

Agenda – Equality and Social Justice Committee

Meeting Venue:

Committee Room 5 (Hybrid)

Meeting date: 6 November 2023

Meeting time: 13.30 – 16:30

For further information contact:

Rhys Morgan

Committee Clerk

0300 200 6565

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Pre-meeting registration (13:00 – 13:30)

1 Introductions, apologies, substitutions and declarations of interest

(13:30)

2 Inquiry into the implementation of the Anti-Racist Wales Action Plan: evidence session one

(13:30–14:40)

Ceri Harries, NHS Confederation

David Pritchard, Social Care Wales

Professor Pushpinder Mangat, Health and Education Improvement Wales

Abyd Quinn-Aziz, BASW Cymru

Break (14:40–14:50)



3 Inquiry into the implementation of the Anti-Racist Wales Action Plan: evidence session two

(14:50–16:00)

Yusuf Ibrahim, Colegau Cymru, Cardiff and Vale College

Dean Prymble, Show Racism the Red Card

Sue James, BAMEed Wales

Harriet Barnes, Higher Education Funding Council for Wales

4 Papers to note

(16:00)

4.1 Correspondence from the Minister for Social Justice and Chief Whip regarding gender based violence

(Pages 1 – 37)

4.2 Correspondence between the Chair and the Welsh Ambulance Services NHS Trust regarding gender based violence

(Pages 38 – 42)

4.3 Correspondence from Whitehead–Ross Education regarding child poverty

(Pages 43 – 44)

5 Motion under SO17.42 (vi) and (ix) to exclude the public for the remainder of today's meeting

6 Inquiry into the implementation of the Anti-Racist Wales Action Plan: consideration of evidence

(16:00– 16:20)

7 EU Settlement Scheme: monitoring report

(16:20 – 16:30)

(Pages 45 – 70)

Document is Restricted

By virtue of paragraph(s) vii of Standing Order 17.42

Document is Restricted



06.10.2023

Dear Sir/Madam,

Social Care Wales is a named lead or partner across a range of actions within the plan. Although this is most explicit within the social care section, we are also closely involved with the childcare and play elements. We are also, as a Welsh-Government Sponsored Body, taking forward elements of the plan that set out ambitions for such bodies.

We have been fully engaged in the development of the plan, and its implementation, through dialogue with officials. We are members of dedicated steering groups in social care and childcare and play, chaired by senior civil servants, that discuss and monitor progress. Those steering groups include representatives from the private, public and voluntary sectors and meet on a quarterly basis. Membership of the group is reviewed on a regular basis to ensure suitable representation.

Where appropriate, lead organizations have been identified for delivery of specific actions and progress is monitored through regular meetings and standardized reporting.

Representatives from the Racial Disparity Unit joined the social care steering group earlier this year, and have provided a valuable input into discussions, but this has been the extent of our engagement with the Unit.

From our perspective, channels of communication with those of lived experience have been primarily through delivery of the actions we are leading. For example:

- Dedicated focus groups with those with lived experience whilst developing the new Research and Innovation Strategy for social care in Wales.
- Commissioning content development for a new training module for the social care sector from organizations representing those with lived experience.
- Undertaking research with those with lived experience to develop appropriate mechanisms to support potential leaders from the black, Asian and minority ethnic communities.
- Our work with partners will also see the establishment of project reference groups, who will represent those with lived experience.

Cadeirydd/Chair: Mick Giannasi CBE
Prif Weithredwr/Chief Executive: Sue Evans

The plan is ambitious and has been warmly welcomed by the social care sector. It has been inevitable that some delays to delivery have been seen as mobilization of such a range of actions is often complex. A number of the actions were perhaps not as clear in their intentions as possible, leading to a need to clarify. Finally, some actions, to be successful, have required space to gather evidence in order to ensure they are targeted on the ultimate ambitions of the plan.

However, it is clear that the plan has begun to move forward with momentum across many areas and a wide range of organizations are now invested in delivery.

Two issues remain as potential challenges to delivery. The first is the ongoing development of a range of plans to support those with protected characteristics. The opportunity to develop shared approaches across different plans is difficult in these circumstances, and the response to intersectionality is limited when the policy context is not clear across the range of those with protected characteristics. There is a risk that each separate protected characteristic, held by the same person, is supported differently (even if the action is intended to be positive).

The second challenge is resources, both human and financial, particularly in the future. For Social Care Wales, many actions have been absorbed within our business planning processes without the need for additional resources. We have, however, received funds to develop specific support for some actions. These are actions to develop resources and approaches to support anti-racism in the social care workforce and leadership. But they will only be effective if their delivery across the sector is supported financially over the longer term, and this remains unclear.

Yours faithfully,



David Pritchard

Cadeirydd/Chair: Mick Giannasi CBE
Prif Weithredwr/Chief Executive: Sue Evans

Anti-racist Wales Action Plan – HEIW

1. Introduction

1.1 HEIW is a unique organisation in NHS Wales, established in 2018 as a Special Health Authority with a leading role in the education, training, development and shaping of the healthcare workforce in Wales. Our workforce consists of over 560 individuals from a range of backgrounds including frontline NHS services, various education settings, and other public sector services or professional sectors such as finance and IT.

1.2 Our purpose is to develop a workforce that delivers excellent care to patients and service users and excellent population health. As a Special Health Authority, we undertake a wide range of functions to support NHS Wales:

- Leadership Development
- Workforce development and transformation
- Careers and widening access.
- Workforce strategy planning intelligence
- Education and Training – planning, commissioning, and delivery.

2. Response

2.1 HEIW are committed to the delivery of the Anti-racist Wales Action Plan (ARWAP) and the Welsh Government's commitment to make Wales an anti-racist nation by 2030. HEIW was able to play a pivotal role in helping shape the plan through our Medical Director who was part of the First Minister's Cross-Government Race Equality Action Plan Steering Group. We broadly support the five priority actions which have been agreed as cornerstones for NHS Wales and the five enabling health goals.

2.2 HEIW has embedded all relevant health goals and priority actions into our 2023 – 2027 Strategic Equality Plan (SEP) and SEP enabling action plan and has taken an intersectional approach to ensure that we consider the impacts of other protected characteristics supported by other Welsh Government plans such as the LGBTQ+ Action Plan.

3. Consider the effectiveness of Welsh Government actions to deliver the plan, including what is being done to ‘lead by example’ in taking a pro-active and cross-governmental approach to racism.

3.1 We understand the want of those who have contributed to the plan that a focus must be on actions not words, however, the decision for the action plan to take radical rather than incremental steps at pace, in reality, has become a challenge for both Welsh Government and health boards due to the scale of the organisations involved, financial implications, resources and governance.

3.2 We were made aware following the launch of the plan, that the Welsh Government were not at the stage where they were able to share their best practice across NHS Wales organisations or answer specific queries regarding the delivery of the plan as they were yet to develop their own internal mechanisms to deliver the plan. They have provided assurances that once these have been completed, they will be shared with the wider NHS to support a cohesive approach to deliver the plan across health.

3.3 However, since the launch of the plan in 2022, The Welsh Government has been invited to attend the NHS Wales Equality Lead group on several occasions to provide an update on their progress towards delivery of the plan and answer any queries. Subsequently, a frequently asked questions document (FAQ) was produced from these sessions to address some of the initial concerns.

3.4 HEIW has taken a pro-active approach to delivering the plan at a local level and has worked with other NHS organisations, third-sector organisations and community groups to understand how each of us can support the wider NHS, however, this has been dependent on available finance, limited resources and existing best practice. To enact the scale of change required in the action plan at pace to make measurable impacts on those from a Black Asian and minority ethnic background will require a more robust pro-active communication plan for the Welsh Government to share its own progress and clarity on delivery of the plan.

4. Consider progress and monitoring arrangements for the Plan, including the role of the public sector (local authorities, health, education), third sector and where applicable, the private sector.

4.1 The ARWAP makes clear that the purpose of the consultation was to test the appetite for an action plan, and consultation over what the specific measurement performance indicators would look like was not included. Although the actions for health contain intended outputs and impact there remains no clear guidance in the action plan or since its launch of what the performance indicators of these impacts would look like across NHS Wales.

4.2 For example, Priority Action 1 outlines that the implementation of the anti-racism action plan will reduce people's experience of racism while being recruited, progressing, and working or accessing services, however, it does not provide any clarity on how as an organisation we monitor and measure this impact, what does a reduction look like and what is considered 'good' etc.

4.3 We have previously raised this concern with the Welsh Government following the launch of the action plan and are content at this stage that the response was that we should consider at a local level what is considered appropriate monitoring and measurement. At HEIW our Strategic Equality Plan is fulfilling this role. We will

however adhere to any all-Wales monitoring arrangements for the plan which may be introduced in the future to provide a consistent approach across NHS Wales.

4.4 HEIW has one specific action in the plan to ensure all commissioned programs provide evidence of anti-racist principles and reflect our SEP, which we have achieved by incorporating these requirements into our procurement and commissioning decision-making. However, HEIW is mentioned several times alongside NHS Wales organisations and NHS boards in the 'lead and partners' section against specific actions, however, the plan does not differentiate between who is the lead and who is the partner responsible for the delivery of the actions. This has been raised with the Welsh Government, who advised us that they would provide clarity to all those mentioned in the plan on whether they are a lead or partner. At this point in time, this lack of clarity has resulted in several actions being delayed or not achieved by the indicated timescales.

5. Explore what channels of communication has been established to ensure people with lived experience are informed of the plan's progress and what changes are happening as a result of the plan.

5.1 The plan asks for organisations to provide Ethnic Minority Networks with appropriate levels of resources and access to the Board. The Welsh Government has provided us with clarity and assurance in our approach to providing a Wellness and Inclusion Champions network which has been designed by our workforce and takes an intersectional approach to supporting and enhancing equality, inclusion, and wellbeing. Our network includes those from a Minority Ethnic background, those with other protected characteristics and those who are allies and provided access to senior leadership and opportunities to shape and inform our culture.

5.2 Progress towards HEIWs delivery of the action plan is reported through our SEP which is publicised to our workforce, wider NHS and stakeholders' inclusion of our Black, Asian and Minority Ethnic partners and community groups. However, the plan does not provide any guidance, best practice, or a consistent approach across NHS

Wales on how those with lived experience should be engaged and informed by the progress of the plan.

6. Evaluate the effectiveness of the Plan in its first year, including whether actions have been delivered, what the key outcomes have been so far and to determine why any outstanding actions have not been implemented.

