



Llywodraeth Cymru  
Welsh Government

Ein cyf/Our ref MA(P)JJ/4286/18

6 December 2018

Dear John,

Thank you for your letter dated 14 November seeking clarification on issues raised by Committee members during the plenary debate on 26 September.

Please find the further information you requested in the attached annex.

Yours sincerely

A handwritten signature in blue ink that reads "Julie James". The signature is written in a cursive, flowing style.

**Julie James AC/AM**  
Arweinydd y Tŷ a'r Prif Chwip  
Leader of the House and Chief Whip

Number	Requested Information	Response to the request
1	Further information on how the Welsh Government will encourage public sector organisations to follow its example of providing flexible working options.	The Equality and Human Rights Commission is currently completing a review of the Welsh public sector's compliance with the public sector equality duty. We must consider flexible working as part of our wider objectives under the duty if we want to see real change in Wales. Once we have considered the findings from the EHRC's review, we will engage with Public Sector organisations regarding their approach to delivering the duty.
2	Clarification on when the recruitment guidance for school governing bodies will be reviewed and updated, following the acceptance of recommendations 5 and 6;.	<p>The Independent review of teachers' pay and conditions considered the current School Teachers Pay &amp; Conditions Document and the plethora of guidance supporting it - they came to the conclusion that these are convoluted and complex and "very few people, especially teachers themselves, have a clear understanding of the document." They have recommended a new coherent "Career, Conditions and Pay Framework for Teachers in Wales" be written and this should ensure a 'fresh start' for clarity and accessibility.</p> <p>I am currently considering steps to ensure governors are fully engaged and supported in the transformational education reform that is currently under way. As part of that, I anticipate a refresh of the Governors Guide to the Law as well as a review of broader support and training. I would expect this work, which would include the section noted in the report, to be completed prior to the summer recess in 2019.</p>
3	The Welsh Government to ensure that businesses accessing its financial support are offering flexible working, by making this a key requirement of the economic contract.	As we have made clear, we are taking an iterative approach to the implementation of the Economic Contract and we have committed to undertaking periodic stocktakes of its operation. The first stocktake is currently underway and we expect this to be concluded by the end of the year. We will use learning from the stocktake to inform any future changes to the Economic Contract. We are also committed to revisiting the Economic Contract when the Fair Work Commission reports in the Spring. This will provide the opportunity to review and consider expanding the current four provisions of the Economic Contract, whilst recognising the balance between adding further provisions and the risk that the Economic Contract becomes an unwieldy list of specific requirements.
4	Commitment to providing a further, more detailed	See no 3 above.

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	<p>response to recommendations 9, 12, 28 and 34, once the Fair Work Commission has reported.</p>	
5	<p>An immediate review of how Business Wales provides advice and support. We believe that our report made the case for the review to happen urgently.</p>	<p>Under the Chairmanship of Robert Lloyd Griffiths (Director Wales - Institute of Directors), the Business Wales Strategic Board (Board) oversees the Business Wales Service to inform the delivery of the service and provide strategic advice on the needs of entrepreneurs and SMEs in Wales to ensure continuous development and improvement.</p> <p>Under the direction of the Board, a Female Entrepreneurship Panel (Panel) has undertaken a review of the position of female entrepreneurship in Wales and has made ten recommendations to help better support entrepreneurially women in Wales, including the need to further tailor business support services to ensure they are gender focussed.</p> <p>The Panel's Report and associated Good Practice Guide will be launched in January 2019. In response to the Report the Welsh Government will publish an Action Plan which will include the provision of additional gender awareness training to Business Wales advisors and other relevant staff who work with women entrepreneurs, including gender-neutral recruitment, including unconscious bias.</p>
6	<p>A further response to recommendation 28, which was calling on the Welsh Government to increase the provision of specialist advice to employees, including how Business Wales provides advice to employees.</p>	<p>Business Wales provides business support, advice and information to entrepreneurs and SMEs in Wales. Business Wales does not provide advice directly to employees.</p> <p>Under the Chairmanship of Robert Lloyd Griffiths (Director Wales - Institute of Directors), the Business Wales Strategic Board (Board) oversees the Business Wales Service to inform the delivery of the service and provide strategic advice on the needs of entrepreneurs and SMEs in Wales to ensure continuous development and improvement. Under the direction of the Board, a Female Entrepreneurship Panel (Panel) has undertaken a review of the position of female entrepreneurship in Wales and has made ten</p>

