



Llywodraeth Cymru  
Welsh Government

# Annual Employer Equality Report



2022-2023

# Contents

<b>Foreword</b>	<b>4</b>
<b>Chapter 1: Embedding Equality</b>	<b>5</b>
Equality in Wales	5
Strategic Equality Plan – Our Role as an Employer	5
Equality, Diversity, and Inclusion within the Welsh Government	6
Achievements/Activities During the Year	6
Workforce Diversity Targets and Progress	8
Women in Law Pledge	9
<b>Chapter 2: Skills and Training</b>	<b>10</b>
Core Training Data by Protected Characteristic	10
Equality and Diversity Training	14
The Welsh Language in the Welsh Government	15
Welsh Language Learning	15
<b>Chapter 3: Resourcing and Recruitment</b>	<b>16</b>
Workforce Representation as of 31 March 2023 by Protected Characteristic	16
Men and Women in the Workforce	26
Pay (including Gender, Disability, Ethnicity & Minority Sexual Orientation Pay Gaps)	29-30
Recruitment Activity	30
Outreach Activities	39
Fixed Term Appointments Scheme	39
Apprenticeship Programme	40
<b>Chapter 4: Supporting our Staff / Being an Employer of Choice</b>	<b>41</b>
Staff Diversity Networks	41
Staff Networks' Achievements During the Year	41
Informal Networks	44
Support for Staff and Benefits	45
Social Partnership	46
<b>Chapter 5: Reward and Recognition</b>	<b>47</b>
Workplace Diversity Benchmarking	47
Welsh Government Valuing Diversity Award	47
People Survey	47

<b>Chapter 6: The Future</b>	<b>50</b>
<b>Annex A:</b> Workplace Representation Disaggregated by Race; Religion/Belief; Disability; Sexual Orientation & Marital Status	51
<b>Annex B:</b> Leavers by Protected Characteristic	55
<b>Annex C:</b> Grievance and Disciplinary Data by Protected Characteristic	58
<b>Annex D:</b> : Average basic full time equivalent salary and Pay Gap by Grade & Gender and Ethnicity, Disability & Minority Sexual Orientation Pay Gaps	61
<b>Annex E:</b> Women in Law Pledge	66

# Foreword

I'm very pleased to introduce our Annual Employer Equality Report for 2022-2023 which includes information on the diversity of our workforce, recruitment practices, and learning and development, as well as the latest detail on our pay gaps and an overview of our thriving community of staff networks.

The report also sets out the work we've been doing during the year to achieve our equality, diversity and inclusion ambitions across the organisation, in addition to an update on our future plans.

As the Welsh Government civil service, we want to become an organisation that reflects the full diversity of people in Wales. This is one of my underpinning objectives as Board Equality Champion, and it's at the heart of our Equality, Diversity and Inclusion Strategy for the organisation.

Why is it so important? Quite simply, we know we make better decisions and policies and deliver better services when people from different backgrounds with diverse identities and life experiences work together to shape them. We need a diverse workforce with a wide range of perspectives to share knowledge, exchange views and challenge each other to think differently. While we've been making positive progress to address historic underrepresentation, it's disappointing that we haven't achieved all of our recruitment targets this year. They are deliberately ambitious, requiring some fundamental shifts to our practices and processes, so we recognise that it may take time to get there – and we're all committed to doing so.

I'm pleased that our gender pay gap has decreased again this year, together with a slight narrowing of both our disability and ethnicity pay gaps. We've also published our minority sexual orientation pay gap for the first time. We'll continue taking action to ensure that everyone at all levels of the organisation can develop to their full potential and further their careers in the way that's right for them.

Social partnership remains at the heart of our ambitions for equality, working in collaboration with our trade unions to ensure the views of their members are represented across all levels of the organisation. Our staff networks make an invaluable contribution to driving diversity and inclusion within the workplace, committed to giving underrepresented groups a voice, as does our Shadow Board, which is drawn from a wide diversity of staff across Welsh Government. I'd like to take this opportunity to thank everyone involved with our trade unions, staff networks and Shadow Board, who do so much to make the Welsh Government a fairer and more inclusive place to work for all of our employees.



**Amelia John**  
Board Equality Champion

# Chapter 1

## Embedding equality

### The context: 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 continue to comply with the broader requirements of 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.

This document sets out the information required to comply with regulation 9 of the 2011 Regulations. 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 the Welsh Government 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

---

The Welsh Government’s Strategic Equality Plan for 2020-2024 was published in April 2020. Our 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<sup>1</sup> can be found here: [gov.wales/equality-plan-and-objectives-2020-2024](https://gov.wales/equality-plan-and-objectives-2020-2024)

Welsh Government Annual Equality Reports which report progress on our Strategic Equality Plans can be found here: [Equality: Welsh Government annual report 2021 to 2022 \[HTML\] | GOV.WALES](#)

<sup>1</sup> The Welsh Government Strategic Equality Plan uses the term ‘BAME’ throughout. To note that WG no longer uses this term, in response to stakeholder feedback that the term is no longer acceptable.

## Equality, diversity and inclusion within the Welsh Government

---

Advancing equality, diversity and inclusion in the workplace has remained a priority throughout 2022 – 2023, supported by the Board Equality Champion, Group Diversity Champions, staff networks and trade unions.

The Board Equality Champion ensures that workplace inclusion is discussed at the highest levels of the organisation. The Board, chaired by the Permanent Secretary, considers the latest workforce equality, diversity and inclusion report twice a year, in addition to holding more focused discussions on Equality, Diversity and Inclusion (EDI) topics as needed.

The Diversity and Inclusion Steering Group (DISG) met four times (virtually) during this period. Membership includes the Board Equality Champion, Group Diversity Champions (members of the Senior Civil Service from each of the Business Groups), Staff Diversity Network Chairs, Staff Network Diversity Champions, trade unions and Corporate Services colleagues (Human Resources and Knowledge and Analytical Services.)

DISG agenda items during the year have included:

- Workforce diversity and progress on recruitment targets.
- Equality analysis of recruitment schemes and assessment gateways.
- EDI annual delivery plan actions.
- Part time working in Welsh Government research and analysis.
- Equality analysis of People Survey results.

## Organisational achievements and activities 2022-23

---

Highlights of achievements to drive forward our equality, diversity and inclusion ambitions include:

- Development of new a Values and Behaviours framework to set clear expectations and aspirations for the organisation, including a renewed focus on fairness and equality.
- Signing of the Workplace Menopause Pledge.
- Signing of the Endometriosis Friendly Employer Pledge.
- Recommitted to the Race at Work Charter.
- Accredited as a White Ribbon organisation.
- Signing of the Cardiff Community Jobs Compact.
- Strengthened Workplace Adjustment Passport and Guidance for staff.
- Support of a range of EDI themed staff engagement events, including International Women’s Day, Trans Day of Visibility and Menopause Awareness.
- Winners of the CIPD Wales Award for Best Diversity and Inclusion Initiative for our recruitment adjustments scheme.

During the year, HR Policy work included:

- Publication of adoption guidance for employees and line managers, following engagement with our Adoption and Fostering Network. The employee and line manager information packs mirror existing guidance for pregnant employees and complements our main Maternity/Adoption Policy.

- Review of our Menopause Guidance to include broader content on period dignity and menstrual health as part of the Welsh Government's **Period Proud Wales Action Plan**.
- Publication of an update to our Attendance Management and Workplace Adjustments policies to confirm the support available for staff.
- Review of our Foster Leave Policy to support the Welsh Government's accreditation as a 'Fostering Friendly' employer<sup>2</sup>.

### Anti-racism

Our Workforce Equality, Diversity and Inclusion Strategy and the Anti-racist Wales Action Plan commit us to becoming an anti-racist organisation. During the year we progressed with a number of actions to help us achieve this goal, including:

- creation of an anti-racism hub on the intranet, providing advice, guidance, support, development opportunities and signposting to further resources
- development and delivery of a suite of anti-discrimination (including anti-racism) learning and development opportunities available to all staff
- preparatory work to take forward the Anti-racist Wales Action Plan action to engage expert consultancy support to review the organisation's HR policies, procedures and practices (entry to exit) to ensure they are explicitly anti-racist
- a development session on anti-racism for the Welsh Government HR profession to raise awareness of the Welsh Government's Anti-racist Wales Action Plan and what it means for us as an employer.

### 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.

During the year we:

- delivered social model of disability training sessions for staff to build awareness and understanding
- expanded our recruitment adjustments scheme and passport
- supported disabled candidates to be matched into roles which are compatible with their workplace adjustments
- continued to provide workplace adjustments for disabled colleagues.

### Recruitment Adjustments

This year saw the Diversity in Recruitment team win the prestigious Best Diversity and Inclusion Initiative at the CIPD Wales Awards.

Amongst its duties, the team works with disabled candidates during internal and external recruitment to support an inclusive assessment process. Disabled candidates are offered a trained mentor, if required, to identify adjustments that may be needed during the recruitment process. Agreed adjustments can be recorded on a passport for any future recruitment.

2 Fostering Friendly status achieved April 2023.

Adjustments can include, for example, changes to the time or location of an interview to better support the candidate's needs, or adaptations to how information is presented during an assessment or interview.

Our data shows a positive impact on the pass rate of disabled candidates who have requested and received a recruitment adjustment, which the team will continue to build on over the next year.

### Shadow Board

As part of our commitment to improve the diversity of our decision-making fora, we introduced a Shadow Board in 2021.

