



Llywodraeth Cymru
Welsh Government

Annual Employer Equality Report



2018-2019

Contents

Foreword	3
Chapter 1: Leadership	4
Equality in Wales	4
Strategic Equality Plan – Our Role as an Employer	5
Workforce Diversity Targets	5
Performance Management	6
Chapter 2: Skills and Training	7
Core Training Data by Protected Characteristic	7
Equality and Diversity Training	10
The Welsh Language in the Welsh Government	12
Chapter 3: Resourcing	14
Workforce Representation as at 31 March 2019	14
Men and Women in the Workforce	24
Recruitment Activity	26
Outreach Activities	35
Work Experience Placement	35
Apprenticeship	35
Forward look	35
Chapter 4: Supporting our Staff and Being an Employer of Choice	36
Staff Diversity Networks	36
Support for staff and benefits	36
Achievements during 2018-2019	37
Chapter 5: Reward and Recognition	40
Welsh Government Valuing Diversity Award	40
Other Awards/Recognition	40
Workplace Diversity Benchmarking/Accreditation	40
People Survey 2018	40
Chapter 6: The Future	43
Annex A: Workplace Representation Disaggregated by Race and Religion/Belief	44
Annex B: Leavers Data by Protected Characteristic	46
Annex C: Grievance and Disciplinary Data by Protected Characteristic	49
Annex D: Average basic full time equivalent salary and Pay Gap by Grade	52
Annex E: The Women in Law Pledge	53

Foreword

It is a great pleasure to introduce the Welsh Government Employer Equality Report for 2018-2019.

Our ambition is to be an organisation with an inclusive and diverse culture. We want all members of staff to feel they belong, can make their own contribution and can express themselves without feeling pressurised to conform to a particular stereotype. The people of Wales should be able to look at the Welsh Government and see that it is representative of them. The data contained within this report will help, once again, to focus our action in the year ahead and help us achieve our commitment to become an exemplar in the equality, diversity and inclusion agenda.

We have made important steps forward again this year, building on our Diversity and Inclusion Action Plan 2017-2020, making progress on our workforce targets.

During this year, we retained Disability Confident Level 3 (Leader) accreditation; were again awarded Gold Level Status by A:gender (the Civil Service network for trans and intersex staff) and were in the Stonewall Top 100 for the fifth consecutive year, with our highest ranking – 8th in the UK.

I would like to take this opportunity to thank everyone involved in our formal and informal staff networks who give so much time and energy to provide support, encouragement and leadership. I would also like to thank Gillian Baranski OBE, my predecessor in the Board Equality Champion role. Gillian has made a massive contribution to improving equality and diversity in the Welsh Government, showing exceptional leadership and commitment in driving forward this agenda.

While a great deal has already been achieved, looking forward there is still much to do to make the Welsh Government an exemplar organisation in terms of its diversity and inclusivity. We will shortly be producing a new Diversity and Inclusion Plan, setting out the next steps on this journey.



A handwritten signature in black ink, appearing to read 'Andrew Jeffrey'.

Andrew Jeffrey
Board Equality Champion

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 and diversity formally every 6 months. The Permanent Secretary is very clear about her commitment to advancing equality, diversity and inclusion within the organisation.

The staff diversity network chairs attended the Board meeting in September 2018, to give them the opportunity to talk to the Board about their achievements, priorities, concerns or other issues.

The Diversity and Inclusion Steering Group met 5 times during this period. Membership includes the Board Equality Champion, the four Diversity Champions (members of the Senior Civil Service from each of the Business Groups), Staff Diversity Network Chairs, Trades Union Side and Human Resources.

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:

<https://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.

Workforce Diversity Targets

Our Diversity and Inclusion Action Plan sets 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 (BAME) and disabled staff in our workforce.

The targets are:

- 50/50 by 2020 – gender balance in the Senior Civil Service by 2020
- 2.5% BAME 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, BAME staff were 2% of the workforce and disabled staff 4.8%. Whilst the targets might not sound ambitious, they were realistic given our staffing data and projected staff numbers with limited external recruitment.

Performance Management

In 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.

Chapter 2

Skills and Training

Core Training Data by Protected Characteristic

A number of core training courses were offered in 2018-19, 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	14040	64	2750	61
Male	7800	36	1790	39
Total¹	21840	100	4540	100

Age				
	Attendances		Individuals	
	Number	%	Number	%
16-24	960	4	140	3
25-29	1690	8	300	7
30-34	1970	9	370	8
35-39	3130	14	640	14
40-44	2920	13	640	14
45-49	3360	15	700	15
50-54	3080	14	670	15
55-59	2760	13	630	14
60-64	1540	7	350	8
65+	450	2	110	2
Total¹	21840	99	4550	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 (5560) used for the report. Data is based on headcount from the end of month extract as at 31 March 2019.

Disability				
	Attendances		Individuals	
	Number	%	Number	%
Disabled	1440	7	260	6
Not Declared	1020	5	190	4
Not Disabled	18740	86	3950	87
Prefer Not to Say	640	3	140	3
Total¹	21840	101	4540	100

Race				
	Attendances		Individuals	
	Number	%	Number	%
Arab	10	0	*	0
Asian – Bangladeshi	30	0	10	0
Asian – Chinese	40	0	10	0
Asian – Indian	50	0	20	0
Asian – Pakistani	90	0	10	0
Black – African	50	0	10	0
Black – Caribbean	10	0	*	0
Mixed Asian and White	60	0	10	0
Mixed Black African and White	20	0	*	0
Mixed Black Caribbean and White	40	0	10	0
Not Declared	310	2	80	2
Other Asian Background	10	0	*	0
Other Ethnic Group	50	0	10	0
Other Mixed Ethnic Background	100	0	20	0
Prefer Not to Say	810	4	170	4
White	20170	92	4150	92
Total¹	21840	98	4540	98

Religion/Belief				
	Attendances		Individuals	
	Number	%	Number	%
Agnostic	1360	6	310	7
Atheist	2120	10	430	10
Buddhism	50	0	10	0
Christianity	8900	41	1870	41
Hinduism	20	0	10	0
Humanism	40	0	10	0
Islam	150	1	20	0
Jainism	10	0	*	0
Judaism	10	0	*	0
Not Declared	420	2	110	2
No Religion/Belief	2970	14	480	11
Other Religion/Belief	460	2	100	2
Paganism	50	0	10	0
Prefer Not to Say	5300	24	1170	26
Sikhism	10	0	*	0
Taoism	*	0	*	0
Total¹	21840	100	4540	99

Sexual Orientation				
	Attendances		Individuals	
	Number	%	Number	%
Heterosexual	18230	83	3740	82
Not Declared	460	2	110	2
Other Sexual Orientation	700	3	140	3
Prefer Not to Say	2460	11	550	12
Total¹	21840	99	4540	99

Maternity/Pregnant**				
	Attendances		Individuals	
	Number	%	Number	%
No	21670	99	4490	99
Yes	170	1	50	1
Total¹	21840	100	4540	100

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

Marital				
	Attendances		Individuals	
	Number	%	Number	%
Married/Civil Partnership	10060	46	2110	47
Not Declared	4460	20	1070	23
Other Status	2300	11	440	10
Prefer Not to Say	0	0	0	0
Single	5020	23	920	20
Total¹	21840	100	4540	100

Birth Gender				
	Attendances		Individuals	
	Number	%	Number	%
Not Declared	12230	56	2870	63
Not Same	10	0	*	0
Prefer Not to Say	460	2	70	2
Same	9140	42	1590	35
Total¹	21840	100	4540	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 2018/2019 financial year include:

Inspirational events

We held a licenced 'TEDx' event on the theme of 'Strength in Difference' attended by 100 staff from across the organisation. It featured inspirational, motivational speakers talking about their own experiences of "difference", including protected characteristics, mental and physical health conditions or socio-economic circumstances. The aim of the event was to strengthen understanding of the value of diversity, get people to consider their own unconscious biases and suggest practical steps to drive inclusivity within their teams.

The organisation has continued to support colleagues' career and development aspirations by promoting attendance at dedicated conferences, including Women into Leadership and BAME into Leadership.

British Sign Language

We are currently running a 15 week pilot of British Sign Language (BSL) classes at our Cardiff office. Staff undertake weekly two-hour tutorials, supported by an e-learning resource, with a view to sitting an assessment at the end of the course. The aim is to encourage the use of BSL across the organisation. Following its completion, the pilot will be evaluated to judge its suitability to form part of the programme of learning.

