

Dyddiad  
Date

6 October 2022

Dear

**ATISN 16652 – Expenditure on equality, diversity, and inclusivity**

Thank you for your request which I received on 12<sup>th</sup> September 2022. You asked for:

- (a) 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.
- (b) 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.
- (c) 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).
- (d) 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.
- (e) 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).
- (f) The costs of attending these conferences.
- (g) Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.

Please note that Cadw is the Welsh Government's Historic Environment Service and therefore the majority of matters relating to equality, diversity and inclusivity are handled and coordinated centrally by the Welsh Government's Equality and Diversity Team(s). Consequently, the information contained within the accompanying table only relates to Cadw's specific activities over the past twelve months which are captured within your request.

### **Next steps**

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: [Freedom.ofinformation@gov.wales](mailto:Freedom.ofinformation@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