

Members of the S4C Authority have considered the evidence provided as part of the fact-finding exercise undertaken by Capital Law into the working environment at S4C. The exercise was initiated following serious concerns raised with us by BECTU in April 2023. The evidence we have seen reflects the views and experiences of 96 people who are current or former staff of S4C or partners with whom the organisation works. We would like to thank those who felt able to come forward for their openness and willingness in sharing their experiences.

The nature and weight of the evidence provided was deeply troubling. It has undoubtedly been a challenging time for many individuals. As Members of the Authority, we would like to apologise for the stress and anguish caused by behaviours experienced in the workplace.

It is clear from the evidence received that action needs to be taken to secure change within S4C, and there is still much work to do to deal with all the issues arising from the information received. The S4C Authority is committed to ensuring that S4C is a place where our staff are happy and safe – a place where they feel able to perform at their best and thrive. We recognise that we need to restore confidence and trust in the organisation – not only amongst our staff but with our partners in the creative sector, audiences in Wales and beyond.

For us to begin to make improvements we need to make some changes immediately. Therefore, having received detailed legal advice, members of the S4C Authority made the difficult but unanimous decision to terminate the employment of the Chief Executive. We will work towards appointing a new leader who can help restore an ambitious S4C with a renewed focus on collaboration and the well-being of our colleagues.

These are never easy decisions to make. However, we, as Members of the S4C Authority, are confident that this is the right decision for the organisation.

This is a sensitive matter, and we must follow due process. As the S4C Authority we need to carefully balance our obligations in relation to transparency with the well-being of those involved, and it would be inappropriate to add anything to this statement at this time about the decision announced today.

In due course, we will publish a report that explains further the nature of the evidence received during the fact-finding process, decisions made and steps we will be taking to ensure that S4C provides a positive and thriving working environment.