

Agenda – Culture, Communications, Welsh Language, Sport, and International Relations Committee

Meeting Venue:

Committee Room 1, Senedd

Meeting date: 2 February 2023

Meeting time: 08.45

For further information contact:

Lleu Williams

Committee Clerk

0300 200 6565

SeneddCulture@senedd.wales

Pre-meeting registration

(08.30–08.45)

At its meeting on 18 January 2023, the Committee agreed in accordance with Standing Order 17.42 to exclude the public from the first two items of today's meeting

Private

1 Supplementary Legislative Consent Memoranda on the Online Safety Bill (No.3 and No.4): Consideration of draft Report

(08.45–08.55)

(Pages 1 – 6)

2 Scrutiny of the Welsh Government Draft Budget 2023–24: Consideration of draft Report

(08.55–09.20)

(Pages 7 – 29)

Break

(09.20–09.30)

Public



3 Introductions, apologies, substitutions and declarations of interest

(09.30)

4 Allegations surrounding the Welsh Rugby Union: Evidence session with the Welsh Rugby Union

(09.30–10.30)

(Pages 30 – 58)

Ieuan Evans, Chair

Nigel Walker, Acting Chief Executive Officer

Research brief

Letter from Andrew RT Davies MS

Joint letter from Tonia Antoniazzi MP, Stephen Crabb MP, and Ben Lake MP

Letter to the Welsh Rugby Union

Letter to the Deputy Minister for Arts and Sport, and Chief Whip

Letter to the Welsh Rugby Union from the Deputy Minister for Arts and Sport, and Chief Whip

Letter from CF10 Rugby Trust

Letter from JSG Cymru

Letter from an individual

Break

(10.30–10.40)

5 Allegations surrounding the Welsh Rugby Union: Evidence session with the Welsh Government

(10.40–11.30)

Dawn Bowden MS, Deputy Minister for Arts and Sport, and Chief Whip

Jason Thomas, Director, Culture, Sport and Tourism

Steffan Roberts, Deputy Director, Tourism Development and Sport

6 Papers to note

(11.30)

- 6.1 Letter to the First Minister from the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 59 – 61)
- 6.2 Letter to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee from the First Minister regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 62 – 64)
- 6.3 Letter to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee from the First Minister regarding the evaluation of Welsh Government’s activities and engagement at the FIFA World Cup 2022**
(Pages 65 – 68)
- 6.4 Letter to the Minister for Education and Welsh Language from the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 69 – 70)
- 6.5 Letter to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee from the Minister for Education and Welsh Language regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 71 – 72)
- 6.6 Letter to both the Minister for Economy and Deputy Minister for Arts and Sport, and Chief Whip from the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 73 – 74)

- 6.7 Joint letter to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee from the Minister for Economy and Deputy Minister for Arts and Sport, and Chief Whip regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 75 – 77)
- 6.8 Letter to Museum Wales from the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 78 – 79)
- 6.9 Letter to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee from Museum Wales regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 80 – 81)
- 6.10 Letter to National Library of Wales from the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 82 – 83)
- 6.11 Letter to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee from National Library of Wales regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 84 – 86)
- 6.12 Letter to Arts Council of Wales from the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 87 – 88)
- 6.13 Letter to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee from Arts Council of Wales regarding scrutiny of the Welsh Government Draft Budget 2023–24**
(Pages 89 – 91)

- 6.14 Additional information from S4C following the evidence session on 11 January**
(Pages 92 – 94)
- 6.15 Additional information from BBC Cymru Wales following the evidence session on 11 January**
(Pages 95 – 97)
- 6.16 Additional information from ITV Cymru Wales following the evidence session on 11 January**
(Pages 98 – 100)
- 6.17 Letter to the Llywydd from the Chair of the Legislation, Justice and Constitution Committee regarding Retained EU Law (Revocation and Reform) Bill**
(Pages 101 – 113)
- 7 Motion under Standing Order 17.42 to resolve to exclude the public from the remainder of this meeting**
(11.30)
- 8 Private debrief**
(11.30–11.55)
- 9 St David's Day: Engagement proposal**
(11.55–12.00) (Pages 114 – 115)

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Agenda Item 4

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

Document is Restricted



Delyth Jewell MS
Chair of the Culture, Communications, Welsh Language,
Sport and International Relations Committee
Via email

24th January 2023

Dear Delyth,

I am writing to you as Chair of the Culture, Communications, Welsh Language, Sport and International Relations Committee regarding the disturbing reports coming out around the Welsh Rugby Union and the alleged toxic culture of sexism.

These allegations are very concerning for an organisation at the heart of Welsh sporting culture, and a sport which many people in our nation hold dear.

As the WRU is in receipt of public funds, what plans does your committee have to look into the WRU and how it operates?

I realise that this news is emerging but I would encourage the Committee to be able to find time to conduct a review into this pressing matter.

Best wishes,

Andrew RT Davies MS
Leader of the Welsh Conservatives in the Welsh Parliament



HOUSE OF COMMONS
LONDON SW1A 0AA

25th January 2023

Dear Delyth,

We write to you today in your capacity as chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee. As cross-party Welsh MPs, we share concerns about the culture at the Welsh Rugby Union, following the BBC documentary that aired recently.

It is clear from the testimonies included in the documentary, which reference sexism, bullying and sexual harassment, that the WRU has failed multiple women. Sadly, in the fallout of the documentary's revelations, we remain concerned with the WRU's capacity to address the toxicity that was evidenced in the investigation.

We are therefore asking that the committee uses the powers it has to investigate the allegations of sexism, bullying and sexual harassment within the organisation.



Rugby is a vital asset in promoting Wales on a global stage. We are all deeply passionate about the game and are proud of Wales' rugby heritage. It is precisely because of this that we believe these allegations need to be investigated to prevent future misconduct and create a safe working environment for women. The Welsh Government and the Senedd should consider what role it can have in helping to change the WRU for the better, particularly as the Welsh Government has provided significant funds to the WRU in recent years.

This could be a landmark moment in Welsh sport. Please ensure that the moment does not pass.

Yours sincerely,

Handwritten signature of Tonia Antoniazzi in black ink.

Tonia Antoniazzi MP

Handwritten signature of Stephen Crabb in black ink.

Stephen Crabb MP

Handwritten signature of Ben Lake in black ink.

Ben Lake MP

Ieuan Evans MBE
Chair of the Board
Welsh Rugby Union

27 January 2023

Information gathering session on the allegations surrounding the Welsh Rugby Union

Dear Ieuan

I am writing to you with regards to the allegations that have been made against the Welsh Rugby Union this week in a programme aired on BBC Cymru Wales. The Committee has decided to invite you as Chair of the Welsh Rugby Union to an evidence session with the Committee between 09.30 and 10.20 on Thursday 2 February 2023 at the Senedd to gather further information on this issue.

This session will be an opportunity to discuss the issues that have arisen this week as well as explore the Union's planned response in the form of the taskforce you recently announced. The Committee will also be inviting the Welsh Government to explore what actions they are taking in response.

The Committee is clear that this is not an inquiry into the allegations. It is an opportunity to explore the issues that have arisen and discuss actions that have already been announced as a result. The Committee will consider what action to take regarding this issue following next week's discussions.

I look forward to receiving your confirmation in due course.

Yours sincerely,



Delyth Jewell

Committee Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

Dawn Bowden MS

Deputy Minister for Arts and Sport, and Chief

Whip

Welsh Government

27 January 2023

Information gathering session on the allegations surrounding the Welsh Rugby Union

Dear Dawn

I am writing to you with regards to the allegations that have been made against the Welsh Rugby Union this week in a programme aired on BBC Cymru Wales. The Committee has decided to invite the Welsh Rugby Union to an evidence session with the Committee on Thursday 2 February 2023 to gather further information on this issue.

The Committee is also keen to understand the activity of Welsh Government in this matter. As such, the Committee would also like to explore this with you as the Deputy Minister with responsibility for sport in Wales. As you will be aware, you are already scheduled to give evidence to the Committee on its inquiry into the challenges facing the creative industries sector on this date. Given the urgency of this issue, the Committee has decided to change the focus of your session and to use it to gather information on the allegations made against the Welsh Rugby Union and what actions the Welsh Government is taking as a result.

The Committee is clear that this is not an inquiry into the allegations. It is an opportunity to explore the issues that have arisen and discuss actions that have already been announced as a result. The Committee will consider what action to take regarding this issue following next week's discussions.

In light of this re-arranging, Committee officials will work with your officials to identify a suitable date for you to give evidence to the Committee's inquiry into the challenges facing the creative industries sector.

Yours sincerely,



Delyth Jewell

Committee Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.





Ein cyf/Our ref DB/PO/26/23

Ieuan Evans
Chair
Welsh Rugby Union

27 January 2023

Dear Ieuan,

This has been a distressing week for Welsh rugby with significant implications for former and current WRU staff as well as players, clubs and communities across Wales. The details in the testimonies provided in the BBC Wales Investigates programme were devastating and I recognise the courage it takes for anyone to speak out after experiencing abuse, harassment, or bullying.

The Welsh Government will not be a bystander to abuse, and we are committed to tackling harassment, bullying and all forms of violence against women head on. Women and girls should be and feel safe in all aspects of their lives, including the workplace. We expect the same level of commitment from all our partners, stakeholders and citizens, including the WRU.

The WRU occupies a special place in Wales' sporting, economic and civic life. Its history is interwoven with the nation's story and the game is a vehicle for unique Welsh expression on a global scale. The institution reaches into villages, towns and cities across Wales and has the power to bring people together.

All of us have an interest in seeing a well led, modern WRU that supports grassroots and elite level success while protecting the rights and wellbeing of its employees and promoting Wales to the world.

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

I would like to set out our expectations as you develop what must be an urgent, transparent and comprehensive response to these incredibly serious challenges and allegations.

As I stated in the Senedd, a healthy workplace would not be subject to complaints of the scale and nature exposed in the BBC Wales programme. Our firm view is that victims

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

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Correspondence.Dawn.Bowden@gov.wales

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

should be believed when they come forward. In the interests of employee welfare, I urge you to ensure that all WRU staff are now provided with information on the support that is available to them.

Live Fear Free is a free, confidential helpline for anyone experiencing any form of violence against women, harassment or abuse.

Live Fear Free

Call: 0808 80 10 800

Text: 07860077333

Live Chat: www.gov.wales/live-fear-free

Email: info@livefearfreehelpline.wales

Employees who require advice on their rights at work can also access information and advice via ACAS and their trade union. Where there is no trade union representation, employees may wish to access the union finder [tool](#) hosted by the TUC.

In addition to providing clear signposting for all employees, the organisation should work urgently to assess what immediate actions are required to support staff wellbeing and address incidents and behaviours that require interventions that cannot be delayed by any external review. Where disciplinary action – including dismissal – is necessary, such proceedings should not be postponed until the outcome of a broader review. It is crucial that these matters are acted on in a robust and consistent manner.

My recent discussions with the WRU have not provided me with a reassurance that such action has been taken and I remain concerned that the issues raised by complainants are not being acted on in a manner that upholds workplace policies and employment protections.

Looking ahead, any external review ought to address the workplace culture and support WRU to implement the necessary changes to allow women, and all employees, to enjoy a safe workplace free from harassment, abuse and bullying of all forms.

I note the commitment made by the Chair in the press conference earlier this week to undertake an 'external investigation' and the need for close engagement with partners, including the Welsh Government.

I welcome the opportunity to meet earlier today to hear about your intended next steps and reiterate here the need for a process that is truly independent, transparent and informed by partners to help restore trust within a plan that ensures positive and lasting change.

I must stress that openness and transparency are paramount, and I would expect to see the findings and recommendations made public.

In the same spirit of openness and transparency, I am repeating my request for you to publish the review you conducted into the women's game in 2021.

If individuals have concerns that they may be identified as a result, there are well-established methods you can employ which would maintain their anonymity. I would further request a public statement from the WRU on how you have responded to the review and how you are planning for the further development of the women's game. I have seen for myself that the WRU has made positive recent progress in developing the women's game in

Wales with professional contracts for the national team and a newly formed development team, to outline a few examples, all increasing the opportunities for women and girls in rugby.

As the Deputy Minister for Sport, I am taking the matters raised in the BBC documentary extremely seriously and will continue to press in the strongest possible way for immediate and transformative reform in the WRU, to restore trust in an organisation that has a truly unique contribution to make.

I am ambitious about the future of Welsh rugby and I pay tribute to all those who continue to dedicate so much to the game with a passion that does Wales proud. The volunteers who give their time to invest in the game at a local level help to sustain local communities and fuel a system that produces the talent has seen Wales teams, clubs and regions reach incredible feats.

