

Agenda – Equality and Social Justice Committee

Meeting Venue:

Committee Room 5 (Hybrid)

Meeting date: 20 November 2023

Meeting time: 11:30

For further information contact:

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Committee Clerk

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Pre-meeting registration (11:00 – 11:30)

1 Introductions, apologies, substitutions and declarations of interest

(11:30)

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

(11:30–12:40)

(Pages 1 – 20)

Farzana Mohammed, Muslim Doctors Cymru

Debbie Eytayo, Swansea Bay University Health Board

Dr Shanti Karupiah, Royal College of General Practitioners

Break (12:40–13:30)



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

(13:30–14:40)

(Pages 21 – 40)

Uzo Iwobi, Race Council Cymru

Dr Robert Jones, Cardiff University

(In addition to Dr Jones' written evidence, please also note the report ["Prisons in Wales, 2022 Factfile"](#))

4 Papers to note

(14:40)

4.1 Correspondence between the Minister for Social Justice and the Chair regarding Speech and Language Therapists within Youth Justice Teams in Wales

(Pages 41 – 43)

4.2 Correspondence from the Culture, Communications, Welsh Language, Sport & International Relations Committee to the Minister for Social Justice and Chief Whip regarding support for Ukraine

(Pages 44 – 45)

4.3 Correspondence from the Finance Committee to the Chair regarding scrutiny of the Draft Budget 2024–25

(Pages 46 – 48)

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

(14:40)

Break (14:40 – 15:00)

6 Inquiry into the implementation of the Anti-Racist Wales Action Plan: Welsh Government briefing with officials

(15:00 – 15:45)

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

(15:45–16:00)

Document is Restricted



RCGP Response to Senedd Committee Consultation on Anti-Racist Action Plan

Introduction

RCGP Cymru Wales understands that the Anti-Racist Action Plan (the Plan) is, at the time of writing, in the data gathering phase.

RCGP Cymru Wales supports the principle of creating an anti-racist Wales. We are encouraged by the emphasis on health inequalities in the Plan and the attention the Plan pays to access, data and representation in the workforce.

We would ask the Committee to on call the Welsh Government to also give due attention to the quality of care which is received by Black, Asian and ethnic minority people, as well the experience of staff working in health care settings generally and in primary care in particular.

Progress since 2022

Members inform RCGP Cymru Wales that implementation of the Plan is in the insight gathering phase. We have had sight of documentation from the Workforce Race Equality Standard Steering Group's July 2023 meeting and welcome collaboration between NHS Wales, Social Care Wales and Welsh Government to paint an accurate picture of the make-up of the workforce and problems faced by different groups.

RCGP Cymru Wales is advised that, while equality and diversity data is available within these institutions, it is often not granular enough to give meaningful answers. We look forward to seeing data and insight which will be gathered by the Steering Group.

We also note that while NHS institutions are using the language of an Anti-Racist Wales, we do not see this being put to the public in Wales, who may not have access to what is happening in the public and corporate sectors.

Access to services

As in our response to Health and Social Care Committee's enquiry on mental health inequalities, those from black, Asian, and minority ethnic groups are less likely to seek help for mental health issues.¹

This anti-racist plan itself offers explanations as to why those from black, Asian and ethnic minority groups may be unlikely to access health care services, or to feel excluded from the same:

"In 2020 the Office for National Statistics published data showing that the risk of death involving COVID-19 among some ethnic groups in England and Wales has been significantly higher than that of those of white ethnicity. Largely due to socio-economic factors, geographical location and other circumstances, but these factors do not account for the entire disparity.

In 2019 11.2% of healthcare workers in Wales were black, Asian and minority ethnic. While in 2017 the Traveller Movement conducted a survey, the results of which stated that 30% of respondents experienced discrimination in relation to accessing health care. (The Traveller Movement, 2017).

Evidence suggests women from black ethnic backgrounds are 4 times more likely to die in childbirth, while the rate is twice as high for Asian women when compared to white women. (Knight M, et al., 2021). "

We note that the Plan proposes improved access to maternity support programmes through the Maternity and Neonatal Safety Support Programme, as well as aims to improve access generally. We would call for the Welsh Government to propose schemes similar to the aforementioned for maternity to other specific services such as mental health.

Anti-Racism and Relationship-based care

RCGP Cymru Wales feels that coupling the initiatives in the Plan with a relationship-based approach to primary care would help to foster an environment where all patients are included. As published in our report Fit for the Future: Relationship Based Care, patients who know and are known to their GP are more likely to seek help from that GP rather than attend emergency care or wait until 'crisis point'.²

Our report states the importance of fostering a compassionate and interested approach from medical school onwards: "embedding relationship-based care within medical school curricula and GP specialty training will also help to attract trainees who are as interested

¹ RCGP Response to Health and Social Care Committee enquiry into Mental Health Inequalities, June 2022

² RCGP Fit for the Future: Relationship based care 2022 [Relationship-based care \(rcgp.org.uk\)](https://www.rcgp.org.uk/Relationship-based-care)

in people as they are diseases."³ This goes hand in hand with ensuring a workforce who treat all patients according to their own needs.

Vulnerable groups

RCGP Cymru Wales notes concerns brought to the attention of the committee regarding vulnerable people who come from ethnic minority backgrounds.

While it is crucially important to the success and wellbeing of the people of Wales to deal with the problem of racism it is also important to note practical issues faced by people from ethnic minority backgrounds such as the language barrier.

Women from ethnic minority groups who do not have English or Welsh as their first language often struggle with the language barrier, due to unequal gender dynamics in many countries⁴. Members report that women who present at the GP, due to time constraints, have no other option but to use a family member, including children to translate very personal information.

Our members report that this can cause delays in patient care due to incorrect translation, embarrassment, or even deliberate mistranslation on the part of the relative. An acceptance of professional translation services for other languages and consideration for how to encourage education in English or Welsh for women is an important part of ensuring inclusion in health services across Wales.

Support for staff experiencing or witnessing racism

In addition to the provisions of the Anti-Racist Action Plan, our members wish to bolster existing procedures for dealing with workplace bullying in health care setting to ensure they properly deal with racism. We ask that existing means of reporting these behaviours are reviewed to ensure they are fit for purpose.

