

## **Agenda – Equality and Social Justice Committee**

---

Meeting Venue:

Committee Room 3 (Senedd)

Meeting date: 4 December 2023

Meeting time: 11:30

For further information contact:

Rhys Morgan

Committee Clerk

0300 200 6565

[SeneddEquality@senedd.wales](mailto:SeneddEquality@senedd.wales)

---

### **Pre-meeting registration (11:30–12:00)**

#### **1 Introductions, apologies, substitutions and declarations of interest**

(12:00)

#### **2 Inquiry into the implementation of the Anti-Racist Wales Action Plan: Ministerial evidence session**

(12:00–13:00)

(Pages 1 – 35)

Jane Hutt, Minister for Social Justice and Chief Whip

Amelia John, Welsh Government: Interim Director – Communities & Tackling Poverty

Riaz Hassan, Welsh Government: Head of Anti-racist Wales Action Plan Implementation Team

Rajvi Glasbrook Griffiths, Welsh Government: Senior Anti-Racist Wales Action Plan Project Manager

#### **3 Papers to note**

(13:00)

##### **3.1 Correspondence between the Chair and Policing in Wales regarding perpetrator programmes**

(Pages 36 – 46)



- 3.2 Correspondence to the Chair from the Equality and Human Rights Commission regarding the Equality and Human Rights Monitor 2023: Is Wales Fairer? report**  
(Pages 47 – 53)
- 3.3 Correspondence to the Chair of the Legislation, Justice and Constitution Committee from the First Minister regarding the 40th British–Irish Council Summit**  
(Page 54)
- 4 Motion under SO17.42 (vi) and (ix) to exclude the public for the remainder of today's meeting**  
(13:00)
- 5 Inquiry into the implementation of the Anti–Racist Wales Action Plan: consideration of evidence**  
(13:00–13:15)
- Break (13:15–14:00)**
- 6 Forward work programme: scoping paper**  
(14:00–14:20) (Pages 55 – 70)
- 7 The public health approach to preventing gender–based violence: consideration of draft report**  
(14:20 – 15:30) (Pages 71 – 74)

Document is Restricted

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



Llywodraeth Cymru  
Welsh Government

Our ref: MA\_JH/03038/23

Jenny Rathbone MS  
Chair,  
Equality and Social Justice Committee

24 November 2023

Dear Jenny

I welcome the Equality and Social Justice Committee inquiry into the Anti-racist Wales Action Plan (ArWAP). In advance of appearing before the Committee on Monday 4th December 2023, please find attached evidence for each of the terms of reference. Evidence specific to Health, Education, Housing, and Crime and Justice has been approved by the respective Ministers.

Detailed and specific data related to Education, Health, Housing, and Crime and Justice is attached as Annex 1. The work of the Race Disparity Evidence Unit (RDEU) runs across the policy areas. Additional RDEU evidence is submitted as Annex 2.

The first year of implementing the ArWAP has been very much focused on laying the foundations for deeper cultural and systemic change. We have developed our governance structures, processes, and policies to provide a firm foundation for further progress. The next stage the ArWAP will focus strongly on implementation and delivery.

I remain deeply committed to creating an anti-racist Wales by 2030, and to promoting equality, diversity, and inclusion in all its forms.

Yours sincerely,

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

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

Bae Caerdydd • Cardiff Bay  
Caerdydd • Cardiff  
CF99 1SN

[Gohebiaeth.Jane.Hutt@llyw.cymru](mailto:Gohebiaeth.Jane.Hutt@llyw.cymru)  
[Correspondence.Jane.Hutt@gov.wales](mailto:Correspondence.Jane.Hutt@gov.wales)

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

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

## Written evidence paper to the Equality and Social Justice Committee for Inquiry into the implementation of the Anti-racist Wales Action Plan on Monday 4 December 2023

---

### **1. Cross-government and cross-sector action to deliver the Anti-racist Wales Action Plan**

I am pleased to share the progress on the implementation of the Anti-racist Wales Action Plan (ArWAP).

The ArWAP has a robust governance and accountability structure which is led and overseen by the External Accountability Group (EAG). The group is co-chaired by the Permanent Secretary and by the academic Emmanuel Ogbonna, and it meets bi-monthly. The group consists of eight external anti-racism experts and eleven community representatives, providing both support and constructive challenge to ensure accountability. There is also a cross-government Internal Support and Challenge Group (ISCG) which supports delivery across all groups within Welsh Government. An Implementation Team is in place to lead the coordination of the cross-government ArWAP delivery and includes a diversity of people with lived experience of racism. In addition, each policy area within the plan has established sub-groups with policy officials, experts and community representatives to support delivery of the commitments within the plan, and to provide a further accountability mechanism.

I have held bilateral meetings with all Cabinet ministers to reinforce the need for, and importance of cross-governmental action to drive progress. All Ministers are wholly committed to the delivery of the plan.

Welsh Government is providing a strong and visible leadership role in driving the ArWAP forward. I have taken proactive steps to engage all public sector organisations in taking responsibility for implementing the ArWAP objectives. Welsh Government hosted the Anti-racist Wales One Public Sector Leadership Summit in May, where I emphasised the pivotal shift needed from rhetoric to tangible action.

Welsh Government is in the process of recruiting for ArWAP Regional Forums, which will facilitate the understanding of lived experience and establish direct engagement with Black, Asian and Minority Ethnic people across Wales.

For more detailed evidence and specific data related to Education, Health, Housing, and Crime and Justice, please refer to **Annex 1**.

### **2. Progress and monitoring arrangements for the ArWAP**

The following comprehensive mechanisms are in place to both drive and track the implementation of the ArWAP across the Welsh Government:

1. Regular Reporting: Each policy area provides regular reporting, providing updates on their progress and contributions to ArWAP goals.

- II. **Accountability Measures:** The External Accountability Group convenes bi-monthly, ensuring policy areas adhere to the commitments outlined in the Plan.
- III. **Engagement with Communities:** Quarterly meetings with Wales Race Forum representatives and monthly webinars facilitate direct reporting on ArWAP's progress, ensuring community perspectives are central to the delivery of the plan.
- IV. **Local Engagement:** Regional Forums will be established to empower local communities to actively participate in monitoring ArWAP's impact and provide insight and expertise.
- V. **Measuring Impact:** The Race Disparity Evidence Unit is developing a framework to track progress and gauge ArWAP's impact across the broader public sector in Wales.
- VI. **Role of Public and Third Sectors:** Local authorities, health, education, and the third sector, represented respectively in our governance structures, actively contribute to and monitor ArWAP's implementation. The WLGA, WCVA, Wales TUC, EHRC are all members of the External Accountability Group, actively contributes insights, represents their respective sectors to ensure ArWAP progress.
- VII. **Enhancing Progress Tracking:** Transparent communication channels, including regional forums, encourage public engagement, while the integration of ArWAP into grant-funded schemes emphasises our commitment to anti-racist principles. Business Wales' implementation of their Anti-racist Action Plan sets a notable example for ongoing implementation across sectors.

### **3. Race Disparity Evidence Unit and data collection and analysis**

The Race Disparity Evidence Unit (RDEU) are improving the availability, quality, granularity, and accessibility of equality, race and disability evidence so that we understand racial inequalities across Wales. The RDEU has been progressing three programmes: delivery of evidence projects, development of an ArWAP evaluation framework and supporting others with their ArWAP evidence.

The projects being delivered by the RDEU include a data audit of protected characteristic gaps in Welsh Government statistics. Research is being scoped exploring the enablers to equality data collection. A pilot survey was conducted on leader diversity in public sector bodies and how workforce diversity data is collected. A feasibility assessment of an ethnicity sample boost to the National Survey for Wales is underway. An ethnicity Census statistical release was published in July 2023. An ethnicity sub-report of the Wellbeing of Wales report was published in September 2023.

The RDEU is developing an evaluation framework which will outline what key measures that exist already and what is needed to establish additional common measures across and within policy areas. This work is being carried out in partnership with the EAG evidence sub-group involving measurement experts and will be published early 2024. The RDEU will focus on collecting lived experiences of people from ethnic minority backgrounds to measure and understand impact. The

Unit is seeking to work closely with those with lived experience to ensure their views are included.

The RDEU is represented within the various structures in the ArWAP governance structure, including the EAG and ISCG and policy working groups, sharing both evidence and learning from within Welsh Government and external partners. They engage with policy and analytical colleagues across all policy areas to ensure evidence is considered from the outset of implementation. Important in this work is highlighting the need for consistent approaches to collecting ethnicity data.

