

Agenda – Equality and Social Justice Committee

Meeting Venue:

Committee Room 3 (Senedd)

Meeting date: 14 July 2025

Meeting time: 13.00–17.00

For further information contact:

Rhys Morgan

Committee Clerk

0300 200 6565

SeneddEquality@senedd.wales

Pre-meeting

(12:30–13:00)

Public meeting

(13:00–15:30)

1 Introductions, apologies, substitutions and declarations of interest

(13:00)

2 The criminal justice system in Wales: Ministerial scrutiny session – session one

(13:00–14:00)

(Pages 1 – 21)

Jane Hutt MS Cabinet Secretary for Social Justice, Trefnydd and Chief Whip

Sarah Murphy MS Minister for Health and Well Being

Mike Connolly, Deputy Director, Community Safety Division, Welsh Government

Alex Slade, Director of Primary Care, Mental Health & Early Years, Welsh Government

Break

(14:00–14:05)

3 The criminal justice system in Wales: Ministerial scrutiny session – session two

(14:05–15:30)



Lord Timpson, Minister of State for Prisons, Probation and Reducing Reoffending, Ministry of Justice

Ian Barrow, Executive Director for HMPPS Wales

4 Papers to note

(15:30)

4.1 Correspondence from the Llywydd to the Chair regarding the Chair's Forum's consultation on 'Reviewing Committee Effectiveness in the Sixth Senedd'

(Page 22)

4.2 Correspondence from the Legislation, Justice and the Constitution Committee to the Minister for Mental Health and Well Being regarding HMP Parc Prison

(Pages 23 – 24)

4.3 Correspondence from the Cabinet Secretary for Social Justice, Trefnydd and Chief Whip to the Chair of the Legislation, Justice and the Constitution Committee regarding the Inter-Institutional Relations Agreement

(Page 25)

4.4 Correspondence to the Chair from the Cabinet Secretary for Social Justice, Trefnydd and Chief Whip regarding the EU Settlement Scheme in Wales

(Pages 26 – 31)

5 Motion under Standing Order 17.42 (vi) to exclude the public for items 6,8 & 9 of today's meeting and for the entirety of the Committee meeting on 21 July 2025

Private meeting

(15:30–16:00)

6 The criminal justice system in Wales: Ministerial scrutiny session – consideration of evidence

(15:30–15:45)

Break

(15:45–16:00)

Public meeting

(16:00–16:40)

- 7 Pre-appointment hearing for the National Adviser for Violence Against Women, Gender-based Violence, Domestic Abuse and Sexual Violence**

(16:00–16:40)

(Pages 32 – 60)

Private meeting

(16:40–17:00)

- 8 Pre-appointment hearing for the National Adviser for Violence Against Women, Gender-based Violence, Domestic Abuse and Sexual Violence – consideration of draft report**

(16:40–16:50)

- 9 Social cohesion: initial consideration of draft report**

(16:50–17:00)

(To Follow)

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Senedd Committees

Via e-mail

8 July 2025

Consultation: Reviewing Committee Effectiveness in the Sixth Senedd

Dear Chair,

You will be aware that the Chairs' Forum is currently considering how committees have operated during the Sixth Senedd. The aim of this work is to identify whether committee procedures and practices can be improved to ensure the scrutiny function is as effective as possible, and to use this information to inform the Seventh Senedd. The Forum is keen to consider wider cultural issues around the operation of Senedd committees, as well as practical matters such as size and function.

The Future Senedd Committee has also made a [number of recommendations](#) to the Forum about the committee system and considerations for the Seventh Senedd, and these have been factored into our work on this matter.

The Forum has launched a [consultation](#), and we would be grateful for the views of individual Committees on the questions in the [consultation document](#), and any reflections that you may consider relevant by **12 September 2025**.

Yours sincerely,



Elin Jones MS/AS

Chair

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



**Legislation, Justice and
Constitution Committee**

Welsh Parliament
Cardiff Bay, Cardiff, CF99 1SN
SeneddLJC@senedd.wales
senedd.wales/SeneddLJC
0300 200 6565

Sarah Murphy MS
Minister for Mental Health and Wellbeing

8 July 2025

Dear Sarah

HMP/YOI Parc

You may be aware that members of the Legislation, Justice and Constitution Committee and the Equality and Social Justice Committee visited Parc Prison in June 2025, following a previous visit by the Legislation, Justice and Constitution Committee in December 2024.

During the visit, Members were told by senior leaders at the prison about issues relating to disproportionately lengthy ambulance response times to calls from the prison, and also issues relating to the continuity of healthcare provided to prisoners that have experienced multiple prison transfers. In respect of this latter issue, Members were told that some prisoners had experienced medication that was previously prescribed to them at one Welsh prison being withdrawn during their admission to another prison due to different approaches by health boards, with associated impacts on their health and wellbeing.

