance of an anti-racist approach, through our response to UK Government policy and legislation in the justice space.</p>	<ul style="list-style-type: none"> • The Race Equality Taskforce, which supports implementation of the CJARAP have a workstream on 'Cultural competency, Education and Training'. This is identifying effective, and evidence led race training and education packages that are currently available to employees across the criminal justice workforce in Wales, with a view to establishing a high-quality consistent approach to training across the criminal justice system. • The importance of taking an anti-racist approach was highlighted in the Welsh Government response to the UK Government Drug Possession White Paper and in the statutory guidance for the Serious Violence Duty, (a provision in the Police, Crime, Sentencing and Courts Act). Welsh Government also provided information on its approach to ant-racism in the criminal justice system to the UK Government as part of the response to the visit of the UN Working Group of Experts on People of African Descent. We will continue to identify opportunities to emphasise the importance of anti-racism as part of our regular business.

Actions	Achievements
Hate Crime	
<p>Goal: To ensure that Wales continues to strive to be an anti-racist country and so is a safe place to live, by eliminating hateful attitudes and supporting victims of racially motivated hate crime.</p>	
<p>Enhance our support and advocacy for those who have experienced racist hate crime through a refreshed Wales Hate Support Centre, including consideration of incidents where intersectional hate has taken place and the specific support which may be required in those circumstances.</p> <p>Undertake direct work with hate crime perpetrators to better understand how to reduce racial abuse.</p> <p>Raise awareness of the impact of hate crime on victims from ethnic minority communities through our 'Hate Hurts Wales' campaign. This campaign will address victims, perpetrators and bystanders through various materials. Campaign materials will be developed with those who have been affected by racist hate crime.</p> <p>Create sustainable funding arrangements to fund Holocaust Memorial Day.</p>	<ul style="list-style-type: none"> • We are funding the Wales Hate Support Centre, run by Victim Support Cymru, to provide free, confidential support and advocacy for those who have experienced racist hate crime, including intersectional hate crimes. • We are collaborating with Criminal Justice in Wales to look at work with hate crime perpetrators to better understand how to reduce racial abuse, building on evidence from other successful perpetrator diversion schemes, and looking at restorative justice practices. • In November 2022, we awarded a new contract to deliver the next phase of our anti-hate crime communications campaign, Hate Hurts Wales, which will run until at least March 2024. • Funding is provided to the Holocaust Memorial Day Trust to employ a support worker in Wales to encourage community commemorations in Wales for Holocaust Memorial Day 2024.

Actions	Achievements
Community Cohesion	
Goal: To tackle racism through building cohesive and integrated communities.	
<p>Enhance our support in building community cohesion through a review of successes and areas for improvement in our Community Cohesion Programme.</p>	<ul style="list-style-type: none"> The Community Cohesion Programme funds eight teams across Wales to provide front-line support to communities, to help monitor and mitigate tensions. The programme will continue to be funded until 2025/2026.
Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:	
<p>Overcoming the implementation gap – ensuring that the vision for change set out in the Welsh Government and Criminal Justice Board plans happen in practice and that individual police forces, justice agencies etc produce their own credible and focussed plans to deliver this change.</p>	

2.11. Childcare and Play

To ensure staff work in safe and inclusive environments, supported by allyship and empowered to address racist practices, the Welsh Government funded the Diversity and Anti-Racist Professional Learning (DARPL) Project. In collaboration with CWLWM, the project successfully developed high-quality, free resources that enable practitioners and senior leaders to critically evaluate their practices, embark on personal anti-racist journeys, and apply an anti-racist lens to transform entrenched systems, policies, and processes that have perpetuated negative perceptions of ethnic minority individuals. A review of policies and procedures for reporting discrimination and bullying has also taken place. Inadequate resources and minimal reporting were found.

The Welsh Government established an Anti-Racist Wales Governance Group and subgroups to support childcare and playwork goals. They recruited community mentors from Black, Asian, and Minority Ethnic communities to provide expertise on the impact of racism in childcare. These mentors will work with the government from June 2023, contributing to improved access and allyship in the sector.