This a bad moment for Welsh rugby but my hope is that we can now work together – alongside wider partners – to restore trust and confidence in an organisation that is capable of bringing pride and, at times, sheer joy to the lives of so many across Wales. They deserve better and we are truly invested in this opportunity to help everyone feel positive about the future of Welsh rugby.

I am grateful for the way you have communicated with me in recent days and would be grateful for a further meeting with you next week.

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

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Dawn Bowden', written in a cursive style.

Dawn Bowden AS/MS

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

Dear Chair

Cf10 Rugby Trust would appreciate you asking the following questions.

1) Ieuan Evans has talked intermittently about a skills based board; and also an independent chair

Does he want both or one specifically?

2) How long does he envisage the task force to take with its enquiry?

3) Did the WRU board get all the Non Disclosure agreements reported to them and did the HR Director do an analysis of patterns that could have highlighted culture problems earlier

Thanks

Lynn Glaister

CF10 Rugby Trust

24 January 2023

Delyth Jewell MS
Chair Culture, Communications, Welsh Language, Sport, and International
Relations Committee
Welsh Parliament,
Cardiff Bay,
Cardiff CF99 1SN



Dear Chair,

We enclose a copy of a letter we have sent to the Chair of the Welsh Rugby and ask that you consider setting up an inquiry to look at the issues raised.

The joint Supporters Group are an organisation that comprises of the supporters groups of the 4 professional rugby clubs in Wales. We have been concerned for some time about the governance of rugby in Wales.

Today we have seen the distressing allegations raised by some former WRU employees in the BBC Wales Investigates programme aired on 23 January 2023.

We believe our game in Wales is now facing an unprecedented crisis at all levels. Because of the delays in signing financial deals, all four professional clubs can not initiate unconditional contract offers for retaining or recruiting players for the 2023/24 season. This is causing immeasurable anxiety for the players and their livelihoods, many thinking of leaving Wales for contracts in other nations.

We feel it is time that our elected representatives investigate the issues we raise in the latter and ask that you instigate an inquiry by your committee into the governance and management of Welsh Rugby Union. We would be happy to meet you in person to discuss our concerns further if this would be of assistance.

Yours sincerely,

JSG Cymru

Please reply via email to: contact@jsg.cymru

24 January 2023

Ieuan Evans
Welsh Rugby Union Limited
Principality Stadium
Westgate Street
Cardiff
CF10 1NS



Dear Mr Evans,

You will be aware we wrote to you and the Chief Executive on 30 December to express our concerns about the cessation of meetings between the WRU and the Joint Supporters Group (JSG). It also expressed our concern about the failure of the WRU to sign a financial agreement with the four professional clubs.

We received a holding response on 3 January, followed by a response from Malcolm Wall on 17 January in his capacity as PRB Chair (on behalf of all PRB members). We have thanked Malcolm and we will take him up on his offer to discuss our concerns, but we are disappointed neither yourself or the Chief Executive chose to respond to us personally.

Our game in Wales is now facing an unprecedented crisis at all levels. The lack of agreement on budgets for the professional teams is causing immeasurable anxiety for the players and their livelihoods, many thinking of leaving Wales for contracts in other nations. Who can blame them?

It was on 14 December that the PRB verbal agreement was announced. However, the full agreement has not been completed and all four professional clubs can not initiate unconditional contract offers for retaining or recruiting players for the 2023/24 season. Meanwhile, you have overseen several costly changes to the coaching set up of the Men's national team during the same period.

We are also concerned about the allegations raised by some former employees last night. The BBC programme was distressing to watch and brings about many questions about what is happening inside the WRU. With this in mind, we will be calling on the Welsh Senedd Culture, Communications, Welsh Language, Sport, and International Relations Committee to initiate an inquiry into the governance and leadership of the Welsh Rugby Union during Steve Phillips' tenure.

Many of our membership are also involved in the community game, some as players, some as coaches, and there the problems are all too apparent with playing numbers dwindling. We have all seen recent statements from officials at the professional clubs lamenting the lack of action from national governance and warning of threats to the very existence of the teams.

Rugby Union is too important to us as a nation to flounder due to the inability to find an equitable solution, much needed to ensure the future of the professional game in Wales. Equally, the solution must be one within which the professional clubs have the foundations with which to be successful on and off the pitch. Success of the professional clubs will thereby ensure the international team will thrive. Something every supporter of the game in Wales wants to see.

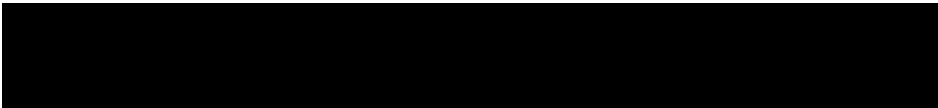
We are mindful of the problems exacerbated by the recent pandemic which is why Welsh rugby needs good governance and a vision suited to the needs of a modern, international sport. In that vein, and in the interest of creating trust and understanding in the wider rugby public, we also urge transparency, which has been lacking for well over a year.

We are calling upon you as Chair of the WRU to:

- meet with us directly to respond to the many questions we have about the WRU management of the game in Wales
- relieve Steve Phillips of his position as Chief Executive immediately and instigate a full investigation into the culture in the organisation.

Yours sincerely,

JSG Cymru



Culture, Communications,
Welsh Language, Sport, and
International Relations Committee
Y Senedd
Pierhead Street
Cardiff CF99 1SN

29th January 2023

Re: Committee Meeting with WRU Chair and Welsh Government Deputy Minister for Arts and Sport, 2nd February 2023

Dear Committee Members

I am writing to you as a former Rugby Safeguarding Officer and Committee Member of Cardiff Harlequins and CRICC RFC. I am also a member of Cardiff RFC and have spent several decades campaigning for the reform of the Welsh Rugby Union as part of Welsh rugby fans' network Gwladrugby (<https://gwladrugby.wordpress.com/> - a copy of this letter has been published there today).

I understand that you will be interviewing Ieuan Evans, the Chairman of the WRU, and also Dawn Bowden MS, Deputy Minister for Arts and Sport at your meeting next Thursday 2nd February.

I would like to draw your attention to a number of issues which are relevant to the "existential crisis" (the words of the new CEO Nigel Walker) that the WRU has brought upon itself.

Whilst we welcome the belated resignation of former CEO Steve Phillips, many of us who are involved in the game firmly hope that his removal is the beginning and not the end of this matter.

The disgraceful events which have prompted you to call Mr Evans and Ms Bowden to appear at your committee this week are well-documented and have been universally condemned across the sport, media and wider society. It is quite clear that misogyny, sexism, sexual harassment and racism have been systemic problems at the WRU for many years. The cases documented in the recent BBC documentary are by no means isolated and I sincerely hope that every single case can now be reviewed and acted upon in the appropriate way.

The WRU's modus operandi in dealing with such cases has always been to silence and shut down. The use of Non-Disclosure Agreements has been routine and widespread in the treatment of employees leaving the organisation for many years. The current Chairman has been on the WRU Board for nearly 3 years and as such he should be well acquainted with the background to these cases. It should certainly not have come as a surprise to him when he watched the BBC programme last Monday evening, although his reaction in statements he has made since then would appear to suggest that he was unaware of the extent and seriousness of the issues raised.

If this is the case then one has to question whether he is a capable and appropriate person to Chair a modern multi-million pound business. His prior experience would suggest that he is not.

WRU Governance

In response to the issues raised in the BBC programme, the WRU Chair has promised to set up an external "Taskforce," although its remit and representation have not been made clear. I would urge you to ask the WRU Chair to clarify the terms of reference of the Taskforce and provide the names and qualifications of the people who will be involved in its activity. It is also vital that we have the WRU's assurance that the results of this review are published in full.

Over the past decades the WRU has convened several similar "reviews," the findings of which have been kept private and have never been fully acted upon. As far back as 2002, Sir Tasker Watkins, the former President of the WRU, produced a comprehensive report into the governance of the WRU. This report was ignored by the union. There have been several similar reports since; all have been a waste of time and money.

It is obvious to many of us involved in the game that the WRU itself is incapable of recognising, let alone acting upon, the core issues within its rotten Victorian governance system. We do not trust the WRU Board to make the governance changes which are needed. The WRU is a professional organisation with multi-million pound revenues which is run largely by self-serving amateurs. This has to change. If the WRU is unwilling to change this then it needs to be forced to.

The Welsh Government has the means to apply pressure on the WRU to effect this change. The WRU has been in receipt of significant financial support from Welsh Government over the years. I would recommend that Welsh Government withholds all future financial support until the WRU makes the changes which are needed.

The WRU Board in its current form needs to be disbanded and replaced with a board of non-executive representatives with real business and sports administration experience. Serving on the committee of your local rugby club does not count as relevant sports administration or business experience.

The professional and amateur arms of the game need to be separated in the new governance structure. The amateur game must not be allowed to control the professional game which provides Welsh rugby with all of its revenue.

Toxic corporate culture

I hope that your meeting on Thursday is not the end of your interest in this particular matter. I would urge you to call the WRU People Director, Lydia Stirling, to give evidence at your committee. It is important to understand why basic HR processes at the WRU have failed to protect so many employees from sexism, misogyny, sexual harassment, bullying and racism.

Relationship with Professional Rugby Clubs and Women's Rugby

Since the formation of the new professional rugby ("Regional") teams in 2003, the relationship between these teams and the union has been fractious and at many points has broken down all together.

At the moment there is a funding crisis in Welsh rugby which is almost entirely of the WRU's making. The former CEO actively sought to destroy the businesses and livelihoods of the Welsh professional rugby clubs and discussions with them have never been conducted in good faith.

This has resulted in dozens of Welsh professional rugby players finding themselves in the situation where they do not know whether they will have a job at the end of the 2022-23 season. Many have already decided to move to clubs in other countries or leave the game altogether. This situation was entirely avoidable and it is the responsibility of the WRU to fix it.

If it is not fixed then professional rugby in Wales outside the national men's team will cease to exist within the next couple of years. Professional rugby brings millions of pounds into the Welsh economy as well as supporting hundreds of local business across the country. This would be a catastrophic loss to the Welsh nation.

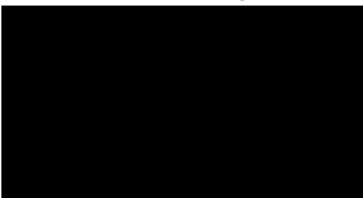
I urge you to call the new WRU Chief Executive and former Performance Director Nigel Walker to give evidence to your committee. I suggest that you to ask him how he plans to repair the broken relationship with the professional clubs to prevent the imminent death of our domestic professional game.

I would also ask Mr Walker how he plans to safeguard and develop Women's rugby in Wales, from the national team all the way down to local and junior level. The WRU's attitude to Women's rugby (as evidenced in the recent report they tried to cover up and their treatment of Charlotte Wathan and Amanda Blanc) has been shamefully inadequate, bordering on the insulting. Mr Walker is responsible for this and he needs to tell us how he plans to fix it.

Finally, what is needed to fix Welsh rugby is inclusivity. The WRU needs to become an open, outward-looking and welcoming organisation. There are many talented people involved in our game and in wider Welsh society and business who have a huge amount of experience and expertise which can help to improve the way our game is run. We need a union that encourages these people to be involved rather than dismissing them as disgruntled troublemakers.

I thank you for your interest in this matter and would be happy to support in any way I can.

Yours sincerely



Delyth Jewell MS	<u>Delyth.Jewell@senedd.wales</u>
Hefin David MS	<u>Hefin.David@senedd.wales</u>
Alun Davies MS	<u>Alun.Davies@senedd.wales</u>
Heledd Fychan MS	<u>Heledd.Fychan@senedd.wales</u>
Tom Giffard MS	<u>Tom.Giffard@Senedd.Wales</u>
Carolyn Thomas MS	<u>Carolyn.Thomas@Senedd.Wales</u>
Dawn Bowden MS	<u>Dawn.Bowden@senedd.wales</u>

Mark Drakeford MS
First Minister
Welsh Government

13 January 2023

Scrutiny of the Welsh Government's Draft Budget 2023-24: International Relations

Dear Mark

Thank you for providing written evidence to the Committee on the Welsh Government's Draft Budget for International Relations for 2023-24. The Committee considered this evidence at its meeting on 11 January 2023 and would like to ask the following questions:

1. How has the current economic context, including the recession, inflation and the cost of living crisis driven the discussions within the Welsh Government in terms of the areas of spending which have been prioritised and de-prioritised in the International Relations Budget Expenditure Line in the Draft Budget?
2. What is the likely impact on the outputs and outcomes of the International Relations priorities that your department will be able to achieve in 2023-24 as a result of these decisions? In relation to this, can you please provide the Committee with copies of the relevant departmental delivery plans for 2023-24 funded from the International Relations budget, for example each international office?
3. The revenue allocations for the International Relations budget for 2023-24 is set at £8.383m, a reduction of £171,000 compared with the 2022-23 final budget. This reduction will also be compounded by inflationary pressures:
 - a. How will this reduction be managed and what activities and objectives are being prioritised to account for the reduced budget?
 - b. What criteria are you using to make decisions on prioritisation, and can you give a specific example of where this criteria has been applied?
4. Will any Welsh Government strategic partners see a reduction in the funding they receive as a result of the reduction in the International Relations budget? If so, what engagement has the Welsh Government had with these partners, and what support is being provided to help manage impacts?
5. Your written evidence to the Committee states that £1.21m from the International Engagement budget will be used to fund cross-cutting activity which supports your overarching

International Relations objectives and the International Strategy rather than be associated with a particular "Action Plan". Can you outline how this funding will be allocated, what criteria must be met to receive funding, and how you will ensure value for money?

