

Dr Andrew Goodall
Ysgrifennydd Parhaol
Permanent Secretary



Llywodraeth Cymru
Welsh Government

Mark Isherwood MS

Chair, Public Accounts and Public Administration Committee
Welsh Parliament
Cardiff Bay
CF99 1SN

31 October 2022

Dear Mr Isherwood

Further to our earlier letters, I wish to tell you and the Committee that the Register of Devolved Public Bodies in Wales was updated on 30 June 2022 following review by the Public Bodies Unit and colleagues. A similarly updated list and diagram, showing the relationship between PBU and the Partnership Teams which oversee our Arm's Length Bodies, is attached. As I stated in March, the Register will be reviewed and updated as necessary at least once every six months and will aim to add new bodies as soon as PBU is told of their creation.

Evaluation of the work

The evaluation of the work around arm's-length bodies and the work of the PBU has commenced under Liz Lalley, an interim Director currently working on COVID Recovery and Restart. The review has completed its first stage and the final report is expected shortly.



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Progress in Delivering Public Appointments and the Diversity Strategy for Public Appointments

For 2021 – 2022, 32 regulated campaigns were run totalling 55 appointments and following a decrease in the diversity of appointments a year earlier, particularly due to a lack of recruitment activity as a result of Covid 19, it is reassuring to see the headline diversity rates for key protected groups returning to trend. Over the period 56.4% appointments (excluding re-appointments) were female, 16.4% disabled people and 10.9% from ethnic minority communities. Recruitment has continued at pace over the last six months, and up to the end of September 24 campaigns have been completed or are ongoing - this has included a number of significant appointments which has attracted a pre-appointment hearing with the preferred candidate by the relevant Senedd Committee.

The Diversity and Inclusion Strategy for Public Appointments is a Ministerial priority setting out a vision and actions aimed at improving the diversity of leadership in public life. Whilst Covid 19 has adversely impacted its implementation, progress has been made and there will be a sharp focus on delivery over the next 12 months and beyond. A cohort of Senior Independent Panel Members continue to support recruitment panels. Members offer varied and diverse experience and perspectives which is proving invaluable to the recruitment process.

In April this year, a suite of training development programmes was rolled out. Training is focused on diversity and inclusion, fair recruitment practices and induction. The development programmes are focused on near ready leaders and public leaders of the future and initially aimed at individuals from ethnic minority communities and disabled people. The initiatives will be evaluated in the months ahead, with a view to further rollout in 2023 – 24.

Timetable for Tailored Reviews

The draft for the Programme of Tailored Review will be completed by the end of November and will include a few themed approaches, relevant to many of our public bodies.

Workshops to support the HART (Handy Risk Assessment Tool), a model which considers each organisation's residual risk will commence in November. The HART model's risk score allows consideration of the level of Partnership engagement as well as its priority within the Tailored Review Programme. As the HART model will only be embedded by 2023, scores will not be considered for the current programme being developed.



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Tailored Review of the National Museum

The five members of the Review panel were appointed in August and met late in August. The appointed Chair is David Allen - former Chair of HEFCW, with Vice-Chair Efa Gruffudd Jones - Chief Executive National Centre for Learning Welsh, and members include Catherine Heaney - Chair, National Museum Ireland, Laura Pye - Director, National Museums Liverpool and Sir Paul Silk - former Chair of the Commission on Devolution and Clerk to the (then) National Assembly for Wales. Following Efa Gruffudd Jones' recent appointment as Welsh Language Commissioner she has resigned from the panel and has been replaced by Tegryn Jones, CEO of the Pembrokeshire Coast National Park Authority.

The Tailored Review Team provides secretariat support to the Review Team throughout the process and act as a conduit for all relevant communication. We received a progress report focussing on process, and confirming the themes for the agreed remit as follow:

- Corporate governance, including culture, relationships, compliance and accountabilities.
- Effectiveness, efficiency and economy.
- Opportunities for growth, investment and shared services.
- Performance and structures.
- Equality, diversity and inclusion.
- Partnerships and relationships.

The Panel stated that a further interim report will be shared by Christmas and advises that the review will conclude no later than 1 March 2023, although working to an earlier completion date, dependent on scheduling the necessary interviews within Panel members' availability. Publication will follow after scrutiny by the Welsh Government Challenge Panel.

I hope that these responses are helpful to the Committee in its work.

Sincerely,

Yours,
Andrew Goodall

Dr Andrew Goodall

Ysgrifennydd Parhaol/ Permanent Secretary
Llywodraeth Cymru/ Welsh Government



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