During Trade Union week the North Wales Branch of PCS (Public and Commercial Services Union) sourced funding from the Welsh Union Learning Fund (WULF) to run taster sessions in British Sign Language (BSL). The sessions proved to be very popular and PCS were asked if further training was available. The Branch applied for further funding from the Welsh Union Learning Fund (WULF) and ran a five week course British Sign Language (BSL) Level 1 part 1 all those that attended successfully passed the assessment.

We are currently running a 7 week British Sign Language (BSL) Level 1 Part 2 class at our Llandudno Junction office. Eight members of staff from different Departments based in North Wales are doing the course. Staff undertake weekly two-hour tutorials, with a view to sitting an assessment at the end of the course. The staff that attend the training are encouraged to share their new skills with colleagues and practice sign language within the workplace.

The aim is to encourage the use of BSL across the organisation.

High quality learning opportunities

Welsh Government employees continue to have a range of equality based face-to-face training available to them, including sessions focusing on inclusive leadership and creating

an inclusive workplace. The SCS Masterclass on Unconscious Bias is mandatory for our senior leaders.

The online offering, spanning our internal intranet, Civil Service Learning and NHS Wales platforms, provide valuable opportunities for staff to access learning on a variety of equality and diversity related topics at a time convenient for them.

Preparing for a new era of learning

A huge amount of work has been underway to develop a new learning management system, which will function as the online hub for all Welsh Government learning and development activity. Not only will this enable staff to access the programme of learning more easily, but it will allow us to provide a more engaging and varied resources, like film, animations and online tools – across all our offices. The new platform will be thoroughly user-tested to ensure it meets all accessibility and bilingual requirements.

More Inclusive Talent Programmes

We launched our new Future Proofing Talent Programme, a development programme for experienced and high-performing colleagues at Grade 7 level to prepare them for Senior Civil Service roles. Successful candidates will be given at least two postings in Welsh Government priority roles over three years and a structured and bespoke learning programme to develop their leadership capability.

As part of the recruitment offer we highlighted ten roles that were suitable for job sharing and offered guaranteed interviews for BAME and disabled colleagues who applied.

59% of the successful candidates were women and the proportion of successful BAME candidates exceeded the proportion of BAME colleagues in our workforce as a whole.

The Welsh Language in the Welsh Government

During 2018-2019 work progressed on developing a new strategy for the Welsh Government for increasing the use of Welsh within the organisation. The strategy sets out how the organisation will work to support the Welsh Government's vision of seeing one million speakers using the Welsh language by 2050. Welsh Government staff are supported and encouraged to use the Welsh language in the workplace, and are given opportunities to learn Welsh and develop or improve their skills. Under the Welsh Language Standards, the Welsh Government also provides services for staff through the medium of Welsh such as training courses, policies, forms, a bilingual intranet and ICT tools. Data on the numbers and percentages of staff who have Welsh language skills is noted below.

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

	Number	%
Reading	1350	24
Speaking	1240	22
Understanding	1310	24
Writing	1070	19

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

	Number	%
Reading	3150	57
Speaking	2700	49
Understanding	2960	53
Writing	2340	42

Language Training

Work Welsh is a programme designed to support and deliver Welsh language training for the workforce. Work Welsh offers 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're also looking to pilot 'Say Something in Welsh', an online resource which has really positive reviews.

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, eLearning and catch-up lessons. Information was also provided on Welsh language activities outside working hours where staff can practise their language skills.

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

Workforce Representation as at 31 March 2019

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 but the overall diversity mix remained relatively static over the past 12 months (period 1 April 2018 – 31 March 2019).

Table 3 – Workforce by Sex

Sex (All Work Patterns)		
	Number	%
Female	3300	59
Male	2260	41
Total¹	5560	100

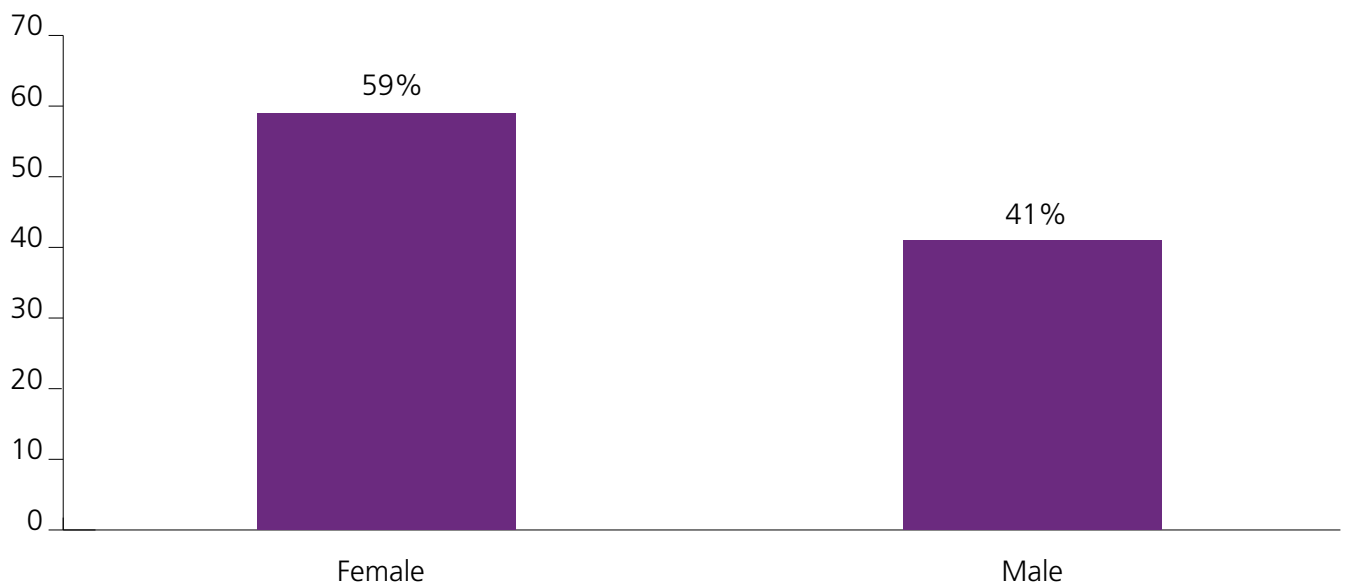
Figure 1 – Workforce by Sex

Table 4 – Workforce by Age

Age	Number	%
16-24	200	4
25-29	330	6
30-34	500	9
35-39	820	15
40-44	770	14
45-49	840	15
50-54	850	15
55-59	760	14
60-64	390	7
65+	110	2
Total¹	5560	100

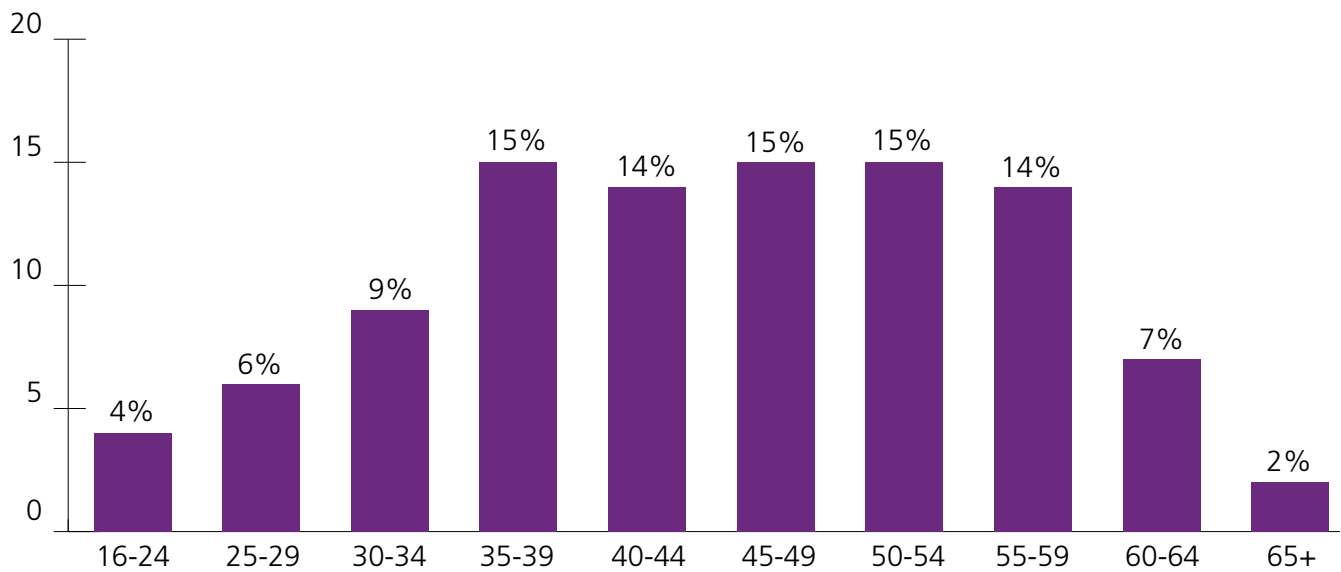
Figure 2 – Workforce by Age

Table 5 – Workforce by Disability

Disability	Number	%
Disabled	310	6
Not Declared	240	4
Not Disabled	4830	87
Prefer Not to Say	180	3
Total¹	5560	100