6. Can you outline the process for overseas offices to bid for funding from the International Engagement budget and how you will ensure value for money? I would be grateful if this could include the criteria that must be met to access this funding.
7. Can you confirm the total allocation provided in the 2022-23 budget to support the Welsh Government's programme of activities at the FIFA 2022 World Cup, which MEG and BEL(s) in the budget it came from, and whether it was allocated from existing budgets or new funding?
8. Your written evidence to the Committee notes that you are forecasting a potential underspend of £524,000 in the International Relations budget for 2022-23. What budget management processes are being put in place to ensure budgets are better managed in future to avoid potential underspend?
9. Can you outline the rationale for the International Relations budget continuing to maintain funding which is ultimately transferred to the International Development budget to support the delivery of the Wales and Africa elements of the International Strategy?

As outlined to you in previous [correspondence](#) (dated 30 November 2022), I would be grateful if you could provide a response by 25 January 2023 to allow the Committee to consider the further evidence in advance of publishing its report at the start of February.

Yours sincerely,



Delyth Jewell MS

Committee Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.





Llywodraeth Cymru
Welsh Government

Eich cyf/Your ref
Ein cyf/Our ref

Delyth Jewell MS
Chair
Culture, Communication, Welsh Language, Sport
and International Relations Committee
Senedd Cymru

27 January 2023

Dear Chair,

Thank you for your letter dated 13 January with additional questions on the Welsh Government's Draft Budget for International Relations for 2023-24.

The impact of the Covid pandemic, cost of living crisis and the war in Ukraine has led to the reprioritisation of budgets across Welsh Government, including the International Relations Draft Budget 2023-24. Inflationary and cost of living pressures will need to be managed through the year in all elements of our budget. We have taken the decision to make the £171,000 budget cut to the International Engagement budget as we can more easily manage the pressures within this budget, rather than the budgets for the Overseas Offices Running Costs and Activity.

We are continue to develop our detailed 2023/24 delivery plans for International Relations and the overseas offices. These will be internal documents that remain flexible to respond to global events and opportunities. All the plans that are being developed operate within the

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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.

framework of the published International Strategy, Action Plans, Programme for Government and Office Remits.

We are working very closely with internal and external partners to maximise the benefit from our activity; this means harnessing what worked well as part of the Team Wales approach to FIFA World Cup 2022 activity and ensuring that the funding we provide to strategic partners is focussed on delivering the International Strategy.

Our activity and priorities are kept under review throughout the year. This will include managing the budget reduction following the Welsh Government autumn budget reprioritisations and budget reductions within the MEG. We continue to use different ways of working, for example, engaging virtually where possible and travelling only where it adds value. We are confident that we will be able to maintain our focus on priorities despite the financial reduction and inflationary pressures. As with other areas, it is important to note that International Relations activity is not immune from the budgetary pressures felt across Welsh Government, whilst recognising that we need to continue to maximise the opportunities and benefits to raising Wales' profile on the global stage. We will continue to place considerable focus on collaborating across government and with key external stakeholders to maximise impact. We continue to ensure our strategic partners seek opportunities to work together as in the positive examples we have seen this year, such as Wales Arts International and the Office of the Future Generations Commissioner working together as part of our "Wales in Canada" year. We bring our partners together for collaborative planning meetings to ensure work is aligned for forthcoming financial years and we will be holding a workshop with our partners this month to continue our discussions on increasing opportunities for cross-collaboration.

Our cross-cutting activity will continue to support the overarching objectives of the International Strategy. This year, key cross-cutting activity has included our communications engagement, the Ireland/Wales Forum, Dubai Expo 2020, the annual "Wales in..." initiatives as well as activity supporting inward visits to Wales.

Welsh Government overseas offices have access to the Overseas Offices Activity budget which is managed on a regional basis (North America, Europe and Middle East/Asia). This budget is used for routine activity. Where there are specific initiatives that cannot be funded within that budget, and where it can be demonstrated that these initiatives will have an impact in one of the areas of the International Strategy and Action Plans, the International Relations team in Wales can consider approving a bid for funding from the International Engagement budget. Past examples of this have included supporting the Wales/Ireland Forum, the annual "Wales in..." initiatives and activity for both the FIFA World Cup and the Hockey World Cup. When considering bids, it is the responsibility of the International Relations team to ensure value for money. To support our activities at the FIFA World Cup, we provided £0.31m from the International Engagement budget to overseas offices activity. When the 2022-23 budget was set, it was not known that the Wales Men's football team would qualify for the World Cup and existing funding was prioritised for that activity following qualification. This flexible and reactive approach to funding is taken across all of our international activity.

We are continually looking to improve our budget management processes and are working with FCDO to ensure better transparency and forecasting of the platform charges for our Overseas Offices Running Costs budget. It is difficult to forecast some of our overseas running costs as these depend on personal circumstances, staff rotations and FCDO platform charges. Covid-19 has also affected our spend profiles over the past few years and, while we are seeing some stability, it continues to impact our activity, affecting different global regions at different times, creating some uncertainty.

The International Relations budget continues to maintain the funding to the International Development budget as this precedent was set when the International Strategy was first published bringing an important connection between key and high-profile international activity. Given the important link between international development and the International Strategy, this approach has proved effective and flexible in supporting delivery.

Yours sincerely,

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

MARK DRAKEFORD

Eich cyf/Your ref
Ein cyf/Our ref

Culture, Communications, Welsh Language, Sport, and International Relations Committee
Senedd Cymru
Bae Caerdydd,
Caerdydd,
CF99 1SN

24 January 2023

Dear Chair

I am writing in response to your letter regarding the evaluation of Welsh Government's activities and engagement at the FIFA World Cup 2022. I agree that the activities we supported should be appraised properly and all partners learn from this experience. I have provided answers to your specific questions below.

1) *Who will be undertaking this evaluation – that is, will it be the Welsh Government or will a third party be asked to undertake it?*

Arad has been contracted to evaluate our World Cup activities. This evaluation will draw on monitoring data from the marketing campaign, key deliverables from the Partner Support Fund, related consumer research and qualitative research with stakeholders.

Separately, a further evaluation will be undertaken by the Welsh Government's International Relations team and will focus on the World Cup activity through our overseas offices. We will include this activity as a case study in the Welsh Government Annual Report on the Overseas Network 2022-23 which we are aiming to publish by June 2023.

2) *When will this evaluation be completed and published?*

The main evaluation by Arad will be completed and published in Spring 2023.

3) *What were the key performance indicators (KPIs) and objectives set by the Welsh Government at the beginning of this work in June 2022, that is before any evaluation took place?*

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The Welsh Government's four World Cup objectives of promoting Wales, projecting our values, ensuring the safety of Welsh citizen, and securing a positive legacy from our participation, guided our activities and the specific outcomes we were seeking to achieve.

A measurement framework was developed for the marketing activity and was focussed on a range of industry standards for example 'Opportunities to see', traffic to site, video views and product search. Further metrics are also in place for business marketing and tourism marketing elements.

In September 2022 we launched a £1.8m Partner Support Fund and announced 19 projects that aimed to support our core objectives for the World Cup with a range of diverse activities in Wales and beyond. We will be liaising closely with the applicants to understand fully what they achieved from this funding and the information will be compiled into the evaluation.

4) What were the KPIs and measurable targets related to your core objectives, and to what extent were these achieved?

The KPIs for the marketing activity include page views, traffic to site, video views and product search and are currently being analysed for inclusion in the report.

5) Are there any other specific outcomes that came as a result of your activities that were not captured by your KPIs?

Whilst many of the outcomes are intangible and difficult to measure, activity around the World Cup has resulted in increased visibility for Wales and opportunities to make new, and strengthen existing, relationships with key stakeholders - raising the profile of Wales and supporting the projection of our values.

The Welsh Government's overseas teams in the Middle East had a particular focus on Qatar, delivering two Ministerial visits as well as events aimed at raising the profile of Wales and the Welsh Government in the market and promoting trade and investment, including a Welsh food and drink promotion dinner, diaspora breakfast and VIP networking reception.

My own attendance at the FIFA World Cup opening ceremony and Wales' opening match against the USA, my lunch with Qatar's Foreign Minister and the UN Secretary General and the Minister for Economy's attendance at the Wales vs. England match ensured Wales was fully represented on the world stage. The Ministerial visit programmes provided an opportunity promote Wales, and project Wales' values. We have issued two written ministerial statements on these visits:

[Written Statement: First Minister Visit to Qatar](#)

[Written Statement: Minister for Economy Visit to Qatar](#)

The positive legacy we expect from our activity in Qatar will largely be derived from the trade, investment and cultural/values activity. Expanding and developing our business, cultural and diaspora networks will provide a lasting and positive legacy for our World Cup related activity.

The Welsh Government's team in the USA also used the World Cup to raise the profile of Wales there. The team undertook an extensive programme of activity across the USA. This

included activity before the World Cup supporting Congressional stakeholders on an oral statement in the House of Representatives to celebrate the qualification of the USA and Wales, a street banner campaign in Philadelphia and a trade mission to the Carolinas with FAW and World Cup engagement.

For the USA vs. Wales match itself, activity focussed on developing relationships with new and existing stakeholders. Events were organised in cities across the US – Washington, New York, Atlanta and LA. Our flagship event was in Washington DC, where the Welsh Government partnered with the Dupont Festival and other American partners for “*Soccer in the Circle*” – a one day cultural celebration of Wales and the USA culminating in the USA vs. Wales match. The event was attended by the Minister for Economy, had extensive local and national media attention, and attracted over 2,000 people showcasing Wales through advertisements, music, art and food.

During the World Cup, a number of business campaigns were also launched in the USA including an advert in the printed version of the Wall Street Journal on the day the USA played Wales and paid-for promotions on LinkedIn and Google.

Events marking the World Cup also took place in London and across Europe. Tŷ Cymru/the Wales Dome was on the Southbank in London for four days and was the location for a variety of events covering fintech inward investment, Welsh Arts International screening, Welsh language, Global Welsh diaspora, sports diplomacy as well as wider public engagement relating to tourism and Welsh food and drink. Events also took place in Dublin, Paris, Berlin and Brussels which allowed teams to raise the profile of Wales and deliver tailored messages to businesses, stakeholders and diaspora contacts. These events were well attended and provided the opportunity to strengthen relationships with key partners.

6) Will the evaluation include a lessons learned analysis to inform activities and approach to future major events and sports diplomacy opportunities?

Yes, the report will include the lessons learned from our experience around this World Cup to guide future sports diplomacy opportunities, such as the Rugby World Cup in France later this year.

7) Will the appraisal consider the strengths and weaknesses of your activities?

The evaluation and the more general review of our programme will outline what worked well and how we might explore doing things differently which will inform our approach to our promotion of Wales through sports diplomacy and future events. The external evaluation will be focussing on overall achievements and will focus on:

- The alignment of the deliverables with the Welsh Government’s aims for the suite of activity and other strategic policy objectives
- Assess the extent to which supported activity has been able to achieve their deliverables
- Assess as far as possible, the contribution of the delivered activity towards the Welsh Government’s overall objectives for the World Cup.
- Provide recommendations and lessons learnt for opportunities that may arise in the future

8) Will the evaluation demonstrate how effectively you have used your resources i.e. funding?

This is not an aim of the external evaluation and grant effectiveness is out of scope. Where feasible, comparisons on how well funding was used will be obtained, alongside stakeholder perspectives on this.

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

MARK DRAKEFORD

Jeremy Miles MS
Minister for Education and Welsh Language
Welsh Government

19 January 2023

Scrutiny of the Welsh Government's Draft Budget 2023-24

Dear Jeremy

We are writing to you following your evidence session with the Committee on Wednesday 18 January 2023 to ask for clarification on one matter.