Addressing the under-representation of Black, Asian, and Minority Ethnic individuals in the childcare and play sector is a significant challenge. Limited robust data exists regarding the workforce in Wales, highlighting the need for comprehensive data collection and analysis. To address this, research is being conducted in two phases to map the childcare and play workforce in Wales. The first phase involved reviewing existing data sources, but limitations were found, which officials aim to address in phase two.

Actions	Achievements
Childcare and Play	
Goal: Staff will work in safe, inclusive environments, built on Allyship, supported to reach their full potential, and be empowered to identify and address racist practise.	
<p>Focused on lived experience, anti-racism, allyship and cultural competence, the Welsh Government will work with sector partners, in collaboration with Global Majority partners, to design learning materials to support settings to include the teaching of Black, Asian, and Minority Ethnic communities within childcare and play settings and to ensure practitioners are supported to do so.</p>	<p>The Diversity and Anti-Racist Professional Learning (DARPL) Project has been funded by Welsh Government as part of the wider ArWAP work to develop professional learning resources for both practitioners and senior leaders within the childcare, playwork and early years Sector. They have done so in partnership with CWLWM, the umbrella body supporting the sector.</p> <p>These new high quality, free, diversity and anti-racist professional learning resources support those in the childcare, playwork and early years space to:</p> <ul style="list-style-type: none"> critically evaluate their practice consider their own anti-racist journeys, and explore how they can apply an anti-racist lens to changing systems, policies, and process which for so long have embedded a negative view of ethnic minority people.
<p>The Welsh Government will, in partnership with sector partners, consider how to collate and review concerns of workforce discrimination and bullying raised by staff.</p>	<ul style="list-style-type: none"> The ArWAP Childcare and Playwork Governance Group, commissioned one of its partners, CWLWM to review the extent policies and procedures exist within childcare and playwork sector to report discrimination and bullying and make complaints about racist incidents. The first phase of this work is complete, the findings saw patchy resources in place and little to no reporting of discrimination, the next phase of this work to develop a best practice toolkit is being developed.

Actions	Achievements
<p>Goal: The Welsh Government will work with parents and carers from Black, Asian and Ethnic Minority Communities, to improve access to childcare and play settings as well as access to play opportunities.</p>	
<p>The Welsh Government will establish a dedicated working group, the working group including sector representative bodies, will work alongside people from Black, Asian and Ethnic Minority Communities, to identify barriers faced by these communities in accessing services. The working group will make recommendations on how barriers can be removed to ensure equality of access to services.</p>	<ul style="list-style-type: none"> • We have set up an Anti-Racist Wales Governance Group and subgroups to support delivery of the childcare and playwork goals. These groups develop activity around professional learning resources, community mentoring and allyship and research to inform childcare and playwork actions. Membership of these groups draw on the expertise of childcare and playwork partners and members of the global majority who work in this sector. • A big part of the allyship work is prioritising the engagement, collaboration, and co-production with our Black, Asian, and Minority Ethnic stakeholders. To support the delivery of childcare and playwork ArWAP goals and objectives, the Welsh Government has undertaken a recruitment exercise to appoint up to ten individuals from Black, Asian, and Minority Ethnic communities in Wales with knowledge or experience of the impact of racism within childcare, playwork and early years to become community mentors on a consultancy basis. • These community mentors have been appointed and will work with the Welsh Government from June 2023.

Please provide one key challenge experienced in the delivery or attempted delivery of your ArWAP objective:

Under-representation of Black, Asian, and Minority Ethnic people in a range of sectors and professions has been a consistent theme in work on the Anti-Racist Wales – Action Plan. This picture is the same in the childcare and play sector. There is currently limited robust data that is collected and analysed in relation to the childcare and play workforce in Wales.

We recognise there is a long way to go before we have a robust set of data and evidence relating to the ethnicity of the childcare and play workforce in Wales.

We are undertaking research to map the childcare and play workforce in Wales which will help us to understand more about the workforce including addressing gaps on data around diversity. The research was designed in phases.

Phase one involved desk research to review existing data sources. We know there are limitations on the data collected on the workforce, and where currently available data and information is insufficient to accurately map the workforce officials will work with the contractor to develop an approach to gathering the required data in phase two. CWLWM partners have been involved in phase one of the research.

