Emails

Subject: Briefing on Prof Arday - urgent

From: **Redacted**

To: Redacted

Date: Fri 07/08/2026 08:35

Good morning **Redacted**

I've messaged you to ask you to do short briefing and lines to take re: Prof Arday's membership of EAG until March 26 to go to DFM and FM's PO copying in Perm Sec's PO**, Redacted** and our comms colleagues. Happy to discuss.

Many thanks.

Cofion cynnes / Kind regards

Amelia

Subject: Lines for DFM

From: **Redacted**

To: **Redacted**

Date: 7th August 2026 11:20

Hi **Redacted,**

I have drafted the attached please feel free to amend as appropriate.

I am working on a longer version with background etc. and will share with you soon.

Kind Regards
Redacted

Subject: Lines for DFM

From: **Redacted**

To: **Redacted**

Redacted

Date: 7th August 2026 11:20

Hi Redacted

This is very clear, thank you. I've tweaked slightly as I don't think we've issued contracts yet have we? I've amended to reflect that but please let me know if we have.

Could you please send to DFM, FM and Perm Sec's POs with high importance marker, copying in us, as well as **Redacted**, **Redacted**, and Spads: **Redacted**, **Redacted** and **Redacted** please.

Copying in **Redacted**

Many thanks

Amelia

From: Redacted
Sent: 7th August 2026 12:12
To: Redacted
Cc: Culture SJ Press Office
Subject: Lines to take – Jason Arday

Hi both,

Just in case we get any media queries on Jason Arday today/over the weekend, we'd be grateful for some short lines to take please?

Thank you,

Redacted

From: Redacted
Sent: 07 August 2026 13:02
To: Redacted
Cc: Redacted, Redacted
Subject: RE: Briefing on Prof Arday - urgent

Hi **Redacted**

Please find attached the longer briefing note and draft press lines.

I would be grateful if you could review them and make any amendments you consider necessary.

I will be attending **Redacted** shortly and, subject to your clearance, will share the documents with colleagues afterwards.

Many thanks for your support.

Kind regards,

Redacted

From: Redacted
Sent: 07 August 2026 13:02
To: Redacted
Cc:

Date: Fri 07/08/2026 13:46

Hi Redacted thanks very much for these documents.

Can you please just send the shorter briefing to Press for the time being and keep the longer briefing if needed next week. I've made some minor tracked changes to both.

Main press line would be:

Professor Jason Arday was previously an Expert member of the Anti-racist Wales Action Plan's External Accountability Group (EAG). His appointment, along with the appointments of all existing EAG members, ended on 31 March 2026.

Following the formation of the new Welsh Government, there was agreement that the EAG should continue. A new appointment process is underway, with individuals invited to submit Expressions of Interest. Professor Arday did not submit an Expression of Interest and therefore will not be a member of the new EAG.

Cofion cynnes / Kind regards

Amelia

From: Redacted
Sent: 07 August 2026 14:44
To: Redacted
Cc: Culture SJ Press Office **Redacted; Redacted; Redacted; Redacted; Redacted; Redacted; Redacted; Redacted; Redacted; Redacted; Redacted; Redacted**; PS Deputy First Minister and Cabinet Minister for Social Justice and Equality; PS Permanent Secretary

Subject: RE: Lines to take - Jason Arday

Hi **Redacted**

As promised, please find attached some short lines for your appropriate action.

Let me know if you need any further information.

Kind Regards

Redacted

From: Redacted
Sent: 10 August 2026 11:00
To: Redacted, Redacted
Cc: Culture SJ Press Office
Subject: For input - media query - BBC - Jason Arday

Hi Redacted, Redacted

We've now been approached by BBC on Jason Arday, who ask:

Jason Arday is listed on the Welsh Government's website as an Expert on the Anti-Racism Action Plan External Accountability Group: https://www.gov.wales/anti-racist-wales-action-plan-external-accountability-group/biographies This appears to be current and ongoing given the action plan is for 2030.

Please can you confirm whether Jason Arday remains in this role and whether you are reviewing anything in light of the situation? Also, if Arday remains an Expert on the group and you have any statement on this, please do send this to me.