The Shadow Board is a diverse group of staff from across the organisation of various grades, ages, working patterns and protected characteristics. Each member brings their own unique perspective and lived experience, ensuring the Welsh Government Board is challenged in its thinking by a group of people reflecting the diversity of our organisation.

A 'light touch' evaluation of the scheme was undertaken 6 months into the first cohort of the Shadow Board, enabling some refinements for improving the administration of the scheme. A lessons learned exercise will be undertaken after a full 2-year period.

### Workforce Diversity Targets

---

The Workforce Equality, Diversity and Inclusion Strategy 2021-2026 sets out targets to increase the number of women working in the Senior Civil Service (SCS) and to increase the number of Black, Asian and Minority Ethnic staff and disabled staff that we recruit and promote, to ensure our workforce is representative of the diverse communities we serve.

Our targets are:

#### In external recruitment:

- by 2026 we aim for 20% of people we appoint to be disabled and 20% to be from ethnic minority backgrounds
- by 2030, we aim for 30% of people we appoint to be disabled, in order to make bigger inroads into the very large-scale underrepresentation of disabled people in our organisation. The 30% target for 2030, and the actions we need to take to achieve it, will be reviewed in the light of lessons learnt whilst working to achieve the 2026 target but we want to be clear now that our ambition is to reach 30% appointment of disabled people by 2030.
- more than 50% of appointments to the SCS between now and 2026 will be women.

#### In internal recruitment:

- to promote disabled staff at a level which exceeds their population share, to address current under-representation at all levels of the organisation
- to promote ethnic minority staff at a level which exceeds their population share, to address current under-representation at all levels of the organisation
- for more than 50% of promotions to the SCS to be women.

We know that meeting these ambitious targets will be extremely challenging and will be dependent on continued focus and investment. However, we would prefer to have stretching targets that will be difficult to achieve than to lack ambition on this very important issue.



### **Progress on recruitment targets and workforce diversity**

Progress on our targets is measured annually. Analysis of the first two years of the strategy (calendar years 2021 and 2022) showed that four out of the six recruitment targets were met.

- The 50% targets for the promotion and external recruitment of women to the SCS were exceeded.
- The targets for Black, Asian and Minority Ethnic staff and disabled staff to be promoted at a higher rate than their Welsh Government population share were exceeded.
- The 20% targets for the external recruitment of ethnic minority and disabled people were not met, with a slight increase in the proportion of ethnic minority recruits from the previous year, but little change in the proportion of disabled recruits.

### **Women in the Senior Civil Service**

As of 31 March 2023, the percentage of women in the Senior Civil Service (SCS) was 42.7%, a decrease of 1.8% on last year's position. Despite the overall decrease, our flow targets for the promotion and recruitment of women into the SCS were met at points during the year. However due to relatively small numbers in the SCS, the figure fluctuates quite significantly based on even small numbers entering or leaving.

---

### **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:

- 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.

The Welsh Government has committed to publishing details of 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 2022-2023, aimed at further developing the skill set of staff.

A breakdown of attendance for all core training by protected characteristic can be found below. This includes training undertaken by permanent and temporary staff recorded via the Learning Lab, the organisation's central learning management system.

We are not able to provide data on employees who have 'applied for training and whether they were successful'. Our core training offer is open to all staff with no application process.

These figures show attendance rates at corporate learning and development (L&D) courses and do not include training/learning opportunities that may have been organised informally or at a departmental/team level.

**Table 1** – Core training attendances by protected characteristic

Sex				
	Attendances		Individuals	
	Number	%	Number	%
Female	24,920	63%	3,340	60%
Male	14,820	37%	2,200	40%
<b>Total<sup>1</sup></b>	<b>39,740</b>		<b>5,540</b>	

Age				
	Attendances		Individuals	
	Number	%	Number	%
16-24	970	2%	80	1%
25-29	3,150	8%	350	6%
30-34	3,760	9%	470	9%
35-39	4,360	11%	590	11%
40-44	6,270	16%	890	16%
45-49	5,360	13%	790	14%
50-54	5,850	15%	840	15%
55-59	5,460	14%	800	15%
60-64	3,280	8%	520	9%
65+	1,280	3%	210	4%
<b>Total<sup>1</sup></b>	<b>39,740</b>		<b>5,540</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

Disability				
	Attendances		Individuals	
	Number	%	Number	%
Disabled	2,690	7%	350	6%
Not Disabled	33,500	84%	4,730	85%
Not Declared	3,330	8%	440	8%
Prefer Not to Say	230	1%	20	0%
<b>Total<sup>1</sup></b>	<b>39,740</b>		<b>5,540</b>	

Race				
	Attendances		Individuals	
	Number	%	Number	%
Arab	30	0%	10	0%
Asian – Bangladeshi	60	0%	10	0%
Asian – Chinese	100	0%	10	0%
Asian – Indian	180	0%	20	0%
Asian – Pakistani	150	0%	20	0%
Black – African	90	0%	10	0%
Black – Caribbean	30	0%	10	0%
Gypsy and Irish Traveller	20	0%	*	0%
Mixed Asian and White	200	1%	20	0%
Mixed Black African and White	70	0%	10	0%
Mixed Black Caribbean and White	100	0%	10	0%
Other Asian Background	50	0%	10	0%
Other Black Background	10	0%	*	0%
Other Ethnic Group	180	0%	20	0%
Other Mixed Ethnic Background	190	0%	30	0%
White	36,220	91%	5,050	91%
Not Declared	510	1%	80	1%
Prefer Not to Say	1,550	4%	230	4%
<b>Total<sup>1</sup></b>	<b>39,740</b>		<b>5,540</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

Religion/Belief				
	Attendances		Individuals	
	Number	%	Number	%
Agnosticism	2,670	7%	380	7%
Atheism	4,310	11%	590	11%
Baha'i	*	0%	*	0%
Buddhism	70	0%	10	0%
Christianity	14,670	37%	2,130	39%
Hinduism	70	0%	10	0%
Humanism	90	0%	10	0%
Islam	320	1%	40	1%
Jainism	10	0%	*	0%
Judaism	90	0%	10	0%
No Religion/Belief	7,080	18%	830	15%
Other Religion/Belief	740	2%	110	2%
Paganism	60	0%	10	0%
Rastafarianism	*	0%	*	0%
Sikhism	60	0%	10	0%
Taoism	10	0%	*	0%
Not Declared	710	2%	120	2%
Prefer Not to Say	8,810	22%	1,280	23%
<b>Total<sup>1</sup></b>	<b>39,740</b>		<b>5,540</b>	

Sexual Orientation				
	Attendances		Individuals	
	Number	%	Number	%
Heterosexual/Straight	32,480	82%	4,540	82%
Other Sexual Orientation	2,120	5%	250	5%
Not Declared	650	2%	110	2%
Prefer Not to Say	4,500	11%	640	12%
<b>Total<sup>1</sup></b>	<b>39,740</b>		<b>5,540</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

Maternity/Pregnant**				
	Attendances		Individuals	
	Number	%	Number	%
No	38,890	98%	5,410	98%
Yes	860	2%	140	2%
<b>Total<sup>1</sup></b>	<b>39,740</b>		<b>5,540</b>	

Marital Status				
	Attendances		Individuals	
	Number	%	Number	%
Married/Civil Partnership	18,620	47%	2,650	48%
Other Status	4,580	12%	610	11%
Single	10,810	27%	1,360	25%
Not Declared	5,730	15%	920	17%
<i>Prefer Not to Say</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<b>Total<sup>1</sup></b>	<b>39,740</b>		<b>5,540</b>	

Gender Reassignment (Same as sex assigned at birth)				
	Attendances		Individuals	
	Number	%	Number	%
Not Same	90	0%	10	0%
Same	20,980	53%	2,610	47%
Not Declared	17,810	45%	2,820	51%
Prefer Not to Say	860	2%	110	2%
<b>Total<sup>1</sup></b>	<b>39,740</b>		<b>5,540</b>	

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

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. <sup>1</sup>Totals may not sum due to rounding. Totals are calculated from the actual numbers before rounding. Percentages are based on the total headcount (6080) used for the report. Data is based on headcount from the end of month extract as of 31 March 2023. Some protected characteristics no longer have a “prefer not to say” option – this is greyed out in the tables and in italic font.

## Equality and Diversity Learning

The Welsh Government is committed to enabling everyone who works in our organisation to reach their full potential. The corporate learning and development offer supports this ethos, whether through actively driving the equality and diversity agenda and mainstreaming core EDI messages across the programme of learning.

Key developments for 2022-2023 include:

### Self-directed and Virtual Learning

We continued to offer a range of self-directed and virtual learning opportunities, providing colleagues with greater flexibility to access the learning they need at a time and in a way that best suits their needs.

### Expert Equalities Facilitators

Our Equality and Diversity in the Workplace team are committed to developing and fostering an inclusive organisational culture. They work in partnership with expert training providers and internal stakeholders to design, develop and deliver effective learning interventions and solutions, underpinned by relevant lived experience.

Our extensive corporate EDI curriculum includes:

- Social Model of Disability.
- Conversations on anti-racism.
- Identifying and challenging discriminatory behaviour.
- Identifying and understanding micro-aggressions.
- Safe space conversations.
- Inclusive Workplaces (leadership, managers and teams).

## Supporting Women into Leadership

Our Women into Leadership offer continued to support aspirational female colleagues realise their leadership potential through a range of learning opportunities. In conjunction with the Women Together Network, colleagues were offered the opportunity to attend conferences, seminars, courses and hot shot sessions which focussed on raising their personal profile and strengthening effectiveness.