Members have also commented that there must be a confidential and reliable place to report racist behaviours among staff members. We ask the committee to call for Active Bystander training to be made compulsory to all healthcare professionals across Wales, so that colleagues who are not from black, Asian, and ethnic minority backgrounds can support colleagues who face racism in the workplace.

³ RCGP Fit for the Future: Relationship based care 2022-[Relationship-based care \(rcgp.org.uk\)](https://www.rcgp.org.uk)

⁴ Bernhard, S *Journal of Refugee Studies*, Volume 35, Issue 1, March 2022, Pages 282–309

Anti-racist Wales inquiry | Cymru Wrth-hiliol ymchwiliad

We are aware that the Senedd's Equality and Social Justice Committee is holding an inquiry to better understand issues relating to the implementation and delivery of the Anti-Racist Wales Action Plan, the purpose of which is to eradicate racism in Wales.

Race Council Cymru (RCC) is delighted to be invited to share our views on the issues around the overall implementation and delivery of the plan, as well as some concerns that stakeholders have raised in areas including health, education, housing and crime and justice.

Please see RCC 's written evidence in response to the terms of reference below that are relevant to our work:

1. **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.**

RCC is proud to see that drawing on Black, Asian and Minority Ethnic communities' experiences of racism, and race inequality, the plan sets out a series of actions from across Government with actions focused policy areas across government, including, health, culture, homes and places, employability and skills, education as well as a focus on leadership and representation within the Welsh Government and across public services. In terms of what is being done to 'lead by example' in taking a pro-active and cross-governmental approach to racism we are proud of the work in Education, Crime and Justice and within the third sector.

In terms of **education**, RCC welcomed the [report](#), by the Black, Asian and Minority Ethnic Communities, Contributions and *Cynefin* in the New Curriculum Working Group, chaired by Professor Charlotte Williams OBE, which made 51 recommendations in total. The report highlighted the actions the Welsh Government has taken over the last year, including:

- Making the learning of Black, Asian and Minority Ethnic histories mandatory in the new Curriculum, which was rolled out from September 2022.
- Introducing new incentives to attract more people from Black, Asian and Minority Ethnic backgrounds into teaching;
- Introducing new learning materials to support teachers to teach Black, Asian and Minority Ethnic histories and contributions within the new Curriculum;
- The setting up of the Diversity and Anti-Racism Professional Learning project, to provide a national model for professional learning for those working in education to develop an understanding and development of anti-racist practice;
- Launching the new Betty Campbell MBE Professional Teaching Award to promote the work schools are doing to teach the importance of inclusion.

In terms of what is being done to lead by example, [Jubilee Park Primary School](#) has pioneered a

whole school approach to tackling racism.

As well as [Llanwern High School in Newport](#), which has its own diversity club and was the first winner of the Betty Campbell MBE award.

Cardiff University has also become a supporting organisation of Race Alliance Wales as part of its commitment to becoming an actively anti-racist institution. As a supporting organisation, the University will share ideas and support the objectives of Race Alliance Wales and have the opportunity to meet with other individuals and organisations interested in achieving race equality in Wales. The Welsh Government had committed over £1m to support the FE sector to develop anti-racist culture and practices in 2022-23, this has included the development of unique anti-racism blended learning modules designed for students in the FE sector, which was launched in June this year. The curriculum is in the form of a metaverse – the first anti-racist virtual world. This innovative development provides a vast, accessible, immersive 3D environment learning experience developed by CAVC and produced by MX Reality in collaboration with ethnic minority experts from schools, colleges, universities and third parties. The extension of the Diversity and Anti-Racist Professional Learning (DARPL) programme to FE, to ensure that staff at all levels have access to high quality professional learning to help them engage with anti-racist concepts and principles is also a great pro-active and cross-governmental approach to racism.

We have also worked with Coleg Gwent delivering bespoke antiracism to all staff in 22/23 through a Professional Learning Welsh Government Fund for the FE sector to realise the ambition of the ARWAP. The training provided all staff with the opportunity to engage with the core principles of anti-racism, ensuring that educators are aligned, well-prepared and knowledgeable about the short and long term aims of this work, and why it is so important. This enormous endeavour is just one step on our journey to becoming an Anti-racist Wales as we strive to find more innovative ways to improve the world around us, which is the key to the work at RCC.

Despite the progress being made in the education sector to tackle racism, Welsh government figures show that for the 2021-22 academic year, of the 26,600 teachers in Wales, 25,915 of them said they were white. Surprisingly, there are only seven black or brown head teachers in Wales today. We still have some way to go to ensure that teachers in Wales are representation of the learners they are serving.

Crime and Justice: In terms of the evidence and supporting data from across the Criminal Justice System including Policing, there has been clear inequality and disproportionality in relation to the experiences of people from an ethnic minority and this is reflected in wider evidence of racism within society. The Anti-Racism Action Plan for the Criminal Justice System in Wales has been drawn up in the best way possible, through significant engagement and co-production with the individuals, groups and communities in Wales that are most affected by racial disparity and with those with lived experience of the impact of racism. This action plan reflects a determination across all of the organisations represented on the Criminal Justice Board in Wales (CJBiW) to do all it can to root out any racism in Justice in Wales.

Despite the Anti-Racism Action Plan for the Criminal Justice System in Wales being an enormously significant development, it is disappointing that in Wales the percentage of Stop and Searches for ethnic minority people in CJIB Data Group, 2022 was 8.95% despite the total ethnic minority population in Wales being 5%. This means that the number of Stop and Searches are not proportionate to the population.

