

# Agenda – Y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol

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Lleoliad:	I gael rhagor o wybodaeth cysylltwch a:
Cyfarfod rhithiol	Gemma Gifford a Rhys Morgan
Dyddiad: Dydd Llun, 10 Mehefin 2024	Clerc y Pwyllgor
Amser: 14.00	0300 200 6565
	<a href="mailto:SeneddCydraddoldeb@senedd.cymru">SeneddCydraddoldeb@senedd.cymru</a>

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**Cofrestru cyn y cyfarfod: 13:45 –14:00**

- 1 Cyflwyniad, ymddiheuriadau, dirprwyon a datgan buddiannau**  
(14:00)
- 2 Papurau i'w nodi**  
(14:00)
  - 3.1 Gohebiaeth rhwng y Cadeirydd a'r Pwyllgor Cyllid ynghylch craffu ar y gyllideb ddrafft**  
(Tudalennau 1 – 5)
  - 3.2 Gohebiaeth rhwng y Cadeirydd ac Ysgrifennydd y Cabinet dros Ddiwylliant a Chyfiawnder Cymdeithasol ynghylch yr uwchgynhadledd ar Leferydd, Iaith a Chyfathrebu a gynhaliwyd ar 24 Ionawr 2024**  
(Tudalennau 6 – 8)
  - 3.3 Gohebiaeth rhwng y Cadeirydd a Sefydliad Safonau Annibynnol y Wasg ynghylch Gwrth-hiliaeth Cymru a'r defnydd o iaith hiliol ddifriol**  
(Tudalennau 9 – 12)
  - 3.4 Gohebiaeth gan yr Ymddiriedolaeth Adeiladu Cymunedau at y Cadeirydd ynghylch ymatebion i'r argyfwng costau byw**  
(Tudalen 13)
  - 3.5 Cofnodion y cyfarfod rhwng Ysgrifennydd y Cabinet dros Dai, Llywodraeth Leol a Chynllunio a Chomisiynwyr Awdurdod Tân ac Achub De Cymru ac ystadegau amrywiaeth data gan Awdurdod Tân ac Achub De Cymru**  
(Tudalennau 14 – 26)



- 4 Cynnig o dan Reol Sefydlog 17.42(vi) i wahardd y cyhoedd o weddill y cyfarfod heddiw**  
(14:00)
- 5 Ymchwiliad dilynol i ofal plant: trafod prif faterion yr ymholiad**  
(14:00–15:00) (Tudalennau 27 – 45)
- 6 Blaenraglen waith**  
(15:00–15:30) (Tudalennau 46 – 58)

Peredur Owen Griffiths AS  
Cadeirydd y Pwyllgor Cyllid

3 Mehefin 2024

Annwyl Peredur,

### Craffu ar Gyllideb Ddrafft 2024-25: Tystiolaeth a ddarparwyd gan Lywodraeth Cymru

Diolch am ein gwahodd ni i rannu safbwyntiau ar broses y Gyllideb Ddrafft.

Ar lefel ymarferol, er ein bod yn ddiolchgar i Lywodraeth Cymru am ddarparu ei thystiolaeth ysgrifenedig mewn modd amserol, mae ein prif bryderon ynglŷn â'i chynnwys wedi'u nodi yn ein hadroddiad, a gyhoeddwyd ym mis Chwefror 2024. Mae'r Pwyllgor yn gwerthfawrogi mai'r oedi yng Nghyllideb y DU oedd yn gyfrifol am amseriad y Gyllideb Ddrafft ond, yn y bôn, nid oes digon o amser i ganiatáu gwaith craffu effeithiol gan bwyllgorau'r Senedd.

Ein barn ni yw bod angen i'r effaith ar gydraddoldeb, cyfiawnder cymdeithasol a llesiant cenedlaethau'r dyfodol gael ei hystyried yn llawer mwy trwyadl gan Weinidogion wrth wneud penderfyniadau cyllidebol. Bob blwyddyn, mae'r Asesiad Effaith Integredig Strategol wedi methu â chynnig y manylion y credwn sy'n angenrheidiol i gyfiawnhau penderfyniadau gwariant Llywodraeth Cymru.

