



06.10.2023

Dear Sir/Madam,

Social Care Wales is a named lead or partner across a range of actions within the plan. Although this is most explicit within the social care section, we are also closely involved with the childcare and play elements. We are also, as a Welsh-Government Sponsored Body, taking forward elements of the plan that set out ambitions for such bodies.

We have been fully engaged in the development of the plan, and its implementation, through dialogue with officials. We are members of dedicated steering groups in social care and childcare and play, chaired by senior civil servants, that discuss and monitor progress. Those steering groups include representatives from the private, public and voluntary sectors and meet on a quarterly basis. Membership of the group is reviewed on a regular basis to ensure suitable representation.

Where appropriate, lead organizations have been identified for delivery of specific actions and progress is monitored through regular meetings and standardized reporting.

Representatives from the Racial Disparity Unit joined the social care steering group earlier this year, and have provided a valuable input into discussions, but this has been the extent of our engagement with the Unit.

From our perspective, channels of communication with those of lived experience have been primarily through delivery of the actions we are leading. For example:

- Dedicated focus groups with those with lived experience whilst developing the new Research and Innovation Strategy for social care in Wales.
- Commissioning content development for a new training module for the social care sector from organizations representing those with lived experience.
- Undertaking research with those with lived experience to develop appropriate mechanisms to support potential leaders from the black, Asian and minority ethnic communities.
- Our work with partners will also see the establishment of project reference groups, who will represent those with lived experience.

Cadeirydd/Chair: Mick Giannasi CBE
Prif Weithredwr/Chief Executive: Sue Evans

The plan is ambitious and has been warmly welcomed by the social care sector. It has been inevitable that some delays to delivery have been seen as mobilization of such a range of actions is often complex. A number of the actions were perhaps not as clear in their intentions as possible, leading to a need to clarify. Finally, some actions, to be successful, have required space to gather evidence in order to ensure they are targeted on the ultimate ambitions of the plan.

However, it is clear that the plan has begun to move forward with momentum across many areas and a wide range of organizations are now invested in delivery.

Two issues remain as potential challenges to delivery. The first is the ongoing development of a range of plans to support those with protected characteristics. The opportunity to develop shared approaches across different plans is difficult in these circumstances, and the response to intersectionality is limited when the policy context is not clear across the range of those with protected characteristics. There is a risk that each separate protected characteristic, held by the same person, is supported differently (even if the action is intended to be positive).

The second challenge is resources, both human and financial, particularly in the future. For Social Care Wales, many actions have been absorbed within our business planning processes without the need for additional resources. We have, however, received funds to develop specific support for some actions. These are actions to develop resources and approaches to support anti-racism in the social care workforce and leadership. But they will only be effective if their delivery across the sector is supported financially over the longer term, and this remains unclear.

Yours faithfully,



David Pritchard

Cadeirydd/Chair: Mick Giannasi CBE
Prif Weithredwr/Chief Executive: Sue Evans