More likely to be sent to prison than White people (*Prison Reform Trust, 2021*):

- Black people, 53%
- Asian people, 55%
- other ethnic minority groups, 81%

Snapshot of evidence

- In 2020 to 2021, there were 3,052 race hate crimes in Wales.
- This was a 16% increase from 2019 to 2020 - UK Government, 2021
- Race hate crimes comprise around 66% of all hate crimes recorded in Wales in 2020 to 2021 - UK Government, 2021
- There is clear overrepresentation of ethnic minority people in our justice system and under-representation of staff particularly at senior levels - Prison Reform Trust, 2021
- Inspectors found that prison staff underestimate the cultural requirements of Gypsy, Roma or Traveller and ethnic minority people in prison and lack training and confidence on supporting ethnic minority people and supporting cultural issues - Prison Reform Trust, 2021
- The number of Muslims in prison has more than doubled over the past 18 years making up 17% of the prison population despite making up only 5% of general population Prison Reform Trust, 2021
- Young ethnic minority people make up 53% of those remanded in custody and comprise 51% of all children and young people who are confined in Young Offender Institutions - Williams, 2020
- Ethnic minority people in prison often report more negatively about their experience in prison and relationships with staff and are more likely to experience restraint and segregation - Prison Reform Trust, 2021
- Research highlights that in Wales, ethnic minority people are over-represented at every stage of the criminal justice system - Wales Centre for Public Policy, 2021

Institutions are reflective of society where racism exists and the current global and local public discontent has shone a spotlight on racial disproportionality. According to the data for 2020/21, 56 out of every 1,000 black people were stopped and searched in Wales, compared to 28 per 1,000 people from a mixed ethnic background, 16 per 1,000 Asian people, and eight per 1,000 white people. This needs better scrutiny and more accountability to ensure these figures decrease dramatically over the next year of the ARWAP.

2. 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.

In terms of the progress and monitoring arrangements for the Plan, including the role of the public, third and private sectors, the setting up of Third Sector Support Wales is a unique partnership supporting local, regional and national charitable and voluntary action. The Welsh Government is continuing to commit considerable funding through both the Third Sector Support Wales network and

Community Facilities Programme which will allow hyper-local projects as well as wider-ranging organisations to evolve and grow in their areas, ensuring that they remain fit-for-purpose and available for anyone who requires them. Diverse Cymru have received Welsh Government funding to provide support to vulnerable Black, Asian, and Minoritised Ethnic people across Wales who require mental health support.

Other pioneering work to help realise the plan includes, Diverse Cymru and NHS Wales carrying out an audit of the All-Wales NHS Workforce Policies through an Anti-racist lens. This work was identified as a priority action in the Anti-racist Wales Action Plan. This work is pivotal and gaining the lived experience from NHS Wales staff who self-identify as Black, Asian or minoritised ethnic people is even more vital. This audit and recommendations will be based on the experiences and views of Black, Asian, and minoritised ethnic people who work in NHS Wales organisations whose views and experiences are central to this project and will lead to changes in All-Wales NHS Workforce Policies and procedures.

In Health: The Welsh government's initial targets include:

- Introducing a performance goal linked to anti-racism for leaders
- Reverse mentoring and anti-racism training so leaders improve their understanding of racism
- Employers to improve their understanding and knowledge of the Equality Act and the Positive Action section within it so they can recruit more people from ethnic minority backgrounds to make up 20% of the workforce at all levels of government
- Resource and support the existing ethnic minority staff networks. "The actions set out in the plan will help promote a fairer employment market, a fairer education and training system, an equalising of racial opportunities and outcomes in health "

In work, health and education. We are more likely to die in pregnancy and giving birth. The pay gap between white and Black Asian and minority ethnic women is huge.

Housing: In housing, we see that Anti-racism and hate crime training will be offered to private residential landlords and agents in Wales. This is a positive move as it means that Landlords would then be able to respond quickly and offer appropriate support where tenants have experienced racism and/or hate crime. Some organisations such as Rent Smart Wales has already start this non-mandatory training.

3. 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.

The Race Disparity Unit oversees a programme of evidence that is focused on Black, Asian and Minority Ethnic people, Migrants, Refugees, Asylum Seekers, Travellers, Roma and Gypsies. The aim is to improve the availability, quality, granularity and accessibility of evidence of individuals with the above protected and associated characteristics so that we fully understand the level and types of inequalities across Wales.

While some progress has been made in scoping and piloting a data collection of equality data from Public Sector Bodies in Wales, Wales equality evidence audit and gaps analysis leading to further priorities, includes paper on sources, strengths and weaknesses per Unit advice and guidance materials on sources there are future recommendations for priorities. Research has also been carried out into the current descriptions of characteristics, what they mean and the barriers to improving existing equality data collection, reporting and use and how these could be addressed. There are still major gaps in examining how and whether data on pay gaps can be collected and published for different protected and associated characteristics. Data collection and analysis of data will be carried out effectively when the following actions are taken:

- 4.03 Publish an analysis of all social care statistics by ethnicity
- 4.04 Adults receiving social care Census to include ethnicity
- 4.05 Review Social Care Research and Development strategy from an equalities (particularly race) perspective.
- 4.06 Identify the gaps in evidence in relation to all domains including criminal justice data collected and reported on ethnicity
- 4.08 Leadership and organisational culture change: A study of antiracist Wales culture change efforts - WG45645 (*gov.wales*)

This will enable decision makers across Wales to develop better informed policies and measure their impact. It will also drive us towards better outcomes for people with protected and associated characteristics and contribute to a more equal Wales as set out in the Well-being of Future Generations (Wales) Act 2015. This will also provide clear challenge to the Welsh Government and Public Sector Bodies around the evidence they need to monitor and the actions that need to be taken as a result of the evidence presented. Ensuring visible data feeds through to real change.

There is a real lack of evidence on equality, however there is sufficient evidence to show us that inequality exists and action is required. Linked to trust there may be a lack of confidence in communities that improved evidence will lead to change in individuals' lives and experiences. It is important to report to accountability groups so that they can use the evidence with confidence to challenge policies and organisations so that real change can be achieved.

Another issue in data collection and analysis of data is being carried out effectively is that Minority populations are less visible in evidence and it is often difficult to break down survey data for small populations as sample sizes are not large enough to provide estimates for these groups. Some characteristics or combinations of characteristic are not collected in survey or administrative data.

4. 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.

Many channels of communication have been established to ensure people with lived experience are informed of the plan's progress. For example, the An Anti-Racist Wales (ARWAP) Stakeholder Bulletin provides a weekly update of community news, events, training, resources, and other useful information for stakeholder engagement, and wider distribution to communities.