### Gwelliannau

Hoffai'r Pwyllgor weld nifer o welliannau gan gynnwys:

- Mwy o eglurder a thryloywder o ran y methodolegau a ddefnyddir wrth benderfynu ar ddyraniadau a'r rhesymau y tu ôl i benderfyniadau gwariant;
- Gwell defnydd o ddata gan gynnwys darparu dadansoddiad trylwyr o effaith penderfyniadau gwariant yn enwedig mewn perthynas â grwpiau demograffig gwahanol;
- Darparu crynodeb o adborth ac argymhellion gan randdeiliaid a grwpiau cynghori. Byddai hyn yn dangos sut mae safbwyntiau eisoes wedi'u hymgorffori yn y broses asesu, ac os nad ydynt, pam na fu hyn yn bosibl; a
- Darparu cynllun clir ar gyfer gwerthuso a monitro'r effeithiau dros amser.



## Yr ystyriaeth a roddir i faterion cyllidebol trwy gydol y flwyddyn

Ym mis Mehefin, bydd y Pwyllgor yn cynnal gwaith craffu cyffredinol ar Ysgrifennydd y Cabinet dros Ddiwylliant a Chyfiawnder Cymdeithasol, ac mae'n bwriadu ystyried yr argymhellion a wnaed mewn ymchwiliadau blaenorol gan gynnwys argymhellion y Gyllideb Ddrafft. Mae'r Pwyllgor hefyd yn ystyried ysgrifennu at Ysgrifenyddion y Cabinet a Gweinidogion yn dilyn ad-drefnu'r cabinet, yn gofyn iddynt sut y bwriedir i'w blaenoriaethau gyfrannu at ymrwymïadau Llywodraeth Cymru ar gydraddoldeb a chyfiawnder cymdeithasol yn eu portffolios priodol. Mae'r trefniadau craffu presennol yn golygu bod y ffocws strategol ar gydraddoldeb a chyfiawnder cymdeithasol ar draws adrannau'r Llywodraeth yn aml yn cael ei golli, ac rydym yn gobeithio y bydd cael trosolwg cliriach o'r blaenoriaethau o fewn pob portffolio yn ein cynorthwyo gyda'n gwaith craffu ar Gyllideb Ddrafft 2025-26.

Rydym yn gobeithio y bydd ein myfyrdodau yn ddefnyddiol i'ch Pwyllgor wrth iddo gynnal ei waith ar y maes allweddol hwn.

Yn gywir,



Jenny Rathbone AS

Cadeirydd y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol



Cadeirydd y Pwyllgor Plant, Pobl Ifanc ac Addysg  
Cadeirydd y Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith  
Cadeirydd y Pwyllgor Diwylliant, Cyfathrebu, y Gymraeg, Chwaraeon, a  
Chysylltiadau Rhyngwladol  
Cadeirydd Pwyllgor yr Economi, Masnach a Materion Gwledig  
Cadeirydd y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol  
Cadeirydd y Pwyllgor Iechyd a Gofal Cymdeithasol  
Cadeirydd y Pwyllgor Deddfwriaeth, Cyfiawnder a'r Cyfansoddiad  
Cadeirydd y Pwyllgor Llywodraeth Leol a Thai

22 Mawrth 2024

Annwyl Gadeiryddion Pwyllgorau,

### Craffu ar y gyllideb ddrafft

Byddwch yn cofio fy mod wedi ysgrifennu y llynedd yn gwahodd Pwyllgorau i fynegi barn ar welliannau y gallai Llywodraeth Cymru eu gwneud i'r dogfennau mae'n eu cynhyrchu ochr yn ochr â'i Chyllideb Ddrafft ac mewn tystiolaeth ysgrifenedig gan y Gweinidog a ddarparwyd i'r pwyllgorau.

Cafodd eich ymatebion eu hystyried gan y Pwyllgor ar 21 Mehefin 2023 ac wedi hynny ysgrifennais at y Gweinidog Cyllid a Llywodraeth Leol (y Gweinidog) ar 23 Mehefin 2023 yn gofyn am ystyried y pryderon a godwyd cyn rownd cyllideb 2024-25. Roedd rhain yn ymwneud â'r hyn a ganlyn:

- cyhoeddi'r gyllideb ddrafft yn hwyr, gan arwain at broses graffu wedi'i chwtoegi;
- diffyg tryloywder ynghylch effaith y gyllideb ddrafft ar feysydd polisi o fewn cylch gwaith pob Pwyllgor;
- ansawdd isel y dystiolaeth ysgrifenedig a ddarparwyd gan Lywodraeth Cymru;
- ni wnaeth Llywodraeth Cymru ddarparu ymatebion i rai argymhellion gan bwyllgorau cyn y ddadl ar y Gyllideb Derfynol.