Would you be happy with the below response as information? Have pulled lines from the doc shared on last week.

Diolch!

Professor Jason Arday was previously an Expert member of the Anti-racist Wales Action Plan's External Accountability Group (EAG).

His appointment, along with the appointments of all existing EAG members, ended on 31 March 2026.
Press lines contained in attachment

From: Redacted
Sent: 10 August 2026 11:04
To: Redacted, Redacted
Cc: Culture SJ Press Office
Subject: RE: For input - media query - BBC - Jason Arday

Thanks, Redacted

Yes, I am happy with the below response subject to **Redacted' s,** clearance.

Regards
Redacted

From: Redacted

Sent: 10 August 2026 11:22
To: Redacted

Yes, in order to keep it brief, that's fine, thanks both.

Redacted I think it's worth giving the Perm's PO and Redacted the heads up on this query.

Redacted I know DFM's PO will be copied in.

Thanks again.
Amelia

From: Redacted

Sent: 10 August 2026 11:24
To: Redacted

Great diolch both – I'll send on for clearance and copy in DFM's PO.

Redacted

From: Redacted
Sent: 10 August 2026 11:25
To: Redacted, Redacted
Cc: Culture SJ Press Office
Subject: RE: For input - media query - BBC - Jason Arday

Thanks Redacted, yes I will.

Regards

Redacted

From: Redacted
Sent: 10 August 2026 11:25
To: Redacted
Subject: For clearance/awareness - BBC - Jason Arday

Hi Redacted

BBC have been in touch for some information on Jason Arday. They say:

Jason Arday is listed on the Welsh Government's website as an Expert on the Anti-Racism Action Plan External Accountability Group: https://www.gov.wales/anti-racist-wales-action-plan-external-accountability-group/biographies This appears to be current and ongoing given the action plan is for 2030.

Please can you confirm whether Jason Arday remains in this role and whether you are reviewing anything in light of the situation? Also, if Arday remains an Expert on the group and you have any statement on this, please do send this to me.

We intend to send the below on as information.

Professor Jason Arday was previously an Expert member of the Anti-racist Wales Action Plan's External Accountability Group (EAG).

His appointment, along with the appointments of all existing EAG members, ended on 31 March 2026.

Thank you,

Redacted

From: Redacted
Sent: 10 August 2026 11:38
To: Redacted, Redacted

Hi Redacted

Could we arrange for the website to be updated please – happy to discuss what we could put on there ahead of the EOI process concluding unless the letters have now been issued?

Thanks.

Redacted

From: Redacted
Sent: 10 August 2026 11:45
To: To: Redacted; Redacted; Culture SJ Press Office; Redacted; Redacted; Redacted; PS Deputy First Minister and Cabinet Minister for Social Justice and Equality; Redacted; Redacted; Redacted
Cc: Redacted, Redacted
Subject: RE: For clearance/awareness - BBC - Jason Arday

Sorry, just realised we can't use 'existing'. Suggest the following:

Professor Jason Arday was previously an Expert member of the Anti-racist Wales Action Plan's External Accountability Group (EAG).

Professor Arday's appointment, along with the appointments of all existing EAG members at that time, ended on 31 March 2026.

Redacted, I know you'll be aware of this – all EAG members were invited to put in EOIs if they wished to be re-appointed to the EAG. Prof Arday did not submit an EOI so will not be re-appointed. You may well not want to go into that detail, but to keep it brief as above.

Letters to re-appointed members have not yet been issued, but we hope to do this asap and will update the website as a priority.

Diolch
Cofion cynnes / Kind regards

Amelia

From: **Redacted**
Sent: 10 August 2026 11:49
To: **Redacted; Redacted**; Culture SJ Press Office; **Redacted; Redacted; Redacted;** PS Deputy First Minister and Cabinet Minister for Social Justice and Equality; **Redacted; Redacted; Redacted**
Cc: **Redacted; Redacted**

Thanks **Redacted**. I've added in **Redacted** addition to the line too – we'll keep it brief for now

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Professor Jason Arday was previously an Expert member of the Anti-racist Wales Action Plan's External Accountability Group (EAG) *under the previous Government.*

Professor Arday's appointment, along with the appointments of all existing EAG members at that time, ended on 31 March 2026.