### Black, Asian and Minority Ethnic Development Programme

The Aspire development programme for Black, Asian and Minority Ethnic staff ran from January to December 2022. The programme featured a series of bespoke activities including a career conversation with the Permanent Secretary; attendance at a Black, Asian and Minority Ethnic leadership conference; short-term placements or development opportunities to build skills and experience; and facilitated sessions on leadership strengths, styles and approaches.

Aspire was delivered in partnership with MESN (Minority Ethnic Staff Network) and the Equality and Diversity in the Workplace and Learning and Development teams. The programme is currently undergoing evaluation in partnership with MESN, which will inform the launch of Aspire for 2024-2025.

## The Welsh Language in the Welsh Government

The Welsh Government has set out its vision for promoting the use of the Welsh language within the organisation in its strategy, ‘Cymraeg. It belongs to us all’, which was published in April 2020 – [Cymraeg. It belongs to us all | GOV.WALES](#). The strategy sets out our aim of becoming a truly bilingual organisation by 2050; one in which it is routine for the Welsh and English languages to both be used naturally and interchangeably in our day-to-day work. The strategy’s shorter-term aim is for the Welsh Government to become an exemplar organisation in our use of Welsh by 2025.

## Welsh Language Learning Opportunities

Good progress has been made during 2022-2023 in providing opportunities for staff to use more Welsh in the workplace, and this principle underpins our activities in implementing the strategy.

We provide a varied and flexible language learning offer that suits a wide range of learning styles and abilities. Its flexibility provides opportunities for intensive learning, residential courses, self-directed online learning as well as traditional weekly classes and 1:1 support, which more than 600 colleagues have accessed throughout the year.

### Support for those with additional learning needs

We continued investing in a range of learning opportunities to cater for differing learning needs and styles, including 1:1 tutoring for those needing additional support.

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

	Number	%
Reading	1,490	24%
Speaking	1,350	22%
Understanding	1,460	24%
Writing	1,180	19%

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

	Number	%
Reading	3,640	60%
Speaking	3,100	51%
Understanding	3,440	57%
Writing	2,710	45%

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. <sup>1</sup>Totals may not sum due to rounding.

# Chapter 3

## Resourcing and Recruitment

### Workforce Representation as of 31 March 2023

---

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. To ensure and maintain the confidentiality of our staff, the data has been rounded to the nearest ten and figures below five suppressed and denoted by \*. Percentages are rounded. Totals are calculated from the actual numbers before rounding and so totals may not sum due to rounding. Percentages are based on the total headcount (6080) used for the report.

The workforce has increased slightly (from 6000 to 6080) but the overall diversity mix remained relatively static over the past 12 months (period 1 April 2022 – 31 March 2023).

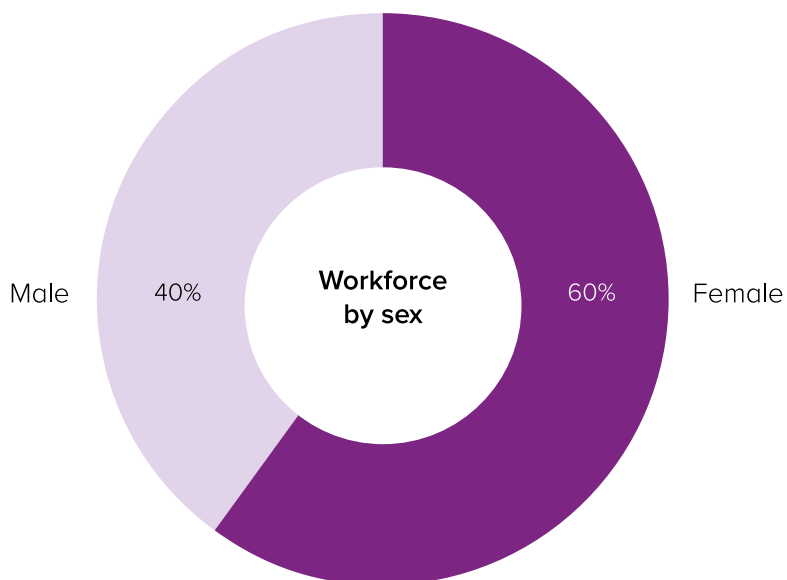
**We use the terms Disability and Gender Reassignment in this report to be consistent with the Equality Act 2010. When working with staff and for HR policies we use additional terminology to be inclusive. All our policies are fully inclusive of all staff regardless of age, marriage and civil partnership (both same sex and opposite sex), pregnancy and maternity, race, religion or belief, sex, sexual orientation, whether they have an impairment or health condition, are neurodivergent or use British Sign Language, their gender identity or gender expression. We acknowledge that the terms 'gender identity' and 'gender expression' are not expressly stated to be protected characteristics as defined by the Equality Act 2010, however, we believe that Government policy which includes provision for those persons who identify within the 'trans' umbrella (rather than on the basis of binary gender) is a more inclusive approach and one which ensures the Welsh Ministers are in a better position to comply with their statutory duties related to equality and the promotion of well-being in Wales.**



**Table 3** – Workforce by Sex

Sex (All Work Patterns)		
	Number	%
Female	3,640	60
Male	2,440	40
<b>Total<sup>1</sup></b>	<b>6,080</b>	<b>100</b>

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. <sup>1</sup>Totals may not sum due to rounding.

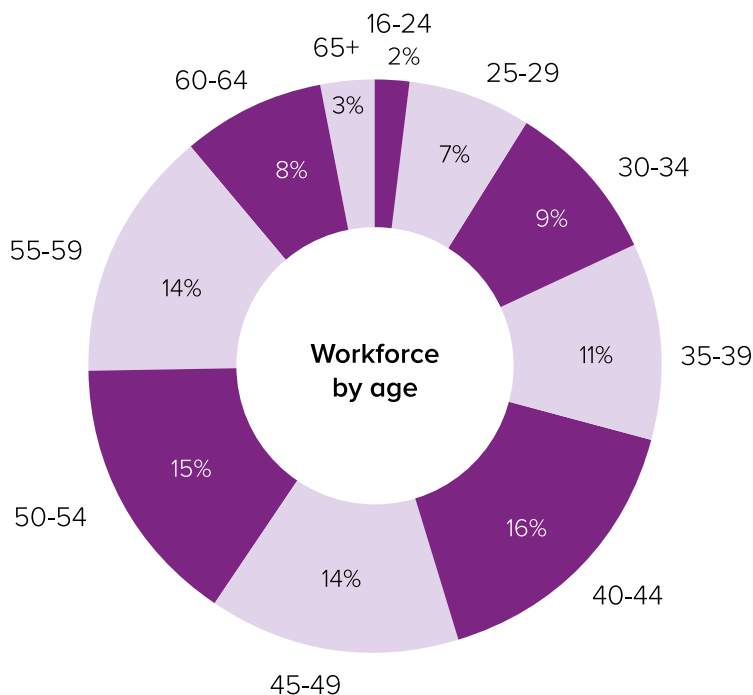
**Figure 1**

**Table 4** – Workforce by Age

Age	Number	%
16-24	140	2
25-29	420	7
30-34	530	9
35-39	690	11
40-44	980	16
45-49	850	14
50-54	920	15
55-59	850	14
60-64	490	8
65+	200	3
<b>Total<sup>1</sup></b>	<b>6,080</b>	<b>100</b>

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. <sup>1</sup>Totals may not sum due to rounding.

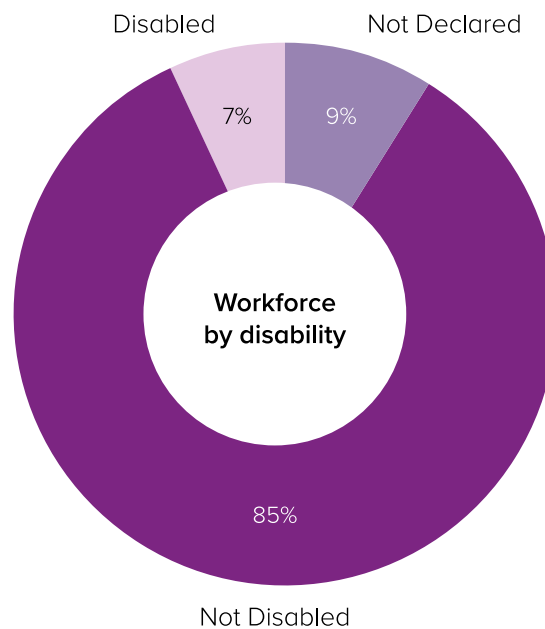
**Figure 2**



**Table 5** – Workforce by Disability

Disability		
	Number	%
Disabled	400	7
Not Disabled	5,140	85
Not Declared	520	9
Prefer Not to Say	20	0
<b>Total<sup>1</sup></b>	<b>6,080</b>	<b>100</b>

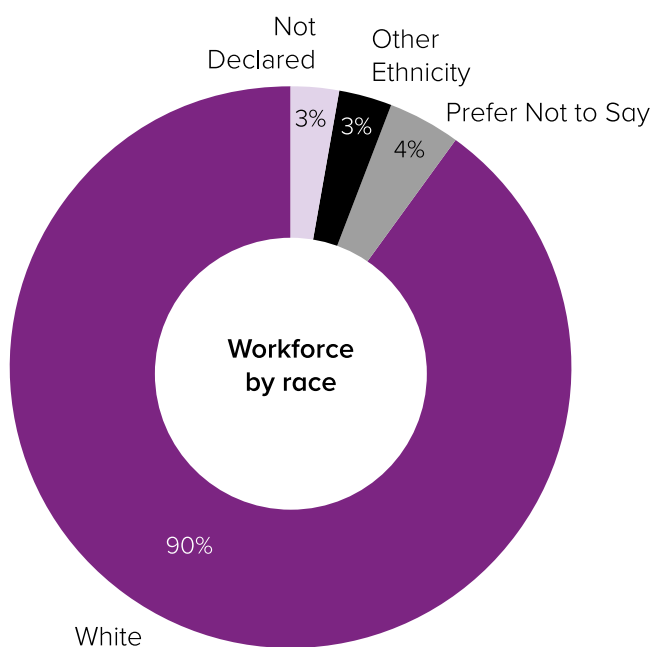
Throughout this report, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by \*. Percentages are rounded. <sup>1</sup>Totals may not sum due to rounding.