There have also been various networks set up who all help to drive forward the ARWAP such as the [Criminal Justice Anti-Racism Action Plan for Wales Community Engagement Network](#), [Multicultural Hubs etc.](#) There are a number of communications teams covering major departments and portfolios, such as Climate Change, Health and Social Services, Education, Economy and Social Justice and Communities. These deliver a broad range of communications activities to Ministers and departments, including strategic communications planning and other services for those areas. The communications activities for the Welsh Government as a whole are prioritised according to the priorities set out in the Programme for Government. The priorities have been disseminated via social media and the media in general. Through cross collaboration with various grassroots organisations the plan's progress has been disseminated however, there is more that needs to be done to ensure that the government's plans are far reaching. For example, local authorities, Citizens advice bureau etc. need to play a pivotal role and acting as conduits for the Plan's progress. Media broadcasters all need to continue to celebrate the government's ambition of an antiracist Wales and why this is so important to our shared history. There is a need for a whole nation approach to tackling racism and this means taking an all hands on deck approach to realise the government's ambition. A targeted advertising campaign/ social media reels in various language spoken across Wales including BSL around the ARWAP would also help 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. 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.

In relation to ethnic minority people's resilience and success despite racism experienced.

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 can be measured through the following:

In relation to ethnic minority people's resilience and success despite racism experienced – Because the Welsh Government have funded and supported community-led organisations in an open and fair way, we see a massive investment in bettering the lives of these groups which helps to build confidence and foster positive relations amongst different community groups. We also see that policy development and the design of service provision now includes a diverse range of voices from Black, Asian and Minority Ethnic communities at regional and national level, using their lived experiences to find creative solutions to policy and service development and delivery

In relation to ethnic minority people's experience of racism in every-day life

Black, Asian and Minority Ethnic people are aware of the complaints procedures when accessing public services and are able to access those in the language which they require when needed without any fear, barriers or retribution. The issue here is that there are still sentiments that no action will be taken when racism occurs within many communities so many complaints are never made.

In delivering actions, the police service in Wales should be seen to be proactively tackling racism and working with Black, Asian and Minority Ethnic people and the wider community to improve community cohesion in the delivery of police services. This includes the elimination of Physical and online Hate crime. This is yet to be realised.

In terms of the justice process in dealing with racism, this needs more scrutiny in collaboration with Black, Asian and Minority Ethnic communities and funding targeted at community leaders who are valued for their contributions to Wales.

In relation to ethnic minority people's experience of racism in service delivery

Black, Asian and Minority Ethnic students and their carers still don't have confidence that education settings have effective policies to prevent racist bullying/micro aggressions and that these are dealt with effectively when they do occur. Many institutions across Wales do not have an anti-racism policy with clear escalation routes to advisory services, therefore many such incidents go unreported leaving the culprits free to reoffend.

More needs to be done to ensure that Black, Asian and Minority Ethnic people experience improved access to public services which are equitable and culturally appropriate to their needs. This also includes public sector providers being culturally aware and competent in delivering services to Black, Asian and Minority Ethnic people which recognises the differences amongst ethnic minority groups. This requires further efforts by the Welsh Government to ensure that public sector providers understand the mental health impact and inherited trauma that racism creates on the lives of those affected thus adopting a zero tolerance to racial discrimination or inequality in public sector service delivery. Public sector providers will need to be clear on which services they provide, their services users and the outcomes of any issues of racism faced needs to be taken seriously and used as a case in point for why the need to eradicate racism is so important.

In relation to ethnic minority people's experience of racism in the workplace/racism in gaining jobs and opportunities.

We know that the public sector workforce in Wales does not represent the population it serves at all levels of the organisation so this needs to be addressed through unbiased recruitment and training for all hiring managers. This can be measured through improved identification and promotion of practice that works in reducing employment inequalities, discrimination and barriers for Black, Asian and Minority Ethnic people in all aspects of recruitment, selection and career progression. It's clear that some leaders and senior management in public and third sector are visibly demonstrating how they are working to embed anti-racism within their organisations as a mandatory aspect of their performance management. This needs to be consistent across the board and annual audits need to take place with penalties for those organisations who fail to embed anti-racist practices within their organisations. To do this, all staff in public sector and funded bodies will have to receive mandatory training on anti-racism and Allyship in 2 phases. The Welsh Government can monitor this through a points system which organisations are scored on how actively anti-racist they are thus breaking down barriers for ethnic minority staff who are often marginalised in the workplace.

In relation to ethnic minority people's experience when there is a lack of visible role models in positions of power there are some outstanding actions that have not been implemented for example, Public, private and third sector organisations still do not have senior leadership teams that are representative and inclusive. Just 51 of the top 1,097 workplace roles in the UK are held by black, Asian and minority ethnic people, that amounts to just 4.6%, despite the fact that black, Asian and minority ethnic groups make up 14% of the population.

Ethnic minority women are particularly poorly represented, taking up only 10 of the top positions. There is one Black female Deputy Principal at an FE College in Wales, which is the largest FE College in Wales and third largest in the UK, with over 30,000 students and 1,000 staff. It is therefore imperative that public, private and third sector organisations develop Black, Asian and Minority Ethnic people to take up 'positions of power'.

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

Thanks to the Welsh Government's support for the plan, more than £2.8m has been shared between 22 local, regional, national or independently run culture, heritage and sport organisations across Wales, to be spent over the next three years. £1.67m has also been awarded to the Welsh Government's cultural and sport arm's length bodies with the aim of reinforcing the importance of teaching past and present experiences and contributions of Black, Asian and Minority Ethnic communities across Wales. Some other interventions needed to support delivery of the plan is around mandatory ethnicity pays gap reporting, modelled on the current gender pay disclosure requirements, which would be a transformative step to address racial inequality at work and overcome practical difficulties in the workplace. Establishing a standard ethnicity pay reporting framework would be more challenging than was the case even for gender pay gap reporting given that sample sizes for ethnic minorities groups are so small across Wales with few ethnically diverse colleagues in senior roles. Gender pay gap reporting has driven transparency and progress, and the same is needed for ethnicity pay gap reporting. Ethnicity pay reporting is an important lever for businesses and their stakeholders to assess if and where inequality based on ethnicity exists in their workforce. That's why we believe it is so important that businesses both capture and learn from this data. Mandatory reporting of data, and the associated narrative that shows understanding of the data and the actions being taken to improve, for both ethnicity and gender pay, will help create fairer workplaces and societies and kick-start real change.

It must be a collective goal that the ARWAP supports this intervention so that organisations truly reflect the communities we live in given businesses the tools they need to see the current reality and where changes need to happen.

Concerns around the legality of collecting ethnicity data, poor response rates from employees and ensuring employee anonymity were among the most common barriers to publishing ethnicity pay data.

