

21 September 2022

Dear

**Reference - ATISN 16647 - Request for Information**

Thank you for your information request received on 12 September 2022. A response to your information request is provided below. We have not responded in Excel format as requested due to our response being in a narrative format rather than the provision of a figure.

*Please can your organisation provide in Excel CSV format, the following information:*

- 1. The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.***

Healthcare Inspectorate Wales (HIW) is a part of Welsh Government, and therefore does not have specific roles focussed solely on issues of equality, diversity, and inclusivity (EDI). Structurally, we sit within the Chief Operating Officer’s Group within Welsh Government, and it is the responsibility of the Group to lead on and contribute to EDI on behalf of all divisions that are within the Group.

However, due to the importance of EDI, we do have a number of staff who work on EDI as part of their role. This amounts to 2 FTE.

- 2. Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.***

The pay bands of these roles are Senior Civil Servant (SCS) and Executive Band 2.

- 3. In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).***

As part of induction into HIW, staff are required to complete mandatory training in relation to Inclusion, and Equality and Diversity.

All staff can access Welsh Government training courses on a range of subjects, including EDI. HIW does not capture data in relation to staff attendance to these

courses, and HIW has not specifically committed any dedicated staff days to attending equality training programmes.

- 4. *The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.***

None.

- 5. *In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion. (duration of conference multiplied by the number of staff in attendance).***

None.

- 6. *The costs of attending these conferences.***

Not applicable.

- 7. *Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.***

None.

HIW operates within the Welsh Government's framework for handling Freedom of Information requests. If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,  
Welsh Government,  
Cathays Park,  
Cardiff,  
CF10 3NQ

or Email: [Freedomofinformation@gov.wales](mailto:Freedomofinformation@gov.wales)

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at: Information Commissioner's Office,  
Wycliffe House,  
Water Lane,  
Wilmslow,  
Cheshire,  
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely