

Wales Race Forum Meeting

10th September 2020

11.00am – 12.30pm

Microsoft Teams Meeting

Meeting Note:

Jane Hutt MS (Chair)

Deputy Minister & Chief Whip (DMCW)

Race Forum Members

Maria Mesa

Riaz Hassan

Kay Denyer

Aled Edwards

Holly Taylor

Sunil Patel

Rocio Cifuentes

Mutale Merill

Prof Robert Moore

Iolanda Viegas

Laura O’Keeffe

Isaac Blake

Daniel Hurford

Shavanah Taj

Women Connect First

Community Cohesion Co-ordinator, Swansea

Race Council Cymru

Cytun

Welsh Refugee Council

Show Racism the Red Card

EYST

BAWSO

NWREN

Black History Wales

Race Equality First

RCAC

WLGA

Wales TUC

Welsh Government Officials:

Alyson Francis

Emma Bennett

Hannah Fisher

Rae Cornish

Bal Gill (Note Taker)

Uzo Iwobi

Steven Macey

Sue Leake

Tom Taylor

Judith Alfrey

Sarah Hough

Communities Division

Equality Branch

Equality Branch

Equality Branch

Equality Branch

Specialist Policy Advisor, Equalities

Knowledge and Analytical Services

Knowledge and Analytical Services

Brexit Financing & Future of RDP

Head of Regeneration & Conservation

Curriculum Coordination Manager – Humanities

External Speakers:

Professor Emmanuel Ogbonna

Peter Wakelin

Charlotte Williams OBE

Chair: Socio Economic Subgroup

Member of the CADW Board

Chair: Communities, Contributions and Cynefin: BAME experiences and the new curriculum Working Group.

Patience Bentu

Race Council Cymru

Apologies:

Heather Payne

Welsh Government

Usha Ladwa-Thomas

Welsh Government

Welcome by Deputy Minister & Chief Whip

1. The DMCW thanked Forum members for attending the fourth virtual Wales Race Forum meeting, and conveyed her thanks to members for their advice and guidance in relation to the challenges affecting people in BAME communities.

Actions and Update

2. The DMCW provided the following update in relation to the actions from the Wales Race Forum meeting on 30 June 2020.

ACTION	UPDATE
1. Professor Chris Jones and Heather Payne to consider how the Risk Assessment Tool can be delivered beyond the Health and Social Care sectors with a cross government approach.	COMPLETED
2. Forum members to contact the TTP team if they would like to have a follow up conversation.	COMPLETED
3. Usha Ladwa Thomas to follow up Gypsy Roma Traveller engagement with Isaac Blake.	IN PROGRESS
4. Officials to raise the concerns shared by Women Connect First with Education officials.	COMPLETED
5. Dr. Jones and Usha to think about how they could meet with the parents via Women Connect First, to provide reassurance	COMPLETED

6. Heather Payne to contact Maria Mesa to discuss the concerns raised by parents	IN PROGRESS
7. Officials to liaise with KAS colleagues to arrange a session for Forum members, and a wider audience, in relation to the strengthening and advancing equality and human rights in Wales research	COMPLETED

3. The DMCW reflected on the work that was undertaken by Shavanah Taj & Aled Edwards (Pre Covid-19) with Forum members, which focussed on the membership and role of the Forum.
4. The DMCW thanked Shavanah and Aled for the work delivered, which reflected on the current challenges ahead, and identifying the gaps in membership of the Forum.
5. The DMCW shared that this work identified policy areas where there were gaps and said that she would like to bring new members to the Forum in relation to: housing, young people, mental health and grass roots activism.
6. The DMCW shared that the COVID-19 Workforce Risk Assessment tool guidance was updated on 14th August and now takes account of the pause in 'shielding' advice. The guidance can be accessed via: <https://gov.wales/covid-19-workforce-risk-assessment-tool-guidance.gov.wales/checkyourrisk>
7. The Risk Assessment Tool has been adopted in Health and Social Care settings and was utilised across Wales to support the return of pupils to schools in June. In addition, the Tool has now been adapted for use in Education, Childcare, Play work, Youth Work, and Further Education settings. Police forces in Wales have confirmed that they are using the Tool, and Welsh Government have adapted and rolled out the Tool within the organisation for staff.
8. The DMCW reiterated that the Socio-economic Sub Group Report was published on the 22nd June, and that Ministers and their officials have been considering the report recommendations and a formal response will issue later in September 2020.
9. The DMCW welcomed the Subgroup chair, Professor Emmanuel Ogbonna to the meeting.
10. The DMCW shared that The Test, Trace and Protect campaign has now entered its second phase, involving the development and launch of an England and Wales app,

covering testing and contact tracing. The supporting assets will be available in 11 languages, and will be shared with Forum members as soon as they are ready.