Best wishes,
Redacted

From: Redacted
Sent: 10 August 2026 12:36
To: Redacted

Hi all – sending on the below to BBC shortly.

Professor Jason Arday was previously an Expert member of the Anti-racist Wales Action Plan's External Accountability Group (EAG) under the previous Government.

Professor Arday's appointment, along with the appointments of all existing EAG members at that time, ended on 31 March 2026.

Diolch for your help.

Redacted

Internal document prepared for ministers for questions arising from Prof. JA

Short version: Hot Topic Briefing and Lines to Take - Professor Jason Arday and the Anti-racist Wales Action Plan External Accountability Group

Purpose

To provide Ministers, Private Offices and Communications colleagues with background information and lines to take should questions arise regarding Professor Jason Arday's previous involvement with the Anti-racist Wales Action Plan (ArWAP) External Accountability Group (EAG).

Key messages

- Professor Jason Arday was previously an Expert member of the Anti-racist Wales Action Plan External Accountability Group (EAG).
- His appointment, alongside the appointments of all existing EAG members, ended on **31 March 2026**.
- Following the formation of the new Welsh Government, the Deputy First Minister agreed that the EAG should continue as part of the governance arrangements for ArWAP.
- A new appointment process is underway for the membership of the EAG.
- Professor Arday did not submit an Expression of Interest and therefore will not be a member of the new EAG.
- The new EAG membership will bring together people with relevant expertise and lived experience to provide support and challenge to Government.
- Welsh Government will not comment on press coverage or allegations concerning Professor Arday, which are matters for the relevant institutions.

Lines to take

If asked whether Professor Arday's current situation will influence the decision on reappointment to the EAG

Line:

- No. Professor Arday's previous appointment had already ended on 31 March 2026, and he did not apply through the subsequent recruitment process.

- It would not be appropriate for Welsh Government to comment on press coverage or allegations concerning Professor Arday.

If asked whether this undermines ArWAP

Line:

- No. ArWAP is a Welsh Government Plan and programme of work supported by a broad evidence base, including research, data, lived experience and expertise.
- We remain committed to an anti-racist Wales and to ensuring that the Plan delivers measurable change for people across Wales.

If asked about EAG recruitment

Line:

- The previous EAG was recruited through an open and transparent process. People were invited to express an interest, and candidates went through the agreed assessment and interview process.
- The new EAG membership provides continuity and will bring together people with relevant expertise and lived experience to provide support and challenge to Government.

If pressed on Professor Arday specifically

Line:

- Professor Arday's previous External Accountability Group appointment ended on 31 March 2026.
- He did not submit an Expression of Interest for the new EAG and therefore will not be a member of the new EAG.
- It would be inappropriate for Welsh Government to comment on Professor Arday's situation.

If asked whether Welsh Government paid Professor Arday

Line:

- Professor Arday was entitled to claim remuneration for his contribution to the EAG in line with the arrangements for members.
- However, our records show that Professor Arday did not submit any claims for EAG remuneration and no payments were made to him throughout his term on the EAG.

If asked how involved Professor Arday was with the EAG

Line:

- Professor Arday was appointed as one of a number of Expert members of the EAG.
- Attendance records show that he attended five meetings during his period of involvement with EAG and Internal Support and Challenge Group (ISCG) arrangements.
- As with all members, his role was to provide external expertise, challenge and support as part of the wider governance arrangements for ArWAP.

Background

Professor Arday and the EAG

Professor Jason Arday was previously an Expert member of the Anti-racist Wales Action Plan External Accountability Group.

The EAG is a key element of ArWAP's governance arrangements. Its role is to provide external challenge, scrutiny and expertise, support co-design, and help hold Welsh Government and public services to account for progress.

The EAG does not deliver individual ArWAP actions, nor does any individual member determine Welsh Government policy.

Professor Arday's appointment, alongside the appointments of all existing EAG members, ended on **31 March 2026**.

Following the formation of the new Welsh Government, the Deputy First Minister agreed that the EAG should continue.

A new recruitment process is currently being undertaken. Previous EAG members were invited to submit Expressions of Interest to be considered for membership of the new EAG.

