

Pembrokeshire Anti-Racist Action Plan Sub-Group

Town and Community Councillor ARWAP Update

Meeting: 14 October 2026

Reporting period: 3 June 2026 – 14 October 2026

Submitted by: Cllr Randell Thomas-Turner, Haverfordwest Town Council

1. Purpose of this update

Since the previous Sub-Group meeting on 3 June 2026, I have continued to progress anti-racism work through my role on Haverfordwest Town Council, through my civic role as Mayor of Haverfordwest, and through engagement with community organisations, policing partners and other elected representatives.

This report provides an update particularly relevant to Agenda Item 7 – Town and Community Councillor ARWAP updates, while also identifying emerging concerns and opportunities for wider collaboration across Pembrokeshire.

The Welsh Government's refreshed Anti-Racist Wales Action Plan places increased emphasis on delivery, measurable impact, lived experience, regional variation and the role of local government. It specifically recognises local government as a key partner in implementing the plan. ¹

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2. Haverfordwest Town Council – continuing local implementation

Haverfordwest Town Council has its own Anti-Racism Action Plan and has continued to develop practical community-based activity around equality, inclusion and community engagement.

The Council's approach includes working with local organisations, community leaders and residents, reviewing practices and policies, supporting anti-racism training and developing initiatives which promote an inclusive community. ²

One Voice Wales

This work has also been shared nationally. One Voice Wales has used Haverfordwest Town Council as an example of local anti-racism work, including through a webinar and accompanying resource pack designed to help other Community and Town Councils develop practical anti-racist activity. ³

One Voice Wales +1

I believe this provides an opportunity for Haverfordwest to continue sharing its experience with other town and community councils rather than treating anti-racism as something that should be delivered by individual councils in isolation.

3. Engagement with other town and community councils

A continuing objective of my work has been to encourage other town and community councils to consider how the principles of ARWAP can be applied locally.

There has already been interest from councils elsewhere in Pembrokeshire in developing local anti-racism approaches, and I believe the next stage should be to establish a clearer picture of where councils currently are, what work is underway and what barriers they are experiencing.

This is particularly relevant given the Welsh Government's recognition that regional variation and local government leadership are important to the implementation of ARWAP.

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4. Emerging concerns regarding racist abuse in Haverfordwest

Over recent months, I have become increasingly concerned about what appears to be a rise in reports of racist abuse in Haverfordwest, in some cases occurring alongside anti-social behaviour.

I want to make clear that I am not presenting this as independently verified statistical evidence of an increase in racism. I am reporting the experiences and concerns that individuals are bringing directly to me.

I have received a number of reports from people working in local supermarkets, including individuals working in security roles at Lidl and Morrisons.

The reports I have received include:

Racial slurs and racist verbal abuse;

People being spat at;

Racist comments being directed at individuals while carrying out their employment;

Objects being thrown at individuals; and

One reported incident in which bananas were thrown at an individual, accompanied by the instruction to "get back in your cage."

The number and nature of the reports are concerning enough, in my view, to warrant consideration within the ARAP structure and an evidence-based response from the appropriate agencies.

I have raised these concerns with Chief Inspector Mark McSweeney and have requested an update from the local neighbourhood policing team through Andy Williams.

I am currently awaiting that report.

I will provide a further update to the Sub-Group once the information has been received.

Personal experience

I have also experienced racism personally since becoming Mayor of Haverfordwest.

This has included racial slurs and racist abuse being directed towards me through comments on social media, including comments appearing on tabloid newspaper Facebook pages.

Some incidents have also included death threats. These matters have been reported to the police.

I include this not to make the report about my own experiences, but because I believe it is important to recognise that racism and racial abuse can affect people who are carrying out public-facing roles as well as residents and workers in the wider community.

Despite these experiences, I have continued to carry out my responsibilities as Mayor and to engage positively with communities across Haverfordwest and Pembrokeshire.

For me, this reinforces the importance of ensuring that concerns about racism are listened to, properly recorded where appropriate, and considered alongside reliable evidence from policing and other relevant agencies.

5. Race Council Cymru and Black History Cymru 365

I am also exploring a significant new partnership involving Race Council Cymru, Haverfordwest and Pembrokeshire College.

Race Council Cymru works across Wales on anti-racism, equality, community cohesion, arts, heritage and cultural activity, including work with Black, Asian and diverse ethnic communities. [?](#)

Race Council Cymru +1

A particular area of interest is Black History Cymru 365, Race Council Cymru's year-round programme celebrating Black history, heritage, creativity and the contributions of Black communities through artistic, cultural, educational and community activity. ²

Race Council Cymru

The national programme continues to have a substantial programme of activity during 2026, including its national launch at St Fagans on 24 September 2026. ²

Race Council Cymru

Proposed Haverfordwest event

Discussions are taking place regarding bringing a significant Black History Cymru 365 / anti-racism and community event to Haverfordwest during 2027.

