

28 January 2025

Jenny Rathbone MS
Chair of the Equality and Social Justice Committee
Senedd Cymru
Cardiff Bay
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Dear Jenny

We must all play our part: a public health approach to halting the epidemic in gender-based violence

Thank you for your letter of 20 December 2024. I am pleased to provide an update.

In my previous letter I set out that the Member Learning and Engagement team (MLE) would make appropriate arrangements for training to be offered, taking account of the three areas you had particularly highlighted:

- increased awareness and understanding of what constitutes GBV;
- improved bystander intervention skills which equip individuals with the skills to identify signs of potential GBV situations and intervene safely and effectively; and
- cultural competence: understanding the complexities of addressing GBV within diverse cultural contexts.

As a first step, MLE worked closely with Kindling Interventions, who gave evidence to the Committee, to develop a training course to meet the above brief, particularly the second bullet point above. Their course outline set out their objectives as follows:

The training will be rooted on our existing evidence-based Bystander at Work programme but will be developed and tailored specifically to focus on noticing and intervening in sexism, gender stereotyping, gendered microaggressions, sexual harassment and other forms of gender-based violence against women and girls.

Due to the participants being at senior leadership level, the training will also be further developed specifically to focus on leadership, privilege and power.

MLE have extensive experience of working with party groups to provide training for Members and recognise that there is a distinct preference for training within those groups on topics of particular sensitivity, such as this. Timetabling training for Members also proves to be a challenge and so party group buy-in is sought to ensure optimum Member attendance to the training on offer.



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Having approached all Party Groups, two Party Groups took up the opportunity to take up this training in the autumn term of 2024. The third Party Group were unfortunately unable to afford the time/capacity to dedicate to this topic. The next step will be to approach the independent Members to offer this training to them. In total, 22 Members from two groups took up the training offer, representing 37% of all Members.

This training has focussed on understanding these issues within a work context. The MLE team are also currently exploring with training providers a specific awareness session on Gender Based Violence (GBV) to encompass that which constitutes GBV and understanding cultural competence. This would be delivered as a cross party session with an invitation for Members and their support staff to attend. Your Committee has recognised, in seeking a commitment from Members through Recommendation 12, that whilst the Commission makes training available it is for Members to avail themselves of the opportunities. We would therefore like to offer this session in collaboration with your committee so that its members can attend, and encourage other Members to do likewise.

To complement the above sessions, the MLE team have, in the past year, provided other training to Members and Member Support staff on related topics, which supplement and support the topic in question – that of Dignity and Respect in the Workplace, Sexual Harassment as well as offering courses on Safeguarding Vulnerable Adults.

With regards to Commission staff, the Organisational Development, Learning and Inclusion team have organised training from Welsh Women's Aid and The Survivor's Trust to be delivered to Commission staff (including to Designated Safeguarding Officers, Dignity and Respect Contact Officers, TUS, Committee Staff, HR Managers and the Education Team) which includes information and statistics on Gender Based Violence. The Commission Staff also have training running at the end of the month from Cardiff Based BAWSO which will cover Gender Based Violence in the Cultural and Harmful Practices Safeguarding course.

Yours sincerely,



Manon Antoniazzi

Prif Weithredwr a Chlerc y Senedd / Chief Executive and Clerk of the Senedd

Croesewir gohebiaeth yn Gymraeg neu Saesneg. We welcome correspondence in Welsh or English.

