

8 March 2024

Dear

FOI Request –Stonewall

Thank you for your request which I received on 13 February 2024. You asked for:

- 1) Our latest submission to the Stonewall Workplace Equality Index and Stonewall response to Welsh Governments submission.
- 2) Emails between Welsh Government staff and Stonewall from 1 Jan 2023 to 1 Jan 2024.
- 3) A summary of all payments made to Stonewall from 1 Jan 2022 to 1 Jan 2024.

Our response

- (1) For our latest submission to the Stonewall Workplace Equality Index and Stonewall response to Welsh Governments submission, please see Annexes 1-3 .

Annex 1	29/09/22	Welsh Government Submission for Stonewall Workplace Equality Index 2023
Annex 2	08/02/23	Stonewall Equality Index 2023 results
Annex 3	Undated	Stonewall Workplace Equality Index 2023 client feedback report

- (2) For emails between Welsh Government staff and Stonewall from 1 Jan 2023 to 1 Jan 2024.

The following emails have been located and are attached at Annex 4-14:

Attachment number	Date	Email subject
Annex 4	08/03/22	Confirmation of submission schedule for Workplace Equality Index for 2022/23
Annex 5	15/06/22	Opening of submission window for Stonewall Workplace Equality Index 2023
Annex 6	02/08/22	Use of Welsh Language in Staff Feedback questionnaire
Annex 7	02/08/22	Feedback on Section 7 of Welsh Government submission
Annex 8	05/08/22	Pre-submission reviews for Stonewall Workplace Equality Index 2023
Annex 9	12/09/22	Revisions submission schedule following the passing of Queen Elizabeth II
Annex 10	13/03/23	Invitation for Workplace Equality Index Awards
Annex 11	03/04/23	Workplace Equality Index benchmarking 2023
Annex 12	09/06/23	Update on changes to submission schedule for Workplace Equality Index for 2023/24
Annex 13	05/03/24	Covering email for feedback report
Annex 14	05/03/24	Update on Workplace Equality Index benchmarking

Redactions of information supplied.

Section 40(2) of the Freedom of Information Act 2000 (FOIA), together with the conditions in section 40(3)(a)(i) or 40(3)(b), provides an absolute exemption if disclosure of the personal data would breach any of the data protection principles.

'Personal data' is defined in sections 3(2) and (3) of the Data Protection Act 1998 ('the DPA 2018') and means any information relating to an identified or identifiable living individual. An identifiable living individual is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of the individual. I have concluded that this relates to the names (and other associated personal information) of those exchanging correspondence.

Under Section 40(2) of the FOIA, personal data is exempt from release if disclosure would breach one of the data protection principles set out in Article 5 of the GDPR. We consider the principle being most relevant in this instance as being the first.

(3) Our previous Acknowledgement Letter issued on 14 February 2024 provided a response to your request concerning payments made to Stonewall from 1 Jan 2022 to 1 Jan 2024.

Data protection

The request you sent me contains personal information about you - for example, your name and email address. The Welsh Government will be the data processor for this information and, in accordance with the General Data Protection Regulation. We will only use this personal information to deal with your request and any matters which arise as a result of it. We will keep your personal information and all other information relating to your request for three years from the date on which your request is finally closed. Your personal information will then be disposed of securely.

Under data protection legislation, you have the right:

- to be informed of the personal data we hold about you and to access it
- to require us to rectify inaccuracies in that data
- to (in certain circumstances) object to or restrict processing
- for (in certain circumstances) your data to be 'erased'
- to (in certain circumstances) data portability
- to lodge a complaint with the Information Commissioner's Office (ICO) who is our independent regulator for data protection

For further information about the information which the Welsh Government holds and its use, or if you wish to exercise your rights under the GDPR, please see contact details below:

Data Protection Officer
Welsh Government
Cathays Park
CARDIFF
CF10 3NQ
Email: DataProtectionOfficer@gov.wales

Further actions available to you

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

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