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		<p>recommendations to help better support entrepreneurially women in Wales, including improving access to Business Support information sources.</p> <p>The Panel's Report and associated Good Practice Guide will be launched in January 2019. In response to the Report the Welsh Government will publish an Action Plan which will include the development of a specific page on the Business Wales website that highlights information sources available to women entrepreneurs. In addition, Business Wales Advisors will continue to provide advice to SMEs on pregnancy, maternity and employment issues where appropriate.</p>
7	<p>Clarity on when the review of the public sector equality duties will be complete, and a commitment to providing an update on progress and decisions by the end of 2018.</p>	<p>The Equality and Human Rights Commission is finalising its review of the Welsh public sector's compliance with the public sector equality duty. The Welsh Government will consider the EHRC's findings as part of the review of the public sector equality duties, including strengthening the reporting. The publication of the EHRC's monitoring report has been slightly delayed and is now expected in December. Engagement with listed public bodies on these issues will start early in the new year, linked to development of our equality objectives for 2020-24.</p>
8	<p>Further, more detailed explanation for the rationale behind the decision to make the childcare offer, and other childcare schemes, available to children aged between two and four alone.</p>	<p>The Childcare Offer for Wales will provide 30 hours per week of early education and childcare to the working parents of 3-4 year olds, for up to 48 weeks per year. When we've spoken with parents about returning to work, childcare is one of the most commonly cited barriers. Parents, and particularly mothers, tell us they have to wait until their child is in school before they can return to work. The rationale of aiming this offer at children who are three is that we are bringing that point forward by a year.</p> <p>This Offer will deliver against a manifesto commitment. We have other programmes in place to support parents such as Flying Start.</p> <p>In addition, the Minister recently wrote to the Children, Young People and Education Committee about other support programmes in place designed specifically for parents in</p>

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		<p>training and education or for those who require support to return to work. A copy of the letter can be found on the following webpage:</p> <p><a href="http://senedd.assembly.wales/documents/s81290/Letter%20from%20the%20Minister%20for%20Children%20Older%20People%20and%20Social%20Care%20the%20various%20schemes%20available%20t.pdf">http://senedd.assembly.wales/documents/s81290/Letter%20from%20the%20Minister%20for%20Children%20Older%20People%20and%20Social%20Care%20the%20various%20schemes%20available%20t.pdf</a></p>
9	Examples of job-sharing appointments for public appointments, as outlined in recommendation 2.	<p>With the exception of a recently appointed a job share partnership to the role of National Advisor for Violence against Women, Gender-based Violence, Domestic Abuse and Sexual Violence job share roles in public appointments remain limited. The Welsh Government has recently established a Public Bodies Unit with responsibility for delivering the majority of public appointment campaigns centrally. This will be underpinned by development of a diversity strategy with the intention of making the appointment process more inclusive and improving the diversity of public appointments in Wales. As part of the strategy, opportunities for job sharing will be considered, along with options for improved engagement with protected groups and talent management initiatives to promote equality of opportunity. The strategy will be developed collaboratively with public leaders and key stakeholder groups across Wales.</p>
10	Further details on your commitment that the review of teachers' pay and conditions will take full account of flexibilities to support the working patterns required, outlined in the response to recommendation 6.	See number 2 above
11	The timescales for	We anticipate that this will be included in new arrangements following the review of the

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	implementing the requirement for organisations to publish maternity retention rates, alongside the review of the Public Sector Equality Duties.	PSED and engagement with listed public bodies outlined in number 7 above.
12	Further information of the service provided by the PaCE project to parents who are trying to access it. Sarah Rees gave an account of her own attempts to contact the project without receiving a response, as well as several accounts of others who have experienced the same difficulty.	<p>We are very sorry to hear that Sarah Rees and others have tried to contact the PaCE project with no response. This is not the standard of customer service we aspire to, and apologise for the lack of response.</p> <p>Welsh Government PaCE officials have conducted a thorough search of e-mails received in the PaCE Mailbox (<a href="mailto:PaCE@gov.wales">PaCE@gov.wales</a>) and it does not appear that we received an e-mail from Sarah Rees. So that we can explore this further with our network of over 45 advisers across Wales, it would be really helpful if Sarah Rees could provide information about how she tried to contact the project, whether that was via the PaCE mailbox or by contacting an individual adviser . Once we have established this detail, we can address any problems to ensure this does not happen again to anyone trying to contact PaCE.</p> <p>In addition, If Sarah Rees and others who tried contacting PaCE would like to share their contact details with Sue Ashcroft, PaCE Senior Operations Manager within Welsh Government, (<a href="mailto:sue.ashcroft@gov.wales">sue.ashcroft@gov.wales</a>), then Sue will ensure they are contacted promptly by a PaCE Adviser in their local area, and receive the standard of service they should have received at the first point of contact.</p>
13	any further update on if, and when, the Childcare Offer will be available to non-working parents.	The Childcare Offer is a manifesto commitment which is aimed at working parents. There are currently no plans to expand the Offer to non-working parents. The Offer is made up of both early education and childcare, with at least 10 hours of the total 30 made up of early education. The early education part of the offer will remain universal.