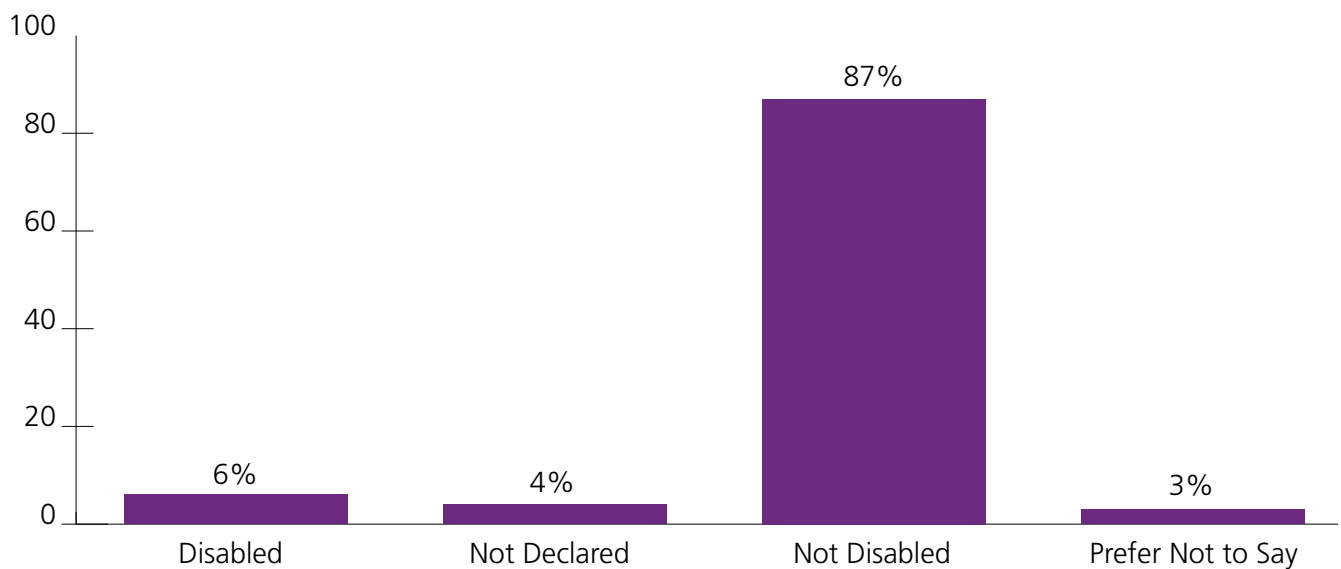
Figure 3 – Workforce by Disability

Table 6 – Workforce by Race

Race	Number	%
Not Declared	130	2
Other Ethnicity	130	2
Prefer Not to Say	210	4
White	5080	91
Total¹	5560	100

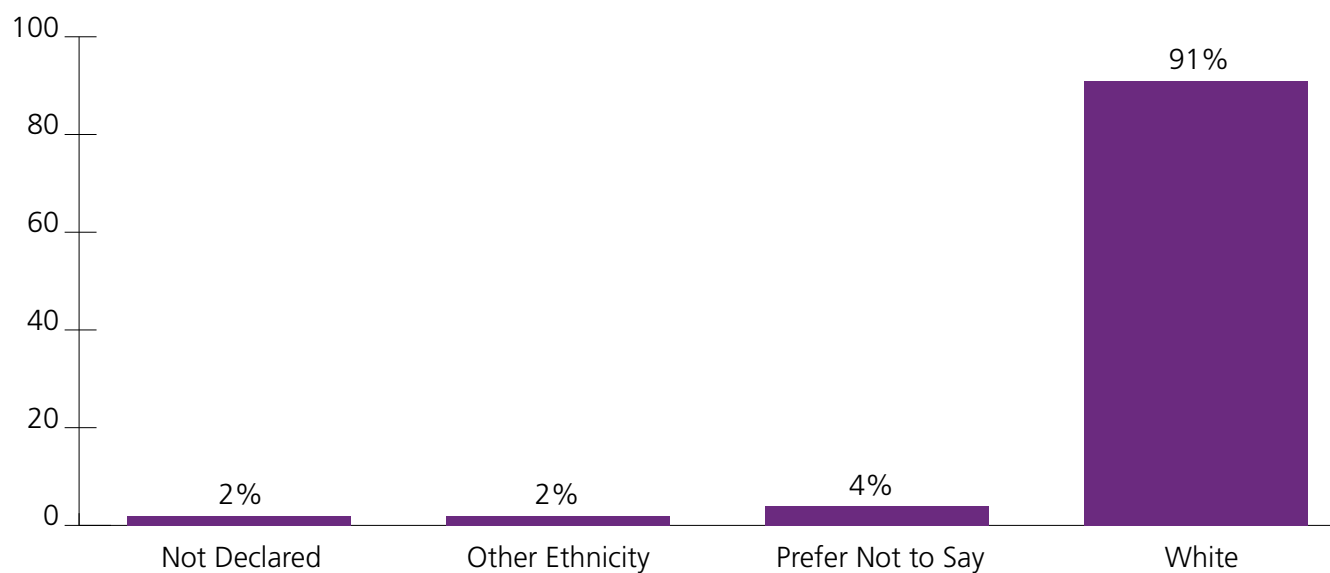
Figure 4 – Workforce by Race

Table 7 – Workforce by Religion or Belief

Religion/Belief		
	Number	%
Christianity	2320	42
Not Declared	170	3
No Religion/Belief	1410	25
Other Religion/Belief	220	4
Prefer Not to Say	1450	26
Total¹	5560	100

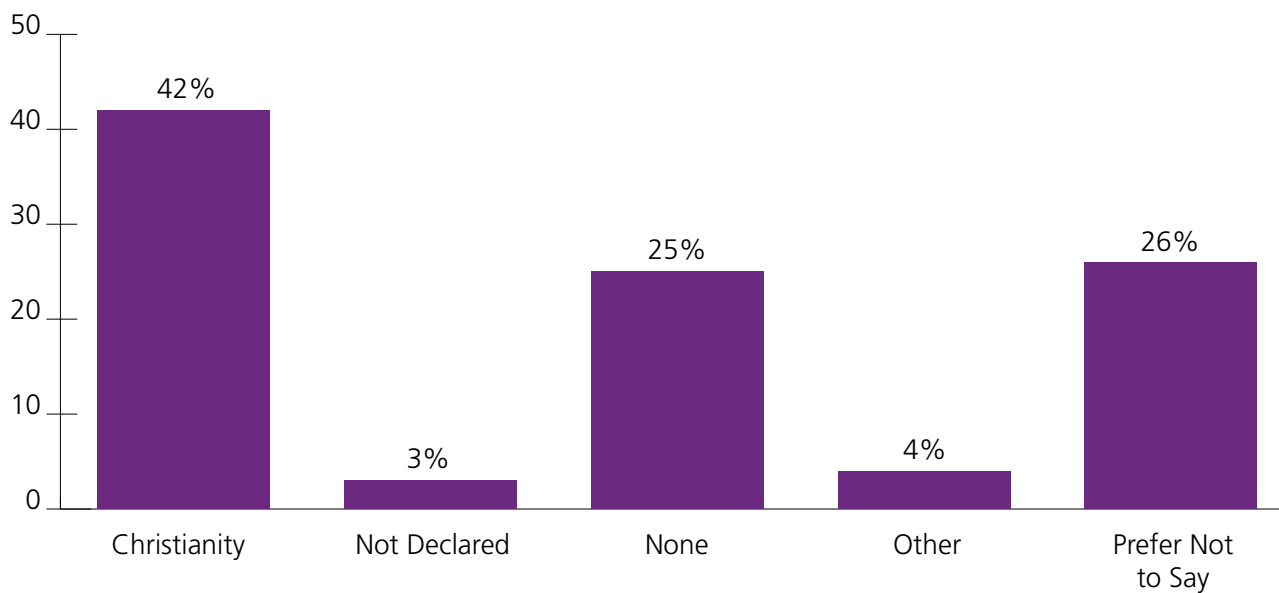
Figure 5 – Workforce by Religion or Belief

