

Report of: Chief Executive

Subject: To agree to sign the Zero Racism Wales Policy

Decision Required: Yes

Recommendation:

The Authority is recommended to agree to sign the Zero Racism Wales Policy.

1. Key Messages

- 1.1 Racism exists every day and the Authority needs to ensure that it does what it can to uphold the highest standards of inclusion, appreciation and celebrate diversity.
- 1.2 The Welsh Government Remit Letter date 15th April 2025, includes “Celebrate diversity and move to eliminate inequality in all of its forms.”
- 1.3 The Authority has included an intention to sign Zero Racism Wales Policy in its Equality Plan which was approved by Members at the 5 February 2025 NPA.

2. Background

- 2.1 Racism exists every day, and unfortunately it also exists here in Wales. There is so much more we can do to hold ourselves and one another accountable, to uphold the highest standards of inclusion, appreciation and celebration of diversity across Wales. We stand in solidarity. We come together in unity and purpose; and we say NO to racism in all its forms.
- 2.2 Zero Racism Wales is calling on all organisations and individuals committed to promoting racial harmony and equity to sign up to our zero-tolerance policy to racism in Wales and implement the commitments outlined by the policy within the workplace and their day to day lives.
- 2.3 By signing up and agreeing to the policy, the Authority is agreeing to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included.
- 2.4 Over 1,000 organisations and individuals have signed up to the policy, this includes Pembrokeshire County Council.

2.5 A copy of the policy is included as Annex A.

3. Consultation

3.1 This action was included in the draft Equality Plan, which was subject to public consultation.

3.2 The policy has been considered by the Authority's Management Team who have recommended its approval to the Authority.

4. Strategic Policy Context

4.1 The Welsh Government Remit Letter date 15th April 2025, includes "Celebrate diversity and move to eliminate inequality in all of its forms". By agreeing to this policy it would illustrate our support for the Welsh Government's Anti Racist Wales Action Plan - [Anti-racist Wales Action Plan: 2024 update \[HTML\] | GOV.WALES](#)

4.2 The Authority has included an intention to sign Zero Racism Wales Policy in its Equality Plan which was approved by Members at the 5 February 2025 NPA.

5. Financial Considerations

5.1 There are no specific financial considerations for agreeing to this policy and the actions can be incorporated into our existing work that supports Public Sector Equality Duty compliance and improvement areas linked to equality monitoring.

6. Risk and Compliance Considerations

6.1 The policy acts as a control measure that supports the Authority in terms of the following risk areas within its Risk Register:

- A failure to create a Park that supports people to be healthier, happier and more connected to the landscape, nature and heritage.
- Failing to comply with legislation and Governance requirements

6.2 The Policy supports the Authority's wider activities to embed the Public Sector Equality Duty in its activities and culture.

7. Impact on our Public Sector Duties

7.1 Integrated Assessment Completed: Yes – Summaries from the Assessment included below.

7.2 Equality, Socio-Economic, Health and Human Rights Impacts

7.2.1 Approval of the policy should have a positive impact in the following areas:

- Provides clear statement of Authority's position in terms on supporting zero racism in Wales, supplementing existing policies on equity, diversity and inclusion and HR policies on Bullying and Harassment.
- Aligns with wider activities that supports Public Sector Equality Duty compliance and improvement areas linked to equality monitoring.

- Residents and visitors may face or fear race-related hate crime, harassment, or discrimination, which can make the Park's green and blue spaces feel unwelcoming or unsafe. This can reduce their use of public transport and limit access to facilities, opportunities, and the Park's health benefits. The Policy helps reinforce the Authority's commitment to ensuring the Park is a safe and welcoming place for everyone.
- Staff, job applicants, volunteers, service users and Members could also experience hate crime, harassment or discrimination due to race or ethnicity. It is important the Authority puts in place mechanisms to prevent this from happening or responds effectively if an incident does occur.
- It supports clear, policy-level messaging about creating an inclusive and welcoming Park and Authority, helping shape the behaviour of staff, volunteers, and Members, as well as the experiences of applicants and the public when they engage with the organisation.