The RDEU's work has established that there are considerable gaps in the availability and granularity of ethnicity data to support outcome measurement. The extent of these gaps range across policy areas. The EAG and evidence mapping has also highlighted a need for more lived experience evidence to be planned and used. The various published and on-going RDEU projects will address some priority evidence gaps and the ArWAP evaluation framework will provide the roadmap for how to address quantitative and lived experience evidence gaps.

See also **Annex 2** for more detailed evidence on the RDEU's work against this ToR.

### **3. Involvement of people with lived experience in the implementation of the ArWAP**

Co-production with those with lived experience was central to the development of the ArWAP. This co-productive approach underpins the delivery of the plan.

The ArWAP and its governance structure are shaped by experts and diverse representatives with lived experience; experts and community representatives with lived experience of racism lead the EAG and provide constructive challenge and support in the implementation of the plan.

The Anti-racist Wales Stakeholder Bulletin reaches over a thousand subscribers, fostering engagement across individuals, public, third, and private sector organisations.

The ArWAP One Welsh Public Sector Leadership Summit brought together over 200 senior leaders and representatives from across the devolved and non-devolved public service in Wales. The report from the summit highlights the broad representation of public services and stakeholders, including individuals from Black and Minority Ethnic backgrounds: - [One Welsh Public Service Approach to Anti-Racism Summit: outcome report 2023 | GOV.WALES](#).

The Wales Race Forum remains a pivotal channel for direct communication with key Black, Asian and Minority Ethnic organizations, where meetings are chaired regularly.

Monthly webinars, launched in September, serve as platforms for stakeholders across sectors to track ArWAP's progress and ensure the continual engagement of those with lived experiences in shaping the delivery of the plan.

Several policy areas have enlisted community mentors to guide and advise on implementation, including the Childcare team who have appointed ten mentors with lived experiences to inform progress and co-shape their work.

I expect Regional Forums to be established next year to capture lived experiences and facilitate direct engagement with Black, Asian and Minority Ethnic people across Wales.

These initiatives mark significant strides forward in Welsh Government's commitment to wide engagement, transparency, diverse representation, and communication in driving ArWAP's goals forward.

#### **4. Progress on delivery of the ArWAP**

In its first year, the Anti-racist Wales Action Plan (ArWAP) has made good progress in fostering awareness and integrating anti-racist policies across sectors. This includes increased dialogue on anti-racist principles, policy integration in sectors including health and education, and the establishment of the Internal Support and Challenge Group and External Accountability Group (EAG) to facilitate diverse engagement.

However, challenges persist in fully implementing planned actions. Laying the initial foundation, such as the implementation team and governance structure has taken longer than anticipated.

The first Annual Report, to be published in December captures both progress and challenges. Moving forward, addressing these challenges will be crucial to realising the full potential and impact of the ArWAP and ensuring the ongoing progress in eliminating racism across Welsh sectors and ensuring an anti-racist Wales.

#### **6. Further interventions and barriers in implementing the plan**

To effectively support the Anti-racist Wales Action Plan (ArWAP), a number of interventions are required:

- I. **Capacity Building:** It is imperative to invest in comprehensive training programmes across sectors. These programmes should focus on building a nuanced understanding of anti-racist principles amongst staff and familiarising them with the available levers and tools.
- II. **Community Engagement:** The development and implementation of policy-specific initiatives aimed at active co-production with local communities are necessary. Such initiatives will foster a sense of ownership and inclusivity in relation to driving forward anti-racism.
- III. **Data Collection and Monitoring:** Strengthening data collection mechanisms is crucial to monitoring the impact of anti-racist policies. This will ensure an accurate assessment of progress and help identify areas that require immediate attention.
- IV. **Public Awareness Campaigns:** Launching targeted public awareness campaigns is vital to educating the broader population on the importance of anti-racist practices.

- V. Collaboration with the Third and Private Sectors: Strengthening collaboration with the third and private sectors is essential. Encouraging these sectors to adopt anti-racist practices within their organisations will contribute significantly to broader societal change.

Despite the progress in delivery of the ArWAP, there are some challenges and potential barriers and the current budgetary context is challenging.

Embedding anti-racism within organisations and dismantling racist structures requires changes in governance structures and operational frameworks – this takes time, resources, and commitment.

Understanding both the further interventions needed and barriers is crucial for refining the ArWAP and ensuring a holistic approach to effectively eliminating racism. Continuous evaluation, stakeholder collaboration, and a proactive response to challenges will contribute to the Plan's overall success.

## 7. Intersectionality

The importance of intersectionality is integral to the ArWAP. Within Welsh Government training has been provided by [Professor Nelarine Cornelius](#), for a shared understanding of intersectionality as the combined effects of simultaneous factors such as class, gender, socio-economic status, disability, sexuality and nationality. This combination of factors can improve or worsen outcomes for people and are considered in its interconnectedness. All policy sub-groups report to the External Accountability Group on the intersectional outcomes within their policy areas.

During the co-production stage of ArWAP, some concerns were expressed the focus was only on one protected group, and that this took a simplistic approach to the different ways racism works to impact on ethnic minority women, children, older people, disabled people, and other protected groups. Many commented that an awareness of how these differing characteristics interplay, to create greater disparities, was not sufficiently visible in the draft Plan. Kimberlé Crenshaw, a Black feminist, coined the term 'intersectionality' to describe the combined effect of multiple forms of oppression, and how they interplay and are interconnected (Crenshaw K, 1989.).

We recognise that ethnic minority women, for example, carry a heavier burden in their experience of racism, for example through their direct experience with maternity services, or in leading engagement with schools or social services on behalf of their elders and families. We also recognise that young ethnic minority men, for example, are more likely than other groups to be stopped and searched by the police. Similarly, the systems and processes that impact on refugees and migrant workers are very different to those affecting ethnic minority people with the permanent right to live in Britain. Socio-economic circumstances or 'class' plays an additional role in keeping ethnic minority people oppressed. Ethnic minority people in Wales are more than twice as likely as White people to live in the 10 per cent most deprived parts of Wales (20.6 per cent of ethnic minority people compared to 8.3 per cent of White people). Black people are most likely to live in the 10 per cent most deprived parts of

Wales, with 35 per cent of all Black people living in these areas. More than 1 in 10 people living in the 10 per cent most deprived areas are from ethnic minority groups, despite only making up 5 per cent of the total population in Wales (Welsh Government, 2020).

This understanding is crucial when formulating and executing policies within the ArWAP. Intersectionality highlights the need to recognise that discrimination and advantages are not solely based on one identity but result from a complex interaction of multiple social categorisations. Clear guidance has been provided that there is a need to consider how respective policy areas within ArWAP account for these intersections to ensure that they adequately address the diverse experiences and challenges faced by different groups based on their intersecting identities. This approach ensures comprehensive and inclusive implementation of the plan, accounting for the varied experiences and inequalities encountered by different demographic groups.

## Annex 1

### Education and Welsh Language

- **Schools and the education workforce** are recruiting teachers from ethnic minority communities. The Initial Teacher Education (ITE) Black, Asian and Minority Ethnic recruitment plan identifies actions and where work is ongoing collaboration with the ITE sector.
- Our ITE incentive scheme for ethnic minority student teachers is available for a second year with a grant of up to £5,000, paid in two instalments to eligible students starting their post graduate ITE programmes in academic year 2023/24.
- The Welsh Government has worked with the Open University to expand the secondary subjects on offer under the alternative ITE routes, offering part-time PGCEs and employment based PGCEs (the Salaried PGCE) to student teachers unable to access full-time ITE qualifications. The additional subjects are available from this academic year (Academic Year 2023/24).
- Welsh Government provides training and salary contribution grants to eligible student teachers undertaking our pan-Wales employment based PGCE (the Salaried PGCE) and we have committed to continuing this grant funding for new student teachers for a further two academic years, AY2024/25 and AY2025/26. This approach supports student teachers unable to access full-time ITE provision, and schools to develop their workforce from within their community.
- Welsh Government continues to support our ITE Community Mentors, providing each ITE Partnership in Wales funding to enable them to access individuals with the lived experience and knowledge to support and challenge the implementation of their individual Black, Asian and Minority Ethnic ITE recruitment plans.
- The Welsh Government's Diversity and Anti-Racist Professional Learning (DARPL) project formally launched in autumn 2022 and is crucial to realising the Curriculum for Wales and achieving high standards and aspirations for all.
- The project is having a growing impact across the whole of Wales, with 20,000 leaders and educators engaging in live events, consultations and asynchronous resources during the 22/23 academic year alone.
- Work to collate a range of engagement and impact information in relation to DARPL is ongoing. DARPL anti-racist provision for senior leaders and governors from the school sector received endorsement from the National Academy for Educational Leadership in May 2023.
- The DARPL project progressed to phase 2 implementation in September 2023. This includes the extension of the DARPL virtual campus; refinement of the longitudinal community of practice, bespoke work with education consortia and local authorities and a key focus on wider dissemination, including international outreach.,
- DARPL representatives delivered a keynote address and drop-in sessions at the British Educational Research Association (BERA) annual conference in September and a DARPL representative attended the International Jamaica and UK Leadership Conference, to present on DARPL focused collaborations between Wales and Jamaica.
- Wales has led the way by becoming the first part of the UK to make it mandatory to teach Black, Asian and Minority Ethnic histories and experiences in the new Curriculum for Wales. The roll out to primary schools began in September 2022,

from September 2023, curriculum for Wales is being taught in schools and settings across Wales and our phased roll-out will continue on a year-by-year basis in secondary schools.