6.1 Following the launch of the action plan, Equality Leads from across NHS Wales were invited to meet with the Welsh Government to discuss the implementation of the plan regarding local context. We raised concerns that several actions across the health section of the action plan were ambitious as these relate to a requirement to provide an anti-racism training element across NHS Wales, specifically for our board members and wider NHS workforce, however, the plan had not provided any detail on who would provide the training, how it would be funded and who would be responsible for monitoring this.

6.2 Subsequently, we were assured that any local interventions that could be put in place would be sufficient alongside a recommendation from the Welsh Government to utilise an in-house training offering until they were able to provide more details on how this training has been implemented. HEIW has implemented several anti-racism interventions for our workforce and has been able to support the wider NHS where possible.

6.3 HEIW has been part of a collective voice during discussions with the Welsh Government to ensure that the training required to deliver the action plan is consistent and accessible by all NHS health boards. We are pleased that the Welsh Government has endorsed this approach and are encouraged to see work progressing on the creation of an all-Wales Anti-racism module as part of the working group. Subsequently, those actions regarding training across the NHS have not been achieved by the initial deadline and remain ongoing.

7. Given the importance of intersectionality, the inquiry will also consider how the plan and policies have taken account of people’s intersecting identities and how these have been taken into account when developing and implementing the Plan.

7.1 The plan has highlighted that those who had consulted in the development of the plan were concerned about the topic of intersectionality and that the plan would take a simplistic approach to focusing on one protected characteristic. The plan does state that the themes are repeated within other plans and that as the plan is put into action, governance frameworks for other plans will also be adjusted and reporting mechanisms put in place in the future.

7.2 HEIW alongside other NHS organisations raised concerns regarding intersectionality following a meeting with the Welsh Government prior to the launch of the LGBTQ+ action plan which advised that at that stage there had been no co-production between the creation of both plans. We were assured that before the launch of the LGBTQ+ action plan intersectionality would be reflected in the various action plans going forward.

7.3 We acknowledge that intersectionality has been addressed in the LGBTQ+ action plan and the ARWAP has been referenced, however, it has been difficult to apply an intersectional approach to delivering the actions in the ARWAP as the deadline of several of the actions to be delivered was by December 2022, and the LGBTQ+ action plan was not published until February 2023. To effectively implement an intersectional approach all action plans would need to have been developed and launched together and the actions aligned to mitigate focusing on specific interventions in isolation.

06 October 2023

Annwyl Equality and Social Justice Committee,

RE: Response to Welsh Government's Anti-racist Wales Action Plan inquiry

We are pleased to have the opportunity to respond and present our feedback on the **Equality and Social Justice Committee's Inquiry into an Anti-racist Wales**.

ColegauCymru is an education charity which promotes the public benefit of further education (FE) in Wales. We convene the ColegauCymru Equality and Diversity Network, which brings together EDI leads and representatives from across the FE sector in Wales, to monitor, oversee and progress issues surrounding the nine protected characteristics as set out in the Equality Act 2010 - but expanded to include the Welsh language and neurodiversity in its widest sense.

This is in addition to our partnership with Black Leadership Group (BLG), with whom we have undertaken joint work on behalf of Welsh Government to help understand the current picture across the FE sector and specific actions that we can take together, to build a Wales that is anti-racist and help meet the ambitions of an Anti-Racist Wales by 2030.

All thirteen FE colleges in Wales are committed to collaborating on a shared vision to eradicate racism in the FE sector and further the interests and diversity of our learners, colleagues and leaders. Each institution has agreed their own Anti-Racism Action Plans to take this work forward locally and they are collaborating across the sector to develop shared resources for learners and staff. This has led to the delivery of bespoke training and development of anti-racist action plans specific to each college (e.g. see examples from Pembrokeshire College and Cardiff and Vale College, included here as an Appendix - provided as an example to inform Committee members understanding). The FE sector in Wales is showing real leadership in its journey towards anti-racism, and we have a chance to make a real impact, building on the Welsh Government's strong focus on creating an anti-racist Wales. We are not complacent about scale of the challenge or that strategies alone can prevent the experience of racism that learners and staff face, but there is a genuine and meaningful commitment to change and to creating environments that are inclusive and responsive to the needs of all learners.

Cardiff and Vale College is leading on the development of anti-racism resources and playing a key role in developing curriculum materials for the FE sector. In doing so, they are sharing best practice to support FE in taking an all-encompassing approach to managing and promoting equality, diversity and inclusion across the sector. This work includes a vast, accessible and immersive 3D metaverse environment consisting of four different themed areas [find out more [here](#)] which has been developed by subject specialist teams from Cardiff and Vale College working in partnership with other institutions.

In March 2023, Cardiff and Vale College in partnership with Coleg Cymraeg Cenedlaethol, organised an event in the Senedd to launch their joint project, 'Perthyn', or 'Belonging', which enabled learners aged between 16 and 24 (with lived experience of racism and who speak Welsh) the opportunity to hear about



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the Welsh Government's plans to build an anti-racist nation. They heard from Welsh speaking Black, Asian and minority ethnic role models such as Jason Mohammad, Emily Pemberton and Sage Todz on their lived experiences of racism as a Welsh speaker. As part of the event, the Coleg Cymraeg Cenedlaethol Mentoring Programme was launched, a project to offer support to young learners from Black, Asian and minority ethnic backgrounds through a mentor.

Colleges in Wales are committed to driving forward the priorities of the Anti-racist Wales Action plan. However, given the challenging economic times on the horizon, it is critical that we identify a sustainable support package to enable colleges to continue their journey, contributing towards an anti-racist Wales.

The FE sector has been demonstrating its commitment towards anti-racism, and colleges have invested significant time and resources into this work. The Welsh Government has provided some discreet pots of funding to date to support this work and, looking forward there needs to be a focussed and dedicated stream of funding to support the journey towards an anti-racist Wales. The Welsh Government has range of plans – both published and in development, across a range of the protected characteristics, and it is vital that these plans are cohesive, resourced appropriately and are actionable. As a sector we also recognise the importance of intersectionality and that learners and staff facing racism may also face other forms of discrimination.

In terms of what is being done by Welsh Government to lead by example, we welcome the recognition that the membership of the new Commission for Tertiary Education and Research (CTER) board is not representative and that a further recruitment process will be undertaken in due course. The initial composition of the CTER board was a significant missed opportunity to ensure the strategic leadership of the new organisation is more reflective of the communities it will serve. Given the Welsh Government's stated commitment to ensuring greater diversity of representation of public appointments we hope the Committee will scrutinise the further steps that have now been promised.

Colegau Cymru would welcome further consideration how actions towards anti-racism are embedded into other areas of policy development, for example, the development of the Welsh Education Bill White Paper. Enabling the intersection of the anti-racist agenda across public policy development must be a priority for the Welsh Government and organisations involved in policy development moving forward.

With best wishes,



David Hagendyk
Chief Executive, Colegau Cymru



Education: concerns include racism in schools, training and skills, attainment gaps and barriers in higher education.

BAMiEed Wales Network was originally established to support the needs of Educators from minority ethnic backgrounds, recognising that racism and discrimination has made it a challenging environment to work in without support. In addition, the pathways to progression within the system are often difficult and success is frequently illusive within the management teams. These issues have led to the establishment of a group focused primarily on educators needs.

The establishment of the BAMiEed Wales Network was motivated by the same issues and the need to see fundamental changes in the system to encourage wider engagement within education. There appears to be extremely limited opportunities for progression for educators from diverse backgrounds. We are offering support to our members and are keen to support new initiatives to promote anti-racism. In addition, we are keen to improve our education system, workforce, environment, and content. We also, aim highlight the disparities in our institutions, which continue to present barriers to progression for our various communities. We as an organization are proud to see the important initiatives Wales has embarked on but are pragmatic and recognise that there is a considerable investment required of time, emotion, and funding necessary to realise this ambition to become the first Anti-racist country in the UK.

As a grass roots organisation, BAMiEed Wales Network our members report that many schools and organisations have not read the anti-racist Wales action plan, nor have they read Professor Charlotte Williams recommendations. Many schools have not changed the school's improvement plans (SIP) to include anti-racist initiatives or believe what they were previously doing is sufficient. No clear goals to tackle systemic racism. At our organisation we have a few members share their racist experiences at schools and colleges, they also share with us how the schools handle the racist incidents that are reported.

We are concerned that the ARWAP has limited traction in our Educational Institutions and therefore, the above scenarios are the reality. Those working in the field of anti-racism may be yielding some successes, but our lived experience indicates that the commitment to Anti-racist Wales 2030 is minimal.

The following comments will address our perspectives on the topics suggested for our consideration.

- The effectiveness of Welsh Government actions to deliver the plan, including what is being done to 'lead by example' in taking a pro-active and cross-governmental approach to racism.

There has been a clearly focussed strategy to produce reports that are tied to actions. The WG has demonstrated that if it is able to produce clear recommendations for what needs to change and why but is limited on how these changes can be implemented. This lack of clear guidance on how to enact the recommendations is compounded by the scarcity of training opportunities available to educators. At last, the Professional Learning available for

educators through DARPL is now being fully funded, there has been an inordinate amount of work to acquire this to enable the team to complete their remit.

It is helpful to draw on exemplars of good practice, however, the burden on the few places that demonstrate outstanding work are overly exploited and will undoubtedly begin to experience fatigue from the demands placed upon them. There is a need for greater communication and funding available to develop a more balanced approach to supporting practitioners.

Schools and institutions appear oblivious to their obligations to work towards Anti-racist Wales by 2030 and equally unaware of the 'Cynefin' work by Prof Williams. There needs to be more awareness raising if plans are to succeed. Currently, those aware of our ambitions are slender.

- progress and monitoring arrangements for the Plan, including the role of the public sector (local authorities, health, education), third sector and where applicable, the private sector.

This is our first real engagement with any monitoring process. The arrangements for monitoring are unclear. Therefore, it would be unfair to comment on a process hitherto as we have not been involved.

We are delighted to be able to contribute now.

- Examine the progress of the Racial Disparity Unit, and determine whether there are gaps in data collection and analysis of data is being carried out effectively.

No idea what this Unit is or does.

- Explore what channels of communication has been established to ensure people with lived experience is informed of the plan's progress and what changes are happening because of the plan.

There doesn't appear to be any definitive mode of communication beyond the echo chamber.

- Evaluate the effectiveness of the Plan in its first year, including whether actions have been delivered, what the key outcomes have been so far and to determine why any outstanding actions have not been implemented.

The potential for the plan is great, however, it is essential that the communication from WG is more effective. There is a distinct lack of awareness in the education community of the reports mentioned above. In addition, the funding challenges for schools is making it difficult

for them to access training when available. Even if an event is free there are cost for cover for staff. Also, the limited awareness of the plan is a big problem. Expensive online conferences to update us on the ambitions of the plan is very disappointing and impossible for charities to send many representatives or attend at all. Diminishing engagement due to a lack of opportunity based on the expensive conferences and minimal provision.