7.2.2 Other protected characteristics are captured in the Authority's Equity, Diversity and Inclusion Policy. This policy helps strengthen elements of that policy in terms of emphasising on preventing discrimination, harassment, victimisation. It also will support individuals where intersectionality considerations come into play, e.g. harassment and discrimination risks or experiences are compounded by their race or ethnicity when combined with other characteristics such as disability, age, sexual orientation, socio economic disadvantage etc.

7.3 Welsh Language Impacts

7.3.1 The Welsh Government's Anti Racist Wales Action plan includes following goal: That the voices of Black, Asian and Minority Ethnic Welsh speakers are heard and listened to and that more is done to promote access to the Welsh language by ethnic minority communities in the areas of education, language learning, the workplace and community activities.

7.3.2 This policy helps ensure that access to learning Welsh and other engagement opportunities through the Welsh Language provided by the Authority do not discriminate based on race. Our Equality Plan includes action on - Deliver a programme of opportunities across our outreach work supporting people to use Welsh and develop their Welsh Language Skills.

7.3.3 Zero Racism Wales policy online is in Welsh, English and Welsh version of the policy will be available.

7.4 Section 6 Biodiversity Duty and Carbon Emission Impacts

7.4.1 The Policy can play a part in efforts to highlight Authority's role in making nature recovery opportunities in the park, including employment and volunteering opportunities inclusive and welcoming to all.

7.4.2 Residents and visitors may face or fear race-based hate crime, harassment, or discrimination, leading them to see the Park and its green and blue spaces as unwelcoming or unsafe. This can reduce their use of public transport and limit access to facilities, opportunities, and the wider health benefits the Park

offers. Helps provide policy level support to messages around creating an inclusive and Welcoming Park and Authority.

- 7.4.3 Authority's wider strategic and policy work will consider links between this policy and Welsh Government Just Transition Framework [The Just Transition Framework \[HTML\] | GOV.WALES](#) e.g. "integrate decisions that help dismantle the systemic barriers that disproportionately affect different groups of people, e.g. Black, Asian and Minority Ethnic communities."

7.5 Well-being Goals for Wales and 5 Ways of Working (Sustainable Development Principles) Impacts

- 7.5.1 This Policy helps supports the Well-being Goals for Wales in particular more equal Wales well-being goal and a Wales of cohesive communities well-being goal. Policy helps support longer term aims set out in the Authority's Equality Plan.

8. Conclusion

- 8.1 **That Members agree the Zero Racist Wales Policy**

9. List Background Documentation:

- <https://zeroracismwales.co.uk/>

(For further information please contact Tegryn Jones (CEO), TegrynJ@pembrokeshirecoast.org.uk)

Pembrokeshire Coast National Park Authority

POL_E2 Zero Racism Wales Policy

Version	Active Date	Document Owner	Internal/ External
		Chief Executive	

Please note: Policy Control Sheet is at the end of the document. Policy document is uncontrolled once printed. Please refer to the Authority's Intranet site for up-to-date policy.

Does this Policy relate to me:

- All Staff, Members, Volunteers, Contractors and Service Users

Quick Reference - Key Policy Messages:

-

[This policy is also available in Welsh]

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1. Pembrokeshire Coast National Park Authority - Statement of Intent

- 1.1 Pembrokeshire Coast National Park Authority (the Authority) welcomes the breadth and diversity of tradition, belief and culture of the community. It seeks to create, maintain and promote a community in which each person is treated fairly and equally irrespective of race. The Authority confirms its commitment to a policy of equal opportunities in employment and service delivery. Individuals will be selected and treated on the basis of their relevant merits and abilities and will be given fair and equal opportunities within the Authority. Equally, we confirm our commitment to treating all staff, clients, customers and service users in accordance with this policy. The Authority commits to adhere to the Equality Act 2010 and provide fair and equitable services to people from all race and other protected characteristic backgrounds. The aim of the policy is to ensure that no job applicant or user/ visitor/ guest receives less favourable treatment on any grounds which are not relevant to good employment practice. We are committed to a programme of action to make this policy fully effective.

