

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

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Meeting Venue:

Committee Room 5 (Ty Hywel)

Meeting date: 20 October 2025

Meeting time: 14.00

For further information contact:

Rhys Morgan

Committee Clerk

0300 200 6565

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

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**\*\* In addition to the breaks published on the agenda there will also be periodic comfort breaks, called by the Chair \*\***

### **Pre-meeting**

(13:30 – 14:00)

### **Public meeting**

(14:00–15:15)

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

(14:00)

#### **2 Stage one scrutiny of the British Sign Language (Wales) Bill: evidence session eleven**

(14:00–15:15)

(Pages 1 – 45)

Mark Isherwood MS, Member in Charge of the Bill

Gareth Rogers, Bill Manager, Senedd Commission

Claire Thomas, Research Service, Senedd Commission

Aled Evans, Legal Services, Senedd Commission

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

(15:15)

##### **3.1 Correspondence to the Chair from Mark Isherwood MS regarding the British Sign Language (Wales) Bill**

(Pages 46 – 56)



- 3.2 Correspondence to the Chair from the Cabinet Secretary for Social Justice, Trefnydd and Chief Whip regarding the British Sign Language (Wales) Bill**  
(Pages 57 – 62)
- 3.3 Correspondence to the Chair from the Cabinet Secretary for Social Justice, Trefnydd and Chief Whip regarding the Committee's report on social cohesion**  
(Page 63)
- 3.4 Correspondence to the Chair from Dr Rob Wilks regarding evidence given as part of the Committee's scrutiny of the British Sign Language (Wales) Bill**  
(Page 64)
- 4 Motion under Standing Order 17.42 (vi) and (ix) to resolve to exclude the public from the remainder of the meeting**  
(15:15)

**Private session**

(15:15–16:15)

- 5 Stage one scrutiny of the British Sign Language (Wales) Bill: consideration of the evidence**  
(15:15–15:45)
- 6 Fire and Rescue Service Association: consideration of draft response to the consultation**  
(15:45–16:00) (Pages 65 – 71)
- 7 Family Friendly and Inclusive Parliament Review**  
(16:00–16:30) (Pages 72 – 79)
- Dr Alison Parken  
Dr Rachel Minto  
Dr Leah Hibbs

Document is Restricted

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

Document is Restricted



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

8 October 2025

Dear Jenny,

## **British Sign Language (Wales) Bill**

Thank you for your letter of 30 September, in which you raise a number of questions seeking further information, and points of clarification, on the BSL (Wales) Bill. My response to the questions is provided in the Annex to this letter.

I have copied this letter to the Cabinet Secretary for Social Justice, so that she is aware of my response.

Please let me know if there is any further information I can provide to assist the Committee in its consideration of the Bill.

Regards

**Mark Isherwood MS**  
**Member of the Welsh Parliament for North Wales**

**1. What are the main reasons for adopting a framework rather than a more prescriptive approach to the drafting of this Bill?**

I have been very clear throughout this process that this is a framework Bill. It is, however, a framework Bill in a very narrow area. When compared, for example, to the Equality Act or the Wellbeing of Future Generations Act, you can see that these are framework Acts that are much wider in scope.

So, while it is a framework Bill, it is also very focused. It focuses minds on BSL in a way that the Equality Act and the Wellbeing of Future Generations Act do not. This Bill focuses minds on BSL and nothing else, so in that sense it is a very prescriptive Bill.

The kind of detail we are expecting in the national BSL strategy, guidance and BSL plans is not suitable for inclusion on the face of the Bill. The detail and content of the strategy, guidance or plans will inevitably need to change over time, and may also need to adapt quickly to changing needs. Having those details set out in primary legislation would prevent those key documents from being adapted quickly if required.

As I have set out in the Explanatory Memorandum, I believe that each of the listed public bodies will have the greatest understanding of their own needs, whether that be within their defined local authority or health board areas, or more nationally for those listed public bodies that have a national role. It would, therefore, be appropriate for those public bodies to set the detail of their BSL plans.