11. The DMCW also shared that the second debate on Tackling Racism and Race Inequality in Wales will be taking place on Tuesday 6th October 2020. This is an important governmental debate and the DMCW expressed a wish that members of the Forum are able to engage.
12. The DMCW shared that on 6th July the First Minister issued a written statement in relation to an audit of public monuments, street and building names associated with the history of Black communities in Wales.
13. Gaynor Legall has accepted the First Minister's invitation to lead the Task and Finish group which will support this audit. The written statement can be viewed via: <https://gov.wales/written-statement-audit-public-monuments-street-and-building-names-associated-history-black>
14. In addition, the DMCW shared that the Minister for Education has announced the appointment of Professor Charlotte Williams OBE to chair the 'Communities, contributions and cynefin: BAME experiences and the new curriculum' working group. The DMCW welcomed Charlotte Williams to the meeting.

Agenda Item 3 - Update from the Monuments Task & Finish Group

15. The DMCW shared that Gaynor Legall was unable to join the meeting, however, Professor Robert Moore, (a Task & Finish group member), was in the meeting, and that Judith Alfrey (Welsh Government official), and Peter Wakelin (member of the Cadw Board), were in attendance to provide an update.
16. Judith provided an update in relation to the background and the scope of the Task & Finish Group. The initial purpose of the group is to collect and review evidence. This evidence will be used to identify issues to be considered in the second stage of the work.
17. Peter Wakelin shared that 200 persons of interest has been listed and placed into 3 categories:
 - a. Slave Traders
 - b. Those benefitting from plantations
 - c. Those who opposed the abolition of the slave trade
18. An additional exercise has involved putting together a list of 40 people of black heritage who had connections with Wales, and looking for related commemorations – very few were discovered in Wales, for example, Nelson Mandela Avenue in Bridgend and 3 plaques to Paul Robeson.

19. The DMCW responded that a lot of work has taken place in a short period of time. She added that she was happy that Professor Moore and Uzo Iwobi were on the group (UI in an advisory capacity) and invited Professor Moore to contribute.
20. Professor Moore shared that this was a fascinating exercise to be part of and that there are clearly ambiguities in the biographies of some people, e.g. HM Stanley. He also suggested that there are a number of cases where he would want to put explanatory plaques up rather than pull down a statute, in order to explain these ambiguities
21. Aled thanked colleagues for their update and provided background information in relation to churches, and the extent to which many churches have been enabled by slave owners and the slave trade. He remarked that churches will want to revisit how they handle that legacy. Now is the time for churches to think through how that legacy matters to us and how to relate it to the Black Lives Matters movement. Aled shared that Cytun will be investing next year to look at stories and to consider this point further.

Agenda Item 4 - Update from the Communities, Contributions and Cynefin: BAME experiences and the new curriculum Working Group.

22. Professor Charlotte Williams provided an overview of the working group.
23. The working group is in its initial stages; two meetings having taken place. The work of the group follows the spirit of the Curriculum; that of supporting ethically informed citizens of the world. Ultimately the group wants to support teachers and schools to support learners and to think about what is taught and how young people learn.
24. CW was clear that the work was not about multiculturalising the curriculum – for example, the 1970's saw the 'Sari's, Samosa's and Steel Band' approach – which didn't produce change. The Black Lives Matter movement is asking for racial and social injustice to be addressed. Therefore, it is not about building content but about the process of enabling access to content by providing support through exemplars and making the approach sustainable.
25. Charlotte provided the following update:
- The broad terms of reference go beyond black history i.e. themes and events - and onto to how all areas of learning and experiences can be informed, including Science and Technology.
 - Phase 1 has involved looking at current resources, that is, what is out there and what the group need to think about, in relation to commissioning new resources.
 - The Terms of reference have been tweaked to outline BAME '**IN**' the Curriculum rather than '**AND**'.