- Help further understanding of what other interventions are needed to support delivery of the plan and whether there are barriers to implementing the plan.
 - **Increase** awareness of the ambition to become Anti-racist Wales by 2030. This should be as well-known as Million Wesh Speakers 2050.
 - **Improve** funding for organisations working to support training – similar projects to the Welsh speakers.
 - **Include** communities affected by lived experiences with regular forums for engagement on the topics impacting on our lives.
 - **Inform** a wider audience to support participation – anti requires action not just words.

BAMiEed Wales Network

Executive Team

6 October 2023

28 September 2023

Equality and Social Justice Committee
Welsh Parliament
Cardiff Bay
Cardiff
CF99 1SN

Dear Sir/Madam

Anti-racist Wales inquiry – consultation response to the education policy area

The Higher Education Funding Council for Wales (HEFCW) is the public body operating between the Welsh Government and higher education providers. We regulate fee levels at higher education providers, ensure a framework is in place for assessing the quality of higher education and scrutinise the performance of universities and other designated providers. We also provide funding for higher education teaching, research and innovation, and apply our influence and expertise to help deliver Welsh Government priorities for higher education that also have wider societal and economic benefits. We welcome this opportunity to respond to the Equality and Social Justice Committee inquiry into an anti-racist Wales as it relates to higher education.

We have set out our responses against the inquiry questions provided.

The effectiveness of Welsh Government actions to deliver the Plan, including what is being done to ‘lead by example’ in taking a pro-active and cross-governmental approach to racism.

We consider that the Anti-Racist Wales Action Plan (the Plan) is a clear statement of the Welsh Government’s commitment to achieve an Anti-racist Wales. The Plan sets out clear expectations for Wales, Welsh Government and public bodies. We welcome the short term actions to ensure deliverables are achieved at pace and enable ongoing review to meet the 2030 goal.

We welcome that Welsh Government referenced the Plan in HEFCW’s [2023-24 remit letter](#), thereby ensuring a ‘joined up’ approach to policy development and reaffirming the importance of higher education’s contribution to the Plan.

HEFCW has used the Welsh Government’s Anti-racist Wales Action Plan goals and actions to drive its anti-racism policy developments. We welcome the cross-governmental approach and, although our actions primarily relate to higher education, we recognise that we are challenged to contribute to other areas and work with other

Mr Rob Humphreys
Cadeirydd | Chair

Dr David Blaney
Prif Weithredwr | Chief Executive



partners. We expect that, where we are named as partners in areas other than education e.g. asylum seekers and refugees, there will be benefits to, and learning from, collaboration. We welcome the Welsh Government's inclusive approach when engaging us in reporting to the Plan's Accountability Group to provide assurance and scrutinise our progress against the goals. The Welsh Government has transparently communicated progress towards Plan's goals, to ensure completion of its actions at pace.

The progress and monitoring arrangements for the Plan, including the role of the public sector (local authorities, health, education), third sector and where applicable, the private sector.

We welcome the two specific goals for higher education identified in the Plan. We continue to provide regular updates to Welsh Government on progress against these goals. Our monitoring of universities' actions inform our reporting and provide assurance of actions and progress.

We provided a presentation to the Welsh Government's Accountability Group on 26 May 2023 to update the group on the actions for higher education in the Plan. We received feedback on potential future priorities for us to consider.

HEFCW's accountability for progress against the Plan is provided through regular reporting to HEFCW's Council.

Some of HEFCW's further actions against the goals are set out below:

Goal one: Staff and students can expect their experience of HE to be positive irrespective of their racial ethnic background.

- We established an anti-racism network across the higher education sector led by [Advance HE](#) to share good practice in addressing racial harassment and promoting anti-racist culture (February 2023). The network includes staff and students with lived experience and/or equality and diversity expertise.
- We have grant funded a Vice-Chancellors' masterclass to secure leadership and culture change.
- We will publish an annual race equality/ anti-racism data monitoring report from 2023, to monitor progress towards an anti-racist Wales within higher education.
- We will use our policy and funding levers, as well as qualitative analysis, as appropriate, to contribute to the Anti-Racist Wales Action Plan and the Well-being of Future Generations (Wales) 2015 goals, including but not limited to an Equal Wales and a Wales of Cohesive Communities.

Goal two: Better use of levers available to promote anti-racist culture in higher education.

- All universities in Wales committed to race equality charter membership by March 2023. This is not the position in other UK nations.
- We have grant-funded Advance HE to provide anti-racism support in higher education, informed by UK-wide practice. We fund universities with £1m

annually, match funded by universities, to make progress at pace in tackling anti-racism.

- The Welsh Government's remit letter to HEFCW confirms its expectation that all universities should achieve a race equality charter by July 2025.
- [Circular W23/20HE Supporting anti-racism in higher education: 2023/24 guidance and allocations](#) expects universities to report to us on how they are addressing inequalities, including pay disparities and reviewing existing recruitment policies and procedures through an anti-racist lens. We will monitor their progress.
- We published circular [W23/06HE: Safe and inclusive higher education: supporting equality and diversity education](#) which included our progress towards the Plan's goals, recognising the intersectional nature of the challenge to achieve an equal and diverse Wales.

The progress made by the Racial Disparity Unit, and whether there are gaps in data collection and analysis of data is being carried out effectively.

To date, we are not aware of any specific progress made by the Race Disparity Unit in collating data as it relates to, or informs higher education. We agree that quantitative data and qualitative information must contribute to the evidence base for effective action, monitoring and evaluation of progress.

We have analysed race equality data for higher education which we will publish annually.

Universities submit staff and student data to the Higher Education Statistics Agency (HESA), including as this relates to protected characteristics. Universities are required to analyse their institutional data on staff and students ethnicities as part of their Race Equality Charter applications.

What channels of communication have been established to ensure people with lived experience are informed of the plan's progress and what changes are happening as a result of the Plan?

The Plan's Accountability Group ensures that people with lived experience are informed and exercise scrutiny of progress towards its goals.

Our funding circular ([W23/20HE](#)) sets out our expectations that universities engage with students, including those with lived experience. This approach contributes to Wellbeing and Future Generations (Wales) Act 2015 ways of working including involvement and collaboration.

As the new Commission for Tertiary Education and Research (CTER) will oversee post-16 education, training and research from April 2024 we have begun to work more closely with Welsh Government colleagues across the post-16 sector and are members of the Further Education Anti-racist Wales Action Plan Steering Group. HEFCW's membership enables a clearer understanding of issues, actions and opportunities across the post-16 education sector.

We would welcome future opportunities to engage with other public sector bodies at Welsh Government's Anti-Racist Wales Action Plan summits. These summits could be thematically focused, share practice and have clearly stated outcomes.

The effectiveness of the Plan in its first year, including whether actions have been delivered, what the key outcomes have been so far and to determine why any outstanding actions have not been implemented.

The Plan has been a significant, public, practical driver for action. We have set out how HEFCW and the higher education sector has responded to the goals and actions in the questions above. We have referenced it in policy discussions with other UK higher education funding and regulatory bodies, noting that there are not equivalent government expectations in other parts of the UK.

Help further understanding of what other interventions are needed to support delivery of the plan and whether there are barriers to implementing the plan.

- We would welcome a coherent approach to training in the areas covered by the Plan across the public sector.
- The Welsh Government should ensure that the Wales-wide training opportunities it procures include higher education and post 16 education as we move towards the establishment of the Commission for Tertiary Education and Research.
- Training opportunities that include higher education would help to manage the burden of expectations on third sector or other training providers and secure sufficient resources.

Given the importance of intersectionality, the inquiry will also consider how people's intersecting identities have been taken into account when developing and implementing the Plan.

Welsh Government should articulate clearly and continually review how its various equalities-related strategies and plans relate to each other, taking account of the importance of a single Equality Act and issues of intersectionality. Welsh Government's Cymraeg 2050 plan should be fully integrated into further development of the Anti-Racist Wales Action Plan.

Contact details

Savanna Jones, the Higher Education Funding Council for Wales, Widening Access and Inclusion Manager.

Yours faithfully



David Blaney

Agenda Item 4.1

JANE HUTT AM MS
Gweinidog Cyfiawnder Cymdeithasol a'r Prif Chwip
Minister for Social Justice and Chief Whip



Llywodraeth Cymru
Welsh Government

The Chair of the Equality and Social Justice Committee
Jenny Rathbone MS

19 October 2023

Dear Jenny,

Thank you for your letter of 25 September, following my oral evidence session to your inquiry on 18 September, seeking further information on several matters. I hope this response is helpful.

The public health approach to preventing gender-based violence

National indicators

As far as the work on National Indicators is concerned we are currently asking the workstreams to consider how the proposals they develop for joint action on VAWDASV might be measured and therefore be reflected in a revised set of National Indicators. This can be taken into account alongside the work done on those already published.

Following a series of workshops with stakeholders, a set of National Indicators was laid before the National Assembly for Wales on 24 June 2019:

[Violence against women, domestic abuse and sexual violence: national indicators for Wales | GOV.WALES.](#)

[These are therefore the extant set of indicators. Prior to the Covid pandemic,](#) the intention had been to develop the data sets further with stakeholders. This work was not intended to add to the indicator set but to make their collection, collation and publication support and inform the development of the new national strategy.

Unfortunately, resources were diverted because of Covid, which meant that the planned further work was begun but not completed. Since then, the VAWDASV National Strategy 2022-2026 has been developed, co-productively, and published. The revised strategy commits to reviewing the National Indicators to ensure they reflect the current VAWDASV National Strategy and will be used to measure progress against the aims and objectives of the Strategy.

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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.

As I indicated to Committee, I think it is important that these revisions fully reflect the direction set by the workstreams, and by the VAWDASV Blueprint overall, so I would not want to put the review of the indicators ahead of the policy development. However, the Committee has raised important issues about the ability to scrutinise our progress. With that in mind I think a more transparent publication of data against the extant indicators should be included in our next Annual Report and I am happy to commit to do so for 2023/2024. Ahead of that, we will be taking early steps to make the workstreams more transparent and to provide progress updates. This will include publishing summary minutes of blueprint meetings on the Welsh Government website and a newsletter for stakeholders.

Blueprint workstream plans

The Blueprint has captured the full range of public sector and specialist services in delivering our strategy to tackling violence against women and girls, domestic abuse and sexual violence.