During our meeting, you noted that an additional £400,000 had been provided to Cwmpas Cymru. Could you confirm from which budget expenditure line this funding comes from; what the funding is for; and what are the intended outcomes of the funded work with Cwmpas Cymru.

We would be grateful for a response by no later than 26 January 2023 to allow us to consider the information for our report on the draft budget.

Yours sincerely,



Delyth Jewell MS
Committee Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

Eich cyf/Your ref: 23 January 2023
Ein cyf/Our ref: JMEWL/00123/23

Llywodraeth Cymru
Welsh Government

25 January 2023

Dear Delyth,

Thank you for your letter of 19 January, and for the opportunity to discuss the draft budget for 2023-24 with the Committee last week.

You enquire about the £400,000 allocated to two projects to Cwmpas for community empowerment and the creation of social and cooperative enterprises. These enterprises, which will be monolingual Welsh language spaces, and will respond to the socio-economic and linguistic challenges of local communities.

£150,000 is being allocated directly to Cwmpas for the implementation of the '*Cymraeg: it belongs to our communities*' (Perthyn) scheme. Our consultation on the draft *Welsh Language Communities Housing Plan* made it clear that there was significant support for helping communities to create co-operatives. But many respondents cited the need for the community groups to have financial support to help them do so. My officials discussed with relevant stakeholders and it was often noted that it was small funds that are needed to build such capacity locally. The remaining £250,000 is being used as a small grant fund to build the capacity of community groups. This grant funding provides added value and reinforces the *Perthyn* scheme. Community groups which not part of the *Perthyn* scheme will also be able to apply if they can demonstrate that their projects are aligned with the priorities of the *Welsh Communities Housing Plan*.

As I outlined in Committee, measuring the impact of our activity is key, but that has its challenges of course. In relation to the *Welsh Language Communities Housing Plan*, for example we have earmarked an evaluation budget, which will help us assess how effective the interventions have been in achieving the aims and objectives set. We agree that establishing a framework to measure the impact of all our policies across Government on Cymraeg would be beneficial. I have had initial conversations with my officials about this and would be happy to write to the Committee once again outlining how such a framework could work.

I am also grateful for the comments from Committee members about the work of the Commission for Welsh-speaking Communities chaired by Dr Simon Brooks. The Commission will be looking at several policy areas in relation to the Welsh language and it intends to publish a report and recommendations to me by Summer 2024.

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We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

I will be keen to look at the situation of the Welsh language in communities where there are lower percentages of Welsh speakers after the first phase of the Commission's work has finished.

The Committee also asked me to write listing the initiatives we had in place in technology and the Welsh language. Our [Welsh Language Technology Action Plan](#) sets out our work in this area. I recognise the importance of technology to the future of our language, so that we can use it in as many situations as possible.

Among our recent work in the field (as I explained in Committee), is language interpretation in Microsoft Teams. The Welsh Government partnered with Microsoft to develop this new functionality which is now available for use in scheduled Teams meetings. It is included, at no additional cost, for everyone with a Microsoft 365 license (and available worldwide for all language communities). We already use it in the Welsh Government, and I sincerely hope that it will contribute to increasing the use of Welsh in line with our strategy for our language in the Government itself: *Cymraeg – it belongs to us all*. I look forward to more collaboration on this and similar technology related themes.

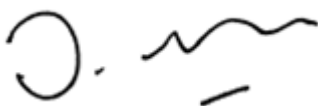
Our *Welsh Language Technology Action Plan* espouses an open software philosophy. Everything we fund is available for use and reuse under an open licence. This includes technical aspects such as Welsh language lemmatisers, named entities and synthetic voices in Cymraeg (amongst other things). A list of Welsh language software can be found on our *Helo Blod* website, which we will update regularly.

In Committee, reference was made to voice-activated smart assistants. The work we fund in this field contributes to a basis for such assistants to be developed in Welsh. The trick, however (given that so many of us who can speak Welsh live and work bilingually, not monolingually in Welsh), is to work towards a situation where such assistants can be used in Welsh and English *at the same time*. Ensuring that remains a challenge for some smart assistants operating in the world's larger languages, so it's important to manage expectations about this.

We have also worked closely with the Centre for Digital Public Services to ensure that the Welsh language is considered from the outset of its work and that a Welsh language user experience is at the heart of designing each service. One aspect of this collaboration is a bilingual services 'community of practice' that we have established in conjunction with CDPS. This is a vibrant community where all aspects of technology and the Welsh language are discussed and is also a forum to share experiences and build capacity to develop bilingual technology. We [have also published guidance](#) based on our experience in technology and the Welsh language which makes it easy to develop Welsh language services from the outset. This is intended to be used in tender specifications, and to build capacity for the development of good bilingual user experience, and is part of my wider work to ensure that 'doing' Welsh is as easy as possible for us all.

Finally, I mentioned that we have worked alongside S4C to develop a Memorandum of Understanding on Cymraeg 2050. We plan to launch the MoU over the next few weeks. I will forward it to you immediately after the launch.

Yours sincerely,



Jeremy Miles AS/MS

Gweinidog y Gymraeg ac Addysg
Minister for Education and the Welsh language

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

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Vaughan Gething MS
Minister for Economy
Dawn Bowden MS
Deputy Minister for Arts and Sport, and Chief
Whip
Welsh Government

19 January 2023

Scrutiny of the Welsh Government's Draft Budget 2023-24

Dear Vaughan and Dawn

We are writing to you following your evidence session with us on Wednesday 18 January 2023 to ask a series of additional questions as agreed in our meeting:

Creative Wales

1. Creative Wales launched a new funding production model in May 2022. How has any assessment of its performance so far influenced allocations for 2023-24?
2. How will you assess performance of the funding agreement with Ffilm Cymru launched in July 2022?
3. When the Creative Skills Action Plan was launched in September 2022, it was supported by a "£1 million fund". Evidence for this session suggests it has shrunk to £800,000. Is this correct? If so, why?

Swimming pools

4. Are you able to provide an update on the meeting you had with Swim Wales on Wednesday 18 January 2023?

5. Are you able to outline what discussions you have had with the UK Government regarding allowing swimming pools to access help and relief through the Energy Bill Relief Scheme for businesses and other non-domestic customers?

We would be grateful for a response by no later than 26 January 2023 to allow us to consider the information for our report on the Draft Budget.

Yours sincerely,



Delyth Jewell MS
Committee Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

Vaughan Gething AS/MS
Gweinidog yr Economi
Minister for Economy

Dawn Bowden AS/MS
Dirprwy Weinidog y Celfyddydau a Chwaraeon, a'r Prif Chwip
Deputy Minister for Arts and Sport, and Chief Whip

Ein cyf/Our ref MA-VG-03424-22

Delyth Jewell AS
Cadeirydd y Pwyllgor Diwylliant, Cyfathrebu a'r Gymraeg,
Y Pwyllgor Chwaraeon a Chysylltiadau Rhyngwladol

25 January 2023

Dear Delyth,

Scrutiny of Welsh Government draft Budget 2023-24: Culture, Communications and Sport

Thank you for your letter of 19 January which seeks a response to questions not reached in the evidence session held on 18 January on the 2023-24 draft Budget. This letter provides the information you have sought under the same relevant subheadings.

Creative Wales

- 1. Creative Wales launched a new funding production model in May 2022. How has any assessment of its performance so far influenced allocations for 2023-24?*

As the fund was only launched in May of this year, we have not reviewed its performance yet. Under our new production funding, we undertake a robust Expression of Interest process where an initial assessment is made as to the value of the production to Wales, both economically and culturally, and only invite applications from the strongest applicants.

This has led to a good number of productions being supported recently which will be allocated from the 23/24 budget. Work is underway to appoint a contractor to conduct an economic impact assessment of funded productions. Its aim is to provide Creative Wales with a valuable evidence base on the legacy and benefits of the productions it funds across genres and project type. The impact assessment will also aim to assess wider cultural and well-being benefits to Wales and help to produce a sound basis on which to take future funding decisions.

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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.

2. How will you assess performance of the funding agreement with Ffilm Cymru launched in July 2022?

As the new fund was only launched in July of last year we have not undertaken a review yet, but will do so at the end of the pilot period. Robust monitoring procedures are in place and Ffilm Cymru provide quarterly reports to Creative Wales. Both Creative Wales and Ffilm Cymru are happy with progress of the fund, with 5 films being approved for funding to date and a very strong pipeline building up.

3. When the Creative Skills Action Plan was launched in September 2022, it was supported by a “£1 million fund”. Evidence for this session suggests it has shrunk to £800,000. Is this correct? If so, why?

Following approval of the 17 projects receiving a total of £1,578,889 for the period 2022-2024, officials are working on a communications plan to announce the support. The projects, which deliver against the Creative Skills Action Plan’s 10 identified priorities for the screen, digital and music sectors, will focus on activities including business and leadership training, entry level and upskilling, wellbeing of the workforce and improving diversity and inclusion in each sector. £800k was set aside as part of the open, competitive call to the sector. £200k has been reserved for partnership projects, for example co-funded projects with PSBs or other national funders, such as the Culture Connect Wales project.

Swimming Pools

4. Are you able to provide an update on the meeting you had with Swim Wales on Wednesday 18 January 2023?

The purpose of the meeting with Swim Wales was to discuss the decline in school swimming in Wales and the Welsh Government’s response to the recommendations of the Petitions Committee report: ‘Mark Allen’s Law - Water safety and drowning prevention’.

I explained while responsibility for school swimming and water safety rests with other Ministers, they were both important cross-government issues and that I was aware that the Minister for Climate Change is pursuing joint action following the Committee’s report. I agreed to discuss the concerns about the decline in school swimming with the Minister for Education and Welsh Language. I explained my officials were already engaged in discussions with other policy teams about how to address the Mark Allen’s Law report recommendations and would represent the interests of Swim Wales in those discussions.

We also discussed the vulnerability of swimming pools due to the energy crisis. Swim Wales acknowledged the issues around the UK Government’s new Energy Bill Discount Scheme were not a matter for the Welsh Government but were grateful for our support in calling for pools to be categorised as ‘intensive’ energy users. We hope the swell of support from the sport and leisure sector, and politicians in Wales and across the UK, will persuade the UK Government to reconsider its position given the importance of these facilities to people’s health and wellbeing.

5. Are you able to outline what discussions you have had with the UK Government regarding allowing swimming pools to access help and relief through the Energy Bill Relief Scheme for businesses and other non-domestic customers?

We were disappointed to hear swimming pools had been excluded from the UK Government’s list of intensive energy businesses eligible for the highest level of support for the new Energy Bill Discount Scheme. The Welsh Government included representations

about swimming pools in its response to the consultation on the Energy Bill Relief Scheme and is continuing to discuss these issues and to make representations to the UK Government. Officials also met with sector representatives, including Sport Wales, the Welsh Sports Association and Swim Wales, on 20 January to gather further evidence to make the strongest possible case to the UK Government for leisure centres and swimming pools to be afforded that support.

We would also like to take this opportunity to clarify comments made by the Deputy Minister for Arts, Sport & Chief Whip to the Committee in relation to awards made from the Be Active Fund. Although clubs and organisations in the Merthyr Tydfil local authority area have benefitted significantly from Sport Wales funding, it is not the local authority that has received the most amount of funding through the Be Active Fund, further information can be found at <https://www.sport.wales/grants-and-funding/beactivewalesfund/>

We hope that you will find this information helpful.

Yours sincerely,



Vaughan Gething AS/MS

Gweinidog yr Economi
Minister for Economy



Dawn Bowden AS/MS

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

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

David Anderson
Director General
National Museum Wales

19 January 2023

Scrutiny of the Welsh Government's Draft Budget 2023-24

Dear David

We are writing to you following our evidence session with Welsh Government Ministers on the Draft Budget for 2023-24.

As you will be aware, revenue funding for the National Museum increases from £25.1 million in the 2022-23 Final Budget to £26.9 million in the 2023-24 Draft Budget, while capital funding increases from £4.5 million to £5 million over the same period.

Could you confirm whether this additional funding is sufficient to carry out any work that is necessary to further protect national treasures within the Museum's collections?

We would be grateful for a response by no later than 26 January 2023 to allow us to consider the information for our report on the Draft Budget.

Yours sincerely,



Delyth Jewell MS
Committee Chair

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Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

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Delyth Jewell MS
Committee Chair

25 January 2023

Dear Delyth

Thank you for your letter to David Anderson dated 19 January 2023.

David has recently announced that he is stepping down from his current role as Director General at the end of March this year.