Members agreed to bring these issues to your attention. I would be grateful to receive a response addressing these points by 10 September 2025.

I am copying this letter to the Chair of the Health and Social Care Committee and the Chair of the Equality and Social Justice Committee.

Yours sincerely,

Mike Hedges

Mike Hedges

Chair



Agenda Item 4.3

Jane Hutt AS/MS
Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y
Trefnydd a'r Prif Chwip
Cabinet Secretary for Social Justice, Trefnydd and Chief Whip



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref JH/PO/338/25

Mike Hedges MS
Chair
Legislation, Justice and Constitution Committee
Welsh Parliament
Cardiff Bay
CF99 1SN

SeneddLJC@senedd.wales

9 July 2025

Dear Mike,

Further to my letter of 23 June 2025 and in accordance with the Inter-Institutional Agreement, I am writing to draw to your attention to a [Written Ministerial Statement](#) summarising discussions at the inaugural 4 Nations Inter-Ministerial Group (IMG) meeting on Work and Pensions on 26 June 2025.

I am copying this letter to Chair of the Equality and Social Justice Committee.

Yours sincerely,

Jane Hutt AS/MS

Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y Trefnydd a'r Prif Chwip
Cabinet Secretary for Social Justice, Trefnydd and Chief Whip

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Gohebiaeth.Jane.Hutt@llyw.cymru
[@gov.wales](https://twitter.com/Correspondence.Jane.Hutt)

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

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

Jane Hutt AS/MS
Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y
Trefnydd a'r Prif Chwip
Cabinet Secretary for Social Justice, Trefnydd and Chief Whip

Jenny Rathbone MS
Chair, Equality and Social Justice Committee
Senedd Cymru
Cardiff Bay
Cardiff
CF99 1SN

SeneddEquality@senedd.wales

24 June 2025

Dear Jenny Rathbone MS

Thank you for your letter of 5 June 2025. I note the questions you have raised within your correspondence, and I provide a response to those questions below:

Raising awareness of the EU Settlement Scheme (EUSS) in Wales

I have awarded Settled £140,000 to continue to deliver EUSS advice services in 2025-26 for all EU citizens and their families who are resident here in Wales. Through this grant Settled will be raising awareness of the EUSS through workshops, community cultural celebrations, information sharing on social media, liaising with national news outlets and information leaflets in several languages.

This funding enables Settled to target outreach work, including in local communities, across North and South Wales, with higher numbers of EU residents. This valuable service is delivered in venues well attended by these groups, including the older population and those from Eastern European countries.

Settled also provides support for complex and late applications, liaising with UK Government to monitor and respond to issues. This includes information on late applications and any arising issues are provided to Welsh Government quarterly.

The Home Office has also announced that Settled will receive grant funding to provide continued EUSS advice services across the whole of the UK, with a focus on providing support to those who cannot be automatically upgraded from pre-settled status to settled status.

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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.

Through this funding Settled provides targeted multilingual services to support vulnerable groups including Eastern European Nationals, in particular the Roma community, who represent the largest group supported this quarter.

Settled collaborates with partners to facilitate an effective referral system for late applications and complex cases, especially among Roma clients. Outreach locations across north and south Wales are key access points for these communities.

Additionally, five local authorities from Wales have registered to attend a series of workshops delivered by the Home Office Vulnerability Team, specifically for social workers supporting Roma families.

My officials continue to engage with officials within the Home Office regarding collective targeted communications, however there is a lack of Home Office data relating to elderly citizens in Wales still to apply to EUSS. Both the Welsh Government and the UK Government have agreed improvement of this could assist with evidencing a future plan for increased targeted outreach.

We will continue to collaborate with Settled to review and enhance targeted outreach efforts aimed at specific cohorts. This partnership is crucial to ensure that all communities receive the necessary support and information.

Detailed information on the EUSS and the rights that that status confers is published on the Welsh Government [Sanctuary website](#) and the [EU Citizens' Rights factsheets](#). Both are designed to raise awareness and inform EU citizens about their rights and how to access them effectively.

We will continue to monitor ongoing demand for support to EU citizens in Wales, with future support contingent on analysis of ongoing need.

Pre-settled status

We regularly engage with UK Government regarding the changes to the EUSS and have, voiced concerns at all stages of development and implementation, especially regarding the introduction of automation. We have not been made aware of significant issues as a result of the first phase of changes introduced to the EUSS and are committed to ensuring a continued coordinated and collaborative approach. We are awaiting further clarity from UK Government regarding how the second phase of the desk-based automation will be delivered and my officials continue to meet regularly to discuss developments. I understand the roll out of the second phase of automation is anticipated for early Autumn.