- In addition, Hwb materials have also been considered in relation to content and accessibility to teachers, as well as interviews with key stakeholders.
- The materials on Hwb were felt to be disappointing, with the resource being difficult to navigate.
- Bilingual materials were also sparse and not necessarily accurate.
- The group is currently considering the wealth of resources made available by stakeholders and looking at the quality, as well as the nature of the materials.
- A call for exemplar materials has also been put out as a means of sharing expertise.
- 2 focus groups are to be conducted with BAME teachers and pupils.
- A prompt sheet for teachers is to be produced for Black History Month consisting of vision statements
- From initial analysis it is evident that there are major gaps in resources to support learning and experience, for example, in Science & Technology as well as Wellbeing.
- Looking at current materials the group is mindful that the focus is on Black History, Slavery and the Empire and feels that the narrative needs to change, to gain a balance so that young BAME pupils do not only hear about oppression.
- Observers from Estyn are also on the group as there is a need to ensure that the short, medium and long term recommendations are integrated into Estyn's review which is due to report in October 2021
- Next steps will focus on professional development and what teachers are going to need in relation to materials. Also, the group will be building networks across the regions which will help to draw up recommendations in relation to the gaps identified.

26. The DMCW thanked Charlotte for her update and stated it was evident that there was a great deal of work delivered very quickly.

27. The following points were made by Forum Members:

- Diversification of the workforce is something that needs addressing.
- The working group Terms of Reference should be shared with the Race Forum.
- All 57 Strategic Equality Plans for secondary schools in North Wales have been assessed and it was evident that they do not meet their statutory requirements. That is, they haven't been updated and there are no action plans, also a lot of the schools do not publish their plans. However, all schools have passed Estyn inspections. This issue runs alongside considerations of the content of the Curriculum, that is, new policies are developed without previous ones being implemented.
- The DMCW stated that this was important evidence for Welsh Government.
- Reassurance was also sought that the Gypsy Roma Traveller community were not overlooked in this work

- Charlotte responded that all of the points raised by members, and in the side chat, have been noted and will be taken forward by the group.

Action

1. Forum Members to forward any examples of materials onto Professor Charlotte Williams.
2. Officials to share the Terms of Reference for the Group with Forum Members

Agenda Item 5 - Update on work to develop a Race Equality Action Plan

28. The DMCW shared that the Forum has been calling for a Wales Race Equality Plan for some time and that the work to develop this is moving at pace.
29. The DMCW provided an update in relation to the preparatory work underway and shared that the plan must be progressed quickly but without compromising on the key principles previously outlined for its development.
30. The DMCW thanked Professor Ogbonna and members of the Wales Race Forum, that were part of the Socio Economic Subgroup, for their work in the production of the Socio Economic Report.
31. The DMCW shared that Welsh Government's formal response to the recommendations in the Socio Economic report will be published very soon. These will set out immediate actions, as well responding to the medium and long term recommendations.
32. The DMCW highlighted that bringing forward a Race Equality Action Plan for Wales was a key recommendation from the Socio-Economic Sub-group's report. Also that the plan will be developed before the end of this Assembly term and will be achieved through extensive engagement and co-constructed with Black, Asian and Minority Ethnic communities and organisations that represent them.
33. The DMCW shared that she was pleased that the Socio Economic Subgroup, as well as the BAME Covid 19 Health Advisory Group and the BAME Risk Assessment Subgroup have agreed to continue to advise and inform Welsh Government policy and decision making.