I also believe it is also vital that the BSL Adviser is involved in the preparation of the BSL strategy. That can only happen if the detail of that strategy is developed after the Bill has been enacted, and the Bill provides for that to happen.

**2. How did you take into account the potential risks of the framework approach and how are these risks mitigated?**

The main purpose of the Bill is to promote and facilitate the use of BSL; that is expressly set out on the face of the Bill in numerous places. The Bill expressly states that the national BSL strategy, the BSL guidance and the BSL plans must all address promoting and facilitating the use of BSL.

The fundamental purpose is therefore expressly provided on the face of the Bill, and I believe that is a major safeguard.

Whatever detail the national BSL strategy ultimately contains, the detail must always tie back to the fundamental purpose. Likewise, the BSL guidance and BSL plans. The detail of how BSL is promoted and how its use is facilitated can safely be left to the strategy, guidance and plans – because the Bill secures that they all tie back to promoting and facilitating the use of BSL.

As outlined in my response to question 1, the kind of detail we are expecting in the strategy, guidance and plans is not suitable for primary legislation. We need to ensure that those detailed documents can be adapted quickly to changing needs. Particularly as in the longer term, the priorities in relation to BSL may be very different.

### **3. Can you clarify how this section and in particular the words “promote and facilitate” should be interpreted in practical terms?**

I don't believe there is a special meaning to the words “promote” and “facilitate” in the way they are used in the Bill. These terms should simply be given their ordinary, everyday meanings. It should be clear when reading a document as to whether it promotes BSL and whether it facilitates the use of BSL.

As the Committee will be aware, the words “promote” and “facilitate” are also used in both the British Sign Language (Scotland) Act 2015 and the British Sign Language Act 2022. There is, therefore, a consistent approach taken across other UK legislatures.

The Bill states that the BSL strategy must describe how Welsh Ministers intend to promote and facilitate the use of BSL in the exercise of their functions. The BSL plans must describe how a public body intends to promote and facilitate the use of BSL in the exercise of its functions, and guidance must also be issued to public bodies in this respect.

In his recent evidence to the Committee, I can see that Dr Rob Wilks referred to these main duties and said: *“The duty to promote should include active steps to raise the visibility and status of BSL, and the duty to facilitate should include removing barriers so that BSL can actually be used by deaf individuals throughout Wales.”*

The detail of how Welsh Ministers and Public Bodies intend to promote and facilitate BSL, including the types of issues mentioned by Dr Wilks, will therefore follow in the strategy, guidance and plans.

**4. Why were these details not included on the face of the Bill and why, in your view, is the proposed approach more appropriate?**

Please refer to my answers to the previous questions, which cover this detail.

**5. Can you clarify the intentions behind these provisions including whether the strategy should cover both strategic and operational issues?**

Provided the strategy promotes and facilitates the use of BSL across the entire range of Welsh Ministerial functions, then the strategy will be lawful.

The BSL Act in Scotland also does not set out whether the strategy/nation plan should cover strategic and operational issues. The national plan in Scotland does, however, set out the long-term goal and what it will do to meet this goal, therefore covering both strategic and operational goals.

I would expect the national BSL strategy prepared by Welsh Ministers to follow a similar pattern to that in Scotland.

**6. What assurances can you give that this flexibility cannot be used to undermine the Bill's overarching aims and objectives?**

As I have set out in my response to question 2, the fundamental issue of promoting and facilitating the use of BSL is expressly set out on the face of the Bill in numerous places. The Bill contains no flexibility to undermine that fundamental aim and objective.

**7. Why is it more appropriate to set out details of what to include in these plans in secondary legislation rather than on the face of the Bill?**

I refer again to my earlier response to questions 1 and 2.

Including these details on the face of the Bill would lead to a rigid process that could not adapt quickly. It is still the Bill that sets out what must be included in plans – see section 4(1)(a) and (b). Regulations made by the Welsh Ministers under section 4(1)(c) cannot change that. But section 4(1)(c) can set out anything additional that must be included in plans, for example, where a change in circumstances means that plans need to adapt.

