



Ein cyf/Our ref DB/663/22
The Board of Trustees
Amgueddfa Cymru - National Museum Wales

Confidential

11 February 2022

Dear Trustees,

I have now had the opportunity to consider the findings of the independent investigation into complaints raised against the President at Amgueddfa Cymru, and to consider the representations made on the report by the parties involved in the complaints. The independent investigator's report will be shared with Geldards under legal privilege.

You will appreciate that this has been a confidential process, and therefore I am unable to share the detail of the complaints or the findings with you, but I feel I must express my deep concern, frustration and disappointment at the position in which the Museum finds itself.

My primary consideration throughout this process is the efficient and effective operation of the organisation, and in order to achieve a constructive way forward, there is a need to set aside existing entrenched perspectives.

I have concluded, therefore, that the following actions must be taken:

1. Alternative dispute resolution

It is my wish that the Director General, the Chief Operating Officer and the President should take part in alternative dispute resolution with a view to setting aside polarised positions and looking to agree a way out of the current situation that is in the best interests of the Museum.

2. Internal Grievance and Employment Tribunal proceedings

I am aware that there is an internal grievance process underway within the Museum. I will be asking the Museum HR to ensure that this process is expedited as I understand the employment tribunal proceedings are currently unable to progress until that process has concluded. In relation to the tribunal proceedings, I have felt unable to make any findings or action in relation to the allegations which are the subject of the complaints to the tribunal.

3. Charity Commission

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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.

I shall be writing to the Charity Commission and sharing the report with them. Following the Trustees' submission of a serious incident report I will be registering with the Commission my grave concerns about the current operation of the Museum and inviting the Commission to exercise its statutory regulatory powers.

4. Governance Review

I note the commitment in the Annual Report and Accounts for the Welsh Government to undertake a wider governance review in 2022 so that this situation does not arise again.

I will expect the Board to keep me updated as things move forward and would be grateful of an update on progress by 25 February.

I am inviting you to a meeting with my officials at 12:00 on Thursday 17 February to discuss how we can start to move Amgueddfa Cymru out of its current state of crisis.

As the complaints concern the President and have been made by the Director General and the Chief Operating Officer, I have decided to exclude them from this meeting. They will, however, be fully sighted on minutes of the meeting and will be given a separate and full opportunity to feed their views into any areas of discussion.

I look forward to working with you to start to rebuild and strengthen Amgueddfa Cymru – a hugely important cultural body which I believe has much to contribute to the people of Wales.

Yours sincerely,

Dawn Bowden AS/MS

Dirprwy Weinidog y Celfyddydau a Chwaraeon, a'r Prif Chwip
Deputy Minister for Arts and Sport, and Chief Whip