Annex C

List of meetings attended by Prof Jason Arday

Date	Meeting
17 January 2023	External Accountability Group
27 January 2023	External Accountability Group
23 February 2023 (noted initially as 2026 in error)	Internal Support & Challenge Group
30 March 2023	Internal Support & Challenge Group
26 May 2023	External Accountability Group
22 June 2023	Internal Support & Challenge Group
23 August 2023	Internal Support & Challenge Group
24 November 2023	External Accountability Group
19 September 2025	External Accountability Group

From: Redacted
Date: Friday, 22 October 2021 at 16:16
To: jason.a.arday@durham.ac.uk , **Redacted**
Cc: Redacted
Subject: Race Equality Action Plan - Invitation to an Expert Roundtable

Dear All

As you know the consultation process for the Race Equality Action Plan (REAP) came to an end on 15 July, and through an open procurement process we have commissioned **Redacted** to analyse the consultation responses for us. We are hoping to get their initial report on 29 October 2021. The policy leads and the REAP project team will be working to incorporate the consultation comments into the revised Action Plan.

We have been aware, through our own reflections, that we worked with policy leads to develop high level Goals and actions at pace to meet deadlines and were not able to, at the time of publishing the draft, include SMART objectives and do work on performance indicators. We are now in the process of doing this work.

One of our joint reflections with **Redacted** is that we may also need to get additional support for our policy leads to help them prioritise those actions that are meaningful and focused and can be sustained over time while making a cultural shift towards anti-racism.

We feel that in policy terms and within our own teams there is a gap in our understanding of what may constitute anti-racism at a policy and practice level that creates a cultural shift towards good practice. We know that we can easily drift into actions that are about integration or multi-culturalism, but as we have committed to a vision that is about anti-racism, we want to focus on actions that truly tackle racism at a systemic level, institutionally and systematically.

As key people who were recommended to us to support our next steps in developing the REAP, we would like to invite you to a one day meeting on **18 November 2021** (via Teams) to help us and our policy lead focus their actions for maximum impact towards anti-racism. This Expert Group roundtable will include a combination of our Steering Group members, academics with lived experiences from the WCPP research we conducted, other academics/consultants and others recommended to us.

As academics who supported us when we commissioned the Wales Centre for Public Policy, we can pay you, as an individual only (i.e. not through your organisation) £450 for one day's reading and £450 to attend on the day.
In return, we ask if you can read the REAP document, analyse the Goals and actions in the policy areas you have expertise on and consider how we may strengthen the Goals and actions so that they are anti-racist in delivering better outcomes. Here is the link to the REAP:
https://gov.wales/sites/default/files/consultations/2021-04/race-equality-action-plan-an-anti-racist-wales-easy-read.pdf
If you can carry out this exercise in advance of the roundtable, that will allow for a productive discussion on the day.

At the Expert group roundtable, we will have an opening introduction to anti-racist practice by **Redacted**, followed by six one-hour sessions, one for each policy area(s) listed below:

1. Health and Social Care
2. Education
3. Employment/Social Partnership and Fair Work/Entrepreneurship
4. Leadership and Representation and Local Government
5. Housing and Accommodation
6. Culture, Heritage and Sport

We will ask each policy lead to present an update on their actions and then open the discussion to how you as a group can make suggestions for more focused, anti-racist actions that will create real change in the 18 months of the action plan (March 2022 to September 2023).

Claire Bennett, Director (Communities and Tackling Poverty), will chair the event.
I am very happy to have a chat if you would like further clarification.
Otherwise, I would be grateful if you could let me know by **29 October** if you would like to accept the invitation as outlined above. If you would like to accept the invitation, could you also indicate those policy areas in which you have the most expertise.

Many thanks.
Best wishes

Redacted

From: ARDAY, JASON A.K. <jason.a.arday@durham.ac.uk>
Sent: 25 October 2021 13:07
To: Redacted
Cc: Redacted

Dear **Redacted**,

I hope you are well my friend.

Thank you so much for this invitation. I would be honoured to attend and participate.

I look forward to hearing from you.

With Best Wishes,
Jason

From: Redacted
Sent: 28 October 2021 10:15
To: ARDAY, JASON A.K. <jason.a.arday@durham.ac.uk>
Cc: Redacted
Subject: RE: Race Equality Action Plan - Invitation to an Expert Roundtable

Good morning,

Thank you for confirming you'd like to attend the Race Equality Plan Expert Roundtable.