New candidates are being considered through the agreed process, including assessment and interview arrangements, with appointments based on the relevant experience, expertise and contribution required to support the next phase of ArWAP delivery.

Professor Arday did not submit an Expression of Interest and therefore will not be part of the new EAG.

Longer version:

Hot Topic Briefing and Lines to Take

Professor Jason Arday and the Anti-racist Wales Action Plan External Accountability Group

Purpose

To provide Ministers, Private Offices and Communications colleagues with background information and lines to take should questions arise regarding Professor Jason Arday's previous involvement with the Anti-racist Wales Action Plan (ArWAP) External Accountability Group (EAG).

Key messages

- Professor Jason Arday was previously an Expert member of the Anti-racist Wales Action Plan External Accountability Group (EAG).
- His appointment, alongside the appointments of all existing EAG members, ended on **31 March 2026**.
- Following the formation of the new Welsh Government, the Deputy First Minister agreed that the EAG should continue as part of the governance arrangements for ArWAP.
- A new appointment process is underway for the membership of the EAG.
- Professor Arday did not submit an Expression of Interest and therefore will not be a member of the new EAG.
- The new EAG membership will bring together people with relevant expertise and lived experience to provide support and challenge to Government.
- Welsh Government will not comment on press coverage or allegations concerning Professor Arday, which are matters for the relevant institutions.

Lines to take

If asked whether Professor Arday's current situation will influence the decision on reappointment to the EAG

Line:

- No. Professor Arday's previous appointment had already ended on 31 March 2026, and he did not apply through the subsequent recruitment process.
- It would not be appropriate for Welsh Government to comment on press coverage or allegations concerning Professor Arday.

If asked whether this undermines ArWAP

Line:

- No. ArWAP is a Welsh Government Plan and programme of work supported by a broad evidence base, including research, data, lived experience and expertise.
- We remain committed to an anti-racist Wales and to ensuring that the Plan delivers measurable change for people across Wales.

If asked about EAG recruitment

Line:

- The previous EAG was recruited through an open and transparent process. People were invited to express an interest, and candidates went through the agreed assessment and interview process.
- The new EAG membership provides continuity and will bring together people with relevant expertise and lived experience to provide support and challenge to Government.

If pressed on Professor Arday specifically

Line:

- Professor Arday's previous External Accountability Group appointment ended on 31 March 2026.
- He did not submit an Expression of Interest for the new EAG and therefore will not be a member of the new EAG.
- It would be inappropriate for Welsh Government to comment on Professor Arday's situation.

If asked whether Welsh Government paid Professor Arday

Line:

- Professor Arday was entitled to claim remuneration for his contribution to the EAG in line with the arrangements for members.
- However, our records show that Professor Arday did not submit any claims for EAG remuneration and no payments were made to him throughout his term on the EAG.

If asked how involved Professor Arday was with the EAG

Line:

- Professor Arday was appointed as one of a number of Expert members of the EAG.
- Attendance records show that he attended five meetings during his period of involvement with EAG and Internal Support and Challenge Group (ISCG) arrangements.
- As with all members, his role was to provide external expertise, challenge and support as part of the wider governance arrangements for ArWAP.

Background

Professor Arday and the EAG

Professor Jason Arday was previously an Expert member of the Anti-racist Wales Action Plan External Accountability Group.

The EAG is a key element of ArWAP's governance arrangements. Its role is to provide external challenge, scrutiny and expertise, support co-design, and help hold Welsh Government and public services to account for progress.

The EAG does not deliver individual ArWAP actions, nor does any individual member determine Welsh Government policy.

Professor Arday's appointment, alongside the appointments of all existing EAG members, ended on **31 March 2026**.

Following the formation of the new Welsh Government, the Deputy First Minister agreed that the EAG should continue.

A new recruitment process is currently being undertaken. Previous EAG members were invited to submit Expressions of Interest to be considered for membership of the new EAG.

New candidates are being considered through the agreed process, including assessment and interview arrangements, with appointments based on the relevant experience, expertise and contribution required to support the next phase of ArWAP delivery.