David has recently undergone a medical procedure which means he will be absent from Amgueddfa Cymru until he steps down formally at the end of March. In the interim, I have assumed the responsibilities of Accounting Officer and David's DG responsibilities have been shared out among the members of the Senior Executive Team.

Amgueddfa Cymru is grateful for the additional revenue and capital sums that were announced in the draft budget in December. We are also grateful to have received some additional in-year assistance for 2022/23, to help with the immediate challenges of wage and energy inflation. These combined, mean that the next two years should be relatively stable and sufficiently funded for the Museum. With some careful cost management, we should be able to present balanced budgets for both revenue and capital until March 2025.

The museum will always welcome additional support, especially in respect of Capital Funding as our maintenance backlog for our large, heritage estate always exceeds the amount of finance available, but we are realistic in terms of what can be afforded.

We are also grateful for specific funding to assist us in the delivery of aspects of the 'Programme for Government' that we have a direct influence on or do so in collaboration with partner organisations. This additional funding will help us fulfil our role in the Anti Racist Wales Action Plan (ARWAP), National Contemporary Art Gallery (NCAG) and Museum of North Wales (MoNW). In respect of the latter, we are also pleased with the support announced by the UK government in respect of 'levelling up' funding that will also help fulfil the ambitious plans for MoNW.

Mae croeso i chi gysylltu â ni yn Gymraeg, byddwn yn eich ateb yn Gymraeg ac ni fydd yn arwain at oedi.
We welcome correspondence in Welsh and we will answer you in Welsh. This will not lead to any delay.



Cefnogir gan
Lywodraeth Cymru
Supported by
Welsh Government

Llywydd Dros Dro | Acting President - Dr Carol Bell PhD DLitt FLSW FSA
Trysorydd | Treasurer – Hywel John FCA
Cyfarwyddwr Cyffredinol | Director General – David Anderson OBE

Rhif elusen | Charity number - 525774
Rhif TAW | VAT number – GB 783 4541 10

Amgueddfa Cymru
Parc Cathays
Caerdydd
CF10 3NP
Ffôn: 0300 111 2 333

Amgueddfa Cymru – Museum Wales
Cathays Park
Cardiff
CF10 3NP
Tel: 0300 111 2 333

We are concerned about our longer-term position in respect of 2025 and beyond. We will seek to manage our costs to meet this challenge and hope that the current levels of funding can be sustained past that point in time.

Thank you again and please feel free to contact me if you have any further questions or need more information.

Yours sincerely



Peter Holt
Interim Chief Operating Officer

Mae croeso i chi gysylltu â ni yn Gymraeg, byddwn yn eich ateb yn Gymraeg ac ni fydd yn arwain at oedi.
We welcome correspondence in Welsh and we will answer you in Welsh. This will not lead to any delay.



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

Senedd Cymru

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Pedr ap Llwyd
Chief Executive and Librarian
National Library of Wales

19 January 2023

Scrutiny of the Welsh Government's Draft Budget 2023-24

Dear Pedr

We are writing to you following our evidence session with Welsh Government Ministers on the Draft Budget for 2023-24.

As you will be aware, revenue funding for the National Library increases from £11 million in the 2022-23 final budget to £11.8 million in the Draft Budget 2023-24., while capital funding reduces from £2.5 million to £2 million over the same period. You have previously told us that there is a *"very serious risk to the collections which we deem to be totally unacceptable without additional funding."*

Could you confirm whether the additional funding in the Welsh Government's Draft Budget is sufficient to protect national treasures within the Library's collections?

We would be grateful for a response by no later than 26 January 2023 to allow us to consider the information for our report on the Draft Budget.

Yours sincerely,



Delyth Jewell MS
Committee Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.

26 Ionawr 2023

Delyth Jewell AS
Cadeirydd
Pwyllgor Diwylliant, Cyfathrebu, y Gymraeg, Chwaraeon a Chysylltiadau Rhyngwladol
Senedd Cymru
Caerdydd CF99 1SN

Annwyl Delyth,


Scrutiny of the Welsh Government's Draft Budget 2023-24

Cyfeiriaf at eich llythyr dyddiedig 19 Ionawr 2023.

As you rightly state in your letter we did previously tell you in 2022 that there is a “very serious risk to the collection which we deem to be totally unacceptable without additional funding.” As regards that particular risk I am glad to report that the quick action by the Deputy Minister for Arts and Sport to support and provide a grant of £500k has alleviated the failings of the fire and smoke dampers in our building, but the continued reduction in capital funding will only create further and serious risks to the national collections. Therefore, it is vital that Welsh Government provides the additional urgently needed capital funding requested by the National Library as expeditiously as possible.

Yn gywir iawn

Pedr ap Llwyd
Prif Weithredwr a Llyfrgellydd

 01970 632952

 pedr.ap.llwyd@llyfrgell.cymru

Dafydd Rhys
Chief Executive
Arts Council of Wales

19 January 2023

Scrutiny of the Welsh Government's Draft Budget 2023-24

Dear Dafydd

We are writing to you following our evidence session with Welsh Government Ministers on the Draft Budget for 2023-24.

As you will be aware, revenue funding for the Arts Council increases from £32.4 million in the 2022-23 Final Budget to £33.3 million in the 2023-24 Draft Budget. Over the same period, capital funding remains at £400,000.

The Committee was informed previously by your predecessor, Michael Elliott, that additional investment was needed from the Welsh Government to establish a £5-10 million fund, just for the arts, "that will help stabilise companies through the critical period".

What assessment have you made of the additional needs for the culture and arts sector in Wales? Can you confirm the additional levels of National Lottery funding for the Arts Council in 2023-24 and whether this would mitigate the difference between the settlement in your draft budget and the funding level called for?

We would be grateful for a response by no later than 26 January 2023 to allow us to consider the information for our report on the Draft Budget.

Yours sincerely,

Delyth Jewell

Delyth Jewell MS
Committee Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.



25 January 2023

Delyth Jewell MS

Committee Chair

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

Dear Delyth

Re: Scrutiny of the Welsh Government's Draft Budget 2023-24

Thank you for your letter of 19 January regarding the above. I trust the following information will provide further clarification on the matters raised.

Following Welsh Government's review of its budgets for arms lengths bodies, we were advised in December of a 1.1% reduction to our overall baseline budget. This has meant that our Revenue budget available for supporting the Arts Council of Wales as an organisation, our strategic programmes and our Arts Portfolio of Wales (APW) organisations has reduced to £31,572,000. The impact of this reduction has been heightened through the current increasing rates of inflation we are all experiencing.

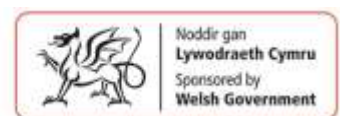
We acknowledge that, alongside this, we have been awarded additional funding for some areas in the new financial year, however these are earmarked for specific reasons or key projects, this includes £500,000 to support the sector in 2023/24. Similarly, we were informed in December 2022 of an additional £500,000 for 2022/23 to be distributed directly to the sector before 31 March 2023.

Whilst our Capital budget does remain at £400,000, a significant portion of this (£300,000) is ringfenced for allocation to the Wales Millennium Centre.

At the time our previous Interim CEO, Michael Elliott, attended Committee and highlighted the level of additional investment the Sector would, require, we had, at the same time, conducted our own general survey of the Sector on the impact of the current costs of living and had analysed the feedback received in response.

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Website: www.arts.wales



Swyddfeydd Lleol/Local Offices:

Caerdydd/Cardiff, Bae Colwyn/Colwyn Bay, Caerfyrddin/Carmarthen
Rhif Elusen Gofrestredig/Registered Charity Number: 1034245

Rydym yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg ond dim gobaith bod eiddoedd yn drwy gyfrwng y Gymraeg yn arwain at oedi.
We welcome correspondences in Welsh and English, corresponding in Welsh will not lead to a delay.

We had almost 500 responses to the survey, with contributions including those from APW and other arts organisations, and individuals employed within the Sector as well members of the general public. Respondents represented 20 out of the 22 Local authorities.

The responses provided deeper insight into the true impact of the current cost of living crisis on a Sector that, as one of the last to emerge from the restrictions of the recent Covid pandemic, was still very much in recovery mode as it sought new ways and initiatives to regain its previous levels of activity and audience levels.

Feedback highlighted some key areas of significant concern and further consideration. These included:

- **Rising energy costs** - 56% of all organisations responded they were Very or Extremely worried about the impact of the increase in energy costs, with only 1% responding they were not worried. 36% of organisations responded their energy costs were incorporated in their lease agreements, so these too would see a corresponding increase. Approximately 18% of all organisations responding predicted their energy costs could double in the future. Almost 75% of the APWs who responded signalled that they would not be able to sustain the predicted increased energy costs for more than 1 year. Some respondents to our Survey called for a bridge-grant from the Arts Council to cover increased energy costs to April 2024.
- **Generated income** - In the month leading up to the Survey, over a half (56%) of organisations have seen an impact on their income due to the cost of living. Ticket Sales, (39%) Café/Bar turnover (19%) and Room and venue hire (18%) were highlighted as being significantly impacted.
- **Fair pay** – Respondents noted organisations were struggling to pay staff / freelancers in line with inflation, and, as such, were struggling to retain freelancers / practitioners who cannot afford to do the work / pay travel costs at their current rates. 40% of the organisations who responded stated they were struggling to fill vacancies on the current salaries. Salaried staff were working longer hours and facing cost of living challenges themselves.
- **Travel / transport** – the reported impact of this was twofold. Not only were the organisations themselves reporting the impact of the increased travel costs on their own staff and operations, there was evidence of ticket cancellations also citing this as a reason, particularly where block bookings were made by large groups.
- Other impacts reported by organisations were increases in cost of Petrol/Food/Drink. Donations to organisations have been impacted, material costs have increased as well as an increase in artists and technical fees. Organisations were also starting to see some decreases in attendances to their activities and general footfall, which would impact on income generated through, for example, the sale of consumables and gifts as well general ticket sales.

Organisations are clearly struggling with the combined effects of stand-still or reduced grant funding, and consequently, there is also a gap now starting to appear in the skills for the sector

as vacancies go unfilled and current skilled and experienced staff migrate to more stable environments.

Audience and participants are understandably prioritising their own living cost increases over ticket costs for attending arts performances and events. 90% of all individuals responding to the survey would consider themselves to be an arts attender or participant, and 70% of these signalled they planned to attend or participate less in arts activities due to the impact of the cost of living crisis.

Lottery income is wholly dependent on ticket sales and therefore we are only provided with projected figures as a basis on which to work. We acknowledge we have received an additional £1.5million of Lottery Income this year through increased ticket sales due to a number of rollovers, however similar increases or sustaining income at this level for future years cannot be relied upon, particularly if current costs of living continue to rise. Coupled with the additional £500,000 for 2022/23 and £500,000 for 2023/24, we have total funding available of £2.5m over the 2 financial years to provide cost of living support.

Whilst we welcome the additional funding received from Welsh Government for specific expenditure the combined impact of the above key points puts significant financial pressures on the Sector, including our existing APWs. In consideration of the increased costs and income reduction being reported, we predicted the figure of £5-10million as necessary to support the Sector over the next financial year. Whilst there is without doubt, the need for critical support to the Sector during this current time and our Investment Review period, we acknowledge the additional £2.5 million referenced will go some way to address this need.

However, we also appreciate the current situation is volatile, particularly with many of our partners, including Local Authorities, also experiencing significant budget reductions at a time of facing escalating costs, and it is likely to be some time before the situation stabilises and improves. Therefore, any additional funding that may be made available for the Sector will be welcomed.

We thank the Committee's continued consideration of this matter.

Yours sincerely



Dafydd Rhys
Chief Executive

Cyfieithiad I'r Saesneg gan Gomisiwn y Senedd
English Translation by Senedd Commission

26 January 2023

Dear Committee

Thank you for the opportunity to give evidence to the committee on 10 January 2023. I am writing to provide the additional details that you requested.

Training support and talent development are priorities for S4C within our 2022-27 strategy, as has been the case over the years. We have implemented and supported a number of different schemes to ensure this. With S4C commissioning the largest number of hours of TV content from Wales each year, we are very proud that prominent talents who are recognised here in Wales, in the rest of the UK, and internationally have launched their careers and nurtured their skills on S4C productions. Over the second half of 2022, more than 90 trainees and apprentices had training opportunities associated with S4C content.

Since 2019, S4C has worked closely with TAC (Teledwyr Annibynnol Cymru / Welsh Independent Producers, namely the body that represents production companies in Wales) to ensure a training plan for the sector. This is a core partnership [that offers training opportunities](#) to develop the workforce in priority areas, which are agreed jointly between the sector and S4C on an annual basis, and tailored as required. More than 80 courses have now been held to support the sector and the companies that create content for S4C. The [skills questionnaire that feeds into these priorities is available here](#).