**Figure 3**

**Table 6** – Workforce by Race

Race		
	Number	%
Other Ethnicity	200	3
White	5,480	90
Not Declared	160	3
Prefer Not to Say	250	4
<b>Total<sup>1</sup></b>	<b>6,080</b>	<b>100</b>

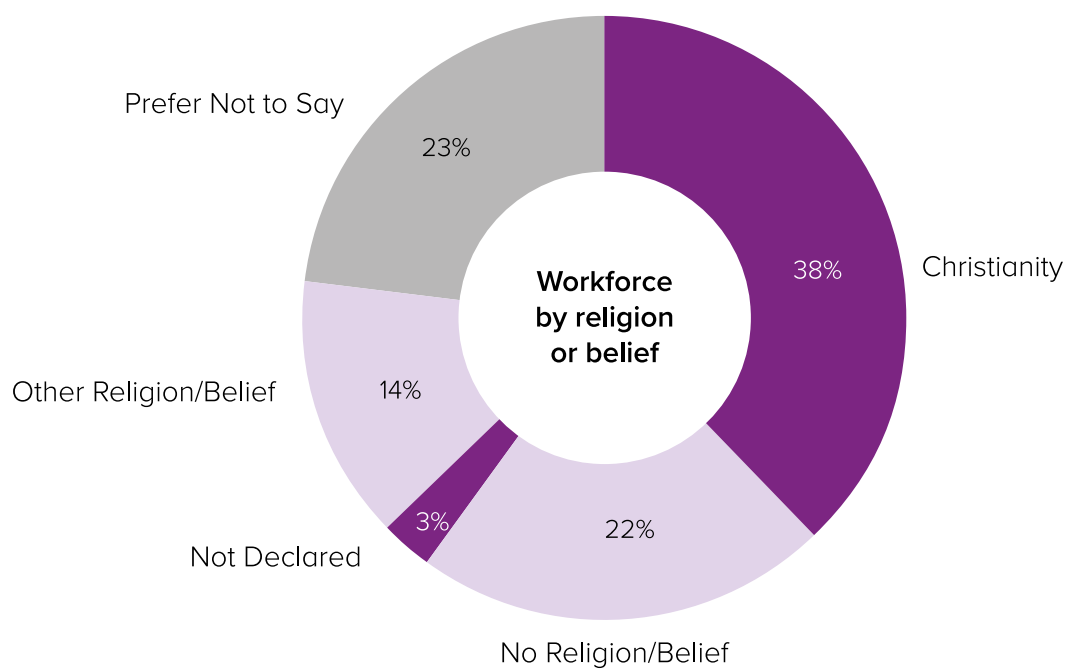
Throughout this report, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by \*. Percentages are rounded. <sup>1</sup>Totals may not sum due to rounding.

**Figure 4**

**Table 7** – Workforce by Religion or Belief

Religion or Belief		
	Number	%
Christianity	2,310	38
No Religion/Belief	1,310	22
Other Religion/Belief	870	14
Not Declared	200	3
Prefer Not to Say	1,390	23
<b>Total<sup>1</sup></b>	<b>6,080</b>	<b>100</b>

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. <sup>1</sup>Totals may not sum due to rounding.

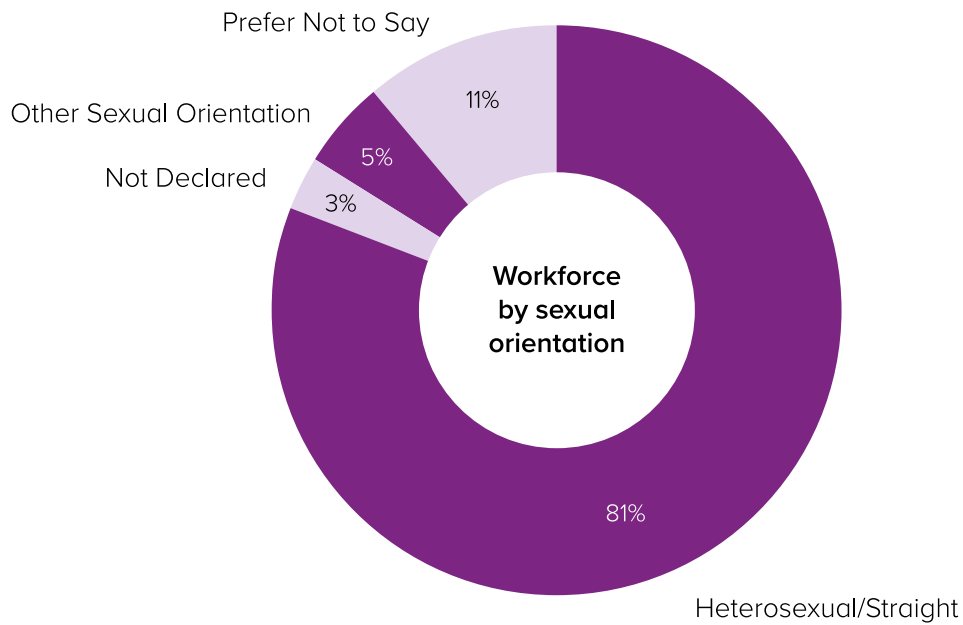
**Figure 5**

**Table 8** – Workforce by Sexual Orientation

Sexual Orientation		
	Number	%
Heterosexual/Straight	4,920	81
Other Sexual Orientation	280	5
Not Declared	190	3
Prefer Not to Say	700	11
<b>Total<sup>1</sup></b>	<b>6,080</b>	<b>100</b>

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. <sup>1</sup>Totals may not sum due to rounding.

**Figure 6**

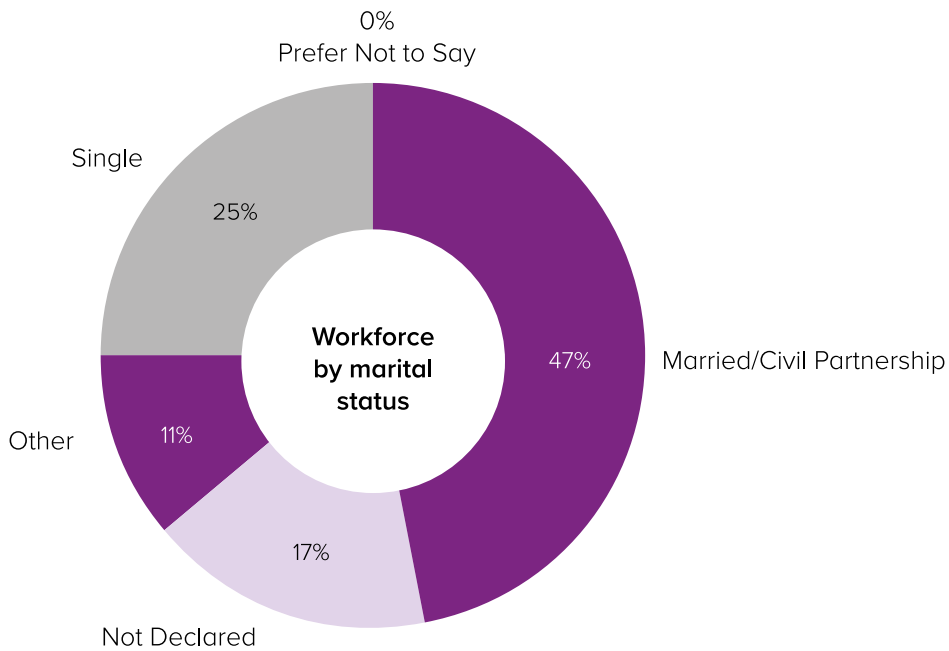


**Table 9** – Workforce by Marital Status

Marital Status		
	Number	%
Married/Civil Partnership	2,870	47
Other Status	660	11
Single	1,500	25
Not Declared	1,050	17
<i>Prefer Not to Say</i>	0	0
<b>Total<sup>1</sup></b>	<b>6,080</b>	<b>100</b>

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. <sup>1</sup>Totals may not sum due to rounding.

**Figure 7**

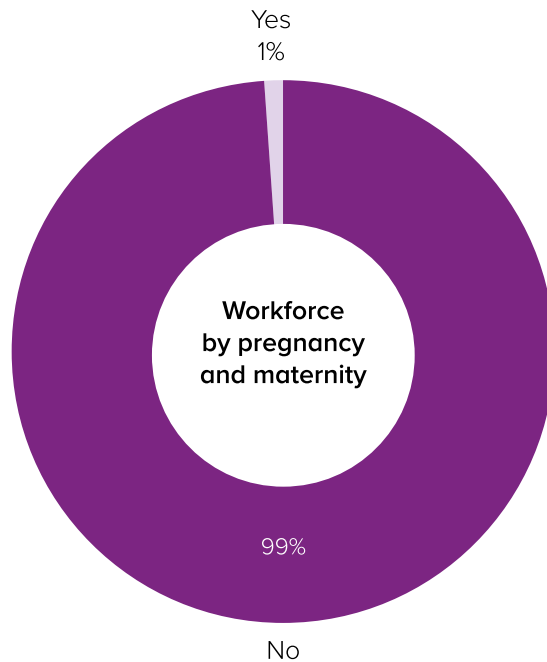


**Table 10** – Workforce by Pregnancy and Maternity

Pregnancy/Maternity		
	Number	%
No	6,020	99
Yes	60	1
<b>Total<sup>1</sup></b>	<b>6,080</b>	<b>100</b>

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. <sup>1</sup>Totals may not sum due to rounding.