34. Professor Ogbonna told Forum members that the Sub Group will be meeting for the first time next week. Professor Ogbonna has met with the DMCW and members of the Equality Team who have shared the work underway in building momentum to develop the Race Equality Action Plan.
35. Professor Ogbonna also shared that he is looking forward to receiving Welsh Government's response to the Socio Economic Report.
36. One of the areas that the subgroup is focussing on is the possible resurgence of Covid. It is evident it hasn't gone away and hopefully it can be contained, however, there is also concern in relation to potential impact if the spread cannot be controlled. One of the key questions to look at now is what are we collectively able to do now that we know about the impact on BAME communities?
37. The DMCW said that she was glad that Professor Ogbonna had raised these points, the outbreaks reported in Caerphilly and Valleys communities show that the numbers are rising. Collectively we need to be mindful of the role of key groups such as the BAME Advisory Group and the Risk Assessment Tool – both have a crucial role to play.
38. The DMCW emphasised the role of intervention and prevention and the work undertaken via the Test, Trace and Protect Scheme – both the First Minister and Health Minister support this approach.
39. The DMCW felt that it was vital that the Race Equality Action Plan was developed in partnership with organisations. Together there is a need to make sure that the message is about fundamental change.
40. The DMCW outlined the 3 work streams involved in the early development of the Race Equality Action Plan:
- i) **Establish the governance arrangements for the plan** - the Race Equality Action Plan for Wales will be developed with a steering group made up of representatives from key policy areas and from key groups, including the Wales Race Forum. The purpose of the new steering group will be to steer the direction of the final Race Equality Action Plan.
 - ii) The DMCW shared that she wanted the Race Forum to provide strategic oversight for the development work and plans to broaden current membership of the Forum for this purpose.
- ii) **Expert review of data and evidence** - to establish key priorities emerging from the substantial base of reports and recommendations, which already exist.

iii) **Community Engagement** - on 20 August the DMCW launched a small grant scheme to fund community groups and third sector organisations to collect community views and to shape recommendations at a grass roots level. All applications are to be submitted via email to equalitybranch@gov.wales by 10am on Monday 14 September 2020.

41. Feedback from forum members included:

- The need for clarification, in relation to the role of the Steering Group.
- The DMCW responded that the Steering Group will play an overarching role in relation to operational delivery. The Wales Race Forum and Socio Economic Sub Group will be engaged with this group in relation to providing advice and guidance.

42. The DMCW shared that she would like Forum meetings to take place on a more regular basis, moving forward. She suggested that the next meeting take place within a month to take stock and to look at work streams.

43. Members welcomed this opportunity but also shared that that they will need to be interactive so that members feel co-production is taking place.

44. The DMCW responded that the Forum will have appropriate time to consider the Plan and undertake open discussion. The DMCW also shared that she will not need to be at every meeting for this to take place.

45. The DMCW shared that Welsh Government takes overall responsibility for the development and delivery of the plan. There has to be top level commitment to ensure the whole of Welsh Government embraces this.

46. The DMCW was asked how the Race Equality Action Plan will be in line with the Strategic Equality plan delivery at a local government level.

47. The DMCW responded that officials will be able to clarify how the Strategic Equality Plan is being taken forward over the next 3 years.

Action

3. Moving forward, Wales Race Forum meetings to take place more frequently.
4. Officials to clarify how the Welsh Government's Strategic Equality Plan will be taken forward over the next 3 years.

Agenda Item 6 - Any other business

48. Concerns were raised at the lack of opportunities for accessing funding for grassroots organisations. Race Council Cymru have been asked to arrange a meeting with funders for grassroots groups. This will be taking place on Friday 18 September.
49. The DMCW referred to the funding launched on the 20 August and that the deadline will have to be extended if people are not aware of the funding available. HF clarified in the chat bar that the funding advert had been emailed directly to all Race Forum members.
50. The DMCW was pleased that a meeting with funders was being arranged, it is evident that WCVA, as well as Welsh Government need to be involved in these discussions.
51. A member of the Forum expressed outrage that not one woman of colour was featured in the Chwarae Teg and Welsh Women's Aid 'Women of Covid' list which was recently published.
52. It was shared that the decision not to include women from BAME backgrounds has upset a lot of people in the sector and there is no evidence of equality impact assessments having been carried out.
53. It was the view of one group member that in the past organisations represented at the Race Forum have tried to work with Chwarae Teg and Welsh Women's Aid but neither have engaged effectively.
54. Members expressed that they would like a response from Welsh Government in relation to this matter in their role as significant funder to both organisations.
55. The DMCW responded that she was aware that members had wanted to raise this issue. The DMCW welcomed the input from members and has listened to members, as well as others, and will be discussing this further with officials and colleagues.
56. Another Forum member shared that in light of the Black Lives Matters movement, Race Council Cymru are about to launch a Wales wide campaign calling on all organisations to sign up to a Zero Tolerance on Racism policy. Organisations will be held accountable for holding high standards of excellence. This is a precursor to the National Race Charter Mark.
57. Furthermore, in relation to the recently launched BAME helpline, feedback received by Race Council Cymru was that many BAME groups were not aware of it nor were Race Council Cymru. Race Council Cymru felt that considering they had a large membership of

BAME grassroots members (300), they would have appreciated this information so that it could be cascaded out to communities. It was clarified at the meeting that that information had been shared with Race Council Cymru but would be again.