Other interventions such as enhancing the learning and development of all community leaders and making available a programme for ethnic minority staff within organisations that helps improve the life chances for people of all ages, through learning, personal development and active citizenship are needed to support delivery of the plan. By developing the skills and confidence of collective workforces, this will strengthen organisations capacity to respond to the opportunities and challenges inherent within this ambitious ARWAP. This intervention will build the capacity of

Community leaders, practitioners, and active citizens to support community empowerment. By developing shared learning actions and embedding best practice across Wales, we will build stronger, more resilient communities.

More funding should be invested into youth work, family learning and other early intervention work with children, young people and families as well as Community-based adult learning, including adult literacies and English for Speakers of Other Languages (ESOL)

As well as learning for vulnerable and disadvantaged groups in the community, for example, people with disabilities, care leavers or offenders; • volunteer development; and Learning support and guidance in the community. Key community planning partners should be encouraged to work together and with people and communities across Wales and within localities to implement, review and report on the ARWAP.

Other interventions needed to support delivery of the plan includes expanding the availability of opportunities for community leaders to be involved in policy development through recommendations and feedback from trusted partners. This can be done via roundtable events & mentoring circles etc. There is also a need to set quotas for mandatory equalities training for all private and public sector organisations starting with universities and colleges, learners included.

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

Visibility and representation of underrepresented communities across Wales is necessary. Each community should have a seat at the table, these seats should no longer be reserved for solely those from white privileged backgrounds who are often very detached as to what is happening across society. We will continue to work together with our partners across Wales as we believe that change requires teamwork, bringing together those with specialist knowledge and living experience, and skills in human connection. The ARWAP requires transparency, authenticity, and courageous conversations to occur; change will not happen without these. We should be role modelling and championing anti-racism so we can be the drivers of the change we seek.

Given the importance of intersectionality, people's intersecting identities have been considered to an extent when developing and implementing the Plan. But it is important to note that in terms of rurality individual's geographic location is considered a category for either advantage or disadvantage in intersectionality. People living in rural areas face challenges in regard to the access and availability of services. The geographic dispersion of the population means that individuals must travel farther to access services and that service providers delivering services such as home health care are challenged in their ability to bring services to individuals living in rural areas, growing older in rural areas is especially challenging due to limited access to the support of both formal service and informal support from family members

Poverty and disability can also be a challenge as people living in rural areas are more likely than those in more densely populated areas to live in poverty with limited access to getting around. Having lower than the national level incomes in rural area has life course consequences in that many older adults in rural areas come into late life with fewer resources as compared to their counterparts in more densely populated areas. Recognising that there are different kinds of

oppression that members of different minority communities experience is vital to pursuing a design approach that practices a reparative reframing of anti-racist approaches through an intersectional lens.

Resources:

<https://www.sociology.cam.ac.uk/antiracism-intersectionality-and-struggle-dignity>

<https://www.gov.wales/anti-racist-wales-action-plan>

[Criminal Justice Anti-Racism Action Plan for Wales - GOV.UK \(www.gov.uk\)
socsci-10-00137-v2 \(1\).pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/611111/Criminal_Justice_Anti-Racism_Action_Plan_for_Wales_-_GOV.UK_(www.gov.uk)_socsci-10-00137-v2_(1).pdf)



Professor Uzo Iwobi CBE FLSW
Founder & CEO Race Council Cymru
Fellow Learned Society of Wales

Anti-racist Wales inquiry (Crime and Justice)

Cardiff University's Wales Governance Centre has carried out wide-ranging research into the topic of criminal justice in Wales over the last decade. This research has helped to uncover a range of issues including those relating to sentencing and imprisonment, alternative criminal justice models, the legal economy, and the 'jagged edge' of criminal justice in Wales. In this evidence submission I focus on two areas. The first draws upon official data to provide the inquiry with the latest information on the extent of racial disproportionality within the Welsh criminal justice system. The second relates to the effectiveness of the crime and justice section of the *Anti-racist Wales Action Plan* and the unique constitutional arrangements for criminal justice in Wales.

1. Racial Disproportionality in the Welsh Criminal Justice System

- 1.1 The Ministry of Justice's (2021: 3) *Ethnicity and the Criminal Justice System 2020* identified that minority ethnic groups are 'over-represented' within most stages of the criminal justice system in England and Wales. This research follows the publication of the Lammy Review in 2017 and its conclusion that people from minority ethnic backgrounds in England and Wales are drawn disproportionately into the criminal justice system (Lammy Review, 2017). However, while both publications provide a clear insight into the problems facing minority communities across England and Wales as a whole, neither the Ministry of Justice nor the Lammy Review provide a disaggregated picture for Wales.
- 1.2 Over the past five years, research by the Wales Governance Centre has evidenced the prevalence and extent of racial disproportionality within the Welsh criminal justice system. Drawing upon official data, much of which gathered using the Freedom of Information Act 2000, *Sentencing and Immediate Custody in Wales* (Jones, 2019a), *Sentencing and Imprisonment in Wales* (Jones, 2019b), and the *Welsh Criminal Justice System: On the Jagged Edge* (Jones and Wyn Jones, 2022) found that individuals from non-White backgrounds in Wales were over-represented in almost all stages of the criminal justice system. The conclusion drawn from this research is that racial disproportionality within the Welsh criminal justice system is both *systematic* (found in all areas of the system) and *consistent* (trends are observed across multiple years).

1.3 Official data show that racial disproportionality can be found within every stage of the Welsh criminal justice system:

Policing

- Home Office data show that there is a disproportionate use of stop and search on Black and Mixed ethnic groups in Wales. In 2021/22, there were 18 stop and searches per 1,000 Black (or Black British) people in Wales and 7 per 1,000 for Mixed groups. The number of searches per 1,000 people was the same for White (5) and Asian (5) groups in 2021/22.¹
- Despite comprising 0.9 per cent of the general population, 2 per cent of all those arrested by Welsh forces in 2021/22 belonged to a Black ethnic group. In 2021/22, there were 30 arrests per 1,000 Black (or Black British) people in Wales and 11 per 1,000 for Mixed groups. The lowest arrest rate was recorded for individuals from an Asian (8 per 1,000) background followed by those from a White background (13 per 1,000).²
- Data on the number of times police tactics were used show that individuals from a Black, Asian or Mixed background were overrepresented in police use of force statistics in 2021/22. While the 2021 Census found that 4.9 per cent of the Welsh population belonged to a Black, Asian or Mixed ethnic group, 8.1 per cent of all incidents of police restraint were against individuals from a Black, Asian or Mixed ethnic background in 2021/22.³
- Individuals belonging to a Black, Asian or Mixed ethnic group in Wales were also overrepresented within police use of 'Less lethal weapons' in 2021/22. 5.9 per cent of all incidents where a Conducted Energy Device (i.e. a TASER) was used by Welsh forces was against someone from a Black, Asian or Mixed ethnic background in 2021/22.⁴

¹ Data were obtained from the Home Office via the Freedom of Information Act 2000.