- In order to support delivery of our new Curriculum for Wales and our student teachers, Welsh Government has worked with the ITE sector to develop the refreshed Criteria for Accreditation of ITE programmes in Wales. The refreshed criteria explicitly require all programmes of ITE in Wales to be anti-racist and provides student teachers with the tools to create anti-racist learning environments for our children and young people.
- The Welsh Government's new Professional teaching award: The Betty Campbell MBE award, for promoting the contributions and perspectives of Black, Asian, and Minority Ethnic communities was awarded for the first time in 2022 to Llanwern High School, Newport.
- The Welsh Government will publish its new non-statutory Gypsy, Roma, Traveller school guidance in November. Using effective practice examples, the guidance will help teachers improve their knowledge and understanding of the needs of Gypsy, Roma, and Traveller pupils and address challenges which can be experienced by pupils; and how to break down barriers to understanding of their cultures. This includes ideas for engaging with local communities.
- In **Further Education (FE)**, a dedicated steering group has been established to ensure that the programme of work is co-produced by those with lived experience and expertise on anti-racism.
- Every FE institution in Wales now has an anti-racist action plan in place, supported by guidance commissioned from the Black Leadership Group.
- A unique FE anti-racist curriculum "metaverse" is being developed, led by Cardiff and Vale College, and will be rolled out across Wales from 2023/24 onwards.
- The DARPL programme is being extended to the FE sector from 2022/23 onwards, starting with a professional learning series for senior leaders.
- In the Higher Education sector, the Anti-Racist Wales Action Plan is being implemented by the Higher Education Funding Council for Wales (HEFCW). Noteworthy achievements to date include the establishment of a robust anti-racism network, the publication of race equality reports, and the provision of guidance on monitoring inequalities.
- From April 2024, this responsibility will shift to the Commission for Tertiary Education and Research which will have a broad range of powers, including regulatory responsibility for tertiary and higher education in Wales.
- We support provision of improvement funding to local authorities and the Higher Education Funding Council for Wales
- The Education Workforce Council are working with organisations such as Careers Wales to provide advice and promote careers in education.
- We continue to work with Education Workforce Council (EWC) to develop reporting of ethnic minority applications and acceptances on to ITE qualifications as part of their ongoing monthly monitoring and reporting processes.
- To enhance capacity building and sustainability moving forward, DARPL phase 2 will involve a significant investment in middle tier consultative work. This work is already well underway, with positive engagement from regional consortia, local authorities, Qualifications Wales and Estyn during the early part of the autumn term.

- In the sphere of **Welsh Language**, Cymraeg 2050 officials convened a group of key stakeholders to standardise a set of Welsh medium terminology with guidance.
- The Welsh Government's Knowledge and Analytics Service published an in-depth analysis of Census 2021 data in relation to Welsh speakers' ethnicity.
- A panel event, the first of its kind in Wales, to learn about the experiences of ethnic minority Welsh speakers was commissioned by Cymraeg 2050 Division's partner, Coleg Cymraeg Cenedlaethol, in conjunction with Cardiff and Vale College. The event, Perthyn, at the Senedd on 20 March 2023 was well-attended and well-received by participants.
- The National Centre for Learning Welsh is continuously reviewing its anti-racism work and is in the process of developing an overarching Equality, Diversity and Inclusion strategy.

## Health and Social Care

In Health and Social Services, the establishment of an Implementation and Challenge Board chaired by Judith Paget, Chief Executive of NHS Wales and Director General of the Health and Social Services Group in Welsh Government has provided a strong governance and accountability mechanism to accelerate the Anti-racist Wales Action Plan (ArWAP) action implementation.

Moreover, this demonstration of leadership at the highest level within the Group has ensured that the anti-racist actions have retained profile due to the cycle of scrutiny, and enabled policy leads to take forward actions with key partners. The Board has invited external partners and stakeholders to present the barriers and challenges that they face with ArWAP implementation and to act as a critical friend.

The Social Care ArWAP working group brings together partners, key stakeholders and members of the EAG to ensure collective accountability and to provide assurance to the EDI Implementation and Challenge Board that social care actions are delivering against the goals in the plan.

- Progress and challenges with the implementation of actions in the **Health and Social Care chapters** of the ArWAP are monitored by tailored accountability mechanisms including a Social Care Working Group and a Health and Social Services Implementation and Challenge Board. These mechanisms have sustained high level buy in by the Executive Directors Team who have worked, via the Board, to provide a collective approach in addressing systemic barriers and resourcing issues.
- For the first time in 22/23, each NHS Wales Board Chair had to respond to the Minister for Health and Social Services to outline what steps they, and their Board members had taken, to demonstrate anti-racism leadership within their NHS organisation.
- Each Board member in each NHS Organisation in Wales had to identify a personal development objective to include anti-racism. Every NHS organisation has also had to develop an anti-racism action plan and commit to reporting and acting on the disparity in workforce experience.

- The work of the Social Care Working Group is routinely reported to the social care senior leadership team, and the group is attended by senior members of the social care sector. Delivery is also a part of the Social Care Wales business plan and is reported quarterly to the Board.
- Workforce data for health and social care will be analysed and reported for the first time by the introduction of the Workforce Race Equality Standard (WRES) with indicators measuring inequities in leadership and career progression, CPD and training, disciplinary and capability processes, and Bullying, harassment and discrimination.
- Diverse Cymru have completed an audit of all-Wales NHS workforce policies through an anti-racist lens. Recommendations from the audit will be incorporated into the protocol for the development and review of all Wales NHS Workforce Policies and key principles and recommendations will be shared for use in local policy review and design processes.
- In September 2023, the Welsh Government appointed an Equality, Diversity and Inclusion manager within the Maternity and Neonatal policy team, to take forward the maternity and neonatal action points in the ArWAP. The manager is a midwife representing the global majority and will continue to work with key community stakeholder groups to ensure sustainable solutions are implemented for key issues. She is currently scoping a national framework for maternity and neonatal voices to influence policy and service delivery.
- The EDI manager has worked with the Royal college of Midwives to initiate a peer support forum (Inclusive Maternity Wales) to provide guidance, and empowerment to the global majority workforce. In partnership with the Royal College of Midwives (RCM), trends and themes will be reported Heads/Director of Midwifery in Wales meetings and to the Chief Midwifery officer to inform future policy plans.
- AA WRES function has been established within Health and Social Services Group, (HSSG) working in collaboration with delivering partners across the NHS and Social Care. This function is led by Professor Anton Emmanuel who previously led the WRES in NHS England since 2020. The WRES when fully implemented will identify and measure progress on race equality indicators for the workforce across Secondary, Primary and Social Care.
- The inaugural WRES data collection for secondary care will be in April 2024, with data collection for primary care and social care commencing before October 2024. Reports for will be produced at an Organisational and national level. The requirement to report this data in the NHS is mandated through the NHS Performance Framework and will include data across protected characteristics.
- In December 2022, funding was announced for the implementation phase of Digital Maternity Cymru to tackle the lack of reliable data to track clinical patterns and poor outcomes in real time on an ethnicity basis, ensuring clinical decision-makers receive timely alerts to allow for intervention and escalation. It will also enable a robust national dashboard with key data based on mother and baby's ethnicity to ensure work is prioritised to tackle poor outcomes.
- In line with the commitment we gave in the Anti-Racist Wales Action Plan, we are continuing to work with the Mental Health Ethnic Minorities Task and Finish Group to address the barriers faced by minority ethnic communities and to support better access to services. We are planning to consult on a new Mental

Health Strategy at the end of the year and this will include a specific focus on supporting those with protected characteristics.