Professor Arday did not submit an Expression of Interest and therefore will not be part of the new EAG.

Professor Arday's EAG involvement

Available attendance records show that Professor Arday attended:

External Accountability Group meetings

- 30 March 2023
- 26 May 2023
- 23 August 2023
- 24 November 2023

Internal Support and Challenge Group meeting

- 22 June 2023

There are no further attendance records available for EAG, ISCG or sub-group meetings.

Professor Arday was also linked to the Education and Welsh Language sub-group. No attendance records are available for sub-group meetings.

Remuneration position

EAG members were entitled to claim remuneration for their contribution to the Group in line with the agreed arrangements.

Welsh Government records confirm that:

- Professor Arday has not submitted any EAG remuneration claims from 2023 onwards.
- No EAG remuneration payments have been made to Professor Arday.

Professor Arday's wider involvement with Welsh Government-related activity

Evidence informing the Race Equality Action Plan

Before the development of ArWAP, Professor Arday contributed to evidence-gathering work that informed the development of the Welsh Government's Race Equality Action Plan (REAP).

Through work commissioned by the Wales Centre for Public Policy (WCPP), Professor Arday was one of a number of academic contributors who supported the development of the evidence base, including work relating to race equality in education.

This evidence formed part of a wider body of research, stakeholder engagement and lived experience that informed the development of REAP and subsequently ArWAP.

No individual contributor was responsible for determining Welsh Government policy. REAP and ArWAP have been developed through a broad evidence base involving researchers, stakeholders, people with lived experience, data and policy expertise.

Academi Wales involvement

Professor Arday also contributed to Welsh public service learning activity through Academi Wales.

In 2024, Professor Arday participated in the Academi Wales Summer School programme, delivering a session focused on leadership, resilience and addressing issues of inequality.

This was part of a wider programme of leadership development activity supporting learning across the Welsh public service.

Current media coverage

Ministers will be aware of recent press coverage concerning Professor Jason Arday and his resignation from the University of Cambridge - The rise and fall of Jason Arday: a full rundown of the questions being asked | Jason Arday | The Guardian https://www.bbc.co.uk/news/articles/cpvwd30we17o

These matters are for the relevant institutions and it would not be appropriate for Welsh Government to comment on or prejudge any ongoing processes.

Welsh Government should remain focused on the factual position:

- Professor Arday's previous EAG appointment ended on 31 March 2026.
- All previous EAG appointments ended at that point.
- A new, open and transparent recruitment process is underway.
- Professor Arday did not submit an Expression of Interest and therefore will not be part of the new EAG.

Wider context: ArWAP governance and accountability

ArWAP is supported by a broad evidence base and partnership approach, including:

- research and published evidence;
- Race Disparity Evidence Unit data;

- lived experience;
- stakeholder engagement;
- policy expertise;
- cross-government delivery arrangements; and
- external challenge through the EAG and sub-groups.

The purpose of the EAG is to strengthen accountability, challenge and impact.

The Plan does not depend on any individual member. The focus remains on ensuring ArWAP delivers measurable improvements in people's experiences and outcomes and supports the ambition of an anti-racist Wales.

Internal assurance points (not for proactive publication)

The following information should be retained for any further enquiries:

- Professor Arday's previous EAG appointment ended: **31 March 2026**
- Professor Arday submitted EOI for new EAG: **No**
- Professor Arday currently a member of EAG: **No**
- EAG remuneration claims submitted: **None**
- EAG remuneration payments received: **None**
- Recorded attendance:
    - EAG: 30 March 2023; 26 May 2023; 23 August 2023; 24 November 2023
    - ISCG: 22 June 2023
- Previous contribution:
    - WCPP evidence informing REAP development
    - Academi Wales Summer School 2024

Annex-1: Timeline

Date	Activity
2021	WCPP evidence work informing REAP development (including Prof Arday contribution)
2023	Prof Arday joins/participates in EAG governance arrangements
2023	Attendance recorded at EAG/ISCG meetings
2024	Academi Wales Summer School contribution
31 March 2026	Previous EAG appointments end
2026	New EAG recruitment process launched (Prof Arday didn't submit his Expression of interest to be considered for the new EAG)