2. Pembrokeshire Coast National Park Authority - Policy Statement

- 2.1 The Authority commits to promoting a zero tolerance to racism throughout the Authority, this means that:
- We will take a stand against racism and promote a more inclusive and equal society for all.
 - We will not tolerate racial prejudice, discrimination, harassment, victimisation, abuse, or violence against any individual.
 - We will stand in solidarity, come together, and say no to racism, in all its forms.
 - We will promote good race relations between people from diverse ethnic backgrounds in organisation.
 - We will promote equal and fair opportunities for people from diverse ethnic backgrounds to attain promotion.
 - We will eliminate unlawful race discrimination, harassment, victimisation and abuse.

3. Pembrokeshire Coast National Park Authority - Responsibility

- 3.1 All persons at all levels have certain responsibilities. Good relations and practice and the achievement of an inclusive community depend on all members of the Authority treating their fellow members/ users/ visitors with respect and dignity. Therefore, all persons are expected to:
- Co-operate with measures to advance equality and diversity and to eliminate unlawful discrimination.
 - Treat all members of staff in a fair and non-discriminatory manner, respecting differences.

- Not discriminating where such members might have power over others.
- Not inciting or attempt to induce others to behave in discriminatory ways.
- Not victimising or attempt to victimise anyone who has made complaints of discrimination, harassment, victimisation or abuse or who has provided information on discrimination.
- Eliminate harassment abuse or intimidation of others on the grounds of race or ethnicity, for example in attempts to discourage them from applying for vacancies or volunteering opportunities within the organisation.
- Inform an appropriate person if a form of discrimination, harassment or victimisation is taking place.
- Take appropriate action where they are informed that an act or acts of discrimination, harassment or victimisation have occurred.

4. Monitoring and Assurance

4.1 It is the Authority's policy to monitor equality and diversity across all aspects of its activity. This includes:

- The admission and recruitment of staff, volunteers, members, users and visitors.
- The number and nature of complaints, grievances and disciplinary actions.
- The resignations and withdrawal rates of staff, clients, customers and/or service users.

4.2 Monitoring in this way will reveal whether particular groups experience disadvantage and whether they receive fair and equitable treatment in relation to either their employment or their use of the Authority. **Where unfair practices are discovered through the monitoring process, necessary action will be taken to remedy the disadvantage.**

5. Related Policies and Operational Procedures

5.1 Equity, Diversity and Inclusion Policy

5.2 [Zero Racism Wales | Now is the time to take a stand](#)

Policy Control Sheet

Change Level

Change Level	Tick
Minor editorial/ accuracy changes.	
Under Scheme of Delegation change requires Management Team approval only.	
Under Scheme of Delegation change requires Management Team approval only, however Management Team have requested for it to go to NPA for approval.	
New Policy or under Scheme of Delegation change requires NPA approval.	

Consultation

Group	Date
<i>[Staff/ Staff Reps]</i>	
<i>[Asset Management Group/ Health and Safety Group etc.]</i>	
<i>[Management Team]</i>	

Assessments

Assessment – If Applicable	Date
Integrated Assessment – Policy/ Procedure Review	
Data Protection Impact Assessment	

Approval

Approved by	Name	Date	Signature
<i>[NPA/ People Services/ Management Team]</i>			

Version History

Version	Active Date	Summary of Changes

Review

Version	Active Date	Document Owner	Review Date Trigger

Publication

Policies must be co-ordinated through the Performance and Compliance Team, for compliance, auditing, and control purposes. Please send all new or reviewed policies

once approved to mairt@pembrokeshirecoast.org.uk for formal publication of policy to staff and where required on the Authority's website.

Publication	Date
Published on Sharepoint Corporate Policy Hub	
External Policy – Published on Website: HTML	