



Llywodraeth Cymru
Welsh Government

Annual Employer Equality Report



2019–2020

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Foreword

It is a great pleasure to introduce the Welsh Government Employer Equality Report for 2019-2020.

The period this report covers was the final year of our Diversity and Inclusion Action Plan 2017-2020. This contained targets to increase the percentage of disabled and Black, Asian and minority ethnic people in our workforce to 5.8% and 2.5% respectively and these targets were met. We were not able to meet our ambition of having a gender equal Senior Civil Service but continued to see good progress in the grades immediately below this. We began work to embed the social model of disability and saw a much welcomed reduction in our gender pay gap although there is, of course, more to do. This year saw the launch of the Permanent Secretary's "Let's Talk Respect Campaign" – launched on 1 May 2019 together with our Trade Union Side, to coincide with International Workers' Day. This included a focus on treating each other with dignity and respect, being mindful of each other's differences and understanding the value of diversity and inclusion.

In September we consulted on our Strategic Equality Plan 2020-2024, with a new objective for us as an employer. The Strategic Equality Plan was published on 2 April 2020 and you can find further information on this later on in this report.



A handwritten signature in black ink, appearing to read "Andrew Jeffreys".

Andrew Jeffreys
Board Equality Champion

The end of this year saw the COVID-19 pandemic hit the country, having a profound effect on our communities and on equality. This also impacted some of our planned work. Our Equality, Diversity and Strategy for 2020-2024, due to be published in April 2020 was delayed and will now be published in early 2021, now covering the period 2021-2026. This will include new targets and set out our next steps.

Organisations are successful when they are diverse. Bringing together different views, ideas and experiences helps us make more effective decisions and helps ensure our policies reflect the needs of everyone in Wales. We know that we are still not representative of the communities we serve and need to do better. We remain committed to being an exemplar employer in which everyone is able to develop to their full potential and are valued for the contribution they bring to the organisation.

Social partnership is an established way of working for the Welsh Government and I want to recognise the positive impacts we secure from working in partnership with our Trade Unions, in general and on the equalities agenda in particular. Working together with Trade Unions, we are able to do more to improve outcomes for disadvantaged and under-represented groups and we will continue to pursue this successful approach.

I would like to take this opportunity to thank everyone involved in both our Trade Union Side and our formal and informal staff networks, who contribute so much to both the organisation and their members and give up their time to do so.

Chapter 1

Leadership

Work has continued this year to advance equality, diversity and inclusion in the workplace, supported by our Board Equality Champion, Diversity Champions and Staff Networks.

The Board Equality Champion ensures that workplace inclusion is considered at the highest levels of the organisation. The Board, chaired by the Permanent Secretary, discusses equality, diversity and inclusion formally every six months. The Permanent Secretary is very clear about her commitment to advancing equality, diversity and inclusion within the organisation. She has made it evident that equality, diversity and inclusion is everyone's responsibility – ensuring equality of opportunity and challenging discrimination – must be part of our day to day work regardless of grade. In order to progress in Welsh Government, we expect our leaders to be inclusive leaders who take seriously the wellbeing and inclusion of their teams and challenge inappropriate behaviours.

The Diversity and Inclusion Steering Group met four times during this period. Membership includes the Board Equality Champion, six Departmental Champions (members of the Senior Civil Service from each of the Business Groups), Staff Diversity Network Chairs, Trade Union Side and Human Resources.

Achievements and Activities During the Year

We have:

- run a number of training and awareness events for Welsh Government staff on the Social Model of Disability;
- continued to expand our reverse mentoring scheme for our Senior Civil Servants;
- focused outreach activities on attracting disabled candidates in line with our Inclusive Apprenticeships Action Plan;
- made changes to HR policies for working parents to address TUC recommendations about support for new parents on their return to work and have removed gendered terms where possible, in line with Stonewall recommendations;
- introduced diverse panels for SCS recruitment, ensuring at least one panel member is either ethnic minority or disabled;
- refreshed the Dignity at Work policy in conjunction with the launch of the Let's Talk Respect campaign;
- started reviews of our HR policies to support carers in the workplace, employee experience of menopause and special leave for disabled employees;
- chaired panels at Civil Service Live on being a trans inclusive organisation.

The HR Profession within WG continued to run monthly 'Lunch 'n Learn' sessions covering a variety of topics, many of which (e.g. Mental Health issues) were relevant to equality and diversity. The sessions are open to anyone in the HR Profession with an interest.

Let's Talk Respect Campaign

The Permanent Secretary launched her Let's Talk Respect campaign on 1 May 2019 alongside the Welsh Government Trade Unions, to coincide with International Workers' Day. Its aim is to promote dignity and respect across the organisation, ensuring people feel supported to challenge unwelcome behaviour and feel empowered to reach their full potential.

The campaign centres on five core commitments, delivered through a range of interventions, including communications, learning and development, dedicated resources and support, and strengthening policies and procedures:

- We will encourage a culture of dignity and respect across our organisation, supporting people to recognise and challenge unwelcome behaviour where it occurs.
- We will work to create an environment where we feel able to be ourselves, are given opportunities to reach our potential and feel valued for our contributions.
- We will promote understanding of the value of an inclusive workplace and recognition of "strength in difference".
- We will work to embed the social model of disability across the Welsh Government.
- We will strengthen our commitment to supporting the health and well-being of Welsh Government employees.

Social Model of Disability

The Social Model of Disability makes an important distinction between 'impairment' and 'disability'. It recognises that people with impairments are disabled by barriers that commonly exist in society. These barriers include negative attitudes and physical and organisational barriers which can prevent disabled people's inclusion and participation in all walks of life.

We consulted on and published our definition of the Social Model of Disability, written by members of DAAS, in December 2018.

Since then, we have been raising awareness, training our staff on the social model, developing resources and embedding the social model within our HR processes. During the year, the Equality in the Workplace Team has run 8 awareness sessions, including one for HR staff and one for Legal Division. During the year we have:

- Run a communications campaign including posters, intranet articles and an innovative in-house animation.
- Developed and published new language standards to enshrine social model thinking in all communications and update of the writing style guide on our website.
- Discussed the social model as an agenda meeting at Senior Leadership Group in December 2019.
- Issued a brief on the social model to all Senior Civil Servants in March 2020.

During the year, we undertook a "Barriers to Progression" project to enable us to identify the barriers disabled people encounter both in applying for employment with us and in progression opportunities for our disabled staff. Recruitment data later on in this report shows that our disabled staff do not have the same success rates as non-disabled colleagues.

We surveyed people who had applied for jobs with us and heard the views and experiences of our disabled staff both first hand and via our disability network. We held a number of workshops to look at how our recruitment processes could be made more inclusive and how we could improve the provision of adjustments during recruitment. We identified a number of ways to improve our processes for disabled staff and job applicants and will be piloting the new processes over the next year. We will provide an update in our next report.

Equality in Wales

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 ('the 2011 Regulations') came into force on 6 April 2011 for the purpose of enabling the better performance of the public sector equality duty under section 149(1) of the Equality Act 2010. The 2011 Regulations impose specific public sector equality duties on relevant public authorities in Wales, including the Welsh Government.

The actions identified in order to comply with the 2011 Regulations have been implemented and reporting arrangements are in place. These include Equality Impact Assessments, the development of the Strategic Equality Plan and publishing employment information.

The information contained within this document complies with regulation 9 of the 2011 Regulations (which applies to relevant Authorities including the Welsh Government). It relates to employees, as well as those who have sought employment with the organisation. The information collected in relation to employees is broken down into sub-categories, according to their declared protected characteristics.

The purpose of gathering and reporting this information is to ensure that each public body has a clear overview of the equality issues it faces; can monitor progress and bring about positive change to ensure on-going compliance with the public sector equality duty.

Strategic Equality Plan – Our Role as an Employer

Following on from the publication of the equality objectives in March 2016, the Welsh Government published its Strategic Equality Plan 2016-2020 in December 2016. The Objectives and Strategic Equality Plan 2016-2020 can be found here: www.gov.wales/equality-plan-and-objectives-2016-2020

There is a specific objective relating to our role as an employer. The agreed objective is:

“Welsh Government will aim to be an exemplar in the Equality, Diversity and Inclusion agenda by 2020.”

This demonstrates our commitment to ensure the Welsh Government Civil Service provides a fair and inclusive environment, where everyone has the opportunity to be themselves and fulfil their potential. During 2016-17, engagement and consultation was undertaken with staff, the diversity networks and Trade Union Side to develop actions to help us achieve this objective. The subsequent Diversity and Inclusion Action Plan 2017-2020 was published in April 2017.

Progress on the Action Plan is a regular agenda item at the Diversity and Inclusion Steering Group.

Welsh Government's Strategic Equality Plan for 2020-2024 was drafted and consulted on during the year and was published in April 2020. The new objective relating to our role as an employer is:

“By 2024 the Welsh Government will be an exemplar employer, increasing diversity by: addressing in particular the under-representation of disabled people and people from minority ethnic communities at all levels of the organisation and the underrepresentation of women in senior roles; removing barriers; and supporting staff from all backgrounds to reach their potential, creating equality of opportunity for all.”

The Strategic Equality Plan 2020-2024 can be found here: www.gov.wales/equality-plan-and-objectives-2020-2024

Workforce Diversity Targets

Our Diversity and Inclusion Action Plan 2016-2020 set out workforce targets to increase the number of women working in the Senior Civil Service and to increase the number of Black, Asian and minority ethnic and disabled staff in our workforce.

The targets are:

- 50/50 by 2020 – gender balance in the Senior Civil Service by 2020.
- 2.5% Black, Asian and minority ethnic staff by 2020.
- 5.8% disabled staff by 2020.

The 50/50 by 2020 target was a pledge made by our former Permanent Secretary, Sir Derek Jones KCB, in 2014.

The other targets were set in 2016, following analysis by our Knowledge and Analytical Services, and agreed by our Board. At the time of setting these targets, Black, Asian and minority ethnic staff were 2% of the workforce and disabled staff 4.8%. Whilst the targets might not sound ambitious, they were realistic given staffing data, planned external recruitment and projected staff numbers.

Progress on workforce targets

As at 31 March 2020, the percentage of women in the SCS was 42.8%. It is disappointing that we have not met our 50/50 target but it is an increase of 2% on last year. Due to relatively small numbers in the SCS, the figure fluctuates quite significantly based on even small numbers entering or leaving. In the context of limited turnover in the SCS, change is slow and the target has not proved achievable. Percentages of women at Deputy Director level are closer to the target at 45% and given progression and turnover it was anticipated that change would be seen first at Deputy Director level. Additionally good progress is also being made at the feeder grades 6 and 7 below SCS.

Our target for disabled staff in the workforce is 5.8% by 2020. As at 31 March 2020, the percentage was 5.8%, just meeting the target and a small increase (0.3%) on last year. Overall the percentage has increased from 4.8% in 2016.

