



Codi hyder yn sail  
tystiolaeth ni  
Building confidence in our  
evidence base



Llywodraeth Cymru  
Welsh Government

## Developing Anti-racism Action in Climate Change, Environment and Rural Affairs Policy Fellowship

Welsh Government are inviting proposals for a Fellowship role to work within the Climate Change, Environment and Rural Affairs policy areas to support policy officials to develop an action plan to cover Climate change issues, Environment and Rural Affairs. There are large evidence gaps in respect of ethnic minority people's experience of racism in climate change, environment and rural affairs spaces, their ambitions and views on what would make this part of life more inclusive. The work of this fellowship will be working with teams to understand the way structural racism inherent in many of our everyday practices in evidence gathering and how to change these to hear ethnic minority voices. The role will also be working with policy teams where there is significant evidence already available through our own work and more widely, to understand the aspects that policy teams need to consider to make their policy development and delivery more inclusive.

The Welsh Government launched its Anti-Racist Wales Action Plan (ARWAP) in June 2022<sup>1</sup>. Climate Change, Environment and Rural Affairs were not included in the original evidence research for the first iteration of the plan. An evidence programme of work is underway, covering Climate Change, Environment and Rural affairs issues, this Fellowship would be part of the programme to support policy teams in further development of the evidence base and support thinking in developing and implementing an Anti-racism Action Plan covering these policy areas. The Anti-racism Action Plan has developed a process for delivering a co-produced action plan, this Fellowship will be offering a trusted voice, advising Welsh Government officials as they move through the process.

This role will be a Strategic Fellowship, working across the department, advising policy and evidence colleagues on a variety of areas in respect Anti-racism, depending on the projects the fellow maybe advising on academic techniques, rigour and new approaches to evidence gathering or advising on the current thinking, language and providing evidence synthesis on many and varied projects.

This position will work in a multidisciplinary evidence team supporting a wider programme to contribute to delivering robust, evidence-based decisions within Welsh environment. The team works through research to promote collaboration between policy, academia, stakeholders and citizens to deliver desired policy outcomes.

We are looking for people who can bring not only their academic knowledge expertise to Welsh Government, but also different lived experiences to our decision making. While being able to thrive in collaborative teams that will help change the way we think. We are looking for applications from diverse candidates who can bring fresh skills, insight and perspectives to our work.

Applications are invited for proposals from Post-doctorate Researchers to Senior Researchers and the role is open to candidates to create their own proposal for how a placement may function. The Welsh Government is able to support this as a part time or full time role.

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<sup>1</sup> [Anti-racist Wales Action Plan | GOV.WALES](#)

All applicants must be employed by an eligible host organisation for the duration of the Fellowship to receive funding. Eligible host organisations include UK Higher Education Institutes, eligible Independent Research Organisations or Public Sector Research Establishments (PSREs).

<b>HOST ORGANISATION DETAILS AND OUTLINE OF ROLE ON OFFER:</b>	
<b>Organisation name</b>	Welsh Government - Environment and Rural Affairs (ERA)
<b>Role description</b>	Developing Anti-racism Action in Climate Change, Environment and Rural Affairs Policy Fellowship
<b>Proposed start date</b>	1 December 2023
<b>Duration of placement</b>	12-18 months
<b>Funding</b>	Welsh Government will provide funding equivalent to candidate's current salary with their academic institution. This is subject to agreement of costings submitted. Funding is available up to a maximum of £140,000.
<b>Working schedule</b>	The host is flexible regarding this aspect and can be negotiated to ensure best fit for the budget, the host, researcher and the academic institution.