58. The DMCW responded by asking if information in relation to the helpline can be shared with members via the side chat facility. The BAME Helpline was one of the recommendations of the Socio Economic Report and so it was vital that information is cascaded out in light of a potential second wave as well as the furlough scheme nearing an end.

59. Race Council Cymru will be inviting all members to prepare wreaths to lay at memorial in Alexander Gardens on 7 November. Further information will be communicated via Bal Gill.

Action

5. Race Council Cymru to send information in relation to laying wreaths at memorial in Alexander Gardens on 7 November to Bal Gill to pass onto members.

60. Another member shared that now that local lockdowns are taking place there are situations arising in schools where parents have tested positive for Covid and have had to self-isolate. There is confusion from parents in relation to support from grandparents for wrap around care. There is an assumption for BAME families that grandparents will be able to provide support, however, due to local lockdowns this will not be possible. There is lots of confusion in relation to messaging and there was a request that when policies are announced they need nuanced messaging for BAME communities.

61. An additional worry was shared that when the furlough scheme ends in October this will have an impact on local businesses which will need to cut back on staff. It is vital that businesses conduct Impact Assessments before these steps are taken. The TUC have been in contact with the Minister for Economy and Transport on the matter.

62. The DMCW was grateful for this feedback and will feed back the issue in relation to schools and impact on BAME communities immediately, as will officials.

Action:

6. The DMCW will feed back the issue in relation to schools and impact on BAME communities immediately.
7. Officials to liaise with colleagues in Education in relation to the concerns raised about childcare provision.

Agenda item	Action
4 - Update from the Communities, Contributions and Cynefin: BAME experiences and the new curriculum Working Group.	<ol style="list-style-type: none"> 1. Forum Members to forward any examples of materials onto Professor Charlotte Williams. 2. Officials to share the Terms of Reference for the Group with Forum Members
5 - Update on work to develop a Race Equality Action Plan	<ol style="list-style-type: none"> 3. Moving forward, Wales Race Forum meetings to take place more frequently. 4. Officials to clarify how the Welsh Government's Strategic Equality Plan will be taken forward over the next 3 years.
6 - Any other business	<ol style="list-style-type: none"> 5. Race Council Cymru to send information in relation to laying wreaths at memorial in Alexander Gardens on 7 November to Bal Gill to pass onto members. 6. The DMCW will feed back the issue in relation to schools and impact on BAME communities immediately 7. Officials to liaise with colleagues in Education in relation to the concerns raised about childcare provision.

Side Chat

1. Isaac Blake

The Romani Cultural and Arts Company (RCAC) has now issued two posters regarding the issue of using capital 'G' for Gypsy and capital 'T' for Traveller in all policies, strategies, action-plans and communications. These are available as PDF files or as A4 and A3 posters (there is a cost for the printed materials). Can the minister assure us that these materials will be distributed throughout the Welsh government to officers and, as far as is possible, to Local Authority officers to address the differential and discriminatory practice of using lower-case 'g' and 't' in some materials and communications from the government?

'G' is for Gypsy – Remember, capitalise the 'G'

Use a capital 'G' when referring to the Gypsy people (though **not** the Roma from Eastern Europe). All too frequently we see, in the popular media and elsewhere, the use of lower-

case 'g' when describing Gypsy people, whether as individuals or groups. Gypsies are a minority ethnic community recognised in English and Welsh law and protected under equalities and human rights' legislation. The names of other minority ethnic communities in Wales use capital letters (Jews; Pakistanis; African-Caribbeans; Somalis; etc.) Just as no-one would spell 'Welsh' with a lower-case 'w', or 'English' with a lower-case 'e', no-one should spell 'Gypsy' with a lower-case 'g' if they are describing the community of Gypsy people; it undermines equalities and encourages biased thinking, affirming stereotypes and negative imagery around the notion of 'Gypsies'. In policy, strategy, 'action plans', media reporting, reviews and all other instances where Gypsy people are referred to as a community (whether as Romani Gypsies, English or Welsh Gypsies), use capital 'G' not lower-case 'g'.