² Data were obtained from the Home Office via the Freedom of Information Act 2000.

³ Data were obtained via the Home Office's (2022) *Police use of force statistics, England and Wales: April 2021 to March 2022*. This information is available at: <https://www.gov.uk/government/statistics/police-use-of-force-statistics-england-and-wales-april-2021-to-march-2022>

All population data used in this submission were taken from the Census 2021 using a custom data set. This information is available at: <https://www.ons.gov.uk/census>

⁴ This total includes all incidents including where a CED device is drawn, aimed, arced, red-dot, drive-stun, fired and angle drive-stun.

Courts and Sentencing

- The Lammy Review (2017) found that individuals from a Black, Asian or Minority Ethnic (BAME) background were less likely to enter guilty pleas due to a lack of trust in the criminal justice system. Disaggregated data show that between 2010 and 2022 a higher proportion of White defendants (73.4 per cent) pleaded guilty at the Crown Court compared to individuals from a Black, Asian or Mixed ethnic background (67.8 per cent) background.
- Between 2010 and 2022, individuals from a Black (74 per cent), Asian (73 per cent) and Mixed (67 per cent) ethnic group recorded a higher average custody rate at the Crown Court in Wales than White (61 per cent) defendants.⁵
- Academic research has identified clear racial disparities in sentencing outcomes when considering offence type. In particular, studies have shown that individuals from ethnic minority backgrounds are far more likely to receive custodial sentences for drug related offences (Hopkins et al. 2016; Isaac, 2020). In Wales, over a 12 year period between 2010 and 2022, the average custody rate for defendants sentenced for drug offences at the Crown Court was higher for Black (79.7 per cent), Asian (79.2 per cent), and Mixed (70.9 per cent) individuals than those from a White (56.2 per cent) ethnic background.⁶
- Individuals from Black, Asian or Mixed ethnic backgrounds are also more likely to receive longer custodial sentences than those belonging to a White ethnic group. Between 2010 and 2022, the average custodial sentence length in Wales was higher for Black (25.4 months), Asian (24.6 months) and Mixed (18.7 months) offenders sentenced in Wales than for those from a White (16.9 months) ethnic group.⁷

⁵ Data were obtained via the Ministry of Justice's (2023) *Criminal Justice System Statistics Quarterly: December 2022 (Crown Court Data Tool)*. This information is available at: <https://www.gov.uk/government/statistics/criminal-justice-system-statistics-quarterly-december-2022>

⁶ Data were obtained via the Ministry of Justice's (2023) *Criminal Justice System Statistics Quarterly: December 2022 (Crown Court Data Tool)*. This information is available at: <https://www.gov.uk/government/statistics/criminal-justice-system-statistics-quarterly-december-2022>

⁷ Data were obtained via the Ministry of Justice's (2023) *Criminal Justice System Statistics Quarterly: December 2022 (Outcomes by Offence Data Tool)*. This information is available at: <https://www.gov.uk/government/statistics/criminal-justice-system-statistics-quarterly-december-2022>

The Prison and Probation Population

- Since 2017, the number of Welsh prisoners (based on home address prior to entering custody) from a Black, Asian or Mixed ethnic background has increased by 11.8 per cent at a time when the overall Welsh prison population fell by 2.8 per cent.⁸ In 2017, prisoners from a Black, Asian or Mixed ethnic background represented 8.1 per cent of the total Welsh prison population, this figure had increased to 9.3 per cent in 2022.⁹
- In 2022, there were 53 Black people from Wales in prison for every 10,000 of the population. This rate compared to just 14 White people per 10,000 of the population. There were 20 Asian people in prison per 10,000 and 29 people from a Mixed background per 10,000 in prison in 2022.
- Individuals from Black and Mixed ethnic groups are also over-represented amongst the probation population in Wales. For every 10,000 Black people living in Wales, 90 were under probation supervision in 2022. This compared to a rate of 44 per 10,000 for individuals from a White background, 35 for Asian and 56 for those from a Mixed ethnic group.
- The Ministry of Justice's (2021) most recent *Ethnicity and the Criminal Justice System* report found that Black prisoners are consistently more likely to serve a higher proportion of their determinate sentences in prison than any other ethnic group. Disaggregated data show that between 2015 and 2018, Mixed prisoners from Wales (63 per cent) served a higher proportion of their determinate sentences in prison followed by Black (61 per cent), White (57 per cent) and Asian (57 per cent) prisoners.¹⁰

⁸ From 390 prisoners in 2017 to 436 prisoners from a Black, Asian or Mixed ethnic background in 2022.

⁹ Data were obtained from the Home Office via the Freedom of Information Act 2000.

¹⁰ Data were obtained from the Home Office via the Freedom of Information Act 2000.

The Ministry of Justice are currently handling a request for the latest data on the proportion of determinate sentences served broken down by ethnic group in Wales.