The National Partnership Board is jointly chaired by me, as the Minister for Social Justice and Chief Whip, and Dafydd Llywelyn, the Police and Crime Commissioner for Dyfed-Powys. Membership includes Police representatives as well as members from specialist agencies such as New Pathways, Welsh Women's Aid and Safer Wales; Statutory bodies such as the Crown Prosecution service and HM prison and Probation Service; Other interests such as the Wales Refugee Council, the TUC and Public Health Wales as well as Children's, Older People and Domestic Abuse Commissioners.

Within the Blueprint approach, the 6 workstreams are now finalising and implementing their delivery plans. I am attaching (Annex A) a table which sets out the agreed actions and current updates. Much of this information will also be included in the annual blueprint update report I intend to publish before the end of this month.

Perpetrator Programmes

Detailed information on the Tackling Perpetration workstream is included in Annex A. This group is working to develop a much stronger position in preventing VAWDASV, in line with the approach of our National Strategy. I recognise and understand the challenges in provision of voluntary perpetrator programmes that you have noted across Wales. Though this workstream we are seeking to map all the relevant services in Wales, including their referral partnerships and funding streams.

This will encompass services and interventions from communities to custody; voluntary and statutory intervention that support risk reduction; education and awareness raising. Through this work, we will continue to build an evidence base of service provision, what works and how to best prioritise funding to support behaviour change. We work closely with our regions to develop grant awards, based on their declared needs and local strategies. Alongside our revenue grant funding, we also make available capital, through a regional bidding process supported by my officials.

It is important to recognise our inconsistent starting point, in terms of geographic coverage and the range of services provided, and the budgetary limitations in trying to improve our ability to tackle perpetration and prevent VAWDASV. The National Strategy was developed to specifically improve the focus on prevention whilst safeguarding existing support for survivors. Investing in early intervention and prevention activities in our communities, will require a significant evidence base to inform our commissioning strategy and budget planning for the future. There are things we are doing in this area, such as, our work with each Police force in Wales in making funding available for the implementation of [CARA](#), a community based early intervention for those first-time offenders, however I am keen to be able to do more.

In the Domestic Abuse Commissioners [Patchwork of Provision](#) report (2022) – covering England & Wales, 51% of survivors commented that they wanted “Help for the person who was abusing me to change their behaviour”. Disappointingly only 7% of these respondents were able to find such help. This is clearly an unmet need in not only proving opportunities for change and risk reduction but also for meeting the safety needs of victims and survivors.

Impact Assessment

The National Strategy had an Integrated Impact Assessment as part of its development. This demonstrated the huge cost of VAWDSV to individuals and society. The effectiveness of our strategy will be tested at various levels. This will include; project level monitoring and evaluation; the impact assessment required of workstreams for each of the policy recommendations they make to the Partnership Board and the review of the Strategy as a whole that will take place as part of the statutory duty to review which falls to each new administration.

Understanding and evaluating the impact of the ‘public health approach’ will be contributed to greatly by the creation of the ‘Central Repository of Knowledge’ which is being established as a commitment of the National Strategy. The Central Repository will bring together the knowledge management and research capacity of the whole partnership to ensure we have a ‘single version of the truth’.

Whilst at the strategic level we will monitor progress against the extant (and revised) set of National Indicators.

Equality Data

The Equality, Poverty and Children’s Evidence and Support Division is providing analytical support for VAWDASV policy development, monitoring and evaluation. This includes exploring plans for an evidence repository, support for the Blueprint and meeting wider evidence needs. For example, identifying global best practice for tackling street and workplace harassment; and reviewing support pathways for disabled victims of VAWDASV. Both the VAWDASV Policy and the Evidence and Support teams are seeking to increase the focus on VAWDASV evidence needs, with a view to embedding them in the evidence plan for 2024-25.

As per my evidence to Committee, we are very conscious of the intersectional impact of VAWDASV, as well as the disproportionate impact on disabled people, older people, ethnic minorities and migrant women, among other groups. As part of the blueprint, each workstream will intrinsically take this into consideration to fully understand the needs of all people who can be affected by VAWDASV. This makes it all the more important that the work is underpinned throughout by robust equality data and evidence.

SafeLives have published a number of [spotlights](#) regarding intersecting issues relating to VAWDASV. We will continue to ensure that our actions are directed by an understanding of the equality impact of VAWDASV.

Ask and Act

‘Ask and Act’ is a national programme and is fully operational across all regions of Wales. At the end of March 2023, 37,737 workers had been trained to Ask and Act. An Evaluation of the ‘effectiveness of Ask and Act’ was undertaken and a full report was published January 2022. Participants taking part in the research included Ask and Act trainers, learners, regional co-ordinators and colleagues from Welsh Women’s Aid and Welsh Government No further formal evaluation of this type is planned at present.

The evaluation found that Ask and Act is seen by those who participated in the evaluation as an important and valuable programme which is having an impact across Wales for those participating, both individually and at an organisational/sector level.

The report includes fifteen recommendations, relating to delivery and rollout, course content and training materials, and evaluation. Officials have already begun to implement a number of changes to delivery and policy with engagement with key stakeholders.

A three-year contract was awarded to Welsh Women's Aid in November 2022 to continue and support the delivery of the Ask and Act Training Programme.

Further development of the Ask and Act programme will be addressed through the Blueprint workstreams to ensure the programme remains fit for purpose. The next meeting of the Whole-Systems Approach workstream will discuss the question of behaviour change amongst professionals with a view to ensuring we have the right tools in place.

Migrant Women Report Recommendation 13

Recommendation 13 of the Committee's inquiry into gender-based violence and the needs of migrant women was accepted in principle, albeit with the caveat that the Welsh Government cannot independently set out a data firewall given the non-devolved agencies that this referred to, including the Police and the UK Government's visa's and immigration processes. My officials are currently working on a progress update against all the recommendations, including recommendation 13. However, I am happy to offer an interim update on this specific recommendation here.

Whilst the Welsh Government has been clear that we cannot ourselves establish a firewall within Policing and other reserved agencies, the VAWDASV Blueprint provides Welsh Government the opportunity to work with both devolved and non-devolved partners in a joined-up way. In our response to the inquiry, we have committed to further understanding the issues and barriers pertaining to data sharing, in order to make real change to increase victim and survivor self-assurance to seek vital, in many cases, lifesaving, support. We will do this work through the Sustainable Whole-System Approach workstream, in partnership with non-devolved agencies, seeking voluntary changes to practise.

Funding

The Welsh Government funds regional partnerships as well as directly funding specialist services to provide invaluable and lifesaving support to all victims of VAWDASV, this includes early intervention, preventative and educational support, perpetrator intervention programmes, Independent Domestic Violence Advocates for high-risk victims as well as therapeutic recovery interventions for the ongoing support of those impacted by VAWDASV.

A list of organisations in receipt of revenue or capital VAWDASV funding from the Welsh Government is at Annex B.

Bystander programme

There is a 3-year funding contract, worth £230,000 in place to develop and deliver a Pan-Wales Bystander pilot intervention training initiative that will be delivered to citizens of Wales. This initiative will include offering training to promote a prosocial and informed bystander intervention programme to the public that will run alongside our VAWDASV Communication campaigns. This is with the intention of creating genuine and lasting changes in societal attitudes towards VAWDASV.

The National Bystander Intervention Initiative contract has been awarded to Kindling Transformative Interventions in consortium with PLAN and beyond equality. Kindling is a University of Exeter spinout company co-directed by Dr Rachel Fenton and Dr Nathan Eisenstadt and will be responsible for programme development of this pilot.

The pilot will run until March 2026. Their delivery model envisages up to 400 people per year receiving training – approximately 1200 in total. The programme is currently in the design stage and delivery of training is expected to be rolled out from early 2024. A full evaluation will take place which will provide recommendations at completion.

We know there's a demand for this type of training. A [Time to Talk Public Health population survey](#) was recently published which focussed on the 'Witnessing Violence'. The headline figure from the survey is that 61% of respondents would be 'Likely'(38%) or 'Very Likely'(23%) to take up the offer of bystander training were it available.

The Violence Prevention Unit have also recently published a report on Preventing Sexual Violence In The Night Time Economy: Encouraging Men To Be Active Bystanders. This report is an evaluation of Phase Two of the [#SafeToSay](#) campaign.

Serious Violence Duty

As you requested, I am attaching a letter I sent to the Minister for Policing, Chris Philp MP on 22 November 2022, regarding the Serious Violence Duty. (Annex C)

The Welsh Government is supportive of the policy approach of the Serious Violence Duty (SVD) that services work together to prevent and reduce serious violence. This builds on the existing approach to collaboration on community safety which is already in place in Wales. We have worked with Home Office and Welsh partners on the [Statutory guidance](#), which includes a Wales-specific chapter to capture the distinct Welsh legislative and policy background as well as the partnership agreements in place across Wales.

Officials from the UK and Welsh Government continue to work together on implementation of the SVD, including through the National Oversight Group (chaired by the Home Office). This group monitors compliance with the Duty, drives cross-sector delivery and tracks programme delivery. Officials in Welsh Government's Community Safety Division are ensuring that the Welsh context is being considered through the work of the Oversight Group, and that relevant issues are raised with Welsh stakeholders.

Specified authorities in Wales are also being supported with implementation by:

- The Violence Prevention Unit who have produced a strategic needs assessment guidance for Wales; a multi-agency violence data hub on violence; and a youth violence prevention strategic framework;
- The Wales Safer Communities Network; and
- Crest, a supplier commissioned by the Home Office, which is providing tailored support in implementing the Duty.

Welsh Government Resource

To understand our resourcing commitment to VAWDASV policy, it is important to see the matter in the round and to understand the structure and support offered to the blueprint itself and the National Partnership as well as to all our wider VAWDASV work, as it is increasingly brought under the umbrella of the blueprint.

The Welsh Government has committed staff funded through Delegated Running Costs and through programme funding to the blueprint and I am shortly to publish a blueprint overview (Annex D) which sets out the collective contribution to making the blueprint work. As the overview demonstrates, a significant part of the blueprint team is based within and employed by South Wales Police, a crucial demonstration of our commitment to partnership

working. Blueprint staff, whether in Welsh Government or SWP, are working closely together to deliver the aim of the National Strategy and the blueprint.

In addition, there are over 40 organisations engaged in the work of the VAWDASV Blueprint including devolved and non-devolved public sector bodies, Health Services, Specialist Sector, Wales TUC, WLGA to name a few.

Organisational Culture

As you suggest it is vital that Welsh Government is an exemplar. As an organisation, we have a zero-tolerance policy for discrimination and violence of any kind. Our dedicated 'Domestic Abuse, Violence Against Women, and Sexual Violence' policy sets out our role as an employer in supporting staff who may be experiencing domestic abuse and violence, including safeguarding individuals in the workplace and our commitment to taking action against perpetrators. Our Employee Assistance Programme provides professional, independent advice and support, including free counselling services, for anyone impacted by domestic abuse or violence. Our online learning hub hosts an e-learning resource aimed at helping staff recognise the signs of violence and abuse, in addition to the impact it can have on individuals, family and colleagues.

