



Ethnic Minorities
& Youth Support
Team Wales

Tîm Cymorth
Lleiafrifoedd Ethnig
& Ieuenctid Cymru

EYST Wales coordinates the All Wales BAME (Black Asian Minority Ethnic) Engagement Programme, a three-year project (2017-2020) to gather views and experiences of BAME people living in Wales and improve the evidence base from which to positively influence Welsh Government policies and public services to better reflect the needs of BAME communities. The following are interim recommendations from the project. They relate to four main areas of concern: racism and Islamophobia, racial equality in education, employment and socio-economic outcomes and representation in public life.

Racism & Islamophobia – This includes overt racism such as racist incidents and hate crime, but it also includes covert and institutional forms of racism, in which ethnic minority people can be affected both by equality of opportunity and equality of outcome.

Racist Incidents & Hate Crimes

1. There should be greater recognition from Welsh Government that racial, ethnic and religious intolerance has increased post-Brexit and that it threatens the possibility of future generations living in a diverse, safe and cohesive Wales;
2. Improve access to justice and safety for minority ethnic individuals and review effectiveness of justice process in dealing with racism;
3. Wales' police workforce is better able to tackle racism and promote equality and community cohesion in the delivery of police services;
4. More cultural and heritage exhibitions displaying ethnic diversity and immigration in a positive light;
5. As a long-term solution, create inclusive school environments with zero tolerance for racist bullying. Embed anti-racist education in schools from early age, including representation of positive non-White role models in curriculum. Follow the advice for learning skills such as maths and reading, "little and often."

In Relation to Public Services and Access to Public Services

6. Improve public sector capacity to tackle racial inequality and meet the needs of minority ethnic people;
7. Cultural competency training for frontline staff, including unconscious bias training and training to reduce discrimination based on lack of English language skills; Recruitment of BAME staff so that workforce better reflects population;
8. Improve the gathering, monitoring and use of ethnic data in policy and practice; improve the range and scope of the disaggregated ethnicity data available – including intersectional data;

In Relation to Structural Racism

9. There should be greater recognition of the pervasiveness of structural racism in Wales, or power structures which seek to reproduce themselves, and that this is contrary to the public-sector duties of equality of opportunity, equality of access and equality of outcome;
10. Consequently, Welsh Government should commit to and develop a strategic and comprehensive race equality plan which addresses the key areas outlined in this document in a systematic, joined up and long-term way.
11. This plan should include clear targets which improve opportunities and achieve measurable outcomes.

Racial Equality in Schools

1. Prevent and challenge racist attitudes by embedding in the New Curriculum for Wales specific requirements for **regular** anti-racist education throughout key stages and monitor this via the schools inspection framework (ESTYN).
2. Improve the monitoring and reporting of racist incidents and bullying in schools by making this a mandatory requirement, as recommended by Children's Commissioner and EHRC Wales.
3. Address the lack of BAME teachers, particularly at senior level by promoting the recruitment, retention and progression of BAME educators as well as BAME policy makers within the Education Sector.
4. In developing the New Curriculum for Wales, ensure that positive representation of ethnic and racial diversity is embedded across the curriculum and that ethnic minority, Black and Asian contributions to UK and Wales society are represented. Also, ensure a more balanced and accurate portrayal of slavery and British colonial history, as recommended by the United Nations Committee on the Elimination of Racial Discrimination (UNCERD).
5. In developing the New Curriculum, set specific targets for representation of non-White histories and cultures;
6. Involve BAME pupils and parents in the current re-design of the curriculum; this engagement should be across diverse ethnic groups and geographies and should not be tokenistic;
7. Work with the Education Workforce Council and other providers of teacher training and CPD to ensure that at all stages of their careers, teachers are trained in a) cultural competence, the skills to reflect on their own identity and privilege and how that may affect pupils; b) to recognise and respond effectively to racism and c) to develop authentic diversity in curriculums;
8. Investigate discrepancies in pupil exclusion rates via ethnicity and investigate discrepancies in outcomes of setting/banding via ethnicity;
9. Any proposed further changes to current funding for programmes which support BAME and GRT pupils must be carefully scrutinised, including an analysis of how pupils will be affected and how BAME and GRT staff will be affected by further funding cuts and further de-hypothecation. Programmes which are successful and are working well both at

engaging BAME and GRT pupils and raising educational attainment should be funded to continue;

10. Ensure rigorous monitoring of the benefits of the support for ethnic minority, GRT and EAL pupils and monitor how transfer of previous targeted funding to general education funds affects pupil engagement and performance;
11. Locate examples of best practices in how schools respond to racist incidents and teach pupils about race in Wales and find the best ways to disseminate and replicate them.
12. Locate examples of best practices in how schools create positive and thorough representations of racial/ethnic diversity in the curriculum and find the best ways to disseminate and replicate them.
13. Provide minority ethnic pupils with careers guidance that helps to improve transition into employment and tackles occupational segregation in relation to race.

