



Llywodraeth Cymru
Welsh Government

4 November 2019

Dear,

ATISN 13469 Antisemitism Freedom of Information Request

Thank you for your request which I received on 7 October. You asked for specific information relating to the definition of antisemitism, Code of Conduct, handling of complaints equality and diversity training and the Prevent co-ordinator.

A copy of the information you have requested is below.

Q1. Definition of antisemitism

Q1a. Has the International Holocaust Remembrance Alliance Definition of Antisemitism ('IHRA Definition') been adopted by the Welsh Government?

Q1b. If it has been adopted, please provide the date that the motion to do so was approved.

Q1c. Was the IHRA Definition adopted in its entirety including all of the examples?

Q1d. If all of the examples were not adopted, which ones were omitted?

The Welsh Government fully adopted the International Holocaust Remembrance Alliance Definition of Antisemitism ('IHRA Definition') on 16 May 2017. The following written statements, by the former First Minister, fully outline the adoption of the entire IHRA Definition:

<https://gov.wales/written-statement-welsh-government-has-adopted-international-holocaust-remembrance-alliances>

<https://gov.wales/written-statement-welsh-government-confirms-it-has-adopted-international-holocaust-remembrance>

Q2. Codes of Conduct

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Cathays Park, Cardiff, Cardiff, Wales, CF10 3NQ

Q2a. Has the IHRA Definition been incorporated into the employees' code of conduct and conditions of employment?

Q2b. Who is responsible for investigating or monitoring alleged breaches of the employees' codes of conduct? Please provide their name, job title, e-mail address and direct telephone number.

Civil Servants are subject to the Civil Service Code set for the Civil Service by the UK Government Cabinet Office. Although separate Codes exist for the UK Government, Scottish Government and Welsh Government, the separate administrations are not able to vary the terms, rather the Codes differ only in terms of reference to the Ministers to whom officials of the different administrations are responsible.

Peter Kennedy, Human Resources Director is responsible for investigating and monitoring all cases of alleged staff misconduct, of whatever nature. On a day-to-day basis the lead is the HR Case Advisory Team which can be contacted at HRCaseAdviserTeam@gov.wales and 03000 255454. Trained investigating officers, who are independent of our Human Resources Department, investigate any cases of alleged misconduct.

Q3. Complaints

Q3a. How many formal complaints of antisemitic conduct have the Welsh Government considered between 1st January 2017 and 31st December 2018 against employees?

Q3b. How many complaints resulted in disciplinary action?

Q3c. How many complaints resulted in no disciplinary action?

There have been no complaints of antisemitic conduct within the Welsh Government between 1st January 2017 and 31st December 2018 against employees.

Q4. Equality, diversity & training

Q4a. Who is responsible for complying with the Welsh Government's legal obligations in relation to equality and diversity? Please provide their name, job title, e-mail address and direct telephone number.

Q4b. What training does the Welsh Government provide to its employees specifically on antisemitism as opposed to generally against all forms of discrimination prohibited under the Equality Act 2010?

Q4c. If such specific training on antisemitism is provided, is it conducted by the Welsh Government in-house or is it outsourced to a training provider?

Q4d. If such specific training on antisemitism is outsourced, which organisation(s) provide the training?

Shan Morgan, the Permanent Secretary is ultimately accountable for staffing matters, including the legal obligations in relation to equality and diversity. The Permanent Secretary takes a particular interest in our approach to Diversity & Inclusion. However, policy and activity to ensure our culture is inclusive across all areas is delegated to the HR Director, Peter Kennedy. This work is led by the Equality in the Workplace Team. The Equality in the Workplace Team, leads on equality issues for Welsh Government staff. We also have a Board Equality Champion who represents the interests of diverse staff at meetings of the Welsh Government Board.

The Equality in the Workplace Team can be contacted by using the equalityintheworkplaceteam@gov.wales mailbox, which is monitored daily or by calling 03000 255454.

The Welsh Government expects its employees to have the opportunity to flourish and reach their potential - regardless of gender, disability, ethnicity, religion or sexual orientation. It wants to encourage a rich and diverse workplace, where everyone feels able to be themselves, and no one feels discriminated against. The Welsh Government has set out actions to support this ambition in its Diversity & Inclusion Action Plan. The Diversity and Inclusion Action Plan is overseen by the Diversity and Inclusion Steering Group, which is chaired by the Board Equality Champion. Steering Group members include diversity champions, staff network chairs, Trade Union Side and Human Resources. Secretariat is provided by the Equality in the Workplace Team.

The Equalities team in the Welsh Government, has run two antisemitism training courses for Welsh Government officials and local authority Regional Community Cohesion Coordinators. The courses were run by a reformed synagogue in Cardiff and are available on request should any further training be required.

The Welsh Government also provides funding to the Holocaust Educational Trust to run their 'Lessons from Auschwitz' Programme, which includes meeting survivors and taking Welsh school students in Year 12 and 13 to Auschwitz. Every year Welsh Government officials are offered a place on this Programme.

Q5. Prevent coordinator

Q5a. Who is the Welsh Government's Prevent Coordinator? Please provide their name, job title, e-mail address and direct telephone number.

There is no Prevent Co-ordinator at Welsh Government as all cases of all cases of alleged staff misconduct are dealt with via Human Resources. Prevent work across Wales forms part of the work of the Welsh Government Civil Contingencies Team, Emergencies.Security@gov.wales.

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

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

or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,

Cheshire,
SK9 5AF.

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

Yours sincerely