Regular requests regarding data sharing have and continue to be made to the UK Government, most recently within my letter to Minister Seema Malhotra MP on the Immigration White Paper as well as within the Safety, Security and Migration IMG meeting on 21st May 2025. The UK Government are currently unable to provide Wales-specific data on the number of pre-settled citizens who have been automatically upgraded to settled status but my officials continue to raise the importance of that data being available for the planning of ongoing support.

While data sharing between the UK and Welsh governments remains unchanged, I am encouraged by the UK Government's commitment in the recent Immigration White Paper to improving data sharing. This positive step indicates enhanced collaboration and support for EU citizens in the future.

I am also pleased to see that UK Government have included amendments in the Border Security, Asylum and Immigration Bill that will mean that pre-settled status and settled status will now confer the same rights; regardless of whether an individual is deemed as the true cohort or additional cohort, better aligning to the rights and protections of the Withdrawal Act Agreement (2020).

My officials continue to engage in regular discussions with the UK Government regarding how best we collectively support EU citizens resident in the UK. The Safeguarding User Group and Devolved Government meetings provide a collaborative and open space for discussion and information sharing.

We will continue to maintain engagement with the UK Government and wider stakeholders to ensure that supportive messages are effectively communicated.

Home Office review

Whilst I am not aware that there are any issues regarding EU citizens in Wales who no longer meet the requirements of settled status we will continue to monitor this through our extensive stakeholder networks and meetings with UK Government. As mentioned above my officials will also continue to push for data for Wales so that we can adequately monitor the impact of the automation process.

On 21st May 2024 the UK Government [announced](#) further changes to the EU Settlement Scheme (EUSS) following the Independent Monitoring Authority's (IMA) successful High Court challenge against the Home Office. Amongst other things, those changes ensure those with status under the EUSS do not risk losing their immigration status if they do not apply to switch from pre-settled status to settled status. This has gone some way to reassuring the Welsh Government that EU citizens with EU pre settled and settled status are treated fairly and equitably. It also gives EU citizens the confidence that their status will continue and will continue to confer to them their full rights should they ever need to rely on them.

As you've mentioned in your correspondence, earlier this year the Home Office also introduced a process to automatically convert eligible pre-settled status holders to settled status without requiring a formal application to the EU Settlement Scheme (EUSS). This significantly reduces the burden on individuals and supports the ambition to ensure everyone eligible for settled status obtains it. The first phase uses tax and benefits data, while the second phase, planned for later this year, is anticipated to use travel data and introduce a manual case working function. The Home Office is planning to look at individuals who no longer meet the requirements for settled status and decide on the appropriate actions on a case by case basis. The Welsh Government continues to seek further clarification from the Home Office on what that 'manual case working function' will look like and how it will be implemented.

Yours sincerely,



Jane Hutt AS/MS

Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y Trefnydd a'r Prif Chwip
Cabinet Secretary for Social Justice, Trefnydd and Chief Whip

Cabinet Secretary for Social Justice, Trefnydd
and Chief Whip

05 June 2025

Dear Jane,

EU Settlement Scheme (EUSS) in Wales

As part of the Committee's continuing interest in monitoring the EU Settlement Scheme in Wales, the Committee would welcome an update on developments since the plenary debate held in November 2024.

Raising awareness

The Committee would appreciate an update from Welsh Government on:

1. the latest steps taken to raise awareness of the need to apply to the EU Settlement Scheme.
2. whether steps taken have targeted awareness raising campaigns at specific age/nationality groups, such as citizens aged 65+ and eastern European nationals, in light of specific evidence received by the Committee, that these groups may be harder to reach.
3. the financial and non-financial support currently provided by Welsh Government to EU citizens to apply, including the amount and duration of current funding.
4. how Welsh Government is working with the UK Government to support EU citizens, including coordination funding.

Pre-settled status

Information about pre-settled citizens is not provided by UK nation, and therefore we do not know how many second applications have been received from pre-settled citizens in Wales trying to convert their status, nor how many have been automatically upgraded.

Please could you provide an update on:

5. in relation to changes to the EU Settlement Scheme:
 - (i) the Welsh Government's role in implementation.

- (ii) whether the Welsh Government has successfully obtained Wales-specific data on the number of pre-settled citizens who have been automatically upgraded to settled status and how many have applied to upgrade.
 - (iii) whether the Welsh Government is aware of any issues as a result of the changes; and
 - (iv) whether any issues or concerns around the changes remain unresolved.
6. whether there are any new or emerging issues relating to pre-settled status.
 7. whether data sharing between the UK and Welsh governments has improved since the Committee's debate in November 2024 when the Cabinet Secretary told Plenary she thought there would be a "breakthrough" in this area.
 8. whether any discussions with the UK Government on general data sharing has taken place, including clarification as to whether the Welsh Government has made further data requests to the UK Government since June 2024, and whether this information has been provided.
 9. any discussions on improvements to EUSS data have taken place between Welsh Government and UK Government, including the lack of Wales-specific data.