Employment & Socio-economic Inequality

Welsh Government has several levers to have a positive impact on employment and we suggest it implements the following to their full capacity:

- 1) Lead by example as a public-sector employer:
 - a. Require the entire public sector in Wales to institute shortlisting practices which eliminate personal details such as name/postcode/birthdate, with acknowledgement that such practice is only one step in eliminating bias in recruitment and it is not failsafe;
 - b. Ensure ongoing unconscious bias training for all line managers and ensure that recruitment panels have had recent unconscious bias training;
 - c. Install positive action schemes both to prepare BAME people to be successful at recruitment and to progress into management roles, most especially including senior management roles;
 - d. Publish data on ethnic minority representation ethnicity pay gap annually;
 - e. Commit to targets to increase BAME representation at all levels of workforce.
- 2) Welsh Government should consider the idea that public bodies in Wales should have racially representative workforces, and in doing so, should consider the UK Government's BME2020 programme which had similar objectives.
- 3) Embed racial equality into "Working Wales," the forthcoming WG employability programme:
 - a. Ensure ethnic monitoring both of participation rates and employment outcomes, including occupational sector and rate of pay;
 - b. Ensure that providers recruit BAME staff, particularly in areas where there are high concentrations of BAME people;
 - c. Require providers to arrange cultural competency and equality and diversity training for staff, including training on specific issues facing BAME individuals such as discrimination, underemployment, recognition of overseas qualifications, etc.;

- d. Leverage relationships with employers to implement positive actions to increase ethnic diversity in their workforce and promote progression of BAME employees.
- 4) As a major procurer of goods and services, Welsh Government can work with employers to encourage positive actions to address and implement more inclusive workplaces and also to provide training and progression opportunities to employees, such as on site ESOL classes and other educational options. Welsh Government should consider the full recommendations of the Baroness McGregor-Smith review into 'Race in the Workplace', including that any organisation that is publicly funded must "set and publish targets to ensure they are representative of the taxpayers they deliver for". The Government should go further and ensure that it is driving behaviour change in the private sector too. Anyone tendering for a public sector contract should have to show what steps they are taking to make their workplaces more inclusive in order to be awarded a contract"¹. The full recommendations of this review should be considered by Welsh Government.
 - 5) Ensure that benefits BAME graduates of Higher Education reap equal benefits to their White British peers – both in terms of equality of opportunity and equality of outcome.
 - 6) Ensure access to appropriate early learning and childcare for minority ethnic families.
 - 7) Accessible ESOL courses at the correct level and intensity with free or affordable childcare options.
 - 8) Specific support and advice should be made available to migrant workers who are particularly vulnerable to exploitative employers and an awareness programme or campaign for employers should be developed to address public confusion over migrant/refugee/asylum-seeker employment rights.
 - 9) Per recommendation in EHRC Healing a Divided Britain², we would encourage Welsh Government to set national aspirational targets to close racial disparity gaps relating to employment, economic inactivity and wage level, such as a 10% improvement over a certain period.
 - 10) Ensure robust policy responses that support race equality in relation to income and poverty

¹https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf [accessed 10 May 2018]

² <https://www.equalityhumanrights.com/en/race-report-healing-divided-britain>

Representation of BAME people in Public and Political Life

- 1) Welsh Government should closely consider the findings of the evaluation of the 'Diversity in Democracy' programme to identify barriers to BAME people becoming local councillors and properly resource future programmes to achieve equality of outcome of BAME representation on local councils;
- 2) Mentoring, training and shadowing programmes for BAME people into public life which learn from previous best practice should be resourced and continued;
- 3) Closer attention should be paid to the current culture of public and political bodies at all levels (National Assembly, local councils, leadership boards, etc) to identify potential barriers to diversity;
- 4) Collect and publish ethnicity data related to who stands for, who is nominated and who wins elections at local and national levels;
- 5) Political parties and political and public bodies should consider legal positive action to achieve equal outcomes which reflect the ethnic make-up of constituencies;
- 6) Traditional Criteria for public appointments should be reviewed and criteria should include a requirement for 'lived experience' of the issue to be addressed by the public body;
- 7) All public appointments panels should have unconscious bias training preceding interviews;
- 8) Collect and publish ethnicity data relating to applications for public appointments;
- 9) More broadly, Welsh Government should democratise its own links to BAME individuals and reduce reliance on 'the usual suspect' organisations or self-appointed individuals.

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