The intention is to develop this in partnership with:

Race Council Cymru;

Haverfordwest Town Council;

Pembrokeshire College; and

Potentially local schools, community organisations, businesses and other public-sector partners.

The proposed event could bring together education, culture, heritage, lived experience and community engagement, rather than treating anti-racism solely as a policy or training issue.

I believe there is particular value in involving young people and educational institutions so that the work creates opportunities for learning and dialogue across generations.

Subject to further discussions and confirmation with Race Council Cymru, the intention is for this to be the first event of this scale and nature to be brought to Haverfordwest through the Black History Cymru 365 programme.

I will provide further information to the Sub-Group as the discussions develop.

6. The first Pembrokeshire Mayoral Summit – 17 October 2026

I have organised the first Pembrokeshire Mayoral Summit, which will take place on 17 October 2026.

The Summit will bring together Mayors and Deputy Mayors from across Pembrokeshire.

One of the agenda items will specifically address ARAP / ARWAP and anti-racism activity.

This will provide an important opportunity to speak directly with civic leaders from other towns and establish:

Which councils have adopted or are developing their own anti-racism action plans;

What anti-racism activity is currently taking place across Pembrokeshire;

What challenges councils are experiencing;

Whether councils are receiving sufficient support and resources;

Opportunities for councils to share good practice; and

Whether there are issues or concerns which should be brought back to the Pembrokeshire ARAP Sub-Group.

Following the Summit, I will provide a further report to the Sub-Group setting out the information gathered from the participating Mayors and Deputy Mayors.

I believe this could provide a useful mechanism for creating a Pembrokeshire-wide picture of town and community council activity on anti-racism, rather than relying on individual councils reporting in isolation.

7. Education, young people and community cohesion

A significant part of my approach has been to consider how anti-racism can be addressed through positive community engagement and education.

The proposed Race Council Cymru / Pembrokeshire College partnership provides an opportunity to develop this further.

This is consistent with the wider ARWAP approach, which recognises community cohesion, learning about cultural diversity, representation and lived experience as important components of anti-racist work. [?](#)

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I believe that creating opportunities for young people to learn about different histories and cultures, meet people from different backgrounds and participate in community activity can complement the more formal policy and governance work being undertaken by councils.

8. Key issues I would like the Sub-Group to note

From my work during this reporting period, I believe there are several issues which merit continued attention:

A. Evidence and reporting

There is a need to distinguish clearly between individual reports of racist incidents and verified statistical evidence.

The reports being brought to me are important because they provide lived experience and may identify emerging issues, but I believe they should be considered alongside information from policing and other appropriate agencies.

B. Local government leadership

Town and community councils have an important role to play in delivering ARWAP locally. The forthcoming Mayoral Summit should help establish where councils across Pembrokeshire currently stand.

C. Community cohesion

Responding to racist incidents is only one part of the work.

There is also a need to create opportunities for people from different backgrounds to meet, learn from one another and participate in positive community activity.

D. Representation and lived experience

My own experience of racist abuse since becoming Mayor reinforces the importance of ensuring that people from diverse backgrounds are able to participate in public life without intimidation or abuse.

The Welsh Government's refreshed ARWAP specifically identifies leadership, representation and the experience of racism in public and political life as relevant areas of work. ²

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9. Next steps

During the next reporting period I intend to:

Report back on the neighbourhood policing information once received from Andy Williams.

Provide an update following my discussions with Chief Inspector Mark McSweeney.

Hold the Pembrokeshire Mayoral Summit on 17 October, including the ARAP/ARWAP agenda item.

Report the findings of the Mayoral Summit back to this Sub-Group.

Continue discussions with Race Council Cymru regarding a 2027 Haverfordwest Black History Cymru 365 event.

Continue discussions with Pembrokeshire College regarding its potential involvement.

Explore opportunities to involve schools, young people, community organisations and other local partners.

Continue to identify and raise concerns about racism and community tensions through the appropriate channels.

Continue supporting the practical implementation of Haverfordwest Town Council's Anti-Racism Action Plan.

10. Conclusion

The period since the June meeting has reinforced for me that anti-racism work needs to operate at both a strategic and a community level.

On one hand, we need to listen when people report racist abuse, establish what is happening through reliable evidence, work with policing and other agencies, and ensure concerns are not simply dismissed.

On the other, we need to create positive opportunities for communities to come together, learn about different cultures and histories, and build relationships.

The proposed partnership with Race Council Cymru and Pembrokeshire College, alongside the opportunity presented by the 17 October Mayoral Summit, gives us two practical ways of developing that work.

My intention is to continue bringing the experiences and concerns I encounter locally back to this Sub-Group, while also using my civic role to establish what is happening across the wider Pembrokeshire town and community council network.

ARAP should not simply be something we discuss in meetings. It needs to be something people can see, feel and experience within their communities.