



Llywodraeth Cymru  
Welsh Government

POLICY AND STRATEGY, DOCUMENT

# Anti-racist Wales Action Plan: 2024 update

An update to our plan to make Wales anti-racist with improvements following a review, including new actions.

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## Ministerial foreword

It is with a deep sense of responsibility that we publish the refreshed Anti-racist Wales Action Plan (ArWAP). The Plan reflects the Welsh Government's firm commitment to building an inclusive and equitable society for all our Black, Asian and Minority Ethnic people and communities in Wales.

Over the past 2 years, we have laid strong foundations for systemic change. This updated and refreshed plan continues to prioritise the lived experiences of ethnic minority people, combining a rights-based approach with openness and transparency. This refreshed plan focuses on delivery. We will only know we have succeeded when ethnic minority people both see and feel the change we are striving for.

This refreshed plan emphasises the changes required to deliver on our commitment to make Wales an anti-racist nation by 2030. Our Ministerial resolve is as strong as ever and, with growing international interest in our work, we recognise the scale of the challenge. Drawing on feedback from our stakeholders and lessons learned from our first phase of implementation, we have refocused efforts in key areas of delivery.

The establishment of the Race Disparity Evidence Unit (RDEU) has been crucial in ensuring our work is evidence-based. The unit has worked with External Accountability Group (EAG) members to create a framework for measuring the impact of the plan. Our EAG and ethnic minority people are clear that what they want to see is a measurable improvement in the lives of ethnic minority people across Wales.

In addition, while other chapters have been refreshed, in recognition of the importance of leadership in driving and embedding cultural change, the Leadership chapter has been re-written and strengthened.

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This refreshed plan includes some new actions and timelines, and enhanced roles for lead and delivery partners; this responds to the recommendations from the Equality and Social Justice Committee's inquiry into the implementation of ArWAP.

As we move forward, it is important we take opportunities to work collaboratively, both internally and across the Public, Private and Third Sectors. This will build on the joint work to date, for example with the Welsh police forces and Police and Crime Commissioners.

We must continue to take a rights-based approach to uphold our commitment to the Welsh Language (Wales) Measure 2011, the Cymraeg 2050 strategy, the Wellbeing of Future Generations (Wales) Act 2015, the Human Rights Act 1998, the UN Convention on the Elimination of Racial Discrimination and the Equality Act 2010. This Plan will only succeed if organisations and individuals across Wales work together with ethnic minority people to listen, respond and proactively deliver on its ambitions.

We are deeply grateful to everyone involved in the implementation of this Plan. Your dedication, enthusiasm, and hard work have been critical in driving the actions forward. Together, we will continue working towards a future where individuals of all races and backgrounds can thrive, flourish and reach their fullest potential.

Let us move forward with determination and optimism, knowing that our collective efforts will help create a more just, anti-racist and equitable society for all.

Eluned Morgan MS, Prif Weinidog / First Minister of Wales

Jane Hutt MS, Cabinet Secretary for Social Justice, Trefnydd and Chief Whip

## Co Chairs' foreword: External Accountability Group

It is appropriate to begin this foreword by reflecting on the context in which we refreshed the Anti-racist Wales Action Plan (ArWAP). The UK experienced major race riots in late July and early August of 2024, and it is arguable that these riots became the first real external test of the success of ArWAP. The ways in which racially motivated hate morphed into violence, looting, arson and general destruction of properties provided an indication of the level, depth and pervasiveness of racial prejudice in our society. Thankfully, we did not in Wales experience the sort of violent disorder experienced in England. However, people from ethnic minority groups across Wales reported incidents of racial hatred and threats which impacted their everyday lives significantly. If ArWAP had been fully implemented and embedded into systems, structures and behaviours, we might have expected that these incidents would not have occurred or that they could have been contained relatively easily. We might also have expected that organisations and institutions would have developed formal policies for dealing with such incidents and that there would be appropriate mechanisms for ensuring the safety and well-being of people, especially those that are from ethnic minority backgrounds. Unfortunately, this was not always the case as many members of the ethnic minority groups reported feeling alone and experiencing a sense of fear and trepidation about being in public spaces. Many also reported that their own organisations and institutions failed to reach out to them to enquire about their well-being and to see if they could do anything to help.

The race riots of 2024 help to illustrate the level and magnitude of the task of eradicating racism. However, the key lesson from these riots is that we should not wait for the manifestations of racism to be displayed on our streets before we take concerted action to address it. This is a significant reason why we have refreshed the Anti-racist Wales Action Plan. The ArWAP is a significant initiative

which has laid the foundation for work on eliminating racism in Wales. As with all plans, it is necessary to consider the progress we have made so far, to strengthen the individual components of the plan and to consolidate the insights developed from the early phase of implementation. This iteration of the plan maintains the substance of the original plan. However, it is distinguished by the addition of a number of novel elements including, for example, greater emphasis on intersectionality, highlighting in particular the specific concerns of groups such as Gypsy, Roma, Travellers and more emphasis on data and developing the criteria for measuring impact. There is also greater recognition of the important role of local government partners and there is more emphasis on regional variation and representation, as well as a revision of the governance structure to improve clarity.

The work of implementing a plan of this significance is the joint effort of a variety of individuals and organisations. We thank the members of the External Accountability Group, Welsh Government policy specialists and the Race and Evidence Disparity Unit, and the members of the Implementation Team who have worked tirelessly on this project. We are also grateful for the support of the First Minister, the Cabinet Secretary for Social Justice and the entire Cabinet of the Welsh Government. It is equally important to acknowledge the support of the Senedd Equality and Social Justice Committee whose review of ArWAP in March 2024 highlighted the urgency of action to improve the lives of ethnic minority people in Wales. All our efforts in the coming months and years will be focused on implementing this plan fully to make meaningful and noticeable differences in the lived experiences of people from ethnic minority backgrounds in Wales.

Professor Emmanuel Ogbonna, Cardiff University

Dr Andrew Goodall, Permanent Secretary, Welsh Government

# Introduction

The **Anti-racist Wales Action Plan** (ArWAP), published in June 2022, highlighted the deeply rooted racial inequalities experienced by Black, Asian and Minority Ethnic people in Wales. It focuses on the realities of institutional and structural racism, emphasising that ethnic minority people are disproportionately disadvantaged at nearly every level of every system. By acknowledging this uncomfortable truth, ArWAP urges Wales's Public, Private and Third Sectors to confront the extensive nature of racial inequalities and recognise the often-unintentional advantages experienced by certain groups. It calls for the courage, as a nation, to confront systemic injustices and work collectively towards meaningful change.

Following calls from grassroots organisations and the Wales Race Forum, the Welsh Government commenced work on the ArWAP in early 2020. The call for action was amplified by the report of the First Minister's Socio-economic sub-group which concluded that institutional racism contributed to the disproportionate outcomes from the COVID-19 pandemic. These findings set the tone of ArWAP and established its core principle of co-production with ethnic minority people's lived experiences, Welsh Government officials, academics, Trade Unions and activists alike. A clear message was the Welsh Government could not implement a plan of this magnitude alone. To actively identify and eradicate the systems, structures and processes that yield differential outcomes for ethnic minority people, success would only be possible if Government and the people of Wales collectively changed their behaviour.

Acknowledgment of the implementation gap and how this has hindered race equality plans in the past was another key feature of ArWAP. This shaped ArWAP's values of openness and transparency, putting lived experience at the heart of what we do. It is this value that has helped shape the approach of an ArWAP refresh and extension. Placing openness and transparency at the heart, we acknowledged through the **Anti-racist Wales Action Plan: annual report**

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**2022 to 2023** 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. Progress has been made across Welsh Government portfolios and we encourage you to examine the annual report for updates.

To ensure the wider public, including our Black, Asian and Minority Ethnic people, can fully understand our intentions, we have decided to publish this summary document. This approach allows us to communicate our goals and actions in an accessible way. The full technical document would exceed 400 pages, so we are providing the detailed technical chapters upon request only. These are available by emailing

**[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales)**. These technical chapters will be reviewed regularly by the External Accountability Group (EAG) and the policy-specific sub-groups to ensure all commitments are fully implemented and that relevant actions are reported on appropriately.

Understanding the structural changes that are required to not only become anti-racist but to be equitable for ethnic minority people, we deliberately set ourselves ambitious actions to achieve within the initial 2 years. As these actions are anchored in evidence-based practice we will not be able to say categorically that we have progressed on them until ethnic minority people in Wales can say they've seen a tangible difference in their lives. If this means extending timeframes and revisiting activity, having challenging conversations with action owners, revisiting our levers, we commit to doing so. The ArWAP will not be another race equality plan with good intentions that fails to deliver. Ministerial commitment remains strong and the ArWAP continues to form part of the Programme for Government (PfG).

The ArWAP governance structure comprises an External Accountability Group (EAG), consisting of experts and diversity representatives, and an Internal Support and Challenge Group (ISCG) comprising Welsh Government policy leads. Policy subgroups bring together EAG members with policy leads to shape the co-delivery of the commitments in ArWAP. These structures were put in

place to support Welsh Government officials to reflect on early successes, barriers, opportunities, and lessons learned whilst keeping abreast of feedback and the evolving needs and experiences of Black, Asian and Minority Ethnic people and communities.

To further strengthen accountability and engagement, four regional forums will be established. These forums directly engage Black, Asian and Minority Ethnic people to test and inform the implementation of ArWAP on the ground, ensuring that the actions of the plan are responsive to the diverse needs and experiences across Wales.

The Welsh Government allocated funds to support an operational Anti-racist Wales Implementation Team to lead the Plan's development and monitoring. The Race Disparity Evidence Unit (RDEU) was established to create tools and systems for measuring indicators whilst enhancing research and evidence. A key part of the RDEU's remit is to measure the impact of ArWAP to enable us to understand whether a difference to the lived experiences of ethnic minority people has been made. RDEU's work has progressed at pace and in developing a framework to measure change we have realised that this second iteration warrants a new, more explicit chapter which provides greater detail of this groundbreaking work. The work of RDEU is within the Equality Evidence Unit so we are constantly looking at how race intersects with other oppressions.

This iterative approach fosters continuous learning, improvement, flexibility, and efficient resource allocation. It allows us to critically evaluate our efforts against our ambitions, ensuring accountability when progress is slow. The Leadership chapter of ArWAP has particularly benefited from this methodology, leading to a revised chapter that refines our focus and sharpens our strategic priorities, with a strong emphasis on impact and measurement.

This ArWAP refresh sees some new actions, extended timeframes, and strengthened lead agents and delivery partners. Some actions have also been amended to strengthen the measurement of impact. Where these new actions

have been developed, they are in keeping with the spirit of ArWAP and have been co-produced with ethnic minority people. We know that the original ArWAP goals have gone through extensive consultation and were shaped by the views of many ethnic minority people across Wales. In this regard, no goals outside of the leadership chapter have been changed and actions have only been amended to ensure greater impact and measurability. All changes have been cleared by the External Accountability Group.

In addition, we have taken into account the findings and recommendations of the [Senedd Equality and Social Justice Committee's inquiry into the implementation of ArWAP](#) which includes conducting a rapid review of our governance structure. New work on 'cross-cutting themes' has also been prioritised, along with a renewed focus on our local government chapter. Also, specific goals and actions are being developed for both the Rural Affairs and Economic Mission policy areas to be included in the plan in due course.

Finally, we reaffirm our commitment to the [International Convention on the Elimination of All Forms of Racial Discrimination \(CERD\)](#) in Wales and believe that the actions outlined in the Plan will contribute to the advancement of these rights.

We will continue to share regular reports detailing key achievements and progress towards the ongoing implementation of ArWAP.

## **Race Disparity Evidence Unit: how we will measure change**

### **Introduction**

The Anti-racist Wales Action Plan sets out the vision for Wales to be an anti-racist country. Its aim is to work together to make a measurable difference to the

lives of Black, Asian and Minority Ethnic people. The plan was co-produced with Black, Asian and Minority Ethnic people and there was a clear message that people don't just want to see things done, they want to see improvements to their lives because of this plan.

Since the first version of the plan was published, our work with ethnic minority people and other key stakeholders has revealed the need to expand on the monitoring and measuring aspirations in the first version of the Plan to measure its long-term impact.

The first version of the Plan started to set out priorities for what needs to change and what success in achieving this change would look like. In this chapter we build on this by introducing the concept of a logic model which shows how we expect the actions being taken to lead to change and describe the development of a framework for measuring this change. A vital part of understanding how change is happening is to include the lived experiences of ethnic minorities in Wales throughout everything we do in implementing the Plan.

## **A logic model for the Anti-racist Wales Action Plan**

The Race Disparity Evidence Unit was established in January 2022. One of its key roles is to develop an approach to track the progress of the plan and to measure any changes that it has brought about. It looks at the Plan as a whole and how the individual actions contribute to the end-result of making Wales an anti-racist nation by 2030. This means that different actions in different policy areas will all contribute towards the overall aim of an anti-racist Wales.

The Anti-racist Wales Action Plan logic model is a map that represents the shared relationships among the resources, activities, outputs, outcomes, and impact for the Plan. The model connects how the delivery of actions will lead to the overall intended effect of the Plan (an anti-racist Wales) by 2030. The logic model provides a consistent and comparable approach across chapters to

measuring the overall impact of the Plan.

The over-arching logic supporting the necessary change is that the Welsh Government is committed to a more equal Wales through the operation of the Well-being of Future Generations Act. This can only be realised if all partners are working actively towards equity in well-being for everyone in Wales now, and in the future. Addressing systemic racism and the inequality it has created and continues to sustain are fundamental to the purpose of the Act. Anti-racism must be central to the implementation of the Act, otherwise we risk perpetuating existing injustice. An Anti-racist Wales is an Equal Wales for everyone.

The overall impact is the legacy of the Plan and the long-term changes in knowledge, beliefs, experiences, and behaviour as well systemic and cultural changes which mean we have achieved the vision of an anti-racist Wales. The Anti-racist Wales Action Plan should take us towards a more equal Wales.

Inputs are the funding and human resources that go into designing the activities related to actions in the Plan. The plan has set out actions, things we will do, that we expect to cause change.

Outputs are solid, often process driven results, typically expressed in numbers. While outputs supply information about the completion of activities, they cannot always show whether change has occurred.

Outcomes are the changes due to an activity or group of activities at an individual, organisational and societal level. We expect groups of actions together to help us achieve our Anti-racist Wales Action Plan goals. Outcomes can be seen in the short, medium, and long term.

Impacts are the broad long-term intended effects of the Anti-racist Wales Action Plan on individuals, organisations, and society.

An outcome is a fixed and often measurable change. Outcomes are focused on

the measurable real changes that are brought about by actions. Impact refers to a much broader effect and can be more difficult to measure.

For example, we would expect actions in the Plan to lead to a reduction in incidences of bullying and harassment for ethnic minority people. We can collect outcome data on whether recorded incidences have gone down, and this shows us whether we are going in the right direction or not. To understand more about impact, and how and why the actions in the Plan have made a difference, we must collect evidence on what difference this is making to people's lives, what effect it has had on them and how this has changed their experiences of living and working in Wales.

## **Measuring the impact of the Anti-racist Wales Action Plan**

The logic model sets out how the Plan is intended to bring about change, but we must also develop a framework for ensuring we can measure whether change has happened. The Race Disparity Evidence Unit is developing an impact measurement framework that sets out what needs to be measured to understand whether change is taking place. We will need to measure at several different levels to ensure we have the evidence to feed identified and developing indicators. An indicator is something that helps provide evidence that a change has happened, it is not the desired change itself. Indicators may be designed to measure desired changes at output, outcome, or impact level. We will also measure change in the short, medium, and long-term. Indicators are numbers based and whilst they give valuable information, they do not tell the whole story. We will also collect lived experience.

### **Lived experience (impact measures)**

Lived experience will play a key role in the impact measurement framework. Lived experience is information about individual experiences, gathered in a way

that it can be used to reflect what is happening in people's lives. It will provide more comprehensive, fair, and impactful findings, focussing on people's experiences and not just overall numbers. Whilst we will use existing data where possible for our measures it may take some time to develop new data sources; collecting lived experience will be a way of assessing whether change is taking place for individuals in the first few years of the plan.

## **Output measures**

These measure the outputs from actions in the plan, for example percentage of people who have had anti-racism training. These measures don't tell us what impact is being seen but that progress against actions is being made. We can count the numbers of people who have attended a training course, but this does not necessarily tell us about the difference that course has made.

## **Short/medium term outcome measures**

These will measure change across the Welsh Government, public sector, and funded bodies. These will tell us about the difference that is being made to people's lives and whether we are seeing a reduction in any disparities. For example, whether ethnic minorities feel more confident to report incidences of bullying and harassment in the workplace would be an intended outcome common to a number of the actions in the Plan. Short/medium term outcome measures will include the following types of measures:

- Common measures: these measures have emerged from goals and actions across the Plan that have a common focus for change and will be measured consistently, they include complaints, workforce and bullying and harassment.
- Existing measures from policy performance frameworks: many policy areas have their own performance frameworks which measure outcomes, these

could also be used to look at policy outcomes by ethnicity.

- Other: new measures may be developed where there are gaps, the underlying data for these measures may already exist or this may need to be collected.

## **National well-being indicators (long-term measures)**

These are an established set of indicators required under the **Well-being of Future Generations (Wales) Act** which assess progress towards achieving the 7 well-being goals. We will look at these measures by ethnicity (where possible) to show whether all people are achieving the well-being goals and any disparity in the outcomes of ethnic minorities against these indicators is eliminated.

## **Data and evidence**

The Race Disparity Evidence Unit have mapped out what needs to be measured at a strategic level and identified existing measures and data sources which can be used to populate the strategic measures. We have identified key gaps where measures and data do not exist. We have assessed existing measures for whether they can be broken down by ethnicity.

The Race Disparity Evidence Unit is working towards the development of a dashboard that tells a story through visualisations of where we are in terms of disparities in ethnic minority outcomes in Wales. As data availability and quality improves, we will be able to improve and update this dashboard to track the progress of the effect of the Anti-racist Wales Action Plan.

In some cases, the data to measure changes that the plan has brought about will not be available or hasn't been collected. In other cases, the data exists, but it can't be broken down by ethnicity.



The Race Disparity Evidence Unit are also undertaking projects to:

- fill priority evidence gaps in outcome measures and lived experience; and to
- explore how we can improve the granularity of ethnicity data and improve sample sizes so that we can break down measures by ethnicity

Measuring the impact of the Anti-racist Wales Action Plan and improving the availability and granularity of ethnicity data and evidence requires a combined effort by many partners to collect, collate and share this data to feed the proposed measurement framework.

The Race Disparity Evidence Unit has worked with Welsh Government policy colleagues throughout the development of this Plan to ensure goals and actions are measurable, suitable outcome and short / medium term impact measures are developed and to advise on data collection. This will be an on-going process and will evolve alongside the impact measurement framework and must also include the wider public sector in Wales.

Read about the [projects and progress of the Race Disparity Evidence Unit](#).

## Governance structure

The governance structure of the Anti-racist Wales Action Plan (ArWAP) consists of 4 key components:

1. External Accountability Group (EAG)
2. Internal Support and Challenge Group (ISCG)
3. Policy Specific EAG Subgroups
4. Engagement with ethnic minority people to capture their lived experiences via regional forums

Both the ArWAP Implementation Team and Race Disparity Evidence Unit play a

supporting role, providing coordination, advice and support to all 4 components.