Our target for Black, Asian and Minority Ethnic staff is 2.5% by 2020. As at 31 March 2020, the percentage was 2.6%, slightly above the target and a small increase (0.2%) on last year. Overall the percentage has increased from 2% in 2016.

We have diversity targets for recruitment to our Senior Civil Service (SCS). These were agreed with the Cabinet Office and Civil Service Board in 2018. The targets were to recruit 3 ethnic minority SCS and 7 disabled SCS by 2025 – as part of the Senior Civil Service Ethnicity and Disability New Entrant Targets (Further information can be found here: www.gov.uk/government/publications/civil-service-diversity-inclusion-dashboard/civil-service-diversity-and-inclusion-dashboard). We have met these targets but are still striving to increase the diversity of our SCS at every opportunity.

Performance Management

In July 2019, we introduced a new approach to performance management – ‘Let’s Talk’. This strengths based approach to performance and development is grounded in evidence about what we know works in our organisation – from feedback to our People Survey, internal research and extensive feedback from managers and teams. Our approach is also informed by the growing bank of evidence on strengths-based performance management in the UK and internationally, in both the public and private sector.

Strengths-based performance management is about understanding that the best opportunity to improve and excel in our roles will come from understanding and building on strengths, rather than over-focusing on perceived weaknesses.

The most important part of our performance and development approach is the conversation that takes place between managers and individuals – ‘Check Ins’. These give us the chance to talk about how well our existing delivery priorities are going, but also the opportunity to discuss future priorities and what support may be needed. ‘Let’s Talk’ is about everyone having regular, high-quality conversations to enable them to build on their strengths and perform to the best of their ability.

Women in Law Pledge

The Welsh Government’s Legal Services Department is committed to gender equality, and signed up to the Law Society’s Women in Law Pledge in February 2020. The pledge cements Legal Services’ commitment to:

- Supporting the progression of women into senior roles in the profession;
- Setting clear plans and targets around gender equality and diversity;
- Publishing an action plan and to publicly report on progress.

Welsh Government has committed to publishing details on the Women in Law pledge annually in the Employer Equality Report. This can be found at Annex E.

Chapter 2

Skills and Training

Core Training Data by Protected Characteristic

A number of core training courses were offered in 2019-20, aimed at further developing the skill set of staff.

A breakdown of attendance for all core training by protected characteristic can be found below:

Table 1 – Core training attendances by protected characteristic

Sex				
	Attendances		Individuals	
	Number	%	Number	%
Female	6260	58	1420	60
Male	4460	42	930	40
Total¹	10720	100	2350	100

Age				
	Attendances		Individuals	
	Number	%	Number	%
16-24	860	8	110	5
25-29	1070	10	220	10
30-34	1190	11	220	9
35-39	1210	11	310	13
40-44	1310	12	330	14
45-49	1320	12	320	14
50-54	1550	14	330	14
55-59	1320	12	280	12
60-64	680	6	170	7
65+	220	2	50	2
Total¹	10720	100	2350	100

Throughout this report, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by *. Percentages are rounded. ¹Totals may not sum due to rounding. Totals are calculated from the actual numbers before rounding. Percentages are based on the total headcount (5680) used for the report. Data is based on headcount from the end of month extract as at 31 March 2020. Some protected characteristics no longer have a “prefer not to say” option – this is greyed out in the tables and in italic font.

Disability				
	Attendances		Individuals	
	Number	%	Number	%
Disabled	520	5	120	5
Not Declared	830	8	170	7
Not Disabled	9160	86	2000	85
Prefer Not to Say	200	2	60	2
Total¹	10720	100	2350	100

Race				
	Attendances		Individuals	
	Number	%	Number	%
Asian – Bangladeshi	10	0	*	0
Asian – Chinese	10	0	*	0
Asian – Indian	80	1	10	0
Asian – Pakistani	40	0	10	0
Black – African	20	0	*	0
Black – Caribbean	10	0	*	0
Gypsy and Irish Traveller	10	0	*	0
Mixed Asian and White	40	0	10	1
Mixed Black African and White	40	0	*	0
Mixed Black Caribbean and White	10	0	*	0
Not Declared	730	7	120	5
Other Asian Background	*	0	*	0
Other Ethnic Group	40	0	10	0
Other Mixed Ethnic Background	70	1	10	0
Prefer Not to Say	370	3	90	4
White	9230	86	2070	88
Total¹	10720	100	2350	100

Religion/Belief				
	Attendances		Individuals	
	Number	%	Number	%
Agnosticism	650	6	160	7
Atheism	1170	11	230	10
Buddhism	10	0	10	0
Christianity	3740	35	890	38
Hinduism	30	0	*	0
Humanism	30	0	10	0
Islam	70	1	10	1
Jainism	10	0	*	0
Judaism	10	0	*	0
Not Declared	840	8	140	6
No Religion/Belief	1770	17	320	14
Other Religion/Belief	220	2	60	2
Paganism	20	0	*	0
Prefer Not to Say	2150	20	510	22
Sikhism	*	0	*	0
Taoism	*	0	*	0
Total¹	10720	100	2350	100

Sexual Orientation				
	Attendances		Individuals	
	Number	%	Number	%
Heterosexual	8510	79	1870	80
Not Declared	790	7	130	5
Other Sexual Orientation	300	3	80	4
Prefer Not to Say	1120	10	270	11
Total¹	10720	100	2350	100

Maternity/Pregnant**				
	Attendances		Individuals	
	Number	%	Number	%
No	10560	99	2310	98
Yes	160	1	40	2
Total¹	10720	100	2350	100

**During reporting period, not necessarily at the time of the training

Marital				
	Attendances		Individuals	
	Number	%	Number	%
Married/Civil Partnership	4300	40	1030	44
Not Declared	1910	18	450	19
Other Status	1080	10	230	10
Prefer Not to Say	0	0	0	0
Single	3420	32	630	27
Total¹	10720	100	2350	100

Gender Identity (Same as sex assigned at birth)				
	Attendances		Individuals	
	Number	%	Number	%
Not Declared	5280	49	1270	54
Not Same	*	0	*	0
Prefer Not to Say	180	2	50	2
Same	5250	49	1030	44
Total¹	10720	100	2350	100

Equality and Diversity Training

All training courses designed by the Welsh Government are regularly reviewed to ensure that equality, diversity and inclusion is mainstreamed throughout.

Embedding Equality through Learning and Development

The Welsh Government is committed to fairness and inclusivity in its role as an employer. The corporate learning and development offer is aligned to support this ethos, whether through actively driving the equality and diversity agenda or mainstreaming the key messages across its programme of learning.

Some highlights for the 2019-2020 financial year include:

Self-directed learning

In May 2019, we launched the Learning Lab – the Welsh Government’s online hub for all learning and development related activity. With access to a wealth of engaging resources, e-learning and the corporate programme of classroom courses, the Lab has enabled staff to take a more proactive approach to their learning. By strengthening the online offer, staff are able to learn in their own time, at a pace right for them. Virtual networks encourage collaboration across location boundaries.

The new platform has been thoroughly user-tested to ensure it meets accessibility and bilingual requirements and will be continually reviewed to ensure it provides a positive and engaging user experience for all.

Women into Leadership

In April and May 2019 we offered women at Grade 7 career development conversations with senior leaders to discuss career aspirations, current development needs and barriers to progression. Our objective was to use this insight to curate a development programme and, ultimately, support the organisation's ambition to reach 50/50 gender representation in the Senior Civil Service by 2020.

Building on the evidence we gathered, we worked with Whitehall and Industry Group (WIG) to offer a targeted range of seminars for aspirational women at HEO grade and above. These included:

- Courage and Presence
- Influence and Resilience
- The Power of Why – how great leaders inspire others to take action
- Navigating the Labyrinth
- Tell It Like TED.

In addition, we ran a competitive process to gain places on highly regarded external development programmes aimed at women wanting to progress to the next stage of their careers:

- **For HEOs/SEOs:** two places on Crossing Thresholds, a year-long Civil Service Learning programme
- **For Grades 6 and 7:** one place on the Pipeline Summit and one place on the WIG 9-month Women Into Leadership programme.

We received more than 40 applications from HEO/SEO women, and more than 30 from the Grades 6 and 7, demonstrating a real appetite for professional and personal development across the organisation.

Following the success of our development programme for women, our aim is to open up the programme to all grades for the next round of applications and events.

Black, Asian & Minority Ethnic Development Programme

In September 2019, the Welsh Government launched its second development programme for Black, Asian and Minority Ethnic staff. Delivered jointly by the Minority Ethnic Staff Network and HR Strategy Division, the twelve month programme involves experiential learning, workshops, STEP opportunities, coaching and online training.

18 participants across a range of grades will have the opportunity to:

- Learn with peers from across different grades and diverse backgrounds;
- Increase self-awareness and understand the leadership strengths that diversity brings;
- Develop communication, presentation and interpersonal skills;
- Better understand the organisational context to help shape and influence career progression;
- Increase motivation to thrive in their chosen role and/or progress further in their career;
- Be empowered to become a role model to help inspire development and progression of others.

The Welsh Language in the Welsh Government

During 2019-20 the Welsh Government's new internal use of Welsh strategy "Cymraeg. It belongs to us all", was launched, following formal consultation with the trade unions. This sets out our vision of achieving a bilingual organisation by 2050. Our shorter term aim is to become an exemplar organisation in our use of the Welsh language. This will include promoting opportunities for staff to use the language in their day to day work, refining how we mainstream the language, and in our use of Welsh language technology. Our hope is that this strategy will also serve to inspire other public sector organisations in Wales to consider their aspirations for increasing the use of the language within their organisations, and their part in helping us achieve a million speakers by 2050. Data on the numbers and percentages of staff who have Welsh language skills is noted below (self-reported).

Table 2a – Language Skills of staff able to use each skill in most or all work situations

	Number	%
Reading	1380	24
Speaking	1260	24
Understanding	1340	24
Writing	1090	19

Table 2b – Skills declared by staff across all levels of Welsh Language skill (beginner to proficient)

	Number	%
Reading	3240	57
Speaking	2770	49
Understanding	3050	54
Writing	2400	42

Welsh Language Training

Welsh Government offers staff fully-funded, flexible Welsh language training. From beginners to fluent speakers, Work Welsh has something for everyone:

- Weekly classes
- Online courses
- Intensive courses
- Tailored residential five day courses to improve confidence.

The current learning offer of four hours a week is based on the model that our suppliers (Cardiff, Aberystwyth and Bangor Universities) recommend to maximise learning potential. This provides the best means for staff to make significant progress learning Welsh over a limited number of months. We recognise that this is not a commitment which all staff who would like to learn Welsh can make so we also offer intensive courses of a few weeks and e-learning is a viable alternative for people who need/want to learn at their own pace. The National Centre for Welsh Language has resources which our staff can access.