<b>Summary of the Fellowship – Purpose:</b>
<p>Research has demonstrated that Professions associated with Climate Change, Environment and Rural Affairs are the least diverse categories in the UK. <a href="#">Racial diversity in environment professions – Research   SOS-UK</a></p> <p>With discussions at the UN and the media also highlighting the lack of diversity in the sector, particularly in the decision making and leadership roles in these organisations. <a href="#">Does Extinction Rebellion have a race problem?   Extinction Rebellion   The Guardian</a></p> <p>Alongside these high profile discussions there are also high profile outcomes of societal racism in environmental policy that emerge, such as the issue that black and Asian neighbourhoods are more likely to be subject to poor air quality. <a href="#">How racism shows up in the air, in parks, on roads, and housing   Metro News</a></p> <p>These all point to a substantial job of work for the Welsh Government to examine its environment and climate change policies to understand how they may disproportionately negatively impact black, Asian and Ethnic Minority communities and people in Wales. Added to which there is little understanding of the primary issues and concerns of these communities in respect of environmental and climate change issues. Without this insight environment and climate change policies are not going to meet the needs of these communities in Wales.</p> <p>Wales has ground breaking legislation in the form of the Well-being of Future Generations Act (2015), a summary of the act can be found here: <a href="#">well-being-of-future-generations-wales-act-2015-the-essentials.pdf (gov.wales)</a> that guides policy makers in delivering policy in a holistic way, to meet the needs of all of society now and for the future, along with guidance on the ways of working to deliver these outcomes. However, this is a substantial culture change, policy officials are keen to adopt these approaches in policy making, engaging with under-represented groups requires innovation and new approaches, authenticity and commitment to change.</p> <p>In addition the Welsh Government has recently published its Anti-racism Wales Action Plan (ARWAP) where the Welsh Government outlines its vision that Wales will be anti-racist by 2030. At it's heart, the ARWAP has a set of values and clear purpose and methods of engagement that provide the framework for this work programme. The plan's purpose is to make a measurable difference to ethnic minority people's lives by tackling racism. Using this as a guiding star, officials have initially focussed evidence work on eight key areas of life:</p> <ol style="list-style-type: none"> <li>1. Recreation – green space and access to the countryside and coastal areas.</li> </ol>

2. Workplaces, volunteering and activism - working and engaging in the climate change, environment sectors.
3. Local Environment – Community Environmental issues such as fly tipping, air pollution, recycling and reusing.
4. Climate Change Issues – The role of society in tackling climate change – supporting action at an individual and community level. A just transition to a net zero economy and climate change adaptation.
5. Biodiversity Crisis – views and priorities around biodiversity loss in Wales and abroad.
6. Food and Food Cultures – experiences of racism in food purchasing for home consumption and outside the home, food waste etc.
7. Growing your own food for community, health, dietary choice, environmental or climate change reasons. Access to community growing, gardens, access to allotments or community gardens.
8. Leadership, representation and role models on Boards and decision-making forums in the three sectors.

The purpose of this fellowship is to provide advice, guidance and understanding to policy and evidence teams to enable them to engage meaningfully with different communities and groups in new and innovative ways to address this shortfall in our evidence. It is understood that engagement and evidence gathering will be in ways that Government are less familiar with using. The Fellow will also need to be supporting officials in understanding the language needed to engage with communities not used to engaging with Government on Climate Change, Environment and Rural Affairs matters and the barriers these communities feel to engaged with Government.

#### **Outline of position and types of projects and activities the position could be engaged with:**

The Fellow will be embedded within the Strategic Analysis branch within the ERA Strategic Evidence Unit. The Fellow will work as a member of this team. The team supports and advises policy teams across the department on a variety of subject areas in respect of the evidence. Drawing together evidence derived by the Welsh Government and academia and synthesising it into formats and narratives that policy teams can draw on throughout the policy cycle.

The Fellow will be tasked with working with the evidence teams to synthesis the outputs of three strands of Anti-racism evidence research already in train:

- Literature Review
- Community Dialogue reports
- Spatial Analysis of environmental risks for ethnic minority communities in Wales.

The Fellow will be tasked with working with the Anti-racism Action Plan external advisory group to understand and engage with the evidence available so far and work with these external representatives and policy leads as they undertake deep dives into the key issues for ethnic minority people in this area of life.

The Fellow will be working inside the Welsh Government and will be working with officials via our internal evidence structures. The Strategic Analysis team runs a 'Action on equality community of practice' this Fellow will support this particular group as they seek to improve their evidence approaches to develop the evidence base for delivering the Anti-racism Action Plan in this policy area. The post will also work with wider Government teams working in this area, linking in with our Knowledge and Analytical Services, Race and Disability Evidence Units, our Anti-Racist Wales Action Plan team and the external groups associated with the delivery of the Anti-racist Action Plan.