While listed public bodies may adapt plans in any case, it is appropriate to give the Welsh Ministers a power to specify something that must be included in plans, given that it is the Welsh Ministers who set the national strategy and issue the national guidance.

As I have set out in the Explanatory Memorandum, I believe that each of the listed public bodies will have the greatest understanding of their own needs, whether that be within their defined local authority or health board areas, or more nationally for those listed public bodies that have a national role. It would, therefore, be appropriate for those public bodies to set the detail of their BSL plans.

### **8. What role do you envisage the deaf community having in the development of BSL plans and how will the Bill achieve this?**

Section 4(6) of the Bill clearly states that before publishing its BSL plan, a public body **must** consult any persons it considers appropriate. In this context it would clearly be appropriate, and expected, that those public bodies would consult the Deaf community when developing their BSL plans.

I would also expect the BSL Advisor and assisting Panel (with BSL signers and groups) to be involved in this process.

### **9. How often could and should these powers be exercised in your view?**

There is no limit on how often they could be used. As to how often they should be used, it will be a matter for Welsh Ministers to determine who should be included in the list of public bodies.

The Senedd will, of course, have a role in this process: if Welsh Ministers do wish to amend the list of public bodies in accordance with section 8(2), they can only do so through regulations that would have to be approved by the Senedd.

The Senedd could also proactively work with Welsh Ministers in seeking appropriate changes to the list. It is possible, for example, for Senedd Committees to make recommendations etc, or for Senedd Members to raise issues directly with the Welsh Ministers through other forms of Senedd business.

### **10. How should Welsh Ministers consult on such proposals and what consideration has been given to specifying conditions or consultation requirements on Welsh Ministers (beyond those currently set out in section 8(3) before they can exercise these powers?**

Public law will mean that the consultation itself has to be accessible, reasonable, unbiased, and procedurally fair etc. Those requirements do not need to be set out on the face of the Bill.

When deciding who is “appropriate” under section 8(3)(b), the Welsh Ministers will also have to act reasonably – therefore, if the Welsh Ministers failed to consult, for example, the British Deaf Association, then they may not be acting reasonably and could face a legal challenge. Therefore, the law (whether set out on the face of the Bill or under public law) that will apply to the consultation is appropriate.

**11. Does the Welsh Government expect that all content and services it, and other listed public bodies provide, will need to be available in BSL routinely or is the approach likely to be more discretionary and targeted?**

**12. Please can you clarify the different implementation scenarios you are currently planning for and on the basis outlined above, provide us with illustrative estimated costs modelled on ensuring all Welsh Government communications are accessible in BSL?**

As you have set out in the covering letter, it would be more appropriate for the Cabinet Secretary for Social Justice to answer questions 11 and 12.

**13. How will the Bill ensure that listed public bodies have the capacity, knowledge and expertise to adequately assess needs?**

As part of the planning, consultation, and drafting of the national BSL strategy, the Welsh Government will engage with both the BSL advisor and the assisting panel. The BSL adviser and panel will play a key role in developing an understanding of the needs of the Welsh population through their work.

I welcome the support expressed by public bodies during the consultation on the draft Bill, and in meetings with officials, particularly around collaborative working – both regionally and across local government and health services. This aligns with the intentions of both myself as the Member in Charge of the Bill and the Cabinet Secretary. Collaboration between public bodies will facilitate the sharing of best practice, knowledge, expertise, and capacity to assess needs.

The Bill sets out a requirement that the national strategy will be accompanied by guidance, issued by Welsh Ministers. This guidance will also support and assist public bodies in assessing need, and meeting their requirements as set out in the Bill.

#### **14. How does the Bill ensure that resources are targeted and that public bodies work together, strategically?**

As previously outlined, the drafting of this Bill was undertaken with the expectation that public bodies would collaborate in a more strategic, efficient, and effective manner to plan and deliver services.