We also piloted 'Say Something in Welsh', an online learning resource, with a specific cohort of learners. Feedback for the resource was positive and we would hope to procure this in future to roll out to all staff interested in learning through this methodology.

A range of extra-curricular activities were available to increase learners' exposure to the Welsh language, and were organised to support the learning process. Activities included a mentoring programme, Coffi a Chlonc – non formal lunchtime drop in sessions, informal lessons, conversation groups, e-learning and catch-up lessons. Information was also provided on Welsh language activities outside working hours where staff can practise their language skills.

The new learning portal for Welsh Government staff – Learning Lab, included a discussion forum for staff to practice their written Welsh, with a folder to share useful documents, and share good practice among learners. This is open to all staff.

Vocational Training

In accordance with the Welsh Language Standards we provide certain training courses through the medium of Welsh for staff, for example courses on recruitment and interviewing, induction and performance management.

Chapter 3

Resourcing and Recruitment

Workforce Representation as at 31 March 2020

A wide and varied range of information about our workforce and recruitment practices, broken down by protected characteristic, is presented in this chapter. The information is drawn from our human resource systems unless otherwise stated.

Each member of staff has a confidential personnel record which they can update online. As part of this online record, staff are asked to provide information about their diversity status. The information is provided on a voluntary basis only and helps to support the organisation to better understand the diversity of the workforce, identify issues and take action where needed.

Throughout the information presented in this section, 'Not declared' refers to the number of staff who have not completed a diversity monitoring question and 'Prefer not to say' refers to the number of staff who have chosen not to disclose the information requested to a particular diversity monitoring question. In order to ensure and maintain the confidentiality of our staff, the data has been rounded to the nearest ten and figures below five suppressed unless otherwise stated.

The workforce has increased slightly (from 5560 to 5680) but the overall diversity mix remained relatively static over the past 12 months (period 1 April 2019 – 31 March 2020).

Table 3 – Workforce by Sex

Sex (All Work Patterns)		
	Number	%
Female	3350	59
Male	2330	41
Total¹	5680	100

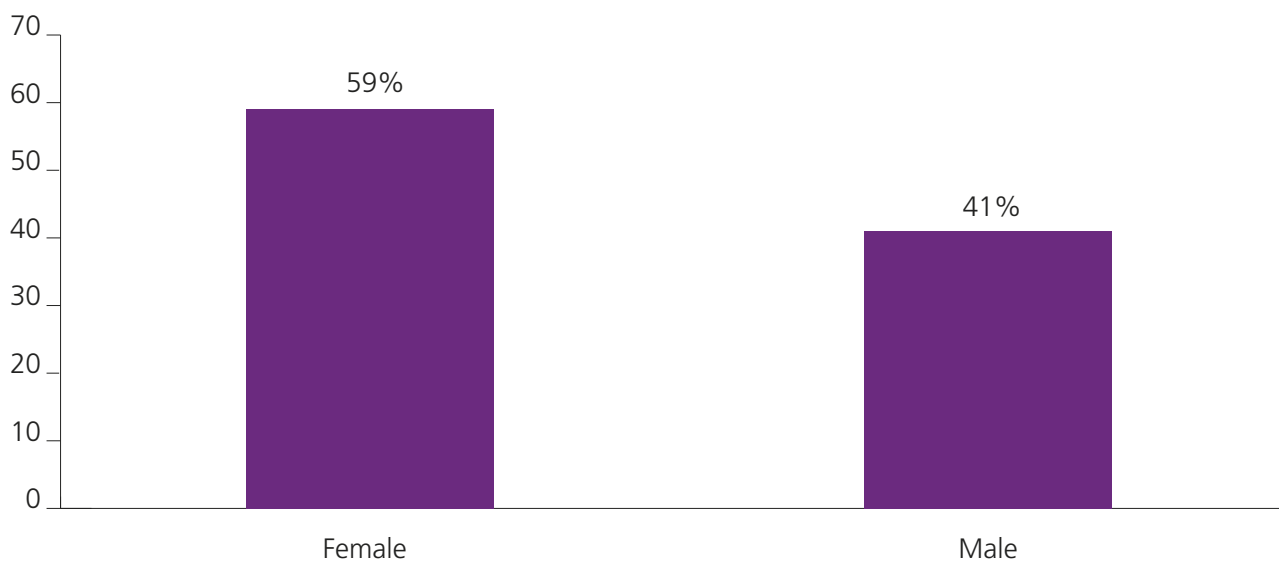
Figure 1 – Workforce by Sex

Table 4 – Workforce by Age

Age	Number	%
16-24	200	3
25-29	370	7
30-34	500	9
35-39	800	14
40-44	840	15
45-49	860	15
50-54	860	15
55-59	740	13
60-64	380	7
65+	130	2
Total¹	5680	100

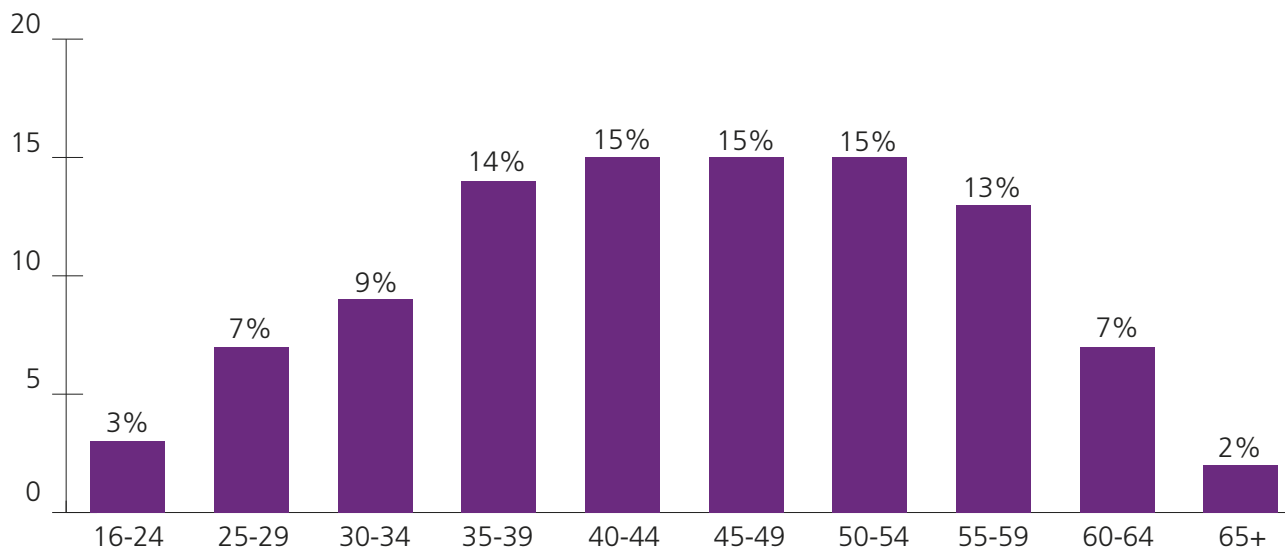
Figure 2 – Workforce by Age

Table 5 – Workforce by Disability

Disability		
	Number	%
Disabled	330	6
Not Declared	270	5
Not Disabled	4900	86
Prefer Not to Say	180	3
Total¹	5680	100

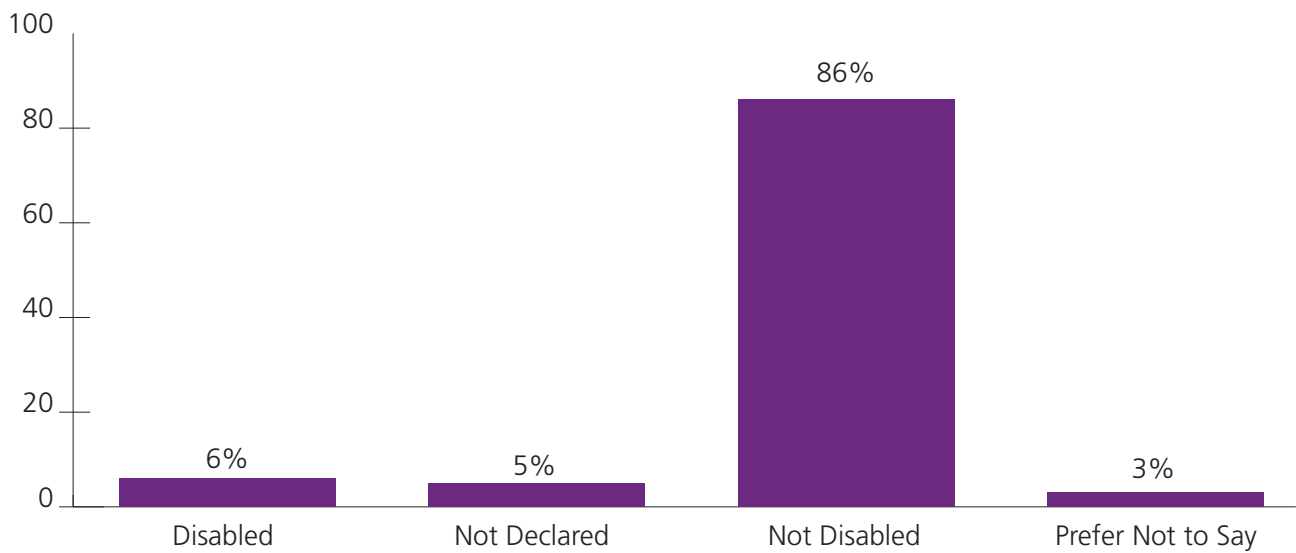
Figure 3 – Workforce by Disability

Table 6 – Workforce by Race

Race	Number	%
Not Declared	140	2
Other Ethnicity	150	3
Prefer Not to Say	230	4
White	5170	91
Total¹	5680	100