Codwyd y materion hyn eto yn ystod y gwaith o drafod Cyllideb Ddrafft Llywodraeth Cymru 2024-25 yn gynharach eleni. Yn ein adroddiad gwnaed yr argymhellion a'r casgliadau a ganlyn gan adeiladu ar y safbwyntiau a fynegwyd yn flaenorol:

***Casgliad 2.** Bydd y Pwyllgor yn ymgynghori â phwyllgorau'r Senedd sy'n ymwneud â chraffu ar y gyllideb cyn cylch cyllideb 2025-26 i gael gwell dealltwriaeth o'r dystiolaeth a ddarparwyd gan Lywodraeth Cymru i gefnogi'r Gyllideb Ddrafft ac i archwilio ffyrdd o wneud y mwyaf o waith craffu cyllidebol drwy gydol y flwyddyn*

***Argymhelliad 1.** Mae'r Pwyllgor yn argymhell bod y Gweinidog yn cyhoeddi papurau tystiolaeth gweinidogion ar yr un pryd â'r Gyllideb Ddrafft er mwyn rhoi eglurder ar y meini prawf a'r blaenoriaethau sy'n sail i benderfyniadau gweinidogion, gyda'r nod o alluogi rhanddeiliaid i gymryd rhan yn y broses graffu yn fwy effeithiol ac yn gynharach yn y broses.*

***Argymhelliad 2.** Mae'r Pwyllgor yn argymhell, os caiff y Gyllideb Ddrafft ei gohirio eto yn y dyfodol:*

- *bod y Gweinidog a'r swyddogion yn parhau i fynd i sesiwn cyn craffu ar y gyllideb gyda'r Pwyllgor Cyllid; a*
- *bod y Gweinidog yn gweithio gyda'r Pwyllgor Cyllid i nodi dulliau gweithredu a all wella cyfleoedd craffu, gan gynnwys darparu dogfennaeth sy'n ymwneud â'r Gyllideb Ddrafft yn gynharach.*

Derbyniwyd yr argymhellion hyn mewn egwyddor, gyda'r Gweinidog yn amlygu'r anawsterau ymarferol wrth ymateb i faint o wybodaeth y gofynnir amdani gan bwyllgorau unigol, ar yr un pryd â chyhoeddi'r Gyllideb Ddrafft.

Gofynnwn felly i chi ystyried y materion canlynol, ac i ddarparu ymateb erbyn dydd Gwener 24 Mai 2024.

- Pa welliannau, os o gwbl, ydych chi wedi'u gweld yn y ddogfennaeth a ddarperir gan Lywodraeth Cymru ochr yn ochr â Chyllideb Ddrafft 2024-25?
- Ydych chi wedi nodi unrhyw welliannau pellach y gellid eu gwneud i'r wybodaeth a ddarperir ochr yn ochr â'r Gyllideb Ddrafft?
- O ystyried yr amser byr sydd ar gael i graffu, pa ystyriaeth, os o gwbl, ydych chi wedi'i rhoi i graffu ar faterion cyllidebol o fewn eich cylch gwaith yn gynharach, er enghraifft ystyried cynllunio strategol tymor hwy, cymryd camau dilynol o ran argymhellion craffu blaenorol neu brosesau penderfynu cyn i'r Gyllideb Ddrafft gael ei chyhoeddi?

- Mae'r Pwyllgor hefyd yn gweithio ar hyn o bryd gyda'r Gweinidog a rhanddeiliaid eraill i adolygu Protocol Proses y Gyllideb i sicrhau bod prosesau cyllidebol y Senedd yn adlewyrchu arferion a ddatblygwyd yn y Chweched Senedd hyd yma. A oes gennych unrhyw farn am weithdrefnau cyllidebol y Senedd yn ehangach?

Rydym yn ddiolchgar i chi am eich ymgysylltiad parhaus â ni ar y materion hyn ac yn croesawu unrhyw ohebiaeth bellach sy'n ymateb i'r pwyntiau uchod.

