



M Eich cyf/Your ref
Ein cyf/Our ref

June 2023

Dear Rhodri.

Thank you for your time in updating me on the recent allegations concerning bullying and a “toxic culture” at S4C. This is clearly a distressing time for all within the organisation, in particular those affected by the issues raised, and I recognise the courage it takes for anyone to speak out after experiencing abuse, harassment, or bullying.

The Welsh Government will not be a bystander to abuse, and we are committed to tackling harassment and bullying in all forms.

S4C occupies a special place in Wales’s cultural life. All of us have an interest in seeing a well led, modern S4C that supports the Welsh language and culture while protecting the rights and wellbeing of its employees. Our mutual memorandum of understanding sets out clearly our aligned vision for S4C’s evolution, future sustainability and success; a healthy, inclusive, safe working environment should be at the absolute forefront of the organisation’s operations in delivering against this agreement.

Recent events are a warning that none of our organisations are immune from falling below the high standards we all value and hold in high regard. Each of us need to continually challenge ourselves and our organisations in maintaining the highest standards of dignity and respect so that we continue to earn the trust and confidence of our workforces and those who we work with and represent.

It is important that S4C’s status as an independent broadcaster is clear and well understood. While the Welsh Government will play an active role in addressing the serious issues in hand, I am clear that it is for S4C to take the necessary action to ensure that the business emerges with the governance, policies and culture that are fit for the future.

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1SN

Gohebiaeth.Dawn.Bowden@llyw.cymru
Correspondence.Dawn.Bowden@gov.wales

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 am pleased to hear that the Non-Executive Board have moved swiftly to establish an independent enquiry into the allegations, and I hope that this external review will provide a thorough understanding and explanation as to where the organisation has fallen below expected standards. However, I must stress that openness and transparency are paramount, and I would ask that any findings are shared with me prior to information being shared publicly.

As the Deputy Minister for Arts, Sport and Tourism I am taking the allegations raised extremely seriously and will press for immediate and transformative reform on the back of the findings of the external investigation.

This a disappointing period for S4C but my hope is that we can now work together to restore trust and confidence in an organisation that has and continues to deliver so much for the cultural life of Wales.

I am grateful for the way you have communicated the issues raised with me over recent weeks and would be grateful for a further meeting with you once the external investigation has been concluded.

I am copying this letter to the Chair of the Senedd Culture, Communications, Welsh Language, International Relations and Sport Committee.

Yours sincerely

Dawn Bowden AS/MS
Ddirprwy Weinidog y Celfyddydau, Chwaraeon a Thwristiaeth
Deputy Minister for Arts, Sport and Tourism