Table 8 – Workforce by Sexual Orientation

Sexual Orientation		
	Number	%
Heterosexual	4550	82
Not Declared	170	3
Other Sexual Orientation	160	3
Prefer Not to Say	680	12
Total¹	5560	100

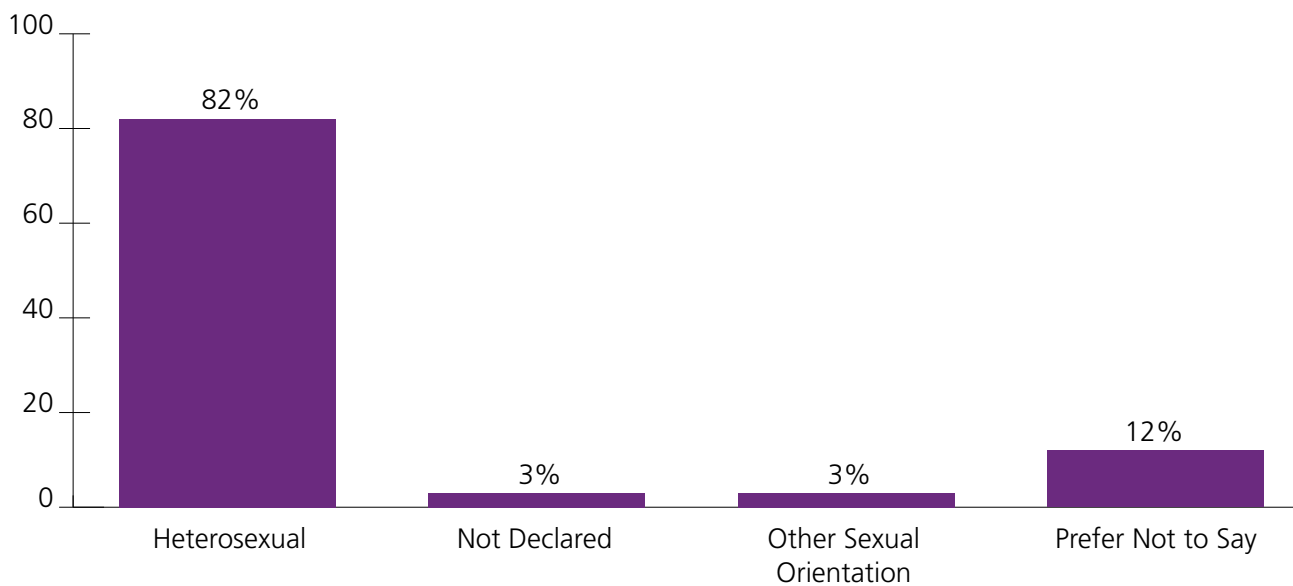
Figure 6 – Workforce by Sexual Orientation

Table 9 – Workforce by Marital Status

Marital		
	Number	%
Married/Civil Partnership	2510	45
Not Declared	1400	25
Other Status	520	9
Prefer Not to Say	0	0
Single	1130	20
Total¹	5560	100