I'd be grateful if you could indicate those policy areas in which you have the most expertise:

1. Health and Social Care
2. Education
3. Employment/Social Partnership and Fair Work/Entrepreneurship
4. Leadership and Representation and Local Government
5. Housing and Accommodation
6. Culture, Heritage and Sport

Kind regards,

Redacted

From: Redacted
Sent: 02 November 2021 16:22
To: ARDAY, JASON A.K. <jason.a.arday@durham.ac.uk>
Cc: Redacted
Subject: RE: Race Equality Action Plan - Invitation to an Expert Roundtable

Good afternoon,

When confirming your area(s) of expertise, as requested below, would it be possible for you to include a short biography/CV, please?

Kind regards,

From: ARDAY, JASON A.K. <jason.a.arday@durham.ac.uk>
Sent: Friday 05 November 2021 12:48
To: Redacted
Subject: Re: Race Equality Action Plan - Invitation to an Expert Roundtable

Good Afternoon **Redacted**,

I hope you are well my friend.

Thank you for your email.

My areas of expertise is: Education. I do also have expertise in Culture, Heritage and Sport.

Please find attached my CV and short biography below:

Redacted

I look forward to hearing from you.

Best Wishes,
Jason

From: Redacted On Behalf Of Equality Branch - Cangen Cydraddoldeb
Sent: 30 August 2022 17:41
Subject: Penodi Aelod Grŵp Atebolrwydd Allanol: Arbenigwyr o ran profiad ac arbenigedd ar faterion gwrth-hiliol / External Accountability Group Member appointment: Experts by Experience and Expertise on Anti-racism
Importance: High
Bydda i'n diolchgar os gallwch rannu hyn gyda'ch rhanddeiliaid, os gwelwch yn dda.
Grateful if you could share this with your stakeholders, please.

Cynllun Gweithredu Cymru Wrth-hiliol Llywodraeth Cymru Penodi Aelod Grŵp Atebolrwydd Allanol: Arbenigwyr o ran profiad ac arbenigedd ar faterion gwrth-hiliol Tâl - £300 y diwrnod a chostau rhesymol ee teithio etc. – Gofynnir am ymrwymiad o 16 diwrnod y flwyddyn o leiaf. Bydd y penodiad cychwynnol am chwe mis.	Welsh Government Anti-racist Wales Action Plan External Accountability Group Member appointment: Experts by Experience and Expertise on Anti-racism Remuneration - £300 per day plus reasonable expenses e.g. travel etc. – A minimum commitment of 16 days

Gydag aelodau eraill o'r Grŵp, bydd yr ymgeiswyr llwyddiannus yn ein helpu i gyflwyno ein Cynllun Gweithredu Cymru Wrth-hiliol https://llyw.cymru/cynllun-gweithredu-cymru-wrth-hiliol. Byddant yn helpu i ysgogi'n gwaith a chynghori arno drwy gymryd rhan yn ein trefniadau llywodraethu. **Y dyddiad cau ar gyfer ceisiadau yw 11:00 Dydd Llun 19 Medi 2022.** Am ragor o wybodaeth, anfonwch e-bost i: CangenCydraddoldeb@llyw.cymru **Redacted**	a year will be required. The initial appointment will be for six months. Together with other members of the Group, the successful applicants will support us in delivering our Anti-racist Wales Action Plan (https://gov.wales/anti-racist-wales-action-plan). They will help drive and advise on our work by participating in our governance arrangements. **The closing date for applications 11:00 on Monday 19 September 2022.** For further details or for queries contact by email equalitybranch@gov.wales **Redacted**

From: Redacted on behalf of EqualityBranch@gov.wales <EqualityBranch@gov.wales>
Sent: 16 September 2022 15:48
Subject: RE: Penodi Aelod Grŵp Atebolrwydd Allanol: Arbenigwyr o ran profiad ac arbenigedd ar faterion gwrth-hiliol / External Accountability Group Member appointment: Experts by Experience and Expertise on Anti-racism

[EXTERNAL EMAIL]
Good afternoon all,
May I flag that the deadline for submitting applications is 11:00, Monday 19 September.
Thanks,
Redacted

From: Redacted
Sent: Tuesday 20th September 2022 12:04
To: Redacted
Cc: Jason Arday jason.arday@glasgow.ac.uk
Subject: Re: Penodi Aelod Grŵp Atebolrwydd Allanol: Arbenigwyr o ran profiad ac arbenigedd ar faterion gwrth-hiliol / External Accountability Group Member appointment: Experts by Experience and Expertise on Anti-racism

Dear **Redacted**
I hope you are well my friend.
I thought that as it was a Bank Holiday today you maybe flexible with the deadline, in the event that you might be I am sending a covering letter and CV and hope this will be considered, of course if not that hopefully another opportunity will arise next time.
I look forward to hearing from you.