The Welsh Government is White Ribbon accredited and our Permanent Secretary, Andrew Goodall, and Chief Operating Officer, Tim Moss, are proud White Ribbon Ambassadors, leading an enthusiastic and committed group of ambassadors and champions in raising awareness across the organisation and exemplifying the campaign's messages. Alongside this, we have a thriving women's network and community of allies, who support and challenge the organisation to ensure gender equality is embedded in our culture, policies and processes.

I hope this information will be helpful to the Committee in your inquiry. This is important work and I look forward to receiving the Committee's contribution to our progress in the form of your report and its' recommendations.



Jane Hutt AS/MS
Gweinidog Cyfiawnder Cymdeithasol a'r Prif Chwip
Minister for Social Justice and Chief Whip

	High-Level Action	Update
High Level Action Ref.	Gender-Based Harassment in All Public Spaces	
1	<p>Consolidate and enhance the evidence base on the prevention of, and response to, public sexual harassment and other forms of gender-based harassment in public spaces, and the safety of women and girls in public spaces, to understand prevalence, causes and effective interventions.</p>	<ul style="list-style-type: none"> • A literature review was completed by Welsh Government’s VAWDASV Policy Team • A rapid review of existing evidence being undertaken by Public Health Wales • Research on the manosphere, its impact and considerations, is being undertaken by South Wales Crime Commissioner’s Office • The Violence Prevention Unit have shared their recent report ‘Collecting Behavioural Insights for Sexual Harassment Prevention’ within the Blueprint. This research was undertaken to better understand the facilitators and barriers for men intervening when they witness sexual harassment or problematic sexual behaviour, and focuses on men aged 18-54 who live or socialise in South Wales. • Cowshed Media have agreed to share information on the evidence base for Welsh Government’s SOUND campaign’s concept and approach, what was learned from the campaign’s focus groups and survey, and future information sharing from campaign surveys and evaluations • Plan UK is funding test and learn projects with organisations who deliver interventions/activities with boys and young men that may help in reducing VAWDASV. Plan UK has commissioned the Violence Prevention Unit to conduct a literature review on What Works to Engage Men and Boys in Violence Prevention. This study also includes a mapping survey conducted in Wales, and focus groups with the test and learn projects.

2	<p>Develop a preventative, whole-system approach to tackle public sexual harassment and other forms of gender-based harassment in public spaces, to increase safety and feelings of safety for women and girls.</p>	<ul style="list-style-type: none"> • New connections established with key stakeholders, such as Transport for Wales and Welsh Government Sports Policy, in order to identify and respond to new opportunities to co-ordinate and develop actions across Wales • Ongoing discussions with the Higher Education Funding Council for Wales to provide updated guidance for Welsh Universities, which will support the creation of safe and supportive learning environments and ensure institutions take effective measures to prevent and respond to gender-based harassment in public spaces and other forms of VAWDASV

3	To identify, develop and implement effective interventions that enable everyone in society to challenge misogynistic attitudes, beliefs and behaviours, in order to change the culture of misogyny and harassment that feeds abuse.	<ul style="list-style-type: none"> • A connection has been established with Kindling Interventions take learning from their bystander intervention programme and establish a connection to learn from their future evaluation of the National Bystander Intervention Initiative. • Learning will be taken from Plan UK’s evaluation of test and learn projects (with organisations who deliver interventions/activities to boys and young men that may help in reducing VAWDASV) • Initial mapping of other initiatives and related interventions that have been identified through 'what we know works' as showing promise has begun and will be developed
4	To review and make recommendations for an equitable approach on the use of interventions and initiatives across all agencies and communities.	<ul style="list-style-type: none"> • North Wales Police are leading on an action across all four Police Forces in Wales to explore the best use of analysis down to lower layer super output geographical areas to recognise patterns in recorded crime, incidents and other problematic behaviour in relation to gender-based harassment in all public spaces
Workplace Harassment		
1	Establish and maintain a robust evidence base, including capturing lived experiences of workplace harassment, so that we better understand the scale of workplace	<ul style="list-style-type: none"> • Welsh Government’s VAWDASV Policy Team is completing a rapid review of existing sources to better understand the prevalence, causes and impact of gender-based harassment in the workplace • A task and finish group will be formed with the purpose of establishing the next steps for research-based delivery actions

	harassment and the actions which help prevent it	
2	Develop a whole system approach to support the effective prevention and response to workplace harassment towards women and girls, and so tackle workplace harassment in all workplaces across Wales.	<ul style="list-style-type: none"> • A pilot practise sharing event was held to capture the interest of leaders in Wales, raise awareness of VAWDASV and workplace harassment and share best practise. This event was held virtually and attended by senior leaders from the public sector in Wales. • The Minister for Social Justice, Jane Hutt, MS, has advocated for the amendment Equality Act 2010 to include provision in relation to the protection of workers and the duties of employers via the Worker Protection Bill
3	Use and enhance existing tools and levers to raise awareness, promote excellent practice and support active change to eliminate workplace harassment towards women and girls, and to improve workplace responses to all forms of violence against women and girls, domestic violence and sexual abuse.	<ul style="list-style-type: none"> • A task and finish group will be formed with the purpose of establishing the next steps for promoting best practice, tools, resources across all sectors in Wales • Initial discussions have taken place with Beyond Equality, a charity organisation which specialises in working with men and boys, including within the workplace, around gender equality and healthy masculinities in order to create positive cultural change and prevent VAWDASV. Early discussions have already resulted in stakeholders exploring the possibility of running workshops through Beyond Equality
4	Provide challenge and support for all	This action will be taken forward once the workstream is in a position to make recommendations

	organisations across Wales to go beyond their legal and other mandatory duties and to adopt exemplar standards of behaviour in the workplace.	
Tackling Perpetration		
1	Consolidate and enhance existing evidence bases and needs analyses on perpetration of Violence Against Women, Domestic Abuse and Sexual Violence in Wales.	<ul style="list-style-type: none"> • The workstream has expanded its membership to include academic representation and specialist sector providers to support with the development of an evidence base. • Progress has been made in producing an all-Wales perpetrator intervention map to gather information on statutory and third sector interventions. The workstream is finalising the template for the mapping exercise and determining which software to use to launch the survey, with a view to going live with it in the Autumn. This is a substantial piece of work that has taken much of the workstream’s attention and resources. • The workstream is in the planning stages for developing an all-Wales perpetration data dashboard, which will initially focus on gathering and displaying criminal justice data.
2	Develop a Wales-wide whole system approach for tackling perpetration of Violence Against Women, Domestic	<ul style="list-style-type: none"> • A paper has been developed which provides an overview of relevant legislation, policy, and guidance for VAWDASV and perpetration. • Cross-governmental connections have been made between the VAWDASV and Communications teams to explore opportunities for analysing and utilising the findings for the SOUND campaign targeted at men and boys. There are plans to collaborate with Public Health Wales on this work as well.

	Abuse and Sexual Violence that encompasses early intervention and prevention through to the criminal justice response.	<ul style="list-style-type: none"> The workstream is working with Sustainable Whole System Approach workstream to include questions about responses to perpetration in the consultation they are developing.
3	Establish clarity on the responsibilities to prevent and tackle perpetration of Violence Against Women, Domestic Abuse and Sexual Violence of all relevant authorities under the Violence Against Women, Domestic Abuse and Sexual Violence Act and other non-devolved public services.	<ul style="list-style-type: none"> The workstream’s policy leads and project delivery manager have met to begin scoping work for this action.
4	Strengthen accountability mechanisms to ensure public services are meeting their responsibilities to tackle and prevent perpetration of Violence Against	<ul style="list-style-type: none"> The workstream recognises that there are fundamental interdependencies with the Whole System Approach workstream and will undertake work on this when both workstreams are in a position to collaborate.

	Women, Domestic Abuse and Sexual Violence.	
Sustainable Whole System Approach		
1	Review existing practice to understand the current landscape for the implementation of existing guidance and delivery against statutory responsibilities under the Violence Against Women, Domestic Abuse and Sexual Violence Act (2015).	<ul style="list-style-type: none"> • A consultation session was held with Regional Advisers to seek their views on the challenges and barriers to implementing the VAWDASV Act as well as current successes. • A broader national consultation framework is in development with a view to launching in the autumn. The consultation will take a mixed approach by using surveys and targeted engagement sessions with key stakeholder groups. This is a substantial piece of work and has been the workstream’s central priority. • Workstream membership has expanded to ensure there is a rounded view and understanding of the current landscape for the implementation of existing guidance and delivery against the VAWDASV Act. The workstream has developed a positive working relationship with the Ministry of Justice and is exploring further opportunities for collaboration on its programme of work.
2	Review and refresh existing guidance for developing needs assessments as well as prioritising, planning, designing, and monitoring services to develop a whole system approach to sustainable commissioning.	A paper has been drafted which provides a comprehensive overview and summary of key legislation, policy, and guidance for a whole system approach to VAWDASV.

3	Review existing procurement and grant guidance for Violence Against Women, Domestic Abuse and Sexual Violence and other related disciplines to ensure equity, innovation and quality in the delivery of services and provision across Wales.	Will be progressed once the national consultation has been completed
4	Develop guidance to ensure regional partnership structures for Violence Against Women, Domestic Abuse and Sexual Violence are coherent and that the relationship between local planning, service delivery and commissioning is explicit.	Will be progressed once the national consultation has been completed.
5	Develop a National Framework of Standards which will provide guidance on the requirements for good service delivery,	<ul style="list-style-type: none"> The workstream has agreed that a collective definition of the National Framework of Standards requires development. The National Framework of Standards will be informed, in part, by responses from the consultation and the five other VAWDASV Blueprint workstreams.

	set out minimum service levels, and articulate clear expectations for commissioning partners to commit to these Standards.	
Children and Young People’s Needs		
1	Consolidate, enhance, and identify gaps in existing evidence bases and needs analyses on the children and young people impacted by domestic abuse and sexual violence.	<ul style="list-style-type: none"> • Welsh Women’s Aid have been commissioned to undertake two pieces of that will inform on the future scope and direction of the workstream. This work includes a rapid review of existing evidence, and mapping on the available services in Wales. The following piece of work will involve the inclusion of the voice of children and young people within the workstream. • Data has been gathered on Operation Encompass across the four Force areas. We will use this data to understand the experiences and support offered to children and young people through the process, and we will consider the challenges surrounding Operation Encompass. The outcomes of this action will support a Wales-wide whole-systems approach.
2	Establish clarity on the responsibilities of all relevant authorities under the Violence Against Women Domestic Abuse and Sexual Violence Act and other non-devolved public services to identify, respond to, and	<ul style="list-style-type: none"> • Cross-governmental links have been established with both Education and Safeguarding. • Interdependencies between the Peer-on-Peer Sexual Harassment Plan are in process of being established. • Individual actions have been allocated as appropriate to Welsh Government colleagues and the workstream is aiming to engage with the relevant Health colleagues.

	reduce domestic abuse and sexual violence experienced by children and young people.	
3	Develop a Wales-wide whole system approach to meet the needs of children and young people impacted by domestic abuse and sexual violence, encompassing maternity and early years through to adulthood.	<ul style="list-style-type: none"> • Work has begun on understanding the process and impact of Operation Encompass across Wales by using referral data. This will be extended to identify training and upskilling opportunities for education providers. Information and lessons learned will feed into the Sustainable Whole Systems Approach workstream.
4	Strengthen accountability mechanisms to ensure public services are meeting the needs of children and young people impacted by domestic abuse and sexual violence including services, responses, auditing, inspection, and grant monitoring.	<ul style="list-style-type: none"> • Input on local landscape, good practice and issues has been contributed by the Regional Advisors. • VAWDASV Educational Toolkit is to be updated.