This work is currently entering phase two. Phase two will involve focus groups, aimed at childcare and playwork practitioners, setting managers and childminders. These sessions, being held during October 2023, will be important to help us understand the individual experiences of the childcare and playwork workforce in Wales. Interviews with the workforce will also take place in January 2024.

Phase three of the workforce mapping project will involve using the research to start acting on recommendations which will take place between July and December 2024.

Section 3

3. Going beyond the ArWAP

3.1. Making the link with Tackling Poverty and Children's Rights

Whilst there are no specific ArWAP objectives, there remains cross cutting contributions that should be noted when considering cross-government action on anti-racism and the ArWAP. The first two are examples of work undertaken this year (2023) which evidences how the Welsh Government are taking a broader, joined up approach to equalities and rights:

- In engaging on the co-construction of **the revised Child Poverty Strategy** for Wales, the Welsh Government has sought the views of over 3000 individuals with lived experience of poverty. This work included a specific focus on those from Black, Asian and Minority Ethnic families and Gypsy and Roma Traveller communities. Going forward the Child Poverty Strategy for Wales will set the longer-term focus for the Welsh Government to deliver cross government action on support work to tackle poverty and associated inequalities and to mitigate the effects of growing up and living in poverty.
- The Welsh Government's **Children's Rights** Scheme sets out how we will give due regard to the UNRCRC when developing policy and legislation. The scheme is structured around the five principles of the Right Way approach, developed by the Children's Commissioner for Wales. These include equality and non-discrimination – ensuring that every child has an equal opportunity to be the best they can be and is not discriminated against. The Scheme recognises the importance of evidence as a foundational building block for government decision making

and addressing equality and non-discrimination against children and young people. It sets out the requirement for Children's Rights Impact Assessments (CRIA) to be undertaken to assess the impact of policies and legislation. These include considering the effect on different groups of children and young people and what measures can be taken to mitigate these. The CRIA template reaffirms the importance of research and data on children and young people in enabling officials to understand potential discrimination issues. The engagement model outlines the importance of engaging with diverse groups of children and young people with different life experiences.

The Children and Young People's plan provides coherence to the work taking place across Welsh Government on behalf of children and young people. It includes a priority to ensure children and young people from all backgrounds will be treated fairly and should be supported to overcome barriers and fulfil their potential. For 2022 -23 that included improving the lives of those with protected characteristics through a series of action plans looking at race, impairment, gender and LGBTQ+.

Welsh Government grant aids Children in Wales to run the Young Wales programme. This provides a mechanism for children and young people to influence the work of government and have their voices heard on decisions which affect them. Equality, diversity and inclusion data of volunteers is collected and monitored to make sure the Young Wales model is representative and informs further targeted recruitment

to address under-representation. Specific efforts are made to ensure those most at risk of not being heard are included and able to inform key government priority areas.

The Delivery Plan for Wales sets out activity from 2020-2030 to support **financial inclusion** and reduce financial exclusion for all the people of Wales. This Plan was developed and is run in partnership by the Money and Pension Service and Welsh Government. It forms part of the UK Strategy for Financial Wellbeing. The Delivery Plan for Wales was published in 2022 following extensive stakeholder engagement.

3.2. Families

The ArWAP Plan recognises that supporting children and families is an ongoing commitment for Welsh Government. The Plan currently focuses on childcare and play but our commitment to children and families goes wider and there is work underway which plays an important contribution to supporting Black, Asian, and Minority Ethnic Families. This includes tackling the potential impact of adverse childhood experiences, supporting families through Families First, and wider support for parents, parent-child relationship and home environments.

3.3. Environment and Rural Affairs

As detailed in the previous section, there are no specific actions included within the ArWAP for this policy area. However, due to the far-reaching influence of the implementation activity taking place, work to consider future actions is being carried out across the Environment, Rural Affairs and Climate Change portfolios. The current focus is on evidence gathering:

- A joint rapid literature review of racism (funded by UKRI) identified the need for further research to inform policy development.
- Community Dialogue process inviting people from ethnic minority background to take part in deep-dive sessions or participate in an advisory capacity.
- Working with the Race Equality Evidence Unit on spatial analysis of ethnically diverse neighbourhoods in Wales and their exposure to poor air quality and access to green space.
- Anti-racism Advisor contracted to advise Climate Change, Environment and Rural Affairs officials when analysing evidence and developing policies.
- A 'Just Transition' Call for Evidence on opportunities and threats of transitioning to a low carbon economy identified "challenges and vulnerabilities on different groups of society, at different times and different places across Wales".