Ein nod yw codi'r materion hyn ar ran y Pwyllgorau gyda'r Gweinidog cyn y ddadl yn y Cyfarfod Llawn ar flaenoriaethau cyllidebol ar gyfer 2025-26 a fydd yn digwydd cyn toriad yr haf.

Yn gywir,



Peredur Owen Griffiths AS  
Cadeirydd y Pwyllgor Cyllid

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.



Llywodraeth Cymru  
Welsh Government

Jenny Rathbone MS  
Chair,  
Equality and Social Justice Committee  
Welsh Parliament

[SeneddEquality@senedd.wales](mailto:SeneddEquality@senedd.wales)

30<sup>th</sup> May 2024

Dear Jenny,

Thank you for your letter of 18 March to Jane Hutt MS, the then Minister for Social Justice seeking confirmation of timescales to take actions forward from the Summit on Speech, Language and Communication (SCL) held January 24, 2024. I apologise for the delay in the response to your letter.

Since the summit on SLC in the youth justice system, officials have considered the position further with Ministers, including with the Cabinet Secretary for Health and Social Care who holds responsibility for Speech Language and Communication provision.

We recognise the potential benefits to young people of embedding Speech Language and Communication support across Youth Justice Services teams in Wales. However, as highlighted in our initial response to the Committee's report, there are only around 800 registered Speech and Language Therapists (SLTs) in Wales and insufficient NHS employed SLTs to embed them across Youth Justice Services teams in Wales. The current financial challenges would make it very difficult to recruit, train and employ additional SLTs in this way.

It is for Local Health Boards (LHBs) to determine their health needs and how best to meet them with the resources available, including for children in contact with the justice system or those at risk of coming into contact with it. Welsh Ministers therefore encourage local Youth Justice Services teams to discuss with their respective LHBs the level of demand for speech and language support in their areas and how they can best be met.

The summit also highlighted resources Youth Justice Services teams can use to improve their Speech Language and Communication provision without requiring full SLT provision, including the Royal College of Speech and Language Therapists' 'The Box' training and resources which are designed to give professionals in the justice system the ability to

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[Correspondence.Lesley.Griffiths@gov.wales](mailto:Correspondence.Lesley.Griffiths@gov.wales)

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

identify communication issues and the skills to work successfully with individuals who have such issues. We encourage teams to make full use of these resources to support their work and meet the needs of the children they work with. The 'The Box' resources could also help to establish the level of demand for SLTs within the youth justice system and support more considered work in this area in the longer term.

I appreciate this is a challenging position but it reflects the realities of the current resourcing position on SLTs and the pragmatic need to make full use of the levers and resources at our current disposal. I am pleased the summit brought professionals together across sectors to discuss the issue and the highlight the resources available to Youth Justice Services teams

A handwritten signature in black ink that reads "Lesley Griffiths". The signature is written in a cursive, flowing style.

**Lesley Griffiths AS/MS**

**Ysgrifennydd y Cabinet dros Ddiwylliant a Chyfiawnder Cymdeithasol**

**Cabinet Secretary for Culture and Social Justice**

Jane Hutt, AS  
Y Gweinidog Cyfiawnder Cymdeithasol a'r  
Prif Chwip

18 Mawrth 2024

Annwyl Jane,

**Uwchgynhadledd Cyfiawnder Ieuenctid – Anghenion Lleferydd, Iaith a Chyfathrebu**

Cyfeiriaf at fy llythyr dyddiedig 9 Chwefror 2024 a hoffwn ddiolch ichi am eich ymateb a ddaeth i law ar 29 Chwefror. Mae eich ymateb yn cyfeirio at bwyntiau gweithredu a gododd o'r Uwchgynhadledd ac yn dweud bod swyddogion wrthi'n gweithio ar y camau nesaf i'w cymryd cyn paratoi cyngor i Weinidogion. Ysgrifennaf felly i ofyn a allech chi gadarnhau'r amserlen arfaethedig ar gyfer y gwaith hwn a dweud pryd y gallai'r Pwyllgor ddisgwyl clywed am yr hyn y mae Gweinidogion am ei wneud?

Rydym yn ddiolchgar i chi, fel arfer, am eich cydweithrediad parhaus ac edrychaf ymlaen at glywed gennych maes o law.