'T' is for Traveller – Remember, capitalise the 'T'

Use a capital 'T' when referring to the Travelling people (not rail, air or commercial travellers in general). All too frequently we see, in the popular media and elsewhere, the use of lower-case 't' when describing Travelling people, whether as individuals or groups. Travellers are a minority ethnic community recognised in English and Welsh law and protected under equalities and human rights' legislation. The names of minority ethnic communities in Wales use capital letters (Sikhs; Bosnian Muslims; Nigerians; Turks; etc.) Just as no-one would spell 'Welsh' with a lower-case 'w', no-one should spell 'Traveller' with a lower-case 't' if they are describing the community of Travelling people; it is undermines equalities and encourages biased thinking, affirming stereotypes and negative imagery around the notion of Travellers. In policy, strategy, 'action plans', media reporting, reviews and all other instances where Travellers are referred to as a community (whether Irish Travellers, Scottish Gypsy-Travellers or Romani Travellers), use capital 'T' not lower-case 't'.

2. Hannah Fisher

Written Statement: Audit of public monuments, street and building names associated with the history of black communities in Wales

<https://gov.wales/written-statement-audit-public-monuments-street-and-building-names-associated-history-black>

COVID-19 workforce risk assessment tool: guidance

<https://gov.wales/covid-19-workforce-risk-assessment-tool-guidance.gov.wales/checkyourrisk>

3. Shavanah Taj

Worth mentioning the BAME helpline went live this Monday. Wales TUC is proud to be supporting this important work. Whilst it has been set up in response to Covid, it is clear that such an advice/support line is needed for the longer term. I look forward to the Minister supporting this going forward as you have done to date. Many workers are facing the

prospect of redundancy as furlough comes to an end and local lockdowns become a part of normal life. We need to do all we can to support BME workers navigate the complex structures to access their employment rights and support that can be accessed through welsh government.

4. Patience Bentu

Thanks to Peter and Judith for their presentations. We know that Captain Thomas (Tom) Phillips (Captain's Walk) from Brecon sailed on a slave trade Voyage to Africa on the Hannibal (1693-94). There are discussions in Brecon about re-writing the wordings of the plaque on Captain's Walk (which has been pulled down) to reflect this history. It would be interesting to find out more about the history of people like him.

5. Peter Wakelin

We have been looking at Phillips. Captain's Walk is still named in his memory of course.

6. Kay Denyer

Welcome to Charlotte and to remind everyone that Black History Wales launches the 2020 Wales wide creative programme on 1 October with an online launch opened by the First Minister - welcome to all WRF members to join

The Black History Wales programme celebrates the achievements and contributions made to Wales so agree the education resources should reflect this

7. Isaac Blake

The Romani Cultural and Arts Company are proposing to create a series of primary school curriculum resources on Gypsies, Roma and Travellers. These resources will be created and developed by professional Gypsies, Roma and Traveller community members with expertise in the culture and history of GRT peoples in Wales and beyond. These resources will be designed to celebrate Gypsy, Roma and Traveller culture and raise awareness of this across mainstream school populations in Wales.

The Romani Cultural and Arts Company gratefully acknowledge the support of Welsh Government in funding and supporting these important events.

The work will be sent to every Welsh Local Authority, all CVS, and the 4 Welsh Education Consortia. The Welsh Government and 3rd sector will also be recipients.

8. Fisher, Hannah (EPS - Communities)

Isaac; PHW and WG health officials have been doing some good engagement work with communities on site around potential outbreaks and preparedness. We've been working to ensure the needs of the community are considered carefully and a draft protocol is being developed and piloted in the Aneurin Bevan LHB.

9. Kay Denyer

RCC support fully Maria and express our strong concerns that both organisations who are funded by WG have acted in this way RCC has spoken to both organisations but suggest a WG independent review

10. Rocio Cifuentes

Helpline no is 0300 2225720

www.bame.wales

11. Patience Bentu

We believe that the BAME Helpline should include all BAME organisations. We can all provide much needed information.

12. Rocio Cifuentes

Yes Patience, I spoke to Kay and invited her RCC to join our stakeholder group - everyone is welcome

13. Patience Bentu

Much appreciated Rocio

14. Kay Denyer

As we discussed Rocio we believe a joint inclusive group funded to lead this programme is what is needed.