**Figure 8**



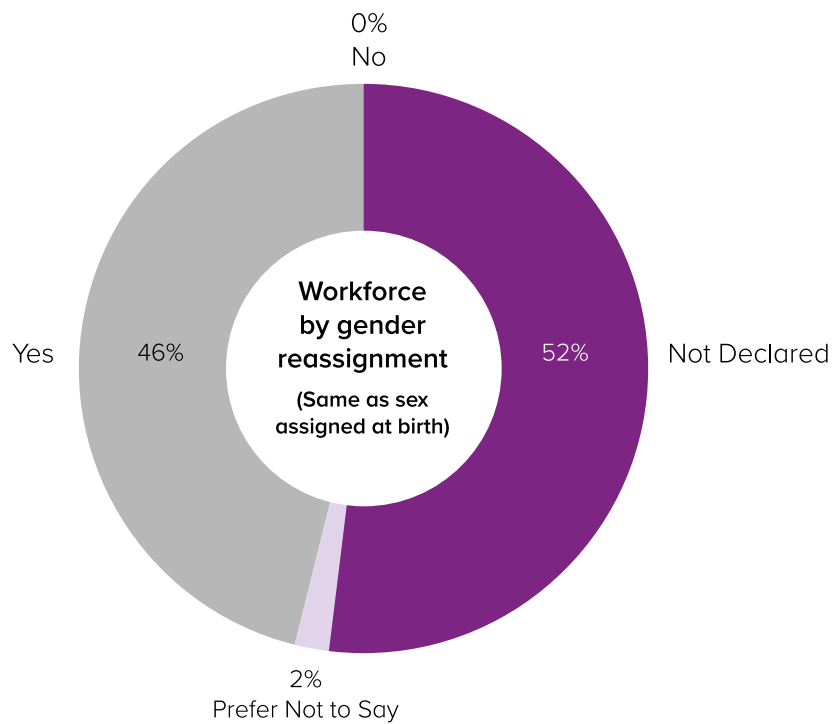


**Table 11** – Workforce by Gender Reassignment  
(Same as sex assigned at birth)

Gender Reassignment (Same as sex assigned at birth)		
	Number	%
No	10	0
Yes	2,800	46
Not Declared	3,150	52
Prefer Not to Say	120	2
<b>Total<sup>1</sup></b>	<b>6,080</b>	<b>100</b>

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. <sup>1</sup>Totals may not sum due to rounding.

**Figure 9**



## Men and Women in the Workforce

---

The 2011 Regulations require us to collect and publish a breakdown of the number of female and male employees by job, grade, pay, contract type and working pattern. This should give a clear indication of how jobs are distributed and at what levels. This helps not only to identify gender pay differences, but other gender equality issues such as occupational segregation.

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/Work are occupied more by women. According to the data, women are also more likely to work part-time compared to men.

We recognise that not all gender identities are binary. Individuals may be gender fluid or non-binary. There are multiple gender identities that people may have, and an individual might choose to change their identity over time to a different identity on multiple occasions.

However, currently in the UK, non-binary people do not have legal recognition. This means having only 'male' or 'female' options on official documents.

**Table 12** – Profession

<b>Profession</b>	<b>Female</b>	<b>Male</b>
Communications	100	70
Economics	20	20
Engineering	10	30
Facilities Management	30	40
Finance	190	140
Health	140	80
Human Resources	170	70
Internal Audit	10	10
Information Management/ Library	50	50
Inspectors	200	60
Information Technology	80	150
Legal Services	120	60
Marketing	50	20
Operational Delivery	960	660
Planning	30	40
Policy Delivery	1,040	680
Procurement & Contract Management	50	40
Programme and Project Management	80	60
Social Research/ Market Research	70	40
Science	20	20
Social Services & Social Work	130	20
Statistics	50	50
Surveyors	10	20
Translation	40	20
Veterinary Services	*	*
<b>Total<sup>1</sup></b>	<b>3,640</b>	<b>2,440</b>

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. <sup>1</sup>Totals may not sum due to rounding.

**Table 13** – Grade

Grade	Female	Male
SCSPS <sup>3</sup>	*	*
SCS3	*	*
SCS2	10	30
SCS1	70	80
Grade 6	110	120
Grade 7	520	410
Senior Executive Officer (SEO)	770	500
Higher Executive Office (HEO)	950	500
Executive Officer (EO)	620	450
Team Support	520	310
Other	60	50
<b>Total<sup>1</sup></b>	<b>3,640</b>	<b>2,440</b>

**Table 14** – Contract Type

Contract	Female	Male
Permanent	3,410	2,280
Temporary	230	170
<b>Total<sup>1</sup></b>	<b>3,640</b>	<b>2,440</b>

**Table 15** – Working Pattern

Working Pattern	Female	Male
Full Time	2,670	2,210
Part Time	960	230
<b>Total<sup>1</sup></b>	<b>3,640</b>	<b>2,440</b>

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. <sup>1</sup>Totals may not sum due to rounding. Totals are calculated from the actual numbers before rounding. Percentages are based on the total headcount (6080) used for the report.

3 The Permanent Secretary is a secondee, so is not included in this table.

# Pay

## Gender Pay Gap

The Welsh Government's mean gender pay gap<sup>4</sup> on 31 March 2023 is **5.77%**. The published mean gender pay gap on 31 March 2022 was 6.40%. This decrease is encouraging and shows that action taken to tackle the gender pay gap is working.

On 31 March 2023, the Welsh Government's median pay gap<sup>5</sup> is **0%**, meaning that the median salary for men and women working in the Welsh Government is the same.

While the organisation employs more women than men overall, they are not evenly spread across the grades. The majority of staff at lower grades are women.

We will continue to take action to address our gender pay gap by supporting women at all levels of the organisation to develop and further their careers and continuing to strive for a gender balanced Senior Civil Service.

## Ethnicity and Disability Pay Gaps

The methodology for the ethnicity and disability pay gaps mirrors the methodology for the gender pay gap.

The mean ethnicity pay gap has narrowed from 5.38% in March 2022 to **4.13%** in March 2023, the median ethnicity pay gap is **0%**.

Small changes in the grade mix may have a large effect given the small numbers, so increases in staff at higher grades and the recruitment of staff at lower grades may have had an impact. Therefore, we might expect the ethnicity pay gap to be somewhat volatile over time and so changes should be interpreted with caution.

The mean disability pay gap is **5.83%**, and the median disability pay gap is 0%. The disability pay gap has seen little change between March 2022 and March 2023, with a very slight narrowing from 5.85% to 5.83%. It has generally seen a trend of decreasing over time, with the exception of a small rise in March 2021.

4 The mean gender pay gap is the difference between the average earnings of women and men.

5 The median gender pay gap is the different between the mid-points in the range of earnings of women and men – it takes all salaries in the sample, orders them from lowest to highest and picks the middle salary.

## Sexual Orientation Pay Gap

---

We have analysed the Welsh Government's sexual orientation pay gap over the last two years. It has been negative over both years, indicating higher pay for minority sexual orientation staff; however, the gap has narrowed from -2.16% in March 2022 to **-0.29%** in March 2023.

There are more staff who have not declared their sexual orientation on the HR system (therefore excluded from calculations) than those not declaring ethnicity or disability. In both 2022 and 2023, only 86% of matched, eligible staff declared their sexual orientation compared to 94% for ethnicity and 91-92% for disability.

Although the pay gap at most individual grades is positive, the overall WG pay gap is negative. This may be due to the higher proportion of minority sexual orientation staff at higher grades.

## Recruitment Activity

---

The recruitment activity illustrated includes all captured formal appointments at all grades, including apprentices, based on closing date between 1 April 2022 and 31 March 2023. The term "external" indicates that the applicants who have applied for jobs are not currently employed within the organisation; "internal" indicates existing 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 2022 – March 2023)

**Table 16a** – External Job Applications – Sex

Sex	Total <sup>1</sup>
Female	1,830
Male	1,480
Not Declared	10
Prefer Not to Say	50
<b>Total<sup>1</sup></b>	<b>3,370</b>

**Table 16b** – External Job Applications – Age

Age	Total <sup>1</sup>
16-24	780
25-29	550
30-34	460
35-39	410
40-44	400
45-49	290
50-54	250
55-59	120
60-64	60
65+	10
Not Declared	10
Prefer Not to Say	40
<b>Total<sup>1</sup></b>	<b>3,370</b>

**Table 16c** – External Job Applications – Disability

Disability	Total <sup>1</sup>
Disabled	410
Not Disabled	2,830
Not Declared	10
Prefer Not to Say	120
<b>Total<sup>1</sup></b>	<b>3,370</b>

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. <sup>1</sup>Totals may not sum due to rounding.