Yn gywir



Jenny Rathbone AS

Cadeirydd y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol  
Senedd Cymru

Sent via email on 6 June 2024

Dear Ms Rathbone,

Thank you for your letter of 20 May 2024 in which you asked about IPSO's role in ensuring that the Press is playing its part in tackling racism and discrimination and how IPSO handles matters of discrimination and racism.

IPSO first and foremost upholds press standards by enforcing the Editors' Code. Part of that Code, as noted in your letter, relates to discrimination, including discrimination based on race and colour, as well as other protected characteristics. Regulated publications are aware of the Code, and the sanctions required by IPSO should the Code be broken.

Looking beyond individual complaints, IPSO has a dedicated Standards Team whose purpose is to raise press standards including through training, guidance, and interventions where we identify patterns of concern. Last year, IPSO conducted in-person training sessions with 80 journalists and journalism students. While we will always shape individual modules to the circumstances, training around Clause 12 is a standard part of our programme; three weeks ago we held an in-person training session in Manchester for a group of journalism trainees exclusively devoted to this issue.

To improve transparency and accountability around these issues, IPSO specifically monitors complaints made under Clause 12, and publishes information on a quarterly basis about instances in which articles receive more than ten complaints under Clause 12. IPSO also produces guidance for journalists and publishers who are looking for resources on specific issues. These are grouped by theme, and several touch upon discrimination. You can find this information on IPSO's website here:

<https://www.ipso.co.uk/resources-and-guidance/>.

All the best,  
Alice Gould

Alice Gould  
Head of Complaints

Independent Press Standards Organisation

 [www.ipso.co.uk](https://www.ipso.co.uk)  @ipsonews



The IPSO Mark is displayed by all IPSO - regulated publishers to demonstrate their accountability to independent regulation and commitment to professional standards.

## Yr Arglwydd Faulks

Cadeirydd y Pwyllgor Cwynion yn y  
Sefydliad Annibynnol Safonau'r Wasg

20 Mai 2024

Annwyl Arglwydd Faulks,

### Cymru wrth-hiliol a'r defnydd o iaith ddifriol hiliol

Mae'r rhagair i adroddiad y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol a edrychodd ar Gynllun Gweithredu Cymru Wrth-hiliol yn nodi bod y:

*"nod...o ddod yn genedl wrth-hiliol erbyn 2030, ymhen dim ond chwe blynedd...[yn] gofyn inni fod yn weithgar, nid yn oddefol. Gwrthsefyll, yn hytrach na derbyn y bydd gwahaniaethu hiliol yn digwydd."*<sup>1</sup>

Fel Pwyllgor trawsbleidiol, rydym wedi cefnogi nod cyffredinol Llywodraeth Cymru wrth nodi y bydd angen i'r "newid sefydliadol, gwleidyddol a diwylliannol sydd ei angen (i greu Cymru wrth-hiliol) gynnwys y gymdeithas gyfan".

Ar 11 Mai, cyhoeddodd y Mail Online erthygl ar y dyddiad yn nodi 25 mlynedd ers datganoli.

<https://www.dailymail.co.uk/news/article-13407979/The-great-devolution-disaster-Grotesque-levels-corruption-Pygmy-politicians-obsession-woke-dogma-upsurge-nationalism-supposed-tame.html>.<sup>2</sup>

Nid oes gennym achos cweryla â'r feirniadaeth o berfformiad Llywodraeth Cymru; dyna'r hyn y mae'r 3<sup>edd</sup> ystad i fod i'w wneud i gadw'r bobl mewn grym ar flaenau eu traed. Fodd bynnag, rydym yn anghytuno ynghylch y term 'gwleidyddion pigmi' ochr yn ochr â llun o'n Prif Weinidog, sef arweinydd du cyntaf llywodraeth genedlaethol yn Ewrop. Mae llawer o'r farn bod y term yn sarhaus, ac yng nghyd-destun yr erthygl, mae'n debygol iawn o gael ei ddehongli fel sylw difriol hiliol.

A wnewch ystyried a yw Cod Ymarfer y Golygyddion, sy'n dweud bod rhaid i'r wasg osgoi cyfeiriadau niweidiol neu ddifriol at hil a lliw, wedi'i dorri? Yn sicr, dyna'r casgliad rydym wedi dod iddo. Rhowch wybod pa gamau y

<sup>1</sup> Gweithredu, nid geiriau: creu Cymru wrth-hiliol erbyn 2030

<sup>2</sup> Darperir linc electronig i'r erthygl wreiddiol yn yr e-bost eglurhaol.

