



Briefing on the Anti-racist Wales Action Plan

On the 7th June 2022 the Welsh Government published the final Anti-racist Wales Action Plan. The Plan builds on the findings of the Welsh Government Socio economic Subgroup report on coronavirus (COVID-19) and people from the ethnic minority backgrounds in Wales. The guiding principle of this Plan is that the rhetoric on racial equality should be translated into meaningful action, with organisations and institutions made accountable for turning this into reality as is common with other important policy areas. It is for this reason that the Plan identifies 'goals', 'actions' 'timelines', 'outcomes' and the role of the Accountability Group that will oversee the governance as critical to successful implementation.

This revised Plan only covers actions to be undertaken **between June 2022 to June 2024**. Welsh Government will learn from the work they do in this period and will develop revised goals and actions for the subsequent period.

The key actions include –

Education and Welsh language–

Higher education

- Establish an anti-racism network across the HE sector. Publish an annual race equality report and performance measures for the sector, including outcomes for students and staff.

Schools

Key actions include –

- Wales is leading the way by becoming the first part of the UK to make it mandatory to teach Black, Asian and Minority Ethnic histories and experiences in the new Curriculum for Wales. This is being rolled out to primary schools from September 2022.
- Strengthen the Welsh Government's statutory guidance for schools in respect of wellbeing to recognise the particular needs of learners from an ethnic minority backgrounds.
- Ensure a range of appropriate interventions (both universal and targeted) are available to schools to meet the wellbeing needs of learners from ethnic minority backgrounds.

- Strengthen Welsh Government guidance on Exclusion from Schools and Pupil Referral Units in relation to learners who we are aware can be disproportionately subject to permanent or temporary exclusions; this includes, but is not limited to ethnic minority learners and learners with special educational needs (SEN). Data will be used from the Official Statistics published by the Welsh Government on permanent and fixed-term exclusions from schools, which includes data on exclusions by ethnic background. This data will continue to be published.

Welsh language

- Commission the development of multilingual anti-racist resources and case studies to support an increase of take up in Welsh-medium education within ethnic minority community.

Health –

Leadership and accountability

- Require anti-racist leadership at all levels by direction. All NHS Boards, Trusts and Special Authorities to report demonstrable progress in driving anti-racism at all levels by:
 - appointing ‘Executive Equality Champions’ and ‘Cultural Ambassadors’;
 - implementing a leadership and progression pipeline plan for Black, Asian and Minority Ethnic staff;
 - providing Ethnic Minority Networks appropriate levels of resource and access to the Board.
- All NHS Board members will undertake an anti-racist education programme and implement and report progress against personal objectives (for all Board members) to meet vision of an anti-racist Wales.

Workforce

- Commission an independent audit of all existing workforce policies and procedures through an anti-racist lens, and expect Black, Asian and Minority Ethnic representation within forums or groups established to design the audit/and oversee and support their effective implementation and application.
- Higher Education Institutions (HEIs) and NHS Organisations will co-design anti-racist education programmes with Black, Asian and Minority Ethnic people. Set a requirement for all NHS Staff, NHS Volunteers and students to complete redesigned anti-racist education programmes.
- Each NHS organisation will commit to their involvement in the Aspiring Board Members Programme, ensuring education, mentoring and support to participants who will be from a Black, Asian and minority ethnic background.

Data

- Improve workforce data quality and introduce a Workforce Race Equality Standard (WRES) to provide an evidence base to make and measure targeted structural change. Underpinned by cultural change, through targeted interventions at both local and national level, developed through social partnership.
- Implement systemic monitoring of concerns of workforce discrimination and bullying raised by staff through the Joint Executive Team process. Sources of workforce data and intelligence will be refined including the WRES and HEIW Centre of Excellence
- Co-design and revise population health data collection, creating an evidence base to develop policies and provide equitable health and social care services.

Tackling health inequalities

- Establish a dedicated working group on health inequalities to address barriers in accessing services and make recommendations to improve. The group will hear from experts by lived experience and draw on evidence that has already been submitted.
- Ensure COVID-19 recovery plans are fully inclusive and targeted to address known health inequalities in access to care and service provision.
- Work with community organisations, the third sector and the NHS to ensure the needs of Black, Asian and Minority Ethnic people are considered when developing:
 - new strategies and legislation for Mental Health;
 - proposals to address the unmet mental health needs of asylum seekers, refugees and migrants.
- Work with representatives of ethnic minority communities to promote the Putting Things Right (PTR) concerns and complaints procedure, including the advocacy services available, ensuring accessibility through additional recommended languages.

Crime and justice

- Working with criminal justice partners, publish the Criminal Justice Anti-Racism Action Plan for Wales, setting out the concrete and tangible action we will take forward together to tackle inequality and to create an anti-racist criminal justice system.

Childcare and play

- The Welsh Government will consider, in partnership with sector partners, whether the childcare and play workforce should be required to complete training programmes in relation to anti-racism, and if so through what mechanisms.
- Focused on lived experience, anti-racism, allyship and cultural competence, the Welsh Government will work with sector partners, in collaboration with ethnic minority

partners, to design learning materials to support settings to include the teaching of Black, Asian and Minority Ethnic communities within childcare and play settings and to ensure practitioners are supported to do so.

- The Welsh Government will establish a dedicated working group, the working group including sector representative bodies, will work alongside people from Black, Asian and Ethnic Minority Communities, to identify barriers faced by these communities in accessing services. The working group will make recommendations on how barriers can be removed to ensure equality of access to services.
- An early childhood education and care (ECEC) Action Plan shortly to be developed.

Next steps

The RCSLT Wales office are seeking to influence the Welsh Government guidance on Exclusion from Schools and Pupil Referral Units. We are also finding out more details in regards the Workforce Race Equality Standards, working group on health inequalities, the proposed Criminal Justice Anti-Racism Action Plan for Wales, the working group set up to look at barriers to accessing services in childcare and play and the development of the childhood education and care (ECEC) Action Plan. The RCSLT Wales office will be continue to horizon scan to look at developments and seek opportunities to influence for the profession. Please do get in touch to share your thoughts. We can be contacted on wales@rcslt.org

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