**Table 16d** – External Job Applications – Race

<b>Race</b>	<b>Total<sup>1</sup></b>
Asian Welsh or Asian British	10
Asian Welsh or Asian British – Any other Asian background	20
Asian Welsh or Asian British – Bangladeshi	20
Asian Welsh or Asian British – Chinese	20
Asian Welsh or Asian British – Indian	50
Asian Welsh or Asian British – Pakistani	30
Black – African	10
Black – Caribbean or African	50
Black – Any other Black background	20
Mixed, multiple ethnic groups – Any other mixed background	20
Mixed, multiple ethnic groups – White and Asian	40
Mixed, multiple ethnic groups – White and Black African	20
Mixed, multiple ethnic groups – White and Black Caribbean	20
Other ethnic group – Any other ethnic group	10
Other ethnic group – Arab	10
White – Irish	20
White – Other white background	160
White – Welsh, English, Scottish, Northern Irish, British	2,790
Not Declared	10
Prefer Not to Say	60
<b>Total<sup>1</sup></b>	<b>3,370</b>

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. <sup>1</sup>Totals may not sum due to rounding.



**Table 16e** – External Job Applications – Religion or Belief

Religion/Belief	Total <sup>1</sup>
Agnosticism	380
Atheism	570
Baha'i	10
Buddhism	10
Christianity	1,030
Hinduism	20
Humanism	10
Islam	110
Judaism	*
No Religion	940
Other Religion	30
Paganism	20
Sikhism	10
Taoism	*
Not Declared	10
Prefer Not to Say	230
<b>Total<sup>1</sup></b>	<b>3,370</b>

**Table 16f** – External Job Applications – Sexual Orientation

Sexual Orientation	Total <sup>1</sup>
Heterosexual / Straight	2,780
Other Sexual Orientation	400
Not Declared	10
Prefer Not to Say	190
<b>Total<sup>1</sup></b>	<b>3,370</b>

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

Married/Civil Partnership	Total <sup>1</sup>
No	2,050
Yes	1,230
Not Declared	10
Prefer Not to Say	80
<b>Total<sup>1</sup></b>	<b>3,370</b>

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. <sup>1</sup>Totals may not sum due to rounding.

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

<b>Gender Reassignment (Same as sex assigned at birth)</b>	<b>Total<sup>1</sup></b>
Not Same	20
Same	3,280
Not Declared	10
Prefer Not to Say	60
<b>Total<sup>1</sup></b>	<b>3,370</b>

**Table 16i** – External Job Applications – Pregnancy & Maternity

<b>Currently Pregnant/Pregnant in Past Year</b>	<b>Total<sup>1</sup></b>
No	3,240
Yes	70
Not Declared	10
Prefer Not to Say	50
<b>Total<sup>1</sup></b>	<b>3,370</b>

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

<b>Maternity Leave in Past Year</b>	<b>Total<sup>1</sup></b>
No	20
Not Known/ Not Requested	3,300
Yes	20
<b>Total<sup>1</sup></b>	<b>3,370</b>

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. <sup>1</sup>Totals may not sum due to rounding.

## Internal Job Applications (Employees who have applied to change positions – 1 April 2022 – 31 March 2023) All Grades

**Table 17a** – Internal Job Applications – Sex

Sex	Not Taken Forward***	Unsuccessful	Successful	Total
Female	240	510	370	1,120
Male	130	400	200	730
Not Declared	10	10	10	20
Prefer Not to Say	10	10	*	20
<b>Total<sup>1</sup></b>	<b>380</b>	<b>930</b>	<b>580</b>	<b>1,890</b>

**Table 17b** – Internal Job Applications – Age

Age	Not Taken Forward***	Unsuccessful	Successful	Total
16-24	10	10	20	40
25-29	40	100	60	200
30-34	40	100	80	220
35-39	50	140	100	300
40-44	80	190	110	370
45-49	50	140	80	260
50-54	60	100	70	230
55-60	40	90	40	170
60-64	10	30	10	40
65+	*	*	*	10
Not Declared	10	10	10	20
Prefer Not to Say	10	30	10	50
<b>Total<sup>1</sup></b>	<b>380</b>	<b>930</b>	<b>580</b>	<b>1,890</b>

**Table 17c** – Internal Job Applications – Disability

Disability	Not Taken Forward***	Unsuccessful	Successful	Total
Disabled	30	90	50	170
Not Disabled	310	790	510	1,600
Not Declared	10	10	10	20
Prefer Not to Say	30	50	20	100
<b>Total<sup>1</sup></b>	<b>380</b>	<b>930</b>	<b>580</b>	<b>1,890</b>

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. <sup>1</sup>Totals may not sum due to rounding.

**Table 17d** – Internal Job Applications – Race

Race	Not Taken Forward <sup>***</sup>	Unsuccessful	Successful	Total
Asian Welsh or Asian British	0	*	*	*
Asian/ Asian Welsh or Asian British – Any other Asian background	0	*	*	*
Bangladeshi	0	0	*	0
Chinese	0	*	*	*
Indian	*	10	0	10
Pakistani	*	10	*	10
Black – African	0	*	*	*
Black – Caribbean	0	*	0	*
Mixed, multiple ethnic groups – Any other mixed background	0	*	0	*
Mixed, multiple ethnic groups – White and Asian	*	*	*	10
Mixed, multiple ethnic groups – White and Black African	0	*	*	10
Mixed, multiple ethnic groups – White and Black Caribbean	*	*	*	10
Other ethnic group – Any other ethnic group	*	10	*	10
Other Ethnic Group – Arab	0	0	*	*
White – Gypsy or Irish Traveller	*	0	0	*
White – Irish	10	10	10	20
White – Other white background	10	20	10	50
White – Welsh, English, Scottish, Northern Irish, British	330	830	530	1,700
Not Declared	10	10	10	20
Prefer Not to Say	10	20	10	40
<b>Total<sup>1</sup></b>	<b>380</b>	<b>930</b>	<b>580</b>	<b>1,890</b>

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. <sup>1</sup>Totals may not sum due to rounding.

**Table 17e** – Internal Job Applications – Religion or Belief

Religion/Belief	Not Taken Forward***	Unsuccessful	Successful	Total
Agnosticism	30	80	40	150
Atheism	40	140	60	240
Buddhism	*	*	*	*
Christianity	130	320	200	650
Hinduism	0	*	0	*
Humanism	*	*	*	10
Islam	*	10	10	20
Judaism	*	*	0	*
No Religion	140	280	220	630
Other Religion	*	10	*	10
Paganism	0	*	*	*
Not Declared	10	10	10	20
Prefer Not to Say	40	80	50	160
<b>Total<sup>1</sup></b>	<b>380</b>	<b>930</b>	<b>580</b>	<b>1,890</b>

**Table 17f** – Internal Job Applications – Sexual Orientation

Sexual Orientation	Not Taken Forward***	Unsuccessful	Successful	Total
Heterosexual / Straight	330	820	520	1,670
Other Sexual Orientation	10	40	30	80
Not Declared	10	10	10	20
Prefer Not to Say	30	60	30	120
<b>Total<sup>1</sup></b>	<b>380</b>	<b>930</b>	<b>580</b>	<b>1,890</b>

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

Married/Civil Partnership	Not Taken Forward***	Unsuccessful	Successful	Total
No	170	410	270	840
Yes	200	500	290	980
Not Declared	10	10	10	20
Prefer Not to Say	10	20	20	50
<b>Total<sup>1</sup></b>	<b>380</b>	<b>930</b>	<b>580</b>	<b>1,890</b>

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. <sup>1</sup>Totals may not sum due to rounding.

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

Gender Reassignment (Same as sex assigned at birth)	Not Taken Forward <sup>***</sup>	Unsuccessful	Successful	Total
No	*	*	0	*
Yes	360	910	570	1,840
Not Declared	10	10	10	20
Prefer Not to Say	10	10	*	30
<b>Total<sup>1</sup></b>	<b>380</b>	<b>930</b>	<b>580</b>	<b>1,890</b>

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

Currently Pregnant/Last Year	Not Taken Forward <sup>***</sup>	Unsuccessful	Successful	Total
No	130	890	550	1,560
Yes	10	10	10	30
Not Declared	240	10	10	250
Prefer Not to Say	10	30	10	40
<b>Total<sup>1</sup></b>	<b>380</b>	<b>930</b>	<b>580</b>	<b>1,890</b>

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

Maternity Leave Past Year	Not Taken Forward <sup>***</sup>	Unsuccessful	Successful	Total
No	*	10	10	10
Yes	*	10	10	20
Unknown / Not Requested	370	920	570	1,860
<b>Total<sup>1</sup></b>	<b>380</b>	<b>930</b>	<b>580</b>	<b>1,890</b>

<sup>\*\*\*</sup> Not taken forward means candidate withdrew application/didn't attend assessment, vacancy was withdrawn or offer declined  
 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. <sup>1</sup>Totals may not sum due to rounding.

## Outreach Activities

We aim to ensure that all our job adverts reach a diverse pool of candidates, enabling us to strengthen the diversity of our workforce.

The Diversity in Recruitment team provides a consultative role in advising recruiting managers on how to reach under-represented groups, particularly when recruiting externally. All recruiting managers must have an outreach plan in place when advertising roles. The team supports recruiting line managers to ensure adverts are drafted to attract a diverse field of candidates and do not include any requirements which could potentially present barriers to entry, whether directly or indirectly, or risk limiting the pool of applicants. Our outreach materials emphasise that recruitment adjustments can be made for disabled candidates for any part of the recruitment process. We work closely with a range of equality groups, professional bodies, education providers and recruitment agencies to promote our opportunities.