Late applications and no applications

In relation to late applications and no applications the Committee requests that the Welsh Government:

10. provide an update in relation to issues relating to late applications or no applications, including working with the Home Office to monitor and respond to issues.
11. provide its view on whether it considers issues relating to late applications or no applications will develop in future.
12. confirm future plans to provide support to EU citizens in Wales.

Home Office review

The Committee welcomes the Welsh Government's commitment to share minutes of the EU Citizens' Rights Forum, most recently dated 27 March 2025. Following the developments outlined by the Forum the Committee requests that the Welsh Government:

13. provides an update on the Home Office's review of settled citizens who may no longer meet the requirements of settled status.
14. provides clarification on what 'appropriate action', referred to in the Forum's meeting minutes, means for settled citizens who no longer meet the requirements.
15. shares its view on whether the review of settled citizens complies with the UK-EU Withdrawal Agreement, considering the Welsh Ministers' obligation to implement and observe international obligations as required by the Government of Wales Act 2006.
16. clarifies whether it has any concerns relating to the review of settled citizens.

Your update will provide further clarity as we continue to monitor the EU Settlement Scheme. We would appreciate a response to this letter by 30 June.

Yours sincerely,

A handwritten signature in black ink, reading "Jenny Rathbone". The signature is written in a cursive style with a large, prominent initial 'J'.

Jenny Rathbone MS

Chair, Equality and Social Justice Committee

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English



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

Document is Restricted

Appointment of the National Adviser for Violence Against Women, Domestic Abuse and Sexual Violence 2025

Recruitment Process Briefing for the Equality and Social Justice Committee

Contents

1. Vacancy summary
 2. Background
 3. The Role of the National Adviser
 4. Advisory Assessment Panel
 5. Recruitment Process Summary
 6. Annex 1: Summary of Paid Advertisements and websites
 7. Annex 2: Diversity data of Candidates
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1. Vacancy summary

On 13 February 2025 the Welsh Government – Public Appointments Team advertised for a National Adviser for Violence Against Women, Domestic Abuse and Sexual Violence.

Recruitment consultants were engaged to assist with the campaign. This was with the aim of ensuring that a large and diverse pool of candidates with necessary skills were attracted through outreach actions to encourage applications. Their search strategy also factored in the diversity dynamics of the board currently.

2. Background

2.1. Under section 20 of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 Welsh Ministers must appoint a National Adviser for Violence Against Women, Domestic Abuse and Sexual Violence (National Adviser).

2.2. The Act aims to improve:

- arrangements for the prevention of gender-based violence, domestic abuse and sexual violence;
- arrangements for the protection of victims of gender-based violence, domestic abuse and sexual violence; and

- support for people affected by gender-based violence, domestic abuse and sexual violence.
- 2.3. The Act places a duty on the Welsh Ministers to appoint a National Adviser who may advise and give assistance on arrangements for the prevention, protection and support for people affected by gender-based violence, domestic abuse and sexual violence. The functions of the Adviser(s), as set out in the Act, are to:
- advise the Welsh Ministers about pursuing the purpose of the Act or tackling related matters¹;
 - give other assistance to the Welsh Ministers in their pursuit of the purpose of the Act or tackling related matters;
 - to undertake research relating to pursuing the purpose of the Act, tackling related matters or examining whether abuse of any kind is related directly or indirectly to inequality of any kind between people of a different gender, gender identity or sexual orientation;
 - to advise and give other assistance, with the agreement of the Welsh Ministers, to any person on matters relating to pursuing the purpose of the Act or tackling related matters;
 - produce reports on any matter relating to the purpose of the Act or tackling related matters.

3. The Role of the National Adviser

- 3.1. The primary function of this statutory role is to advise and assist the Welsh Ministers in tackling gender-based violence, domestic abuse and sexual violence, in line with the purpose of the VAWDASV Act 2015 – working to prevent VAWDASV, to protect victims and survivors, and to support people affected by gender-based violence, domestic abuse and sexual violence in Wales.
- 3.2. They will be expected to be an expert in this field, working alongside Government to provide an informed perspective and to advise and assist the Welsh Ministers in tackling these issues. An element of the Adviser’s role will involve working with public service providers across Wales to promote best practice across the public sector. The Adviser will also have a key role in reviewing the actions being taken by local authorities, Local Health Boards, fire and rescue authorities and NHS Trusts under the duties imposed by the Act and advising the Welsh Ministers of the findings.
- 3.3. The role was advertised as a 4-year term, with an annual salary of c. £73,978 per annum FTE and enrolment into the Principal Civil Service Pension Scheme, plus reasonable expenses. The role is Full-time (37 hours per week) and welcomed applications on a job share basis.