- A series of fringe events held during and following [Wales Climate Week](#) (from November-December 2022) highlighted:
 - A desire for more accessible programmes and workshops like these covering a wide range of environmental and conservation topics, organised in local areas across Wales on a more frequent basis.
 - The need for Government to make green choices more appealing while reducing the attractiveness of the current status quo.
 - The significance of industry and businesses adopting sustainable practices and technologies to minimise their environmental impact.
 - The importance of practical actions, such as litter picking and beach cleans, to address environmental challenges and promote a cleaner, more sustainable environment.
- These different strands of evidence will provide a picture of how racism manifests, and the Climate Change, Environment and Rural Affairs sectors will seek out the experiences of Black, Asian and Minority Ethnic people with the aim of co-producing an action plan, reflecting the original ArWAP process.

Challenges

- The Racial Diversity in Environment Professions 2022 survey found that farming, fisheries and forestry as a group represent the least diverse profession in UK. A career in Environmental sectors was second from the bottom.

3.4. Designated Landscapes and Countryside Access, including sponsorship of the three National Park Authorities (NPAs) in Wales

There are no specific actions included within the ArWAP but the team is working to anti-racist Wales principles:

- Four new Members of the Bannau Brycheiniog NPA started in post on 1 January 2023. The appointment successfully increased diversity among the Authority's membership, including the first black female Member to be appointed to a Welsh NPA.
- Funded a Strategic Lead on Equality, Diversity and Inclusion, hosted by Pembrokeshire Coast NPA, to identify and progress measures to increase the diversity of staff, members and visitors across Wales' three NPAs and five Areas of Outstanding Natural Beauty (AONBs).

Section 4

4. Measuring Impact

Understanding the far-reaching impact of this Plan and the resources required to deliver upon its objectives, Welsh Government committed to funds to support a central Implementation Team to oversee the implementation of the plan and to establish the Race Disparity Evidence Unit (RDEU). The Anti-racist Wales Implementation Team is now fully operational and 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.

4.1. Race Disparity Evidence Unit (RDEU)

Creating Tools and Systems to Measure Indicators RDEU Objective

Activities to date:

The Race Disparity Evidence Unit works to professional standards for government research, so we have a robust, reliable and objective assessment of whether change is happening. The RDEU is currently in the process of developing a framework to measure and evaluate the impact of the ArWAP. This involves undertaking extensive mapping exercises and reviewing the availability of data and evidence as part of the first phase of assessing the feasibility and developing options to measure the impact of the plan. The current preferred framework links the statements of desired change identified in the plan to each chapter's actions and the National Wellbeing Indicators in order to develop a system for measuring change over time. The External Accountability Group (EAG) has been

collaborating with the RDEU, shaping the development of indicators for this purpose, particularly around the development of lived experience research. Members of the EAG also sit on a research sub-group with RDEU to support the development of evaluating the impact of the ArWAP. The RDEU attend all the different ArWAP subgroups set up by chapter areas to implement and monitor the progress of their actions. This allows us to have an overview of what is happening across the plan and what different research and data collection is taking place and to provide support and guidance to policy areas.

Forward look

With the guidance of the EAG and the ArWAP implementation team, the RDEU will use the mapping exercises already conducted and work towards the development of a framework to measure the impact of ArWAP against the statements of desired change set out in the plan itself. Working with the different policy areas and analytical colleagues in Welsh Government, the RDEU will identify any data collection or research being conducted by those areas and link those results to the statements of desired change. As the system is set up, the RDEU will monitor where gaps exist in the evidence, particularly where there is a lack of evidence relating to a specific statement of desired change. A key role for the RDEU is to seek to fill those evidence gaps.

The establishment of the ArWAP policy/expert sub-groups will help the RDEU to get a far broader understanding of how to measure the impact of the plan. It will also help the RDEU to understand where data exists relating to each policy area and where gaps exist that relate specifically to the statements of desired change.

We will engage with a wide range of internal and external stakeholders to continue our work on understanding the research landscape.