For the purpose of estimating the potential cost impact of this Bill, two scenarios were considered: a higher estimate that assumed no collaboration between local authorities, and a lower estimate based on regional collaboration.

The higher estimate was included to reflect a possible maximum cost, recognising that the Bill does not mandate collaboration. This approach ensures flexibility, allowing for arrangements that may be more appropriate in light of local circumstances.

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

30 September 2025

Dear Jane,

**British Sign Language (Wales) Bill**

As part of Stage 1 scrutiny of the above Bill I have written to the Member in Charge for more information and with points of clarification. A carbon copy of this annex providing full details of these questions is set out below. These are being shared primarily for completeness, however I draw your attention to questions 11 and 12 which are likely to be more appropriate for you to answer as Cabinet Secretary. I would therefore like to request a response to these two questions and any others in the list that you consider to be relevant.

I would be grateful for a response at your earliest convenience and if possible, no later than 10 October 2025. This will enable us to consider your response ahead of our evidence session with you.

I look forward to your response.

Yours sincerely,



Jenny Rathbone MS

Chair of Equality and Social Justice Committee

CC: Mark Isherwood, Member in Charge of the British Sign Language (Wales) Bill

# Annex

## General provisions of the Bill

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We note that you have described the legislation as “framework legislation” and would agree with this description. Critics of framework legislation point out that they lack detail specifying only the principle of a policy, leaving it to ministers and others to set out how the policy is to be given practical effect.

1. What are the main reasons for adopting a framework rather than a more prescriptive approach to the drafting of this Bill?
2. How did you take into account the potential risks of the framework approach and how are these risks mitigated?

Section 1 creates a duty on Welsh Ministers to promote and facilitate the use of British Sign Language (BSL).

3. Can you clarify how this section and in particular the words “promote and facilitate” should be interpreted in practical terms?

## National strategy and plans

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Sections 2, and 3 place a duty on Welsh Ministers to publish a national strategy and guidance on promoting and facilitating the use of BSL. However, the Bill is silent on the detailed information those documents are expected to contain instead requiring Welsh Ministers to set out these details after the bill is enacted (if passed by the Senedd).

4. Why were these details not included on the face of the Bill and why, in your view, is the proposed approach more appropriate?
5. Can you clarify the intentions behind these provisions including whether the strategy should cover both strategic and operational issues?
6. What assurances can you give that this flexibility cannot be used to undermine the Bill’s overarching aims and objectives?

Section 4 places a duty on listed public bodies to prepare and publish a BSL plan describing how it intends to promote and facilitate the use of BSL. These plans must describe how a public body intends to follow guidance issued under section 3 (or explain why it does not intend to do so), and must contain “such information as the Welsh Ministers may prescribe by regulations”.

7. Why is it more appropriate to set out details of what to include in these plans in secondary legislation rather than on the face of the Bill?

8. What role do you envisage the deaf community having in the development of BSL plans and how will the Bill achieve this?

#### Listed public bodies

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Section 8(2) of the Bill gives Welsh Ministers the power to add a devolved Welsh authority, remove a listed public body from those listed in section 8(1) or to amend the description of a listed public body in that list, subject to approval by the Senedd.

9. How often could and should these powers be exercised in your view?
10. How should Welsh Ministers consult on such proposals and what consideration has been given to specifying conditions or consultation requirements on Welsh Ministers (beyond those currently set out in section 8(3) before they can exercise these powers?

#### Costs and the Explanatory Memorandum

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The anticipated costs of implementing the national strategy or individual BSL plans are not included in the RIA. The EM states that this is because the details of those plans cannot be known at this stage as public bodies will have the ability to determine the contents of those plans in due course. Several organisations, including the WLGA have expressed concerns that they may struggle to deliver these plans without additional resources. We acknowledge that engagement with Deaf communities will be key to ascertaining what may be needed to implement the Bill. There are also likely to be benefits that arise from the Bill. However, although other public bodies will need to undertake their own modelling work, we see no reason why the Welsh Government cannot share more detailed information on the potential costs of various implementation scenarios to aid us in our scrutiny. We think it should be possible for the Welsh Government to model estimated costs by auditing current spending on communications, identifying which content or services it provides will potentially require BSL interpretation or translation and then quantifying the estimated cost (both routine and ongoing) of ensuring those are accessible in BSL. That should also help us to understand to what extent the Welsh Government is expecting all content and services to be available in BSL as standard or whether a more discretionary and targeted approach is likely.