Older People's Needs		
1	Consolidate and enhance existing evidence bases and identify the gaps to improve knowledge and understanding of the abuse of older people and the services that are available to them.	<ul style="list-style-type: none"> • Members have started to look at the existing mechanisms within their organisations to include the voice of older people to shape and direct our work. • Existing pieces of research and work have been highlighted by members to identify gaps in knowledge.
2	Develop a Wales-wide whole-systems approach which ensures clarity and cohesion between Safeguarding and Violence Against Women, Domestic Abuse and Sexual Violence	<ul style="list-style-type: none"> • Cross-governmental links have been established with Safeguarding and VAWDASV Team, in addition to co-chair Philip Mulraney. • The workstream has linked with the Welsh Government National Action Plan on the abuse of older people. • Contribution and collaboration with the VAWDASV Regional Advisors regarding local landscape and issues. • Comprehensive mapping of both National and Regional Boards in Wales relating to older people has been completed with a view to ensure interdependencies are clearly highlighted
3	Improve the availability and suitability of trauma-informed services for older people, adequately recognising their	<ul style="list-style-type: none"> • Comprehensive mapping work of services available to older people is in progress. This includes information on survivor and perpetrator services across Wales, and whether the service is specific to VAWDASV and older people. Next steps for this work have been established including engagement with mapped services and service users. • Cross-governmental link established with the National Training Framework.

	diverse needs, both for survivors and those who are perpetrating abuse.	<ul style="list-style-type: none"> • Workstream has highlighted that review of Ask & Act may be beneficial to assess whether the training materials are relevant to older people. • Monitoring return data for each Police and Crime Commissioner in Wales has been gathered relating to the demographics of service users within commissioned services. The data will be used to identify gaps and trends within the commissioned services.
4	Prioritise and influence specific awareness raising campaigns to improve the recognition, knowledge and understanding of the abuse of older people.	<ul style="list-style-type: none"> • Collaborative options have been established with Safer Communities Wales for communications. • Interdependency established with Objective 2 of the Welsh Government National Action Plan on the abuse of older people, building upon the existing campaign of “Home shouldn’t be a place of fear”.

Annex C - Organisations receiving VAWDASV funding directly from the Welsh Government in 2023-24.

Revenue

- BAWSO
- New Pathways - SV
- Safer Wales - Project Dyn
- Hafan Cymru
- Welsh Women's Aid
- Cyfannol - SV
- RASASC - SV
- Stepping Stones - SV
- North Wales - DASU
- North Wales - Adferiad
- Western Bay - Calan DVS
- Police and Crime Commissioner for South Wales Cardiff & Vale University Health Board - FGM Services Safer Wales - Streetlife

Capital

- Vale of Glamorgan Local Authority
- Bridgend County Borough Council
- Heddlu Dyfed Powys Police
- Safer Merthyr Tydfil
- Newport City Council
- Gwent IDVA Service
- Gwent Police Force
- North Wales Police
- Flintshire County Council
- Montgomeryshire Family Crisis Centre
- The Nelson Trust
- Cardiff Women's Aid Ltd
- Phoenix Domestic Abuse Services
- Cyfannol Women's Aid Ltd
- Hafan Cymru (Stori)
- Domestic Abuse Safety Unit
- North Wales RASASC North Wales
- Grŵp Cynefin
- Rhondda Cynon Taf County Borough Council
- Merthyr Tydfil County Borough Council
- Dyfed-Powys Police
- Calan DVS
- Threshold DAS Limited
- City and County of Cardiff Council
- South Wales Police
- Bawso
- Carmarthen Domestic Abuse Services Limited
- Llamau Ltd
- Neath Port Talbot County Borough Council
- G4S
- Swansea CBC
- WWA



Ein cyf/Our ref MA/JH-/3406/22

Rt Hon Chris Philp MP
Minister for Crime and Policing

16 November 2022

Dear Minister,

Please accept my congratulations on your recent appointment as Minister for Crime and Policing and I look forward to working with you.

Thank you for providing an overview of the main provisions in the draft 'Prevention and Reduction of Serious Violence (Strategies Etc.) (Amendment) Regulations 2022' and the opportunity to comment on the proposals. This is in accordance with section 6(10) of the Crime and Disorder Act 1998 and section 22(3) of the Police, Crime, Sentencing and Courts Act 2022, which specifies that Welsh Ministers should be consulted on secondary legislation relating to the Serious Violence Duty (SVD).

Welsh Government are supportive of the policy approach of the SVD and the intention that services will work together to prevent and reduce serious violence. In the Legislative Consent debate in the Senedd on the Police, Crime, Sentencing and Courts Bill on 18 January 2022, in line with Welsh Government advice, the Senedd gave consent to the SVD clauses.

I am happy to confirm that I am supportive of the substantive provisions in the regulations, I appreciate the regulations are not yet finalised. I welcome the assurance you have given that Home Office officials will continue to engage with my officials in the iterative process of finalising the regulations. I understand that any changes made will primarily be to resolve any technical or drafting issues in the regulations prior to introduction, rather than making any substantive policy changes.

I would like there to be a parallel provision included in the regulations for a SVD strategy to be submitted to Welsh Ministers alongside the Secretary of State, where a strategy is for a local government area in Wales. Welsh Government would want to have sight of strategies published in Wales and it would avoid the need for the Home Office to take the additional

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Correspondence.Jane.Hutt@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.

step of sharing them with us. I understand that your officials are already working on implementing this change, which is very welcome.

You will be issuing statutory guidance on delivery of the Duty. My officials are liaising with Home Office officials to ensure the guidance properly reflects the different legislative and partnership structures in Wales. We would appreciate a further opportunity to ensure the Welsh context is reflected in the document as a whole prior to the expected publication date of 12 December 2022.

Yours sincerely,

A handwritten signature in black ink that reads "Jane Hutt". The signature is written in a cursive style with a long horizontal stroke above the first letter 'J'.

Jane Hutt AS/MS

Y Gweinidog Cyfiawnder Cymdeithasol
Minister for Social Justice

VAWDASV BLUEPRINT

The joint approach to implementing the
Violence Against Women, Domestic Abuse,
Sexual Violence Strategy 2022- 2026.

THE BLUEPRINT APPROACH

To advance the activities to support the VAWDASV Act (2015) Act Wales following the 5 year post implementation of progress review, it was agreed to adopt a pan Wales Blueprint approach to deliver against priorities.

Welsh Government and Policing in Wales have driven forward the development of the Blueprint approach to implement the VAWDASV National Strategy 2022- 2026. establishing shared governance arrangements, through which to shape policy and practice.

The pooling of resources and identification of funding to support the establishment of a VAWDASV Blueprint Programme Delivery Team demonstrates joint leadership and commitment to the importance of the work.

Shared governance arrangements have been established to maintain a keen oversight of its work and governance is overseen via VAWDASV National Partnership Board, the Programme Board and its workstreams.



THE PROGRAMME DELIVERY

TEAM

A Blueprint Delivery Team is now in place, to support pan Wales, multi-agency delivery against shared priorities. This team is headed up by a Programme Implementation Manager and supported by Policing in Wales Policing Lead for VAWG and Race, and VAWG Senior Policy Officer on behalf of Police and Crime Commissioners across Wales.

Allocation of resources to the programme and project delivery disciplines are essential to support the successful delivery of the Blueprint, which involves a large scale and complex area of work.

The Delivery Team will work alongside the Welsh Government VAWDASV Policy Team, Perpetration Policy Team and cross government departments as appropriate; Working with Strategic Leads from Policing in Wales to support the Workstream Co-chairs, drawn from leadership and partnership organisations/ activities, in the delivery of the workplans.





The Workstream Co-chairs will provide strategic direction, and with support from the Delivery Managers, develop consistent implementation.

Progress will be reported up to the joint Senior Responsible Officers who chair the National Programme Board and following this to co-chairs of the National Partnership Board, sitting at the top of the Blueprint governance structure.

The Blueprint structure will ensure implementation of the Strategy maintains momentum and we continue to learn as we progress.

The workstream members and Delivery Team will support the pan-Wales delivery of activities against the Blueprint Delivery Plan.

The Delivery Team will consolidate progress and report on agreed actions and outcomes whilst ensuring progress continues to be made against the objectives set out in Welsh Government's VAWDASV Strategy 2022 -26.