Challenges

From the mapping exercises the RDEU have already conducted and conversations that with the different policy areas it is clear that there are considerable gaps in the availability and granularity of data. In Wales the data that does exist is often not Wales specific and is included in England and Wales datasets. As some policy areas are non-devolved issues data is not necessarily collected at a Wales. Where Wales data does exist, the sample sizes may be too small to be published or disaggregated by ethnicity or race.

As there is no universally agreed system of ethnicity and racial classifications, different organisations use different classifications in their data collection. Differences in classifications can also sometimes exist within an organisation which all result in difficulties when it comes to measuring indicators against the statements of desired change.

Research and Evidence RDEU Objective

Activities to date

The RDEU acts as the link between the different policy areas on issues relating to data and research and plays a key role in influencing the collection of more and better-quality data and evidence. The unit is currently advising on research related to the Anti-Racist Wales Action Plan in Further Education, Childcare and Play, Welsh Government HR policies, climate and access to green spaces, Crime and Justice, and the NHS Workforce Race Equality Standard (WRES). By working with different policy areas, the RDEU is able to share

knowledge and experiences, advise on best practice and understand the data that is being collected across the different policy areas, as well as highlight where data and evidence gaps exist.

In July 2023 we published a statistical bulletin specifically looking at ethnic group differences in health, housing, education and economic status in Wales. This statistical bulletin contains summary data on ethnic groups by various socio-economic outcomes for individuals and households who were usual residents of Wales at the time of the census, on 21 March 2021. It tells us how such outcomes varied for different ethnic groups across Wales. The bulletin also contains ethnic group analysis by age and sex for context [Ethnic group differences in health, housing, education and economic status in Wales \(Census 2021\) | GOV.WALES](#).

Forward look

The ArWAP covers all areas of Welsh Government and has actions for each department. Progress has been made in many areas and it is hoped that this will continue and spread to other areas where research has yet to be conducted or where evidence is lacking. Working with the policy areas the RDEU can advise on existing and future research by focusing on indicators that can feed into the statements of desired change. That is not to say that all the research being conducted or evidence that is already available will relate to those statements of desired change but taken as a whole, all the different policy areas should be able to feed into one or more of those statements in some way.

It has also been made clear by the EAG that it is important to focus on the collection of lived experiences and to record the individual impact of previous experiences of racism and also success stories. Highlighting the success stories and positive lived experiences of individuals will considerably help to show the positive impact that the ArWAP has had on people's lives, particularly where there is a lack of data on a particular policy area.

We will continue to work with analytical colleagues in Welsh Government to set up a process of mainstreaming the collection of ethnicity data and evidence.

Challenges

The biggest challenge that the RDEU faces with regards to research is the lack of data on ethnicity. This applies to all the different policy areas, and it may be the case that it is not possible to obtain, particularly where the policy area is a non-devolved issue.

There is therefore the danger that there will be an over-reliance on some policy areas to provide enough evidence to feed into the statements of desired change.

With the indication of the importance of collecting lived experiences made by the EAG, considerable challenges also exist in relation to the collection of that research. Quantitative data is collected on a regular basis (albeit lacking in quality and granularity at times) whereas qualitative lived experience is not. This means that new research needs to be conducted in order to collect those lived experiences.

Section 5

5. Conclusion

The Welsh Government is fully committed to an anti-racist Wales by 2030. While progress has been made in implementing the ArWAP, there is still work to be done. Through continued collaboration, engagement, and data-driven strategies, we aim to create a society that is truly anti-racist and offers equal opportunities for all.

Welsh Government recognises that the first year of implementing the ArWAP has been focused on developing much needed processes and policies to support sustained change in this area. The next iteration of the ArWAP will be focused on active implementation and achievement of improved outcomes for ethnic minority people. Strategic measures and oversight are crucial to regain momentum for the outcomes of Gypsy, Roma, and Traveller communities. It is paramount that these actions are prioritised, with clear results expected by June 2024.

We know this Plan is a critical moment for sectors to make positive change and do something radical, so momentum should continue at pace. It is clear Wales has a real appetite for change and this is evident with the activities highlighted in this report. Welsh Government commits to continue its efforts to dismantle racist and oppressive infrastructures and work with partners and communities to create a Wales of which we can be proud.