Best Wishes,

Jason
From: Redacted
Sent: 13 December 2022 07:30
To: ARDAY, JASON A.K. <jason.a.arday@durham.ac.uk>
Cc: EqualityAndHumanRightsDivision@gov.wales
Subject: APPOINTMENT AS EXPERT BY EXPERIENCE AND EXPERTISE, MEMBER OF THE ANTI-RACIST WALES ACTION PLAN (ARWAP) EXTERNAL ACCOUNTABILITY GROUP

Dear Jason,

APPOINTMENT AS EXPERT BY EXPERIENCE AND EXPERTISE, MEMBER OF THE ANTI-RACIST WALES ACTION PLAN (ARWAP) EXTERNAL ACCOUNTABILITY GROUP

I am writing to thank you for attending the recent interview about this appointment. I'm pleased to inform you that the Selection Panel has decided to offer you this particular appointment.

The decision on who to appoint was a finely balanced one and took account of the ability and experience of each candidate to meet the specified criteria for these appointments.

Please can you respond to this email to confirm your acceptance of this role.
We would also be grateful if you could return the attached forms:

- Diversity Data
- Conflicts of Interest

Please can you also provide us with two references and their emails so we can get in touch with them.

Once we have received your acceptance of the appointment and the above information, we will send you a contract for your appointment.

You will also be invited to attend the below:

- External Accountability Group Induction Session – Tuesday 17 January (all day) – Agenda will be shared nearer the time.
- First External Accountability Group Meeting – Friday 27 January 9:00–10:30. Agenda will be shared nearer the time.

If you have any questions, please reply to this email and a member of the Anti-racist Wales Action Plan Implementation Team will get in touch.

Yours sincerely

Redacted

From: ARDAY, JASON A.K. <jason.a.arday@durham.ac.uk>
Sent: Thursday 15 December 2022 13:56
To: Redacted
Subject: APPOINTMENT AS EXPERT BY EXPERIENCE AND EXPERTISE, MEMBER OF THE ANTI-RACIST WALES ACTION PLAN (ARWAP) EXTERNAL ACCOUNTABILITY GROUP

Dear **Redacted**,

I hope you are well my friend.

Thank you so much for this great honour I am hugely grateful for this privilege and honour. Please accept this email as my acceptance of this role for Welsh Government.

Please see attached the forms and see the details for two referees below:
Redacted, **Redacted** (**Redacted**)
Redacted, **Redacted** (**Redacted**)
I look forward to hearing from you.

Best Wishes,
Jason

From: **Redacted**
Sent: 20 January 2023 15:54
To: ARDAY, JASON A.K. <jason.a.arday@durham.ac.uk>
Subject: Terms & Conditions of Appointment - EXPERTS BY EXPERIENCE AND EXPERTISE

[EXTERNAL EMAIL]

Good afternoon Jason,

I hope that you are well.

I now have the Terms & Conditions / Contracts ready for members of the EAG to sign and return. Please see attached.

A response by e-mail is fine (entering your details at the end of the document) as we can save the e-mail in place of a “wet signature”.

We have been asked to delay any press releases until we have the contracts back, so if you could return it as soon as possible (ideally on Monday) that would be great. Apologies again for the short notice/haste.

Thanks,
Redacted

From: ARDAY, JASON A.K. <jason.a.arday@durham.ac.uk>
Sent: 25th January 2023
To: Redacted
Subject: Re: Terms & Conditions of Appointment - EXPERTS BY EXPERIENCE AND EXPERTISE

Good Afternoon **Redacted**

I hope you are well my friend.

Please see attached the contract if you need anything else from me please let me know.

I look forward to hearing from you.