2. The Anti-racist Wales Action Plan: On the Jagged Edge

- 2.1 *The Welsh Criminal Justice System: On the Jagged Edge* charted the emergence of a distinct Welsh criminal justice system. These distinct and highly anomalous arrangements reflect the fact that the institutions formally responsible for criminal justice in Wales simply cannot operate in isolation from those areas of social policy that fall under the auspices of the Welsh Government. In post-devolution Wales, those charged with the responsibility for conceiving and operationalising criminal justice policy are almost invariably operating across the line between devolved and reserved responsibilities. The Welsh criminal justice system, therefore, is best characterised as being constituted across a ‘jagged edge’ of intersecting competences and responsibilities shared between two governments with different political priorities and accountable through different electoral mandates (Jones and Wyn Jones, 2022: 8).
- 2.2 What emerges out of this unprecedented and highly unusual set of constitutional arrangements is enormous complexity and inherent frustration.¹¹ The Welsh Government’s commitment to tackling racial discrimination in the Welsh criminal justice system, as set out in the *Anti-racist Wales Action Plan*, offers a clear insight into the limitations imposed upon it when operating as a subordinate or ‘minor partner’ in the Welsh criminal justice system (Jones and Wyn Jones, 2022: 110). For example, while the *Anti-racist Wales Action Plan* sets out to ‘improve outcomes’ and ‘tackle systemic racism’, the plan also acknowledges that the Welsh Government (2022: 113) ‘cannot deliver real change in this area’ without the support of its criminal justice ‘partners’ from the Criminal Justice Board for Wales. The effectiveness of the Welsh Government’s strategy to combat racism in the Welsh criminal justice system is, therefore, heavily dependent on the work of agencies and organisations for which they have no formal control or responsibility. The Welsh Government subsequently finds itself in a position where it is responsible without power (Jones and Wyn Jones, 2022).
- 2.3 If the Equality and Social Justice Committee’s inquiry is to fully gauge how effective the *Anti-racist Wales Action Plan* is, it will need to closely scrutinise the actions of those formally responsible for the criminal justice system in Wales. This includes partners in the Criminal

¹¹ Wales is the only common law country in the world to have an executive and legislature without its own distinct legal jurisdiction (Huckle, 2016; National Assembly for Wales’ Constitutional and Legislative Affairs Committee, 2012).

Justice Board for Wales, such as HM Prison and Probation Service, HM Courts and Tribunals Service, the Crown Prosecution Service, and Chief Constables in Wales. However, while the many partners that comprise the Criminal Justice Board for Wales are undoubtedly key to the operational delivery of justice services in Wales, many of the intractable problems responsible for racial disparity in the criminal justice system are rooted in the criminal law itself. Examples include the guidance on reasonable grounds for a stop and search as set out in Code A of the Police and Criminal Evidence Act 1984 (Independent Office for Police Conduct, 2022), the law on joint enterprise (Hattenstone, 2023), and the provisions included in the Police, Crime, Sentencing and Court Act 2022 (Criminal Justice Alliance, 2021). Significantly, despite the support being leant by criminal justice partners in Wales to the *Anti-racist Wales Action Plan*, the legislative and policy levers which are crucial to delivering systematic and overarching change in this area reside in the highly centralised Ministerial departments in Whitehall (Jones and Wyn Jones, 2022). The extent to which that members of the Criminal Justice Board for Wales can *successfully* lobby for legislative or policy change on Wales' behalf in Westminster/Whitehall is, however, subject to a high degree of uncertainty.

- 2.4 There is good cause to be sceptical about the prospect of achieving meaningful change in Wales. Firstly, despite the efforts being made by criminal justice partners in Wales to support the aims behind the *Anti-racist Wales Action Plan* or even its own *Criminal Justice Anti-Racism Action Plan for Wales*, the highly centralised nature of Ministerial departments in Whitehall means that Wales often 'counts for very little' in and for the institutions of the England and Wales criminal justice system (Jones and Wyn Jones, 2022: 81-82). It is perhaps a little hopeful, it not unrealistic, to therefore expect members of the Criminal Justice Board for Wales to successfully lobby Ministers and senior officials in Whitehall to deliver the sweeping reforms needed to deliver a truly *Anti-racist* system in Wales. This point is further reinforced by the fact that previous efforts to tackle racial discrimination in the criminal justice system for England and Wales have failed to deliver meaningful change. Despite accepting all 35 of the recommendations made by the Lammy Review in 2017, for example, the UK Government has yet to implement many of the review's recommendations in full (House of Commons Debate, 30 June 2020). A report published by the Prison Reform Trust (2022), five years on from Lammy Review, found that not one recommendation relating to prisons had been met in full. Crucially, while the Welsh Government cites the 'explain or reform' principle set out in the Lammy Review in its

Anti-racist Wales Action Plan, the Prison Reform Trust (2022: 5) concluded that the recommendation has yet to produce ‘the desired outcome’ in prisons across England and Wales.

- 2.5 The success of the Welsh Government’s *Anti-racist Wales Action Plan* is also likely to depend on the impact of the Criminal Justice Board for Wales’ own *Criminal Justice Anti-Racism Action Plan for Wales*. While the Criminal Justice Board for Wales’ decision to publish its own strategy can be viewed as a credible and worthwhile attempt by criminal justice agencies in Wales to attend to the (often overlooked) distinct Welsh policy landscape, it is unclear why there is a need for two separate (but overlapping) strategies seemingly committed to the same aim. This uncertainty is compounded further by the fact that the Welsh Government’s strategy vows to work alongside ‘partners’ in the Criminal Justice Board for Wales (Welsh Government, 2022:113), while the Criminal Justice Board for Wales’ (2022: 10) plan supports the development of a ‘one public service’ approach alongside the Welsh Government. The existence of two duplicate ‘Anti-racism/Anti-racist’ strategies has the potential to add unnecessary complication to a problem area already characterised by enormous complexity. The publication of two strategies also stands as a clear example of the complications surrounding ‘joined-up’ policy solutions ‘when neither level of government has control over all of the policy levers necessary to effect change’ (Jones and Wyn Jones, 2022: 9).
- 2.6 Notwithstanding the efforts being made by Welsh Government officials and ‘partners’ in the criminal justice system in Wales, the constitutional arrangements underpinning the Welsh criminal justice system pose an undeniable and considerable threat to the ambitious vision set out in the *Anti-racist Action Plan*.

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

Agenda Item 4.1


Llywodraeth Cymru
Welsh Government

Our ref: MA/JH/1229/23

Jenny Rathbone MS
Chair, Equality and Social Justice Committee
Welsh Parliament
SeneddEquality@senedd.wales

Cc: Minister for Health and Social Services
Minister for Education and Welsh Language

02 November 2023

Dear Jenny,

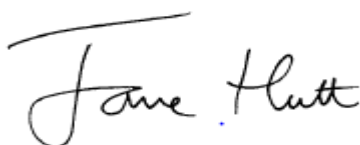
Thank you for your letter of 12 October seeking an update on the stakeholder summit regarding Speech and Language Therapists (SLTs) within Youth Justice Services (YJS), which I have shared with the Minister for Health and Social Services.