Since the establishment of Creative Wales, we have worked closely with the body, and we welcome the actions taken by it to bring the sector, providers and companies together to discuss and feed into skills development priorities in the sector. We must engage in partnership working of this kind if we wish to support training and skills for the sector in Wales. We are co-funding a number of training schemes with Creative Wales, including the Factual Fast Track Wales scheme (which is also funded by BBC Cymru Wales and Channel 4); the rad Cymru Wales pilot scheme, which is about to end; and projects to support access, such as Culture Connect Wales (with BBC Cymru, ITV Cymru, Creative Wales.)

As well as working with TAC and Creative Wales, S4C also works with organisations and bodies across Wales, with the aim of supporting access, providing opportunities to work through the medium of Welsh, and ensuring that the screen sector reflects contemporary Wales. We are proud to be working with the [Media Wales](#) consortium, and we are part of the skills and

training work that is being developed by it. Some of the other organisations and schemes that S4C also works with are as follows:

- [It's My Shout](#) – a training scheme that creates short films for S4C, offering a variety of opportunities in the creative industries to share and develop skills and confidence, and to give new talent a chance. One of the last films made through It's My Shout for S4C earned a nomination at the Celtic Media Festival in 2022.
- [Screen Alliance Wales](#) – a scheme that offers training and experience to people of all ages and aims to stimulate interest in the sector among children aged nine and older. This supports S4C's vision to attract young people from all walks of life to work in the sector.
- The Factual Fast Track Wales scheme – a scheme that develops producers and seeks to respond to the need to develop the next generation of non-fiction creative leaders in Wales. (BBC Cymru Wales, Channel 4 and Creative Wales.)
- [Culture Connect Wales](#) – a scheme that provides opportunities for talent from different backgrounds that are under-represented in the film and television sector in Wales. (BBC Cymru Wales, Channel 4, Creative Wales, ITV Cymru.)
- [Bursaries and scholarships](#) – we support a number of bursaries aimed at nurturing the broadcasting talent of the future. These include the S4C Sport Bursary, which supports a student from a Black, Asian or ethnic minority background to study the Sport Broadcast master's degree course at Cardiff Metropolitan University. The bursary is co-financed by Rondo and Media Atom, and delivered in partnership with Say Something in Welsh and the National Centre for Learning Welsh, which provides support on the development of Welsh language skills.

We are about to announce the winners of two awards with the Royal Welsh College of Music and Drama – a scholarship for a student on the Acting bachelor's degree course, and a bursary for a younger student in the Young Actors Studio. Again, ensuring representation is part of this support, which is specifically aimed at students who are from a Black, Asian, or ethnic minority background, or who are disabled or from a non-privileged socio-economic background. And the [S4C News Scholarship](#) nurtures and develops new voices who are interested in pursuing a career in journalism through the medium of Welsh, and offers a three-month period of work in S4C's digital news department.

- [Hansh Dim Spin](#) – since 2018, we have been working in partnership with ITV Cymru to train two journalists each year to create public affairs and news content for young people on platforms such as TikTok and Instagram.
- [Sgïl Cymru](#) – this scheme offers bespoke apprenticeships and courses for the sector, and works to ensure that apprentices have opportunities on S4C programmes such as *Dal y Mellt*, which has recently been sold to

Netflix. Increasing the number of apprenticeships and providing opportunities for people to enter the sector is a priority for S4C.

- [National Film and TV School Cymru Wales](#) – as was announced in November 2022, we are jointly developing a specific course to develop scripting talent and create Welsh films, to sit alongside the film scheme that is run as part of the MoU with Creative Wales, with the support of Ffilm Cymru Wales.
- [Pair](#) – S4C was a partner in this recent scheme run by Theatr Genedlaethol Cymru, which provided opportunities to twelve artistic freelancers to receive training and participate in workshops, in order to learn about research skills, along with approaches to devising and creating.

We are working with Careers Wales to offer sessions to school pupils across Wales on the opportunities that the sector offers, including the ability to work through the medium of Welsh. And we are also working with Screen Skills, supporting training provided by CULT Cymru, and arranging specific training sessions for our own sector too.

As we mentioned in the written evidence that we submitted to the Committee, there are skills gaps in almost every area of expertise in the sector in Wales. This was partly caused by the increase seen in recent years in the number of productions being filmed here due to the success and reputation of the sector. More investment is needed in skills and talent development to ensure that we have a sustainable and innovative production sector that can compete internationally while also meeting domestic demand. Nurturing talent in the long term – a priority for S4C – ideally requires longer-term financial planning than what is currently available. Plans to fill talent and skills gaps in high-demand areas – such as digital content creation and storytelling – should start young, rather than just being delivered through post-16 training.

There are massive opportunities to develop talent in areas such as science and data development, which are increasingly important to S4C and the Welsh media. These are relatively new skills areas for S4C, and they are also areas in which there are skills shortages across many industries and sectors – a situation that makes recruitment difficult. As we mentioned in our written evidence, we feel that there is potential to work across Wales and beyond on this issue. There are also clear opportunities in terms of delivering the Cymraeg 2050 objectives regarding the creation of a bilingual workforce, and action should be taken on these. S4C already offers opportunities to nurture confidence and learn Welsh as part of some of its training projects, and we would support more of this.

Stimulating interest in the sector, supporting access and developing the skills of those already in work has been a part of our strategy over recent times; thus far, however, there has been no single system for measuring the progress of trainees and following their careers across Wales. We would welcome such a system.

Supporting access and continuing to offer opportunities to ensure that we reflect Wales will be a core part of our thinking, and we will work in partnership to ensure that a strategy for the sector is led by the needs of the sector.

Sincerely

A handwritten signature in cursive script, appearing to read "Siân Doyle".

Siân Doyle
Chief Executive

Agenda Item 6.15

Dear Committee,

Thank you for the opportunity to give evidence to the Committee earlier this month and for your subsequent interest in our skills and training programme, particularly for individuals coming into the industry.

Skills and training is a priority area for BBC Cymru Wales, not only for new entrants but in terms of what it can bring to the workforce as a whole, as well as the wider creative community. This obligation is also reflected in the BBC's Charter and Agreement. Training is offered through a number of partners and providers, including the BBC Academy who provide training for people who work at BBC, people who want to work in the industry, and the wider broadcast industry.

Given the diversity and UK-wide range of the training packages provided it has not possible to calculate an accurate assessment of the funds invested in those individuals coming into the industry. However, I have outlined our approach to working with new entrants below, as well as a response to the other questions you pose.

Every year BBC Cymru Wales offers a number of new apprenticeship opportunities across the business in order to support the growth of skills in the industry and in our workforce. The range of schemes on offer is spread across the business, from Journalism, Technology and Operations, to Sport, Radio and Audiences. The aim is to build a skilled and diverse workforce while providing an exceptional learning experience for those apprentices.

Currently there are 26 apprentices within BBC Wales ' Public Service arm working across many functions. They engage in workplace training as well as learning opportunities with our Welsh educational partners such as Sgil Cymru and Cardiff and Vale College. The apprenticeship portfolio is targeted to ensure we build a sustainable skills base in our workforce and the wider Welsh and UK media sector.

Our Early Careers apprenticeship schemes range from Level 3 to Level 7 and we currently have apprentices on both the Welsh and English standards; these apprenticeships are usually between 18 months and 4 years. In Wales there are another five apprentices who are employed in BBC Divisions outside BBC Wales but based in Central Square in Cardiff (Finance and News) and six in the BBC Studios base in Roath Lock. In total, this means that BBC Group has 37 apprentices currently engaged across the totality of its activities in Wales.

Most of the apprenticeship schemes currently offer continuing roles at BBC Wales on graduation; this year, four apprentices have transferred into roles across Technology, Marketing and Operations. Most of the apprenticeship schemes offered by the BBC come with a continuing or permanent contract on graduation and retention is high: for example, of the 10 Digital Journalist Apprentices who joined the BBC in 2019, eight are still employed by the BBC with two having moved on to alternative careers. Production Management schemes currently offer an 18-20 month fixed term contract which reflects the nature of production work across the industry. However, most of our Production

Management apprentices are supported to secure further employment with the BBC or to successful freelance careers in the wider industry.

In September 2023 we will be offering 17 new apprenticeships across the business and we have expanded into departments such as our Archive team where we will have an apprentice for the first time. We work hard with our early careers and resourcing team to ensure we promote these opportunities to underserved groups across Wales.

In addition to the apprenticeship opportunities this year we will be working in partnership with Disability Wales and offering 8 week traineeships for people with disabilities in 3 of our departments, News, Radio Wales and Business and Operations; also, we will be part of the 10000 Black Interns Programme and offering internships in News and Sport.

BBC Wales is currently working closely with industry partners on growing skills and identifying areas where there is a skills or training deficit. These industry partnerships include Factual Fast Track Wales, which has just welcomed its third cohort. The aim of this development course, organised and funded in partnership with Channel 4, S4C, Creative Wales and independent production companies across Wales is to grow the next generation of business winners in factual production.

Ffilm Cymru's Beacons project is a short film scheme shining a light on Welsh talent, supporting emerging filmmakers from Wales to make a cinematic calling card with funding, training and advice. It's supported by BBC Cymru Wales and BFI Network with funding from the National Lottery. From a documentary portrait of local life to dark horror comedy, the projects commissioned through Beacons reflect the rich variety of talent and stories Wales has to offer. BBC Wales has also been running a New Directors Scheme since 2017. Having identified a need to give talented up-and-coming directors the opportunity to make their first long-form documentary programme, we launched the scheme which sees four successful candidates each get the chance to produce a half hour documentary for BBC Wales. The new film makers are also be given access to a series of specialist mentoring sessions and masterclasses with leading figures within the documentary field in Wales and beyond.

The National Film and Television School (NFTS) has established a new national hub based in BBC Wales's Central Square broadcast hub Wales in partnership with the broadcaster and Creative Wales. Following the successful opening of hubs in Glasgow and Leeds in addition to its main site in Beaconsfield, NFTS Wales has focussed its activity on supporting very recent graduates to acquire the higher-level skills required to either pursue postgraduate study or to successfully transition into the creative industries. Backed by funding from Creative Wales, the new national training centre in Wales also supports emerging talent, as well as strengthen skills development. BBC Wales is working closely with NFTS to identify skills gaps and make the most of training opportunities. Last year they ran more than 50 courses, covering a range of technical and editorial skills, with many of the courses being held at BBC Wales's broadcast centre in Central Square, Cardiff. Many of BBC Wales's staff attended and benefitted from the

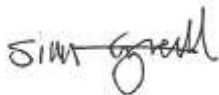
courses on offer. NFTS have also run in-person courses in Carmarthen, Aberystwyth, Anglesey and Caernarfon.

In September 2021, the BBC signed a Memorandum of Understanding [MOU] with Creative Wales. There was a good working relationship between both partners prior to the formal signing and it continues to flourish and grow. Creative Wales provides value to the BBC in a number of ways, including co-funding of content, building capacity in the sector, investing in skills and training, as well as using its national. convening role for the public good.

Other significant partnerships include those with Culture Connect Wales, Screen Alliance Wales, Media Cymru, Careers Wales and It's My Shout. Our aim is to ensure we are pro-actively working to secure a more diverse pipeline for BBC Wales and the industry more widely.

Thank you again for your interest in this important area of work

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Sian Gwynedd', written in a cursive style.

Sian Gwynedd
Head of People, Culture and Partnerships

Agenda Item 6.16



Delyth Jewell MS
Chair of the Culture, Communications, Welsh Language, Sport, and International Relations
Committee
Senedd Cymru
Cardiff Bay
CF99 1SN

30th January 2023

Dear Chair,

Thank you very much for the recent opportunity to give evidence to the Culture, Communications, Welsh Language, Sport, and International Relations Committee in relation to its inquiry into the challenges facing the creative industry workforce.

I'm writing to provide you with further information about ITV Cymru Wales' investment in training and support with the aim of developing a more diverse workforce. Diversity and inclusion are so important to us as a company and to our output, and we are committed to progress our work in this area even further. We believe that opening new pathways and opportunities for people from under-represented communities in Wales, and ensuring that the sector reflects - both on and off screen - those communities, is a vital part of the work we should be doing every day.

Skills and training is a key priority area for ITV Cymru Wales, and as a company with just over a 100 headcount, we are very proud of the training opportunities that we're able to provide and the value it brings to the workforce, as well as the wider creative community.