WG Executive Committee and Board have a dotted line to the EAG via the co-chair; Dr Andrew Goodall.

## **Leadership in anti-racism: Welsh Government civil service and Welsh public service**

This chapter is focused on what we do as a Welsh Government Civil Service and employer, and across the public service in Wales. The Permanent Secretary and his senior team are accountable for delivery of the actions in the Welsh Government Civil Service.

Our aim is for Black, Asian and Minority Ethnic people to be able to reach their full potential within the Welsh Government Civil Service and to eliminate poorer outcomes for ethnic minority staff. A culture of anti-racism benefits everyone, promoting equality and challenging systemic discrimination. Achieving real and sustainable culture change takes time, and this chapter builds on the incremental progress made over the last two years, supported by measurable actions to track progress and hold us accountable.

### **Our approach**

Our approach to delivering the actions within this chapter will be guided by the following principles:

- Working together as One Welsh Public Service to share good practice, build understanding, and learn from each other.
- Actively co-producing solutions with Black, Asian and Minority Ethnic people.
- Ensuring our work aligns with statutory responsibilities set out in the Equality

Act 2010, the Public Services Equality Duty, the Well-being of Future Generations (Wales) Act 2015, and the Cymraeg 2050 strategy, as well as other equality commitments.

## Outcomes

The actions in this chapter aim to ensure that across the Welsh Government and the organisations for which we have direct responsibility:

- Ethnic minority staff are represented in all areas of the workforce at a level that matches the society we serve.
- Ethnic minority staff match the organisational norms or average in all measures (quantitative and qualitative) of wellbeing, engagement, and lived experience.
- Ethnic minority citizens of Wales report sizeable improvements in their lived experiences of public services.

To achieve these outcomes, we will need to deepen our understanding of racism (and anti-racism) and the impact of its legacy on our organisation. We will need to address inequalities across key areas of work and draw on the knowledge and expertise of Black, Asian and Minority Ethnic people in Wales to guide us.

## Goals

The actions within this chapter are structured around four goals that will collectively foster a culture of anti-racism in the Welsh Government Civil Service and across the public sector:

1. Building robust data and evidence.
2. Driving forward anti-racist leadership.
3. Improving representation and development.

#### 4. Strengthening governance arrangements.

All actions are focused on 3 key areas: the Welsh Government in its role as an employer, our support for arm's length bodies, and our wider leadership role across the Welsh public sector.

### **Goal 1: building robust data and evidence**

To achieve an anti-racist culture, we must take an evidence-based approach that promotes continuous learning. This goal focuses on capturing the right data to understand the lived experience of ethnic minority people and measure our progress meaningfully.

The Welsh Government will establish a "Cultural Maturity Matrix" to measure progress and set targets for recruiting and promoting ethnic minority staff. Improved data collection will support this effort and identify barriers. The Welsh Government also aims to enhance diversity in public appointments, with current representation of ethnic minority people on boards increasing from 5% to 14.9% in two years. The Welsh Government will share its methodology and explore how race intersects with other characteristics to drive cultural change across the public sector.

### **Goal 2: driving forward anti-racist leadership**

This goal focuses on our leadership priorities as we drive forward an anti-racist culture, require sustained awareness and a clear prioritisation of resources.

The Welsh Government Civil Service will ensure senior leaders have clear anti-racism objectives, embed 360-feedback, and provide bespoke anti-racism training. Leaders in Welsh Government-funded bodies will also have measurable anti-racism objectives. Collaboration across the public sector will be

encouraged, sharing best practices and reducing duplication. Leadership development will be enhanced through Academi Wales to strengthen understanding and drive cultural change.

### **Goal 3: improving representation and development**

This goal sets out actions to support career development and progression for ethnic minority staff at the Welsh Government. It also outlines how we will support our Arm's Length Bodies and our role across the wider Welsh public sector.

The Welsh Government will review recruitment and progression processes, introduce Equity Advocates, and launch a Senior Leaders' Sponsorship programme for ethnic minority staff. Arm's Length Bodies will continue efforts to diversify Board membership through recruitment reforms and better feedback. Addressing the under-representation of Gypsy, Roma, and Traveller voices, mentoring, coaching, and community leadership programmes will be expanded to increase understanding of racial inequality and strengthen community leadership capabilities.

### **Goal 4: strengthening governance arrangements**

This goal focuses on how we will strengthen our corporate governance on anti-racism. It outlines how this relates to our Arm's Length Bodies and partnership-approach with the wider public sector.

The Welsh Government Civil Service will review decision-making on equality, diversity, and inclusion to ensure clarity, transparency, and efficiency, working closely with the External Accountability Group. For our Arm's Length Bodies, we will assess how their governance structures support the delivery of anti-racism goals. We will learn from best practices across the Welsh public sector and

continue providing funding to community groups and initiatives promoting anti-racism.

## Goals and actions

In response to calls from the External Accountability Group (EAG) and building on the incremental progress made over the last 2 years, the **Leadership Chapter of ArWAP** has adopted a new approach. This approach is underpinned by measurable actions designed to track progress and ensure organisational accountability. The commitment to create a proactive and inclusive way of working that promotes equity and challenges systemic racism remains.

Recognising the pivotal role of strong leadership is central to achieving the ambition of making Wales a beacon nation for racial equality, a change of approach was warranted. Guided by the core values of ArWAP, this new approach continues to embrace principles such as collaborative efforts within One Welsh Public Service, actively co-producing solutions with Black, Asian and Minority Ethnic people, and ensuring alignment with statutory responsibilities. This collective approach positions us to lead with integrity, innovation, and inclusivity, ensuring that our ambitions are not just aspirational but achievable.

### Goal 1: building robust data and evidence

#### Welsh Government as an employer

##### Action 1

- Develop a Cultural Maturity Matrix to assess the level of culture change required to become an anti-racist organisation.

## **Action 2**

- Recruitment target: 20% of all successful candidates recruited externally to be from an ethnic minority background in order to reflect the 6% of the population in Wales that are ethnic minority. As a result, at least 6% of all staff at all levels of the Welsh Government will be from an ethnic minority.
- Ethnic minority staff are successful in promotion at a level that matches their organisational population share.

## **Supporting the Welsh Government's Arm's Length Bodies and key partners**

### **Action 3**

- Identify data and evidence needed and put measures in place to collect it.

## **Our leadership of the Welsh Public Sector**

### **Action 4**

- Invite public sector partners to take forward the Welsh Government's Maturity Matrix model for use within their own organisational context.

### **Action 5**

- Improve understanding of how race intersects with other protected characteristics, identities and socio-economic conditions to inform our approach and actions.

#### **Action 6**

- Continue to develop key indicators to measure the progress and impact of the Anti-racist Wales Action Plan in its entirety.

## **Goal 2: driving forward anti-racist leadership**

### **Welsh Government as an employer**

#### **Action 7**

- All senior civil servants will have at least one measurable performance objective related to anti-racism.
- Senior civil servants will undertake 360-degree feedback to measure their progress.

#### **Action 8**

- Evaluate current anti-racism training provision.
- Develop an evidence-based Learning and Development strategy to drive behaviour change, including induction for new recruits and options for mandatory training.
- Develop bespoke training and development for senior leadership teams, policy teams, EAG members, MESN members, and the HR profession.

#### **Action 9**

- Ensure MESN is supported to provide a collective voice and a safe space for staff to raise issues.



#### **Action 10**

- Improve internal policies and processes to enable incidents of racism to be reported more easily.
- Promote support and resources available for staff.
- Policy and support will be regularly reviewed to respond to lessons learned.

### **Supporting the Welsh Government's Arm's Length Bodies and key partners**

#### **Action 11**

- Leadership support for the devolved public sector to enable arms' length bodies (ALBs) to become anti-racist.

#### **Action 12**

- All senior leaders of funded bodies (CEO and Director level), Chairs and Board members to have an anti-racism performance objective.

#### **Action 13**

- Engage CEOs to discuss and identify how anti-racism requirements are resourced within their organisations.

## **Our leadership of the Welsh public sector**

### **Action 14**

- Share progress on ArWAP actions to identify synergies and adopt a 'One Welsh Public Service' approach (inc. the development of the NHS Workforce Race Equality Standard and delivering inclusive grants).

### **Action 15**

- Share learnings from anti-racism resources and training developed.
- Collaborate on a programme of leadership training and development for senior leaders in public services.

## **Goal 3: improving representation and development**

### **Welsh Government as an employer**

#### **Action 16**

- Review all aspects of recruitment and progression processes to ensure they are anti-racist and inclusive.
- Positive action to be effectively embedded within recruitment processes.

#### **Action 17**

- Develop a diverse pool of trained equity advocates to support Welsh Government recruitment and promotion panels.

- Explore opportunities for equity advocates to support public appointments.

#### **Action 18**

- Work in partnership with key stakeholders to refine our outreach approach, maximising opportunities for reaching a diverse field of applicants.
- Implement positive action measures to strengthen support for applicants.

#### **Action 19**

- Develop best practice questions and standardised moderation guidance to assess candidates' understanding and knowledge of inclusion.

#### **Action 20**

- Develop a senior sponsorship programme for ethnic minority staff, based on best practice.

### **Supporting the Welsh Government's Arm's Length Bodies and key partners**

#### **Action 21**

- Evaluate the 2020 to 2023 'Reflecting Wales in Running Wales' strategy for public appointments.
- Hold deep dive events to gather feedback from external and internal stakeholders.

#### **Action 22**

- Undertake an end-to-end review of recruitment practices for regulated Boards and seek clarity on legislative levers available e.g. positive action.

### **Our leadership of the Welsh public sector**

#### **Action 23**

- Set up community mentor or liaison roles for Gypsy, Roma and Traveller people. This work will include leadership training as identified by the mentors, ensuring it is community-led.

#### **Action 24**

- Develop a bespoke learning and development provision for community leaders with potential to enhance their skills and knowledge.

### **Goal 4: strengthening governance arrangements**

#### **Welsh Government as an employer**

#### **Action 25**

- Review internal governance framework for anti-racism, ensuring clarity, transparency, and integration with other decision-making forums.

#### **Action 26**

- The Welsh Government Board will regularly review the ARWAP.
- The WG Board will assess their learning needs and performance objectives in relation to anti-racism.

### **Supporting the Welsh Government's Arm's Length Bodies and key partners**

#### **Action 27**

- Examine how current governance arrangements can be used to deliver ArWAP actions and embed an anti-racist ethos.

### **Our leadership of the Welsh public sector**

#### **Action 28**

- Identify specific targeted funding source to support micro-organisations, individuals and community groups with initiatives and events etc., enabling them to overcome barriers to mainstream funding.

### **Designated lead and supporting delivery partners**

The Leadership chapter have been working collaboratively with the:

- Permanent Secretary
- Director of People and Places
- Chief Operating Officer

- HR Equality, Diversity and Inclusion Team with support from MESN
- Knowledge and Analytical Services (KAS)
- External Accountability Group
- HR
- Public Appointments Team
- Race Disparity Evidence Unit
- HR teams within each organisation
- HR (Learning and Development)
- Academi Wales
- Staff networks
- Anti-racist Implementation Team
- Race and Gypsy, Roma and Traveller Policy Team
- Senior Leadership Group
- Learning and development experts
- Internal Communications
- Trade unions
- PBU Governance Team working with the Chairs, Chief Executives, and Partnership Teams as well as senior leadership teams where DGs engage with Chief Executives to review, shape, and refresh the ArWAP Leadership goals and actions

The ArWAP subgroup has served as the platform for coordinating and advancing this work.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Education and Welsh language

Since the publication of the Anti-Racist Wales Action Plan and the first-year annual report, further research and evidence has been published in relation to

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provision in education settings. This is summarised by sector, looking at schools, further education (FE) and higher education (HE).

## Schools

### Evidence: current and future plans

The academic attainment levels for Gypsy, Roma, and Traveller learners remain a clear concern. Data from the [Pupil Level Annual Census \(PLASC\)](#) statistical bulletin for examination results published on 07 December 2023, shows pupils from Gypsy, Roma, and Traveller ethnic backgrounds have the highest percentage of GCSE entries which resulted in no grade. Year 11 pupils from these backgrounds were also less likely to continue into post-16 learning compared to other ethnic groups ([Post 16 Learning statistics by learner's ethnic group August 2017 to July 2021, published July 2022](#)).

The rate of fixed-term exclusions per 1,000 pupils is lower for pupils from Black ethnic groups compared to those from the White British ethnic group ([Exclusions from Maintained Schools statistical bulletin published 09 November 2023](#)). However, the rate of fixed-term exclusions (suspensions) per 1,000 pupils is higher for pupils from Roma ethnic groups compared to those from the White British ethnic group. Pupils with a Roma ethnic background have the highest rate of fixed-term exclusions (5 days or less), while pupils with an Indian ethnic background have the lowest rate.

The Education Workforce Council's [Annual Education Workforce Statistics 2023](#) bulletin illustrates the percentage of schoolteachers who are Black, Asian and Minority Ethnic was 1.7% in 2023, an increase from 1.3% in 2021. This compares with the levels within the general Welsh population, whereby 6.2% of people in Wales identified within the high-level Black, Asian and Minority Ethnic group category from Census 2021.

## Achievements and future focus

As noted above, efforts have been made to increase recruitment of schoolteachers from ethnic minority communities and to embed anti-racist practices. This includes the creation of an Initial Teacher Education (ITE) recruitment plan and new education guidance titled "**Celebrate and Participate**," published in December 2023, which supports Gypsy, Roma, and Traveller learners. Further work will be progressed to assist schools and local authorities with new and additional resources to help embed understanding of learners' needs. This work will be developed in co-operation with stakeholders including the Local Authority Officers' Minority Ethnic and Gypsy, Roma and Traveller (MEGRT) Group which meets half termly.

Further, the **Diversity and Anti-Racist Professional Learning (DARPL) project** has been introduced and expanded, providing resources for teachers and school leaders; and we have made the teaching of Black, Asian, and Minority Ethnic histories and experiences mandatory in the Curriculum for Wales. Building on early foundations, the project is supporting a growing number of practitioners to undertake anti-racist work within their practice and share their learning, development and successes with the wider DARPL Community of Practice. The second phase of DARPL involves significant investment in consultation work, engaging with regional consortia, local authorities, Qualifications Wales and Estyn, amongst others. The Welsh Government has also strengthened the statements of what matters for Humanities to ensure the study of Welsh history in all its diversity and complexity is both explicit and compulsory in schools and settings.

The Curriculum for Wales framework and guidance were updated, and the Arts Council Cynefin project was introduced to explore the multicultural history of Wales. Additionally, in 2024 to 2025, the Welsh Government allocated over £160 million to local authorities in Wales to support actions addressing equity in education through the Equity strand of the Local Authority Education Grant



(LAEG).

The Welsh Government will further strengthen the statutory anti-bullying guidance 'Rights, Respect, Equality'. This guidance addresses prejudice-related bullying and harassment, including tackling islamophobia and antisemitism. Education officials continue to work towards ensuring schools and other education settings are aware of the resources already available on Hwb to support them in tackling racism and of the support available through the Whole School Approach to Mental Health and Wellbeing. Schools based counselling is a key part of ensuring children and young people with wellbeing and mental health concerns have access to the support they need. These initiatives underscore the Government's commitment to fostering a respectful and anti-racist educational environment.

## Further Education

### Evidence: current and future plans

Statistical analysis within the [Further Education, Work Based Learning and Adult Learning in Wales 2022 to 2023](#) shows that the proportion of ethnic minority learners in FE has increased over the past decade, reaching 10% in 2022 to 2023.

Learners from Black ethnic backgrounds continue to achieve lower A level outcomes than other ethnic groups, although they achieve better outcomes than their peers with similar GCSE results. The differences in [post-16 achievement](#) for different ethnic groups are also starting to narrow.

Analysis of [post 16 performance measures and learner destinations \(2020 to 2021\)](#) shows that progression into a sustained positive destination (further learning and/or employment) is generally highest for learners with a White

ethnicity (87%) and lowest for learners with a Black, African, Caribbean, Black British, Black Welsh ethnicity (79%), and those from Other ethnic groups (76%). Learners from Asian ethnic groups are more likely to enter sustained further learning after finishing their studies in FE.

The Welsh Government commissioned **qualitative research into the extent and impacts of racism on learners and staff in the further education sector**. Published in October 2023, the report found that overt racism is no longer normalised, but racial discrimination is still very present.

## **Achievements and future focus**

Cardiff and Vale College led the launch of the **metaverse** in 2023, creating a "virtual world" co-constructed by subject experts with lived experiences of racism. This initiative, along with the development of anti-racist curriculum resources, are significant steps forward. Medr, the Commission for Tertiary Education and Research, will collaborate with the further education (FE) and higher education (HE) sectors to enhance complaints and reporting procedures. This ensures that learners and staff feel empowered to report incidents of racism and other forms of discrimination. The project is now in its third year and is focusing on supporting roll-out of the anti-racist curriculum across all FE institutions.

A new goal has been set to establish Medr as a highly effective, anti-racist tertiary education and research organisation. Medr aims to place equality and anti-racism at the core of its work and provide leadership to the tertiary education sector. Furthermore, the Education Workforce Council (EWC) continues to stride towards improving the completeness of data related to the ethnicity of further education and work-based learning staff.

# Higher Education

## Evidence: current and future plans

The Higher Education Funding Council for Wales (HEFCW) published its first annual race equality data monitoring report **Equality and Diversity Statistics** in 2024. The report has been published following **consultation** on the use of data and indicators, and HEFCW adjusted its approach based on the **feedback received**.

There has been an increase in the number and proportion of applications from students from ethnic minority backgrounds. However, disparities remain in retaining students from ethnic minority backgrounds and in attaining the highest undergraduate degree classification. The annual data report shows that the number and proportion of student applications to HE in Wales from people from each of the ethnic minority backgrounds surveyed increased between 2016 and 2022. Despite this increase, graduates from ethnic minority backgrounds were proportionately less likely to achieve a first-class degree than graduates from a White ethnic background. Graduates from a Black ethnic background were the least likely of all ethnic minority groups to achieve a first-class degree.

## Achievements and future focus

All universities are committed to achieving a race equality charter mark by 2025. Universities are also reviewing their recruitment policies and procedures through an anti-racist lens and HEFCW has published information on addressing pay disparities. In 2023, Advance HE delivered an anti-racism masterclass for senior staff at universities to support leaders in delivering change.

From August 2024, Medr will continue to support universities' work on wellbeing

and health, including mental health, by monitoring that universities take proper account and provide tailored support to staff and students from ethnic minority backgrounds. **Evidence** suggests that around a quarter of students from an ethnic minority background (24%) and 9% of White students said they had experienced racial harassment since starting their course. As ethnic minority students and staff are also more likely to face negative impacts on wellbeing and health (research into the student experience in the UK, UKCISCA), HEFCW has part-funded the Student Space, which has provided specific wellbeing and health support to specific groups of students, including Black students.

## Closing summary

In summary, our Further Education research has revealed a need for improved confidence in reporting racism among learners and staff. Medr will collaborate with FE and HE sectors to enhance complaints and reporting procedures, ensuring concerns are taken seriously. By working with all partners across the education sector in Wales, including schools, local authorities, Estyn, the EWC, Workforce Unions, and the Youth Work Sector, we will drive forward positive action. Medr will play a crucial role in promoting equality and providing leadership on anti-racism to create a more inclusive and equitable education system for all learners in Wales.