¹ A “related matter” is abuse which the National Adviser considers to be related directly or indirectly to inequality of any kind between people of a different gender, gender identity or sexual orientation.

- 3.4. The current National Advisers are operating on a job share basis. With Yasmin Khan approaching the end of her second term and Johanna Robinson approaching the end of her first term. Their contracts, which originally came to an end on 31 July 2025 were extended to 31 October 2025 to ensure continuity in advice to Ministers while the current full recruitment process is taking place.

4. Advisory Assessment Panel

4.1. The Advisory Assessment Panel ('the panel'), which was agreed by the Cabinet Secretary comprised:

- Panel Chair - Andrew Charles, Welsh Government Deputy Director for Cohesive Communities
- Panel Member - Nicola Edwards, Welsh Government Deputy Director for Equity in Education
- Senior Independent Panel Member - Pippa Britton, Chair of Public Health Wales

5. Recruitment Process Summary

5.1. In accordance with the Governance Code for Public Appointments the Cabinet Secretary for Social Justice, Trefnydd and Chief Whip, Jane Hutt MS was consulted on the proposed recruitment process and timeline. The Cabinet Secretary was kept informed during the process and consulted when required to meet the role of Ministers.

5.2. The role was advertised over a six-week period and promoted using a combination of paid advertisements (See Annex 1), Welsh Government maintained websites and the VAWDASV Blueprint and Welsh Government VAWDASV networks.

5.3. Following the advertisement period, which closed on 30th March 2025, there were 31 applications received and considered by the panel.

5.4. The panel reviewed all applications received via a blind sift - sifting against agreed criteria. Of the 31 applications, eight candidates were invited to the next phase of the recruitment process.

5.5. The eight candidates were invited to a two-stage assessment at this point in the process. No candidates requested adjustments to be made during the process.

- *Stakeholder Session* – candidates were required to facilitate this session, beginning with a presentation on an identical theme. The stakeholder

group were made up of sector professionals from across Wales. Sessions were held on 7th, 8th and 19th May 2025.

- *A Formal Interview* – held with the Advisory Assessment Panel. These were held on 19th and 20th May 2025.

- 5.6. All candidates attended the stakeholder sessions prior to their formal interview. The Stakeholder Session reports were shared with the panel as part of the interview process.
- 5.7. Following interviews, the panel agreed that three candidates were deemed appointable and advised the Cabinet Secretary for Social Justice, Trefnydd and Chief Whip, Jane Hutt MS of their names for consideration.
- 5.8. The Cabinet Secretary's preferred candidate(s) is Johanna Robinson. Johanna has no notable conflicts of interest or political activity.
- 5.9. Throughout the recruitment process we have been evaluating our recruitment frameworks, outlining lessons learned and setting recommendations for future appointments of the VAWDASV National Adviser. We are currently engaging stakeholders on their views of the processes in place – a meeting is planned with stakeholders after the pre-appointment hearing and official appointment has been made.

Annex 1: Summary of Paid Advertisements and websites

The Vacancy was promoted through the following websites and networks:

- Welsh Government Public Appointment website
- LinkedIn: Welsh Government
- VAWDASV Blueprint membership (which includes stakeholders from across 6 workstreams).
- VAWDASV Wales based Regional Advisers
- Individuals who have expressed an interest in new Public Appointments and the talent bank.
- As part of the Welsh Government's commitment to increasing diversity in public appointments the advert was be sent to equality and other organisations who have expressed an interest
- Shared through stakeholder contacts of the Welsh Government VAWDASV Team.

Paid advertisements were placed at the following locations:

- Fish4Jobs
- The Guardian
- Sunday Times Appointment
- Diversity Jobs
- Golwg
- Y Cymro
- Charity Job Finder
- Recruit 3
- Women On Boards



Llywodraeth Cymru
Welsh Government

Information Pack for Applicants

Appointment of the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) National Adviser to Welsh Ministers

Closing date: 30/03/25

Making an application	3-5
Annex A: The role and responsibilities of the VAWDASV National Adviser	6-10
Annex B: The selection process	11-12

Making an Application

Thank you for your interest in the appointment of the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) National Adviser.

The new VAWDASV National Adviser is a statutory adviser role who will advise and assist the Welsh Ministers in tackling gender-based violence, domestic abuse and sexual violence. As an expert in this field, they will provide an informed perspective on the work being taken forward in these areas.