This year, in line with our commitment to Fair Work and creating a diverse workforce, we worked with the Community Jobs Compact. The compact is an initiative that aims to bring local people and employers together to tackle poverty, unemployment and under-representation in the workforce. The initiative has a particular focus on ethnic minority people in the South Wales area. It forms part of our wider efforts to attract a diverse range of candidates from across Wales.

## Assessment and Development Gateways

The Welsh Government paused the use of Assessment Gateways for internal promotion schemes in September 2022 following a stocktake of feedback on the approach. Following extensive engagement with staff, it was decided to end the Gateway process and move to business led promotion arrangements for specific roles or job families, with more involvement from recruiting managers. Following an equality impact assessment, the revised arrangements were launched in July 2023.

## Fixed Term Appointment (FTA) Scheme

Due to changes in business and recruitment needs, there were no Fixed Term Bulk Intake schemes started between April 2022 and March 2023, and therefore there is no data to report under this section.

Two recruitment schemes at HEO and SEO grades were started between April 2021 and March 2022 but finalised between March 2022 and April 2023. Of these, analysis has been completed, presenting the following overall insight:

- The overall pass rate for all applicants for the FTA schemes from application to offer was 15%.
- The overall pass rate was **higher** at all levels of the FTA Scheme for:
  - Females compared to males – 16% compared to 15%.

- However, pass rates were **lower** for:
  - Black, Asian and Minority Ethnic applicants compared to white – 11% compared to 16%.
  - Minority sexual orientation applicants compared to heterosexual – 14% compared to 15%.
  - Disabled applicants compared to non-disabled – 13% compared to 16%.

During the period of April 2022 to March 2023, the Welsh Government has continued to make improvements and refinements across all recruitment approaches. This has included the roll out of a new application tracking system (Cais), the adoption of the improved assessment methodology (Success Profiles) used by the wider Civil Service, and updated recruitment training and guidance (with further digitised options being developed for a future roll out). We are also trialling new licensing options (such as LinkedIn and CV Library) to improve and develop our marketing and outreach work.

---

## Apprenticeship Scheme

---

No apprenticeship scheme was run during the 2022-2023 period.

This is because we retained a reserve list of candidates from the scheme undertaken during 2021-2022. All reserve list individuals were offered roles and 16 accepted and took up roles in July 2023.

Exact figures on the diversity of this group cannot be reported due to the small numbers involved and subsequent risk of individuals becoming identifiable. However, the 20% target for recruitment of people from Black, Asian and Minority Ethnic backgrounds was exceeded, but the 20% target for recruitment of disabled people was not met.



# Chapter 4

## Supporting our Staff and Being an Employer of Choice

### Staff Diversity Networks

In 2022-2023 the Welsh Government had five staff diversity networks:

- Disability Awareness and Support Group (DAAS).
- Mind Matters (Mental Health & Wellbeing).
- 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 the Welsh Government as an employer. They support members by providing a safe and effective forum to share ideas and address issues as they arise. They provide opportunities for coaching, mentoring, networking, 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 continued to hold virtual meetings for members, providing opportunities to share experiences and problems and seek ideas on solutions which can be progressed in discussion with HR, Facilities, IT or other sections of the organisation as

appropriate. In common with other networks, DAAS continued to contribute to HR policy development, organisational development and equality impact assessments.

During the reporting period, DAAS continued to play a leading role in raising awareness of the social model of disability and what that means, practically, to remove barriers and drive equality for disabled people in general and disabled staff in our own organisation in particular. Detailed advice on the application of the social model of disability in employment practices has focussed on recruitment and workplace adjustments, hybrid working (particularly ensuring that those who need to work fully from home as a reasonable adjustment are able to work on a basis of equality) and the provision of accessible ICT (hardware and software).

During 2022, DAAS also carried out a special investigation into the experiences of part time disabled staff in the Welsh Government. The report, presented to the Diversity and Inclusion Steering Group in September 2022, included recommendations on actions to improve the part time working experiences of the approximately 20% of all WG staff who work part time, as well as recommendations to address problems being experienced specifically by staff who work part time for reasons related to their impairment (i.e. for whom part time working is a reasonable adjustment).

**Mind Matters:**

Mind Matters, as one of the five formal staff networks, actively participated in the Diversity and Inclusion Steering Group and consultation groups for policy changes and pilots for new Learning and Development courses. In a post covid landscape, the network focused on introducing hybrid events, alongside locally focused face to face opportunities for colleagues from all over Wales to meet. In raising awareness of the network, Mind Matters sent out regular newsletters pulling together resources and opportunities promoting good mental health and wellbeing. Three SCS colleagues volunteered to be their Senior Board Sponsor and Network Diversity Champions, actively participating in blogs, recordings and drop-in sessions for network members.

Mind Matters continued to deliver events in support of mental health and wellbeing, with regular lunch and learns and drop in and chat opportunities. They continued to support mental health awareness week in May, including the delivery and coordination of a series of senior sponsor blogs for May.

Craft club and the monthly cuppa/chat continued, and direct peer support given to any colleagues who asked, including the launch of a sub-group which is focused on supporting members of staff who care for loved ones with mental health conditions. The Chair, Vice Chair and other volunteers from the network continued to deliver sessions to Directorates and teams to promote what is in place across the organisation in support of mental health. The Chair actively participated in and took the lead for the launch and delivery of regular Induction to the Networks sessions, Let's Talk Live wellbeing event and the networks celebration day led by the Women Together Network.

To support the networks activities, Mind Matters offered a number of STEP (Short Term Experience Programme) opportunities for the year ahead.

**Minority Ethnic Staff Network (MESN):**

MESN continued progress on its strategic aims and objectives of advising the organisation and supporting its members. During the year, the network went through a period of transition, and now has in place a new set of volunteers that make up the network's Chair and officer roles. MESN membership has grown to approximately 90 members and 140 allies. This is both a reflection of the continued outreach of the network across the organisation and the target to increase ethnic minority representation across the organisation's workforce.

MESN played an active role in relation to the Anti-racist Wales Action Plan, particularly at the Internal Implementation Group, and on various components to support the organisation to meet its leadership objectives under the plan. This includes advice and challenge on the promotion, recruitment and retention of ethnic minority staff; development of an anti-racist objective for all SCS; the impact of Welsh language policy on ethnic minority applicants; and on the effectiveness of the current anti-racism training available to staff.

MESN relaunched the popular Sharing Spaces programme to help demystify and facilitate conversations about race for non-ethnic minority staff in a safe and confidential space. The programme continues to evolve and adapt as it looks at lessons learnt and draw in more lived experience from MESN members. Following interest, MESN are looking to help potentially deploy the programme to other UK Civil Service departments.

The network has also grown its visibility across the organisation through its internal comms work, particularly through its participation in divisional meetings. The network will look to grow its visibility further through targeted comms and outreach work, as well as increase its work on intersectionality with support from the other staff networks.

MESN continued to support members on post-Covid policies and guidance, particularly in relation to office/hybrid working. MESN held regular weekly 'Let's Talk' meetings for members to get to know one another, and to raise potential issues and concerns they might have with the network's volunteers and co-chairs.

**PRISM:**

Through the year, PRISM has continued to support its members' personal and professional development and health and wellbeing. Holding frequent online meetings for members and issuing regular newsletters for member and allies. PRISM continues to offer mentoring, shadowing and other development opportunities for members.

PRISM has marked LGBT+ dates during the year, including LGBT+ History Month, Trans Day of Visibility, Trans Day of Remembrance and Bi-visibility Day. The network continues working with Civil Service networks from across Wales and the rest of the UK. PRISM has also joined forces with other staff networks in the Welsh Government to deliver events for members and allies.

PRISM has contributed to internal policy making, learning and development programmes and impact assessments during the year.

**Women Together:**

The Women Together Network (WTN) has continued to evolve the way it supports members and allies, increasingly through virtual platforms which has extended the reach of the network. Ongoing emphasis has been on ensuring regular opportunities for members to connect and network with others, which has enabled the sharing of experiences, networking and peer support coupled with lunch and learn opportunities. WTN held virtual staff events to celebrate White Ribbon Day, Staff Networks' Day and International Women's Day and hosted an all-staff event to discuss Endometriosis. WTN regularly consult their membership on corporate initiatives, HR policies and impact assessments.

WTN has supported funding for members to attend Women into Leadership events and given feedback on a range of training session pilots and HR strategies, including WG 2025.

WTN appointed a new Endometriosis Champion and led the organisation's accreditation as an Endometriosis Friendly Employer as well as widening their group of Allies and the appointment of Spotlight Allies Champions.

During the year, they have welcomed two new Vice Co-Chairs and restructured their dedicated steering group to align with their wide-reaching priorities and ambitions.

## Informal Networks / Groups

We also have a number of informal peer support groups/ networks:

- Adoption and Fostering Network.
- British Sign Language Network.
- Carers Network.
- Christian Fellowship.
- Home Alone Network.
- Job Share Network.
- Neurodivergence Network.
- Stammering Network.
- Tinnitus, Deaf and Hard of Hearing Support Network.
- Vegan Network.
- Visible Difference Network.

### Christian Fellowship:

The Christian Fellowship is the oldest network in Welsh Government, having been established over forty years ago. Formally Cathays Park Evangelical Christian Fellowship, the group continued to meet online every Thursday lunchtime, as it has since the first Covid lockdown. Since moving to online meetings, attendees have increased to include colleagues from other offices, including from North and West Wales, as well as colleagues who join from their homes in England.