- Promoting cultural competency is a key priority in the existing Mental Health Delivery Plan for Wales – and we have provided Diverse Cymru with additional funding to continue to deliver their cultural competency scheme and training. This funding ends in March 2024. Promoting cultural competency will remain key priority in the new Mental Health Strategy for Wales – and this will also be supported by the Health Education and Improvement Wales (HEIW) and Social Care Wales [Strategic Mental Health Workforce Plan](#).
- Other key areas of work include the development of guidance (by Improvement Cymru) to improve access to and the provision of psychological interventions to people from Black, Asian and minority ethnic communities in Wales. It is anticipated this work will be published by the end of 2023.
- Recognising the needs of specific groups, the Welsh Government also continues to fund Traumatic Stress Wales (£1.2million annually), which aims to improve the health and wellbeing of people of all ages living in Wales at risk of developing, or with, post-traumatic stress disorder (PTSD) or complex post-traumatic stress disorder (CPTSD). Traumatic Stress Wales has a specific work stream focussing on the needs of asylum seekers, refugees and migrants (involving those with lived experience).
- A fundamental aim of our work to develop the successor to Together for Mental Health will be to reduce inequalities in access and outcomes for all groups where there is a barrier to accessing support. This will include actions to ensure services meet the all-Wales standards for communication and information, and also language and other protected characteristics. We continue to make available resources in multiple languages – to support access to healthcare – which has included translating resources such as the **National Centre for Mental Health Toolkit for people who have been exposed to traumatic events, and materials to promote the** CALL mental health helpline (into over 20 languages). CALL also uses Language Line – which means anyone calling the helpline can access support and advice in their preferred language. We are also working with Public Health Wales to implement the recommendations from the HEAR 2 Report on access to interpreters amongst asylum seekers, refugees and migrants.
- In terms of ongoing monitoring of impacts: There are ongoing monitoring arrangements in place for initiatives such as 111 press 2 and the CALL Mental Health Helpline. We are also working with partners to develop the Mental Health Core Data Set. We are prioritising demographic data – such as age, gender and ethnicity – which will support our ability to plan services based on the needs and demands of our population. We understand the need to have data publicly available and we are working towards having an initial national dashboard on mental health activity, as soon as possible. As we develop our successor Mental Health Strategy, we will consider what further action we can take. This will be subject to formal consultation at the end of the year.
- More broadly, we know there are data gaps when it comes to health inequalities. These gaps make it difficult to assess need, accurately target and prioritise interventions and evaluate their impact on the people of Wales. Furthermore, the potential impact of data in tackling health inequalities could be amplified if datasets were brought together more effectively. Work is being undertaken by a data sub-group (of the main NHS Health Inequalities Group) to consider how to address the current gaps and inform future interventions and policy. By

addressing these gaps in data, the NHS Health Inequalities Group will ensure a health inequalities focus is embedded across the priority work of NHS Wales organisations.

- Since its establishment in April 2023, the Citizen's Voice Body for Wales known by the operating name, Llais, has highlighted the need for foundational grounding in antiracism frameworks and approaches to facilitate ongoing self-reflection, accountability, and attention to racial equity, and provide questions to guide such reflection and consideration. By adopting these approaches Llais aims to be more accessible and more inclusive in both employment and workforce practice, and in capturing the lived experiences of Black, Asians and Minority Ethnic people.
- In social care, the Association of Directors of Social Services Cymru (ADSSC) have completed a project to map out the existing cultural, language, and interpretation/translation, needs of minority ethnic people using social care services to aid current and future service planning and the provision of spoken and written translations. This work involved securing baseline of numbers and nature of complaints in relation to lack of provision to compare with changes sought. The report can be found here: [Delivering Social Care in an Anti-Racist Wales \(adss.cymru\)](https://adss.cymru)
- Welsh Government social services officials have worked with their statistics colleagues to undertake an analysis of all Welsh Government social services published statistics that contain an ethnicity measure, and the intersection with other protected characteristics. This analysis identified areas where further development was required and made recommendations about how to fill any gaps in the published data. The new Adults Receiving Care and Support Census now collects data about all adults who use social services and includes data points on ethnicity so that we have better intelligence on minority ethnic people who receive a social service and the types of services they receive.
- The Welsh Government has also identified data gaps and what action can be taken to improve the data quality of race and ethnicity identities (alongside the other protected characteristics). The Welsh Government is working with Social Care Wales to review and revise the Social Care Research and Development Strategy in respect of matters relating to minority ethnic social care users and the social care workforce (including lived experiences).
- This will improve the development, collation, and use of evidence in Wales and link to any gaps in research that can assist with the delivery of all the above social care Goals and Actions in this Plan.
- The Welsh Government is also working closely with Social Care Wales to make sure there is diversity of their public appointments through their current Board recruitment exercise. The Welsh Government social services directorate is also reviewing the membership of all stakeholder groups to set expectations of representation from ethnic minority communities.

## Housing

- The Registered Social Housing diversity report for 2021 reveals a 6% representation of ethnic minority people on boards, slightly surpassing the general population. This marks a 4% increase since 2014. However, the report

notes the lack of diversity among housing association chairs and emphasises the need for greater inclusivity in leadership positions.

- The Get into Housing project offers paid work placements to long-term unemployed individuals from minority ethnic communities in Cardiff, aligning with the Anti-racist Wales Action Plan goals. Furthermore, starting from 2023-24, housing organisations receiving grants will be required to have an Equality & Diversity policy in place, with focused attention on implementation.
- Some Registered Social Landlords in Wales are continuing to deliver the pathway to board project. The project is a continuous professional development opportunity designed to better equip individuals from minority ethnic communities who want to contribute to the leadership of an organisation.
- Progress has been made in training staff in housing organisations. As at March 2023, Tai Pawb had trained 547 people on equality, diversity and inclusion with 92% of attendees, recommending the training to others.
- The Ending Homelessness National Advisory Board successfully recruited independent members from a Black, Asian, and Minority Ethnic background. The advert for the expression of interest for the Chair of the Board was shared with equality organisations, such as Disability Wales, Stonewall Cymru, Women's Equality Network, Ethnic Minorities and Youth Support Team Wales to encourage a more diverse field of candidates.
- A workforce recruitment campaign to encourage a diverse range of people to join the homelessness and housing support sector launched in February 2023. Whilst the outcome from this campaign will emerge more fully over time, it is worth noting at this stage the number of users to the jobs site in March 2023 was 19,101 compared with 574 prior to the campaign. Initial feedback has included an increase in the diversity, number and quality of applicants.

## Crime and Justice

- Our Anti-racist Action Plan includes a specific chapter on Crime and Justice, outlining the work Welsh Government are taking forward, including on hate crime and highlighting the importance of anti-racism whenever we engage with the UK Government on justice issues. It highlights joint work by the Criminal Justice in Wales partners, including Policing in Wales, HM Courts and tribunals Service and Her Majesty's Prison and Probation Service in Wales, on a specific anti-racism plan for the criminal justice system in Wales. This Criminal Justice Anti-racism Action Plan for Wales (CJARAP) launched on 8 September 2022, and was co-produced with ethnic minority people across Wales. The CJARAP complements the Welsh Government's Anti-Racist Wales Action Plan and we have agreed an approach for managing the interface between delivery of the two plans.
- To achieve a more culturally competent and anti-racist criminal justice system, the Race Equality Taskforce, responsible for implementing the CJARAP, has established a "Cultural competency, Education and Training" workstream. This is focused on identifying the effective and evidence-led training and education packages related to race that are currently available to employees across the criminal justice workforce in Wales.
- We have worked with the police and other criminal justice partners to create the Criminal Justice Anti-Racism Action Plan for Wales (CJARAP) which launched in September 2022. It sets out seven commitments to realise an anti-racist justice system in Wales in practice. The CJARAP complements ArWAP, and we have

agreed an approach for managing the interface between delivery of the two plans.