## Youth work

Youth work has a vital role to play in supporting young people with issues of racism through informal and non-formal learning. The actions shown below are new to the ArWAP reflecting this area of work. In 2021, the Interim Youth Work Board for Wales published its final report “**Time to Deliver: achieving a sustainable delivery model for youth work services in Wales**”. The report contains 14 recommendations including major changes in how the Welsh Government and others should develop youth work services to ensure a strong

and resilient sector, which all young people in Wales can access or can be offered. Work is underway, under the advice of the Youth Work Strategy Implementation Board, to develop and take forward these recommendations, one of which recommends that the Welsh Government and the youth work sector should work together “to promote equality, inclusion and diversity, both in terms of access to youth work services in Wales, and in relation to the role that youth work services can play in proactively challenging discriminatory attitudes and behaviours within society”.

## Welsh language

In alignment with the Welsh Government’s **Cymraeg 2050: A million Welsh speakers**, there is a strong focus on expanding Welsh-medium education and implementing reforms to the teaching of Welsh in all schools. These efforts aim to increase the number of Welsh speakers, including among ethnic minority communities, ensure that every child in Wales has an opportunity to become independent and confident Welsh language users, and ensure the Welsh language is integrated into all policy areas.

### Evidence: current and future plans

The Welsh Government analysis of the Pupil Level Annual School Census (PLASC) shows that 5% of pupils aged 5+ in Welsh-medium schools were Black, Asian and Minority Ethnic (not White British) in January 2024, compared with 17% in English-medium schools. The Census in 2021 showed that about 16,000 of the 538,300 people who said they could speak Welsh were from ethnic minority communities, an increase of around 5,000 from the 2011 Census.

Figure represents the following ethnic groups: ‘Asian, Asian British or Asian Welsh’, ‘Black, Black British, Black Welsh, Caribbean or African’, ‘Mixed or

Multiple ethnic groups'. This figure does not include 'White: Gypsy or Irish Traveller, Roma or Other White' of which Census 2021 showed around 5,400 Welsh speakers in this ethnic group. Data on this ethnic group was not collected in 2011 so we are not able to make the comparison between the 2 time periods.

## **Achievements and future focus**

The Welsh Government is committed to expanding Welsh-medium education and reforming how Welsh is taught in all schools. This includes progressing with our Welsh Language and Education Bill, introduced in July 2024, which aims to ensure that, by 2050, all pupils are independent and confident Welsh language users by the time they reach the end of compulsory school age. This will have a substantial positive impact on ethnic minority people and their access to the Welsh language.

Future plans also involve promoting access to Welsh-medium education and ensuring our marketing and communications reflects the communities we serve and that the Welsh terminology we use is appropriate and culturally sensitive. The government will also fund research to capture the experiences of migrants accessing Welsh-medium education, contributing to the Nation of Sanctuary plan. In addition, we aim to diversify the teaching workforce, enhance early years education, and support post-16 learning through tailored programmes, ensuring a comprehensive and sustainable approach to Welsh language learning.

## **Closing summary**

The Welsh Government believes that Welsh belongs to us all in Wales, however much or little we speak. We're committed to growing the number of Welsh speakers all over Wales particularly among ethnic minority people. We have big ambitions for our language, and our Cymraeg 2050 strategy explains our plans

to make those ambitions come true.

## Goals and actions

The overarching goals in the Education and Welsh language chapter of ArWAP remain unchanged. However, some actions have been amended to enhance their delivery and measurability, allowing for easier monitoring of outcomes and progress. Some new actions have also been the result of a natural progression, where old actions have been achieved and new follow up actions have been developed.

### Schools

#### Addressing the experience of racism

**Goal: to improve the experiences of Black, Asian and Minority Ethnic learners and teachers in schools**

Actions:

- Explore the mechanisms needed to produce a consistent reporting format of racist incidents and harassment in schools and colleges. This will be done through strengthened data collection, including information on how incidents were dealt with, action taken in response and whether the incident was resolved successfully for the victim, showing the percentage number of incidents resolved.

**Goal: to reduce the negative experience of racism by Gypsies, Roma and Traveller' negative experience of schooling**

Actions:

- Undertake scoping work into the implementation and impact of the recently published guidance for schools to support Gypsy, Roma and Traveller learners, and into specific barriers to education facing learners from these communities.

**Goal: ensure the well-being of Black, Asian and Minority Ethnic learners**

Actions:

- Strengthen the Welsh Government's 'Rights, respect, equality' statutory anti-bullying guidance for schools. This will be done by updating the current guidance to advise education settings on effectively addressing prejudice-related bullying and harassment, and how to effectively monitor incidents and use data.
- Provide schools with dedicated wellbeing resources centred on the needs of those from ethnic minority backgrounds.

**Goal: to take steps to ensure the that exclusions are used in a way that doesn't disproportionately impact specific groups**

Actions:

- Strengthen our guidance on Exclusion from Schools and Pupil Referral Units in relation to learners who we are aware can be disproportionately subject to permanent or temporary exclusions; this includes but is not limited to ethnic minority learners and learners with special educational needs (SEN). Data will be used from the Official Statistics published by the Welsh Government



on permanent and fixed-term exclusions from schools, which includes data on exclusions by ethnic background. This data will continue to be published.

### **Culture change towards anti-racism: to use existing and new tools to create organisation wide change towards anti-racism**

Curriculum: to ensure that the curriculum is anti-racist.

**Goal: to ensure that Black Asian and Minority Ethnic stories, contributions and histories are taught throughout the revised Curriculum for Wales**

Actions:

- Update the Curriculum for Wales framework and guidance and teaching resources to reflect the recommendations of the Williams Review.

### **Workforce: to take positive action to increase the number of employees, at all levels, from ethnic minority people**

**Goal: to create an anti-racist teaching workforce through embedding anti-racist professional learning**

Actions:

- 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. Review, refresh and extend anti-racist provision, moving towards a sustainable, professional learning continuum.
- Support a new PhD doctorate placement to evaluate the programme of Diversity and Anti-Racist Professional Learning (DARPL). Extend DARPL

impact/evaluation work to fully embed a sustained approach to anti-racist practice.

**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**

Actions:

- Review and update where appropriate the anti-racist requirements within the Criteria for the Accreditation of ITE programmes, ready for use in the reaccreditation of ITE programmes to be delivered by September 2029.
- Estyn to ensure the ITE inspection framework continues to reflect the diverse nature of Wales and the wider world.
- Activities to promote teaching as a career to continue taking place in all schools.
- Expansion of subjects or student teacher support grants offered via the Salaried PGCE ITE programme (employment based ITE) where economically and educationally viable, to attract support staff and wider applicants from ethnic minority backgrounds, including Welsh-medium.
- The diverse anti-racist working group which includes stakeholders to meet twice a year to oversee delivery and actions in the Black, Asian and Minority Ethnic ITE recruitment plan and wider anti-racist work within ITE.
- Continue to develop and publish ongoing recruitment plans, including utilisation of positive action initiatives where appropriate, specifically to increase the numbers of ethnic minority applicants to ITE courses including Welsh-medium.
- ITE partnerships to continue to review existing practices, identifying any shortcomings in existing processes and use these findings for continual self-improvement to ensure co-designed, appropriate, sensitive and positive action based levels of support are in place to assist ethnic minority applicants at all stages of the application and study process.
- ITE Partnerships to continue to review and identify shortcomings in

processes and use these findings to ensure that issues around anti-racism are strengthened during the ongoing development of the application of the criteria for accreditation.

- In partnership with the Anti-racist working group consider the current evidence, collaborate, co-design and publish an updated and second phase of the ITE Black, Asian and Minority Ethnic Recruitment Plan.

## Further Education

### 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**

Actions:

- Embed anti-racist action planning across the further education sector, evaluate progress and drive forward anti-racist policies and practices sector-wide.
- Work with the FE sector, stakeholders and partners to embed the principles of the Black Leadership Group 10 point plan to ensure an anti-racist FE system, including support for diverse leadership and governance.
- Implement actions in response to research on lived experiences of racism in further education, including improvements to reporting and complaints; integrate questions about anti-racism and equality into future surveys of FE learners.
- Support professional learning for staff across the further education sector, to extend and deepen knowledge of anti-racism and to increase confidence in

calling out racism.

## **Curriculum: To ensure that the curriculum is anti-racist**

**Goal: to ensure that we have in place a modern FE curriculum that reflects an anti-racist Wales**

Actions:

- Continue to co-construct FE curriculum and tutorial content based on anti-racist principles and lived experiences, and roll out delivery across the FE sector.
- Maintain alignment between the Credit and Qualifications Framework for Wales (CQFW) and the other UK qualifications frameworks and the European Qualifications Framework (EQF) to support ongoing qualification comparability and FE learner mobility.
- Raise awareness and promote the Credit and Qualifications Framework for Wales (CQFW) as a vehicle to aid understanding and recognition of qualifications as appropriate. Refer queries from FE international learners relating to the equivalency and comparison of international qualifications to the UK National Information Centre for the recognition and evaluation of international qualifications and skills (UKENIC).

## **Further Education and Work Based Learning**

**Goal: to ensure that clear information is available about the ethnicity of staff at all levels in FE and WBL, and that staff are supported to progress in their careers regardless of ethnicity**

Actions:

- Support the Education Workforce Council to gather improved data on the

ethnicity of post-16 practitioners, leaders and learning support workers by building trust so that more staff disclose their ethnicity. Ensure this improved data is used to support workforce policy and recruitment practices.

- Co-produce and implement actions in response to research on the lived experiences of ethnic minority FE staff, ensuring integration with institutions' anti-racist action plans; establish arrangements for further surveys and research in order to monitor progress.

**Goal: to increase the numbers of representatives from Black, Asian and Minority Ethnic communities training to become FE and WBL practitioners**

Actions:

- Take positive action to encourage more learners from ethnic minority communities to undertake ITE qualifications in the FE sector, via the PGCE FE Incentives programme, and improve data collection and evidence of impact.
- Identify any recruitment and retention issues of FE teachers from ethnic minority communities, put appropriate positive actions in place where required, and impact assess them.

## **Post 16 Learning**

**Goal: the participation, outcomes and progression of learners from different ethnic backgrounds are systematically monitored and action taken to address inequalities**

Actions:

- Take action to understand and address equality gaps in FE learner participation and attainment, with specific attention to ethnicity and intersectionality, and establish initiatives and targets for improvement.

**Goal: to ensure that high quality, consistent further education and adult learning is in place to meet the needs of immigrants, refugees and asylum seekers**

Actions:

- Put in place an Implementation Plan that prioritises key recommendations in the Review of English for Speakers of Other Languages (ESOL) policy to improve the availability of high quality ESOL provision across Wales and support economic and social integration.

## **Higher Education**

### **Culture change towards anti-racism**

To use existing and new tools to create organisation wide change towards anti-racism.

**Goal: staff and students can expect their experience of HE to be positive irrespective of their racial and ethnic background**

Actions:

- Work with universities, stakeholders and partners to embed and share the learning from race equality charter mark action planning and developments to contribute to securing an anti-racist HE system.
- Work with higher education providers to promote anti-racism and equality of opportunity and ensure a more equitable higher education system for Black, Asian and Minority Ethnic staff, applicants and students in higher education, including as this relates to well-being, health and mental health and tackling violence, harassment and abuse in all its forms.
- Build and extend data and evidence, collect and publish findings to identify

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inequalities, promote fair access to higher education and improve the diversity of intake where it is low, and reduce unexplained degree differential gaps for Black, Asian and Minority Ethnic students.

**Goal: better use of levers available to promote anti-racist culture in higher education**

Actions:

- Raise awareness, promote learning and share practice in improving anti-racist human resources policies, including pay and staff well-being, health and mental health policies in higher education.
- All universities to embed anti-racist actions, planning and evaluate progress against their charter mark commitments annually to secure their ambitions to be anti-racist organisations.

**Goal: a highly effective, anti-racist tertiary education and research organisation**

Actions:

- Medr will put equality of opportunity and anti-racism at the heart of all it does, including providing leadership on anti-racism, ensuring policy and funding is evidence-based and outcome focused and working with the tertiary system, stakeholders, partners, learners and students and in social partnership with staff representatives.

## Youth work

**Goal: to promote equality, inclusion and diversity, both in terms of access to youth work services in Wales, and in relation to the role that youth work services can play in proactively challenging discriminatory attitudes and behaviours within society**

### Actions

- Hold a series of discussions with young people to better understand how racist behaviour has acted as a barrier for them and their peers to access youth work, with the aim of using this testimony to seek ways of removing these barriers.
- Hold a series of discussions with young people to better understand how youth work provision has helped them and their peers to address racism in wider society, and for this testimony to be shared with the youth work, and wider statutory education sector, to help inform the design of future provision.
- As part of wider work to develop a youth work workforce that delivers for young people from all backgrounds, providing support and professional learning opportunities for youth work practitioners on:
  - the impact of racism and the barriers this may create for young people to engage with youth work services
  - developing tools and skills to enable youth work practitioners to develop their confidence to challenge racism in youth work settings and to help the young people they work with to challenge racism across society and build an anti-racist youth work workforce
- Deliver workshops to provide an opportunity for Welsh Government and its grant recipients to share information on how funding decisions are made, including funding to support anti-racism in the youth work sector, in order to



build greater transparency on how funding is provided and allocated.

## Welsh language

**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**

### Actions

- Amplify and listen to the lived experiences of the c21,000 Welsh speakers from ethnic minority communities in order to gain a better understanding of their lived experiences. Learnings and engagement should inform future actions and interventions to eliminate racism in Wales.
- Set targets and expectations of anti-racist approaches for grant funded organisations. Ensure that the targets set are tangible and relatable to each of the partners' context. Activity should also include working with partners to devise and implement actions, especially within the framework of positive action, to improve representation within the workforce of their respective organisations.
- Work with the National Centre for Learning Welsh to implement their anti-racism action plan and continue to monitor progress through existing grant monitoring mechanisms.
- Commission the development of multilingual anti-racist resources and case studies to support an increase of take up in Welsh-medium education within ethnic minority communities.
- Analyse annual PLASC data on Black, Asian and Minority Ethnic people that attend Welsh-medium education and continue to develop and build on local and national strategies to increase this number and tackle the barriers to

accessing Welsh-medium education.

- Through annual grant funding, increase the number of English medium schools engaging in the Cymraeg Campus programme. It aims to provide a clear framework for schools which can be used to promote and increase the use of Welsh by children in a whole school context, promote a strong Welsh ethos in schools and provide a range of enriching activities that encourage learners to enjoy learning Welsh.
- Continue to promote the terminology guidance amongst partners and internally within the Welsh Government in order to encourage the use of appropriate anti-racist Welsh terminology; based upon input provided by Welsh speakers from ethnic minority communities.

**Goal: to ensure all Welsh-medium educational resources and supporting materials funded are anti-racist and reflect the true depth of our diverse cultural heritage while avoiding stereotyping and cultural appropriation**

#### **Actions**

- Adnodd (established in April 2023 to oversee the commissioning and development of Welsh and bilingual teaching and learning materials) to progress with work to identify resource gaps which includes stakeholder engagement as well as continued work with WG in its review of all existing resources on Hwb to support the implementation of the Curriculum for Wales.
- Working in partnership with Hwb, develop a content strategy to ensure future commissioning arrangements (including quality assurance frameworks for commissioning developing and producing resources) are aligned with the Curriculum for Wales and wider Welsh Government policies including the Anti-racist Wales action plan.

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## Designated lead and supporting delivery partners

The Education and Welsh Language portfolio have been working collaboratively with:

- Local authorities
- Welsh Government
- Traveller Education Services
- Gypsy, Roma and Traveller stakeholder organisations
- Third Sector
- Head Teachers
- Pupil Discipline Committee
- Estyn
- Regional Consortia
- Diversity and Anti-Racism Professional Learning (DARL) project
- ITE Partnership
- Education Workforce Council
- Careers Wales
- Schools
- Open University
- Medr
- Colegau Cymru Black Leadership Group
- FE institutions
- CQFW Partners and Advisory Group
- Joint Trade Unions
- Tertiary Education Providers
- Universities Wales
- Voluntary Youth Work Organisations and the Youth Work Strategy Implementation Board
- National Academy for Education Leadership (NAEL)
- Cymraeg 2050 and Knowledge and Analytical Services (KAS) in Welsh

Government

- Grant Funded Organisations
- National Centre for Learning Welsh
- Welsh Government Communications and lastly
- Adnodd

These leads and partners have helped review, shape, and refresh the ArWAP goals and actions. The Education and Welsh Language ArWAP subgroup has served as the platform for coordinating and advancing this work.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Culture, heritage and sport

### Summary of evidence: current and future plans

The Culture, Heritage and Sport section of the Anti-racist Wales Action Plan focuses on 5 key areas: leadership, funding, celebrating diversity, the historical narrative and learning about our cultural diversity. These were identified as priority areas through consultation and direct engagement with Black, Asian and Minority Ethnic people during the development of the Action Plan.

The Welsh Government has committed to multi-year grant funding for financial years 2022 to 2025 to support the **Anti-racist Wales Action Plan: Culture, Heritage, and Sport goals**. This includes funding for arm's length bodies (ALBs) and local, regional, and grassroots organisations. The focus is on decolonising museum collections, creating inclusive spaces, and increasing engagement and participation among Black, Asian and Minority Ethnic people. The Culture Grant Scheme for Grassroots Organisations has funded over 50 groups, with more than 90% being Black, Asian and Minority Ethnic-led.

Data from surveys and reports, including the [Museum Spotlight Survey](#) and [Well-being of Wales 2023: Ethnicity and Well-being](#) report, have been used to understand participation rates among Black, Asian and Minority Ethnic adults. The 2022 [Sport Wales School Sport Survey](#) highlights disparities in sports participation outside the school curriculum among young people from Black, Asian and Minority Ethnic backgrounds.

In 2024 to 2025, an independent theory of change evaluation will be conducted to assess the impact and effectiveness of the grant schemes. The findings will inform future goals and actions. The Welsh Government will continue to prioritise leadership and representation discussions with ALBs. A digital learning platform will be developed to strengthen professional learning and development on anti-racism within the Culture, Heritage, and Sport sectors.

## **Achievements and future focus**

Evidence gathered from the programme of grant funding shows there has been a notable shift towards increased engagement and participation with Black, Asian and Minority Ethnic people in cultural, heritage, and sport activities. This increase is a direct result of the targeted culture, heritage and sport funding, which has enabled the ongoing process of decolonising museum collections and the establishment of inclusive spaces, facilitating a wider interpretation of culture, heritage and the arts. The Culture Grant Scheme for Grassroots Organisations administered by Diverse Cymru has adopted novel approaches to widen access to funding for Black, Asian and Minority Ethnic groups. As a result, the Scheme has funded more than 50 groups and organisations, over 90% of which are Black, Asian and Minority Ethnic led. In addition, Museum Spotlight Survey indicated that 23% of local and national museums in Wales offered programming specifically related to ethnic minority communities in 2022.

The Sport4All project has enabled over 200 women and young girls from diverse ethnic minority backgrounds to participate in physical fitness and sport activities.