Best Wishes,

Jason

Contract

TERMS AND CONDITIONS FOR APPOINTMENT AS AN EXPERT BY EXPERIENCE AND EXPERTISE OF THE ANTI-RACIST WALES ACTION PLAN (ARWAP) EXTERNAL ACCOUNTABILITY GROUP

INTRODUCTION
This document sets out the principal terms and conditions of your Appointment with the **Anti-Racist Wales Action Plan External Accountability Group / Internal Support and Challenge Group.**

PARTIES
(1) Prof Jason Arday
(2) Welsh Government

1. **PERIOD OF APPOINTMENT**

Your appointment will commence on 17 January 2023 and the initial appointment will be for six months. At this stage, we will review with you your input and, all being well, confirm the appointment until March 2024. The Director's decision will be the final one. The appointment can be terminated early by either party, by giving 3 months' notice, in writing.

2. **ROLE TITLE AND DUTIES**

a) You are appointed as an Expert by Experience and Expertise on the Anti-Racist Wales Action Plan External Accountability Group / Internal Support and Challenge Group. Your current duties are detailed in Schedule 1 and may be

amended from time to time. Any changes will be discussed with you fully and notified to you in writing.

b) The time commitment for the role of Expert by Experience and Expertise is a minimum 16 days a year. You are expected to attend the meetings regularly. By accepting this appointment you confirm that you are able to allocate sufficient time to meet the expectations of your role. Your appointment may be terminated, if your attendance becomes so unreliable as to interfere with the good running of the Accountability Group.

c) Your performance will be assessed annually by the Co-chair of the Accountability Group in accordance with your duties. Details of performance management system will be provided on induction.

d) You will be expected to adhere to the Seven Principles of Public Life as set out by the Committee on Standards in Public Life. Further detail on what these standards are can be found in Schedule 3, Annex A. In summary these are Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership.

<u>PERSON SPECIFICATION</u>: The skills, expertise and understanding you will bring to the Group will include:

- understanding and commitment to the vision, purpose and values of the Plan;
- an analysis and deep understanding of racism and attempts to tackle it in Britain, its history of colonialism and slavery;
- understanding and expertise of how race disparities get institutionalised in policy making, systems, processes and services or in the workforce and having potential solutions to tackle them;
- experience or understanding of how public services work to develop and implement policy;
- experience of service design and delivery;
- experience or understanding of key drivers that help create change in policy making and delivery, and in workforce in any area of equalities;
- ability to see patterns of disparities across a range of policies or delivery and to highlight them;
- ability to present your expertise and understanding in ways that can be applied by policy makers and delivery leads – so offering solutions and challenges; and
- bring your lived experience of racism in helping others understand racism and anti-racism.

RESPONSIBILITIES: The experts will have the following responsibilities as a member of the External Accountability Group:

- to attend and actively contribute to both the External Accountability Group and the Internal Support and Challenge groups – bi-monthly for the Accountability Group and monthly for the Internal Support and Challenge Group;

- respond to any queries on the area of policy expertise in between meetings, e.g. read drafts;
- act as a bridge to the understanding, co-design and support between the two groups to ensure joined-up working between the two groups;
- provide evidence and information relevant to the area of expertise to the groups in between meetings, so they are informed and updated on any developments, e.g. government reports, research and other evidence etc.
- to ensure the needs of Black, Asian and Minority Ethnic people as customers or as in the workforce, are central to the work of the Group;
- present challenges and their solutions to the Accountability Group in a way that helps progress anti-racism across all areas of policy; and
- work with the Accountability Group and the Evidence Unit to highlight gaps and opportunities in delivering the plan and in monitoring its outcomes.

On occasions, we envisage that particular policy leads may require additional advice, support, co-design or challenge from you. This additional work will be agreed upon between you and the policy lead and will constitute additional work so you will be renumerated for it separately.

3. STATUS

a) You are not an employee. Accordingly, nothing in these terms and conditions shall be construed as, or taken to create, a contract of employment between yourself and the Department. In addition, nothing in these terms and conditions shall be construed as, or taken to create, any contract of service or contract for services between yourself and the Welsh Government.

b) This appointment will be treated as an appointment to a Public Office. Consequently for tax purposes you will be treated as a Public Office Holder in relation to this appointment.