Key facts about the role

Location:	<i>Pan Wales</i>
Time commitment:	<i>Full-time (37 hours per week). We welcome applicants on a job share basis.</i>
Tenure of office:	<i>4 years</i>
Remuneration:	<i>£73,978 per annum FTE, with enrolment into the Principal Civil Service Pension Scheme, plus reasonable expenses.</i>

The attached Annexes provide detail on the role of the VAWDASV National Adviser and the person specification, the role and responsibilities and the selection process.

To make an application, please visit the [Welsh Government Public Appointment vacancies page](#).

To apply for this role, click on the vacancy title and click on 'apply' at the bottom left-hand corner. The first time you apply for a post, you will need to register on the Welsh Government online application system. You will only need to register once, after which you can track the progress of your current application, and any future applications via your online registered account.

When you have completed registration, you will be able to access the application form. To apply, you will need to upload a personal statement and CV with your online application form.

Personal Statement

The personal statement is your opportunity to demonstrate how you meet each of the criteria set out in the person specification. How you choose to present the information is your choice. You should, however, aim to provide detailed examples demonstrating how your knowledge and experience match each of the criteria, and your role in achieving a specific result.

It will benefit the selection panel if you can be clear in which particular evidence relates to the criteria. Providing separate paragraphs in relation to each criterion is common practice.

Please limit your personal statement to no more than 2 (two) pages. Your application may be rejected if you exceed this limit.

CV

Please ensure your CV includes brief details of your current or most recent post and the dates you occupied this role remembering to remove any personal details that may identify you. Please identify any past or present Ministerial appointments.

Indicative timetable

Closing date	Sunday 30 March 2025 at 16:00
Shortlisting	Week commencing 7 th April
Stakeholder / Interviews	Week commencing 28 th April

Diversity Statement

The Welsh Government recognise the value of having public bodies reflecting a wide range of cultures, identities and backgrounds. We encourage applications from all parts of society and want to appoint from the widest and most diverse pool of talent.

We welcome applications from everyone regardless of age, marriage (including equal and same sex marriage) and civil partnership, sexual orientation, sex, gender identity, impairment or health condition, race, religion or belief or pregnancy.

We are committed to recruiting women, Black, Asian and Minority Ethnic people, disabled people and members of the LGBTQ+ people, who are currently under-represented in Board positions at public bodies.

Disability Confident

The Welsh Government accepts the social definition of disability, in which it is recognised that barriers in society act to disable people who have impairments or health conditions, or who use British Sign Language (BSL).

We are committed to removing barriers so all staff can perform at their best. The Equality Act 2010 uses the medical definition of disability “a physical or mental impairment which has a substantial and long-term impact on a person’s ability to carry out normal day-to-day activities”.

We guarantee to interview anyone who is disabled, whose application meets the minimum criteria for the post. By ‘minimum criteria’ we mean that you must provide us with evidence in your application which demonstrates that you generally meet the level of competence for the role and any qualifications, skills or experience defined as ‘essential’.

We are committed to the employment and career development of disabled people. If you would like a guaranteed interview, please specify on your application form or contact public appointments via email at publicappointments@gov.wales

If you have an impairment or health condition or use BSL and need to discuss reasonable adjustments for any part of this recruitment process, please contact publicappointments@gov.wales as soon as possible to discuss your requirements and any questions you may have.

Contacts

For further information regarding the selection process, please contact

Public Appointments Team

Email: publicappointments@gov.wales

For further information regarding the role of the VAWDASV National Adviser, please contact:

Laura Fox, Head of VAWDASV Victim & Survivor Policy

Tel: 0300 025 0388

Email: VAWDASV@gov.wales

Should you need any further assistance with applying for this role, please contact publicappointments@gov.wales

For further information about Public Appointments in Wales, please visit www.gov.wales/public-appointments

Annex A

Appointment of a VAWDASV National Adviser.

Role description and person specification

Role and responsibilities

The Welsh Government is seeking to appoint a National Adviser for Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV). The primary function of this statutory role is to advise and assist the Welsh Ministers in tackling gender-based violence, domestic abuse and sexual violence, in line with the purpose of the VAWDASV Act 2015 – working to prevent VAWDASV, to protect victims and survivors, and to support people affected by gender-based violence, domestic abuse and sexual violence in Wales.

The successful candidate will be expected to be an expert in this field, working alongside Government to provide an informed perspective and to advise and assist the Welsh Ministers in tackling these issues. An element of the Adviser's role will involve working with public service providers across Wales to promote best practice across the public sector. The Adviser will also have a key role in reviewing the actions being taken by local authorities, Local Health Boards, fire and rescue authorities and NHS Trusts under the duties imposed by the Act and advising the Welsh Ministers of the findings.