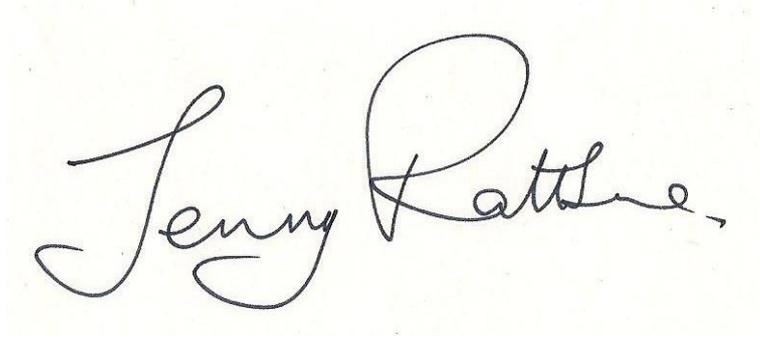


gall Sefydliad Annibynnol Safonau'r Wasg eu cymryd gan obeithio osgoi ailadrodd yr hyn sy'n sylw sarhaus, rhagfarnllyd hiliol yn ein barn ni.

Fel mater ar wahân, byddem yn croesawu eich barn chi am sut rydych yn sicrhau bod y wasg yn fwy cyffredinol yn cymryd rhan wrth fynd i'r afael â hiliaeth a gwahaniaethu yn y sector ac yn y gymdeithas o ystyried eich rôl ddylanwadol wrth gynnal gwerthoedd a safonau yn y sector.

Edrychaf ymlaen at gael eich ymateb maes o law.

Yn gywir,

A handwritten signature in black ink on a light-colored background. The signature reads "Jenny Rathbone" in a cursive, flowing script. The first name "Jenny" is written in a larger, more prominent hand, while "Rathbone" follows in a similar but slightly smaller style. The signature is positioned in the center of the page.

**Jenny Rathbone AS**

Cadeirydd y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol

Croesewir gohebiaeth yn Gymraeg neu yn Saesneg.

We welcome correspondence in Welsh or English.

24 May 2024.

Dear Jenny Rathbone MS, Chair of Equality and Social Justice Committee,

**Re: Beyond Essentials: Community Responses to the Cost-of-Living Crisis.**

I am writing to you on behalf of Building Communities Trust, who published brand-new research examining the ways in which community groups and organisations have responded to the Cost-of-Living Crisis, earlier this week.

The research, also attached alongside this letter, specifically examines the impacts of the crisis on community groups and organisations, as well as on the staff and volunteers who work for them. To date, this is one aspect of the Cost-of-Living Crisis which has not been comprehensively analysed. In doing so, the research highlights the types of support community organisations feel they need to continue doing their vital work, in addition to the challenges they face. The research shows starkly how that work really has become essential for many people – not only in terms of providing the essentials of life – such as food and fuel – but also increasingly stepping into shoes once worn by public sector organisations.

The research amplifies the experiences and needs of community groups and organisations undertaking much of this vital work. The lived experiences of people working or volunteering for community groups and organisations have shaped the report's findings and recommendations.

We believe this research will be of interest to the broader work of the Committee. Should you want any further information, please do not hesitate to contact me on [eleri.williams@bct.wales](mailto:eleri.williams@bct.wales).

Yours sincerely,

Eleri Williams  
Policy and Research Advisor, Building Communities Trust.

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Charity number: 1164509. Invest Local Trust charity number: 1164515.  
Mae'r Ymddiriedolwr Adeiladu Cymunedau Cyf yn gwmni elusennol cyfyngedig drwy warant.  
Rhif cwmni 8916805. A gofrestrwyd yn Lloegr a Chymru.  
Rhif elusen: 1164509. Ymddiriedolaeth Buddsoddi Lleol Rhif Elusen: 1164515

## **CABINET SECRETARY FOR HOUSING, LOCAL GOVERNMENT AND PLANNING MEETING WITH SOUTH WALES FIRE AND RESCUE AUTHORITY COMMISSIONERS – 25 APRIL 2024**

