

Anti-Racist Wales Action Plan Inquiry survey questions

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

General comments: We invited Welsh Government to our Strategic Equality and Future Generations Board to talk about the Anti-racist Plan. We are aware of how the plan has been established and co-produced with those with lived experience. However, up to now we have not received any information from Welsh Government as to the progress they have made in delivering the plan.

Education comments: Some actions for Education in the ARWAP have been ‘delivered’ for example mandating the teaching of Black, Asian and minority communities history in the Curriculum for Wales and developing a professional learning platform (DARPL). However, there are other actions which are now a year behind – GRT Guidance, Rights, Respect Equality and Racist reporting. These seem to be more complex to deliver on than WG anticipated. However, this begs the question as to how much thought went into the plan in the first place in order to set realistic time frames.

Generally, updates on progress on actions are gathered by default and chance rather than a proactive, strategic approach from WG.

WG run an LA Education Minority Ethnic and Gypsy Roma Traveller leads group and through this we are able to ask for and do get updates on aspects of the plan. However, this is one small group of people.

There is lack of clarity in the plan on who is responsible for working on what and what the expectations are on LAs and schools in terms of specific actions. Essentially, the Education actions themselves are for Welsh Government but there is implication that LAs would need to be involved to achieve some of the outputs/impacts.

As an Education Directorate we are fully committed to developing anti-racist practice across our directorate and schools. We have fully engaged with any opportunities that have come our way and are engaging with DARPL to deliver a number of events, projects and professional learning activities. However, this has been very much our own doing rather than being shaped by WG actions and the ARWAP. We will be formulating our own action plan which will cross-reference to the ARWAP where relevant.

2. Consider progress and monitoring arrangements for the Plan, including the role of the public sector (local authorities, health, education), third sector and where applicable, the private sector.

General comments: At the moment we are unaware of how the objectives of the plan should be formally monitored, or the reporting requirements. This includes how

external organisations are monitoring progress and reporting on the plan. We are using the plan as a document to monitor our individual progress and to measure against our current priorities, however we are unaware of the expectation of progress, frequency and scale of monitoring and reporting.

Education comments: There is no clarity over the monitoring and reporting arrangements of the plan at WG or any other level. But this also hinges back to lack of clarity over who is responsible for what.

3. 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.

General comments: the progress of the Racial Disparity Unit is unknown to us.

Department comments: Not aware of the Racial Disparity Unit and as such any data produced.

4. 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.

General comments: Awaiting further guidance on the implementation of the plan.

Education comments: Not aware of any channels of communication for this.

5. 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.

General comments: We are aware that there is an External Accountability Group that will be assessing, challenging and reporting on progress in achieving of the plan, however, we are yet to see an update from them.

Education comments: As in response to question 1 we know that some actions have been implemented. However, whether these actions have achieved the associated outputs and impact is unknown. Some actions are significantly behind.

The anti-racist professional learning events and resources are excellent – the offer is wide and our engagement with various opportunities has shaped our thinking and informed future actions. However, we have been very proactive as an LA in developing this workstream compared to other LAs. Our challenge is to get all schools to take responsibility and become involved.

Black, Asian and minority communities history as part of the curriculum is being developed across schools with professional learning led by the regional consortium.

6. 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.

General comments: we are not aware of how effective the plan has been in its first year and consequently whether actions have been delivered.

Education comments:

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

- Greater clarity over the responsibilities/expectations of LAs/schools linked to any of the actions that are relevant. The plan needs specific actions for schools and LAs and needs to combine with the recommendations in this report [Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group: final report | GOV.WALES](#)
- Monitoring arrangements need to be included as part of the plan, these need to be SMART
- Clearer, strategic communication channels that pull together updates/developments in one place.
- Against each action there needs to be an update of what has been achieved and next steps