NATIONAL PARTNERSHIP BOARD

CO-CHAIRS



Jane Hutt MS

Minister for Social Justice
and Chief Whip



Dafydd Llewelyn

Police and Crime
Commissioner for Dyfed-
Powys

NATIONAL PROGRAMME BOARD

CO-CHAIRS



Emma Wools

Deputy Police and Crime
Commissioner
South Wales



Paul Dear

Deputy Director
Cohesive Communities
Welsh Government

**Blueprint Programme
Implementation Manager**

Welsh Government

Senior Policy Adviser

South Wales Police & Crime
Commissioner

**Strategic Lead for
VAWDASV & Race**

Gwent Police
on behalf of Policing in Wales

**3 x Project Delivery
Manager**

South Wales Police & Crime
Commissioner on behalf of
Policing in Wales

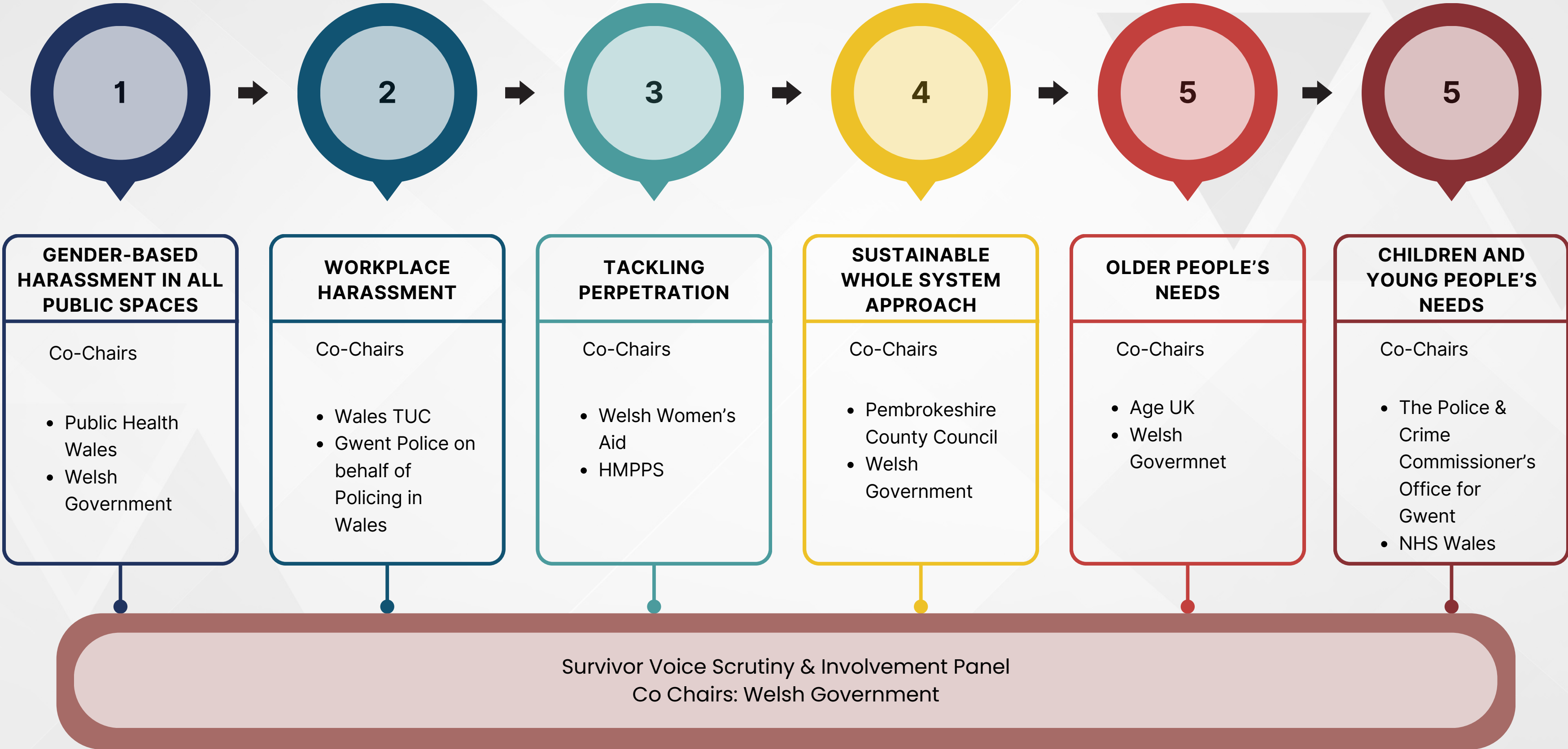
**Policy & Project
Support Officer**

South Wales Police & Crime
Commissioner on behalf of
Policing in Wales

VAWDASV BLUEPRINT DELIVERY TEAM

VAWDASV BLUEPRINT WORKSTREAMS

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WORKSTREAM

CO-CHAIRS & MEMBERS

Workstream co-chair's are responsible for driving forward their workstream whilst delivering against their workstream's delivery plan, providing vision, leadership and strategic direction.

They support the Blueprint Senior Responsible Officers with programme assurance through workstream development, monitoring and identifying resolutions to issues.

The co-chairs are supported in delivering against the objectives of the VAWDASV National Strategy (Wales) 2022-2026 by its workstream members, who contribute expertise, time and resource towards the delivery of workstream plans.

Workstream members are leaders in their field representing a wide range of organisations and sectors to provide a multi-layer, pan Wales approach.

THE SURVIVOR VOICE SCRUTINY AND INVOLVEMENT PANEL

The Survivor Voice, Scrutiny and Involvement Panel is made up of 8 survivors of VAWDASV as experts by experience. We aim for the panel to be inclusive of all experiences of VAWDASV and to represent communities across Wales.

The purpose of the Survivor Voice Scrutiny and Involvement Panel is to support the effective implementation of the VAWDASV Strategy 2022–26 and Blueprint Programme, both of which take an evidence-based and research led approach to responding to VAWDASV. As a fundamental part of our evidence based approach, to is essential for us to hear, and include the voices of survivors at all levels; doing so will support us to effectively tackle VAWDASV.

The Survivor Voice Scrutiny and Involvement Panel will ensure that all advice referred up to the National Partnership Board has a survivor perspective, and that survivors' voices will be heard at every level of the governance structure for the delivery of the VAWDASV strategy.

Survivors will be given the opportunity to comment on, advise and challenge policies and decision making within the strategy and associated workstreams. This therefore ensures that lived experience and expertise is reflected in strategic decision making.

WHAT DOES COLLABORATION LOOK LIKE?

Pack Page 88



VAWDASV Blueprint Team

Programme Implementation
Manager
South Wales Police & Crime
Commissioner Senior Policy Adviser
Policing Strategic Lead for
VAWDASV & Race
Project Delivery Manager x3
Project & Policy Support Officer

Stakeholders

Policing in Wales - HMPPS -
Public Health Wales - HMCTS Wales
WLGA - Welsh Women's Aid -
Wales TUC - BAWSO - NHS Wales -
South Wales Fire & Rescue - CPS -
Wales Ambulance Service- Plan UK-
Safer Wales - Age Cymru - HEFCW -
New Pathways - Our Streets Now-
Rights of Women- Time's Up UK -
CIPD - Federation of Small Business -
Older People's Commissioner for
Wales - Children's Commissioner for
Wales - Ministry of Justice -
Domestic Abuse Commissioner for
England & Wales - Chwarae Teg -
ACAS- Equality & Human Rights
Commission - Threshold DAS LTD -
Dewis Choice - Cardiff University -
Relate - Stepping Stones - NSPCC
Local Authorities - Dewic Choice -
Hourglass - Thrive - Survivor's

Welsh Government

VAWDASV and Perpetration Policy
Department Leads
National Independent VAWDASV Advisers
VAWDASV & Perpetration Senior
Policy Managers
VAWDASV Policy Managers
All Welsh Government Departments/
Senior Policy Managers.

VAWDASV BLUEPRINT GOVERNANCE

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Survivor Voice Scrutiny and Involvement Panel
 Pan Wales consistent and inclusive pathway that enables those with lived experiences to shape policy direction and scrutinise implementation Blueprint Delivery. VAWDASV experiences and from pre-established survivor engagement groups

National VAWDASV Partnership Board
 Co-Chairs
 Jane Hutt MS, Minister for Social Justice & Chief Whip and PCC Dafydd Llywelyn on behalf of Policing in Wales.
 Meet quarterly – providing oversight, ensuring accountability and direction. Joint SROs & Chairs (Paul Dear and Emma Wools) to report on Programme Board via written highlight report to National Partnership Board.
Membership:
 Joint SROs, DA Commissioner, NGO’s, Policing, HMPPS, PCCs, HMCTS, WG Officials, CPS, Blueprint Lead, Health, National Advisor, PHW

Co-Chairs to report progress to: Cross Cabinet and Policing Partnership Board for Wales. (Frequency to be determined)

VAWDASV Blueprint Programme Board
 Joint SROs (Paul Dear and Emma Wools) to report via written highlight report on a quarterly basis to National Partnership Board.
 Meet quarterly – Pan Wales, work will be guided by the Blueprint via agreed workstreams that will take forward key actions. Workstream Leads to report via written highlight reports to VAWDASV Blueprint Programme Board.
Membership:
 Pan Wales, cross sector representation, including Welsh Government, Health, Education, Police, PCCs, HMPPS and Non-Government Specialist Organisations, reflecting those bodies who have key duties in tackling VAWDASV

Workstream 1
 Gender-based Harassment in all Public Spaces

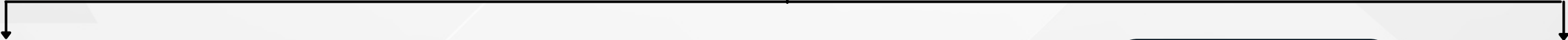
Workstream 2
 Workplace Harassment

Workstream 3
 Tackling Perpetration

Workstream 4
 Sustainable Whole-System Approach

Workstream 5
 Older People’s Needs

Workstream 6
 Children and Young People’s Needs





VAWDASV BLUEPRINT INSIGHTS

WHERE ARE WE NOW?

The High Level Blueprint Implementation Plan was published in March 2023. This Plan describes the purpose of each of the workstreams and sets out their high level actions, which will contribute to the National Objectives of the VAWDASV Strategy 2022 to 2026.

To view the high level plan visit the link below:

<https://www.gov.wales/violence-against-women-domestic-abuse-and-sexual-violence-blueprint-high-level-action-plan.html>

A progress update will be published Autumn 2023.



HOW TO STAY IN TOUCH?

To receive the VAWDASV Blueprint newsletter and regular updates subscribe via the link below:

LINK [To receive VAWDASV Blueprint updates subscribe via the link below:](#)





THANK YOU

Jane Hutt MS

Minister for Social Justice and Chief Whip

25 September 2023

Dear Jane

The public health approach to preventing gender-based violence

Thank you for giving evidence as part of our inquiry into the public health approach to gender-based violence. Following our session, we would be grateful if you could provide additional detail in relation to the following:

- National indicators: you noted that work is underway to revise the national indicators, and in particular that you have asked each of the blueprint work streams to consider how they would evaluate their proposals against the national indicators as they currently stand. Please could you confirm the timescales for this work. Could you provide examples of any national indicators you have agreed so far.
- Work streams: please could you provide further details about the blueprint work streams, including their workplans and intended outcomes.
- Perpetrator programmes: as noted during the session, we would welcome specific information on work carried out under the Tackling Perpetration work stream; in particular, the provision of perpetrator programmes across Wales. I would be grateful if you could include details about the referral pathways and access to them, and how they are funded and monitored.
- Impact assessments of existing Welsh Government-supported programmes that are designed to prevent gender-based violence (GBV): please could you provide details of what impact assessments have taken place, or are planned to take place, of these programmes.
- Welsh Government Equality Data Unit: please could you confirm whether the unit is undertaking any specific gathering of data on preventing GBV; if so, what and when it will be published.
- Ask and Act – additional evaluation: please could you provide details around what is planned in terms of ongoing or additional evaluation relating to the implementation of

the Ask and Act scheme, including any evidence it is changing behaviour. Could you confirm who the scheme currently applies to, what plans you have to extend the scheme to other bodies and who you envisage including.