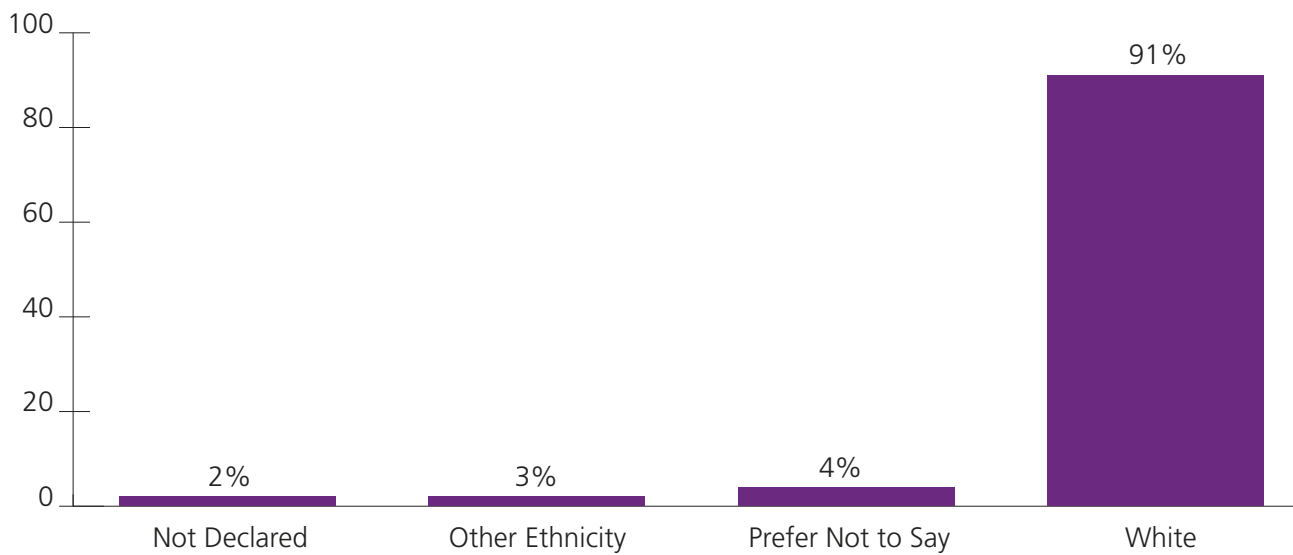
Figure 4 – Workforce by Race

Table 7 – Workforce by Religion or Belief

Religion/Belief		
	Number	%
Christianity	2300	41
Not Declared	180	3
No Religion/Belief	1560	27
Other Religion/Belief	210	4
Prefer Not to Say	1420	25
Total¹	5680	100

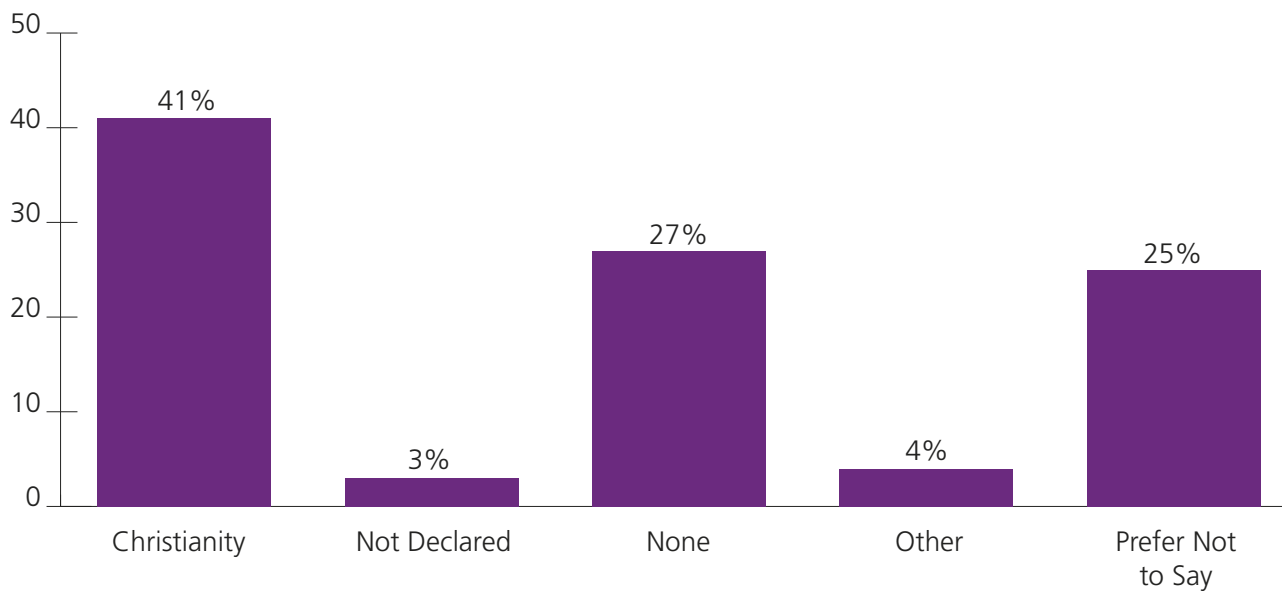
Figure 5 – Workforce by Religion or Belief

Table 8 – Workforce by Sexual Orientation

Sexual Orientation		
	Number	%
Heterosexual/Straight	4630	81
Not Declared	170	3
Other Sexual Orientation	190	3
Prefer Not to Say	690	12
Total¹	5680	100

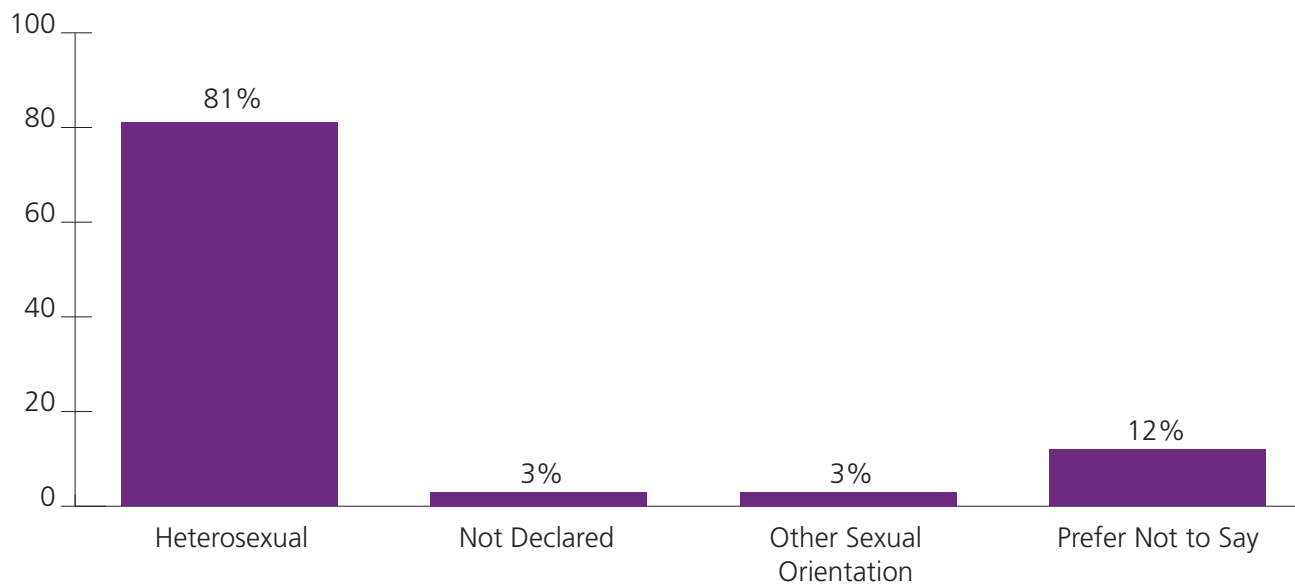
Figure 6 – Workforce by Sexual Orientation

Table 9 – Workforce by Marital Status

Marital		
	Number	%
Married/Civil Partnership	2590	46
Not Declared	1290	23
Other Status	560	10
Prefer Not to Say	0	0
Single	1240	22
Total¹	5680	100