Additionally, Amgueddfa Cymru has created new resources to support the delivery of the Curriculum for Wales, including the Windrush Cymru learning resource. The National Library of Wales is working to diversify the Dictionary of Welsh Biography by commissioning new articles about Black, Asian and Minority Ethnic people.

Future focus will be on documenting best practices and evaluating the effectiveness of current grant-funded programmes to improve our approach from 2025 to 2026 including aiming to create a digital learning platform to support ongoing professional development in anti-racism within the Culture, Heritage, and Sport sectors.

## Closing summary

The Welsh Government's commitment to anti-racism in Culture, Heritage, and Sport is evident through its multi-year funding, targeted grant schemes, and robust monitoring processes. The establishment of the External Accountability Subgroup for Culture, Heritage, and Sport ensures there is a level of scrutiny and support in how the goals and actions are being delivered. The Welsh Government's efforts are beginning to foster critical thinking within organisations on how they can create more inclusive environments, celebrating diverse cultural perspectives, and promoting anti-racist practices throughout Wales.

## Goals and actions

The Culture, Heritage and Sport goals for 2024 to 2025 remain unchanged as they have not yet reached their agreed timescales. The delivery partners, supported via the grant funding programmes and term of government remit letters, have committed to delivering on the current goals and actions to the end of the financial year. Meanwhile, we will persist in examining emerging needs and sector developments using an evidence-based approach.

## Leadership

**Goal: to hold publicly funded organisations accountable for the delivery of anti-racist measures and actions, as set out in this action plan**

### Actions

- Require the governing bodies and senior leaders of all funded organisations to adhere to performance requirements for anti-racism. These requirements may be set out through remit letters, award letters and other conditions of grant as appropriate.
- 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.
- Publicly funded organisations to capture/ review baseline data of ethnic diversity across the organisation and, as appropriate, implement steps to increase ethnic diversity at all levels, specifically in leadership teams and on boards, by providing quality job opportunities in planning, design, curation and decision-making roles and measure progress.
- 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.
- Review existing systems for reporting, and dealing with complaints of discrimination; including the identification and elimination of all forms of racial discrimination.

## Funding

**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**

### Actions

- Undertake detailed financial assessments (including workforce expenditure) and make a specific reporting requirement for how grassroots organisations are supported) and on how funding resources are currently being used. This is to be underpinned by both quantitative and qualitative data and lived experience.
- Review the funding application process to improve outcomes for Black Asian and Minority Ethnic-led organisations or people, including where necessary by supporting applicants and potential applicants to make applications.
- Work with funding bodies to ensure co-production is embedded in the development of funded projects, working with Black, Asian and Minority Ethnic-led organisations to improve outcomes for Black, Asian and Minority Ethnic people.
- 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.
- 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.



## Celebrating diversity

**Goal: support all parts of the society in Wales to embrace and celebrate its diverse cultural heritage while understanding, and recognising the right to, freedom of cultural expression**

### Actions

- 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.
- Marketing and advertising materials are anti-racist and reflect the true depth of our diverse cultural heritage while avoiding stereotyping and cultural appropriation.

### New Actions

- Use Creative Wales' funding mechanisms and its relationship with public service broadcasters, including through our Memorandums of Understanding with the BBC and S4C, to encourage and support a more anti-racist sector that produces content that reflects the reality of our diverse cultural heritage and provides opportunities for Black, Asian and Minority Ethnic people in front of and behind the camera.
- Work with partners through Creative Wales stakeholder groups for priority sectors and through the Creative Skills Advisory Panel to promote the

importance of an anti-racist focus and actions that addresses under-representation in the creative industries and supports inclusive pathways into the sector.

## **The historical narrative**

**Goal: to work with public bodies to fully recognise their responsibility (individual and collectively) for setting the right historical 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**

### **Actions**

- 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.
- Work with Black, Asian and Minority Ethnic communities to identify and lift barriers to accessing heritage sites and cultural collections.
- 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.
- 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.

## Learning about our cultural diversity

**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**

### Actions

- 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.
- 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.

## Designated lead and supporting delivery partners

The Culture, Heritage and Sport portfolio have been working collaboratively with:

- Amgueddfa Cymru
- the Arts Council of Wales
- the National Library of Wales
- Sport Wales
- the Royal Commission on the Ancient and Historical Monuments of Wales
- Diverse Cymru and others

These partners and leads are instrumental in delivering the goals and actions

outlined in the ArWAP and ensuring the success of various projects and initiatives.

The ArWAP subgroup has served as the platform for coordinating and advancing this work.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Health

### Evidence: current and future plans

Since the publication of the [Anti-racist Wales Action Plan](#) in June 2022, there has been a focus on improving data collection, transparency, and analysis to understand the experiences of Black, Asian and Minority Ethnic staff and those who seek care and support.

Welsh Ministers have used their powers to ensure Health Boards, Trusts, and Special Health Authorities within NHS Wales demonstrate tangible anti-racist leadership. Each organisation has appointed executive equality champions and formulated anti-racism action plans. Additionally, the implementation of the Workforce Race Equality Standard (WRES) has begun to establish a strong evidence base to tackle racial inequities in the experiences of NHS staff. NHS Wales organisations are expected to use this data to refine and prioritise actions in their local anti-racism plans. Both oversight and evaluation are being conducted on these Plans, maintaining accountability at the topmost levels.

Future policies for the NHS workforce across Wales will be shaped by recommendations from [EHRC's report](#) on the experiences of lower-paid ethnic minority workers in health and social care (2022) and the independent NHS

Wales Workforce Policy Audit (Diverse Cymru, 2023).

To address language barriers, measures such as improving access to interpreters, as suggested by the 2023 study on the **Health Experiences of Asylum seekers and Refugees in Wales**, are being put in place.

Additionally, key findings from the Equality Impact Assessment on the new **Mental Health and Wellbeing Strategy**, as well as the new **Suicide and Self-Harm Prevention Strategy**, are being reviewed for implementation.

## Achievements and future focus

Key achievements include the implementation of the Digital Maternity Cymru programme to improve data tracking and clinical decision-making in real time. The establishment of the peer support forum, Inclusive Maternity Wales, to provide guidance and empowerment to ethnic minority people in the workforce, and the rollout of a foundational e-learning package on anti-racist practice to all NHS Wales staff. An All-Wales perinatal engagement framework is also being co-developed with healthcare professionals, communities, and stakeholders to ensure inclusive policymaking. Welsh universities are being supported to decolonise the midwifery curriculum, improve recruitment processes, and promote cultural awareness while reducing unconscious bias. The Ethnic Minority Mental Health Task and Finish Group identified data related to how ethnic minority communities' access and experience mental health services, supporting changes to reduce inequity and improve service delivery. NHS Wales will soon have access to Improvement Cymru's good practice guidelines to improve access to and quality of psychological interventions for people from Black, Asian and Minority Ethnic backgrounds. The **Trauma-Informed Wales Framework** includes a focus on the impacts of racism, and **Time to Change Wales** continues to collaborate with Black, Asian and Minority Ethnic people to create meaningful campaign and training materials to tackle stigma on mental health. Future focus areas include continued efforts to address racial disparities

highlighted by WRES data and the independent NHS Wales Workforce Policy Audit (Diverse Cymru, 2023), strengthening complaints systems to ensure transparency and effectiveness in reporting racism, and enhancing representation and allyship at all levels within NHS Wales.

## Closing summary

The Anti-racist Wales Action Plan has laid a strong foundation for systemic change in healthcare, with significant progress made. However, despite much progress, it remains clear that more needs to be done and faster. Racism in health and social care continues to be reported within and outside of existing complaints systems.

The Welsh Government is committed to ensuring that NHS Wales is anti-racist and representative of its workforce and will be guided by the priority areas laid out by the External Accountability Group. Key priorities include:

- requiring NHS organisations to address racial disparity highlighted by WRES data and integrate recommendations from workforce policy reviews
- implementing the Digital Maternity Cymru programme to improve data tracking and health outcomes for ethnic minority communities
- collaborating with Gypsy Roma Traveller people to address their specific challenges and needs
- strengthening complaints systems to ensure transparency, effective support, and restorative resolution
- embedding anti-racism in planning and oversight processes, with accountability frameworks to monitor progress

The External Accountability Group will continue to play a crucial role in ensuring the effective implementation of the ArWAP, with a focus on leadership, data, and access to services. Together, we can create a healthcare system that is truly anti-racist and equitable for all.

## Goals and actions

The 5 overarching goals in the health chapter of ArWAP remain unchanged. However, some actions have been adjusted to enhance their delivery, impact and measurability, allowing for easier monitoring of outcomes and progress. Some new actions have also been the result of a natural progression, where old actions have been achieved and new follow up actions have been developed.

## Leadership

**Goal: the NHS in Wales will be anti-racist and will not accept any form of discrimination or inequality for employees or service users**

### Actions

- Require anti-racist leadership at all levels by direction. All NHS Boards, Trusts, and Special Health Authorities to report demonstrable progress in driving anti-racism at all levels by:
  - Providing assurance that the appointed executive equality champions are working with Black, Asian and Minority Ethnic staff networks to co-develop the organisation's annual anti-racism plans to correct inequities identified by workforce and patient data sources e.g. the Workforce Race Equality Standard (WRES) and the independent NHS Wales Workforce Policy Audit (Diverse Cymru, 2023).

### New priority action 1

- Use existing legislative frameworks to require NHS organisations to develop anti-racism action plans, for both employment and service delivery as a

specific part of their wider approach to equality, inclusion and diversity. Progress with plan implementation will be reported through the SEP and monitored through the IQPD and policy assurance mechanisms.

#### **Actions**

- All NHS Board members will demonstrate anti-racist leadership through their diversity and inclusion objective, to enable meaningful impact of their organisational anti-racism plan.
- Welsh Government Health and Social Services Group (HSSG) Senior Leaders will monitor and ensure collective progress against ArWAP Health and Social Care Goals and Actions through the HSSG EDI Implementation and Challenge Board.

**Goal: workforce; 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**

#### **Actions**

- NHS Wales Boards, Trusts and Special Authorities and the Welsh Partnership Forum implement the recommendations from the independent NHS Wales Workforce Policy Audit (Diverse Cymru, 2023), working with Black, Asian and Minority Ethnic staff groups to support their effective application.
- Higher Education Institutions (HEIs) and NHS Organisations will co-design anti-racist education programmes with Black, Asian and Minority Ethnic people. Set a requirement for all NHS Staff, NHS Volunteers and students to complete redesigned anti-racist education programmes.
- Each NHS organisation will commit to their ongoing involvement in the



Aspiring Board Members Programme, ensuring education, mentoring and support to participants who will be from a Black, Asian and Minority Ethnic background. Academi Wales, to work in partnership with NHS Wales and other appropriate organisations to develop and run an Aspiring Board Members Programme.

- HEIW will ensure all commissioned programmes provide evidence of anti-racist principles and reflect HEIW's Strategic Equality Plan in order to meet objectives regarding differential attainment, widening access and under-representation of Black, Asian and Minority Ethnic people in NHS Wales.

**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**

#### Priority action 2

- NHS Boards, Trusts, and Special Authorities will continue to:
  - improve workforce data quality
  - facilitate and support data collection against the Workforce Race Equality Standard (WRES) indicators
  - scrutinise WRES data to implement targeted anti-racist workforce actions captured within organisational anti-racist action plans, in response to evidence base through targeted structural change

#### New priority action 3

- Implement systemic monitoring of concerns of workforce discrimination and bullying raised by staff through the Joint Executive Team process.

## Actions

- Ensure that the development of datasets in NHS Wales take account of protected characteristics including ethnicity.

**Goal: we will identify and break down barriers which prevent equitable access to healthcare services for Black, Asian and Minority Ethnic people**

## Priority action 4

- Support and oversee the implementation phase of the Maternity and Neonatal Safety Support Programme (2024 to 2027) , with the aim of delivering local and national actions to support improvements in the experiences and outcomes of women, babies and their families from Black, Asian and Minority Ethnic communities.

## Actions

- Establish a dedicated working group to identify and make recommendations for breaking down barriers which prevent equitable access to healthcare services for Black, Asian and Minority Ethnic people.
- “Time to Change Wales” will continue to deliver an anti-racist mental health anti-stigma programme which has been co-designed with people with lived experiences and from Black, Asian and Minority Ethnic people.

**Goal: Black, Asian and Minority Ethnic people will have confidence that action is being taken to address health inequalities and their voice is heard in shaping decisions which affect them**

#### **Actions**

- Deliver the priorities and actions set out in the Mental Health and Wellbeing Strategy and Suicide and Self-Harm Prevention Strategy and supporting delivery plans to ensure equity of access, experience and outcomes for Black, Asian and Minority Ethnic people, including Gypsy, Roma and Traveller people.
- This includes implementing the Strategic Programme for Mental Health and Strategic Clinical Networks to improve the quality of mental health services in Wales.
- The Palliative and End of Life Care National Programme will continue to deliver on commitments around improving end of life care for ethnic minority people.
- Work with representatives of ethnic minority communities to promote the Putting Things Right (PTR) concerns and complaints procedure, including the advocacy services available, ensuring accessibility through additional recommended languages.
- Revise Putting Things Right guidance to NHS organisations and include information about on how to capture and respond to patients' complaints about racism in the provision of NHS services.
- Monitor the capture and organisational response to racist incidents.
- Monitor the use of the complaints process by Black, Asian and Minority Ethnic people.
- Ensure that Llais, the Citizen Voice Body for Health and Social Care, continue to embed anti-racism in their recruitment processes, governance and policies.
- Llais embeds relationships with ethnic minority-led organisations, local

authorities, NHS bodies and those from ethnic minority backgrounds to ensure their views are heard and reflected.

- Ensure Llais demonstrates meaningful engagement with the public in response to matters relating to racism in health and social services in Wales.
- Annual Remit Letter will re-enforce above requirements, together with the need to evaluate the effectiveness of their approach.
- Welsh Government will consider the consultation responses for the Health Impact Assessment Regulations to inform the development of guidance recommending that the voices and lived experience of Black, Asian and Minority Ethnic people are routinely captured as part of the Health Impact Assessment process.

## Designated lead and supporting delivery partners

The health portfolio has been engaged in joint efforts with:

- NHS Boards
- Trusts and Special Health Authorities

as well as with the:

- NHS Wales Executive
- Welsh Government
- HEIW
- DHCW
- PHW
- MIND Cymru Adferiad
- local authorities
- the third sector
- Llais

Together, they are reviewed, shaped, and updated the ArWAP actions. The

ArWAP subgroup has served as the platform for coordinating and advancing this work.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Social care

### Evidence: current and future plans

In Wales, since 2017 the number of Black, Asian and Minority Ethnic children looked after has been increasing. The numbers have nearly doubled from 455 to 830. Black, Asian and Minority Ethnic children now make up 11.6% of looked after children in Wales, a 3.3 percentage point increase compared to the data reported in the initial iteration of the Anti-racist Wales Action Plan (ArWAP) ([Stats Wales, 2023](#)). In comparison, for the wider population, approximately 9.5% of children aged 0-15 report to be from a Black, Asian or Minority Ethnic background ([Annual Population Survey](#)). 7.1% of children on the child protection register and 2.4% of adults at risk of abuse or neglect are from ethnic minority backgrounds. However, significant gaps in data remain, with ethnicity information missing for 25.9% of at-risk adults and 18.4% of children on the child protection register.

The [Social Care Wales \(SCW\) workforce data report for 2022](#) shows the ethnicity of the social care workforce largely mirrors that of the Welsh population, with 5.5% of workers from ethnic minority backgrounds. However, disparities exist in representation across different roles, particularly in adult residential care where Black, Asian and Minority Ethnic workers are more prevalent. The [Social Care Wales workforce survey](#) also found that almost half (45%) of Black, Black British, Caribbean or African heritage social care workers report experiencing discrimination, compared to 21% of those with Asian heritage and 14% of White

workers.

Looking ahead, there is a focus on improving data collection and quality to better understand the experiences and needs of ethnic minority people in social care, both among those who work in the sector and those who receive care and support. Future plans include expanding research into the reasons behind the increasing numbers of ethnic minority children in care, improving workforce diversity, and enhancing the cultural competency of social care services.

## Achievements and future focus

The Welsh Government has taken steps to address the challenges identified in the social care sector through various ArWAP actions. The development of the **Workforce Race Equality Standard (WRES)** and the **Adults' Receiving Care and Support Census** are key achievements that provide a foundation for more informed and targeted actions. The creation of a quarterly working group, including statutory, independent, and third-sector partners, ensures ongoing scrutiny and accountability for progress towards anti-racist objectives in social care.

**Care Inspectorate Wales** has delivered workshops and development events focusing on equality, diversity, and inclusion (EDI), including the Social Model of Disability, microaggressions, and the mental and physical impacts of racism. This work has been complemented by efforts to review and refine selection and progression processes within the social care workforce to address the exit of ethnic minority professionals.

Despite the work ongoing, there remains much to be done. It is clear from the evidence collected so far that the numbers of care-experienced children are increasing, there is incomplete data regarding ethnicity for people receiving care and support and people working in social care are still experiencing racism. While gaining a deeper understanding of the issues is essential to take

appropriate action, it is crucial that action be taken urgently. The new **National Office for Care and Support (National Office)** provides the means by which a collective sector-wide response can be coordinated.

## Closing summary

The Welsh Social Care sector has made significant strides in addressing the needs and challenges faced by ethnic minority people, both within the workforce and among those receiving care. However, as noted above the evidence highlights that there is still much work to be done, particularly in improving data collection, understanding the reasons behind the increasing numbers of ethnic minority children in care, and addressing the experiences of discrimination reported by Black, Asian and Minority Ethnic workers.

The External Accountability Group will persist in monitoring progress, with principal priorities being a deeper understanding of the challenges encountered by Black, Asian and Minority Ethnic individuals in social care, enhancing their representation in leadership positions, and elevating cultural competence within service delivery. Efforts will focus on refining the complaints system to ensure it is responsive and accessible to those experiencing racism. Further research will be conducted to better comprehend intersectionality and address the specific needs of Gypsy, Roma, and Traveller people.

## Goals and actions

The 5 overarching goals in the Social Care chapter of ArWAP remain unchanged. However, some actions have been amended to enhance their delivery and measurability, allowing for easier monitoring of outcomes and progress. Some new actions have also been the result of a natural progression, where old actions have been achieved and new follow up actions have been developed.

## Leadership

**Goal: to ensure that leaders at all levels in the social care workforce model and 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.

### Actions

- Report on the implementation of, and actions from the, **Workforce Strategy for Health and Social Care** in regards to equalities, including ethnicity.
- The **Leadership Behaviours Framework** which promotes anti-racism, including the compassionate leadership approach, is actively promoted to leaders in social care.
- Implement a pilot leadership outreach programme for the ethnic minority social care workforce building on the research and recommendations so far. This will also promote organisational cultural competency.
- Develop the social care content of a **Health and Social Care Workforce Race Equality Standard** as part of the **Social Care Health and Wellbeing Framework**.
- Publish first WRES report for social care in Wales and local authorities use the results to inform their strategies and action plans with specific reference to the results in the WRES.
- Anti-racism is embedded within any revision to the **Codes for Employers and Social Care Workers**.
- Following consultation around any revised code, consider whether specific practice guidance is required for anti-racism to exemplify the revised code.



- Develop a consultant social worker role which will advise on delivery of social work practice and the professional development to ensure development of practice in working with individuals at risk of disadvantage based on ethnic origin.