The functions of the Adviser, as set out in the Act are to:

- advise the Welsh Ministers regarding pursuing the purpose of the Act or tackling related matters¹.
- give other assistance to the Welsh Ministers in their pursuit of the purpose of the Act or tackling related matters.
- to undertake research relating to pursuing the purpose of the Act, tackling related matters or examining whether abuse of any kind is related directly or indirectly to inequality of any kind between people of a different gender, gender identity or sexual orientation.
- to advise and give other assistance, with the agreement of the Welsh Ministers, to any person on matters relating to pursuing the purpose of the Act or tackling related matters.
- produce reports on any matter relating to the purpose of the Act or tackling related matters.

¹A "related matter" is abuse which the National Adviser considers to be related directly or indirectly to inequality of any kind between people of a different gender, gender identity or sexual orientation.

Key responsibilities

In practice the Adviser's role will include, on behalf of the Welsh Ministers:

- To agree a plan for the duration of their term, setting out how they propose to exercise their functions.
- Provide an annual report to the Welsh Ministers setting out how they are meeting the priorities of the termly plan, including a statement of other activities they have undertaken during the year.
- To support the delivery of the VAWDASV strategy 2022-2026, by engaging with and delivering workstream priorities of the VAWDASV Blueprint.
 - Sustainable whole system approach
 - Gender-based Harassment in all Public Spaces
 - Workplace harassment
 - Tackling perpetration
 - Older people's needs
 - Children and young people
- To provide advice to Ministers and officials on specific matters and an expert perspective to the development and implementation of policy across the Welsh Government - helping the development of more coherent, fair and consistent policy and decision-making.
- Advising the Welsh Ministers on their duties to prepare, publish, review and implement a National Strategy for VAWDASV.
- Supporting Welsh Ministers in building strong cross-governmental relationships across the 4 nations, including with the Domestic Abuse Commissioner, Equality and Human Rights Commissioner, and the Victims Commissioner for England and Wales
- To work with victims and survivors, to gain an understanding of their experiences and views and to consider how these could influence the development of policy and delivery of services.
- To Chair the Survivor Voice Scrutiny and Involvement Panel – an integral aspect of the VAWDASV Blueprint approach, ensuring survivor voice forms the golden thread throughout the whole Blueprint Governance Structure.
- To attend forums and meetings that provide oversight of the delivery of the VAWDASV strategy, blueprint approach and workstreams along with any other relevant fora.
- To stay informed of relevant best practice and evidence and undertaking research to enable the delivery and expansion of well evidenced approaches for services preventing VAWDASV.

- To work with and advise Local Authorities, Local Health Boards, Fire and Rescue Authorities and NHS Trusts on the delivery of their responsibilities within the Act – ensuring that prevention, protection and support for victims and survivors remains a core priority for services.
- To work with the wider sector and stakeholders with an interest in tackling VAWDASV and the purposes of the VAWDASV Act.
- To support the Welsh Ministers in raising awareness of the issues associated with tackling gender-based violence, domestic abuse and sexual violence including through national campaigns.
- To participate in Ministerial and official level meetings where required.

Person Specification

The successful candidate will have the profile to command respect and credibility with the Welsh Ministers, the Senedd Cymru (Welsh Parliament) and external stakeholders.

They should be able to demonstrate:

1. Broad experience at a senior level in public, private or third sectors, as well as a strong understanding of public policy and interest in the areas of gender-based violence, domestic abuse and sexual violence.
2. Objectivity and independence from Government and specific interest groups (where there could be potential conflicts of interest).
3. A strong track record in scrutiny (private, public or voluntary sector experience).
4. Experience in the development and implementation of strategic and operational priorities and the development of workable recommendations to improve the impact and effectiveness of public service and third sector delivery.
5. Adherence to the Seven Principles of Public Life and the highest levels of professional integrity and propriety.
6. Proven ability to engage with victims and survivors of VAWDASV - the Welsh Ministers want to ensure that the voices of survivors of violence against women, domestic abuse and sexual violence underpin and inform the work of the VAWDASV Strategy and its delivery through the Blueprint approach.

To be considered, you must be able to demonstrate that you have the qualities, skills and experience to meet all essential criteria for appointment.

Essential Criteria

- Ability to provide independent challenge and scrutiny whilst maintaining constructive relationships.
- Professional expertise in the field of gender-based violence, domestic abuse and sexual violence, including an understanding of equality issues and the vulnerabilities and challenges faced by victims and the support they should receive.
- Strategic perspective, leadership, influencing and negotiating skills to bring together a diverse range of internal and external stakeholders with a wide and varied range of views and priorities.
- An awareness / understanding of the devolved and non-devolved aspects of the VAWDASV legislation and strategic landscape of both the UK and Welsh Governments. Given the high profile of the role, experience of working with the media, or a commitment to undertake media training is required.

