

From: Roger [redacted S.40]

Date: Tuesday, 15 February 2022 at 18:50

To: "PSDMASCW@gov.wales" <PSDMASCW@gov.wales>

Cc: [redacted S.40]

Subject: Reply to the Deputy Minister - your reference DB/661/22

To Deputy Minister for Arts and Sport, Dawn Bowden AS/MS

From Roger Lewis President Amgueddfa Cymru

15th February 2022

Dear Deputy Minister,

Thank you for your letter of the 11th February 2022 following the conclusion of the independent investigation into complaints made against me by the Director General and Chief Operating Officer of Amgueddfa Cymru.

I reiterate the comment I made in my email to you of December 9th 2021 that I am deeply sorry that you have been put in this invidious position.

The terms of reference for the independent investigation set out that: [redacted S.41]

I am pleased to acknowledge that you have noted the findings of the report and that, [redacted S.41].

I have acted at all times in the best interests of the Museum in respect of its responsibilities to the people of Wales, its staff, its Trustees and its principal funder the Welsh Government.

[redacted S.41]

As I wrote in my email to you of December 9th 2021 the report clearly illustrates that I have not breached any of the Nolan principles on standards in public life, [redacted S.41].

I stand by all of the comments I made in my email to you of December 9th 2021 regarding the various aspects of the report and the process to date which also address some of the other points in your letter of February 11th 2022. [redacted S.41]

We are all eager now to move the Museum forward as quickly as possible and to engage with you in the new programme of Government and with that in mind I look forward to meeting with you this coming week at our Bi-Annual meeting.

However I note in your letter of the 11th February 2022 that *"relationships with the Director General and Chief Operating Officer appear to have irretrievably broken down,"* that *"there are significant and sustained difficulties in the efficient and effective operation of the Museum which have been caused by the complete breakdown in relationship"* and that *"the complete breakdown of relationships is a distraction and a threat to the organisations reputation."*

I understand that the Trustees are addressing these concerns as a matter of urgency. I have voluntarily recused myself from all of these meetings and I am not taking any part in the Trustees' deliberations.

This leads me on to your five actions all of which I support with a slight caveat on action 4.

1. **Board of Trustees** – I support this course of action on the understanding that the report is shared with the Museum's lawyers only and on a legally privileged basis. I will continue to encourage Trustees engagement with Welsh Government officials.
2. **Alternative dispute resolution** – I am and always have been prepared to go to mediation and I continue to do so.
3. **Internal Grievance and Employment Tribunal proceedings** – [redacted S.41].
4. **Charity Commission** – I believe that any engagement with the Charity Commission should be managed by the Trustees of the Museum, independent of myself.
5. **Governance Review** – I support the commitment for there to be a wider governance review, a process I first requested over two years ago in 2020.

Finally I would welcome your offer of an opportunity to meet with you to reflect upon the various learnings arising from this sorry saga and to consider how best and how quickly we can move things forward in the interests of all of the people of Wales and to deliver the dynamic changes you and we all want.

I am confident that the Board of Trustees will update you as things move forward and I will ensure that you are fully briefed by 25th February 2022.

Kind regards,

Roger

Roger Lewis
President Amgueddfa Cymru