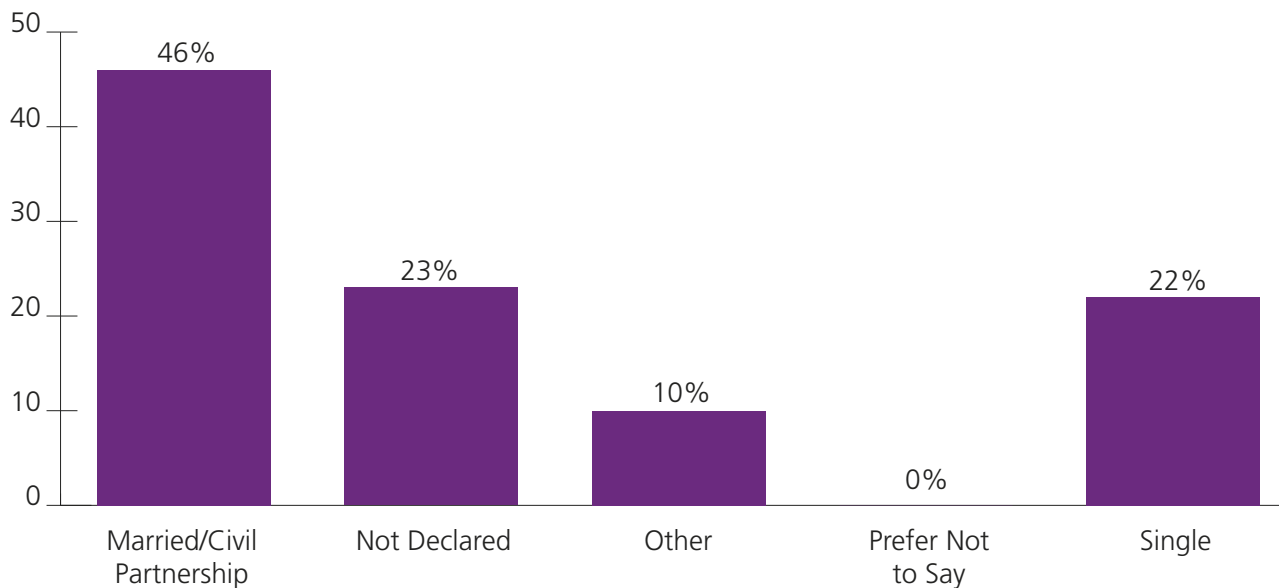
Figure 7 – Workforce by Marital Status

Table 10 – Workforce by Pregnancy and Maternity

Pregnant/Maternity		
	Number	%
No	5600	99
Yes	80	1
Total¹	5680	100

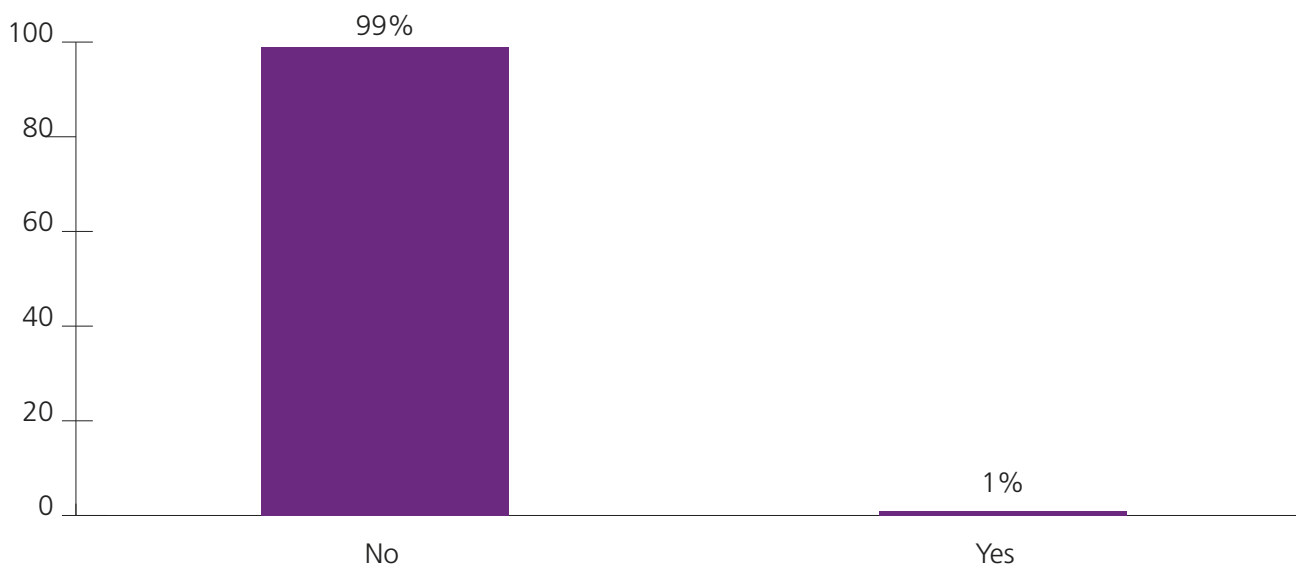
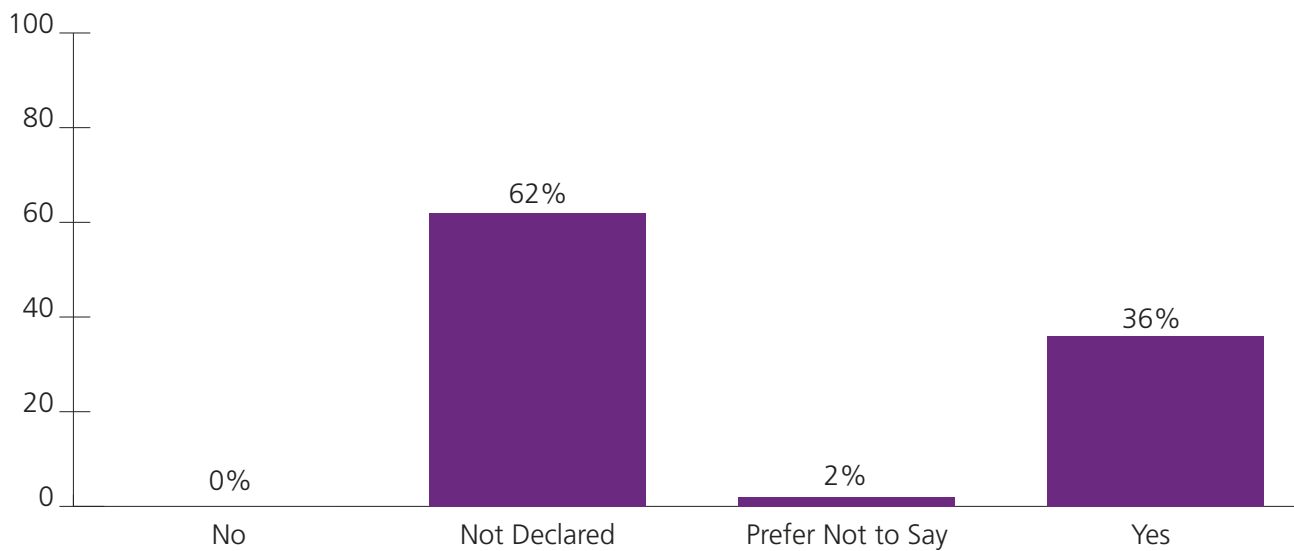
Figure 8 – Workforce by Pregnancy and Maternity

Table 11 – Workforce by Gender Identity (Same as sex assigned at birth)

Gender Identity (Same as sex assigned at birth)		
	Number	%
No	*	0
Not Declared	3520	62
Prefer Not to Say	90	2
Yes	2060	36
Total¹	5680	100

Figure 9 – Workforce by Gender Identity (Same as sex assigned at birth)

Men and Women in the Workforce

The diversity information from our HR systems provides the data below which gives a greater insight into the gender balance and allows for a comparison between men and women.

There is more or less an equal split through most professions, though some, namely HR; Inspectors; Operational Delivery; Policy Delivery and Social Services are occupied more by women. According to the data, women are also more likely to work part-time compared to men.

Table 12 – Profession

Profession	Female	Male
Communications	100	70
Economics	20	30
Engineering	10	30
Facilities Management	30	40
Finance	190	140
Health	60	30
Human Resources	150	50
Internal Audit	10	10
Information Management/Library	50	60
Inspectors	200	50
Information Technology	70	150
Legal Services	90	50
Marketing	60	30
Operational Delivery	930	670
Planning	10	20
Policy Delivery	970	670
Procurement and Contract Management	50	30
Programme and Project Management	90	70
Social Research/Market Research	50	30
Science	20	20
Social Services and Social Work	120	20
Statistics	30	30
Surveyors	10	20
Translation	40	10
Veterinary Services	*	*
Total¹	3350	2330

Table 13 – Grade

Grade	Female	Male
SCSPS	*	0
SCS3	*	*
SCS2	10	20
SCS1	60	70
Grade 6	90	110
Grade 7	400	370
Senior Executive Officer (SEO)	680	470
Higher Executive Officer (HEO)	930	510
Executive Officer (EO)	590	440
Team Support (TS)	560	320
Other	30	20
Total¹	3350	2330

Table 14 – Contract Type

Contract	Female	Male
Permanent	3140	2140
Temporary	210	190
Total¹	3350	2330

Table 15 – Working Pattern

Work Pattern	Female	Male
Full Time	2400	2150
Part Time	950	180
Total¹	3350	2330

Pay

Median salary

The median salary for full time staff has increased to £36,500 as at 31st March 2020.

Gender pay gap

The Welsh Government's gender pay gap as at 31 March 2020 was 5.5%.

This is a significant decrease from the 8.5% gap as at 31 March 2019.

Efforts to increase the number of women at senior grades have seen some success. There has been a 2% increase in the number of women in the Executive Band (Grades 7 and 6) from March 2019 to March 2020 and also a 2% increase in the number of women in the Senior Civil Service in the same period. A number of women were appointed to specialist roles attracting a higher than average salary during 2019-20.

We still have some way to go to achieve our aim of a gender balanced Senior Civil Service but this is good progress.

The majority of staff at lower grades are still women. The 2019-20 pay award was targeted so that staff at lower grades received a higher percentage increase than those at higher grades – this has contributed to the reduction in the gender pay gap.

Recruitment Activity

The recruitment activity illustrated includes all captured formal appointments at all grades. External indicates that the applicants have applied for jobs with the organisation; internal indicates employees who have applied for a new job role within the organisation.

External Job Applications (People who have applied for jobs with the authority – 1 April 2019 – March 2020)

Table 16a – External Job Applications – Sex

Sex	Total
Female	1670
Male	1320
Not Declared	40
Prefer Not to Say	30
Total¹	3070

Table 16b – External Job Applications – Age

Age Range	Total
16-24	700
25-29	470
30-34	400
35-39	370
40-44	290
45-49	280
50-54	260
55-59	150
60-64	60
65+	10
Not Declared	40
Prefer Not to Say	50
Total¹	3070

Table 16c – External Job Applications – Disability

Disability	Total
Disabled	180
Not Declared	40
Not Disabled	2780
Prefer Not to Say	60
Total¹	3070

Table 16d – External Job Applications – Race

Race	Total
Asian, Asian British	10
Asian, Asian British – Any other Asian background	10
Asian, Asian British – Bangladeshi	10
Asian, Asian British – Chinese	*
Asian, Asian British – Indian	30
Asian, Asian British – Pakistani	30
Black, African, Caribbean	10
Black, African, Caribbean – Any other Black background	10
Black, African, Caribbean – Black – African	30
Black, African, Caribbean – Black – Caribbean	10
Mixed, multiple ethnic groups – Any other mixed background	20
Mixed, multiple ethnic groups – White and Asian	20
Mixed, multiple ethnic groups – White and Black African	10
Mixed, multiple ethnic groups – White and Black Caribbean	10
Not Declared	40
Other ethnic group – Any other ethnic group	10
Other ethnic group – Arab	10
Prefer Not to Say	60
White – Gypsy or Irish Traveller	*
White – Irish	30
White – Other white background	130
White – Welsh, English, Scottish, Northern Irish, British	2590
Total¹	3070

Table 16e – External Job Applications – Religion or Belief

Religion/Belief	Total
Agnosticism	300
Atheism	420
Baha'i	*
Buddhism	10
Christianity	1090
Hinduism	20
Humanism	10
Jainism	*
Judaism	10
Islam	80
No Religion	860
Not Declared	40
Other Religion	20
Paganism	*
Prefer Not to Say	200
Rastafarianism	*
Sikhism	10
Zoroastrianism	*
Total¹	3070

Table 16f – External Job applications – Sexual Orientation

Sexual Orientation	Total
Heterosexual/straight	2660
Not Declared	40
Other Sexual Orientation	200
Prefer Not to Say	170
Total¹	3070

Table 16g – External Job Applications – Marriage/Civil Partnership

Married/Civil Partnership	Total
No	1810
Not Declared	40
Prefer Not to Say	80
Yes	1130
Total¹	3070

Table 16h – External Job Applications – Gender Identity (Same as sex assigned at birth)

Gender Identity (Same)	Total
No	10
Not Declared	40
Prefer Not to Say	40
Yes	2980
Total¹	3070

Table 16i – External Job Applications – Pregnancy

Currently Pregnant/Pregnant in Past Year	Total
No	2930
Not Declared	40
Prefer Not to Say	50
Yes	40
Total¹	3070

Table 16j – External Job Applications – Maternity Leave in Past Year

Maternity Leave in Past Year	Total ¹
No	10
Not Known/Not Requested	3030
Yes	30
Total¹	3070

Internal Job Applications (Employees who have applied to change positions – 1 April 2019 – 31 March 2020). All Grades.