4. REMUNERATION

a) The role is remunerated at £300 per day, to be claimed quarterly or, if preferred, six monthly.

b) This appointment is non-pensionable.

c) No bonuses will be payable.

d) The External Accountability Group / Internal Support and Challenge Group will reimburse all reasonable expenses (including travel, subsistence and other expenses) properly and necessarily incurred in respect of your appointment. A Welsh Government official will notify you of the eligible expenses, current rates and process for reimbursement.

e) We envisage that if you are already a public servant in Welsh public services, you will agree with your employer that this is part of your current contract with them and not get paid. Welsh Government are happy to discuss this

arrangement as part of the public service duty with your employers if we fund or collaborate with them.

5. SPONSORED BODY PROPERTY

a) All documents, manuals, hardware and software provided for your use by the External Accountability Group, and any data or documents (including copies) produced, maintained or stored on Welsh Government computer systems or other electronic equipment (including mobile phones), remain the property of the Welsh Government.

b) Any Welsh Government property in your possession and any original or copy documents obtained by you in the course of your appointment shall be returned at any time on request and in any event prior to the termination of your appointment.

6. DEDUCTIONS

a) You authorise the Welsh Government at any time during your appointment and/or on its termination to deduct any sums owed by you to the Welsh Government at any time from any other sums due to you under this contract.

7. NOTICE AND TERMINATION OF APPOINTMENT

a) Notwithstanding clauses 7(b) to (d) below, either party may terminate this appointment for any reason before the expiry of the fixed period by giving three months' notice in writing.

b) No notice period is applicable if this appointment is terminated early by mutual consent.

c) Should the name of the External Accountability Group or Internal Support and Challenge Group be dissolved, restructured or wound up during the period of your appointment, your appointment would cease with effect from that dissolution, restructuring or winding up, or such other date as is specified in any relevant legislation.

d) The Welsh Government may terminate your appointment immediately by giving notice in writing if:

i. you become bankrupt or make an arrangement with creditors,

ii. your estate has been sequestrated in Scotland or you enter into a debt arrangement programme under Part 1 of the Debt Arrangement and Attachment (Scotland) Act 2002 (asp 17) as the debtor or have, under Scots law, granted a trust deed for creditors,

iii. you become subject to a debt relief order or a bankruptcy restrictions order,

iv. you have been absent from meetings of the External Accountability Group or Internal Support and Challenge Group for a period of more than 6 months without the permission of the Co-chair,

v. you are disqualified from acting as a company director,

vi. you have been convicted (whether before or after appointment) of a criminal offence, the conviction not being spent for the purposes of the Rehabilitation of Offenders Act 1974 (c. 53),

vii. you improperly accept any gifts or hospitality,

viii. you fail to declare any conflict of interest,

ix. there is a statutory provision requiring your appointment to be terminated for whatever reason,

x. you breach the Code of Conduct for Board Members of Public Bodies, or

xi. you are, in the opinion of the Welsh Government/Minister, unable or unfit to discharge the functions of the appointment for any other reason.

e) You are required to notify the Welsh Government immediately should any of the situations listed at clause 7(d) above become applicable to you during the term of your appointment.

f) If the Welsh Government proposes to terminate your appointment for whatever reason prior to the expiry of the fixed term, you will be notified of the proposal and of the reasons for it and will be offered an opportunity to have a meeting with a senior Welsh Government official before any final decision is taken. If your appointment is subsequently terminated you will receive notice in writing of this fact, such notice to contain a statement of reasons for termination.

g) In the event that you are notified that the Welsh Government is proposing to terminate your appointment in accordance with 7(f) above, the Welsh Government may require that you do not carry out your role as a member of the External Accountability Group or Internal Support and Challenge Group until a decision on the termination of your appointment has been made.

h) In the event that you are subject to a police investigation or you are arrested by the police you must notify the Welsh Government who may require you to stand down from your position for the duration of the investigation.

i) On termination of this appointment for whatever reason, you shall only be entitled to accrued fees as at the date of termination together with reimbursement of any expenses properly incurred prior to that date. For the avoidance of doubt, you will not receive any compensation or other payments in relation to the termination of your appointment.

8. CONDUCT

a) As a Public Office Holder, you are required to follow the “Seven Principles of Public Life” set out by the Committee on Standards in Public Life (copy attached at Schedule 3, Annex A).

b) You are accountable to the External Accountability Group and Internal Support and Challenge Group and, through the Sponsor Department, to the Minister for Social Justice, Jane Hutt MS, for your conduct and you are expected to work to the highest personal and professional standards.

c) If you believe you, or staff of the External Accountability Group or Internal Support and Challenge Group , are being required to act in a way which:
    - is illegal, improper, or unethical;
    - is in breach of constitutional convention or a professional code, the Code;
    - may involve possible maladministration; or
    - is otherwise inconsistent with the Seven Principles of Public Life,
    - you have a responsibility to report the matter through the Head of the ARWAP Implementation Team.

d) There may be rare occasions involving very serious or urgent concerns where you feel it would not be appropriate to raise the issue internally with the External Accountability Group or Internal Support and Challenge Group (either with the Co-chair or any nominated official in the Welsh Government). If it is not possible to raise the issue internally, you should raise it with the Head of the Sponsor Department in the Welsh Government or, in the most extreme cases, with the Minister responsible for the Group/Body. You should report evidence of criminal or unlawful activity by others to the appropriate authorities.

9. GIFTS AND HOSPITALITY

a) You must not accept any gifts or hospitality which might, or might reasonably appear to compromise your personal judgment or integrity or place you under an improper obligation. If you choose to accept a gift or hospitality this must be recorded in your Group/Board's register.

b) You must comply with the Code of Conduct for Board Members of Public Bodies 2019 (the Code) as enforced from time to time on the acceptance of gifts and hospitality. The Code is attached at Schedule 3.

10. CONFLICTS OF INTEREST

a) You must ensure that no conflict arises, or could reasonably be perceived to arise, between your public duties and your private interests – financial or otherwise.

b) You must comply with the Code of Conduct for Board Members of Public Bodies 2019 (the Code) on handling conflicts of interest. As a minimum, these will require you to declare publicly any private interests which may, or may be perceived to, conflict with your public duties. In general, all financial interests should be declared.

c) You must remove yourself from the discussion or determination of any matters (this includes formal discussions of the External Accountability Group or Internal Support and Challenge Group and informal discussions) in which you have a financial interest or any other matter where your interest might suggest a danger of bias.

d) All declared interests will be included in the External Accountability Group or Internal Support and Challenge Group's register of members' interests maintained by the Group/Board and you must ensure that your entry is accurate and up to date.

e) Information on potential conflicts of interest could be disclosed to the public under the Freedom of Information Act 2000. By accepting this appointment you hereby accept that some or all of this information may be disclosed.

f) When an interest is recorded in the register you must seek confirmation from the Welsh Government that no conflict has arisen and it is appropriate for you to remain as part of the Group/Board. You should not undertake any work on behalf of the Group/Board until you have received this confirmation. If you are in doubt as to whether a conflict has arisen then it will be for the Welsh Government to determine whether a conflict exists.

11. POLITICAL ACTIVITY

a) In your public role, you should be, and be seen to be, politically impartial. You should not occupy a paid party political post or hold a particularly sensitive or high-profile role in a political party. You should abstain from all controversial political activity and comply with the principles set out in the Welsh Government rules on attendance at Party Conferences and on conduct during the period prior to elections and referendums whether local, national or European.

b) On matters directly related to the work of the External Accountability Group or Internal Support and Challenge Group, you should not make political statements or engage in any other political activity.

c) You should inform the Welsh Government and wait to receive written approval before undertaking any significant political activity.

d) Further details of the expectations regarding political activity can be found in the Code at Schedule 3.

e) If you accept a nomination for election to Senedd Cymru/Welsh Parliament or House of Commons, you will resign this appointment. If you consider resignation not an option then Welsh Government can terminate the appointment under clause 7(a) by giving three months' written notice.

12. CONFIDENTIALITY/USE OF OFFICIAL INFORMATION

a) You are required to exercise care in the use of information that you acquire in the course of your duties and to protect information that is held in confidence.

b) You are subject to the provisions of the Official Secrets Act 1989 and you must not disclose any information which is confidential in nature or which is provided in confidence without authority. You must not misuse information gained in the course of your appointment for personal gain or for political purpose.

c) The misuse of information gained by virtue of your position as a Member of the Group/Board may result in your appointment being terminated immediately without notice and/or criminal prosecution.

d) The requirements in this clause 11 apply both during the term of your appointment and after your appointment has terminated.

13. BUSINESS APPOINTMENTS

a) You are required to obtain prior approval from the Welsh Government in advance of accepting any appointment or employment offered to you during your term of appointment where your official duties with the Group/Board resulted in:

i) personal involvement with the company or other organisation making the offer; and/or

ii) access to commercially sensitive information of the company or other organisation making the offer, or of a competitor of the company or other organisation making the offer.

b) On leaving office, you must comply with the rules of the Welsh Government on the acceptance of future employment or appointments.