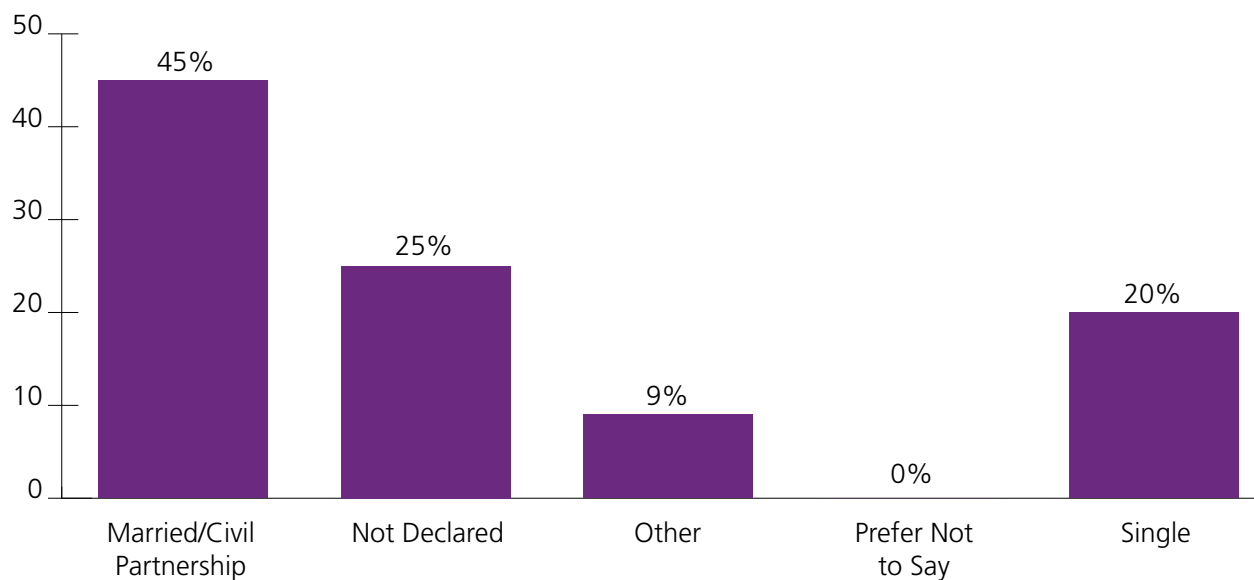
Figure 7 – Workforce by Marital Status

Table 10 – Workforce by Pregnancy and Maternity

Pregnant/Maternity		
	Number	%
No	5460	98
Yes	90	2
Total¹	5560	100

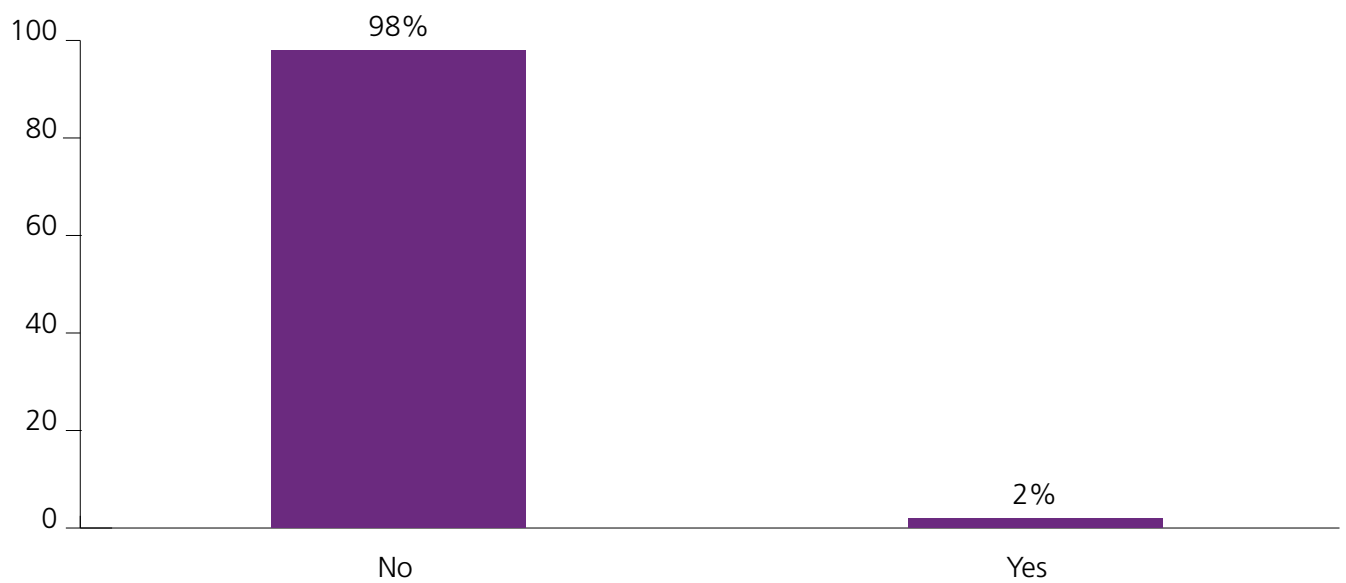
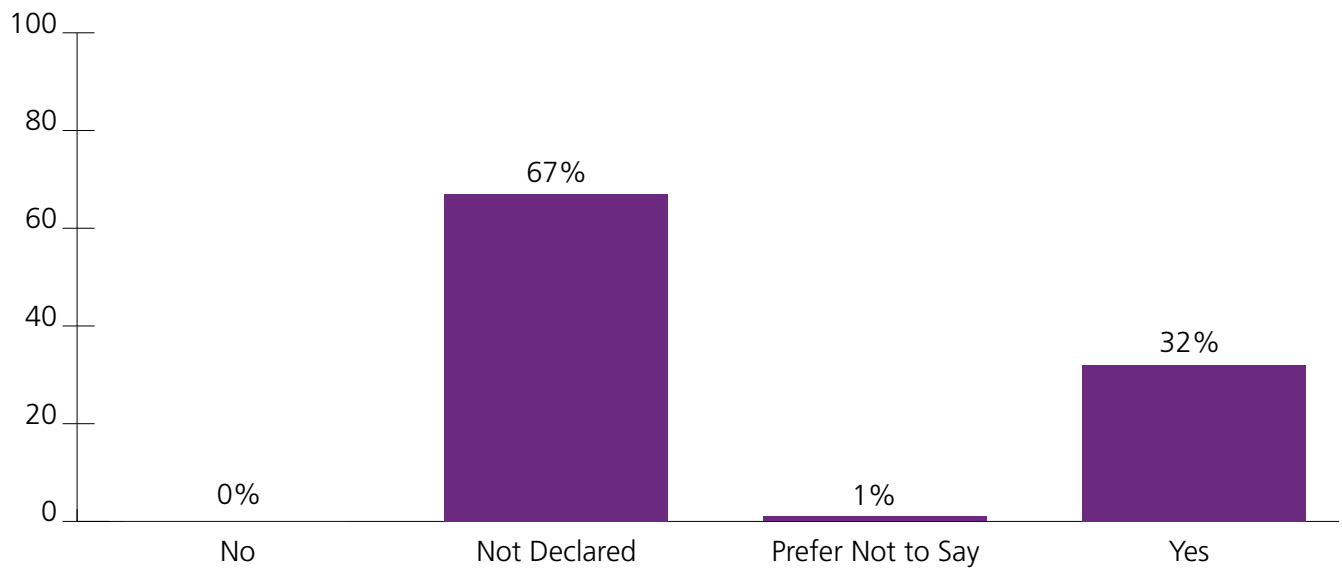
Figure 8 – Workforce by Pregnancy and Maternity

Table 11 – Workforce by Birth Gender

Birth Gender Same		
	Number	%
No	*	0
Not Declared	3730	67
Prefer Not to Say	70	1
Yes	1750	32
Total¹	5560	100

Figure 9 – Workforce by Birth Gender

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 Finance; HR; 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	Total
Communications	80	60	140
Economics	20	30	50
Engineering	10	40	50
Facilities Management	30	50	80
Finance	210	140	350
Health	50	30	80
Human Resources	170	60	230
Internal Audit	20	10	30
Information Management/Library	50	60	110
Inspectors	200	50	250
Information Technology	60	150	210
Legal Services	90	50	140
Marketing	70	30	100
Operational Delivery	900	640	1540
Planning	10	20	30
Policy Delivery	940	620	1560
Procurement and Contract Management	50	40	90
Programme and Project Management	100	80	180
Social Research/Market Research	50	20	70
Science	20	20	40
Social Services and Social Work	120	20	140
Statistics	30	30	60
Surveyors	10	20	30
Translation	30	10	40
Veterinary Services	*	*	
Total¹	3300	2260	5560

Table 13 – Grade

Grade	Female	Male	Total
SCSPS	*	0	*
SCS3	*	0	*
SCS2	10	20	30
SCS1	50	70	120
EB1/Grade 6	100	130	230
EB2/Grade 7	430	380	810
MB1/Senior Executive Officer (SEO)	700	470	1170
MB2/Higher Executive Officer (HEO)	930	490	1420
MB3/Executive Officer (EO)	610	420	1030
Team Support (TS)	470	270	740
Other	20	10	30
Total¹	3300	2260	5560

Table 14 – Contract Type

Contract	Female	Male	Total
Permanent	3080	2110	5190
Temporary	220	150	370
Total¹	3300	2260	5560

Table 15 – Working Pattern

Work Pattern	Female	Male	Total
Full Time	2340	2090	4430
Part Time	960	170	1130
Total¹	3300	2260	5560

Pay

The Welsh Government undertakes regular equal pay audits designed to highlight areas of equal pay risk within the Welsh Government's pay system. We are updating our processes to provide evidence on pay gaps other than gender as well as developing a wider evidence base on the reasons for the gender pay gap.

Median salary

The median salary for full time staff remains at £35,750 (as at 31 March 2019).

Gender pay gap

The gender pay gap as at 31 March 2019 was 8.54% or £3,365. This has increased slightly from 7.96% as at 31 March 2018. A table detailing male and female pay is at Annex D.

We continue to take action to address our gender pay gap. Our most recent pay awards (covering the periods 1 April 2017 – 31 March 2019 and 1 April 2019 – 31 March 2020) saw larger increases for staff at lower grades, the majority of whom are women. Action is also being taken to support and develop women with an aim of increasing the number of women at more senior grades and achieving a gender balanced Senior Civil Service.

We have signed up to the Chwarae Teg Fair Play Employer Service to benchmark where we are on gender equality and agreed actions under this will be incorporated into our Diversity and Inclusion Action Plan for 2020-2024.

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 2018 – March 2019)

Table 16a – External Job Applications – Sex

Sex	Total
Female	1930
Male	1450
Prefer Not to Say	40
Total¹	3420

Table 16b – External Job Applications – Age

Age Range	Total
16-24	750
25-29	520
30-34	450
35-39	410
40-44	400
45-49	320
50-54	260
55-59	160
60-64	60
65+	10
Prefer Not to Say	60
Total¹	3420

Table 16c – External Job Applications – Disability

Disability	Total
Disabled	210
Not Disabled	3150
Prefer Not to Say	60
Total¹	3420

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	10
Asian, Asian British – Indian	20
Asian, Asian British – Pakistani	20
Black, African, Caribbean	10
Black, African, Caribbean – Any other Black background	10
Black, African, Caribbean – Black – African	40
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	20
Other ethnic group – Any other ethnic group	*
Other ethnic group – Arab	10
Prefer Not to Say	60
White – Gypsy or Irish Traveller	*
White – Irish	30
White – Other white background	110
White – Welsh, English, Scottish, Northern Irish, British	3010
Total¹	3420

Table 16e – External Job Applications – Religion or Belief

Religion/Belief	Total
Agnostic	340
Atheist	480
Baha'i	*
Buddhist	10
Christian	1280
Hindu	20
Humanism	10
Jewish	*
Muslim	70
No religion	950
Other religion	30
Paganism	*
Prefer Not to Say	220
Rastafarian	*
Sikh	10
Tao	*
Zoroastrian	*
Total¹	3420

Table 16f – External Job applications – Sexual Orientation

Sexual Orientation	Total
Heterosexual, straight	3030
Other Sexual Orientation	210
Prefer Not to Say	180
Total¹	3420

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

Married/Civil Partnership	Total
No	2020
Prefer Not to Say	90
Yes	1320
Total¹	3420

Table 16h – External Job Applications – Birth Gender Same

Gender Identity Same at Birth	Total
No	10
Prefer Not to Say	50
Yes	3360
Total¹	3420

Table 16i – External Job Applications – Pregnancy

Currently Pregnant/Pregnant in Past Year	Total
No	3310
Prefer Not to Say	70
Yes	50
Total¹	3420

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

Maternity Leave in Past Year	Total
No	10
Unknown/Not Requested	3380
Yes	40
Total¹	3420

Internal Job Applications (Employees who have applied to change positions – 1 April 2018 – 31 March 2019). All Grades.