Given the diversity and UK-wide range of the training packages provided it has not possible to calculate an accurate assessment of the funds invested in those individuals coming into the industry. However, I have outlined our approach and commitment to skills and training below.

Our award winning **apprenticeship scheme** keeps growing from strength to strength, and we look forward to welcoming our latest intake of apprentices over the next few months. Working in partnership with *Sgîl Cymru*, most of our recruits come from an under-represented background and go on to either secure permanent roles within ITV or other media companies in Wales. ITV Cymru Wales' first apprenticeships were delivered in 2015-16 and the programme has been running every year since apart from 2021. Apprenticeships include Creative and Digital Media and Digital Journalism.

The programme was set up to create a new pathway into ITV Cymru Wales - and so the wider Creative Screen Industries in Wales - for talented individuals from diverse backgrounds and under represented groups, be that in terms of age, gender, religion, disability, sexual orientation or economic background. We had no extra funding to do this, and instead we took the decision to divert funding from our freelance budget.



The programme is tailored to the strengths of the individual and offers each apprentice valuable hands-on experience making television and digital content for audiences in Wales. The workplace learning is tailored to each individual working with industry experts and is supported in the classroom by our training partners Sgil Cymru and Cardiff & Vale College.

We are particularly enthused this year to be able to offer one of our apprenticeship positions to an individual with a disability. This coincides with the aim of our partnership with Mencap Cymru, which is to ensure that people with a learning disability have greater access to employment opportunities. Mencap Cymru have shared with us how difficult it is for those with a learning disability to secure employment.

Many of our apprentices go on to either secure permanent roles within ITV or other media companies in Wales, and our way of working and our success is now being seen as a role model within the wider ITV News network.

Our acclaimed **ITV News Trainee Scheme** continues to be a success, providing trainee journalist opportunities for those who are looking to start their career in News. The scheme has a particular focus on reaching applicants from those who are from Black, Asian and minority ethnic backgrounds, disabled people and those from lower socio economic groups as we recognise that individuals from these groups are currently underrepresented in our industry. As part of the scheme, we welcome 1 trainee to ITV Cymru Wales each year, and were particularly pleased last year to focus the scheme to people with a disability.

We are also really proud of the work that we do to develop Welsh language journalists, particularly through our trainee scheme that we run in partnership with S4C. Working with S4C, our Journalist Traineeship is now in its fourth year, and aims to help two young journalists to develop a career through the medium of Welsh. The trainees create bespoke digital current affairs content for Hansh under the Dim Sbin brand - mainly on Twitter, Instagram and Tiktok. Similar to our other initiatives, the scheme focuses on those young people who come from underrepresented areas or backgrounds.

As part of our partnership with *Mencap Cymru*, we also offer practical experience to people with learning disabilities including presenting weather and news bulletins to camera. We will be continuing to offer similar practical experiences in 2023 to people from across Wales supported by Mencap Cymru with the aim of helping to remove barriers to disabled people seeking to work in the TV and Broadcasting industry.

Along with Creative Wales and other broadcasters, ITV has financially contributed to the founding of a pilot project to increase diversity in tv and film in Wales. The *Culture Connect Wales* initiative aims to create a bespoke network for those from Black, Asian and Minority Ethnic communities, as well as engaging with partners to provide practical advice and opportunities and widening the knowledge of the sector and the opportunities it provides.



Other significant partnerships include Screen Alliance Wales, Media Cymru, Careers Wales, Bafta Cymru, RTS Cymru, Cardiff University and the National Film and Television School (NFTS).

Since its establishment in January 2020 Creative Wales has been a great champion for the creative industries in Wales, providing much needed financial support to the sector during Covid and to bring the sector together around its shared priorities such as skills and training, diversity and inclusion. We are proud to be working closely with Creative Wales, and we hope that Creative Wales continues to be a priority when decisions are made on the Welsh budget.

We hope that this additional information is useful, and we thank you again for your interest in this important area of work.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Phil Henfrey', written in a cursive style.

Phil Henfrey
Head of News and Programmes, ITV Cymru Wales.

Rt Hon Elin Jones MS
Llywydd
Chair, Business Committee

27 January 2023

Annwyl Lywydd

Retained EU Law (Revocation and Reform) Bill

Further to my [letter](#) of 21 December 2022 in relation to the Retained EU Law (Revocation and Reform) Bill, at our meeting on [23 January 2022](#) we considered a [letter](#) from the Counsel General (dated 19 January) which responds to a series of questions we [asked](#) following the Counsel General's attendance at our meeting on [5 December](#). On 23 January, we also considered your [letter of 19 January](#), in which you asked if we could continue to draw relevant matters to the attention of Business Committee, in particular those aspects with potential implications for Senedd Business.

The Counsel General's letter of 19 January provides an update on the Welsh Government's approach to the Bill, as well as information on how it is reviewing retained EU law, matters related to capacity and resource, and the impact on and role of the Senedd.

We agreed that we would draw the correspondence to your attention, and to the attention of relevant Senedd Committees.

Yours sincerely,



Huw Irranca-Davies
Chair

Mick Antoniw AS/MS

Y Cwnsler Cyffredinol a Gweinidog y Cyfansoddiad
Counsel General and Minister for the Constitution



Llywodraeth Cymru
Welsh Government

Huw Irranca-Davies MS
Chair
Legislation, Justice and Constitution Committee
Senedd Cymru
SeneddLJC@Senedd.Wales

19 January 2023

Dear Huw,

Thank you for your letter of 14 December seeking responses to questions following my appearance on 5 December in relation to the Retained EU Law (Revocation and Reform) Bill. We are grateful to the Committee for its dedicated work to consider the implications of this Bill.

The responses to your questions are set out in an Annex to this letter. However, to contextualise these correctly, I would like to make two important and fundamental observations that the Committee might wish to consider in its work on the Bill.

Firstly, the Welsh Government fundamentally opposes the whole intent of the Bill. In general, our position is that retained EU law, like EU law before it, works well. Consequently, beyond gradually amending the law as appropriate with evidence-gathering, public consultation, and legislative scrutiny in the normal way, over time as with any body of law, we had no intention to repeal, revoke or amend REUL to an arbitrary deadline on ideological grounds. However, simply to propose legislation such as this that, by default, would repeal essential economic, social and environmental protections is unacceptable and irresponsible. This is especially true because of the use of valuable time by governments and legislatures when a good deal of this work will be merely to maintain in law those essential provisions that the Bill would otherwise automatically remove. This nugatory work has no demonstrable benefit to anyone and is a regrettable use of finite resource in both the Welsh

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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.

Government and the UK Government, caused by the decisions made by UK Government Ministers.

Secondly, the Bill is essentially an enabling Bill and its full implications will be influenced by policy choices of UK Government Ministers about which pieces of legislation should be retained, amended, or left to sunset. Unless and until that detailed information is provided, we are all working in a very uncertain situation, with the obvious attendant difficulties that that causes both for the Welsh Government, and for your Committee in a scrutiny role. I hope we can continue to engage collaboratively in dealing with this Bill in these regrettable circumstances, recognising our distinctive institutional roles but also common interests in relation to the integrity of the devolution settlement.

Yours sincerely,

A handwritten signature in blue ink, reading "Mick Antoniw". The signature is written in a cursive style. Below the signature is a short horizontal line.

Mick Antoniw AS/MS

Y Cwnsler Cyffredinol a Gweinidog y Cyfansoddiad
Counsel General and Minister for the Constitution

ANNEX

Wales-made REUL

- 1. You told us that the Welsh Government's focus "has got to be firstly to ensure that we analyse and retain our own EU retained law, that we focus on that law that's been made within Wales" (RoP, 242). Has that analysis been completed? If not, what is your target date for its completion?**

We are working to have a settled list of this REUL as soon as we are able to do so. This is a complex task and we will be happy to update your Committee on progress.

Reviewing REUL

- 2. You and your officials said that Welsh Government policy teams are working closely with their Whitehall counterparts to analyse spreadsheets of data prepared by those Whitehall departments "to see whether [you] agree with that analysis" (RoP, 242 to 254). What is the target date for the completion of that work?**

While we have received some information from the UK Government this is not comprehensive. We are continuing to receive this in something of a piecemeal fashion but are considering and assessing it as we receive it. We hope to have a more complete picture in the near future so that we can conduct a proper assessment of it.

Welsh Government's approach

- 3. Has the Welsh Government had any reassurance from the UK Government that it will not change or remove devolved REUL without the consent of the Welsh Government? If so, does the UK Government intend to amend the Bill to reflect this commitment?**

We remain in dialogue with the UK Government on this issue, but still await the necessary reassurance.

- 4. You told us that "if you don't take measures to be able to identify and understand what it is you want to retain, then everything else is going to go." (RoP, 295). You also told us that you have not yet decided on your approach to retaining REUL but that you want to "make sure that [the Welsh Government] focus on those areas that are most important to us".**
 - a. Can you therefore confirm that you do not intend to save all REUL in devolved areas?**
 - b. On what basis will you decide which areas are most important to the Welsh Government?**
 - c. Can you tell us which areas these are, or if not, when you will be able to tell us?**
 - d. What are the risks to the areas deemed not important or less important and how have they been determined?**

e. How will you mitigate and manage the risks associated with this, particularly if you are not carrying out your own impact assessment (RoP, 256)?

It is not our intention to allow REUL in devolved areas to come to an end, unless there are very good reasons for this to take place. However, as a matter of good governance, our final position on specific instruments will need to take into account what the UK Government decides in relation to existing REUL for England; or in relation to existing REUL on reserved matters that impacts on devolved matters in Wales. Where the UK Government wishes to review any piece of REUL that impacts on a devolved matter, we would expect the UK Government to work collaboratively and pro-actively with us on this.

Further to this our ambition is to retain all REUL pertaining to Wales, subject to the caveat above.

5. You told us that you may adopt a “triage approach”, where you try to “identify those that are most obviously relating to devolved issues that may be the most important issues, rather than technical issues, so that we make sure we focus on those areas that are most important to us” (RoP, 277). What do you mean by “technical issues”?

We await a mature and comprehensive list of REUL, and statements of policy intent regarding REUL instruments, from the UK Government. Given the complexity of the interrelationships between and within REUL across the UK, knowledge of the detail of the UK Government’s intentions will help to inform our analysis of the pieces of REUL that could be retained without creating complexities (and so require a technical piece of work to preserve them but no more), and those which require a more substantive consideration of whether we should retain them and how, for example because the UK Government is proposing to repeal or amend them in relation to England or in relation to reserved matters that impact on devolved matters in Wales.

6. You told us that you think the Bill has created a great deal of uncertainty for the Welsh Government. However, stakeholders have accused you of ‘fuelling’ / exacerbating this by not clearly setting out your approach. To what extent could the Welsh Government reduce this uncertainty?

7. What will the Welsh Government do to reassure stakeholders of its overall strategy in relation to REUL and about the steps it is taking to address their concerns?

Regarding Questions 6 and 7, as set out in the covering letter, the Bill is a UK Government initiative with which we do not agree. It is its commitment to the Bill, without clarity on what will happen to each piece of legislation, which is creating the uncertainty. Our ability to mitigate that for stakeholders in Wales is very limited until we have that clarity from the UK Government. We plan to engage with both the Senedd, and with stakeholders, on this work.

8. You told us “We will want to retain law and not see any diminution of standards. So, we will want to ensure that we retain those standards out of

this.” (RoP, 277) How will you maintain or improve standards if they are weakened or reduced under the Bill, either by omission or by action taken by the UK Government?

The Welsh Government’s position is clear as above at Question 4: We have no desire or intention to repeal, or allow to end through the Bill, any REUL that applies to Wales and is within devolved competence, unless there are very good reasons for this to take place. However, as outlined above, the issue of cross-border divergence means that we will want to take into account the UK Government's position and intentions when making our decisions regarding the implications for Wales in certain policy areas of taking particular approaches.

Saving REUL

9. You said “The complexity comes in knowing the scale of what we're going to do. If, for example, in a whole large area of these 3,800-plus pieces of legislation, the UK Government equally decides that what they should do is retain a large number of them, then that actually solves part of that problem. It solves part of that problem and it makes it a lot easier to manage those areas that have not been retained.”

a. This suggests to us that the Welsh Government will defer decision-making and action to the UK Government to make regulations. Is this correct? Do you have concerns for what this approach means for Wales, including the Senedd?

Our preference is to maintain all REUL that applies to Wales, unless there are very good reasons not do this. Broadly, if the UK Government maintains a piece of REUL for England, then we will very likely do the same in relation to devolved matters in Wales. The mechanics by which this would be achieved will also need to be considered.

b. Will the Welsh Government wait to see what the UK Government saves and subsequently decide what it may need to save itself?