Table 17a – Internal Job Applications – Sex

Sex	Not taken forward***	Unsuccessful	Successful	Total
Female	80	530	340	960
Male	40	440	190	670
Not Declared	10	10	*	20
Prefer Not to Say	0	10	10	20
Total¹	130	990	540	1660

Table 17b – Internal Job Applications – Age

Age Range	Not taken forward***	Unsuccessful	Successful	Total
16-24	10	50	40	100
25-29	10	80	70	160
30-34	10	110	60	180
35-39	20	190	100	310
40-44	20	130	90	240
45-49	30	170	80	270
50-54	10	140	40	190
55-59	10	90	30	130
60-64	*	10	10	30
65+	0	*	0	*
Not Declared	10	10	*	20
Prefer Not to Say	*	30	10	40
Total¹	130	990	540	1660

Table 17c – Internal Job Applications – Disability

Disability	Not taken forward***	Unsuccessful	Successful	Total
Disabled	10	80	20	110
Not Declared	10	10	*	20
Not Disabled	110	860	500	1460
Prefer Not to Say	10	50	20	70
Total¹	130	990	540	1660

Table 17d – Internal Job Applications – Race

Race	Not taken forward***	Unsuccessful	Successful	Total
Asian British	*	*	*	10
Asian British – Any other Asian background	*	*	*	10
Asian British – Bangladeshi	0	*	0	*
Asian British – Chinese	0	10	*	10
Asian British – Indian	0	10	*	10
Asian British – Pakistani	*	0	*	*
Black, African, Caribbean	0	0	*	*
Black, African, Caribbean – African	0	0	*	*
Mixed, multiple ethnic groups – Any other mixed background	0	*	*	*
Mixed, multiple ethnic groups – White and Asian	0	*	0	*
Mixed, multiple ethnic groups – White and Black African	0	*	0	*
Mixed, multiple ethnic groups – White and Black Caribbean	*	10	*	10
Not Declared	10	10	*	20
Other ethnic group	0	*	*	*
Prefer Not to Say	*	20	10	40
White – Irish	*	10	*	10
White – Other white background	*	40	10	50
White – Welsh, English, Scottish, Northern Irish, British	120	880	500	1500
Total¹	130	990	540	1660

Table 17e – Internal Job Applications – Religion or Belief

Religion/Belief	Not taken forward***	Unsuccessful	Successful	Total
Agnosticism	*	70	40	110
Atheism	20	100	60	170
Buddhism	0	*	*	*
Christianity	50	400	210	660
Hinduism	0	*	*	10
Humanism	0	*	*	*
Islam	*	*	*	10
No Religion	40	300	180	520
Not Declared	10	10	*	20
Other Religion	0	10	*	10
Paganism	0	*	*	*
Prefer Not to Say	10	110	40	160
Sikhism	0	*	*	*
Total¹	130	990	540	1660

Table 17f – Internal Job Applications – Sexual Orientation

Sexual Orientation	Not taken forward***	Unsuccessful	Successful	Total
Heterosexual/straight	110	880	490	1470
Not Declared	10	10	*	20
Other Sexual Orientation	10	40	20	70
Prefer Not to Say	10	70	30	100
Total¹	130	990	540	1660

Table 17g – Internal Job Applications – Marriage/Civil Partnership

Married/Civil Partnership	Not taken forward***	Unsuccessful	Successful	Total
No	0	*	*	*
Not Declared	10	10	*	20
Prefer Not to Say	*	20	10	20
Yes	120	970	530	1620
Total¹	130	990	540	1660

Table 17h – Internal Job Applications – Gender Identity (Same as sex assigned at birth)

Gender Identity (Same)	Not taken forward***	Unsuccessful	Successful	Total
No	0	*	*	*
Not Declared	10	10	*	20
Prefer Not to Say	*	20	10	20
Yes	120	970	530	1620
Total¹	130	990	540	1660

Table 17i – Internal Job Applications – Pregnant/Pregnant Past Year

Currently Pregnant/Last Year	Not taken forward***	Unsuccessful	Successful	Total
No	120	960	520	1590
Not Declared	10	10	*	20
Prefer Not to Say	*	10	10	30
Yes	*	10	10	30
Total¹	130	990	540	1660

Table 17j – Internal Job Applications – Maternity Leave in Past Year

Maternity Leave in Past Year	Not taken forward***	Unsuccessful	Successful	Total
No	0	10	10	10
Unknown/Not Requested	130	980	530	1630
Yes	*	10	10	20
Total¹	130	990	540	1660

*** Not taken forward means candidate withdrew application/didn't attend assessment, vacancy was withdrawn or offer declined

Outreach Activities

We carried out a major outreach campaign for the 2019 Apprenticeship scheme. We actively promoted the scheme and engaged with all underrepresented groups across Wales. This was an opportunity to promote the Welsh Government as an employer of choice. We actively engaged with the citizens of Wales via multiple communication pathways including social media, working closely with the Welsh Government Staff Diversity Networks to ensure our message was communicated to all the protected characteristics including ethnic minority, disabled and LGBT communities. We also held recruitment sessions in all the regions across Wales. As a result, we received over 600 applications for the scheme.

We have been supporting the Changing Horizons Cymru Wales programme which is a dynamic and inspirational event that has been running in the North West for the past three years and came to Wales for the first time in March 2020. It is designed to raise the aspirations of young people in areas of reduced social mobility, allowing them to discuss and practice the skills required for life and work. The first event which was aimed at Year 9 pupils from schools across Wales took place on 9 March 2020 in Merthyr.

Work Experience Placement

As part of events to celebrate 20 years of devolution, the Welsh Government held a 'Work Inspiration' experience for young people from Tuesday 2 – Thursday 4 July 2019. The programme offered places to young people in Year 10, from lower socio-economic backgrounds to spend three days on work experience with Welsh Government.

Following the application process, **50 pupils** from secondary schools across Wales were given the chance to take part in the programme which gave them an opportunity to develop their skills, participate in project work with other students and embark on a relevant and meaningful learning exchange to experience what it's like to work across the diverse range of areas devolved to the Welsh Government.

Students were placed in a range of offices across Wales including, Aberystwyth, Llandudno Junction, Merthyr Tydfil, Cardiff, Cardiff Bay and Swansea.

The breakdown of placements by office location:

- Llandudno Junction – 1 placement
- Aberystwyth – 9 placements
- Swansea – 9 placements
- Merthyr – 11 placements
- Cardiff/Cardiff Bay – 20 placements.

The diversity breakdown:

- Female = 50%
- Male = 50%
- Black, Asian and Minority Ethnic = 10%
- LGBT = 2%
- Disabled and/or with additional needs = 8%
- Students in social care = 2%.

Apprenticeship

Welsh Government ran two apprenticeship schemes one of which was a Business Administration scheme and one Digital, Data and Technology (DDaT). Applications opened on 21 August 2019 and ran until 16 September 2019. We undertook a large scale outreach campaign to help us attract candidates from diverse backgrounds.

A total of 623 applications were received with 162 being for Digital, Data and Technology (DDaT) apprenticeship and 461 for the Business Administration apprenticeship.

- In terms of applications made 47% were female candidates, 53% were male candidates, 12% of applicants were from Black, Asian and Minority Ethnic candidates and 88% were from white candidates. 7% declared as disabled candidates.
- In terms of successful candidates offered a place on the scheme, 57% were female candidates, 43% were male candidates, 8% of applicants were from Black, Asian and Minority Ethnic candidates, 92% were white candidates and 5% declared as disabled candidates.

Forward look

The 2020-2021 report will demonstrate how we built on the success of the outreach approaches adopted for the previous schemes. This will include a large external recruitment campaign to recruit people for the Senior Civil Service and fixed term appointments across the organisation. The Welsh Government joined the Great Place to Work for Veterans initiative launched by the Office for Veterans' Affairs in the Cabinet Office and that will be covered in the next report.

We will continue to use our recruitment campaigns to support us in building a workforce that's more representative of the communities we serve and increase applications from groups currently under represented in the Welsh Government including Black, Asian and ethnic minority communities, people from disadvantaged communities and disabled people.

Table 18 – Equality Placement Schemes Offered

Scheme	Target Group	Number placed	Period placed (weeks)
Stonewall Cymru Youth Placement Work Experience programme	LGBT young people aged 18-25	1	1 x 1 week
Windsor Fellowship programme	Undergraduate/Graduate students from an ethnic minority background	2	52 weeks (over 2 years)

Chapter 4

Supporting our Staff and Being an Employer of Choice

Staff Diversity Networks

There are four staff diversity networks:

- Disability Awareness and Support Group (DAAS)
- Minority Ethnic Staff Network (MESN)
- PRISM Network (LGBTI+)
- Women Together Network (WTN).

The networks are self-governing and nominate their own representatives who liaise with Welsh Government as an employer. They aim to support members by providing a safe and effective forum to share ideas and address issues as they arise. They provide opportunities for coaching, mentoring, training and attending events. They also work with the organisation to positively influence our policies and practices. The network Chairs are members of the Diversity and Inclusion Steering Group.

Staff Networks' Achievements During the Year

Disability Awareness and Support Group (DAAS):

DAAS held meetings for their members throughout the year. DAAS arranged the provision of British Sign Language training for Welsh Government staff. The network worked closely with the Welsh Government on the provision of accessible ICT; carried out

accessibility audits of our buildings and advised on HR policies in addition to providing support to disabled staff and line managers. They supported the UN Day of Disabled People event and, with the Equality in the Workplace Team, continued to promote the new organisational definition of the social model of disability and raised awareness of its importance in driving equality for disabled people generally, including its adoption into our employment procedures specifically.

Minority Ethnic Staff Network (MESN):

MESN has continued to actively support its members. A number of MESN members are on the BAME Development Programme and are taking part in our Reverse Mentoring programme. The network underwent a refresh during the year, with a formal relaunch in June 2019. The launch was engaging and informative, with speakers including Jane Hutt, Deputy Minister and Chief Whip and Vaughan Gething, Minister for Health and Social Services. Another attendee who spoke at the launch was Andrew Goodall, Director General for Health and Social Services who is senior sponsor for MESN and our Race Champion. MESN members played an active role in our Let's Talk Respect campaign, telling their personal stories and sharing experiences. MESN has fed in to corporate initiatives and HR policies and co-chairs attended the Diversity and Inclusion Steering Group meetings.

PRISM:

PRISM held a number of events throughout the year to mark a number of LGBT dates, including LGBT+ History Month, Bivisibility Day, Trans Day of Visibility, Trans Day of Remembrance and International Day Against Homophobia, Biphobia and Transphobia. Members and allies marched and represented PRISM at the growing number of Pride events being established across Wales, including at Swansea, Llanelli and Barry. The network also organised a breakfast event for around 100 Welsh civil servants on the morning of Pride Cymru in Cardiff and combined with UK Government colleagues to deliver the largest ever civil service representation on a Pride march in Wales, led for the first time by our First Minister. They also participated in cross network events, including during Mental Health Week and International Women's Day. PRISM held network events with a number of interesting and diverse speakers including Stonewall Gay Role Model of the Year, a Paralympian athlete and the Older People's Commissioner. The Older People's Commissioner event included an update from the Terrence Higgins Trust on their report around older people living with HIV and the session ended with a Dementia Friends Training Session. PRISM members have taken part in reverse mentoring and the Let's Talk Respect campaign as well as feeding in to HR policies and attending DISG.