Table 17a – Internal Job Applications – Sex

Sex	Total	Successful	Unsuccessful	Not taken forward***
Female	1490	440	910	140
Male	960	260	640	70
Prefer Not to Say	40	10	30	10
Unknown	10	*	10	0
Total¹	2500	700	1590	220

Table 17b – Internal Job Applications – Age

Age Range	Total	Successful	Unsuccessful	Not taken forward***
16-24	100	30	60	10
25-29	260	90	130	30
30-34	350	130	180	40
35-39	500	140	310	40
40-44	350	90	230	30
45-49	360	90	240	20
50-54	280	80	180	20
55-59	150	30	120	10
60-64	70	10	50	10
65+	10	*	10	0
Prefer Not to Say	80	10	60	10
Unknown	10	*	10	0
Total¹	2500	700	1590	220

Table 17c – Internal Job Applications – Disability

Disability	Total	Successful	Unsuccessful	Not taken forward***
Disabled	140	30	100	10
Not Disabled	2260	650	1420	190
Prefer Not to Say	90	20	60	10
Unknown	10	*	10	0
Total¹	2500	700	1590	220

Table 17d – Internal Job Applications – Race

Race	Total	Successful	Unsuccessful	Not taken forward***
Asian, Asian British	10	*	*	0
Asian, Asian British – Any other Asian background	10	0	10	0
Asian, Asian British – Bangladeshi	*	*	0	0
Asian, Asian British – Chinese	20	*	10	*
Asian, Asian British – Indian	*	*	*	0
Asian, Asian British – Pakistani	10	*	10	0
Black, African, Caribbean	*	*	0	0
Black, African, Caribbean – Black – African	*	0	*	0
Black, African, Caribbean – Black – Caribbean	*	0	*	0
Mixed, multiple ethnic groups – Any other mixed background	*	*	*	0
Mixed, multiple ethnic groups – White and Asian	10	*	*	*
Mixed, multiple ethnic groups – White and Black African	10	0	10	0
Mixed, multiple ethnic groups – White and Black Caribbean	10	*	*	*
Other ethnic group – Any other ethnic group	10	0	10	0
Prefer Not to Say	70	10	50	20
Unknown	10	*	10	0
White – Gypsy or Irish Traveller	*	*	0	0
White – Irish	20	10	10	*
White – Other white background	50	20	40	*
White – Welsh, English, Scottish, Northern Irish, British	2270	650	1430	200
Total¹	2500	700	1590	220

Table 17e – Internal Job Applications – Religion or Belief

Religion/Belief	Total	Successful	Unsuccessful	Not taken forward***
Agnostic	190	50	120	20
Atheist	260	80	160	20
Buddhist	10	*	10	0
Christian	1010	270	650	80
Humanism	10	*	10	*
Jewish	*	*	*	*
Muslim	20	10	10	0
No religion	770	230	470	70
Other religion	20	10	10	*
Paganism	*	*	*	0
Prefer Not to Say	200	40	140	20
Unknown	10	*	10	0
Zoroastrian	*	*	*	0
Total¹	2500	700	1590	220

Table 17f – Internal Job Applications – Sexual Orientation

Sexual Orientation	Total	Successful	Unsuccessful	Not taken forward***
Heterosexual, straight	2220	640	1400	190
Other Sexual Orientation	110	30	70	10
Prefer Not to Say	160	30	110	20
Unknown	10	*	10	0
Total¹	2500	700	1590	220

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

Married/Civil Partnership	Total	Successful	Unsuccessful	Not taken forward***
No	1010	300	640	80
Prefer Not to Say	80	20	60	10
Unknown	10	*	10	0
Yes	1400	390	880	130
Total¹	2500	700	1590	220

Table 17h – Internal Job Applications – Birth Gender Same

Gender Identity Same at Birth	Total	Successful	Unsuccessful	Not taken forward***
No	*	*	*	0
Prefer Not to Say	50	10	40	10
Unknown	10	*	10	0
Yes	2440	690	1540	210
Total¹	2500	700	1590	220

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

Currently Pregnant/Last Year	Total	Successful	Unsuccessful	Not taken forward***
No	2370	670	1500	200
Prefer Not to Say	70	20	50	10
Unknown	10	*	10	0
Yes	50	20	30	*
Total¹	2500	700	1590	220

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

Maternity Leave in Past Year	Total	Successful	Unsuccessful	Not taken forward***
No	20	10	10	*
Unknown/Not Requested	2460	680	1560	210
Yes	30	10	20	0
Total¹	2500	700	1590	220

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

Outreach Activities

Even though the outreach post was vacant for a considerable period of time during the reporting period, the Resourcing team continued to provide information, guidance and support as and when required to recruiting departments in Welsh Government to ensure that we fulfil our legal obligations as set out in the Civil Service Commission Recruitment Principles, including how best to attract a strong and diverse field of applicants.

Work Experience Placement

We have redesigned our work experience placement programme to our dedicated Work Inspiration Programme (WIP). This programme is designed to give 14-18 year olds, who are interested in a career with us, a taster of the type of work we do in Welsh Government and to bust some of the myths about working as Civil Servant. It is an opportunity for us to raise our profile and influence the quality and employability of students, allowing them to make more informed career choices. 15 students participated in the Work Inspiration Programme from 25th February – 1st March 2019 in the Welsh Government office in Cardiff.

Apprenticeship

We recruited 10 Digital, Data and Technology (DDaT) Pathway Apprenticeships in January 2019 in Cardiff, South West and North Wales.

We brought forward 2 further cohorts of Business Administration apprentices during 2018, from the previous outreach and recruitment campaign.

Forward look

We plan to run further Business Administration and Digital Apprenticeship Schemes across Wales in late 2019/20.

We plan to hold a Work Inspiration Programme for young people in July 2019. The programme will offer places to young people from Year 10 for three days work experience in Welsh Government.

We will be working with Civil Service Local to engage with young people in areas of reduced social mobility in Wales through the *Changing Horizons Cymru Wales Programme*. This programme is a dynamic and inspirational event that is aimed at Year 9 pupils from schools across Wales (age 13-14). It's designed to raise the aspirations of young people, allowing them to discuss and practice the skills required for life and work.

Table 18 – Equality Placement Schemes Offered

Scheme	Target Group	Number placed	Period placed (weeks)
Windsor Fellowship programme	Undergraduate/Graduate students from an ethnic minority background	1	1 x 8 weeks
		1	1 x 50 weeks

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

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.

Informal Networks

We 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. Our maternity/paternity and parental leave policies are generous and all our policies are fully inclusive. We have policies for carers and on topics such as cancer in the workplace and the menopause. We provide reasonable adjustments for staff in the workplace and in recruitment and disability special leave. We have dedicated Health and Safety and Occupational Health Teams and an Employee Assistance programme. 3 unions are active within our organisation: PCS, IPMS/Prospect and FDA.

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.

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

Achievements during 2018-19

Staff Networks:

Women Together:

Women Together arranged a number of events throughout 2018 to celebrate the centenary of women suffrage. The events were focused on the following themes; Celebrate, Educate and Participate. As well as taking part in the UK Suffragette Flag relay the network invited their members to participate in the Possession March. The Suffrage Centenary campaign was shortlisted for a Championing Gender Equality Award at the 2018 Civil Service Diversity and Inclusion Awards, as a result of their hard work Women Together were invited to the ceremony to represent this nomination. We are pleased to say it won the award. Women Together were shortlisted for the Valuing Diversity category at the 2019 Welsh Government Awards.

Disability Awareness and Support Group (DAAS):

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 and Disability Confident events and hosted a UK Civil Service Disability Network meeting. DAAS wrote a new organisational definition of the social model of disability and raised awareness of its importance in driving equality for disabled people generally and in our employment procedures specifically (see further information on the social model below).

PRISM:

Using extensive networks, PRISM provided support to the Government Equalities Office stakeholder consultation on reform of the

Gender Recognition Act and assisted Pink News to identify attendees at the Annual Pink News 2018 Summer Reception at the Senedd. PRISM also provided advice incorporated into Welsh Government HR policies around pregnancy, nursing and childbirth, menopause, transition, bullying, harassment and discrimination as well as guidance on non-binary people.

MESN:

MESN went through a period of transition during the year, with the long serving chair stepping down and three new co-chairs being appointed. The new co-chairs undertook a membership survey to understand the needs of members and shape the future direction of the network. MESN worked closely with Corporate Learning and Development to develop a pilot BAME Leadership Programme. Following a full evaluation, the programme will be further rolled out. A number of MESN members took part in the reverse mentoring programme.

Mind Matters:

The network ran well attended sessions where colleagues shared personal stories, encouraging open conversation about mental health and wellbeing. They also ran craft/chat events where colleagues took time out at lunchtime to focus on their wellbeing and learn something new as well as a series of other events to mark key dates relating to Mental Health. The weekly Mindfulness sessions in our Cathays Park office continued to be successful and are expanding to other offices. Mind Matters have spoken at DISG and at a HR profession lunch and learn, and, as a consequence became more involved in relevant policy reviews and the procurement of the new Occupational Health and Employee Assistance Programme services. Members have also spoken at Divisional Away Days and Directorate Meetings throughout the year.

Corporate Achievements:

Reverse Mentoring Pilot programme was evaluated and rolled out further to Senior Civil Service staff.

Roll out of new Inclusive Leadership, Creating an Inclusive Workplace and Understanding Your Personal Impact training programmes. TEDX Inclusive Leadership event.

Staff workshops for Cathays Park office quiet room requirements.

Development, consultation and publication of:

- Ramadhan Guide
- Staff Diversity Networks engagement framework
- Non Binary Guide
- Social Model of Disability definition
- Part time working guidance and Q&A

Review and update of recruitment policy, procedures and training for accessibility.

Development, consultation and publication of HR policies/guidance on:

- Cancer in the Workplace Guidance
- Pregnancy/Maternity information packs and checklists for employees and line managers

Review and update of HR policies on:

- Performance Management Policy
- Accessible Toilet Policy
- Maternity/Adoption Leave Policy
- Pregnant or Nursing Employees Policy

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

Short Term Experiential Placement (STEP) participants ran:

- Outreach event for BAME civil servants in London
- Dementia Awareness training sessions for staff
- UN Day of Disabled People event and Disability Confident awareness session for Senior Civil Servants

Cross network events to mark the centenary of suffrage. Staff network events to mark Black History Month, UN Day of Disabled People, LGBT History Month, Trans Day of Visibility, Mental Health Week, attendance at Pride events and many more.

Social Model of Disability Definition

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

According to the social model of disability, impairment is what has historically been referred to as a "disability" or a health condition. For many (but not all) disabled people, their impairment is a significant part of their life and may form part of their personal identity. For some people, their impairment may require considerable management and they may need ongoing medical support. Experience of impairment is personal. Everyone's experience is different. That experience is always valid and always important.

Disability by contrast is the inequality, disadvantage, disempowerment or discrimination which may affect people with impairments as a result of barriers to access and inclusion. For example, a staircase is a barrier to a wheelchair user; providing a lift removes that barrier. Just a few other examples of barriers include the lack of British Sign Language (BSL) or a loop system, the lack of braille, large print or audio information, the lack of flexible and part time working opportunities, the lack of appropriate social care or lack of understanding of mental health issues or autistic spectrum disorder. Disability is therefore something which affects people with impairments but is different from impairment. Disability is something which disables someone with an impairment. Barriers can be removed. If you remove the barrier then you remove the disability.

This approach to disability was developed by disabled people and was formally adopted by the Welsh Government in 2002. This approach is enshrined in the UN Convention on the Rights of Disabled People, to which the UK is a signatory. The UN Convention states that “disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others”. If fully realised, the Social Model would transform society, removing barriers and meaning that disabled people would be able to participate fully in society.

The historic approach to disability in the UK has been based on the Medical Model of Disability (in which a person’s impairment is seen to be the thing which disables them). This means that adopting the Social Model of Disability requires a fundamental shift in our attitude, culture and how we work. By adopting an approach based on barrier removal – and working with disabled people to identify solutions – we can create better policy and better services for everyone. The Welsh Government is committed to making this cultural shift but acknowledges that work will be required over time to ensure that all aspects of our work are brought fully in line with the Social Model of Disability. We will be focusing on training staff and embedding the Social Model throughout our policy making and all areas of our business over the next year.

Progress on workforce targets

We have a target to achieve a 50/50 gender balance in our Senior Civil Service by 2020. As at 31 March 2019 the percentage of women in the SCS was 40.8%

Our target for disabled staff in the workforce is 5.8% by 2020. As at 31 March 2019 the percentage was 5.5% (increased from 4.8% in 2016.)

Our target for Black, Asian and Minority Ethnic (BAME) staff is 2.5% by 2020. As at 31 March 2019 the percentage was 2.4% (increased from 2% in 2016.)

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 2018/19 winner was Nastassja Wiseman who set up the Autism Support Network for Welsh Government staff, reverse mentors members of the SCS and has also published blogs on the intranet pages about her experience as an autistic member of staff. The Network is an informal peer support network which was launched in March 2018 and has gone from strength to strength, with over 50 members across all offices. It provides support to autistic staff, line managers or colleagues of autistic staff and colleagues who have autistic family members. The network has a team intranet site and has daily chat room sessions.

Other Awards/Recognition

In the 2019 Stonewall Workplace Equality Index, Welsh Government was one of only 14 Top Trans Employers and was placed 8th in the UK for its support for LGBT+ staff. PRISM was awarded “Highly Commended Network”.

Women Together were shortlisted for the Valuing Diversity category at the 2019 Welsh Government Awards.

Workplace Diversity Benchmarking/ Accreditation

We undertook a benchmarking exercise against the Stonewall Workplace Equality Index in September 2018 to cover the period September 2017 – September 2018. The results were published in January 2019 and the organisation was again ranked in the UK Top 100 – this year with our highest ranking to date of 8th in the UK. Stonewall also named us as a top trans inclusive employer.

We were again awarded Gold Status by A:gender (the UK Civil Service Network for trans and intersex staff) for our trans inclusive policies in January 2019.

We were listed in Business in the Community's Top Employers for Race in October 2018.

We achieved Disability Confident Level 3 (Leader) accreditation in October 2017, which is valid for 3 years.

We continued working with Chwarae Teg, undertaking their Fair Play Employer Benchmark to improve gender equality.

People Survey 2018

The Welsh Government's People Survey 2018 was conducted between 1st and 19th October 2018. 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 64%, a 2 percentage point increase from the previous survey and 2 percentage points above the UK Civil Service benchmark.

The Welsh Government performed well for inclusion and fair treatment, with a theme positive score of 81%. This theme saw a small increase of 1 percentage point from the previous survey and was 4 percentage points above the Civil Service benchmark. All questions within the theme also performed well, with positive scores of at least 73% 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 3 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 4 percentage points above the Civil Service benchmark.

Two of the four questions within this theme saw an increase of 2 percentage points since the previous survey i.e. 'I feel valued for the work I do' (73% positive score and 6 percentage points above the Civil Service benchmark) and 'I think that the organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)' (79% positive score and 2 percentage points above the Civil Service benchmark).

There was, however, some variation in employee engagement and inclusion and fair treatment scores for staff with protected characteristics.

Ethnicity

The engagement score for staff who identified as Ethnic Minority was 69%, which was higher than for staff who identified as White (4 percentage points) and saw a 7 percentage point increase from the previous survey. Engagement for this group was above both the Welsh Government average (64%) and the Civil Service benchmark for the equivalent group (66%).

The inclusion and fair treatment score for staff who identified as Ethnic Minority was 80%, which was 4 percentage points lower than for staff who identified as White, but saw a 10 percentage point increase from the previous survey. The inclusion and fair treatment score for this group was slightly below the Welsh Government average (81%), but above the Civil Service benchmark for the equivalent group (76%).

Health status

The engagement score for staff who reported a long-term limiting condition, illness or disability² was 61%, which was 4 percentage points lower than for staff who did not report a long-term limiting condition, illness or disability². There was a 1 percentage point increase in the engagement score for this

² The Welsh Government accepts the social model definition of disability, in which it is recognised that barriers in society act to disable people who have impairments or health conditions or who use British Sign Language. According to the social model of disability, impairment is what has historically been referred to as a "disability". Disability by contrast is the inequality, disadvantage, disempowerment or discrimination which may affect people with impairments as a result of barriers to access and inclusion. The use of the term 'disabled' in this section is because it is the term used by the Cabinet Office for the questions used and reported on in the UK Civil Service People Survey.

group from the previous survey. Engagement was below the Welsh Government average (64%), but notably above the Civil Service benchmark for the equivalent group (53%).

The inclusion and fair treatment score for staff who reported a long-term limiting condition, illness or disability² was 75%, which was 9 percentage points lower than for staff who did not report a long-term limiting condition, illness or disability², but saw a 3 percentage point increase from the previous survey.

The inclusion and fair treatment score for this group was below the Welsh average (81%), but above the Civil Service benchmark for the equivalent group (68%).

Sexual orientation

The engagement score for staff who identified as Lesbian, Gay, Bisexual or other (LGBO) was 67%, which was slightly higher (1 percentage point) than for staff who identified as heterosexual/straight and saw an increase of 3 percentage points from the previous survey. Engagement for this group was above both the Welsh Government average (64%) and Civil Service benchmark for the equivalent group (59%).