- An Independent panel provides oversight on the CJARAP and had its first meeting in January 2023. A 2-year Implementation Plan has been developed to drive forward progress on realizing commitments in the plan.
- We are supporting victims of racially motivated hate crime by funding the Wales Hate Support Centre, run by Victim Support Cymru. This provides free, confidential support and advocacy for those who have experienced racist hate crime, including intersectional hate crimes.
- We are working to eliminate hateful attitudes through roll out of our anti-hate crime communications campaign, Hate Hurts Wales, which will run until at least March 2024.
- Funding is provided to the Holocaust Memorial Day Trust to employ a support worker in Wales to encourage community commemorations in Wales for Holocaust Memorial Day 2024.
- Our Community Cohesion Programme funds eight teams across Wales to provide front-line support to communities, to help monitor and mitigate tensions. The programme will be funded until 2025/2026.
- We are supporting criminal justice partners to strengthen the evidence base to identify racial disparity within the justice system. As part of the work to monitor progress on implementing the CJARAP a race disparity dashboard has been developed which will be populated by data from each of the criminal justice partners that have committed to the CJARAP.
- The Welsh Government funded Wales Hate Support Centre has developed a Lived Experience Advocacy Forum (LEAF) to continually seek improvement of the service. LEAF is made up of past service users, including representation across the five strands of hate crime. LEAF provides the Centre with valuable feedback, which is used to review the service, such as the Centre's complaints procedures and identifying barriers to reporting hate crime. The Forum members also helped to inform the development of the most recent phase of the Welsh Government anti-hate crime campaign, Hate Hurts Wales.
- In terms of crime and justice an Independent Oversight and Advisory Panel will feed in individual lived experiences and monitor the delivery of the 7 commitments in the [Criminal Justice Anti-racism Action Plan for Wales](#) (CJARAP) which is being led by Criminal Justice in Wales partners with support from Welsh Government. It will test whether the plan is making a real difference at both grassroots and operational levels. A draft two-year Implementation Plan has been developed to bridge the implementation gap and an annual report will set out the progress each justice partner is making towards these commitments.
- As part of the work to monitor progress on implementing the CJARAP a race disparity dashboard has been developed which will be populated by data from each of the criminal justice partners that have committed to the CJARAP. This will be used to measure the effectiveness of the plan.
- Welsh Government officials from the Race Disparity Unit are represented on the CJARAP Data and Performance workstream and they will ensure that the work of this workstream coordinates with work being taken forward in the Race Disparity Evidence Unit.
- Welsh Government will continue to hold criminal justice partners accountable for progress and encourage change.

## Annex 2

### Race Disparity Evidence Unit

The projects the Race Disparity Evidence Unit (RDEU) has been delivering/has delivered are:

- A data audit of protected characteristics statistics published by Welsh Government that has established where gaps exist (the first phase will be published early 2024). The second phase of this work involves looking at statistics that are collected but not published internally and seek to understand why they are not published and encourage people to do so where it is possible to.
- Alongside the audit the unit is scoping a complementary research project to explore the challenges and barriers to the collection of equality data across a range of evidence. This project aims to identify solutions to these challenges to support analysts to tackle them.
- A pilot survey of the diversity of leaders in public sector bodies and how workforce diversity data is collected was conducted to inform future work around workforce and public leader diversity. Alongside the survey a literature review is appraising strategies to increase diversity, barriers to recruitment, retention and career progression, methods for monitoring diversity and the benefits and impacts of diversity. The survey was issued in summer 2023 and a report on the pilot is due early in 2024; this will include recommendations for an ongoing regular collection of equality information on Public Sector Bodies Boards.
- A feasibility assessment of an ethnicity sample boost to the National Survey for Wales is being undertaken. For this an in-house rapid review of potential sample boost options has been completed, and a technical assessment of sampling approaches has been commissioned..
- A Census statistical release was published on July 5th, 2023. This provides summary data on ethnic groups by health, housing, education outcomes and economic status for individuals and households who were usual residents of Wales at the time of the census, on 21 March 2021. This will form one of the baselines for the evaluation of the ArWAP. The RDEY is exploring options for further data analysis using Census data e.g., intersectionality.
- An ethnicity sub-report of the Wellbeing of Wales annual report was published on September 28<sup>th</sup>, 2023.

The RDEU work on developing a framework to set out how to measure and evaluate the impact of the ArWAP across Welsh Government and the wider public sector is being carried out in partnership with the EAG evidence subgroup involving members who have an interest and expertise in measurement. The draft framework currently sets out how the ArWAP intends to elicit change from action to goals, evidence of seeing the desired change and the overall aim of an anti-racist Wales.

The development of such a framework relies heavily on the collection of high-quality data and evidence to measure changes to practices and outcomes within policy areas as well as overall outcomes for people.

The RDEU will focus on collecting lived experiences of people from ethnic minority backgrounds in order to measure and understand impact and progress on-the-ground. The unit is seeking to work closely with those with lived experience (using connections through the EAG research and evidence subgroup) to ensure their views are included.

Whilst the unit acknowledge this is a key aspect of its work, this type of research is time and resource intensive and the unit is considering carefully how to deliver this work effectively. It is also important to note some of the challenges in this such as ensuring that we do not overburden participants and ensuring adequate remuneration, and that we act upon the evidence we gather. The unit works closely with colleagues in the equality and disability evidence units who are developing an approach to co-producing research including addressing and overcoming the challenges.

The RDEU supports policy areas and analysts to measure progress within their areas and to:

- Highlight the importance of having a consistent approach to the collection of ethnicity data;
- understand what ethnicity data and evidence is being collected and identify gaps;
- provide advice, guidance and support to policy and analytical colleagues in the collection and analysis of ethnicity data and evidence;
- disseminate lessons learnt about good practice and challenges;
- influence the collection of ethnicity data and evidence and ensure it supports the aim of developing measurement indicators to show the impact of the plan;
- mainstream the collection of ethnicity data and evidence throughout research being undertaken by Welsh Government.

The various published and on-going RDEU projects will address some of the priority gaps in evidence in turn feed into the evaluation framework. The ArWAP evaluation framework will provide the roadmap for how to address gaps in both quantitative and lived experience evidence for the ArWAP.

The RDEU recognise that the task of improving the collection of ethnicity data and evidence and evaluating the impact of ArWAP is considerable and cannot be undertaken without close partnership with a wide range of internal and external stakeholders, including public sector partners and those with lived experience. The following example is just one of the many ways they are working with others to address gaps by influencing the collection of ethnicity data and evidence and ensure it supports the evaluation of the impact of the ArWAP:

### *Case Study: Education and the RDEU*

- Further Education policy colleagues wanted to undertake qualitative research designed to better understand the lived experiences of ethnic minority learners and staff in the Further Education, apprenticeship and adult learning sectors, including their experiences of racial discrimination and harassment and their views on what needs to change to achieve the anti-racist Wales ambition. They supported colleagues to specify, procure and quality assure the work to ensure it put the lived experiences of ethnic minority people at the centre of the design and delivery of the research, both by ensuring that ethnic minority people play lead roles in delivering this contract, and by ensuring that the outcomes of the qualitative research are used to shape the continued delivery of anti-racist actions for the FE sector.
- They are using the lessons learnt from undertaking this piece of lived experience research both in procuring and conducting the research to inform our own practice and disseminate this to policy and analytical colleagues. This research was [published](#) on October 5th, 2023.

Following publication of the ArWAP evaluation framework, the RDEU will continue to work with policy areas to support them to improve priority evidence and performance measures in their areas. In later phases of the data audit the RDEU will look beyond the scope of the ArWAP, with a view to improve ethnicity evidence in partnership with analytical colleagues more widely.

# Agenda Item 3.1



Plismona  
yng Nghymru  
Policing in Wales



COMISIYNYDD  
HEDDLU A THROSEDDU  
DYFED-POWYS  
POLICE AND CRIME  
COMMISSIONER



COMISIYNYDD Iń  
HEDDLU A THROSEDDU  
GWENT  
POLICE AND CRIME  
COMMISSIONER



SWYDDY A COMISIYNYDD HEDDLU  
A THROSEDDU Gogledd Cymru  
OFFICE OF THE POLICE & CRIME  
COMMISSIONER NORTH WALES



South Wales  
Police and Crime Commissioner  
Comisiynydd yr Heddlu a Throseddau  
De Cymru



**Jenny Rathbone MS**  
Chair, Equality and Social Justice  
Committee  
Senedd Cymru/Welsh  
Parliament

**Emma Wools**  
Deputy Police and Crime  
Commissioner for South Wales

17<sup>th</sup> November 2023

Dear Jenny,

**Re: Inquiry into the Public Health Approach to Preventing Gender Based Violence (Policing in Wales Submission) – Perpetrator Programmes**

Please find attached a supplementary report prepared on our behalf by Chief Superintendent Ian Roberts. This provides the additional information, as requested in your letter dated 31<sup>st</sup> October 2023.

If you require any further information or assistance, please do not hesitate to get in touch.

Yours sincerely,

**Emma Wools**

**Deputy Police and Crime Commissioner for South Wales**

For, and on behalf of Policing in Wales Executive Group

Ty Morgannwg, Pencadlys yr Heddlu  
Pen-y-Bont ar Ogwr, CF31 3SU  
f: 01656 869366  
e: [comisiynydd@heddlu-de-cymru.pnn.police.uk](mailto:comisiynydd@heddlu-de-cymru.pnn.police.uk)  
g: [southwalescommissioner.org.uk](http://southwalescommissioner.org.uk)

Ty Morgannwg, Police Headquarters,  
Bridgend, CF31 3SU  
t: 01656 869366  
e: [commissioner@south-wales.pnn.police.uk](mailto:commissioner@south-wales.pnn.police.uk)  
w: [southwalescommissioner.org.uk](http://southwalescommissioner.org.uk)

Mae'r Comisiynydd a'i dîm yn croesawu gohebiaeth yn Gymraeg neu Saesneg  
The Commissioner and his team welcomes correspondence in Welsh or English



Plismona  
yng Nghymru  
Policing in Wales



**Senedd Cymru/Welsh Parliament**

**Equality and Social Justice Committee Inquiry**

# **Inquiry into the Public Health Approach to Preventing Gender-based Violence**

## **Perpetrator Programmes**

**Submission on behalf of  
Policing in Wales**

<b>Author</b>	Chief Superintendent Ian Roberts
<b>Role</b>	VAWDASV/VAWG and Anti-Racism Lead, Policing in Wales
<b>Contact</b>	lan.w.roberts@gwent.police.uk
<b>Date</b>	17 <sup>th</sup> November 2023

## Introduction

This report provides supplementary information to the inquiry, following the submission of earlier reports dated 25<sup>th</sup> August and 13<sup>th</sup> October 2023. Oral evidence was provided by senior representatives of the Policing in Wales executive group on 10<sup>th</sup> July.

Further to the report submitted on 13<sup>th</sup> October, this report summarises existing community-based, non-statutory domestic abuse perpetrator programmes that are either commissioned by, or available to police forces in Wales. It also responds to further clarification, as requested by the inquiry committee in its most recent letter dated 31<sup>st</sup> October.

## Summary of Perpetrator Programmes

### Dyfed-Powys Police Area

Programme	Attendance	Referral route	Eligibility	Funding	Longevity
Choices	Voluntary	Can take referrals from any agency	Open – community based	Funded jointly by strategic VAWDASV partners	Annual funding, moving towards multi-year arrangement
Stalking intervention	Voluntary	Police only	Identified based on risk	Funded jointly by strategic VAWDASV partners	Annual funding, moving towards multi-year arrangement
Intervention Hub	Voluntary	Can take referrals from any agency	Open – community based	Funded jointly by strategic VAWDASV partners	Annual funding, moving towards multi-year arrangement
Integrated Family Support Service	Voluntary	Can take referrals from any agency	Open – community based	Funded by Home Office DA Perpetrator Funding originally, now funded by PCC	Yearly funding approval

## South Wales Police Area

Programme	Attendance	Referral route	Eligibility	Funding	Longevity
Drive Project	Voluntary	MARAC	High risk- multi agency selection through MARAC	Funded by PCC	Multi-year arrangement, current cycle...
Family Intervention Programme	Voluntary	Third party organisation or self (predominantly Children's Services)	Open community based- Whole Family Approach	Funded by PCC	Annual funding
Clear	Voluntary	Open- Prevention work often self-referral or Children's services.	Community based early intervention- not high risk	Funded by PCC and by strategic VAWDASV partners	Annual funding
Driving Change	Voluntary	Third party organisation or self	Medium/ Standard risk	Funded by strategic VAWDASV partners	Annually
Equilibrium	Voluntary	Third party organisation or self (predominantly Children's Services)	Medium/ standard risk	Funded by Local Authority	Multi-year funding (core business)
Inspiring Families	Voluntary	Third party organisation or self	Parties with children, looking to continue relationship		
Re-provide	Voluntary	Self-referrals	Males who have been using violence		

## North Wales Police Area

Programme	Attendance	Referral route	Eligibility	Funding	Longevity
Relate Cymru – Choose2Change	Voluntary			Welsh Government Regional VAWDASV Grant	Annually
Intervention Hub	Voluntary	Can take referrals from any agency	Open – community based		Commissioned service stopped in 2023/24 due to lack of integrated partner support.
ADAPT	Voluntary	High risk-multi agency selection through MARAC	High risk/high harm	MOJ Perpetrator fund	

## Gwent Police

Programme	Attendance	Referral route	Eligibility	Funding	Longevity
Phoenix DAS	Voluntary	Any agency can refer		Spot purchase arrangements	

### **Policing in Wales Considerations**

Tackling violence against women in girls has been reflected as a priority for PCC's and Chief Constable's in their plans for some time. In February 2023, The Home Office announced that Violence Against Women and Girls was to be added to the list of national policing priorities, set out in the Strategic Policing Requirement (SPR). This means that the issue has the same status as other threats to public safety such as terrorism, serious and organised crime, public disorder, cyber-attacks, child sexual abuse and exploitation, and fraud.

In the spring of this year, Police and Crime Commissioners and Chief Constables in Wales invested in the creation of a new Chief Superintendent role to help lead the work on VAWDASV/VAWG and Anti-Racism work across the four forces. The current post holder is Chief Superintendent Ian Roberts.

The Strategic Policing Requirement requires PCC's and Chief Constables to have due regard to national policing priorities when setting out their Police and Crime Plans and Operational Delivery Plans, and then allocating resources. The SPR also aims to ensure consistent and

cohesive approaches across force boundaries, and that effective partnerships are in place at all levels.

Whilst PCC's and Chief Constables are primarily accountable to their local communities and will shape services according to local context, the Policing in Wales structure aims to ensure common approaches wherever it is appropriate, feasible, and beneficial to the people of Wales.

PCC's face challenging decisions when deciding where to invest limited commissioning budgets. Currently, there is little consistency in the availability of appropriately accredited perpetrator services in each force area, and there are concerns about completion rates and outcomes, where attendance is voluntary.

That said, the South Wales PCC has made a significant investment in the development of the Drive programme, and this is an example of a successful perpetrator intervention programme, underpinned by ongoing evaluation.

### **Why is Attendance Voluntary?**

Attendance is voluntary for two main reasons:

1. Existing non-statutory programmes usually require a perpetrator to accept their behaviour and be willing to engage in change.
2. Police have no powers to require attendance or completion of a perpetrator programme without a conviction in the Criminal Courts.

Where a case is prosecuted and there is a criminal conviction, statutory programmes can be mandated as part of an offender's rehabilitation order.

Family Courts can also place certain requirements on perpetrators to attend programmes commissioned by the MOJ during civil proceedings.

### **Developments in the Gwent Region**

Below is a summary from the Gwent Police PCC's office, summarising, the actions being undertaken to improve access to perpetrator programmes in the region. Similar work is being undertaken, or will be taken, in all force areas and will be brought together through the Task Force arrangements.