Women Together:

During the year, Women Together has run a number of events for members and allies, including "Running a Networking Event"; Violence Against Women: Awareness and Allyship; International Women's Day Celebration and a charity "Smalls for All" collection. Women Together members

participated in the Reverse Mentoring programme and Women into Leadership Development Programme. Their steering group has fed in to corporate initiatives and HR policies and co-chairs attended the Diversity and Inclusion Steering Group meetings.

Mind Matters:

Mind Matters continued to offer well attended opportunities for colleagues to share personal stories, promoted the value of peer support and made the previously piloted craft/chat events a monthly feature. They actively supported the Let's Talk Respect campaign and during Mental Health Awareness Week in May 2019, the Permanent Secretary signed the Time to Change Pledge, copies of which were installed in our main offices. They also took part in a podcast in support of the Respect campaign. For World Mental Health Day they organised a market place event in foyers with third sector partners and EAP (our Employee Assistance Programme) joining in. They piloted an in person random coffee/chat matching sessions (based on location) to help people network more widely and help reduce the stigma of talking about mental health and wellbeing for Mental Health Awareness Week and World Mental Health Day. They continued to work closely with HR and Future Proofing colleagues to seek out opportunities to better support mental health and wellbeing, took part in the Apprentice inductions and continued to support the expansion of the well-attended Mindfulness sessions. They hosted a further HR profession lunch and learn with case studies from 2 colleagues who volunteered to share their personal experience. They started up a regular newsletter style update gathering together useful links and courses encouraging people to take some time to read up on wellbeing and mental health.

Informal Networks

We also have informal peer support group networks:

- Carers Network
- Mind Matters (Mental Health) Network
- Autism Spectrum Disorder (ASD) Network
- Adoption and Fostering Network
- Christian Fellowship.

Support for Staff and Benefits

Welsh Government aims to be an employer of choice, to encourage a diverse and talented workforce. There are many benefits to working for us. There are flexible working options, including part time/job share, term time working and compressed hours. Most posts are location neutral and many staff are able to work flexibly, and from different locations. Full time employees are entitled to 31 days annual leave, plus 10 public and privilege days' leave. Our maternity/paternity and parental leave policies are generous and all our policies are fully inclusive. We provide disability special leave and reasonable adjustments for staff, in both the workplace and recruitment. We have dedicated Health & Safety and Occupational Health Teams and an Employee Assistance programme that is available 24 hours a day, 365 days a year.

We aim to offer learning and development opportunities and volunteering days for all staff and ensure that they are accessible to all. Everyone who works at the Welsh Government is entitled to five days per year to focus on their learning and development. Career breaks are an option to study, travel, or do voluntary work.

We aim to provide accessible, pleasant workspaces, with suitable rooms for prayer or mindfulness; appropriate spaces for nursing staff and gender neutral toilets.

Social Partnership

In Welsh Government, the relationship between the employer and trade unions is based on social partnership. We believe our goals can best be achieved by management and trade unions working together.

Our 3 recognised trade unions are:

- PCS;
- Prospect;
- FDA.

This relationship is underpinned by a partnership agreement. This sets out how our unions work with Welsh Government on issues such as:

- pay;
- terms and conditions;
- policies and procedures;
- organisational change.

Our Welsh Government trade union colleagues work together to give their members a real say in the workplace. They make sure that the interests of their members are promoted and protected. They also help reduce inequalities and improve terms and conditions.

During the year, the TUS worked in partnership with the organisation on the review and development of the HR policies for working parents to address TUC recommendations about support for new parents on their return to work; reviews of policies to support carers in the workplace, employee experience of menopause and special leave for disabled employees, the Dignity at Work policy and our Let's Talk Respect campaign.

The Welsh Government has an excellent track record of working in partnership with its trade unions. We encourage staff to get involved. We support staff to join a recognised trade union, to ensure their voice is heard in the workplace and to learn more about trade unions and partnership working.

Chapter 5

Reward and Recognition

Welsh Government Valuing Diversity Award

Each year an award is given to a team or individual demonstrating best practice in efforts to engage, promote and mainstream equality, diversity and inclusion.

The latest winner of this award is Nastassja Wiseman for her work on setting up our Autism Support network for Welsh Government staff. Nastassja was given the award at the end of 2019 so details were included in our last report. Due to COVID-19, the next Welsh Government awards will not take place until 2021.

Workplace Diversity Benchmarking/Accreditation/Awards

We undertook a benchmarking exercise against the Stonewall Workplace Equality Index in September 2019 to cover the period September 2018 – September 2019. The results were published in January 2020 and the organisation was again ranked in the UK Top 100 – this year at 9th – our second year appearing in the Top 10. Whilst it was a drop of one place, there were over 500 participants. We were ranked 2nd in Wales and were again named us as a top trans inclusive employer, one of only 20 organisations to be recognised. PRISM were again awarded a Stonewall Highly Commended Network group.

During this period, we retained Disability Confident Level 3 (Leader) accreditation, were members of Business in the Community's Employers for Race Charter; EHRC's Working Forward campaign and Chwarae Teg's Fair Play Employer scheme.

People Survey Snapshot 2020

The Welsh Government's People Survey Snapshot 2020 was conducted between 2 and 20 March 2020. The People Survey obtains staff views about their experience of working in the Welsh Government to help us to understand what we need to do to make the organisation a great place to work and to provide the best service we can to the people and communities of Wales.

The *Employee Engagement Index* score for the Welsh Government was 66%, a 2 percentage point increase from the previous survey and 3 percentage points above the UK Civil Service benchmark.

The Welsh Government performed well for *inclusion and fair treatment*, with a theme positive score of 82%. This theme saw no change from the previous survey and was 3 percentage points above the Civil Service benchmark. All questions within the theme also performed well, with positive scores of at least 74% and all performed above the Civil Service benchmark.

The question *'I am treated with respect by the people I work with'* was the highest scoring question in the theme with a positive score of 88%. This question saw no change from the previous survey, but was 2 percentage points above the Civil Service benchmark. The question *'I am treated fairly at work'* was also a high scoring question in the theme with a positive score of 85%, which was 3 percentage points above the Civil Service benchmark.

One of the four questions within this theme saw an increase of 2 percentage points since the previous survey: *'I think that the organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)'* (81% positive score and 3 percentage points above the Civil Service benchmark).

A new question on dignity and respect was asked in this survey: *'The organisation promotes the dignity and respect of all staff'*. This question performed well, with a 78% positive score.

A new question was asked on awareness of the Social Model of Disability: *'I have heard of the Social Model of Disability'*. 72% of staff reported having heard of the Social Model of Disability.

There was, however, some variation in these scores for staff with protected characteristics.

Ethnicity

The engagement score for Black, Asian and Minority Ethnic staff was 64%, which was lower than for white staff (by 3 percentage points) and saw a 5 percentage point decrease from the previous survey.

The *inclusion and fair treatment* score for Black, Asian and Minority Ethnic staff was 79%, which was 5 percentage points lower than for white staff, and saw a small 1 percentage point decrease from the previous survey.

The positive score for the question *'The organisation promotes the dignity and respect of all staff'* for Black, Asian and Minority Ethnic staff was 73%, which was 7 percentage points lower than for white staff.

Disability¹

The engagement score for disabled staff was 64%, which was 3 percentage points lower than for non-disabled staff. There was a 3 percentage point increase in the engagement score for this group from the previous survey.

The *inclusion and fair treatment* score for disabled staff was 76%, which was 9 percentage points lower than for non-disabled staff, but saw a small 1 percentage point increase from the previous survey.

The positive score for the question *'The organisation promotes the dignity and respect of all staff'* for disabled staff was 73%, which was 9 percentage points lower than for non-disabled staff.

The positive score for the question *'I have heard of the Social Model of Disability'* for disabled staff was 75% which was 3 percentage points higher than for non-disabled staff.

¹ Welsh Government is committed to the Social Model of Disability. However, in order to enable comparison over time and to the Civil Service, the demographic question included in the People Survey Snapshot was taken from the Civil Service People Survey. This question is reflective of the medical model of disability and will continue to be reviewed for future surveys.

LGBT+²

The engagement score for LGBT+ staff was 67%, which was slightly lower (1 percentage point) than for non-LGBT+ staff and saw no change from the previous survey.

The inclusion and fair treatment score for LGBT+ staff was 79%, which was 6 percentage points lower than for non-LGBT+ staff and saw no change from the previous survey.

The positive score for the question '*The organisation promotes the dignity and respect of all staff*' for LGBT+ staff was 72%, which was 10 percentage points lower than for non-LGBT+ staff.

Gender

The engagement score for women was 71%, which was 6 percentage points higher than for men and was 3 percentage points higher than the previous survey.

The *inclusion and fair treatment* score for women was 87%, 4 percentage points higher than for men and a 1 percentage point increase from the previous survey.

The positive score for the question '*The organisation promotes the dignity and respect of all staff*' for women was 83%, which was 5 percentage points higher than for men.

2 The LGBT+ group included staff who identified as gay or lesbian, bisexual, other sexual orientation, trans or non-binary. This group therefore includes staff from both minority sexual orientation and minority gender identity groups. These groups were merged since there were not sufficient numbers of staff identifying as trans or non-binary to report on a minority gender identity group separately. We aim to report on these groups separately in future if they are large enough to do so.

Chapter 6

The Future

There is always more to do to create and maintain an inclusive workplace where people can give their best. Although we are moving in the right direction and envisage our position strengthening with each reporting period, more is planned to achieve our aim.

We will develop (in partnership with our Trade Union Side and staff diversity networks), consult all staff on and publish our new Equality, Diversity and Inclusion Strategy for 2021-2026, to set out our priorities and how we aim to achieve the employer objective (8) in our Strategic Equality Plan. We will also develop supporting annual delivery plans and new targets.

We will continue our Let's Talk Respect campaign, ensuring that diversity, inclusion and respect continue to be embedded throughout the organisation.

We will continue to embed the social model of disability in everything that we do, updating our HR policies and corporate processes where required. We will pilot a new reasonable adjustments process in our internal promotion gateways, ensuring that disabled staff have fair treatment when applying for promotion.

We will increase our outreach work to diverse communities across the recruitment exercises that we carry out.

At the time of writing, we know that COVID-19 is changing how and where our workforce works. We know that it is having a huge impact on equality and will ensure that we do everything we possibly can to keep our staff safe, undertaking risk and equality impact assessments and providing support.