The type of work the Fellow would be involved with:

- Advising teams seeking to improve engagement with ethnic minority people in rural Wales.
- Working with policy teams and contractors to improve our understanding of values, views and priorities for ethnic minority people in respect of food and sustainability.
- Working with policy teams developing policies and interventions in communities to improve the diversity of those engaged in the programmes.
- Work with policy teams on policies and programmes where we fund external organisations to increase the diversity of leadership and workforces in environment, climate change and rural affairs organisations.

- Work with the central climate change behaviour change programme to support their engagement with under-represented groups to co-deliver ‘a Just transition to a low carbon future, that leaves nobody behind’.
- Work with the Equality, race and Disability Evidence Units to ensure evidence co-ordination and sharing. This will enable the Fellow to be linked to wider Government accountability structures including the Disability taskforce and the Anti-racism External Accountability Group.

#### **Expected benefits for successful applicant:**

This is a unique opportunity to work within Government to influence and improve policy outcomes for Black, Asian and Minority Ethnic people in Wales in respect of the climate and nature emergencies. It offers the opportunity to directly apply scientific expertise to actions on the ground, whilst developing an insight into the complexities of balancing different policy outcomes desired by Government.

As an embedded academic in government, it will give a unique insight into government priorities and how evidence is used on policy making, enabling greater insight for the Fellow and their institution to improve the impact of their research.

The scope of work will lead to experience of:

- Input into emerging policy development to improve outcomes for under-represented groups
- Input into a programme of work simultaneously tackling the climate and nature crises.
- An understanding of the policy making process and the role of evidence within it;
- Direct influence on the generation of new policies, standards and regulations in Wales;
- Working with policy decision makers and Ministers;
- Opportunities for in-house training and development;
- Working as part of the team engaging with a diverse group of stakeholders from government, regulators, industry and the third sector in delivering a substantial change by tackling racism in Wales.
- Understanding the different types of analytical roles in government, how they support and work with each other to support the policy design and decision-making process.

#### **External Stakeholder Engagement:**

As part of the Fellowship you would be expected to engage with UK Government, particularly DEFRA (Department for Environment, Food & Rural Affairs) and Devolved Administration departments as well as colleagues in public and regulatory bodies such as NRW (Natural Resources Wales).

Liaison with academia via your own networks and the [Environment Platform Wales](#) (EPW) would also be expected. We anticipate that the first phase of this work will lead to a number of more detailed areas of focus (some of which may be taken forward by the same Fellow or subsequent Fellowships).

#### **Welsh Government (WG) support:**

It's important to remember that although all legal Covid-19 restrictions have ended in Wales, Covid-19 hasn't gone away. We need to keep the safety of our staff at the forefront of everything we do, which includes enabling us to respond quickly if levels of Covid-19 – or any other infectious disease – become an increasing concern. We must ensure that our offices remain a safe and inclusive space for everyone.

Welsh Government 'Smart Working' supports staff to carry on working remotely while also enabling people to come together in an office environment to connect and collaborate where that is beneficial.

Attendance at meetings in the main Welsh Government office in Cathays Park, Cardiff, and/or regional office locations across Wales (partly depending on the successful candidate's location) may be required.

Access to relevant WG advisors, analysts and policy colleagues will be available to support this role.

### **Fellowship outputs:**

In the first 3 months of the role, the candidate will be expected to develop a programme plan of work and agreed outputs for the contract period. It is expected there will be a certain amount of flexibility in the programme to accommodate priority shifts. The successful candidate will report and discuss progress with lead officials.

The successful candidate could address a number of challenges, for example:

1. Developing an understanding of research needs in this area for future academic development.
2. Research into strategies for engaging people in conversations about racism and anti-racism.
3. Research into understanding structural racism and how the manifests.
4. Translating policy needs into research questions, defining and re-defining where necessary.
5. Developing innovative social science techniques for engaging with under-represented people.

## **HOW TO APPLY**

This Fellowship appointment process will be managed by Environment Platform Wales on behalf of Welsh Government. Applicants should submit the following 4 documents to [info@epwales.org.uk](mailto:info@epwales.org.uk)

1. A covering letter (maximum one side of A4) outlining why you are applying for the post and what you will bring to the role.
2. Project proposal (maximum three sides of A4) outlining how you envision the fellowship, the opportunities and the areas of research you would seek to develop.
3. Curriculum Vitae (maximum two sides of A4).
4. A letter from your academic institution. This needs to state how it will support your release from teaching and administrative duties, as necessary, and provide formal acceptance of the conditions of the scheme. Include details of price and costings.

