

## SECTION 7. CONCLUSION

(Please note that this section will be published)

### **7.1 How have people most likely to be affected by the proposal been involved in developing it?**

*People affected by this policy are WG staff. As is usual with all of our internal HR Policies, we consulted with our Trade Union Side and engaged with our staff diversity networks. This is a revision of our Equality & Diversity Policy, not a new one. We have not consulted outside the organisation as the policy is an internal HR Policy. Our staff networks were also engaged in the completion of this Equality Impact Assessment.*

### **7.2 What are the most significant impacts, positive and negative?**

The updated Equality, Diversity & Inclusion Policy ensures compliance with pre-existing legal obligations, setting out our statement on Equal Opportunities, Diversity & Inclusion.

The policy is an over-arching policy to outline the fundamental principles of our commitment to equality, diversity and inclusion and is supported by other policies, strategies and delivery plans.

The policy is expected to have positive impacts on all protected characteristics as it sets out that we are committed to ensuring fair and equal treatment in all aspects of employment. We are committed to ensuring and promoting equality of opportunity and eliminating discrimination, harassment and victimisation in employment. All employees should be treated equally, whoever they are and irrespective of their protected characteristics, working pattern (including part time); caring responsibilities; grade; working location; trade union activities; political beliefs; social or educational background and language preference. All employees should have equality of opportunity in employment, learning and development and career advancement on the basis of their skills, ability, qualifications and suitability for work.

The policy also acknowledges intersectionality - that individuals have multiple protected characteristics and that people with multiple protected characteristics may face discrimination on multiple levels or encounter increased barriers. Welsh Government will ensure that intersectionality will be considered in our policies, processes and actions.

It is anticipated that the policy will have a positive effect on social wellbeing. Whilst the policy mainly applies to WG staff, it also applies to those who are applying for employment with WG. As a key employer in Wales, we want to reflect the communities that we serve. Our Equality, Diversity & Inclusion Action Strategy 2021-2026 (separate to this policy but a part of our over-arching ED&I proposals) commits to outreach, targeting underrepresented

groups to apply for employment with WG. As an organisation we want to reflect the communities that we serve, and at all levels within the organisation. As an employer with offices based all over Wales, and with our smart and flexible working policies, people in rural areas and in socio economically deprived areas are actively encouraged to apply for employment with us.

This policy meets 3 of the Well-being of Future Generations goals – A Prosperous Wales (promoting decent work); A Healthier Wales (maximising people’s physical and mental health) and A More Equal Wales (enabling people to fulfil their potential no matter what their background or circumstances).

Our ambition to be a more diverse, inclusive organisation does not conflict with the aim to become a bilingual organisation. Although Welsh language skills will progressively be needed for more posts, developing a bilingual workforce does not mean (or imply) those skills being a universal pre-requisite for joining the Welsh Government and should not put any potential candidates off applying. We also recognise that some impairments and/or neuro diverse conditions cause difficulties with learning languages. Where this is the case, we will make reasonable adjustments to Welsh language expectations and lack of Welsh will not be a bar to progression within the organisation.

### **7.3 In light of the impacts identified, how will the proposal:**

All impacts identified have been positive, none require mitigation.

### **7.4 How will the impact of the proposal be monitored and evaluated as it progresses and when it concludes?**

*The effect of the policy on staff will be monitored through our annual Staff Survey, and the equalities analysis that our KAS officials undertake on the survey each year.*

*We will also be able to assess the impact of the policy through the queries, questions and cases that come through to HR Shared Services and HR Policy colleagues and grievance/disciplinary case data from the Case Adviser Team.*

*We will also have feedback from our staff networks and be able to look at our management information, for the overall workforce and particularly against our targets for recruitment and promotion and participation in Learning & Development opportunities.*