11. Does the Welsh Government expect that all content and services it, and other listed public bodies provide, will need to be available in BSL routinely or is the approach likely to be more discretionary and targeted?
12. Please can you clarify the different implementation scenarios you are currently planning for and on the basis outlined above, provide us with illustrative estimated costs modelled on ensuring all Welsh Government communications are accessible in BSL?

Paragraph 253 states that “each public body will have the greatest understanding of their own needs”.

13. How will the Bill ensure that listed public bodies have the capacity, knowledge and expertise to adequately assess needs?
14. How does the Bill ensure that resources are targeted and that public bodies work together, strategically?

[ENDS]

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

Eich cyf/Your ref: British Sign Language (Wales) Bill  
Ein cyf/Our ref: JH/PO/488/25

Jenny Rathbone MS  
Equality and Social Justice Committee

10 October 2025

Dear Jenny

### **British Sign Language (Wales) Bill – Stage 1 Scrutiny**

Thank you for your letter dated 30 September 2025, regarding the Stage 1 scrutiny of the British Sign Language (Wales) Bill and for sharing the annex of questions.

I note your request for a response to questions 11 and 12. Please find my responses to those questions below. I trust these will support the Committee's consideration ahead of our upcoming evidence session.

#### Question 11

**Does the Welsh Government expect that all content and services it, and other listed public bodies provide, will need to be available in BSL routinely or is the approach likely to be more discretionary and targeted?**

Welsh Government recognises the importance of deaf BSL signers being able to access public communications in BSL and are committed to ensuring that any future approach supports meaningful access to information and services. Where possible, we would encourage public bodies to make key communications available in BSL—particularly where they relate to public health, safety, rights, or other essential services.

Listed public bodies, including Welsh Government, must adhere to their legal duties under the Equality Act 2010, including the duty to make reasonable adjustments, and—should the BSL Wales Bill receive Royal Assent—any additional statutory obligations arising from that legislation. The BSL (Wales) Bill does not require Welsh Government or listed public bodies to provide all content and services those bodies provide in BSL.

Accountability will be a key principle underpinning the implementation of the BSL Wales Bill. The proposed role of a BSL adviser, supported by an assisting panel, will help guide public bodies in meeting their duties and in identifying areas where BSL provision is most needed. This approach allows for targeted and effective use of resources, while promoting inclusion and equality for deaf BSL signers across Wales.

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[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.

The Welsh Government established a BSL Stakeholder Task and Finish Group in January 2025. The final recommendations of the Group have been published on the Welsh Government website ([British Sign Language \(BSL\) Stakeholder Group: recommendations | GOV.WALES](#)). The group have recommended a short-term recommendation for Welsh Government to strengthen its BSL provision and create a Welsh Government process for the provision of BSL in relation to public documents and consultations materials. This will be considered through the development of the BSL Route Map, which will be published in Winter 2025.

### Question 12

**Please can you clarify the different implementation scenarios you are currently planning for and on the basis outlined above, provide us with illustrative estimated costs modelled on ensuring all Welsh Government communications are accessible in BSL?**

To ensure that future policies are meaningful and cost effective, we must understand the needs and priorities of the deaf BSL signing community. Understanding the lived experiences of the deaf community is essential in shaping our cross-government policies.

The costs associated with our BSL Stakeholder Task and Finish Group, which met monthly from January 2025 to July 2025, was approximately £2,700 per meeting. This included two BSL/English interpreters, one palantypist, BSL translation of supporting documents and venue hire. An appropriate venue was secured to support hybrid working, with the necessary technical infrastructure and a layout conducive to BSL being the primary language of the group. This helped create a more informal, welcoming setting where stakeholders felt comfortable and engaged. Meetings were two hours in duration. The group was made up of 30 members. The terms of reference for that Group are published on the Welsh Government website: ([British Sign Language \(BSL\) Stakeholder Group: recommendations \[HTML\] | GOV.WALES](#)).

