

## **The Welsh Government's Diversity and Inclusion Action Plan 2017 – 2020**

### A Summary of Actions

Some of the main action points contained in the plan are as follows:

1. The Welsh Government will raise understanding and awareness of equality issues by ensuring that our employees have an opportunity to learn about why equality, diversity and inclusion are important to their work, careers and to themselves as individuals. We will do this by:

- Organising equality and diversity events;
- Publicising equality courses to all employees and encouraging them to undertake equality training on a regular basis;
- Publishing articles on the intranet to highlight particular equality issues; and
- Holding live online discussions on equality, diversity and inclusion issues.

2. We will work to achieve greater engagement with all employees, ensuring that the views of those with protected characteristics are sought and represented. As part of this work, we will:

- Involve Trade Union Side and staff networks in developing new and updated HR policies; and
- Implement a reverse mentoring scheme with guidance to assist mentors and mentees.

3. We will also work to ensure that better information is available on the diversity of the workforce by encouraging employees to share their diversity data. We will use this data to put in place policies which meet the needs of people with protected characteristics.

4. We will gather information to better understand the gender pay gap between men and women and take action to address any inequalities identified.

5. We aim to be a fair organisation which ensures that there are opportunities for all employees, whatever their protected characteristics. We have set targets to improve the percentage of employees with protected characteristics by 2020, including at Senior Civil Service level.

6. We will be an inclusive organisation which welcomes people with different protected characteristics, people who want to work part-time and people from lower socio-economic backgrounds. We will:

- Support diversity networks

- Take positive action to encourage recruitment from Black, Asian & Minority Ethnic (BAME) and disabled people
- Improve opportunities for people working part-time
- Ensure staff taking parental leave are supported and feel valued