### **Present**

Julie James, MS – Cabinet Secretary for Housing, Local Government and Planning  
Vijith Randeniya – South Wales FRA Commissioner  
Kirsty Williams - South Wales FRA Commissioner  
Carl Foulkes - South Wales FRA Commissioner  
Baroness Debbie Wilcox - South Wales FRA Commissioner  
Karin Phillips - Deputy Director, Community Safety Division  
Dan Stephens - Chief Fire and Rescue Adviser  
Steve Pomeroy - Head of Fire Services Branch  
Kerry Citric – Fire Services Branch  
Steph Wood – Private Secretary to Cabinet Secretary for Housing, Local Government and Planning  
William Parry – Assistant Private Secretary to Cabinet Secretary for Housing, Local Government and Planning

1. The Cabinet Secretary thanked the Commissioners for taking on the role of implementing change in South Wales Fire and Rescue Service (SWFRS). The Cabinet Secretary indicated that she wanted to have an early discussion about the following matters :

- Their experience so far
- Their early thoughts on an exit strategy
- The need for diversity in the decision-making process.

### **The Commissioners Experience in SWFRA**

2. The Commissioners provided the following observations on the intervention to date :-

- Their initial assessment of the position of the service supported the Welsh Government's decision to intervene.
- The breadth of the challenge was greater than they had anticipated.
- They had mapped action against their terms of reference and put in place the structures to deliver the required programme of work. A Director of Transformation had been appointed and the advertisement of the appointment of a permanent Chief Executive/Chief Fire Officer was imminent.
- They had identified some talent in the Service as well as opportunities for new ideas and ways of working.
- They believed that one of their key early challenges was to create the conditions necessary for change by building trust and effectively

communicating and involving staff in developments (such as the recruitment processes for senior appointments).

- Engagement with all stakeholders, including Unions was also key.

### **Exit Strategy**

3. The Cabinet Secretary indicated that she had spoken to the Leaders of two, and the Chief Executive of one, of the ten SWFRA constituent Local Authorities and that she would hold further discussions with all of the Local Authorities about FRA governance arrangements. The Cabinet Secretary pointed out that it was important that the South Wales constituent Local Authorities knew and understood the Commissioners' role and terms of reference, the actions that were being undertaken in SWFRA and the emerging role for LAs as part of the intervention exit strategy.

4. The Cabinet Secretary explained that future governance arrangements for FRAs would be informed by Commissioners' feedback, the views of Local Authorities and the WLGA; the size of the FRA, and the selection of members, including the potential for Welsh Government direct appointments, were all issues to be considered. The Cabinet Secretary indicated the importance of taking into account the experience of governance arrangements elsewhere and referenced the National Parks. The Cabinet Secretary indicated she planned to have discussions with the Independent Remuneration Panel for Wales in due course.

5. The Commissioners indicated that they had already met with WLGA members Cllr Lis Burnett and Cllr Jane Gebbie, and the Commissioners and the Interim CFO were also going to undertake a programme of engagement with the Leaders and Chief Executives of all of the constituent Local Authorities.

6. The Commissioners explained they were not yet in a position to provide a firm timeframe, but their initial view was that there could be an exit from the intervention when it was clear management structures and the culture of the organisation had improved to the point that the FRS was able to support its own programme of improvement and that future governance arrangements had been agreed. The Cabinet Secretary confirmed she would give further consideration to the exit strategy and broader issues of FRA governance and officials would discuss parameters with the Commissioners in more detail.

7. The Cabinet Secretary indicated that she would invite Commissioners to one of her future meetings with Local Authorities for further discussions.

### **Diversity in Decision Making**

8. The Cabinet Secretary referred to her concerns about the lack of diversity in strategic decision-making processes which was not unique to SWFRA, and this encompassed elected members as well as senior managers. The Cabinet Secretary indicated that it was important to focus on improving representation at a senior level. The Commissioners acknowledged that there was a lack of diversity in the FRS generally.

9. It was noted that the Welsh Government planned to resume collecting equality and diversity data from the FRAs. The Cabinet Secretary indicated that she would like to see data that was more extensive than standard grouping of staff in post, for instance data on new external appointments/recruits.

10. The Commissioners indicated they would share the equality and diversity data that they had collated with the Cabinet Secretary.

### **Future Engagement**

11. The Cabinet Secretary indicated that she would keep abreast of the progress that the Commissioners were making and also keep them updated on broader discussions that she was having with wider stakeholders, including local government. The Cabinet Secretary confirmed a structure for that engagement would be put in place which would include her chairing some of the monthly Intervention Board meetings.