## Service delivery

**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**

### Actions

- Maintain 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 and some experts in social care to bring their lived experiences and expertise.
- As part of their **Joint Equality, Diversity, and Inclusion Strategy**, Care Inspectorate Wales will embed equality, diversity, and inclusion in its regulation, inspection and review work, to drive improvements in the delivery of healthcare, social care and childcare services for minority ethnic people. This will include undertaking anti-racism training for all inspectors.
- Undertake review of the services to see if changes have been made in response to **recommendations**, and provide further support and advice where needed.
- Ensure that **Llais** the Citizen Voice Body for Health and Social Care, continue to embed anti-racism in their recruitment processes, governance

and policies.

- Llais embeds relationships with ethnic minority-led organisations, local authorities, social care providers and those from ethnic minority backgrounds to ensure their views are heard and reflected.
- Ensure Llais demonstrates meaningful engagement with the public in response to matters relating to racism in social services in Wales.

## Workforce

### **Goal: to ensure that minority ethnic people seeking a career or role within social care in Wales will experience no barriers to employment**

They will have access to high quality training throughout their career, feel safe within their workplace, and have full confidence in their leadership to operate a zero tolerance policy of racism and any other form of discrimination or inequality.

In addition, high quality training will ensure all members of the social care workforce in Wales have the cultural competence to work effectively with people from diverse ethnic and cultural backgrounds.

### **Actions**

- **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.
- Revisit local authorities to explore what actions and improvement have been undertaken as a result of the review of selection and progression processes.
- Ensure that Welsh social care qualification guidance, for level 2 to 5

qualifications, has been reviewed in respect of anti-racist content, including cultural awareness and anti-racism training.

- Work with HEIs around anti-racism in regulated social work programmes in Wales, including a thematic review conducted around anti-racist provision.
- Develop an introductory resource for anti-racism for the social care sector, to further expand on learning in qualifications specifically around anti-racism and to compliment cultural competency.
- Develop confidence of leaders of social care in implementing the resource in Wales.
- Map out the Welsh language training needs of minority ethnic social care workforce and how these communities of professionals can be more effectively reached to encourage take up of Welsh and other needed/ identified language learning.
- In line with the publication of the **Equality and Human Rights Commission (EHRC) Inquiry report into the treatment and experiences of the lower paid Black, Asian and Minority Ethnic social care and health workforce**, we will continue to consider the Inquiry's findings and meet the ambitions of its recommendations.
- Develop a joint SCW and CIW Positive Cultures toolkits for social care employers. which clearly describes the importance of race inclusion and equality, drawing on people's lived experience.
- Promote the "**Your well-being matters: workforce health and well-being framework**" and cultural competency as tools within the new Positive Cultures toolkits.
- Raise awareness of the **Social Care Wales Fitness to Practice** processes and where it can be used to challenge racist abuse in the workplace.
- Clearly articulate the consequences to perpetrators of racist behaviour.
- Make sure the **wellbeing and victim support offer** is clearly articulated to people who may be considering raising a complaint.
- The **National Framework** for commissioning care and support services principles and standards are followed when commissioning care and support services which takes into account of anti-racism when commissioning social

care services.

- The ARWAP will be provided as a tool to raise awareness for commissioners on the ARWAP plan.
- Make use of the new **Local Authority Social Services Annual Reports** to monitor local authority delivery of anti-racist practice, delivery and commissioning.
- The communications package to launch the **National Commissioning Framework** are provided in an equal and anti-racist approach.
- Develop clear processes by which commissioned providers of social care can raise concerns about the individuals they have been commissioned to provide care for.
- Local authorities articulate the process for providers to follow if the recipients of care are racist against the people providing care.

## Accountability

**Goal: to embed accountability actions and behaviours across the social care sector, including robust governance structures and clear, measurable metrics, in order to determine the impact and effectiveness of the social care sector in delivering the actions set out in this action plan**

### Actions

- Undertake a **review of information from social care workforce**, such as concerns, complaints, grievance, fitness to practice referrals, safeguarding referrals, trade union intervention, staff surveys, annual reviews/ appraisals; exit interviews, and whistleblowing to identify racist behaviours in the workplace and any associated patterns.
- The review of complaints will be assessed via evaluation and a report one year after revised processes and policies are introduced.

## Data and research

**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**

### Actions

- Undertake an analysis of all **Welsh Government social services published statistics** that contain an ethnicity measure and to do so against national and local population data and the intersection with other protected characteristics. This analysis will also make recommendations about how to fill any gaps in the published data.
- Review data quality around ethnicity and protected characteristics to see where further action is needed.
- Work with local authority data providers to determine what action can be taken to improve reporting of race and ethnicity identities (alongside the other protected characteristics.)
- Social Care Wales, Welsh Government, and local authorities will continue to:
  - improve workforce data quality
  - facilitate and support data collection against the Workforce Race Equality Standard (WRES) indicators
  - scrutinise WRES data to implement targeted anti-racist workforce actions

## Designated lead and supporting delivery partners

The Social Care portfolio has collaborated with various stakeholders, including:

- Social Care Wales
- Welsh Government
- ADSS Cymru
- Care Inspectorate Wales
- Local authorities
- Trade Unions
- Third Sector organisations
- Health Education and Improvement Wales
- CAFCASS Cymru
- BASW Cymru
- Universities and Colleges offering social care education and training
- National Centre for Learning Welsh
- Equality and Human Rights Commission
- Black, Asian and Minority Ethnic Partner organisations to review, refine, and update the ArWAP goals and actions

The ArWAP subgroup has been the central platform for coordinating and promoting this work.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

# Homes and places

## Evidence: current and future plans

The 2021 census indicates that all minority ethnic groups continue to experience higher levels of overcrowding than the White British group across all types of locations. 16.1% of households where residents identify as 'Black, Black British, Black Welsh, Caribbean or African' are living in overcrowded housing compared to 2.5% of the White ethnic group. High levels of overcrowding (14.6%) were also recorded in households where residents identify as 'Asian, Asian British or Asian Welsh'. More detailed analysis reveals significant variations, with the highest overcrowding levels in the Bangladeshi (39%), Pakistani (31%), and African (32%) households.

People from Black, Asian and Minority Ethnic communities are still overrepresented in homelessness statistics. In Wales, 10% of applicants assessed as homeless or threatened with homelessness in 2022 to 2023 were from an ethnic minority background, despite making up only six percent of the population.

**TPAS Cymru's third All Tenants Survey, released in January 2024**, revealed that 4.6% of respondents identified as being from a Black, Asian and Minority Ethnic background. 2.6% of these tenants were in social housing, while 6.8% were in private rental housing. This data is consistent with previous findings indicating that Black, Asian and Minority Ethnic families are more likely to reside in the Private Rented Sector, where rents tend to be higher, and the quality lower compared to social housing.

To address these disparities, the Welsh Government has implemented several initiatives. Since March 2023, **Rent Smart Wales** reported that 1,207 hate crime awareness sessions have been completed. Additionally, since summer 2019, over 4,500 equality and diversity training sessions have been delivered.

Committed to delivering 20,000 social homes for affordable rent during the current Senedd term, the Welsh Government aims to alleviate poverty and reduce homelessness through improved housing policies. These actions, focusing on providing decent homes and enhancing support, are crucial in alleviating poverty, reducing homelessness, and promoting inclusivity for all people in Wales, especially those from Black, Asian and Minority Ethnic backgrounds who continue to experience discrimination.

## Achievements and future focus

Since the launch of the [Anti-Racist Wales Action Plan in 2022](#), there has been some progress in promoting equality and combating discrimination. For Gypsy, Roma and Traveller people in Wales, funding of £3.44 million will be available through the Cite Capital Grant fund in 2024 to 2025. This funding is intended to support site development, which includes refurbishing existing accommodations, purchasing land for pitches, constructing new pitches, improving site sustainability for residents, and other capital expenditures related to site improvements. It can be used for both residential and transit sites.

The Welsh Government has awarded a new three-year advice and advocacy contract starting from September 2024. This contract aims to provide support to families within the Gypsy, Roma and Traveller communities, offering guidance on their rights and support on issues such as accommodation, sites, planning, and accessing services. Furthermore, a Winter Fuel Support programme for Gypsy, Roma and Traveller people was introduced for 2023 to 2024.

Another achievement is the increase in the proportion of Black, Asian and Minority Ethnic Registered Social Landlord (RSL) board members to **9%**, surpassing the representation in the overall population. Initiatives such as the Pathway to Board Project and Get into Housing Project have offered professional development and work placement opportunities for individuals from ethnic minority backgrounds. A recruitment campaign launched in February



2023 to attract a diverse range of candidates into the homelessness and housing support sector has successfully enhanced the diversity, quantity, and quality of applicants.

## Closing summary

Looking ahead, over the next 2 years, the Welsh Government is committed to several strategic initiatives aimed at fostering inclusivity and equality within the housing sector. These efforts include ensuring that housing policies meet the needs of Black, Asian and Minority Ethnic people, and collaborating with sector partners to enhance support and guidance for inclusive design and impact assessments.

The Welsh Government will work with partners across the Private Rented Sector to improve poor attitudes and behaviours that may persist across the private rented sector. A specific Gypsy, Roma and Traveller Group will be established to inform policy decisions through lived experiences and community engagement. Existing guidance related to managing Gypsy and Traveller sites, unauthorised camping, and accommodation assessments will be updated.

The Welsh Government aims to procure a pilot programme to provide professional advice on planning matters for families purchasing land for private sites. They will also create a national evidence base to recommend suitable locations for transit provision across Wales. In collaboration with Welsh police forces, they will formalise Police Forces Protocols on Managing Unauthorised Encampments.

These initiatives highlight the Welsh Government's commitment to fostering a more equitable and inclusive housing environment for all communities in Wales.

## Goals and actions

The 5 overarching goals in the Homes and Places chapter of ArWAP remain unchanged, but some actions have been revised to improve delivery, impact, and measurability, making it easier to track outcomes and progress. The Homes and Places EAG sub-group will continue to review this process, with the expectation that the actions will be further refined and strengthened to better achieve our shared goal of making a visible and tangible difference in the lived experiences of ethnic minority people.

### Representation

**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**

#### Actions

- Ensure organisations' boards, advisory groups, senior leadership and workforce reflect the diversity of their local populations or service users. To do so, organisations will:
  - review their recruitment procedures to ensure they are open and transparent
  - demonstrate that steps have been taken to encourage applications from Black, Asian and Minority Ethnic Communities
  - ensure representation to administrative advisory groups, including but not limited to the Ending Homelessness National Advisory Board, reflect the diversity of service users.
  - prepare and publish and report on plans that set out how diversity and

anti-racism is being advanced in their organisation

- Housing organisations to work with 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.
- Monitor the implementation of revised regulatory standards placed on Registered Social landlords to tackle racism and discrimination.

## **Standards, provisions and services**

**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**

### **Actions**

- Review housing related standards and guidance to understand how services can be designed to meet the needs of service users, identify race based discrimination and hate crime.
- 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 arrangements are in place to provide tenants with information on how to report incidents of hate crime
- Research and evaluation commissioned by the Welsh Government, local authorities and Third Sector Organisations will be delivered in a way that enables the experiences of people sharing protected characteristics, including race, to be captured and reported on to ensure programmes are aligned to deliver on priorities, such as reducing levels of overcrowding and homelessness.
- Information, advice and advocacy services in relation to accessing

appropriate homes, including Gypsies and Travellers, ethnic minority women and asylum seekers and refugees, are designed to meet the needs of the service user.

- Working with organisations and people sharing protected characteristics including Race, prepare Local Housing Market Assessments in accordance with revised guidance issued in March 2022, to ensure local authorities accurately assess the housing needs of their local population. Once housing need is identified, work with key partners to deliver housing that better meets demand.

## **Private rented sector**

**Goal: to ensure that Private Rented Sector (PRS) housing and accommodation, and service provision advances equality, embeds anti-racism and meets the diverse needs of ethnic minority people**

### **Actions**

- Work with landlords and agents across the private rented sector to improve poor attitudes and behaviours towards racism that may persist. To include:
  - support to those on lower incomes to access affordable and longer term tenancies
  - continue to deliver anti-racism and hate crime training for landlords and agents
  - provide information to tenants to enable them to report racism and hate crime
  - 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

**Goal: to ensure ethnic minority people across Wales have a voice and influence in ensuring the Welsh Government policies around the provision of homes reflect the diversity of ethnic minority people's needs and priorities**

#### **Actions**

- Ensure that campaigns and information materials are designed to meet the needs of the intended audience.
- Take steps to engage with Black, Asian and Minority Ethnic Communities to improve levels of engagement.
- Maintain 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.

## **Gypsy and Traveller accommodation**

**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**

#### **Actions**

- Work with Gypsy, Roma and Traveller community members, local authorities and others to better enable appropriate transit provision. Decisions will be taken based on evidence of where transit is needed.
- Pilot additional or new ways of funding permanent provision.
- Fund a study to look at options for a mobile home rental scheme through social housing.

- Depending on outcome of the mobile home rental scheme study, set up pilot scheme.
- We will procure a framework for an external training company to develop and deliver a training course to upskill all 22 Local Authorities on Gypsy, Roma and Travellers nomadic ways of living. This will be developed with Gypsy, Roma and Traveller community members.
- Commission a 3-year pilot programme to provide advice to those seeking to develop private sites.
- Review the Gypsy and Traveller capital sites guidance. This will include reviewing the piloting of funding for buying land, feedback from the communities and a decision on funding for private sites.
- Re-draft and simplify the Gypsy and Traveller Sites Guidance, involving community members to reflect their needs.
- Welsh Government will actively consider using its powers to ensure local authorities comply with the Housing (Wales) Act 2014.

**Goal: to continuously improve our policy-development processes to create anti-racist approaches to all aspects of policy creation**

#### **Actions**

- Have regular meetings with Gypsy, Roma and Traveller people and stakeholders to inform Welsh Government policy. Ensure people feel included in the meetings.
- Provide advice and advocacy services to Gypsy Roma and Traveller communities.

## **Designated lead and supporting delivery partners**

The Homes and Places portfolio have been working collaboratively with:

- Equality and Human Rights Division
- Planning Division
- Land Division
- Gypsy Roma and Traveller communities and stakeholders
- Local authorities
- Housing associations
- WLGA
- Registered Social Landlords
- Community Housing Cymru
- Third Sector organisations and Rent Smart Wales to review, shape, and refresh the ArWAP goals and actions

The ArWAP subgroup has served as the platform for coordinating and advancing this work.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Local government

### Evidence: current and future plans

In the survey of candidates for the 2017 local government elections, 2.3% of candidates for county and county borough councils who provided their ethnicity and 1.9% of candidates for town and community councils were Black, Asian and Minority Ethnic people. Of those elected to county and county borough councils, 1.8% and 1.2% in town and community councils were from ethnic minority backgrounds.

In the Local Government Candidate Survey 2022, 96% of candidates reported they were from a White ethnic group, 1% from mixed or multiple ethnic groups,

and less than 1% from Black, Black Welsh, Black British, Caribbean, or African ethnic groups.

The Annual Population Survey estimated that 4.7% of the population were Black, Asian and Minority Ethnic people in the year ending December 2017.

The 2021 Census reported that Black, Black British, Black Welsh, Caribbean, or African people were 0.9% of the population in Wales. Asian, Asian British, or Asian Welsh ethnic groups were 2.9%, while mixed or multiple ethnic groups were 1.6%.

The response rates for the 2017 and 2021 surveys of local government candidates were low, indicating that the results might not be fully representative. However, the surveys suggest that local democracy is not as diverse as the population in Wales.

The Welsh Government has a long-standing commitment to promoting and supporting diversity in local democracy across Wales. This commitment is shared by the Welsh Local Government Association (WLGA) and One Voice Wales (OVW). The Anti-racist Wales Action Plan (ArWAP) will be supported by the development of a formal strategic relationship between the Welsh Government and local government in Wales. This includes increased opportunities for engagement between the Welsh Government Cabinet and local authority leaders, and closer joint working on future policy and legislation proposals.

## **Achievements and future focus**

Some progress has been made in advancing the goals of promoting anti-racism, inclusivity, and representation in local government. Achievements include reducing the voting age to sixteen, enfranchising qualifying foreign nationals, providing local authorities with the flexibility to hold hybrid and virtual meetings,



enabling job-share arrangements for local authority executives, and consultation on job sharing for other senior political roles such as chairs of committees.

Wales was the first nation in the UK to introduce family absence for councillors within principal councils and to introduce a candidate's survey to collect diversity data about those standing for and being elected to local government. In response to stakeholder feedback, changes have been made to both since they were established and there is a commitment to continually review and identify opportunities to strengthen their impact.

The Elections and Elected Bodies (Wales) Act 2024 makes provision for Welsh Ministers to establish financial and non-financial support schemes to remove barriers to standing for election for people from protected characteristic groups and those impacted by socio-economic circumstances. We will work with Black Asian and Minority Ethnic people to identify evidence based tailored schemes of support for candidates. This work will also include taking a broader approach focussing on building the pipeline of individuals interested in standing for election.

The Welsh Government have implemented a new performance and governance framework for county and county borough councils. This framework requires councils to keep their performance under review, and to consider the views of citizens and communities as part of this assessment. We expect councils to seek the views of ethnic minority people as part of reviewing their performance. Councils are required to publish their self and panel assessments and respond openly to recommendations.

## Closing summary

The next 2 years will focus on supporting local government's leadership in delivering the Anti-racist Wales Action Plan through regular Ministerial and senior official engagement. The Elections and Elected Bodies (Wales) Act 2024,

for the first time, requires Welsh Ministers to provide for a scheme of financial assistance to support disabled candidates. This scheme will build on the approach adopted, and lessons learned, from our Pilot Access to Elected Office Fund, and will provide support for disabled Black, Asian and Minority Ethnic people to stand for elected office. The Welsh Government will collaborate with stakeholders to identify evidence-based financial and non-financial support schemes to remove barriers to participation for people with other protected characteristics and those impacted by socio-economic challenges. We will also apply an anti-racist perspective in further promoting the local government candidate survey to boost its completion rates.

We are currently exploring, with partners, how we can tackle abuse in politics. As this issue impacts ethnic minority people, we commit to developing this further, informed by the lived experience of Black, Asian and Minority Ethnic people, to identify the action required to make progress in this area. Efforts to refine the electoral registration process will enable every eligible voter to be registered, with a focus on providing better information to ethnic minority electors. This is crucial for fostering confidence in electoral participation.

## Goals and actions

One of overarching goals in the **Local Government chapter** of ArWAP remains unchanged. However, local government is vital as partners, service providers and employers, making their involvement key to effectively implementing the Plan. Therefore, one goal was added, and one goal has been amended. Multiple actions have also been introduced in this second iteration. Some actions have been modified to improve their execution and measurability, facilitating easier tracking of outcomes and progress.

## **Goal: engage with local government to encourage its leadership of the delivery of the Anti-racist Wales Action Plan**

### **Actions**

- Embed anti racism at the heart of our strategic partnership working with local government.

