

Background information provided to internal audit colleagues on implementation of final report recommendations

Background

1. In July 2020, Professor Charlotte Williams OBE was appointed by the Minister for Education to chair the Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group.
2. The Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group was established to oversee the development of learning resources, and identify gaps in current resources or training related to Black, Asian and Minority Ethnic communities, their contributions and experiences.
3. The primary objectives of the Working Group were to:
 - review the resources currently available to support the teaching of themes relating to Black Asian and Minority Ethnic communities, their contributions and experiences across all Areas of Learning and Experience and in relation to cynefin and report on examples of good practice and on gaps in areas such as quality, subject matter and range, and diversity;
 - advise on the commission of new resources in these areas; and
 - review and report on professional learning related to Black Asian and Minority Ethnic communities, their contributions and experiences.

Publication of final report and 51 recommendations

4. The group has presented their recommendations in two phases. In the first phase of the project, the working group looked at teaching resources, which culminated in the interim report: <https://gov.wales/written-statement-bame-communities-contributions-and-cynefin-new-curriculum-group-interim-report>
5. In the second phase of the project, the Group reviewed professional learning and the development needs of staff in relation to Black, Asian and Minority Ethnic communities, their contributions and experiences, and cynefin, across the curriculum. The findings of this review as well as the findings on learning resources from the interim report, have been brought together in the group's final report: <https://gov.wales/sites/default/files/publications/2021-03/black-asian-minority-ethnic-communities-contributions-cynefin-new-curriculum-working-group-final-report.pdf>
6. The final report contains a list of 51 recommendations, which have been grouped into five key themes:
 - Resources
 - Professional Learning and ITE
 - School-level actions
 - Regional Consortia actions

- Actions for sustainability, including Estyn review, Qualifications Wales review, and role of the national network and evaluation of the new curriculum
7. An additional £500,000 has been made available to support implementation of the recommendations, provided by the Curriculum Reform budgets (£400k) and the Professional Learning budget (£100k).
 8. The recommendations in the final report from the Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group Working Group have been warmly welcomed across the wider sector, and there is extensive support for this approach, not least the focus on supporting learners in this and future generations through the Curriculum for Wales.
 9. The Minister confirmed that learning about Black, Asian and minority ethnic stories will be clearly mandatory within the What Matters Statements within the Curriculum for Wales, as well as learning about diversity across all areas in the new curriculum.
 10. The proposals from the Group are aligned with our existing direction of travel around learning and the new curriculum.

Implementation plan

11. We have created a recommendations tracker to help us coordinate progress of implementing the 51 recommendations. We will also use the evidence gathered in this tracker to report against the applicable actions in the Race Equality Action Plan to avoid duplication.
12. We will be heavily reliant on policy leads knowledge and contacts for implementation. We have assigned and contacted policy leads for each of the recommendations. We have received a few requests to change lead and are reviewing options.
13. Once policy leads have been agreed, we will ask leads to consider if any additional funding would be required to deliver any of their recommendations in consideration of whether it is essential that they deliver their recommendation this financial year or later.
14. We propose that we hold Policy Board meetings on a monthly basis, first meeting due to take place at the end of April. The Policy Board will bring all policy leads together to review implementation, risks and issues and to allocate/review funding (£500,000 for 2021/2022). We will also invite representation from the Race Equality Action Plan team. To the first meeting, we will invite Professor Charlotte Williams to present the findings of the report in summary and her vision for implementation.