The cost to listed public bodies of engaging with the deaf BSL signing community will depend on volume, frequency, format, and delivery mechanisms, all of which will be determined through the development process of the BSL Plans, guided by the National BSL Strategy and BSL guidance. It is reasonable to assume that listed public bodies may work in collaboration when engaging with the BSL community and preparing their BSL plans.

Should you require any further clarification, I would be happy to assist.

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

Jane Hutt MS CBE  
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Jenny Rathbone MS

Chair of Equality and Social Justice Committee

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[ENDS]

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

Agenda Item 3.3  


Llywodraeth Cymru  
Welsh Government

Ein cyf/Our ref: JH/PO/490/2025

Jenny Rathbone  
Chair, Equality and Social Justice Committee

13 October 2025

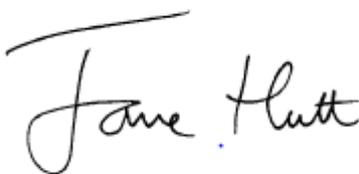
Dear Jenny

Thank you to the Committee members for your timely and landmark Inquiry report entitled, 'Co-operation over Conflict: Wales must act'. The recommendations are helpful contributions to our work on cohesion in Wales.

I want to immediately acknowledge the report and confirm that we have begun work to implement recommendation 1 and are establishing the proposed Expert Group on cohesion. I will also aim to look favourably at implementing the other recommendations at pace and will respond formally in the normal way.

I wholeheartedly agree that the recent increase in hate and division require a whole-society response to ensure Wales remains a welcoming place for everyone. I look forward to working with you and many other partners in the coming months to do everything we can to move us towards our collective goal of a Wales of Cohesive Communities

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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[Correspondence.Jane.Hutt @gov.wales](https://www.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.

# Agenda Item 3.4

## Email sent by Dr Rob Wilks to the Equality and Social Justice Committee on the 13.10.25

Dear Members of the Equality and Social Justice Committee

I hope this message finds you well.

I am writing to offer a short clarification on a point raised during my oral evidence to the Committee on 29 September 2025, where I was asked about the difference between the terms 'reasonably practicable' and 'reasonable steps.' The question caught me slightly off guard at the time, and on reflection, I would like to provide a clearer explanation for the record.

The two phrases, though similar in appearance, operate at different legal thresholds and originate from distinct areas of law.

- 'Reasonably practicable,' used within the draft BSL Bill, is a term primarily drawn from health and safety and employment law. It involves balancing the risk of harm against the time, trouble, and cost of taking measures to prevent it. In practice, this means that action must be taken unless the effort or cost would be grossly disproportionate to the risk.
- 'Reasonable steps', by contrast, is the formulation used in equality and discrimination law (for example, under the Equality Act 2010). It requires organisations to take such steps as are fair, proportionate, and contextually appropriate, but it does not entail the same cost-risk balancing test. The focus is instead on what can reasonably be expected in the circumstances, taking account of factors such as effectiveness, practicality, and available resources.
- In short, 'reasonably practicable' imposes a risk-based, cost-sensitive duty, whereas 'reasonable steps' imposes a context-based, fairness-oriented duty. The latter is generally the more suitable formulation for equality-related obligations, such as those envisaged under the BSL (Wales) Bill, where the objective is to advance inclusion rather than to mitigate physical risk. It is also worth noting that the Sign Language Bill in Northern Ireland uses the 'reasonable steps' duty.

I hope this clarification assists the Committee in its ongoing consideration of the BSL Bill. Please do not hesitate to contact me should you wish me to elaborate further or provide this note in a formal written submission.

Best wishes

Dr Rob Wilks

Senior Lecturer

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# Agenda Item 7

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

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