# SWFRS Diversity Data

## 31 March 2024



**Gwasanaeth Tân ac Achub**  
De Cymru  

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South Wales  
**Fire and Rescue Service**

# Introduction

## SWFRS Diversity Data 31/03/24

- Report includes staff who worked for the Service on 31st March 2024
- Counts include staff who work in either Wholetime, On-Call, Control, Auxiliaries, Corporate Staff (including Apprentices and staff with Yff contracts)
- Counts do not include Members, Agency, Secondments into the Service or Volunteers



# Gender, Age & Disability

**Table 1 - Gender**

Tudalen y pecyn 18

<b>Sex</b>	<b>Total</b>
Female	299
Male	1356

**Table 2 – Age**

<b>Age Range</b>	<b>Total</b>
Under 18	<5
18 to 24	151
25 to 34	401
35 to 44	480
45 to 54	454
55 to 64	153
65 to 74	13
Over 75	<5
<b>Total</b>	<b>1,655</b>

**Table 3 – Disability**

<b>Disability</b>	<b>Total</b>
Yes	9
No	796
Prefer not to say	7
Not answered	843



# Ethnicity and Religion

**Table 4 - Ethnicity**

<b>Ethnicity</b>	<b>Total</b>
Asian, Asian Welsh or Asian British	0
Black, Black Welsh, Black British, Caribbean or African	<5
Mixed or Multiple ethnic groups	<5
Other ethnic group	16
White	922
Prefer not to say	28
Not answered	683

Tudalen y pecyn 19

**Table 5 – Religion**

<b>Religion</b>	<b>Total</b>
Buddhist	<5
Christian	173
Hindu	0
Jewish	0
Muslim	0
Sikh	28
No religion	160
Other religion	22
Prefer not to say	559
Not answered	737



# Gender Identity and Sexual Orientation

Tudalen y pecyn 20

**Table 6 – Gender identity**

<b>Gender Identity</b>	<b>Total</b>
Different from birth	<5
Same as birth	977
Prefer not to say	<5
Not answered	673

**Table 7 – Sexual orientation**

<b>Sexual Orientation</b>	<b>Total</b>
Bisexual	<5
Gay or Lesbian	9
Heterosexual	475
Other sexual orientation	0
Prefer not to say	485
Not answered	685



# SWFRS Diversity Data

## 31 March 2023



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De Cymru  

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South Wales  
**Fire and Rescue Service**

# Introduction

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# Gender, Age & Disability

**Table 1 - Gender**

**Table 2 – Age**

**Table 3 – Disability**

<b>Sex</b>	<b>Total</b>
Female	284
Male	1343

<b>Age Range</b>	<b>Total</b>
18 to 24	99
25 to 34	380
35 to 44	480
45 to 54	471
55 to 64	178
65 to 74	17
Over 75	<5
<b>Total</b>	<b>1,627</b>

<b>Disability</b>	<b>Total</b>
Yes	9
No	877
Prefer not to say	8
Not answered	733

Tudalen y pecyn 23



# Ethnicity and Religion

Tudalen y pecyn 24

**Table 4 - Ethnicity**

<b>Ethnicity</b>	<b>Total</b>
Asian, Asian Welsh or Asian British	0
Black, Black Welsh, Black British, Caribbean or African	<5
Mixed or Multiple ethnic groups	<5
Other ethnic group	16
White	995
Prefer not to say	28
Not answered	582

**Table 5 – Religion**

<b>Religion</b>	<b>Total</b>
Buddhist	<5
Christian	182
Hindu	0
Jewish	0
Muslim	<5
Sikh	0
No religion	167
Other religion	25
Prefer not to say	618
Not answered	631



# Gender Identity and Sexual Orientation

**Table 6 – Gender identity**

<b>Gender Identity</b>	<b>Total</b>
Different from birth	<5
Same as birth	1052
Prefer not to say	<5
Not answered	570

**Table 7 – Sexual orientation**

<b>Sexual Orientation</b>	<b>Total</b>
Bisexual	<5
Gay or Lesbian	8
Heterosexual	498
Other sexual orientation	<5
Prefer not to say	539
Not answered	579



# Eitem 5

Yn rhinwedd paragraff(au) vii o Reol Sefydlog 17.42

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