The inclusion and fair treatment score for staff who identified as LGBO was 79%, which was 5 percentage points lower than for staff who identified as heterosexual/straight and saw a small decrease of 1 percentage point from the previous survey. The inclusion and fair treatment score for this group was slightly below the Welsh Government average (81%), but above the Civil Service benchmark for the equivalent group (76%).

Gender identity

The engagement score for staff who identified as a woman was 68%, which was 5 percentage points higher than for staff who identified as a man. Engagement for this group was 2 percentage points higher than the previous survey and above both the Welsh Government average (64%) and the Civil Service benchmark for the equivalent group (62%).

The inclusion and fair treatment score for staff who identified as a woman was 86%, 4 percentage points higher than for staff who identified as a man. Again, there was a 2 percentage point increase from the previous survey. The inclusion and fair treatment score for this group was above both the Welsh Government average (81%) and the Civil Service benchmark for the equivalent group (79%).

² The Welsh Government accepts the social model definition of disability, in which it is recognised that barriers in society act to disable people who have impairments or health conditions or who use British Sign Language. According to the social model of disability, impairment is what has historically been referred to as a "disability". Disability by contrast is the inequality, disadvantage, disempowerment or discrimination which may affect people with impairments as a result of barriers to access and inclusion. The use of the term 'disabled' in this section is because it is the term used by the Cabinet Office for the questions used and reported on in the UK Civil Service People Survey.

Chapter 6

The Future

There is 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.

Work continues to deliver our Diversity and Inclusion Action Plan for 2017-2020 and to ensure that diversity and inclusion continues to be embedded throughout the organisation.

In the coming year we will be looking to make further progress on our staff diversity targets and to undertake more of the actions set out in our Diversity and Inclusion Action Plan 2017-2020.

We will also develop and consult on our next Strategic Equality Objectives, for the period 2020-2024, which will inform the development of our next Diversity and Inclusion Action Plan (covering the same period).

Annex A

Workforce Representation Disaggregated by Race and Religion/Belief

Race		
	Number	%
Arab	*	0
Asian – Bangladeshi	*	0
Asian – Chinese	10	0
Asian – Indian	20	0
Asian – Pakistani	20	0
Black – African	10	0
Black – Caribbean	10	0
Mixed Asian and White	20	0
Mixed Black African and White	*	0
Mixed Black Caribbean and White	10	0
Not Declared	130	2
Other Asian Background	10	0
Other Ethnic Group	10	0
Other Mixed Ethnic Background	20	0
Prefer Not to Say	210	4
White	5080	91
Total¹	5560	100

Religion/Belief		
	Number	%
Agnostic	360	6
Atheist	520	9
Buddhism	10	0
Christianity	2320	42
Hinduism	10	0
Humanism	20	0
Islam	30	0
Jainism	*	0
Judaism	*	0
No Religion	530	10
Other Religion	130	2
Paganism	10	0
Prefer Not to Say	1450	26
Rastafarianism	*	0
Sikhism	*	0
Taoism	*	0
Not Declared	170	3
Total¹	5560	100

Annex B

Leavers Data by Protected Characteristic

Sex	WG		WG	
	Number		%	
Female	140		57	
Male	110		43	
Total¹	250		100	

Age	WG		WG	
	Number		%	
16-24	30		10	
25-29	30		10	
30-34	20		9	
35-39	20		7	
40-44	20		7	
45-49	20		8	
50-54	20		8	
55-59	30		10	
60-64	40		15	
65+	40		16	
Total¹	250		100	

Disability	WG		WG	
	Number		%	
Disabled	10		4	
Not Declared	40		15	
Not Disabled	190		79	
Prefer Not to Say	10		2	
Total¹	250		100	

Race	WG
	Number
Asian – Indian	*
Not Declared	30
Other Ethnic Group	*
Other Mixed Ethnic Group	*
Prefer Not to Say	10
White	200
Total¹	250

WG
%
1
13
0
2
4
80
100

Religion/Belief	WG
	Number
Agnostic	10
Atheist	20
Christianity	80
Hinduism	*
Japanese/Shinto	*
Judaism	*
No Religion/Belief	30
Not Declared	40
Other Religion/Belief	*
Paganism	*
Prefer Not to Say	60
Total¹	250

WG
%
5
9
33
1
0
0
11
16
1
0
24
100

Sexual Orientation	WG
	Number
Heterosexual	170
Not Declared	40
Other Sexual Orientation	10
Prefer Not to Say	30
Total¹	250

WG
%
68
16
4
13
100

Maternity/Pregnant	WG
	Number
No	240
Yes	*
Total¹	250

WG
%
99
1
100

Marital	WG
	Number
Married/Civil Partnership	110
Not Declared	40
Other Status	30
Prefer Not to Say	0
Single	70
Total¹	250

WG
%
45
15
11
0
29
100

Birth Gender Same	WG
	Number
No	0
Not Declared	150
Prefer Not to Say	10
Yes	90
Total¹	250

WG
%
0
61
2
37
100

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	10	67
Male	10	33
Total¹	20	100

Age		
	Number	%
16-24	*	6
25-29	0	0
30-34	*	22
35-39	0	0
40-44	*	17
45-49	*	6
50-54	*	17
55-59	*	22
60-64	*	11
65+	0	0
Total¹	20	100

Disability		
	Number	%
Disabled	*	6
Not Declared	*	11
Not Disabled	20	83
Prefer Not to Say	0	0
Total¹	20	100

Race		
	Number	%
Not Declared	*	11
Other Ethnicity	0	0
Prefer Not to Say	0	0
White	20	89
Total¹	20	100

Religion/Belief		
	Number	%
Christianity	10	39
No Religion/Belief	*	22
Not Declared	*	11
Other Religion/Belief	*	17
Prefer Not to Say	*	11
Total¹	20	100

Sexual Orientation		
	Number	%
Heterosexual/Straight	10	72
Not Declared	*	11
Other Sexual Orientation	*	6
Prefer Not to Say	*	11
Total¹	20	100

Marital		
	Number	%
Married/Civil Partnership	10	56
Not Declared	*	6
Other	*	22
Prefer Not to Say	0	0
Single	*	17
Total¹	20	100

Maternity/Pregnant		
	Number	%
No	20	100
Yes	0	0
Total¹	20	100

Birth Gender Same		
	Number	%
No	0	0
Not Declared	0	0
Prefer Not to Say	10	78
Yes	*	22
Total¹	20	100

Annex D

Average basic full time equivalent salary and Pay Gap by Grade

	Female	Male	Pay Gap
Welsh Government	£37,739.44	£41,101.81	-8.53%
Team Support	£21,951.76	£21,934.86	0.08%
Management Band 3/ Executive Officer (EO)	£26,733.01	£26,731.92	0.01%
Management Band 2/ Higher Executive Officer (HEO)	£34,518.35	£34,587.87	-0.20%
Management Band 1/ Senior Executive Officer (SEO)	£44,016.81	£43,905.68	0.25%
Executive Band 2/Grade 7	£56,443.31	£56,956.36	-0.90%
Executive Band 1/Grade 6	£69,105.50	£69,788.99	0.98%
Senior Civil Service	£85,272.91	£88,492.39	-7.38%

Annex E



The Women in Law Pledge

The Welsh Government's Legal Services Department is committed to gender equality, and is a signatory to the Law Society's Women in Law Pledge which cements Legal Services' commitment to:

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

Welsh Government will publish details on the Women in Law pledge annually in the Employer Equality Report.



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
<p>Please provide a summary of the activities you intend to carry out in order to support the pledge and how progress will be monitored.</p> <p>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:</p> <p>At a departmental level, the gender split is 66% female; 34% male.</p> <p>At Senior Management Level (1 Director and 6 Deputy Directors), the gender split is 71.4% female; 28.6% male, with the Director of Legal Services (Helen Lentle) female. Director is also Head of Profession within the Welsh Government.</p> <p>At senior lawyer/team leader level the split is 53% female; 47% male.</p> <p>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.</p> <p>With reference to the pledges:</p> <ol style="list-style-type: none"> 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. <p>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.</p> <p>In addition, women lawyers from BAME 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.</p>

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 leader's, Influence and Resilience workshop, Courage and Presence workshop, many of which are run by the Whitehall and Industry 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. WGLSDS 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.

* Data in this Annex is as at Dec 2019.