14. DATA PROTECTION

By accepting this appointment you consent to the Welsh Government holding and processing information about you for legal, personnel and administrative purposes and in particular to the processing of any sensitive personal data (as defined in the General Data Protection Regulations 2018). You consent to the Welsh Government making such information available in appropriate circumstances, including within the Civil Service in reporting to Assembly and Parliamentary Committees or Wales Audit Office and National Audit Office or otherwise.

15. LIABILITY

The Welsh Government will provide that where you have acted honestly, reasonably, in good faith and without negligence you will not have to meet out of your own personal resources any personal civil liability which is incurred in the execution of your Group/Board functions.

Signed Claire Bennett

On behalf of the Welsh Government

(Date) 23 December 2022

Signed ____Jason Arday

(insert title) Professor Jason Arday

(Date) _25th January 2023_____

Extract from EAG meeting chat bar 27.1.23

[27/01 10:11] ARDAY, JASON A.K.
I am very sorry for your lost ***Redacted*** *xx*

[27/01 10:40] ARDAY, JASON A.K.
Thank you ***Redacted****, and massive congratulations x*

From: Redacted
Sent: 07 May 2024 17:24
To: jason.a.arday@durham.ac.uk <jason.a.arday@durham.ac.uk>; Jason.Arday@glasgow.ac.uk <Jason.Arday@glasgow.ac.uk>; Jason Arday <jaa80@cam.ac.uk>
Subject: Extension of Appointment as Expert on Anti-racism on the Anti-Racist Wales Action Plan External Accountability Group

Dear Jason

Please see the attached letter regarding your appointment on the ArWAP External Accountability Group. We would be grateful if you could confirm the extension of your appointment by **Thursday 16th May**.

Kind regards,

Redacted

From: Jason Arday <jaa80@cam.ac.uk>
Sent: Monday 13th May 2024
To: **Redacted**

Dear Colleagues,

I hope you are well my friends.

Thank you for this email and I am grateful to be reconsidered for this. Please accept this email as extension of appointment.

On a separate note, I have never received any payments for this role, I have provided details but have not received anything. I am also happy to forego this and continue in an unpaid capacity.

I look forward to hearing from you.

Best Wishes,

Jason

Extension Letter until 2024

Jason Arday

Extension of Appointment as Expert on Anti-racism on the Anti-Racist Wales Action Plan External Accountability Group

Dear Jason,

Thank you very much for your ongoing commitment and hard work on the External Accountability Group (EAG). Following the open process through which you were appointed in 2022, I am writing to offer you an extension of your appointment to be a Representative on the Anti-racist Wales Action Plan (ArWAP) EAG. If you are happy to have your appointment extended, it will be extended until 30th September 2024 based on the same Terms of Reference (ToRs) outlined in your initial appointment letter.

Given the ongoing review of our governance structure, we believe it is imperative to maintain continuity within the External Accountability Group until the completion of this process. By extending your appointment, we aim to ensure that your lived experience, expertise, and insights continue to inform our work in creating a more inclusive and Anti-racist Wales by 2030.

Please note that if you agree to this extension, your remuneration and terms of appointment will remain unchanged during this extended period. Any additional work requested from you will be subject to separate agreements and appropriate payment.

We very much appreciate your ongoing commitment to this important work and look forward to continuing our collaboration towards building a truly anti-racist and equitable society. Should you require further clarification, please get in touch with our ArWAP implementation team.

Thank you once again for your hard work and dedication to the Anti-racist Wales Action Plan. We hugely appreciate having you as a member of our External Accountability Group.

I'd be very grateful if you would confirm with the implementation team whether you are happy to agree to an extension of your appointment to 30 September 2024.

Warm regards,

Amelia John
Director
Communities and Social Justice
Welsh Government

From: Redacted
Sent: 06 December 2024 17:58
To: ARDAY, JASON A.K. <jason.a.arday@durham.ac.uk>
Subject: Extension of Appointment as Expert on Anti-racism on the Anti-Racist Wales Action Plan- Jason Arday

[EXTERNAL EMAIL]
Hi Jason,

hope my email finds you well?