Welsh Language

For the role of the VAWDASV National Adviser, Welsh is desirable but not essential.

Please note the required skills level for each of the below categories (Understanding, Reading, Speaking and Writing), using the [Welsh Language Skills level guide](#) below.

Understanding	Reading	Speaking	Writing
2	1	3	1

Eligibility

Any specific criteria which disqualify an individual from taking up the role of National Adviser should be listed here. This might include specific disqualification or eligibility criteria or where the House of Commons Disqualification Act 1975 or Orders made under the Government of Wales Act 2006 apply.

Conflict of Interests

When applying, you will be asked to declare any private interests which may or may be perceived to conflict with the role and responsibilities of the VAWDASV National Adviser role, including any business interests and positions of authority outside of the role.

Any conflicts of interest will be explored at interview. If appointed, you will also be required to declare these interests on a register which is available to the public.

Due Diligence

Welsh Government Public Bodies Team will undertake due diligence checks on all candidates successfully sifted to interview. This will include, but not necessarily be limited to, social media and internet searches. As a result, you may be asked questions at interview in relations to any findings from due diligence searches.

Standards in Public Life

You will be expected to demonstrate high standards of corporate and personal conduct. All successful candidates will be asked to subscribe to the Code of Conduct for Board Members of Public Bodies.

[Code of Conduct for Board Members of Public Bodies \(gov.uk\)](#)

The selection process

The interview panel will assess candidates' CVs and personal statements to determine who it believes best meet the criteria for the role, and who will be invited to interview. The panel will rely only on the information you provide in your CV and statement to assess whether you have the skills and experience required. Please ensure that you provide evidence to support how you meet all of the essential criteria.

The selection panel will be chaired by Sarah Rhodes, Deputy Director, Housing Policy – Welsh Government and will also comprise Andrew Charles, Deputy Director, Cohesive Communities – Welsh Government, and Pippa Britton as a Senior Independent Panel Member. Laura Fox, Head of VAWDASV Policy at Welsh Government will also act as an observer.

Your application may be “long listed”, subject to the volume of applications received, before it is passed to the selection panel for consideration. You should be aware that in this situation, your application may not be considered in full by all of the panel.

We anticipate that during April 2025 the panel will have decided who will be invited for interview in April 2025. It is our intention that interviews will take place via Microsoft teams

The panel will select for interview only the strongest applicants who it feels have demonstrated that they best meet the criteria set out in the person specification. However, if you have applied under the guaranteed interview scheme and you meet the **essential minimum criteria** for the post, you will also be invited to attend an interview.

If you are invited for interview, you will also be expected to attend a **Stakeholder session**. The session will last for approximately 45 minutes, allowing time for introductions and questions.

You will lead a discussion on a relevant and critical topic which will be agreed nearer the time. The panel will differ from the interview panel, and comprise representatives from the VAWDASV Blueprint.

If you are invited to interview, and the date of the interview is not already provided in this information pack, we will aim to provide you with as much notice as possible of the interview date. If you are unable to make the arranged date, we will endeavour to re-arrange it, but it may not be possible due to time constraints within the appointment timetable or selection panel availability.

You will receive email communication from Welsh Government's application centre to let you know if you have been invited to interview.

If you attend an interview, the panel will question you about your skills and experience, asking specific questions to assess whether you **meet the criteria** set out for the post.

Candidates who the panel believe are 'appointable' will be recommended to Ministers, who will make the final decision. **The Minister may choose to meet with appointable candidates before making their decision.** If they do, they will meet all candidates in the presence of the panel chair, or their nominated representative. There will be a time gap between interview and a final appointment decision being made. Candidates who have been interviewed will be kept informed of progress.

If you are successful, you will receive a letter appointing you as the VAWDASV National Adviser, which will confirm the terms on which the appointment is offered.

If you are unsuccessful at interview, you will be notified through the Welsh Government's application centre. We appreciate it takes a lot of time and effort to apply for roles and that feedback is a valuable part of the process. As a result, the letter will provide the details of who you may approach for feedback on your application and interview, should you so wish.

Queries

For queries about your application, please contact publicappointments@gov.wales

If you are not completely satisfied

Welsh Government will aim to process all applications as quickly as possible and to treat all applicants fairly, and with courtesy. If you have any complaints about the way your application has been handled, please contact publicappointments@gov.wales .

Additionally, you can write to the

Office of the Commissioner for Public Appointments, Ground Floor, 1 Horse Guards Road, London, SW1A 2HQ, or via email at publicappointments@csc.gov.uk

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