*'A Tackling Perpetration Needs Assessments has been commissioned to undertake on behalf of the VAWDASV partnership and OPCC. This will inform the Serious Violence strategic needs assessment /VAWDASV programme of work.*

*First phase – A problem profile for VAWDASV in Gwent to be included in the Serious Violence Strategy. The strategy is to be completed by the end of January 2024. The profile will include data from partners to illustrate the profile of VAWDASV in the region.*

*Second phase – A longer term piece of work as part of the VAWDASV Delivery Plan to understand what interventions are available for perpetrators of all forms of VAWDASV in*

*Gwent and to determine what is needed to address the scope from Early Intervention and Prevention to Criminal Justice interventions.*

*This work will include the following key activities:*

- *Map existing and planned provision for VAWDASV perpetrators across Gwent.*
- *Analysis of available data relating to VAWDASV perpetration in Gwent.*
- *Identify sources of funding for perpetrator activity in the region.*
- *Examine the infrastructures for existing provision.*
- *Develop a problem profile of VAWDASV perpetration in Gwent.*
- *Prepare a report that examines all of the above.*

*In Gwent, there is currently limited provision from the Phoenix DAS offer of spot purchased DA programmes. Phoenix DAS was previously commissioned by the OPCC in Gwent, however a decision was made to decommission due to low referrals. Another issue was that perpetrators had to accept full responsibility for their actions to access the programme and due to the course being voluntary there was nothing to enforce engagement which also resulted in low numbers.*

*Building Better Relationships (BBR) is provided by HMPPS Interventions Services for those with a probation order. BBR is for adult men convicted of an Intimate Partner Violence (IPV) offence. BBR is a moderate-intensity cognitive-behavioural programme which recognises that IPV is a complex problem which is likely to have multiple causes. BBR responds to individual needs and provides opportunities to develop skills for managing thoughts, emotions, and behaviours.*

*Reducing the harm caused by Domestic Abuse (DA) is a priority for Gwent OPCC/Police and is a key commitment in the Gwent Police and Crime Plan. This is underpinned by the Welsh Government VAWDASV Workstream as well as the NPCC VAWG Strategy. Tackling Perpetrators of DA is also a pillar of the Gwent Regional VAWDASV Plan. The OPCC were successful in submitting a bid to the Home Office's DA perpetrator fund to seek funding for a DA perpetrator intervention in line with Project CARA and additional resources for MATAAC, a risk management approach for DA perpetrators.*

*CARA - Project CARA sits within the criminal justice system as an early 'awareness raising diversionary' intervention targeting offenders who have received a Conditional Caution. Through engagement in two workshops and feedback from victims, CARA enables offenders to understand what domestic abuse is, the impact and its consequences. Workshops are designed to maximise engagement with offenders and to nudge them into specialist services with the aim of reducing reoffending. This is joint commissioned with South Wales. Launch date in Gwent is 20/11/23.*

*MATAAC – Gwent Police have recently introduced the Multi-Agency Tasking and Coordination (MATAAC) process. This is where the highest risk repeat domestic abuse perpetrators are discussed in a multi-agency forum to divert, disrupt, and prevent offending. This is being piloted for 18 months and the first MATAAC in Wales. Although MATAAC has been running for a few years, there has been issues with staffing and commitments as this was supplementary*

*to existing roles. However, now with additional funding from the Home Office's DA perpetrator fund, Gwent Police are in the process of recruiting dedicated staff. Expected launch date is January 2024.*

*DAPO – The expected launch date is May 2024, subject to operational readiness. The Electronic Monitoring element has been delayed, launch date November 2024 (HO and MOJ accepted operationally forces need time to prepare). Regarding Perpetrator Programmes, virtual opportunities are being explored by the HO/MOJ provided by other services across the border. Also, Gwent are having to utilize existing services within the area linked to offending behaviour such as substance misuse/alcohol, mental health intervention etc. HO/MOJ have also alluded to the idea of top up funding being provided for selected programme providers, selected to carry out the role of responsible person.'*

### **Evaluation of Perpetrator Programmes in South Wales Police Area**

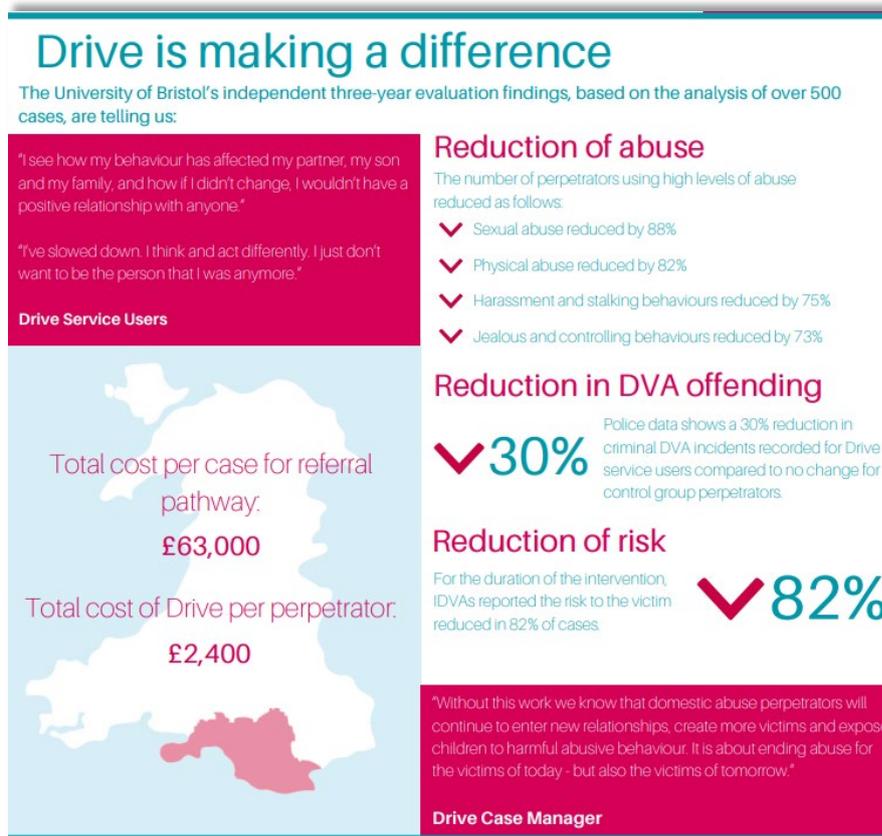
The Drive Project underwent a large-scale evaluation which was published in 2020. It is now in the early stages of the second round of evaluation funded by the PCC to expand the knowledge base and identify ways to enhance the service further.

The Family Intervention Programme was independently evaluated in 2020, however the evaluation was significantly impacted by the COVID pandemic, so discussions are underway with the researchers to replicate and enhance the original evaluation.

Clear has been evaluated as part of the wider 'Change that Lasts Approach' evaluation, this in it's final stages of completion and we are awaiting the final report.

CARA has been extensively evaluated in other areas of the UK with significant positive results [PsyArXiv Preprints | The CARA \(Cautioning and Relationship Abuse\) Service Theory of change, impact evaluation and economic benefits study report \(osf.io\)](#)

Figure 1. – Key Findings of the Drive Programme Evaluation



## Next Steps

Changes in Ministry of Justice Policy on the use of pre-court diversion in domestic abuse cases will now enable police forces across the country to adopt the CARA (Cautioning and Relationships Abuse) model which has been subject to extensive evaluation, as explained in a previous submission to the inquiry. This paves the way for greater standardisation and places a requirement on perpetrators to engage as part of a conditional cautioning model.

Policing in Wales recognises the importance of perpetrator programmes at all levels of prevention work (primary, secondary, and tertiary), and as part of a public health approach to ending violence against women, domestic abuse, and sexual violence. The demand for perpetrator programmes far outweighs the budgets available to PCC's and so a whole systems response is essential. For that reason, Policing in Wales are active members of the VAWDASV Blueprint, and contributing to the work of the 'Tackling Perpetrators' workstream.

Policing in Wales has also established its own VAWDASV/VAWG Task Force, which is led Chief Constable Amanda Blakeman, and has senior PCC and force representation. This group aims to develop common approaches across police organisations in Wales on the key issues relating to VAWDASV, including perpetrator programmes. Gwent and South Wales Police forces are currently working together on the roll out of the CARA model, with a view to wider expansion across Wales following the initial pilot during 2024.

October 31 2023

Dear Emma

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

Thank you to you and your colleagues for providing additional information regarding Perpetrator Programmes as contained within Chief Superintendent Thomas' report dated 13 October 2023.

We noted the report at our meeting on 23 October and agreed to follow-up on the points below:

Would it be possible for both the South Wales Police Area and the North Wales Police Area to present their data as table with specific categories like Dyfed Powys Police, i.e.: Programme, Attendance, Referral route, Eligibility, Funding and Longevity? Members found the presentation of information in that way to be most helpful and would welcome comparable data for the other police force areas.

What consideration has been given to creating a common approach to Perpetrator Programmes across Wales?  
What assessment has been made of the effectiveness of current arrangements?

Could you please outline why the Perpetrator Programmes listed are only voluntary and not mandatory?

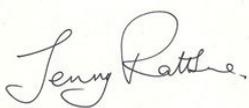
How do the Perpetrator Programmes in your submission from Policing in Wales interact with those run by the Ministry of Justice?

With regards to Gwent please confirm:

whether plans for replacement Perpetrator Programmes are underway and the date upon which they will begin running;  
whether the running of a Perpetrator Programme is dependent upon funding from the Home Office; and  
how the proposed pilot of Domestic Abuse Protection Orders can take effect without a Perpetrator Programme up and running within the police force area?

I would be most grateful to receive your response by 10 November 2023.

Yours sincerely



**Jenny Rathbone MS**

Chair, Equality and Social Justice Committee

Croesewir gohebiaeth yn Gymraeg neu Saesneg. We welcome correspondence in Welsh or English.



Comisiwn  
Cydraddoldeb a  
Hawliau Dynol

Equality and  
Human Rights  
Commission

## Agenda Item 3.2

Jenny Rathbone MS  
Chair of the Equality and Social  
Justice Committee  
Sent via email

Thursday 16 November 2023

Dear Minister,

### **Subject: Equality and Human Rights Monitor: Is Wales Fairer? 2023**

I am writing to bring to your attention our landmark [report](#) into the state of equality and human rights in Wales in 2023. This report focuses on the Welsh context and sits alongside our report on [Britain](#) which sent to the UK Parliament and published today (16 November) In particular, we would like to highlight findings and recommendations relevant to you as Chair of the Equality and Social Justice Committee.

Following on from our last “Is Wales Fairer?” report in 2018, the Equality and Human Rights Monitor: Is Wales Fairer 2023 draws on the comprehensive data outlined in our [to assess progress on equality and human rights over the last](#)

---

Bydd y Comisiwn yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg.

The Commission welcomes correspondence in Welsh or English.

**Ff/T:** 029 2044 7710

**E:** [correspondence@equalityhumanrights.com](mailto:correspondence@equalityhumanrights.com)

Tŷ'r Cwmnïau (Llawr 1af),  
Ffordd y Goron, Caerdydd, CF14 3UZ

Companies House (1st Floor),  
Crown Way, Cardiff, CF14 3UZ

[equalityhumanrights.com](http://equalityhumanrights.com)



five years across Wales.

Overall, we have found that there have been significant challenges to equality and human rights over the last five years including:

- the profound impact of the COVID-19 pandemic
- the UK's departure from the European Union
- the period of high inflation as well as the economic impact of the war in Ukraine

These events have exacerbated some persistent, long-term inequalities. For example, the data shows that whilst more young people have been reporting mental health conditions since 2010, the numbers rose further during the pandemic and remain high.

These events have also been a catalyst for new trends. For example, the increase in home working has benefitted parents, older and disabled people, and those with caring responsibilities.

You can read the full report on our website. I would particularly like to draw your attention to some of our findings where we have seen that:

---

Bydd y Comisiwn yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg.

The Commission welcomes correspondence in Welsh or English.

**Ff/T:** 029 2044 7710

**E:** [correspondence@equalityhumanrights.com](mailto:correspondence@equalityhumanrights.com)

Tŷ'r Cwmnïau (Llawr 1af),  
Ffordd y Goron, Caerdydd, CF14 3UZ

Companies House (1st Floor),  
Crown Way, Cardiff, CF14 3UZ

[equalityhumanrights.com](http://equalityhumanrights.com)



- The education attainment gap at foundation phase level between disabled and non-disabled children has widened and disabled adults are less likely to be employed than non-disabled adults.
- There has been a drop in the proportion of rape offences recorded against women that result in charges. Black or mixed ethnic people are more likely to have experienced sexual assault in the past year than other ethnic groups.
- There are significant equality and human rights data gaps in Wales, particularly for the protected characteristics of religion, gender reassignment, and sexual orientation in all areas of life and additionally for race in the areas of tertiary education and health.
- The proportion of public appointments of people from ethnic minority backgrounds has increased in recent years and women's representation in local government and as chief executives in public appointments has risen.

Our report also sets out recommendations to address these findings, including for:

- The Welsh Government, local authorities and schools should address the widening attainment gap between disabled and non-disabled children and the under-representation of disabled people participating in and completing apprenticeships.
- The Welsh Government, police forces and other members of the Wales Criminal Justice Partnership Board should better understand ethnic disparities in experiences of sexual assault and ensure that charge

---

Bydd y Comisiwn yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg.

The Commission welcomes correspondence in Welsh or English.

**Ff/T:** 029 2044 7710

**E:** [correspondence@equalityhumanrights.com](mailto:correspondence@equalityhumanrights.com)

Tŷ'r Cwmnïau (Llawr 1af),  
Ffordd y Goron, Caerdydd, CF14 3UZ

Companies House (1st Floor),  
Crown Way, Cardiff, CF14 3UZ

[equalityhumanrights.com](http://equalityhumanrights.com)

rates for hate crimes, sexual assault, and rape are appropriate to reported and recorded levels.

- We recommend that the Welsh Government and all public bodies identify how they can better understand issues and fill evidence gaps by the protected characteristics of religion, gender reassignment, and sexual orientation to meet the needs of their communities.
- To increase diversity in political representation and to ensure that diversity data is collected, the Welsh Government and the Senedd Commission should call on the UK government to commence section 106 of the Equality Act 2010 in relation to Senedd elections, to transfer the powers to do so, or to legislate for the Senedd electoral arrangements.

As you will be aware, public authorities are required under the [Public Sector Equality Duty \(PSED\)](#) to publish specific and measurable equality objectives.

Our recommendations are designed to support the development of these objectives and help ensure that this legal obligation can be performed in a way that is strategic and focused on the most significant equality challenges identified by the data.

I would encourage you to consider how our findings and recommendations can inform the work of the Equality and Social Justice Committee and support scrutiny of the actions and progress of Welsh Government and public bodies in

---

Bydd y Comisiwn yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg.

The Commission welcomes correspondence in Welsh or English.

**Ff/T:** 029 2044 7710

**E:** [correspondence@equalityhumanrights.com](mailto:correspondence@equalityhumanrights.com)

Tŷ'r Cwmnïau (Llawr 1af),  
Ffordd y Goron, Caerdydd, CF14 3UZ

Companies House (1st Floor),  
Crown Way, Cardiff, CF14 3UZ

[equalityhumanrights.com](http://equalityhumanrights.com)



Wales to address inequalities.

We would be keen to discuss these findings and recommendations in more detail and would be delighted to offer you a meeting at your convenience.

Yours sincerely,

Rev Ruth Coombs

Head of Wales, Equality and Human Rights Commission

**Direct telephone:** 029 2044 7720

---

Bydd y Comisiwn yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg.

The Commission welcomes correspondence in Welsh or English.

**Ff/T:** 029 2044 7710

**E:** [correspondence@equalityhumanrights.com](mailto:correspondence@equalityhumanrights.com)

Tŷ'r Cwmnïau (Llawr 1af),  
Ffordd y Goron, Caerdydd, CF14 3UZ

Companies House (1st Floor),  
Crown Way, Cardiff, CF14 3UZ

[equalityhumanrights.com](http://equalityhumanrights.com)



Llywodraeth Cymru  
Welsh Government

Huw Irranca-Davies MS  
Chair  
Legislation, Justice and Constitution Committee  
Senedd Cymru

[SeneddLJC@senedd.wales](mailto:SeneddLJC@senedd.wales)

23 November 2023

Dear Chair

**Inter-Institutional Relations Agreement: 40<sup>th</sup> British-Irish Council Summit**

I am writing in accordance with the inter-institutional relations agreement to notify you of the 40<sup>th</sup> Summit meeting of the British-Irish Council, which will take place this week and is being hosted by the Government of Ireland.

I will be attending the summit in person. As well as the usual opportunity for a general update on issues, the theme of the Summit is 'Transforming Children's Lives: Tackling Child Poverty and Improving Wellbeing'

A communiqué will be agreed by the Council at the Summit detailing the discussions held, and I will write to share these with you. I will also update the Senedd with a written statement in due course.

I have also copied this letter to the Climate Change, Environment, and Infrastructure Committee, the Local Government and Housing Committee, the Culture, Communications, Welsh Language, Sport, and International Relations Committee, and the Equality and Social Justice Committee.

Yours sincerely

**MARK DRAKEFORD**

Bae Caerdydd • Cardiff Bay  
Caerdydd • Cardiff  
CF99 1SN

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

[Gohebiaeth.Mark.Drakeford@llyw.cymru](mailto:Gohebiaeth.Mark.Drakeford@llyw.cymru)  
[Correspondence.Mark.Drakeford@gov.wales](mailto:Correspondence.Mark.Drakeford@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.

Document is Restricted

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

Document is Restricted

Document is Restricted