



Culture, Communications, Welsh Language, Sport, and International Relations Committee
Senedd Cymru,
Bae Caerdydd,
Caerdydd,
CF99 1SN

5 January 2024

Dear Delyth,

Committee evidence session with S4C Authority members

Thank you for your letter 20 December 2023 regarding the rescheduled evidence session with members of the S4C Authority following its publication of the Capital Law report into the working environment at the channel. I am grateful your committee is taking the opportunity to consult Bectu on this important matter.

For the purposes of this evidence, I understand S4C's Authority to mean the non-executive members of its Board.

All workers have the right to be treated with dignity and respect, in a working environment free from discrimination and harassment. Through our representation of members who have experienced harassment at work, to our use of collective bargaining to influence and shape better workplace policies and cultures, Bectu is committed to protecting members from harassment at work.

As Senedd Members will be aware, Bectu wrote to S4C's Authority in April 2023 outlining our concerns about the work environment at the channel. Bectu was reassured by the swift action the S4C Authority took to establish an independent investigation following our letter.

Since the publication of the Capital Law report, Bectu has also been reassured by the inclination of the S4C Authority to work with the Union to ensure the channel provides a safe and happy workplace and ensure that such a situation does not occur again. Bectu has been clear that regardless of other action taken, a plan of restorative and repair action is required to achieve that. We welcome S4C's response to that request and Bectu is committed to working with S4C's Authority to that effect.

Such restorative actions should include:

- Training for all S4C's workforce on what positive workplace culture looks like. This should include a paid induction for any freelancers working for the channel.
- Training for all S4C managers on how to foster and maintain a positive workplace culture.
- A review of several of the organisation's policies to be undertaken in consultation with the Union.
- Quarterly union liaison meetings with S4C's executive board members.
- Annual union liaison meetings with S4C's Authority.
- Bectu are long-standing advocates of the need for an Independent Standards Authority for the creative industries. The power imbalances in the sector are particularly extreme and we

welcome the recent development of the Creative Industries Independent Standards Authority (CIISA). CIISA is being developed to uphold and improve standards of behaviour across the sector and to prevent and tackle all forms of bullying and harassment. Bectu understands that S4C is supportive of this initiative, we welcome that and look forward to the channel becoming a formal signatory to CIISA.

As the collective voice of S4C's workforce, Bectu is integral to bringing about the changes necessary to the organisation. We are committed to playing our part in delivering a first-class workplace for those dedicated individuals who deliver Welsh language television to the world.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Carwyn Donovan', written in a cursive style.

Carwyn Donovan
Negotiations Officer - Wales