Annex A

Workforce Representation Disaggregated by Race, Religion/Belief, Disability, Sexual Orientation & Marital Status

Race		
	Number	%
Arab	*	0
Asian – Bangladeshi	10	0
Asian – Chinese	10	0
Asian – Indian	20	0
Asian – Pakistani	20	0
Black – African	10	0
Black – Caribbean	10	0
Gypsy and Irish Traveller	*	0
Mixed Asian and White	20	0
Mixed Black African and White	*	0
Mixed Black Caribbean and White	10	0
Not Declared	140	2
Other Asian Background	10	0
Other Ethnic Group	10	0
Other Mixed Ethnic Background	30	0
Prefer Not to Say	230	4
White	5170	91
Total¹	5680	

Religion/Belief		
	Number	%
Agnosticism	380	7
Atheism	560	10
Buddhism	10	0
Christianity	2300	41
Hinduism	10	0
Humanism	10	0
Islam	30	1
Jainism	*	0
Judaism	*	0
No Religion	620	11
Not Declared	180	3
Other Religion	130	2
Paganism	10	0
Prefer Not to Say	1420	25
Rastafarianism	*	0
Sikhism	*	0
Taoism	*	0
Total¹	5680	

Disability		
	Number	%
Hearing Impairment (alone)	30	1
Hearing Impairment (with other...)	10	0
Learning Difficulties (alone)	20	0
Learning Difficulties (with other...)	10	0
Mental Illness (alone)	30	1
Mental Illness (with other...)	10	0
Mobility Impairment (alone)	30	1
Mobility Impairment (with other...)	30	0
Not Declared	270	5
Not Disabled	4900	86
Other/Unknown Disability	100	2
Physical Coordination Difficulties (alone)	*	0
Physical Coordination Difficulties (with other...)	*	0
Prefer Not to Say	180	3
Reduced Physical Capacity (alone)	20	0
Reduced Physical Capacity (with other...)	10	0
Speech Impairment (alone)	*	0
Speech Impairment (with other...)	*	0
Visual Impairment (alone)	20	0
Visual Impairment (with other...)	*	0
Total¹	5680	

Sexual Orientation		
	Number	%
Bisexual	40	1
Gay Man	80	1
Gay Woman/Lesbian	50	1
Heterosexual/Straight	4630	81
Not Declared	170	3
Other Sexual Orientation	20	0
Prefer Not To Say	690	12
Total¹	5680	

Marital		
	Number	%
Civil Partnership	20	0
Divorced	250	4
Married	2570	45
Not Declared	1290	23
Partner	290	5
Prefer Not to Say	0	0
Single	1240	22
Widowed	20	0
Total¹	5680	

Annex B

Leavers Data by Protected Characteristic

Sex		
	WG	%
Female	220	61
Male	140	39
Total¹	360	

Age Range		
	WG	%
16-24	20	6
25-29	30	10
30-34	20	6
35-39	20	6
40-44	10	4
45-49	20	4
50-54	30	8
55-59	70	19
60-64	80	24
65+	50	14
Total¹	360	

Disability		
	WG	%
Disabled	30	8
Not Disabled	300	85
Prefer Not to Say	10	1
Not Declared	20	5
Total¹	360	

Race		
	WG	%
Other Ethnicity	20	4
White	320	89
Prefer Not to Say	10	3
Not Declared	10	4
Total¹	360	

Religion/Belief		
	WG	%
Other Religion/Belief	60	18
Christianity	150	41
No Religion/Belief	50	14
Prefer Not to Say	80	23
Not Declared	10	4
Total¹	360	

Sexual Orientation		
	WG	%
Other Sexual Orientation	10	3
Heterosexual	300	83
Prefer Not to Say	40	11
Not Declared	10	4
Total¹	360	

Maternity/Pregnant		
	WG	%
Yes	*	1
No	350	99
Total¹	360	

Marital		
	WG	%
Married/Civil Partnership	140	40
Single	100	27
Other Status	40	11
Prefer Not to Say	0	0
Not Declared	80	22
Total¹	360	

Gender Identity (Same as sex assigned at birth)		
	WG	%
No	0	0
Yes	150	42
Prefer Not to Say	10	2
Not Declared	200	56
Total¹	360	

Annex C

Grievance and Disciplinary Data by Protected Characteristic

In order to provide meaningful and useful information, the number of grievance and discipline cases has been grouped. Due to the small numbers involved, separating the number of grievance and discipline cases could potentially lead to individuals being identified.

Sex		
	Number	%
Female	20	50
Male	20	50
Total¹	30	

Age		
	Number	%
16-24	0	0
25-29	*	3
30-34	10	15
35-39	10	26
40-44	*	6
45-49	*	9
50-54	0	0
55-59	10	24
60-64	*	12
65+	*	6
Total¹	30	

Disability		
	Number	%
Disabled	*	2
Not Declared	*	6
Not Disabled	30	82
Prefer Not to Say	*	6
Total¹	30	

Race		
	Number	%
Not Declared	*	6
Other Ethnicity	0	0
Prefer Not to Say	*	0
White	30	94
Total¹	30	

Religion/Belief		
	Number	%
Christianity	10	24
No Religion/Belief	10	18
Not Declared	*	6
Other Religion/Belief	10	35
Prefer Not to Say	10	17
Total¹	30	

Sexual Orientation		
	Number	%
Heterosexual/Straight	30	82
Not Declared	*	6
Other Sexual Orientation	0	0
Prefer Not to Say	*	12
Total¹	30	

Marital		
	Number	%
Married/Civil Partnership	10	29
Not Declared	10	26
Other	*	12
Prefer Not to Say	0	0
Single	10	32
Total¹	30	

Maternity/Pregnant		
	Number	%
No	30	100
Yes	0	0
Total¹	30	

Birth Gender (Same as sex assigned at birth)		
	Number	%
No	0	0
Not Declared	20	59
Prefer Not to Say	0	0
Yes	10	41
Total¹	30	

Annex D

Average basic full time equivalent salary and Pay Gap by Grade

	Female	Male	Pay Gap
Welsh Government	£38,647.46	£41,672.49	-5.53%
Team Support	£22,732.76	£22,634.24	0.43%
Executive Officer (EO)	£27,689.31	£27,701.53	-0.04%
Higher Executive Officer (HEO)	£35,490.11	£35,353.42	0.39%
Senior Executive Officer (SEO)	£45,157.38	£45,129.45	0.06%
Grade 7	£57,784.29	£58,200.45	-0.72%
Grade 6	£70,490.91	£71,450.06	-1.35%
Senior Civil Service	£86,178.14	£90,048.98	-4.30%

Annex E



The Women in Law Pledge

This pledge is a commitment to work together to harness the power of gender equality to transform the business of law.

My organisation pledges to promote gender equality by:

1. Having one named member of our senior leadership team/management committee who is accountable for gender diversity and inclusion;
2. Setting specific gender targets at leadership level and at other levels as appropriate;
3. Considering the differential outcomes for different groups of women at all levels of the organisation e.g. their background, identity and range of experiences;
4. Developing an action plan to achieve gender equality in our senior management and leadership teams;
5. Committing at senior level to tackle sex discrimination, bullying and sexual harassment in the workplace;
6. Committing to tackle workplace culture and bias that may result in differential outcomes in the workplace;
7. Making public our pledge and publishing our targets and action plan;
8. Ensuring specific aspects of pay, reward and recognition of the senior leadership team are linked to delivery against these gender equality targets as applicable

Name of Organisation/Advocate: Welsh Government

Sector/Industry: Government/Public Sector

Senior Lead accountable for commitment:

Helen Lentle – Director Welsh Government Legal Services

Please provide a summary of the activities you intend to carry out in order to support the pledge and how progress will be monitored.

The Welsh Government Legal Services Department (“WGLSD”) is leading the way within the legal profession with regards gender equality, and that is evidenced by the following statistics:

At a departmental level, the gender split is 66% female; 34% male.

At Senior Management Level (1 Director and 6 DDs), the gender split is 71.4% female; 28.6% male, with the Director of Legal Services (Helen Lentle) female. The Director is also Head of Profession within the Welsh Government.

At senior lawyer/team leader level the split is 53% female; 47% male.

Nevertheless, WGLSD is not complacent about these figures, and remains committed to promoting and maintaining gender equality within the department. At an organisational (Welsh Government level) there is a target in place to achieve a 50/50 gender split at Senior Civil Service Level by 2020. As the statistics demonstrate, WGLSD is leading the way in this regard.

With reference to the pledges:

1. The Director of Legal Services will continue to be accountable for gender diversity and inclusion, and she is also the Diversity Champion for the Office of the First Minister within the Welsh Government.
2. Gender specific targets have been set, and have been achieved within WGLSD. We are committed to maintaining gender equality.
3. The Welsh Government has a Women’s Network, aimed at bringing people from different backgrounds and areas of Welsh Government together to share experiences. It encourages personal growth and mutual support of women to reach their full potential.

The network aims to provide a united voice on the issues facing women across Welsh Government and works to achieve gender balance in the organization by running networking and training events and providing development opportunities to members.

In addition, women lawyers from ethnic minority backgrounds are invited to participate in the wider public sector ‘BAME into Leadership’ programme, which provides a range of interesting training, engagement events and professional development opportunities, including STEP opportunities.

Women lawyers within WGLSD also have access to several development courses aimed at women from all backgrounds across the organisation, e.g. Women as senior leaders, Influence and Resilience workshop, Courage and Presence workshop, many of which are run by the Whitehall and Industry Group and aim to help women overcome barriers, build networks and become the leaders they aspire to be.

The Director of Legal Services has participated in a leadership course at the Harvard Kennedy School of Government, Harvard University, which lead to the 'Certificate for Leadership In a New World – Harvard Women and Power', and has attended an annual leadership summit for alumnae of that course.

The Welsh Government also has a reverse mentoring programme, targeting underrepresented groups across the organisation, including women from different backgrounds. A number of members of the Legal Services Management Board including the Director participate in this programme.

4. WGLDS has achieved gender equality within its senior management and leadership teams, and is committed to maintaining gender equality in this area.
5. The Senior Management Team are committed to tackling any kind of discrimination, bullying and harassment in the workplace, and robust policies are in place in this regard. WGLSD has an action plan in place to deal with tackling unacceptable behaviour, and all staff are encouraged to call out unacceptable behaviour. An official from outside WGLSD has been appointed as an independent person who WGLSD staff members can approach if they have any concerns, and don't feel comfortable raising those concerns directly within WGLSD. There's also an Employee Assistance Programme which enables staff to have confidential conversations with independent, trained advisers.
6. Smart working policies and IT kit to facilitate flexible working are in place to create a flexible culture for all which takes into account different needs and working patterns. All teams have Team Charters to ensure that the needs of all team members are reflected in a team's working arrangements and are about respecting people's individual needs.
Online unconscious bias training is undertaken by all staff, and face to face training is undertaken by the management board.
All staff are encouraged to participate in the Harvard University Gender IQ Test.
7. Details of the Law Society pledge and associated data will be published as part of the Employers Equality Report which will appear on the external Welsh Government website.
8. Pay is set centrally across the Welsh Government, and is guided by the wider Civil Service.