Please see the attached letter regarding your appointment on the ArWAP External Accountability Group. We would be grateful if you could confirm the extension of your appointment by **Friday 20th December 2024.**

Kind regards,

Redacted

From: Jason Arday <Jason.a.arday@durham.ac.uk>
Sent: Monday 9th December 2024
To: Redacted
Subject: Re: Extension of Appointment as Expert on Anti-racism on the Anti-Racist Wales Action Plan- Jason Arday

Dear Redacted,

I hope you are well my friend.

Thank you for this offer and extension of my appointment.

I would be happy to accept under the same terms.

I look forward to hearing from you.

Best Wishes,

Jason

Extension of Appointment as Expert on Anti-racism on the Anti-Racist Wales Action Plan External Accountability Group

Dear Prof Jason Arday,

Thank you very much for your ongoing commitment and invaluable contribution to the External Accountability Group (EAG). Following the open process through which you were appointed in 2022, I am writing to offer you an extension of your appointment to be a Representative on the Anti-racist Wales Action Plan (ArWAP) EAG. If you accept, your appointment will be extended until 31st March 2026, under the same Terms of Reference (ToR) outlined in your original appointment letter.

As we near the completion of our governance structure review, we believe it is important to maintain the continuity and expertise within the EAG. Extending your appointment will allow us to continue benefiting from your lived experience, expertise, and insight as we work towards achieving a truly inclusive Anti-racist Wales by 2030.

Please note that during the extended period, your remuneration and terms of appointment will remain unchanged. Any additional work requested from you will be subject to separate agreements and remunerated accordingly.

We very much appreciate your ongoing commitment and are grateful for your contribution to this critical work. If you require any further clarification, please get in touch with our ArWAP implementation team.

To confirm your acceptance of this extension, kindly notify the implementation team by **20th December 2024.**

Thank you once again for your commitment to the Anti-racist Wales Action Plan. We look forward to continuing this important journey with your valued input as a member of the EAG.

Warm regards

Amelia John
Director
Communities and Social Justice
Welsh Government

Extract from EAG meeting Chat Bar, 19.9.25

Jason Arday - I have to leave for another meeting but thank you so much for everyone's exceptional efforts.

From: Redacted
Sent: Wednesday 1st July 2026
To: Redacted
Subject: Expression of Interest - ArWAP External Accountability Group (EAG)

Dear EAG Members,

I hope you are keeping well.

Firstly, I would like to thank you for your continued commitment and contribution to the Anti-racist Wales Action Plan (ArWAP) since its publication in June 2022. Your expertise, challenge and lived experience have played an important role in supporting the implementation and ongoing development of the Plan.

As you know, the current EAG contracts came to an end in March 2026. In light of the Senedd election and the formation of the new Welsh Government, a decision was taken to pause any further appointments until new government had considered the future governance arrangements for ArWAP.

I am pleased to let you know that the Deputy First Minister and Cabinet Minister for Social Justice and Equality has now approved the continuation of the External Accountability Group, alongside a light-touch review of the Anti-racist Wales Action Plan and the EAG's governance arrangements.

To formalise membership for the next phase of delivery, we are inviting all existing EAG members to submit a short Expression of Interest (maximum one side of A4) setting out:

1. Reflecting on your time as an EAG member, what do you consider to have been your most significant contribution to the development and implementation of the Anti-racist Wales Action Plan?
2. Looking ahead to the next phase of the Anti-racist Wales Action Plan, what contribution do you hope to make, and what do you believe should be the key priorities for the External Accountability Group over the next two years?

Please submit your Expression of Interest by 4.00pm on Friday, 17 July 2026.

If we do not receive an Expression of Interest by this deadline, we will assume that you do not wish to be considered for membership of the EAG for the next phase of the Plan.

As part of this next phase, we are keen to ensure that the Group has the capacity and commitment needed to continue providing effective challenge and support. Our EAG meetings will take place on Fridays, between 10.00am and 12.30pm, primarily

via Microsoft Teams, with a small number of in-person meetings each year. We recognise that individual circumstances may have changed since your original appointment, so we would ask that you only express an interest if you feel able to make a positive and active contribution to the work of the Group over the next two years, including attending Friday's EAG meetings and relevant sub-group meetings.

We greatly value the time and expertise that members bring to the EAG and appreciate your continued support. We look forward to receiving your Expression of Interest and continuing to work with you as we move into the next phase of delivering the Anti-racist Wales Action Plan.

If you have any difficulty meeting the above deadline or questions, please do not hesitate to contact me.

Kind regards

Redacted