



Committee Clerk
Equality and Social Justice Committee
Welsh Parliament
Cardiff Bay, CF99 1SN

Dear Colleague,

Anti-Racist Wales Inquiry

Thank you for the opportunity to respond to the inquiry looking at the implementation and delivery of the *Anti-Racist Wales Action Plan*. Monmouthshire County Council is committed to playing its part in the delivery of the plan and is currently in the process of embedding the actions within our own Strategic Equality Plan.

The following comments are structured under the headings in your terms of reference for the inquiry.

Consider the effectiveness of Welsh Government actions to deliver the plan, including what is being done to 'lead by example' in taking a pro-active and cross-governmental approach to racism.

1. We applaud the ambition of the plan and the desire to take a cross-government approach and are committed to the 5 core actions outlined on page 28 to demonstrate that we are leading by example. The plan is clear in its intentions and desired impact. We recognise the efforts made to engage a wide range of stakeholders with lived experience. We would have appreciated more opportunities for local government to have been involved in co-producing the action plan, although we recognise that there was effective and wide-reaching consultation on the draft.

Consider progress and monitoring arrangements for the Plan, including the role of the public sector, third sector and where applicable, the private sector.

2. The desire to establish Strategic Progress Measurement Framework as the main reporting tool for the plan is welcomed. It would have been desirable for this to have been available from the outset to establish a baseline against which progress could be measured but recognise that this will take time to develop. We are keen to see improvements in the disaggregation of national datasets and look forward to seeing the analysis of published datasets that is being commissioned and the desire to developed linked datasets.
3. We do not yet have sufficient knowledge of the work being undertaken on monitoring and measuring to be able to comment fully. We would be keen to have sight of this work so that it can dovetail with the development of our next Strategic Equality Plan. It is also important to ensure that reporting arrangements for the action plan complement rather than duplicate the monitoring arrangements in place for SEPs.



Examine the progress of the Racial Disparity Unit and determine whether there are gaps in data collection and analysis of data is being carried out effectively.

4. We have not yet been engaged in this work at this stage and do not have a response to offer to this question.

Explore what channels of communication has been established to ensure people with lived experience are informed of the plan's progress and what changes are happening as a result of the plan.

5. We do not have awareness of the specific channels of communication that have been established. As an authority we are working hard to improve our connectiveness with Black, Asian and Minority Ethnic communities. This has included supporting the development of the Monmouthshire Muslim Community Association, Gwent Taxi Driver awards ceremony and planned events for Black History Month along with further anti-racist training seminars for members. By first establishing forums that people value and feel comfortable we are creating spaces that we can use in future to engage and communicate with people from diverse backgrounds more effectively.

Evaluate the effectiveness of the Plan in its first year, including whether actions have been delivered, what the key outcomes have been so far and to determine why any outstanding actions have not been implemented.

6. The plan has been welcomed. Its production is itself an important step towards tackling racial inequality. We are aware of some progress that has been made. However, we are not sighted on progress overall and look forward to the development of the measurement and monitoring framework to enable us report on our own delivery and track progress across the nation as a whole.

Help further understanding of what other interventions are needed to support delivery of the plan and whether there are barriers to implementing the plan.

7. We welcome opportunities to learn from leading practice in other areas. As individual organisations we are small but working together we are a huge collective force. We would benefit from forums and opportunities to capitalise and build on what works and amplify this to deliver real change.
8. It is also important that we embrace the principles of the Well-being of Future Generations Act and think about how the Anti-Racist Wales Action Plan can be more effectively integrated with other areas of policy, including the requirement to produce Strategic Equality Plans. We are a small nation and our budgets are increasingly stretched. We do not have the resources to deliver these things in isolation and to do so would dilute our ability to enact the changes we so desperately wish to see.

We are happy to be part of ongoing dialogue with Welsh Government regarding the action plan, either directly or through the WLGA.



monmouthshire
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This response has been submitted on behalf of Monmouthshire County Council and has prepared jointly by the Cabinet Member for Equalities and Engagement and the Chief Officer – People, Performance and Partnerships. It has not been subject to wider consultation inside the organisation not a debate by the full council, the cabinet or any committee.

If you have any questions regarding this response please don't hesitate to get in touch.

Yours Sincerely

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