As stated in answer to a. above, our preference is to maintain all REUL that applies to Wales, unless there are very good reasons not do this. However, if the UK Government decides to change REUL on the English side of the border, there are complex policy decisions to be made. Each of these areas of change to the status quo initiated by the UK Government would require a proper assessment of the economic, social and environmental implications and risks for Wales. Similar considerations will need to be made in relation to proposed UK Government changes to reserved legislation that impacts on devolved matters in Wales.

Amendments

10. In addition to the single amendment to the Bill we know you have requested (in relation to the Welsh Ministers having the ability to extend the sunset date up to 23 June 2026), you said that you would be “encouraging changes to be made that give us the guarantees that we have sought” and you specifically

mentioned concurrent powers in the Bill and the powers of the law officers in devolved Governments (RoP, 285). You also said that the Welsh Government would “do the normal things in terms of briefings, in terms of discussions, in terms of engagement with the UK Government and interested parties, who will all make their own representations” (RoP, 289).

- a. What specific changes to the Bill are you seeking?
- b. Can you confirm that you have made formal requests to the UK Government and, if not, when will you do so?
- c. Why are your suggested changes not detailed in your LCM, which only lists one amendment put forward, for consideration by this Committee and wider Senedd?
- d. You said that we can expect the Welsh Government to put forward further amendments and that you have set these out. When will the Senedd have the opportunity to scrutinise these?
- e. You mention that an option available to the Welsh Government is to rely on others to bring forward amendments which reflect your position rather than acting collaboratively. Could you provide more information on this and confirm who the “others” might be?

We have engaged with the UK Government over several months on the concerns that we have with the Bill. As set out in the Legislative Consent Memorandum, these include not only who can exercise the power to extend the sunseting deadline but also the issue of consent for the exercise of concurrent powers by UK Government Ministers in devolved areas, the sunseting deadline itself, the regulatory burden and the intervention and reference powers exercisable by the Law Officers within the UK. We have sought changes to the Bill on all these matters. We have raised these concerns in correspondence with the lead UK Ministers for the Bill, in Ministerial meetings and in my written response to the Public Bill Committee on the Bill, with the objective of having them addressed through amendments.

While we have hoped for progress and for common sense to prevail, UK Government Ministers have yet to give us reassurance that they are willing to make changes to the Bill to address our concerns.

Alongside seeking to secure changes to the Bill from UKG, the Bill was among those topics discussed with members of the House of Lords last week.

11. Under clause 15 of the Bill, Ministers will be prevented from increasing the regulatory burden when revoking or replacing REUL. You described this as a “constraint that is totally unacceptable” (RoP, 269). Why have you not, therefore, requested an amendment to remove this constraint from the Bill?

Please see the answer to question 10 above.

12. You have previously commented on the enormous powers that will be given to Ministers via this Bill. You told us that these are “powers that, in normal circumstances, you would not wish to give to governments”. You also said “it’s not a question of whether we want them; we will probably have no choice because if we want to do anything about retaining legislation that maintains

standards and so on, things that we agree with them in devolved areas, then we're going to have to exercise them” (RoP, 291). Have you requested that the Bill be amended to uplift the scrutiny procedures attached to the powers if and when they are exercised by the Welsh Ministers?

As noted above, we have strongly expressed our concerns about the Bill to the UK Government. However, if passed as drafted we will have to exercise the powers conferred on the Welsh Ministers in order to make decisions about REUL in devolved areas, where possible, as part of our work to defend the devolution settlement. However, the Legislative Consent Memorandum sets out our concerns that the sunset provision will mean that parliament and the devolved legislatures will have no scrutiny or oversight role where REUL is allowed to sunset automatically and will likely not provide sufficient time for effective consultation on proposed modifications to REUL, which could result in unidentified issues and potential negative impacts, for example on protected groups.

Divergence and disputes

13. Have you identified any areas where you have policy intentions which diverge from those of the other governments of the UK?

Since the detailed and comprehensive policy intentions of the UK Government in any given area are either not yet clear or are just emerging, it is not possible to give a definitive answer to this at this stage.

14. When we asked you how disputes could be resolved you told us that the new inter-governmental process that has been established “is probably not going to be particularly ideal process” and “It may be that you can create something specifically to try and resolve those disagreements” (RoP, 279).

- a. **Can you clarify why the recently created structures for intergovernmental dispute resolution would not be the appropriate structures to use to resolve any disputes in this area?**
- b. **Can you confirm that, where relevant, disputes would go through the relevant common framework process in the first instance?**
- c. **Given the need for timely action because of the 31 December 2023 sunset date, how realistic is it that a new dispute resolution process could be created?**

We will always reserve the right to escalate issues within the Dispute Avoidance and Resolution procedure agreed following the joint Review of Intergovernmental Relations (IGRR), wherever it becomes appropriate to do so. The resolution process in the IGRR should be seen as part of a much wider system of active IGR, and as a process of last resort. This is embedded into the machinery it sets up – it is agreed that machinery should “promote dispute avoidance by ensuring there are effective communication and governance structures at all levels, from working-level officials to ministers”. As you will know, the Dispute Avoidance arrangements are without prejudice to the legal provisions within the devolution settlements which govern matters relating to legislative competence. We would always need to consider the

appropriate forum to which to take our concerns, particularly where there is a dispute as to whose competence a piece of legislation is within.

Common Frameworks will play some part in elements of dispute resolution related to REUL, though the timescale available to undertake this work will massively impact the ability to engage fully in this process, along with the fact that not all areas of REUL are covered by a Common Framework.

The current sunseting deadline means it is unrealistic that a suitable dispute resolution process could be created in time to service the process appropriately. This is the responsibility of the UK Government, not the Welsh Government.

Capacity and resource

15. The First Minister told the Scrutiny of the First Minister Committee on 9 December that, as the Welsh Government has no spare capacity, “diverted capacity” will be needed away from its legislative programme to work on the Bill. Given the First Minister's comments, when will decisions be taken about when and where resources will be diverted, and will you commit to updating the Senedd as soon as decisions are made?

16. You told us that the Welsh Government wants to deliver its legislative programme but there was uncertainty around the demands the Bill will place on resources. Are you coordinating Cabinet discussions regarding your concerns about delivery of the legislative programme?

Regarding Questions 15 and 16, for the reasons set out above, it is not possible to assess fully the scale of the impact on the legislative programme until we know the detail of the UK Government's plans for REUL as it applies in England, particularly the extent to which it intends to amend this body of law.

Discussions on this matter will continue between Ministers as the situation develops as will our liaison with the Senedd on the legislative programme.

Impact and role of the Senedd

17. You also said “I think one thing is clear: it makes the sort of detailed scrutiny and the timescale for that scrutiny incredibly difficult” and “we have to look at how that will work”. You told us that there is “going to be a need for very close co-operation between the Government and the Senedd in terms of an understanding as to precisely what is required, what is happening and how we best manage that. It's not just an issue for the Welsh Government; obviously, it's an issue for the Senedd itself, in terms of how it scrutinises and assesses those steps as well” (RoP, 307).

- a. How will the Welsh Government maximise the scrutiny opportunities afforded to the Senedd?
- b. How will the Welsh Government involve the Senedd in determining what is required as a consequence of the Bill?

In general, it is premature to answer this question with complete precision as we are again seeking comprehensive information from the UK Government about its decisions.

I would expect the Senedd to have the opportunity, in the normal way, to scrutinise any proposals regarding REUL. We will engage with the Senedd on this.

The task of determining what is required is difficult to quantify, or to identify precisely. I would expect Ministers to keep the Senedd informed by way of Ministerial Statements once the task is clearer.

18. You did not confirm to us that you are liaising with the Llywydd and the Business Committee regarding the potential impact on the Senedd's timetable. Could you confirm that discussions are taking place? If not, is the Welsh Government waiting on clarity from the UK Government before doing so?

We will certainly be in contact with the Llywydd and Business Committee regarding the Senedd's timetable once we have sufficient information from the UK Government to be able to have meaningful discussions about the potential implications.

Regulatory landscape

19. Would the Bill introduce a regulatory ceiling?

The power within clause 15 of the Bill to revoke or replace includes a requirement that any changes to, or replacement for, a piece of REUL, cannot "increase the regulatory burden". However, the precise meaning of this in the context of the Bill is not clear, though the Bill appears to have been drafted so as to mean that what could be considered a regulatory burden can be interpreted very widely. Moreover, the UK Government has made no particular policy statement on the meaning of this provision.

However, the nature of the Bill, and potential UK Government changes to REUL, may arguably increase the regulatory burden for some businesses, at least in the short term, as they adjust to new standards, even if they are lower.

20. How could the Bill impact the Welsh Government's policy and ability to improve standards, where possible, post-Brexit?

The Bill fundamentally fails to appreciate how the principles of devolution need to be applied in the field of regulatory policy in the UK, now that it has left the EU. There are also concerns that the effects of the UK Internal Market Act will have further impacts should regulatory divergence occur (for example through the UK Government amending or repealing REUL for England). This could have significant implications for the ability to maintain and improve standards, in effect, in REUL in Wales.

21. The UK Government has stated that environmental protections will not be weakened and that the devolved nations can preserve legislation within

competence. Which environmental protections will the Welsh Government preserve?

The Welsh Government has no intention to weaken existing environmental protections, the majority of which are derived from REUL. We intend to consider all options and, as a minimum, will be working to seek to ensure that REUL on environmental protections is assimilated by the sunset deadline.

Stakeholders

22. You told us “There’s going to have to be engagement with stakeholders because we’re going to have to have that understanding of some of the steps that have been taken. I think the problem is, at this stage, it’s not completely clear who we will be engaging with, to what extent, and within what framework.” (RoP, 350)

- a. **Could you clarify whether the Welsh Government is engaging stakeholders on the Bill at this stage, or when it plans to if this is not yet the case?**
- b. **You identified agriculture and environment as areas where there will be a “big focus” which you anticipate to be “very intense” (RoP, 323). Is the Welsh Government prioritising stakeholder engagement in these fields?**
- c. **How will you engage stakeholders in order to determine what issues are important to them?**

We have already made clear our general concerns about the Bill and opposition to it. The real engagement will need to be with stakeholders on a sectoral basis in light of the UK Government’s decisions about changes to REUL that it intends to make.

The areas you refer to account for a significant amount of the REUL that is within devolved competence. Accordingly, we will expect to engage with stakeholders in those areas as fully as possible, once the UK Government’s approach is clear.

Agriculture Bill

You told us that the Agriculture Bill “contains within it elements of retained EU law, and there may be issues that will arise during this process that need to be addressed; it’s just not clear what they might be at this stage” (RoP, 335).

23. Why was it appropriate to use the Agriculture Bill as a vehicle to provide broad powers for the Welsh Ministers to amend retained EU law when the Welsh Government has undertaken no analysis of the implications of the REUL Bill in this policy area?

As indicated above, we are considering our response to the situation, in effect, imposed by the UK Government on reviewing REUL. In general our position is that retained EU law, like EU law before it, works well and, consequently, beyond gradually amending the law as appropriate over time as with any body of law, we had no

intention to repeal, revoke or amend REUL to an arbitrary deadline on ideological grounds.

Furthermore, there is currently no certainty as to what the final version of the REUL Bill will look like, whether it will actually proceed to Royal Assent, nor what will happen to each piece of REUL. As a result, the Agriculture (Wales) Bill is proceeding on the basis of what is currently known.

24. Is it the Welsh Government's intention to save the REUL on which the Agriculture Bill relies under the REUL Bill? What happens if the REUL on which it relies is revoked by the UK Government? Is the UK Government aware of the Welsh Government's need for the REUL to remain in place for the operation of the Agriculture Bill?

As currently drafted, the REUL Bill has powers which the Welsh Government could exercise to preserve REUL in areas of devolved competence. The Welsh Government is considering how it will respond to this Bill and is working with the UK Government to identify all devolved REUL, including those instruments made by the UK Government and Parliament.

25. When do you anticipate being in a position to understand the breadth and detail of any issues which need to be addressed during the passage of the REUL / Agriculture Bills?

We will continue to engage and, in parallel, are considering how to respond in the coming months as the new UK Government's position on the REUL Bill is understood.

26. Is it your intention to make amendments to the Agriculture Bill to address any such issues?

As above, we will continue to engage and are considering how to respond as the new UK Government's position on the REUL Bill is understood.

27. Does the Welsh Government intend to adopt this approach of taking broad executive powers to deal with the uncertainty of REUL rather than bring forward primary legislation when the picture is clearer

As above, we will continue to engage with the UK Government and are considering how to respond as its position is understood. In the meantime, there are no plans to change the executive powers in the Agriculture (Wales) Bill.

Agenda Item 9

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

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