- Migrant women report, recommendation 13: the Welsh Government accepted recommendation 13 of our report Gender-based violence: the needs of migrant women, which called for a firewall to be established to restrict the sharing of data between agencies. Please could you provide an update on this work.
- Funding: you noted that your revenue funding has been focused on meeting the needs of specialist services like BAWSO and Welsh Women's Aid. Please could you provide further information about other organisations in receipt of funding from the Welsh Government related to tackling gender based violence.
- Bystander programme: please could you provide further detail on this programme, including the proposed timeline for its rollout and any costs involved.
- Serious violence duty: please could you share your correspondence with the UK Policing Minister on plans to implement the duty in Wales.
- Welsh Government resource: as you have noted that VAWDASV is a priority for the Welsh Government, could you provide detail of the staffing resource and capacity allocated to it within the Welsh Government.
- Measuring impact: could you confirm how the Welsh Government is measuring the impact of intervening early to prevent GBV.
- Organisational culture: it is important that the Welsh Government as an organisation should reflect and be accountable for its own organisational culture to send a consistent message that GBV is taken seriously. How confident are you that the Welsh Government is leading by example?

As we are now at the end of our evidence gathering, we would be grateful to receive a response by 9 October if possible.

Yours sincerely



Jenny Rathbone MS
Chair, Equality and Social Justice Committee



Cyfarwyddiaeth Pobl a Diwylliant People and Culture Directorate

Jenny Rathbone
Equality and Social Justice Committee
Senedd Cymru
Bae Caerdydd
Caerdydd
CF99 1SN

Dear Jenny

Committee inquiry: the public health approach to preventing gender based violence

I have received your letter to Jason Killens today in relation to providing evidence at the above committee and can reassure you that we are committed to our role in supporting this agenda and apologise that our response has not reached you. Jason is on leave until next week so given the urgency and importance of the request I am responding on his behalf.

The following information was submitted by email to Welsh Government on 11 September 2023 following an urgent request through the Assistant and Deputy Director of Workforce and OD group to provide a summary of activities in WAST:

- The introduction of learning sessions for all colleagues to raise awareness on misogyny and sexual misconduct, with a focus on the link between culture and escalating behaviour.
- The introduction of active bystander training for all colleagues.
- Collaborative sexual safety initiatives with external partners.
- Training from safeguarding for all staff and volunteers about gender-based violence and modern day slavery, what to be aware of/ look out for, how to make a referral with and without consent if necessary to relevant agencies.
- Safeguarding and violence and aggression leads easily accessible for staff to discuss concerns and promotion of the Wales safeguarding app.
- The safeguarding team ran a conference a few months ago with keynote speakers talking about this issue and highlighting positive interventions from our colleagues and for our colleagues.
- Additional support for staff is included in our wellbeing offer and through referral to live fear free. We have an EAP (24/7 support), wellbeing team and clinical psychologists

Mae'r Ymddiriedolaeth yn croesawu gohebiaeth yn y Gymraeg neu'r Saesneg, ac na fydd gohebu yn Gymraeg yn arwain at oedi

The Trust welcomes correspondence in Welsh or English, and that corresponding in Welsh will not lead to a delay

Anfonwch unrhyw ohebiaeth i'r cyfeiriad canlynol:-

Please forward any correspondence to the following address:-

Beacon House
William Brown Close
Llantarnam
Cwmbran NP44 3AB
Ffôn/Tel
01633 626262

and access to Canopi as all NHS staff, and the ambulance services charity (TASC) which includes a 24/7 crisis line for ambulance staff.

We have since also received an update from our safeguarding team so can add the following activity:

- We have a 5-year training plan in place to educate our staff on the prevention, early intervention, and action to take whenever these concerns are identified. This training facilitates raising awareness of these issues including the impact of this form of violence on patients/service users, their families and on the workplace when the victim is a member of staff. The training plan includes Group 1, 2, 3 and 6 in accordance with the WG National Training Framework, which supports our compliance with the requirements of the VAWDASV Act 2015. All employees complete Group 1, frontline staff complete Group 2 "Ask and Act", identified champions complete Group 3 and senior management complete Group 6.
- WAST has a digital referral pathway directly to Live Fear Free which is utilised by staff and managers for seeking advice as well as referring individuals involved in these issues. Local authority is also informed when the circumstances require their intervention.
- The framework for supporting early identification and intervention is supported by the WAST **VAWDASV "Ask and Act" policy** which has been in place since Nov 2019. It acknowledges that within its workforce there are potentially a significant number of employees who have experienced or who are currently experiencing abuse in their personal or professional lives and those who are perpetrators of abuse. Any identified perpetrators employed by WAST are dealt with under section 5 of the Wales Safeguarding Procedures and WAST internal disciplinary process as needed. WAST Roles and responsibilities are clearly outlined within the policy.

I am sorry that the above information clearly did not reach the committee in a timely manner. I hope I have provided you with an appropriate level of reassurance that WAST understand and are actively participating in addressing this issue.

Yours sincerely



Angela Lewis
Director of People and Culture

Jason Killens
Chief Executive
Welsh Ambulance Service NHS Trust

26 October 2023

Dear Jason

Committee inquiry: the public health approach to preventing gender-based violence

Further to our letter of 9 August 2023, we have now reached the end of evidence gathering for our inquiry into the public health approach to preventing gender-based violence. We received a response to our previous correspondence from all local health boards in Wales apart from the Welsh Ambulance Service Trust and would urge you to reconsider submitting evidence as part of this inquiry.

We have heard strong evidence of the vital role that frontline services play as part of collective efforts towards early intervention and prevention of gender-based violence. We therefore consider that your response would make an important contribution to our inquiry and to our understanding of how services approach this issue.

Although timescales are tight, the Clerking team would be happy to liaise with you to establish a mutually convenient deadline for your submission.

We look forward to hearing from you.

Yours sincerely



Jenny Rathbone MS
Chair, Equality and Social Justice Committee

Enc.: Correspondence to Chief Executives of Welsh Health Boards and NHS Trusts, 9 August 2023

Chief Executive, Aneurin Bevan University Health Board
Chief Executive, Betsi Cadwaladr University Health Board
Chief Executive, Cardiff and Vale University Health Board
Chief Executive, Cwm Taf Morgannwg University Health Board
Chief Executive, Hywel Dda University Health Board
Chief Executive, Powys Teaching Health Board
Chief Executive, Swansea Bay University Health Board
Chief Executive, Public Health Wales NHS Trust
Chief Executive, Velindre University NHS Trust
Chief Executive, Welsh Ambulances Services NHS Trust

August 9th 2023

Dear Colleague

Inquiry into the public health approach to preventing gender-based violence

The Equality and Social Justice Committee is carrying out an inquiry into the public health approach to preventing gender-based violence. Further details on our work to-date, including the terms of reference, are available on our [website](#).

One question which has been raised is how statutory services deal with allegations of gender-based violence internally. We would therefore be grateful if you could set out what procedures you have in place for handling allegations of gender-based violence raised by or against employees.

We would also welcome any views you may have on our terms of reference more broadly.

As we are approaching the end of our evidence gathering, we would be grateful to receive your response by 29 August 2023 if possible.

Yours sincerely





Jenny Rathbone MS

Chair, Equality and Social Justice Committee

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

Agenda Item 4.3

Equality and Social Justice Committee
Senedd Cymru
Cardiff Bay
CF99 1SN



Whitehead-Ross Education
137 New Road
Skewen
SA10 6HL

26th October 2023

Dear Chair and committee members

Committee's draft report on Welsh Government's Draft Child Poverty Strategy

I understand that the committee are in the process of considering its report on Welsh Government's Draft Child Poverty Strategy.

As an organisation that has been delivering social welfare and education support in Wales since 2012, Whitehead-Ross Education would like to take this opportunity to detail our experience of delivering the Families First programme.

Since 2022 Whitehead-Ross Education has been delivering a new Young Carers service on behalf of Bridgend County Borough Council as part of the Families First programme. Through this we support children and young people who have a caring responsibility for a disabled parent or sibling. This includes providing weekly one to one support, issue-based workshops, a youth club with social activities, and opportunities for young carers to gain life skills qualifications.

From August 2022 to July 2023 Whitehead-Ross Education supported 57 young carers through this programme, while our recent young carers family fund day saw 156 participants engaged and supported throughout the day.

This programme is key to supporting many young people and their families who are experiencing poverty.

While the programme has seen success to date, our experience of delivering this programme at Whitehead-Ross Education has shown that the funding decisions by Welsh Government must change in order to ensure this programme continues to be a success and has a lasting impact on communities and young people.

Families First is funded through the Children and Communities Grant which sees Local Authorities receive annual funding allocations. This results in Families First funding only being awarded on a year-by-year basis.

The yearly allocation of Families First funding makes it extremely difficult for organisations to plan support for families and communities, with significant uncertainty being experienced by both families, and employees, at the end of each financial year.

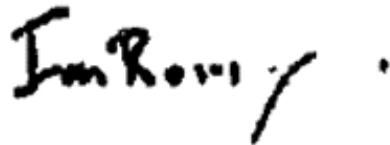
Not only are the participants themselves left uncertain about whether they will be able to continue to access this vital service, staff delivering the programme also left

uncertain. Some providers across Wales see staff leave due to this uncertainty, which puts a strain on those organisations delivering the programme and also has an impact on those young people who are supported.

Whitehead-Ross Education's experience of delivering programmes across Wales to support communities and young people and to alleviate poverty has led us to **recommend that Welsh Government move from a one-year funding allocation cycle to a three-year funding allocation cycle. This would ensure stability for both communities and organisations.**

Whitehead-Ross Education can provide further information about our experience of supporting communities in Wales over the last ten years if the committee would like this.

Yours sincerely

A handwritten signature in black ink that reads "Ian Ross". The signature is written in a cursive, slightly slanted style.

Ian Ross FEIP, Chief Executive Officer
Whitehead-Ross Education

Agenda Item 7

By virtue of paragraph(s) vii of Standing Order 17.42

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By virtue of paragraph(s) vii of Standing Order 17.42

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By virtue of paragraph(s) vii of Standing Order 17.42

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