### Deadlines:

The deadline for submitting the above documentation is 14:00 23 October 2023 to [info@epwales.org.uk](mailto:info@epwales.org.uk).

Question deadline to [ann.humble@gov.wales](mailto:ann.humble@gov.wales) is 14:00 6 October 2023.

### Criteria:

- Awareness of Welsh policy landscape and devolution.
- Understanding of the barriers created by systemic structures faced by protected groups.
- Track record in undertaking research and engagement with protected groups.
- Ability to design and deliver social science research projects.
- Understanding of the protocols and constraints in undertaking social research and the particular considerations needed when engaging with ethnic minority people.
- Ability to write concise reports.
- Ability to present research findings succinctly and clearly for a non-specialist audience?
- Ability to communicate in Welsh an advantage but not essential.

Applicants can be at any career stage but are expected to have a PhD by the start date of the Fellowship position, or be able to demonstrate equivalent professional experience gained in a stakeholder organisation. Applicants with a permanent academic position (or equivalent in institutions other than universities) are also eligible.

## Welsh Government Commitment

### Equality:

We are committed to being an anti-racist organisation and increasing diversity in the Welsh Government by removing barriers and supporting all our staff to reach their potential. We are committed to recruiting Black, Asian and Minority Ethnic people and disabled people who are currently under-represented in Welsh Government.

It is our policy to promote and integrate equality of opportunity into all aspects of our business including appointments. We welcome applications from individuals regardless of age, marriage (including equal/same sex marriage) and civil partnership, sexual orientation, sex, gender identity, disability, race, religion or belief or pregnancy/maternity.

If you have an impairment or health condition, or use British Sign Language and need to discuss reasonable adjustments, or wish to discuss how we will support you if you are to be successful, please contact Head of Strategic Analysis Ann Humble by email: [ann.humble@gov.wales](mailto:ann.humble@gov.wales) as soon as possible to discuss your requirements and any questions you may have, before the Question deadline 14:00 6 October 2023.

### Welsh Language:

The Welsh Government is a bilingual organisation and Welsh language skills are considered an asset to the organisation. We encourage and support the use of individuals Welsh language skills.

### General Data Protection Regulations (GDPR):

This privacy notice tells you what to expect when you contract the Welsh Government and provide us with your personal information: <https://gov.wales/welsh-government-privacy-notice#section-8567> All of the information you provide during this selection process will only be used for the purpose of progressing your application, or to fulfil legal or regulatory requirements if necessary.

## ASSESSMENT PROCESS

The assessment process for applications to this call will be considered using a two-stage assessment process.

All applications received will be assessed by independent experts at a sift panel. An expert panel of Government researchers and users will review submitted applications and make recommendations on those suitable to progress to stage two. Applicants will be notified whether or not their application will progress to the second stage.

For applications put forward to the second stage the applicants will be invited to an interview panel, where they will have the opportunity to present their Fellowship proposal and discuss with and answer questions from the panel. This will be undertaken via the Microsoft Teams platform. It is anticipated that these virtual interviews will take place the week commencing 13 November 2023.

The assessment criteria to be used are detailed below:

- Excellence of Proposal – quality and novelty of the proposed research synthesis, research translation or community engagement activities
- Suitability of Applicant – relevant experience and potential of the applicant, potential benefit of fellowship for their career development/transition
- Fit to Scheme

Feedback will be provided to both successful and unsuccessful applicants following the stage of assessment at which a decision is made concerning their application.

WG will use the recommendations of the interview panel along with the overall call requirements and the available budget in making the final funding decisions.

WG reserve the right to use the recommendations to create a balanced portfolio for this Fellowship opportunity.

WG Vetting Checks will be required to be carried out with the successful candidate prior to any appointment being made.

### **FOR FURTHER INFORMATION AND BACKGROUND READING:**

Please contact Head of Strategic Analysis Ann Humble by email: [ann.humble@gov.wales](mailto:ann.humble@gov.wales) before the Question Deadline 14:00 6 October 2023.

Useful documents to consider (not exhaustive):

[Anti-racist Wales Action Plan | GOV.WALES](#)

<https://gov.wales/low-carbon-delivery-plan>

<https://gov.wales/nature-recovery-action-plan>

[Government Analysis Function - GOV.UK \(www.gov.uk\)](#)