My officials are developing a programme for the summit which will be held online in December. All key stakeholders, including Neath Port Talbot YJS, will be invited once the programme for the event has been finalised.

I can also confirm that my officials have written to Directors of Education and Children's Services to seek information about the current delivery and funding position for SLTs in their YJS teams. This information will inform the discussions at the summit.

I will of course keep you informed of progress and ensure a note of the discussions and outcomes of the summit will be shared with you and the Committee.

Yours sincerely



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

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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.

Jane Hutt MS
Minister for Social Justice and Chief Whip

12 October 2023

Dear Jane,

Speech and Language Therapists (SLTs) within Welsh Youth Justice Teams

Thank you for your letter of 11 August 2023, which we noted on 11 September.

We are grateful to you for confirming that the Stakeholder Summit will take place this autumn. In terms of progress with arrangements for the Summit it would be helpful if you could please confirm the timetable you are working towards including the exact date that the Summit will take place. We would also like to request a note of its deliberations and outcomes in due course and at your earliest convenience.

We were disappointed that you suggested it would not be appropriate for you to write to local authority youth offending teams across Wales on the grounds that justice is not currently devolved. We would urge you to reconsider this position, particularly given that youth offending teams also receive support from the Welsh Government via local authorities. Failing that, we would like to suggest you write to all local authority Directors of Education as an alternative option, in light of the key role that local authorities play in commissioning youth justice services, including youth offending teams, within their geographic areas. This, as you will be aware, involves identifying the needs of young offenders and ensuring that appropriate services and interventions are in place to address those needs.

We firmly believe it would be a missed opportunity if the innovative good practice taking place in Neath Port Talbot is not highlighted for others to consider, given the benefits it can bring to this disadvantaged group of young people and their future prospects.

We look forward to a response and your continued engagement – and that of the Minister for Health and Social Services - on this important issue.

Yours sincerely,

A handwritten signature in black ink on a light-colored background. The signature reads "Jenny Rathbone" in a cursive, flowing script.

Jenny Rathbone MS

Chair, Equality and Social Justice Committee

—
**Culture, Communications, Welsh Language,
Sport, and International Relations
Committee**

Jane Hutt MS
Minister for Social Justice and Chief Whip
Welsh Government

Copy: Jenny Rathbone MS
Chair, Equality and Social Justice Committee

15 November 2023

Support to Ukrainian Refugees

Dear Jane,

I am writing to you following our consideration of a **letter** that was sent to the Committee regarding cultural support to Ukraine.

It's nearly two years since the invasion of Ukraine. In that time, a warm welcome has been provided to Ukrainian refugees in Wales. However, we are aware that there has been a change in levels of support provided. I would be grateful for:

- An update on actions being taken to support Ukraine;
- More information on the support provided to Ukrainian children to maintain their language and culture; and
- An update on the support provided to Ukrainian refugees by the Welsh Government.

I look forward to receiving your response in due course.

Yours sincerely,



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Delyth Jewell MS
Committee Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

Y Bwyllgor Cyllid Agenda Item 4.3

Finance Committee

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Chair, Children, Young People, and Education Committee

Chair, Climate Change, Environment, and Infrastructure Committee

Chair, Culture, Communications, Welsh Language, Sport, and International
Relations Committee

Chair, Economy, Trade, and Rural Affairs Committee

Chair, Equality and Social Justice Committee

Chair, Health and Social Care Committee

Chair, Legislation, Justice and Constitution Committee

Chair, Local Government and Housing Committee

14 November 2023

Dear Committee Chairs,

Draft Budget 2024-25

I wrote to you in April, setting out the Finance Committee's pre-budget engagement work. On the 12 July, the Committee held its annual Plenary debate on the Welsh Government's Spending Priorities for the forthcoming Budget, and I am grateful to all that contributed. I am now writing to provide a further update on scrutiny of the Draft Budget 2024-25.

Consultation and timetable

The Finance Committee has issued its pre-budget consultation, on behalf of all Committees, which closes on 30 November. The responses to the consultation will be available on our webpage.

Due to the UK Government's Autumn Statement that will take place on 22 November, the Minister for Finance and Local Government (the Minister) has confirmed that she will publish the outline and detailed Draft Budget together on 19 December. The Minister will appear before the Finance Committee the following day on 20 December for an initial evidence session.

Budget focus

The focus of this year's budget is likely to centre on the impact of the cost of living crisis, inflation and



the transparency of the Welsh Government's financial decisions. In addition, the Finance Committee has identified a number of areas which it would like to see the focus of scrutiny, namely:

- what impact inflationary pressures have had on revenue and capital budgets and how this has changed affordability of previous plans;
- how resources should be targeted to support economic recovery and what sectors in particular need to be prioritised;
- to what extent alleviating climate change should be prioritised in supporting economic recovery;
- how budget allocations support aspirations of the Net Zero Wales plan;
- Welsh Government policies to reduce poverty and the impact of cost of living crisis and gender inequality;
- the approach to preventative spending and how this is represented in resource allocations (preventative spending is defined as spending which focuses on preventing problems and eases future demand on services by intervening early);
- sustainability of public services, innovation and service transformation;
- how evidence is driving Welsh Government priority setting and budget allocations;
- how the Welsh Government should use taxation powers and borrowing;
- support for businesses, economic growth and agriculture post-EU transition;

In addition, the following areas were identified as priorities during the Committee's stakeholder and engagement events during the summer term:

- the need for services to collaborate to meet the challenges facing the NHS and social care sector;
- that local government needs sufficient resources to deal with mounting demands;
- that more support should be provided for those studying and working in the education sector;
- that a focus on community-led solutions and prevention is needed to tackle the root causes of poverty and inequality;
- that there needs to be a move away from ad-hoc funding for the voluntary sector;

- that there should be a focus on turning Wales's potential for green energy into reality.

We hope our engagement work, and forthcoming public consultation, will complement and inform the work of policy Committees and I would encourage you to use some of the areas outlined above as the focus for your budget scrutiny.

If you have any questions about any aspect of the Draft Budget process, please feel free to contact me or the Clerk to the Finance Committee, Owain Roberts, 0300 200 6388, seneddfinance@senedd.wales.

Yours sincerely,



Peredur Owen Griffiths
Chair, Finance Committee

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.