## **Goal: legislation and guidance challenges local government to be more representative and fully engaged with the communities it serves**

### **Actions**

- Build a legislative framework which enables Welsh Ministers to establish, evidence based, financial and non-financial support arrangements for candidates from Black, Asian and Minority Ethnic backgrounds and other under-represented groups including those from lower socio-economic backgrounds prior to the next Senedd and local government elections.
- Build on the arrangements for senior councillors within principal councils to undertake roles on a job share basis.
- Build on the outcome of consultations through updated legislation and guidance in respect of the ethical framework
- Establish the nature and extent of public participation strategies.
- Evaluate the impact of guidance published in 2023 on involvement and participation in local government.
- Pilot registration of voters without application, using powers in the Elections and Elected Bodies (Wales) Act 2024.

**Goal: that local government develops as an exemplar employer, so that there is a safe and inclusive environment for Black, Asian and Minority Ethnic people**

## **Actions**

- Work with WLGA to support councils existing improvement methods to continue to embed anti-racism in HR Policies for principal councils.
- Consider, with local government, how existing data collection can be developed locally and nationally.

## **Designated lead and supporting delivery partners**

The Local Government portfolio have been working collaboratively with:

- Welsh Local Government Association (WLGA)
- Local authorities
- Local Government Directorate in Welsh Government
- One Voice Wales
- Political Parties
- Third Sector Partners
- Public Services Ombudsman Wales
- Local Authorities Electoral Registration Officers

Electoral Commission and Trade Unions to review, shape, and refresh the ArWAP goals and actions.

The ArWAP External Accountability Group members have played an integral role in advancing this work.

To request the full technical chapter, email:  
[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

# Employability and skills, including Social Partnership and Fair Work and Entrepreneurship

## Employability and skills

### Evidence: current and future plans

Despite some improvements, the employment rate for Black, Asian and Minority Ethnic people in Wales remains lower than that of their White counterparts. Between March 2014 and March 2024, the gap between the employment rate of White individuals and those from a Black, Asian and Minority Ethnic background has decreased by 5.0 percentage points. However, employment rates (year ending March 2024) among the Welsh population aged 16 to 64 are higher among individuals from a White ethnic background (74.0%) than for individuals from a Black, Asian and Minority Ethnic background (66.2%). This gap in employment rates has grown from the previous year ([Wellbeing of Wales, 2024](#)). The unemployment rate for Black, Asian and Minority Ethnic people aged 16 and over in Wales was 8.9%, an increase of 2.2 percentage points on the previous year. The unemployment rate for White people was 3.2%, a 0.1 percentage point increase over the year. ([Labour market statistics \(Annual Population Survey\): April 2023 to March 2024](#)). The [Equality and Human Rights Monitor: Is Wales Fairer?](#) report also highlighted that in Wales, ethnic minority workers are also more likely to be in insecure employment compared to White British workers.

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## Achievements and future focus

The Welsh Government's Programme for Government aims to create a fair and equal Wales with high-quality education and job opportunities for all. Key initiatives include:

- **Young Person's Guarantee:** This programme offers ongoing support to 16 to 24-year-olds not in education, employment or training (NEETs). In the 3-year period ending March 2024, young White people were more likely to be NEET than young Black, Asian and Minority Ethnic people. 13.1% of young White people were estimated to be NEET compared to 8.3% of young Black, Asian and Minority ethnic people (**Young people not in education, employment or training (NEET): April 2023 to March 2024**).
- **Lived Experience Research:** Conducted in May 2023, this research highlighted the importance of representation and community-based outreach in employability programmes. This insight has been integrated into the Jobs Growth Wales Plus programme, which has seen increased participation from young ethnic minority people.

The **Anti-Racist Wales Action Plan** has driven progress in three key employability and skills goals: improving data on ethnic minority participation, ensuring safe and inclusive environments, and increasing apprenticeship starts for ethnic minority people.

Key achievements include:

- increased apprenticeship starts from people with Black, Asian and Minority Ethnic backgrounds
- improved representation in the Communities for Work Plus programme (**Evaluation of Communities for Work and Communities for Work Plus: Participant characteristics and experiences**)
- Jobs Growth Wales Plus (JGW+) experienced a small rise in programme

starts among ethnic minority learners. (Source Jobs Growth Wales+ statistics [April 2023 to March 2024](#) and [April 2022 to March 2023](#))

- ReAct Plus: 6.5% of approved applications between June 2022 and March 2024 were from ethnic minority people, compared to 2.7% of approved applications (on ReAct III) between January 2015 and May 2022 (unverified internal data)
- targeted outreach and anti-racism training across various employability programmes

## Closing summary

In conclusion, while significant strides have been made to improve employment outcomes for ethnic minority people in Wales, the Welsh Government remains committed to further progress. By focusing on data-driven approaches, inclusive programme designs, and robust anti-racism practices, we aim to create a more equitable job market. Our ongoing efforts to enhance leadership representation, address intersectionality, and meet the specific needs of Gypsy, Roma and Traveller communities will ensure that all individuals have the opportunity to thrive in a fair and inclusive economy.

## Goals and actions

The 3 overarching goals in the Employability and Skills chapter of ArWAP remain unchanged. However, some actions have been adjusted to enhance their delivery and measurability, allowing for easier monitoring of outcomes and progress.

**Goal: the Welsh Government employability programmes will offer a safe, positive, and inclusive environment for all staff and participants, where racism is addressed**

#### **Actions**

- Programme performance data will be collected and published regarding Black, Asian and Minority Ethnic participants on Welsh Government funded Employability Programmes.
- Work is ongoing to bring together a disaggregated data set in order to target our programmes more effectively.
- Conduct a series of deep dives on providers who deliver Welsh Government funded employability programmes focusing on:
  - participation and outcomes for different groups of learners
  - management actions taken on anti-racism by providers, including complaints and how providers understand and address the negative experiences of people from ethnic minority groups, particularly women
  - provider effectiveness in terms of engagement with ethnic minority communities, with a specific focus on Gypsy Roma and Traveller people
  - the extent to which anti-racism training and anti-racism awareness sessions has been provided to staff working on employability programmes, and an evaluation of the effectiveness of the training
  - deep dives will be integrated into our evaluation framework in order to measure progress
- Examine issues related to race and racism with a critical perspective using lived experiences when we are designing, developing and delivering new employability programmes.
- Ensure the new Single Operating Model (SOM) for employability programmes provides wider engagement and positive outcomes for people from ethnic minority communities, particularly where they face barriers that are intersectional in nature to ensure better opportunities are available.



- Ensuring the SOM focuses on the need to increase the capacity of anti-racism training throughout its delivery network and that it is embedded into delivery practices.
- Careers Wales will take a strategic approach to reviewing the ethnicity and intersectionality of customers capturing their experiences and develop initiatives that will inform the future delivery of service. Integrated into Deep Dive work on Employability Programmes and within the Employability Single Operating Model.
- Utilise the Wales Union Learning Fund (WULF). Working with trade unions to develop the essential skills and employability of the workforce, with a particular emphasis on removing barriers for traditional non-learners.

## **Goal: to increase number of ethnic minority people starting and completing Apprenticeships**

### **Actions**

- Working with Medr, programme performance data, including trends, benchmarking and completion data, will be collected and published regarding ethnic minority participants on Apprenticeships. We will also share good practice, develop case studies and ensure all promotional materials include ethnic minority people.

## **Designated lead and supporting delivery partners**

The Employment and Skills portfolio has been working collaboratively with:

- Local authorities
- Apprenticeship providers
- Contracted providers
- Businesses

- Careers Wales
- Learners
- Equality organisations
- Welsh Government
- Wales TUC

The Employability and Skills subgroup has been instrumental in coordinating and advancing the refreshed actions within ArWAP.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Social Partnership and Fair Work

### Evidence: current and future plans

Recent evidence ([Well-being of Wales 2024](#)) shows the employment rate gap has generally decreased over time, although those from a Black, Asian and Minority Ethnic background continue to have a lower employment rate than white individuals. The ethnicity pay gap has generally widened since 2019, however data for 2023 shows a reduction in the pay gap falling from 16.8% in 2022 to 13.8% in 2023. ([Well-being of Wales 2024](#)) Ethnic minority workers are more likely to be in insecure employment compared to their White British counterparts ([Equality and Human Rights Monitor: Is Wales Fairer](#)) and are more likely to report experiences of discrimination and bullying in the workplace ([Equality and Human Rights Monitor: Is Wales Fairer](#)).

Looking ahead, there are plans to eliminate the ethnicity pay gap by 2050 through increased transparency and consistency in diversity pay gap reporting. The Welsh Government is working to secure and analyse detailed data on pay disparities and employment outcomes for ethnic minority groups. The focus will

remain on promoting anti-racist practices in workplaces across Wales, particularly by strengthening collaboration with key sectors and trade unions.

## **Achievements and future focus**

The portfolio has made progress in embedding anti-racism into workplace practices. The establishment of the 'Equality, Diversity, and Inclusion' (EDI) subgroup within the **Workforce Partnership Council** (WPC) has been pivotal in promoting best practices in diversity monitoring and enhancing transparency around pay gaps. Sectoral forums, such as the **Retail Forum** and **Social Care Fair Work Forum**, have been used effectively to address issues related to anti-racism and equality, diversity, and inclusion in the workplace. The publication of the Welsh Government's first Modern Slavery Statement and the formation of the Anti-Slavery Wales Forum mark significant steps toward combating labour market abuse and supporting survivors. The promotion of the Real Living Wage has also had a positive impact on low-paid ethnic minority workers, particularly in the retail and social care sectors.

In the future, the portfolio will focus on facilitating cross-government and public sector engagement to contribute to the national milestone of eliminating pay gaps by 2050. Efforts will continue to embed equality, diversity, inclusion, and anti-racism into the work programmes of the Social Partnership Council and the Workforce Partnership Council. There will also be a continued emphasis on raising awareness of workplace rights among workers and employers, with a particular focus on inclusive and equitable practices.

## **Closing summary**

The Social Partnership and Fair Work portfolio has made meaningful progress in addressing the challenges faced by ethnic minority workers in Wales by leveraging social partnership structures and prioritising fair work. While there

have been achievements, challenges remain, particularly in terms of data availability and the limitations imposed by reserved employment law.

Moving forward, the portfolio is committed to strengthening cross-sector collaboration, improving data collection, and continuing to promote fair and inclusive work practices across Wales. This portfolio will focus on enhancing leadership and representation within public sector bodies, fostering inclusive workplace cultures, and ensuring that fair work practices consider the intersectionality of race, gender, disability, and other identities. These efforts are crucial in creating more equitable and just work environments for all.

## Goals and actions

The refreshed set of actions have been developed in consultation with the External Advisory Group and Sub-Group. All three Social Partnership and Fair Work goals for the period 2024 to 2026 remain unchanged. However, this portfolio has committed to focusing their efforts on a set of actions that recognise achievements to date, as well as emerging needs and developments. Where actions have been amended, this is to enhance their delivery and measurability, allowing for easier monitoring of outcomes and progress.

### **Goal: to embed anti-racism into our social partnership structures and our approach to increasing the prevalence of fair work**

#### **Actions**

- Include anti-racism in the future operating arrangements of the new statutory Social Partnership Council. We will advocate for anti-racism and equality, diversity and inclusion in the approach of the Social Partnership Council and Workforce Partnership Council.
- Continue to drive forward the work of the Workforce Partnership Council on

Equality, Diversity and Inclusivity; the Workforce Partnership Council will embed anti-racism in its work on voluntary agreements, sharing good practice, and influencing policy development across the devolved public sector in Wales.

- The Workplace Rights and Responsibilities Forum will ensure ethnic minority voices are surfaced.
- Seek out qualitative research, including a literature review, and listen to the lived experiences of ethnic minority workers. We will use this to inform social partnership and fair work policy development and interventions.

**Goal: to improve awareness, understanding and adoption of anti-racist workplace practices, processes and cultures**

**Actions**

- 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 work with the Race Disparity Evidence Unit to explore ways of measuring progress.
- Continue to improve employee awareness of workers' rights and employer awareness and understanding of their legal responsibilities, to increase levels of compliance.
- We will continue to build a more effective relationship with the Equality and Human Rights Commission and others to support this work.

## **Goal: to reduce and eliminate the ethnicity pay gap between ethnic minority and white employees**

### **Actions**

- Contribute to the delivery of the National Milestone to eliminate the ethnicity pay gap by 2050. We will do this by facilitating cross-government and public sector engagement and scoping levers and interventions that will impact on pay gaps.
- Identify opportunities to reduce and eliminate the ethnicity pay gap across the five deep dive areas outlined within the economic mission.
- 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.

## **Designated lead and supporting delivery partners**

The Social Partnership and Fair Work portfolio has been working closely with:

- Welsh Government
- Social Partnership Council
- Workforce Partnership Council
- Workplace Rights and Responsibilities Forum
- Equality and Human Rights Commission
- Social partners, including employers, employer representative bodies, and trade unions

to review, shape, and refresh the ArWAP goals and actions.

The ArWAP subgroup has played a central role in coordinating and advancing these efforts.

To request the full technical chapter, email:  
[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Entrepreneurship

### Evidence: current and future plans

The Welsh Government's Business Wales programme has actively supported entrepreneurship by fostering the growth of micro businesses, SMEs, and Social Enterprises, with a focus on inclusivity and sustainability. Business Wales works closely with community partners such as EYST, Assadaqaat Community Finance (ACF), the Centre for African Entrepreneurship, the Welsh Bangladeshi Chamber of Commerce and Chinese in Wales Association (CIWA) to engage with diverse communities across Wales. Since the launch of the Anti-racist Wales Action Plan (ArWAP) in 2022, Business Wales has made strides in advancing the goal and actions within the Entrepreneurship chapter. The development of a **Business Wales Anti-racist Action Plan** and an anti-racist statement have helped to embed anti-racist principles within its services. These documents outline clear actions and commitments to ensure that all clients accessing Business Wales services are treated with fairness, free from prejudice, discrimination, and marginalisation.

### Achievements and future focus

To date, Business Wales has made commendable progress. Since 2016, of the 7,614 clients supported by Business Wales to start a business, 548 (7%) identify as Black, Asian and Minority Ethnic. Business Wales has assisted over 21,272 business owners in developing and growing their businesses, with 1,211 (6%) identifying as Black, Asian and Minority Ethnic; an increase of 1.6% from previous reports. The Participation Discretionary Fund has also been used 45

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times since October 2023 for translation services, enabling clients to access support in languages such as Arabic, Tamil, Ukrainian, and Sinhalese.

Business Wales have also taken steps to understand and address the needs of Gypsy, Roma, and Traveller people. For instance, from the period 1st June 2023 to 31st January 2024, Business Wales registered 0.2% of Gypsy, Roma and Traveller people onto the service, a figure consistent with the 2021 Census. However, recognising the need for further engagement, Business Wales plans to work more closely with these diverse communities to identify barriers and potentially deliver targeted outreach activities.

Looking forward to 2024 to 2026, the focus will remain on delivering and monitoring the Business Wales Action Plan. This will involve continuing efforts to create an anti-racist Business Wales service, increasing business start-ups and growth among ethnic minority people, and introducing an anti-racist e-learning module for both Business Wales staff and the wider business community. Recognising the importance of driving the principles of anti-racism in businesses and employers across Wales, the Welsh Government is also developing a BOSS anti-racist workshop, accessible through the Business Wales website. The e-learning modules will be available in autumn 2024, with effectiveness monitored through participation rates and pre- and post-training evaluations.

## **Closing summary**

The Business Wales programme has made progress in advancing its anti-racist agenda, aligning with the goal outlined in the Anti-racist Wales Action Plan (ArWAP). By actively engaging with community partners and enhancing data collection, Business Wales has not only increased support for Black, Asian and Minority Ethnic entrepreneurs but also ensured that its services are accessible and culturally appropriate. The introduction of translation services, coupled with a strong emphasis on monitoring and evaluation, reflects a commitment to continuous improvement and inclusivity.



Looking forward, the focus for 2024 to 2026 will be on the continued implementation and monitoring of the Business Wales Anti-Racist Action Plan. This includes the upcoming BOSS anti-racist E-Learning module. . The ultimate goal remains the creation of an equitable and just business environment that supports the growth and success of entrepreneurs from all backgrounds.

This portfolio has further committed to work with stakeholders to improve diversity within the leadership and workforce of Business Wales and enhance the analysis of intersectional data to inform outreach priorities.

## Goals and actions

The goal for the period 2024 to 2026 remains unchanged. There is a commitment however, to focus actions for this period on the delivery and monitoring of the Business Wales Action Plan to progress the anti-racist Business Wales service and an increase in business start-ups and growth amongst Black Asian Minority Ethnic people. Where actions have been amended, this is to enhance their delivery and measurability, allowing for easier monitoring of outcomes and progress.

**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**

### Actions

- Business Wales will continue to implement and monitor the Business Wales Anti-racist Action Plan.
- Ensure the anti-racist training for Business Wales staff is delivered.
- The Welsh Government will continue to monitor contractual requirements to secure anti-racist provision through Business Wales contracts.

## Designated lead and supporting delivery partners

The Entrepreneurship portfolio has been working closely with the Welsh Government and ArWAP subgroup to review, shape, and refresh the ArWAP actions.

The ArWAP subgroup has played a central role in coordinating and advancing these efforts.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Nation of sanctuary

### Evidence of current and future plans

The Welsh Government has a vision of Wales as a Nation of Sanctuary, which was initially set out in the [Nation of Sanctuary Plan published in 2019](#) and further built upon in the [Anti-racist Wales Action Plan published in June 2022](#). The Welsh Government also pledged to continue the Nation of Sanctuary work as part of the Global Compact on Refugees in December 2023. This refreshed chapter consolidates, and updates previous commitments made in the 2019 Plan, 2022 chapter, and commitments made elsewhere.

The actions in the Nation of Sanctuary plan align with the goals of the Well-being of Future Generations (Wales) Act 2015, particularly focusing on 'a more equal Wales', 'a Wales of cohesive communities', and 'a globally responsible Wales'. The plan emphasises working alongside and listening to those with lived experiences of inequality and disadvantage.

Four areas in Wales, Cardiff, Swansea, Newport, and Wrexham have supported asylum seekers and refugees for many years. However, all Welsh communities are now engaged in supporting sanctuary seekers. The Home Office now implements a 'Full Dispersal' asylum system, and the National Transfer Scheme requires all local authorities to ensure unaccompanied children are looked after. Ukrainians have arrived in all communities through the Homes for Ukraine and Ukraine Family schemes, following the pan-Wales resettlement of Afghans and Syrians in recent years.

Since the 2019 Nation of Sanctuary Plan was published, the UK Government has also commenced three Immigration Acts. These have added to the complexity of the immigration system and created new risks which need to be navigated to avoid and mitigate harmful outcomes and ineffective community cohesion and integration. The speed of change in new immigration schemes, legislation, and UK Government policy and processes in recent years has meant a new approach to the Nation of Sanctuary policy is required. It is not possible to anticipate the next set of changes and world events, so the revised approach puts Principles at its heart, rather than focusing too heavily on identified actions. These 10 principles are summarised below.

1. Integration from day one: providing integration support services and information as quickly as possible helps individuals orientate themselves to a new place and culture, preserving their skills and well-being.
2. A person-centred human rights approach, including children's rights: prioritise the needs and skills of sanctuary seekers over the barriers created by their immigration status, ensuring compliance with UK Government rules and respecting human rights.
3. Foster good relations and promote community cohesion: fostering good relations helps provide social connections between sanctuary seekers and host communities, promoting integration and reducing misinformation.
4. Prevent harmful outcomes: prevent harmful outcomes such as homelessness, poor health conditions, and exploitation by providing necessary information, advice, and accessible services.

5. Involve those directly affected: involve those directly affected by our plans at every stage of development to ensure we understand their needs and the impact of our proposals.
6. Collaborate as 'Team Wales': our 'Team Wales' concept reflects a whole-of-society approach, with solutions discussed and designed together to provide the most effective means of integration.
7. Integrated responses: the most efficient solution is to make existing services more inclusive of sanctuary seekers, rather than creating parallel services, while considering intersectional impacts.
8. Look for long-term solutions: plan for the long-term support needs of sanctuary seekers, recognising that effective integration takes several years.
9. Ensure equality of treatment and opportunities: ensure sanctuary seekers and other marginalised groups have equality of opportunity and eliminate inequalities arising from intersecting protected characteristics.
10. Take a proactive approach: proactively contribute to addressing the global refugee crisis and further the Well-being of Future Generations goal of a globally responsible Wales.

The full detail of the principles can be found in the technical chapter.

## **Achievements and future focus**

Since the Anti-Racist Wales Action Plan was published in 2022, the UK Government has created several new humanitarian protection migration routes and made significant changes to legislation and process. This has included three Ukraine visa schemes following the full-scale invasion of Ukraine, two Afghan resettlement schemes following the withdrawal of NATO forces and return of the Taliban, and the Hong Kong BNO visa route since the implementation of the National Security Law in Hong Kong. There has also been an increase in arrivals of asylum seekers on small boats, which the Welsh Government believes to be a consequence of withdrawal from the EU. This increase in asylum arrivals has driven the Full Dispersal asylum model and mandatory unaccompanied asylum-

seeking children National Transfer Scheme participation from all Welsh local authorities.

Data relating to the outcomes experienced by sanctuary seekers living in Wales can be very hard to gather due to the comparatively small proportion of sanctuary seekers accessing services, data security considerations, and the fear of persecution which many arrivals may have towards Welsh service providers because of experiences which displaced them. These challenges are exacerbated by the UK Government's lack of data sharing or publication of data at a Wales-level. Some data is published but not in relation to all schemes. This is a challenge that is being partially addressed through the implementation of the **Migrant Integration Framework for Wales** and ongoing discussions with the UK Government.

In 2024 to 2025, the Welsh Government will prioritise implementing the Programme for Government commitment to uphold the rights and best interests of unaccompanied children. They will also review the effectiveness of the Wales Sanctuary Service and consider a potential extension of the service for 2025 to 2027. The focus will be on preventing the most harmful impacts experienced by sanctuary seekers, such as homelessness, destitution, exploitation, unemployment, and mental ill-health. The Welsh Government will work to support those with No Recourse to Public Funds and assist sanctuary seekers at key transition points, such as upon arrival in Wales and at the point of exit from asylum accommodation.

## Closing summary

In conclusion, the Welsh Government is dedicated to supporting sanctuary seekers in Wales. They will review the effectiveness of the Wales Sanctuary Service and consider extending it from 2025 to 2027. Specific support will be developed for LGBTQ+ and disabled sanctuary seekers and interventions for women and children.

Efforts will be made to improve data collection and publication by collaborating with various data controllers. This includes developing reliable indicators to measure migrant integration and monitoring the number of individuals with No Recourse to Public Funds (NRPF) being supported due to care needs.

The Welsh Government will strengthen the complaints system for sanctuary seekers, providing effective advocacy support and encouraging public bodies to limit data sharing with the Home Office for immigration enforcement to build confidence in complaints processes.

Positive actions will also be taken to promote equality, foster good relations, and eliminate discrimination and hate, reinforcing the vision of Wales as a Nation of Sanctuary.

## Goals and actions

This refreshed chapter consolidates, and updates previous commitments made in the Nation of Sanctuary 2019 Plan, the 2022 ArWAP chapter, and commitments made elsewhere.

### **Goal: become a Nation of Sanctuary through the implementation of the Nation of Sanctuary vision**

#### **Actions**

- Ensure sanctuary seekers living in Wales can have equitable access to advice and advocacy services in every part of Wales through the procurement and management of the Wales Sanctuary Service.
- Implement our Migrant Integration Framework for Wales.
- Maintain ESOL Policy for Wales and support access to appropriate language

tuition, including access to consistent high-quality language proficiency assessments and appropriate language courses.

- Enable access and promote opportunities for sanctuary seekers to learn Cymraeg via National Centre for Learning Welsh projects.
- Ensure refugees are supported to avoid destitution and homelessness through continued funding for a 'Move On' accommodation project.
- Explore opportunities to identify clearer pathways to alternative accommodation.
- Provide guidance and training to Public Bodies and the Third Sector to ensure those with No Recourse to 'Public Funds' (NRPF) are able to access services to which they are entitled.
- Develop data collection and NRPF pathways with local government.
- Ensuring hosting capacity and innovative housing models are developed for those with No Recourse to Public Funds who are engaging with UK immigration processes.
- Develop a sponsor and host database to ensure sanctuary seekers can be hosted where needed.
- Develop a 'Health Assessment and Screening Pathway for Sanctuary Seekers' to ensure new arrivals are effectively screened, registered for healthcare and offered appropriate vaccinations.
- Ensure sustainability of Cardiff and Vale Health Inclusion Service and promote best practice for other Health Boards.
- Maintain a focus on the mental health of sanctuary seekers as part of Traumatic Stress Wales due to the trauma they are likely to have experienced.
- Ensure healthcare is accessible for those whose preferred language is not English or Welsh, in line with the All-Wales Standards for Accessible Communication and Information.
- Work with employers to improve the employment of sanctuary seekers with right to work.
- Encourage the role of the private sector in employment and integration, initially via the Wales Jobs Portal.

- Entrepreneurship support schemes (Business Wales) will be accessible to sanctuary seekers with right to work, including via translation services, workshops and one-to-one advice.
- Develop and maintain pathways for sanctuary seeker employment in critical sectors like health and social care.
- Ensure Health Education and Improvement Wales (HEIW) continues to support initiatives such as the Wales Asylum Seeking and Refugee Doctors (WARD) Group to utilise talents of sanctuary seekers present in Wales. Consider extension of this approach to other sectors and professions.
- Work with Talent Beyond Boundaries to support safe and legal humanitarian protection migration to support these sectors.
- Explore with the UK Government the prospect of reviewing the Civil Service Nationality Rules to improve eligibility for refugees to be considered for employment in the Civil Service, including Welsh Government.
- Promote Welsh Government as an employer, demonstrating fairness, openness and transparency to allow as many people as possible the chance to apply.
- Work with Higher Education Institutions to identify opportunities to increase the participation and retention of refugees and asylum seekers in Higher Education.
- Ensure Welsh Government services are meeting the intersectional needs of sanctuary seekers with additional protected characteristics. Advocate for improvements to UK Government processes where negative intersectional impacts are identified.
- All unaccompanied migrant children will be treated as any looked after child by Welsh local authorities. All looked after children have a statutory right to advocacy.
- Undertake work with advocacy providers and local authorities to ensure improved understanding of asylum seekers and asylum processes.
- Support Foster Wales to enhance the recruitment, training and support for foster carers who care for young people arriving, including under the National Transfer Scheme.



- Work with the Wales Council for Voluntary Action (WCVA), County Voluntary Councils and other partners to identify and promote opportunities for sanctuary seekers to access volunteering opportunities.
- Foster good relations between arrivals and host communities to build community cohesion.
- Continue to fund the Community Cohesion Programme until at least March 2026 and facilitate engagement between communities, as well as between arrivals and Police forces.
- Promote understanding of the Nation of Sanctuary vision.
- Involve sanctuary seekers as experts by experience at the heart of policy development and to improve the integration of new arrivals.
- Implement Welcome Connectivity project to enable access to the Welcome Ticket bus travel scheme and Databank internet scheme for asylum seekers with an active claim.
- Maintain and promote alignment between the Credit and Qualifications Framework for Wales, UK Qualifications Frameworks and the European Qualifications Framework to support sanctuary seekers to have their existing qualifications recognised.
- Increase uptake of Childcare Offer to enable qualifying sanctuary seekers to attend language tuition or enter employment.
- Improve access to the Financial Contingency Fund to ensure sanctuary seekers have access to additional funds to help remove financial barriers to studying in college.
- Work with Gender-Based Violence and sanctuary seeker support organisations to support access to dedicated GBV support services, including for people with No Recourse to Public Funds.
- Support the development and effective implementation of Safe and Legal resettlement schemes in Wales.  
Develop a handbook for responding to new schemes and establish criteria for future super sponsor opportunities, regardless of the national or ethnic origins of those needing sanctuary.
- Welsh Government scheme eligibility rules are updated promptly to ensure

equitable access to services for new arrivals.

- Welsh Government will work closely with Welsh local government, communities and other partners to increase the role which community sponsorship can play in supporting refugee resettlement.
- Welsh Government will continue to fund family reunion integration services in Wales until at least March 2025 and advocate for a broad definition of family to maximise opportunities for families to be reunited within UK Government immigration rules.
- Support victims of hate, including by funding the Wales Hate Support Centre. Raise awareness of hate crime amongst sanctuary seekers and promote increased reporting.
- Support sanctuary seekers to access information about financial resilience and poverty alleviation. Promote the Discretionary Assistance Fund exceptional claims process to people seeking sanctuary.
- Promote awareness and access to training in safeguarding risks, modern slavery and the potential exploitation of sanctuary seekers (including those with No Recourse to Public Funds), including unaccompanied children.
- Monitor the availability of immigration legal advice and advocate for the UK Government to ensure sufficient capacity. Provide limited legal advice capacity to prevent most harmful outcomes.
- Maintain the Sanctuary website as the primary source of up-to-date information about rights and services in Wales for sanctuary seekers. Ensure website continues to be accessible in many languages. Ensure information about key immigration status changes is communicated appropriately.

## Designated lead and supporting delivery partners

The Nation of Sanctuary portfolio have been working collaboratively with:

- Welsh Government Cohesive Communities Division
- Wales Sanctuary Service delivery partner(s)
- Tertiary Education Directorate

- REACH Partnership (led by Cardiff and Vale College)
- Medr: the Commission for Tertiary Education and Research
- Welsh Government Cymraeg 2050
- National Centre for Learning Welsh
- Housing Policy Division
- Welsh Refugee Council
- Social Services Safeguarding and Advocacy
- Welsh local authorities
- Welsh Refugee Coalition
- WLGA/WSMP
- Welsh Government
- Mental Health
- Health Protection and Primary Care
- Welsh Government HSS Equalities Team
- Welsh Government Employability and Skills
- Welsh Government NHS Workforce
- Welsh Government Social Care Workforce
- Welsh Government HR and Resourcing
- Welsh Government Learner Experience Division
- Welsh Higher Education Institutions
- UCAS
- Welsh Government Social Services Safeguarding and Advocacy
- Enabling People Division
- Good Things Foundation
- Transport for Wales
- Welsh Government Early Years
- Childcare and Families
- Welsh Government Learner Pathways
- Gender-based violence support organisations
- Welsh Government Tackling Poverty and Supporting Families
- Welsh Government Safeguarding and Advocacy and Modern Slavery and Workers' Rights branches and Immigration legal advice providers

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The above have been integral in the review, shaping, and refresh of these ArWAP goals and actions. The ArWAP subgroup has served as the platform for coordinating and advancing this work.

To request the full technical chapter, email:  
[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## **Crime and justice, including hate crime**

### **Crime and justice**

#### **Evidence: current and future plans**

Criminal Justice (prison, police, probation, courts and related areas) is not devolved in Wales; however, the Welsh Government is responsible for areas that can influence crime rates such as health, substance misuse, accommodation and education. What this means is that whilst we have responsibility for many factors that can affect crime, we do not alone have the levers to address the disproportionality throughout the criminal justice system. To achieve change we need to work with our partners to do all that we can to address the very real concerns of ethnic minority people.

While we acknowledge that we are one organisation amongst many with responsibilities in the justice space, we still have a responsibility to demonstrate leadership and representation. Our role includes collaborating with partners to ensure the availability of reliable data and to drive substantial changes that address the issues faced by ethnic minority people. That includes supporting the substantial activity being delivered by partners in this area, which sits alongside

and complements this action plan.

The **Criminal Justice Anti-Racism Action Plan for Wales** (CJARAP) launched in September 2022. It was developed jointly by Criminal Justice in Wales partners including Policing in Wales, HM Courts and tribunals Service, His Majesty's Prison and Probation Service in Wales and Welsh Government. It sets out 7 commitments to help realise an anti-racist justice system in Wales. The CJARAP complements the Anti-racist Wales Action Plan (ArWAP) and we have agreed an approach to ensure consistency between the two plans. Welsh Government also continues to push for the devolution of parts of the justice system to tackle racism more directly.

CJARAP is the key mechanism for driving change in the criminal justice space and we play an important support and scrutiny role in making this happen.

Policing in Wales have also developed their own anti-racism plan which brings together their key deliverables under both CJARAP for Wales and the Police Race Action Plan developed by the National Police Chiefs Council for England and Wales. We are liaising closely with policing partners to understand the progress they are making against their goals and to work together to realise an anti-racist approach to justice in practice.

## **Achievements and future focus**

Since the **ArWAP** publication, the Welsh Government has collaborated with various Criminal Justice partners, including Policing in Wales and the Ministry of Justice, to deliver on the shared goals outlined in the Crime and Justice chapter. Following guidance from the External Accountability Subgroup, the refreshed Crime and Justice chapter maintains its original priorities but aims to streamline actions and focus on leveraging Welsh Government's specific powers to embed anti-racism, ensuring maximum practical impact.

## Closing summary

While Criminal Justice is a complex and often challenging area, the Welsh Government's commitment to tackling racism remains steadfast. By working collaboratively with partners and pushing for devolution, we strive to address the systemic issues faced by ethnic minority people in Wales. As we continue to advance our goals in the justice space as a whole, the next section will delve into our detailed efforts to combat hate crime, showcasing initiatives designed to support affected individuals and communities.

Four out of the 5 goals in the Crime and Justice chapter of ArWAP have stayed the same. The specific action related to the devolution of justice has been removed, with a discussion on devolution now included in the introductory narrative of the technical document. The changes made to other actions aim to improve their effectiveness, impact, and measurability, facilitating better monitoring of results and progress.

The first version of the ArWAP **published** in 2022, referenced a report on the experiences of ethnic minority women in the Criminal Justice System. This report was based on an informal literature review commissioned under the Women's Justice Blueprint. However, the language in the original ArWAP might have suggested it was a more formal and conclusive report. This approach reflects that the evidence base in this area is still emerging. In this updated version of the Plan, we have removed the full reference to this work to focus more specifically on the actions led solely by the Welsh Government. We will continue to provide regular **updates against the Women's Justice Blueprint through our Implementation Plan**.

## Goals and actions

**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**

### Actions

- 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.

**Goal: to use the levers within the Welsh Government PCSO commitment to tackle discrimination and support an anti-racist approach.**

### Actions

- Explore broader positive action to recruit more ethnic minority personnel across the police forces in Wales and at all different levels.
- Use the grant administration process and Wales Police Community Support Officer Steering Group to monitor the ethnicity of PCSOs in Wales, providing constructive challenge when needed to understand why numbers do not reflect the population of each force area.

**Goal: to strengthen the evidence base to identify racial disparity in the justice system by providing advice and guidance to stakeholders, and by increasing confidence and trust of Minority Ethnic people in the use of their data**

#### **Actions**

- The Race Disparity Evidence Unit will continue to work with criminal justice partners to advise on how best to improve the evidence available on racial disparity within the justice system in Wales and support better policy decisions and monitoring.
- Identify the gaps in evidence in relation to all domains including criminal justice data collected and reported on ethnicity and race.
- 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.

**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.**

#### **Actions**

- Ensure development and training opportunities on anti-racism are in place for the Welsh Government's Crime and Justice team and other relevant officials, so they can fully embed this approach in their work.



## Designated lead and supporting delivery partners

The Crime and Justice portfolio has been collaborating closely with:

- Welsh Government Community Safety Division
- Criminal Justice Partners
- the Race Disparity Evidence Unit
- UK Government leads
- Welsh Government Justice Policy Division

The ArWAP Crime and Justice subgroup has been instrumental in coordinating and advancing the work on this refresh.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Hate Crime

### Evidence: current and future plans

According to the National Hate Crime Statistics for England and Wales 2022 to 2023, there were 6,041 recorded hate crimes across the four Welsh Police Force Areas, with 3,727 (62%) being race hate crimes. This represented a 4% decrease in recorded race hate crimes compared to 2021 to 2022, marking the first annual fall since comparable data collection began ten years ago (UK Government 2023).

However, this 4% decrease immediately raised concerns that due to various barriers, these crimes are going unreported. The Centre's Lived Experience Advocacy Forum (LEAF) conducted a study on barriers to reporting hate crime,

which identified several common issues which included:

- previous poor experience when reporting a hate crime
- lack of awareness about the support available to victims
- concerns about not being taken seriously
- mistrust in the criminal justice system

Whilst the non-devolved nature of justice in Wales makes addressing some of these barriers a challenge, collaboration with criminal justice partners via the Hate and Community Tensions Board Cymru is central to our approach.

In February 2023, the Welsh Government relaunched the Hate Hurts Wales campaign, with media activities throughout the year aiming to empower victims and witnesses to report hate crimes. Despite a decrease in the overall willingness to report hate crimes, the campaign saw a positive response from ethnic minority people, indicating that targeted communications can effectively raise awareness and encourage reporting.

The Wales Hate Support Centre continues to provide independent, high-quality support and advocacy for victims of race hate crime across Wales. The Centre is multilingual, available 24/7, and reaches socially and geographically excluded communities. It now delivers a national hate crime service for children and young people, including support for family members affected by race hate crimes.

“I felt so lost. But your support helped me to understand what should be happening, it helped me see a light in the darkness I was feeling. My family were at a loss. I can't thank you enough.” ”

(Wales Hate Support Centre service user).

## **Achievements and future focus**

The Welsh Government's work with criminal justice partners includes co-producing research on hate crime perpetrators and exploring restorative justice practices to understand effective techniques for behavioural change.

We are taking a holistic approach to tackling hate crime which includes preventative work, provision of support for victims, and awareness-raising activities, via the funding and delivery of a Wales Hate Support Centre, A Hate Hurts Wales campaign, and Welsh Government's Community Cohesion Programme.

As noted above, the Wales Hate Support Centre provides free, confidential, and multilingual support and advocacy to all victims of hate crime, 24 hours a day 7 days a week.

The Community Cohesion Programme will continue to be adaptable, ensuring it can support communities during times of increased tensions. We will place a particular emphasis on tackling Islamophobic and Antisemitic hate crimes, collaborating with the Holocaust Memorial Day Trust to commemorate important anniversaries and enhance data collection on religious hate crimes.

## **Closing summary**

The Hate Crime chapter highlights Welsh Government's commitment to tackling hate crime through collaboration, targeted support, and raising awareness. The Wales Hate Support Centre and initiatives like Hate Hurts Wales demonstrate significant steps in supporting victims and encouraging reporting. Our future focus includes addressing reporting barriers, enhancing support services, and prioritising intersectional and community-specific needs.

By integrating insights from the Lived Experience Advocacy Forum and strengthening ties with key partners, we aim to foster an inclusive and responsive environment for all victims of hate crime. As we continue to work with UK Government and criminal justice agencies, our collective efforts will drive meaningful change, ensuring that hate crime is effectively addressed and that all communities feel supported and protected.

## Goals and actions

All 4 of the hate crime goals in the Crime and Justice chapter of ArWAP remain unchanged. Where actions have been amended, this is to enhance their delivery, impact and measurability, allowing for easier monitoring of outcomes and progress.

**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**

### Actions

- Raise awareness of the impact of hate crime on victims from ethnic minority communities through our 'Hate Hurts Wales' campaign, encourage victims and bystanders to report hate crime and reinforce the message that victims of hate crime are protected by law in the UK.
- Enhance our support and advocacy for those who have experienced racist hate crime through the Wales Hate Support Centre. Support is 'co-reviewed' with people experiencing intersectional hate crime.
- We will work with partners to focus on developing ways of dissuading potential perpetrators before they commit hate offences and enter the justice system. Criminal justice policy is not devolved to Welsh Government.

- Work with Ofcom and tech companies to counter online racist hate crime.
- Telecommunications and online regulation is not devolved to Welsh Government. We can only seek to influence UK Government actions through partnership.
- Provide Third Sector based funding to build community cohesion and address community tensions.

### **Goal: to tackle anti-Semitic hate crime in all its forms**

#### **Actions**

- Tackle anti-Semitic hate crime through increased awareness initiatives and highlighting religious hate through Hate Hurts Wales.

### **Goal: to tackle Islamophobic hate crime in all its forms**

#### **Actions**

- Tackle Islamophobic hate crime through increased awareness initiatives and highlighting religious hate through Hate Hurts Wales.

### **Goal: to tackle racism through building cohesive and integrated communities**

#### **Actions**

- Community Cohesion Programme will deliver engagement and activities which foster good relations between groups through reducing segregation and increasing empathy and understanding. This engagement is tailored to each local area and will respond to existing or emerging community tensions

where necessary.

- Ensure Cohesion teams act as conduits between communities and public bodies to promote participation in policymaking and equality of opportunity for ethnic minority communities.

## **Supporting Gypsy, Roma, Traveller communities**

**Goal: to tackle racism through building cohesive and integrated communities**

### **Actions**

- Update the Managing Unauthorised Camping guidance, involving community members to reflect their needs.
- Work with police and community members to adopt unauthorised encampments protocol.

## **Designated lead and supporting delivery partners**

The Crime and Justice portfolio has been collaborating closely with:

- Welsh Government Cohesive Communities Division
- Equality and Human Rights Division
- Local Government Division
- Housing Division
- Crime and Justice Division
- Local authorities
- WLGA
- Gypsy, Roma and Traveller communities
- Victim Support

- Police colleagues and the Criminal Justice Board for Wales

The ArWAP Crime and Justice subgroup has been instrumental in coordinating and advancing the work on this ArWAP refresh.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Childcare and play

### Evidence: current and future plans

As indicated in the [ArWAP Childcare and Play Chapter](#) this refresh highlights the continued disparities in early years attainment data among ethnic minority groups in Wales, with Gypsy Roma and Traveller children having the lowest and Indian, Chinese, and Pakistani children the highest ([EHRC, 2023](#)). Data has also shown that Black and Black British children have lower attainment levels in the early years compared to their peers ([Stats Wales, 2017 to 19](#)). A 2021 study revealed that Black, Asian and Minority Ethnic parents navigate unique cultural and educational considerations in accessing childcare ([Welsh Government, 2021](#)). To address these issues, the Welsh Government and partners are working on projects like the International Public Policy Observatory (IPPO) and Community Mentors' lived experience research. Future plans include gathering detailed data on the ethnic diversity of the workforce and childcare users through optional questions in the Childcare Offer for Wales applications starting in 2024.

### Achievements and future focus

Since the first iteration of ArWAP, achievements include the launch of Wales' first Early Years anti-racist learning [resources](#) and the Creating an Anti-racist

Culture in Childcare Settings **Toolkit**. To complement this a **Tube Map** has also been developed which will support individuals at all levels to identify appropriate resources and training. **Diversity and Anti Racist Professional Learning (DARPL)**, **Childcare, Wales Learning and Working Mutually (CWLWM)** and Community Mentors' involvement have been pivotal in the progress made.

The Welsh Government and Care Inspectorate Wales (CIW) are collaborating to enhance racial literacy among inspectors. With support from DARPL, CIW leaders have formed an anti-racist champions group and are committed to ongoing professional development. Moving forward, the priorities over the next two years are not considerably different from those in the first iteration of the plan. The focus will be on promoting anti-racist leadership, enhancing data collection on protected characteristics, and supporting Gypsy, Roma, and Traveller communities' access to services. Efforts will continue to develop practical tools and resources, provide ongoing professional learning, and improve mechanisms for addressing racism in childcare settings.

## Closing summary

The Childcare and Play sector in Wales is making strides towards an inclusive and anti-racist environment, which will be backed by robust data and collaborative efforts. While acknowledging current disparities, the sector is committed to continuous improvement through targeted research, professional learning, and community engagement. With a clear focus on evidence-based practices and strong leadership, the sector aims to ensure that all children and families have equitable access to quality childcare and play services.

## Goals and actions

The 3 overarching goals in the Childcare and Play chapter of ArWAP remain unchanged. However, some actions have been adjusted to enhance their



delivery and measurability, allowing for easier monitoring of outcomes and progress.

## **Improving the experience within the workplace**

**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**

### **Actions**

- The Welsh Government will set up working groups meeting no less frequently than 6 monthly to work with sector representative bodies, sponsored bodies and individuals with lived experience. The groups will support the implementation of the Anti-racist Wales Action Plan in their work and report progress against objectives in relation to anti-racism as part of their organisations' work to meet the vision of an Anti-Racist Wales.
- The Welsh Government will work in collaboration with sector partners and Black, Asian and Minority Ethnic partners to promote and encourage the Childcare and Play workforce to undertake Anti- racism training. Take up rates will be monitored through existing reporting mechanisms. Annual review of progress.
- Bringing together original actions 1.3 and 1.4 (see technical document). The Welsh Government, in partnership with sector partners will develop (and keep under review) an Anti-racist best practice toolkit to be attached to the National Minimum Standards, this will include practical best practice advice for:
  - governance and leadership
  - setting floor / environment
  - parents, carers and community partnerships

- professional learning
- practice, play and curriculum
- dealing with racist incidents/bullying
- Supporting Workforce change, the Welsh Government and CWLWM partners will promote the use of the best practice tool kit and review it within one year of launch. CWLWM partners will support settings to use the toolkit embedding an anti-racist approach in setting policies and practices.
- To support the development of anti-racist practice within settings, CIW will develop and implement a programme of professional learning for inspectors.
- The Welsh Government and CIW will annually review and update the inspection framework through an anti-racist lens.
- The Welsh Government, working with sector partners will build on existing research with those from Black, Asian and Minority Ethnic backgrounds to understand their experiences of working in the sector and co-produce proposals to support greater racial diversity in the sector.

## **Offering more culturally appropriate provision**

**Goal: the Welsh Government will work with parents and carers from Black, Asian and Minority Ethnic Communities, to improve access to childcare and play settings as well as access to play opportunities**

### **Actions**

- The Welsh Government will continue to work with the Sub-Groups including Community Mentors to work alongside people from Black, Asian and Minority Ethnic 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.
- Local authority partners will engage with Black, Asian and Minority Ethnic

communities to identify how the voice and lived experiences of people in these communities can be better captured as part of the Childcare Sufficiency Assessment and Play Sufficiency Assessments that local authorities are required to undertake.

## **Improving the experience of children**

**Goal: all children will have the opportunity to explore and celebrate racial diversity in a positive and supportive way**

### **Actions**

- The Welsh Government and sector partners will work to improve practitioner awareness of anti-racism within the Curriculum for Wales.
- Focused on lived experience, anti-racism, allyship, advocacy and cultural competence, the Welsh Government will work with sector partners, in collaboration with Black, Asian and Minority Ethnic partners and people with lived experiences, to review and design resources to support settings to be culturally sensitive and offer diverse provision within childcare and play settings and to ensure practitioners are supported to do so.

## **Designated lead and supporting delivery partners**

The Childcare and Play portfolio have been working collaboratively with sector representative bodies, sponsored bodies, local authorities, individuals with lived experiences, and key internal partners to review, shape, and refresh the ArWAP goals and actions. The ArWAP subgroup has served as the platform for coordinating and advancing this work.

These bodies and key partners include but are not limited to:

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- CWLWM: a consortium of 5 Childcare and Play partners, whose focus is to provide a bilingual integrated service that will ensure the best possible outcome for children and families across Wales.
- Play Wales: the National charity for children's play in Wales, whose campaign is to create play-friendly Wales by leading with intention, collaborating with inclusivity, educating with enthusiasm, and supporting with sensitivity.
- Care inspectorate Wales (CIW): who register, inspect and take action to improve the quality and safety of services for the well-being of the people of Wales.
- Diversity and anti-racist Professional Learning (DARPL): DARPL brings together a diverse team and a dynamic community of practice comprised of those with lived and professional experience. DARPL provides anti-racist professional learning for education and childcare sectors.
- Community Mentors: are individuals working with Welsh Government and are from Black, Asian and Minority Ethnic communities with knowledge or experience of the impact of racism within childcare, playwork and early years.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Conclusion

The Anti-racist Wales Action Plan outlines an ambitious vision for the future of Wales, where all citizens benefit from a fairer, more equal, cohesive and inclusive society, and a Wales that is globally responsible. This shared vision reflects a positive and proactive approach to driving change.

The Plan has laid a strong foundation for systemic change, with good progress already made. However, despite much progress, racial inequalities still persist in

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our society. It is clear that more must be done and at a faster pace. The Welsh Government remains committed to making further progress.

Since the publication of the [Anti-racist Wales Action Plan](#) in June 2022, there has been a strong focus on improving data collection and developing the tools and the governance infrastructure for monitoring and evaluating progress. Increased efforts have been made to understand and analyse the experiences of Black, Asian and Minority Ethnic people across the range of policy areas. Continual monitoring and evaluation, shaped by co-production, will ensure that the Plan remains under regular review and is adaptable to new insights.

Each chapter in this Plan sets out clear and measurable actions specific to a policy area. A number of common themes emerge across the chapters, highlighting priority areas that require focussed and sustained attention. These core themes are key points of intervention and are critical to achieving the overall goal of an anti-racist Wales by 2030. Below, we outline these cross-cutting themes and discuss their broader implications for the plan as a whole.

Policy areas are interconnected, and identifying synergies across different fields opens up opportunities for collaboration and co-ordination. Achieving tangible impacts may depend on these synergies, as coordinated actions across discrete policy areas may be necessary to achieve specific impacts. It is important to view the plan as an integrated whole.

The opportunities presented by Cymraeg 2050 form an important intersection with the ambitions of this plan. Public services today have the potential to deliver a more inclusive vision of bilingual Wales, broaden involvement, representation, and participation in all aspects of Welsh society.

The Welsh Government cannot deliver the Anti-racist Wales Action Plan alone. The success of the plan relies on key partner organisations and each chapter clearly identifies the key designated lead and collaborating partners, outlining their respective responsibilities. Successful implementation of the plan depends

on action taken across the public, private and third sectors, and specifically by the lead stakeholder partners identified in each of the chapters.

Identifying these common themes has the potential to signal collective approaches for change and highlight the types of synergies needed to sustain action in times of reduced funding and scarce resources.

## **Core cross cutting themes**

### **Leadership responsibility and representation**

The Welsh Government has committed to being a beacon nation in addressing racial inequality. In Chapter One we review the responsibilities of leadership and outline how we aim to steer a sizable shift in culture towards anti-racism within the Welsh Government Civil Service and set out the expectations of the wider public sector in Wales. Each chapter of the plan has identified the critical role of senior leaders in crafting interventions to effect sustainable change; change that is meaningful, relevant, and clear and that is based on strong evidence. Leaders are encouraged to set out priorities for action that are proactive rather than reactive and that set out clear lines of accountability and reflect their statutory duties to promote equality. Objectives include crafting a culture within their respective organisations that is conducive to dialogue and challenge for change, setting expectations that address behaviours and that ensure the wellbeing and safety of all members of the workforce. Approaches to enhance a more representative workforce, executive and non-executive leadership are consistently flagged as central to the implementation of the plan. It is recognised that ArWAP goals can only be achieved with commitment from leaders and managers to do things differently. This is why we believe that, like other important organisational initiatives, these goals should be included in the key performance and reward indicators of leaders to facilitate change.

## Data

The ArWAP is grounded in evidenced-based policy making. Each chapter provides a body of evidence to support the proposed actions and outlines the type of data needed to assess outcomes and impacts. The Welsh government has established the Race Disparity Evidence Unit to gather and monitor the necessary evidence for the Plan and to commission relevant research. It is recognised, however, that ethnic minority people are not homogenous, and the diversity within Black, Asian and Minority Ethnic communities require fine-tuned, disaggregated data to track progress against agreed goals. Each policy chapter acknowledges the challenges related to data requirements, gaps and the difficulty of extrapolating evidence from small data sets, highlighting the crucial role of detailed data in realising the ArWAP's aspirations. Two key points are emphasised: first, the need to improve the quality and availability of data; and second the importance of a wide range of public bodies prioritising and delivering on data requirements.

## Gypsy Roma, Traveller voice and representation

Concern is expressed across a number of the chapters about the lack of representation of Gypsy, Roma and Traveller people. This includes their under-representation on decision making bodies and the absence of detailed quantitative and qualitative data on the key issues affecting these groups. Several policy areas have committed to more in-depth consultation and focussed efforts to harness greater representation of the voices of Gypsy, Roma, and Traveller people as well as to clearly define and prioritise necessary actions and goals. Achieving this will require carefully supported capacity building and co-production.

## Intersectionality

A key theme throughout this Plan is the importance of considering intersections with race, including other protected characteristics and socio-economic factors. Gender, age and disability are highlighted in the evidence as having critical intersections with race that either hinder or enhance access to services. There is an acknowledged need for a better understanding of these intersectional factors and the Race Disparity Evidence Unit has commissioned a number of research to explore them further. Each chapter addresses how it approaches these intersections.

Equity in access to services is a key concern in addressing inequalities. It is evident that racial inequalities intersect significantly with socio-economic circumstances as noted in Prof. Ogbonna's report: [COVID-19 Black, Asian and Minority Ethnic Socio-economic Sub Group Report: Welsh Government response](#). Broader Welsh Government initiatives aimed at tackling poverty, disadvantage, and promoting wellbeing are noted as critical to achieving the Plan's goals. The Well-being of Future Generations Act 2015 also sets out clear responsibilities for creating a more equal Wales.

## Complaints

The ability of students, pupils, patients, members of the public, service users and the workforce to safely make complaints, report racist incidents and have them followed up and properly addressed is an ongoing concern across all policy areas. Whilst processes exist, they clearly have not been robust enough to ensure appropriate responses or to effectively reduce/eliminate racism in public services.

Workforce concerns, particularly the risks, safety, and wellbeing of ethnic minority employees, are highlighted throughout the chapters. All chapters



emphasise the need to strengthen complaints processes, including the reporting and recording of complaints, and to strengthen opportunities for staff to provide feedback on their workplace experiences. Monitoring incidents and collecting data on staff retention are part of this process. In some cases, it may be necessary to consider independent adjudication of complaints to ensure fairness and accountability.

## **Positive action**

The proactive nature of anti-racism as opposed to non-racism, requires leveraging positive action strategies. Across all policy areas, positive action initiatives are detailed in areas such as recruitment and retention, staff progression, and targeted outreach and engagement activities. In addition, there are actions aimed at prompting the broader institutional context of government and key stakeholder partners to look to collective strategies of positive action that will create impact for Black, Asian and Minority Ethnic people. Positive action is seen as a key lever for achieving the ambitions of the ArWAP. It is important that executives and managers understand the distinction between positive action and positive discrimination and feel confident in applying positive action. Re-thinking approaches and designing relevant, achievable positive actions are critical for promoting equality, fostering good relations, and eliminating discrimination and hate, thereby supporting Wales's vision for a more inclusive and anti-racist society.

## **Training**

The need for awareness training and upskilling in respect of anti-racism in public service delivery is a shared priority across the policy fields. Each chapter focuses on this as a critical requirement for public services institutions. A key concern has been the development of mechanisms to monitor the quality of training and the tools to evaluate and measure the outcomes. Anti-racism

training is essential at all hierarchical levels, particularly at senior levels where decisions disproportionately impacting ethnic minority people are made. Effective training at these levels should help decision-makers understand the differences between racism, non-racism and anti-racism. The chapters emphasise the importance of training across public service institutions, supported by mechanisms to monitor its impact. Upskilling Human Resource personnel in public services to institute, lead, implement, and monitor the impacts of training will be critical if the accountability structures are to be developed robustly.

## **Regional variation across Wales and the role of local government**

The importance of localism in equity of access to front line services and local drivers as the conduit of the ArWAP's implementation is recognised as a cross-cutting theme. The important role of local government as a partner, provider of services and an employer is signalled as critical as much of the delivery of the plan rests with councils themselves and their commitment is therefore vital. They represent and convey regional variation across Wales which forms an important intersection with anti-racist strategy. Local councils' statutory responsibilities under the Equality Act 2010 remain an important lever for change. The importance of maintaining a mutually supportive dialogue and co-produced strategies of action between Welsh government and local government partners is underscored and referenced across the plan.

## **Towards an anti-racist Wales**

The recurrence of the above themes across each of the chapters highlights their significance in advancing the Plan's ambition towards an anti-racist Wales by 2030. Many of these concerns were also highlighted in **Action not Words**, the report by the Equality and Justice Committee, which reviewed the progress of the ArWAP two years on from implementation.

Irrespective of policy area, these drivers are pertinent to progress, relying not solely on the Welsh Government's actions but also on the cooperation and collaboration of a range of key partners. Partner organisations across public, private and third sector are fundamental to the Plan's success. It should be reiterated that public bodies have statutory responsibilities, including the Equality Act 2010 including the Public Sector Equality Duty and the Well-being of Future Generations (Wales) Act 2015, all of which provide the mandate to address several of the key concerns listed above.

Alignment with other duties and plans will increase in significance in these financially straitened times. Utilising these existing tools and their associated initiatives and integration of the ArWAP with Statutory Equality Plans alongside other tailored actions will aid implementation.

Collaboration and co-production in regions facing similar challenges will also aid efficiency in delivering the Plan. The Welsh Government's Regional Convenors will play a key role in ensuring local responsiveness. Sharing good practices, resources and effort along with co-developing monitoring tools, will be critical to responding to specific needs such as those of Gypsy, Roma and Traveller people, and ensuring accurate and fine-tuned data mapping to support policy.

A clear message of the Plan is that the Welsh Government cannot implement a plan of this magnitude alone. Success will only be possible if government, key stakeholders, and the people of Wales collectively engage with change.

The ArWAP will not be another race equality plan with good intentions that fails to deliver. Cross party Ministerial commitment to the Plan remains strong. The overall impact will be the legacy of the Plan as we see shifts in knowledge, beliefs, experiences, and behaviour as well systemic and cultural changes and hear the voices of Black, Asian and Minority Ethnic people confirming tangible changes to their lived experiences. This will mean we have achieved the vision of an anti-racist Wales.

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