The network continues to meet to pray for each other and for the organisation, as well as for Bible studies. Once a month they link up with Christian colleagues in Natural Resources Wales for joint fellowship. During the year, they held an online service to celebrate Easter as well as a hybrid Christmas service. For both events, the network welcomed a visiting speaker to give a seasonal Gospel message. In the autumn, having accepted that the current hybrid office/home working situation is now likely to stay, the network started to make their weekly meetings hybrid, so that those in the Cathays Park office could meet in person.

### Neurodivergence Network:

During the year, the Neurodivergence Network launched their new training offer to staff: *Neurodiversity: Neurodivergence in the Workplace*. The training takes a strength-based approach to neurodivergence and covers neurodiversity language use, the neurodiversity paradigm, what is neurodivergence, some commonly occurring neurodivergences and their strengths and barriers, and how to create neuro-inclusive workplaces. The training has proved popular and was delivered ten times between its inception in September 2022 and March 2023.

The network also collaborated with the Women Together Network to deliver a Welsh Government wide session on *Neurodiversity and Women: The misconceptions and experiences of neurodivergent women*. The network looks forward to collaborating further with other staff networks on intersectional issues.

The Neurodivergence Network continues to work with colleagues across the Welsh Government to embed neuro-inclusion and understanding in our ways of working and our stakeholder engagement. During the year, their membership more than doubled and they launched a new Teams Channel for members to share resources and interact. The network also started bi-monthly members meetings covering a range of topics such as recruitment and diagnosis.

The network continues to work closely with HR and policy areas to remove barriers for neurodivergent people and improve neuro-inclusion within the organisation.

### Tinnitus, Deaf and Hard of Hearing Support Network:

During the year, the network was delighted to welcome its first ever SCS co-chair. The group has been highlighting that learning to live with a hearing condition gives a person invaluable

experience in building resilience and confidence while developing organisational skills. The group has been concentrating its efforts on finding a long-term solution for assistive technologies provision for those with hearing/deafness conditions. The group works collaboratively with its umbrella Civil Service Deaf and Hard of Hearing Network (CSDHHN) and many group members attend monthly coffee mornings organised by the civil service wide network. The group meets on average every 6 months.

**Visible Difference Network:**

Following a staff event with Changing Faces in 2022, the Visible Difference Network was established to support colleagues who have a lived experience of visible difference and to support the Welsh Government’s commitment to the Changing Faces Pledge to Be Seen. The group has supported the campaigns of Changing Faces and Face Equality International through intranet articles and posts for the Welsh Government social media channels. The group has worked with HR colleagues to include reference to visible difference in the Workplace Adjustment Passport and the new starter induction packs. The group is also working with our communications teams to increase visibility.

**Support for staff and benefits**

---

The Welsh Government aims to be an employer of choice to encourage and retain a diverse and talented workforce. There are flexible working options, including part time/ job share, term time working and compressed hours. Most posts are location neutral, and most staff can work flexibly and from different locations. Full time employees are entitled to 31 days annual leave, plus 10 public and privilege days’ leave. Our suite of family leave policies is generous,

and all our policies are fully inclusive. We provide disabled employee special leave and reasonable adjustments for staff, in both the workplace and during the recruitment process. We have dedicated Health and Safety and Occupational Health Teams and an Employee Assistance programme that is available 24 hours a day, 365 days a year.

We 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 (pro-rata for part time staff). Career breaks provide 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 staff who are nursing, and both single sex and gender-neutral facilities.

During the past year, we have continued to progress with our Hybrid Working pilot, taking on board staff perspectives through pulse surveys and ongoing engagement. The evaluations and recommendations following the pilot will seek to ensure business priorities are met while supporting staff and managers with remote or hybrid working arrangements. This will include opportunities for connection and collaboration, as well as refining our SmartWorking policies and principles to ensure they are still fit for purpose. We will also continue to ensure that health, safety and wellbeing are our priorities.

## Social Partnership

---

The Welsh Government is committed to involving staff in matters affecting their jobs and working lives. It does this, principally, through its recognised trade unions – PCS, Prospect and FDA.

The Welsh Government's trade unions are committed to supporting an effective, efficient, diverse and inclusive organisation to support Ministers in delivering their priorities for Wales. To do this, Welsh Government management and trade unions work in social partnership to:

- contribute trade union and employer perspectives to the development of workforce strategy, policy and implementation
- provide for constructive discussion on emerging strategy and policy at a formative stage
- promote effective communications between partners.

Working together based on co-operation, transparency and mutual trust is acknowledged by both sides as the best way to enable the organisation to adapt to changing circumstances and financial constraints to ensure the continued success of the organisation, while also working to advance equality, diversity and inclusion.

Effective partnership working produces important benefits for all parties.

These include:

- better decision making
- improved mutual understanding of challenges faced and their impact on the workforce
- a wide pool of experience and ideas to develop workforce strategy and policy
- more effective implementation of workforce strategy and policy

- high standards of employment practices
- Improved workforce engagement and commitment.

The Welsh Government values the important role that its recognised trade unions have in advancing equality, diversity and inclusion in the workplace by:

- promoting equal rights for all members by seeking to negotiate policies and procedures that advance equality and do not lead to one group being disproportionately disadvantaged
- creating a supportive atmosphere at work in which all members feel that they can participate, that their opinions are valued and that it is safe to speak up when they suspect harassment or discrimination at work, without worrying about negative repercussions
- challenging instances of harassment and discrimination and ensuring complaints are dealt with effectively
- acting as a role model in treating everyone fairly.

# Chapter 5

## Reward and Recognition

### Workplace Diversity Benchmarking, Accreditation & Awards

We are Disability Confident Level 3 (Leader) accredited and Stonewall Diversity Champions. We are signatories of Victim Support's Race Hate Charter; Business in the Community's Employers for Race Charter and Changing Faces Pledge to be Seen. We are members of Employers for Carers and during the year we became White Ribbon accredited and signed the Workplace Menopause and Endometriosis Friendly Employer Pledges. Our Diversity in Recruitment Team won the CIPD (Chartered Institute of Personnel and Development) Wales 'Best Diversity and Inclusion Initiative' award for their recruitment adjustments scheme.

### Welsh Government Valuing Diversity Award

The Welsh Government Awards Ceremony 2022 took place on 18 November. The ceremony was an online event to maximise accessibility for all – enabling colleagues to come together remotely to take part and celebrate with shortlisted nominees.

The Diversity and Inclusion Award recognises excellence from an individual, team or staff network in instigating and championing action which has significantly contributed to enhancing equality, diversity, and inclusion.

In 2022, there were 10 nominations submitted, the highest number of nominations in this category since the inception of the Welsh Government Awards in 2009. The shortlisted nominees included:

1. Caroline Shaw and Rebecca Gorman on behalf of the Women Together Network for making the Welsh Government a menopause friendly employer.
2. Kim Swain for becoming a prominent role model and champion for improving inclusivity amongst the statistics profession in the Welsh Government.
3. Katherine Thomas for leading organisational understanding of the Social Model of Disability and its application.

The 2022 Diversity & Inclusion Award was won by Katherine Thomas.

### People Survey

#### Welsh Government Civil Service People Survey October 2022

The Welsh Government participated in the Civil Service People Survey, which is a UK-wide survey conducted with around 100 organisations, between the 27 September and 21 October 2022. The 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.

Engagement levels in the Welsh Government declined slightly, with an *Employee Engagement Index* score of 65%. This was 3 percentage points lower than the previous year (68%), bringing it in line with the UK Civil Service benchmark.

The Welsh Government performed well for *Inclusion and Fair Treatment*, with a positive theme score of 84%, which was just 1 percentage point below the previous survey and was above the Civil Service benchmark (81%). All questions within the theme continued to perform well, with positive scores ranging from 77% to 92%, which were also above the Civil Service benchmark. However, three out of four questions within the theme saw small declines of 1 or 2 percentage points from 2021, with the remaining question seeing no change.

The question ‘*I am treated with respect by the people I work with*’ was the highest scoring question in the *Inclusion and Fair Treatment* theme with a positive score of 92%, which was in line with the previous survey, but was 3 percentage points above the Civil Service benchmark.

The Welsh Government’s local question on dignity and respect (*‘The organisation promotes the dignity and respect of all staff’*) declined by 5 percentage points to a positive score of 80%.

## Score Variations Across Equality Groups

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

### Ethnicity

The *Employee Engagement* score for Black, Asian and Minority Ethnic staff was 69%, which was slightly higher than for white staff (67%). Scores for this group have fluctuated over time, but generally Black, Asian and Minority Ethnic staff have reported slightly higher engagement levels than white staff<sup>6</sup>. Engagement levels for this group decreased slightly from the previous survey (down 1 point).

The *Inclusion and Fair Treatment* theme score for Black, Asian and Minority Ethnic staff was 84%, which was lower than that for white staff (87%) but saw an increase of 3 percentage points 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 80%, which was slightly lower than that for white staff (83%), and 1 percentage point lower than reported in the previous survey.

### Disability<sup>7</sup>

The *Employee Engagement* score for disabled staff was 64%, which was slightly lower than the score for non-disabled staff (67%) and saw a decrease of 5 percentage points from the previous survey.

The *Inclusion and Fair Treatment* theme score for disabled staff was 80%, which was lower than for non-disabled staff (88%) and decreased by 2 percentage points from the previous survey.

6 People Survey results for 2018 to 2022 were explored in order to identify any trends in scores for the equality groups.

7 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 is reflective of the medical model of disability as defined by the Equality Act 2010 – **Definition of disability under the Equality Act 2010 – GOV.UK ([www.gov.uk](http://www.gov.uk))** – and will continue to be reviewed for future surveys.



In general, both engagement levels and *Inclusion and Fair Treatment* scores for this group have remained below that of non-disabled staff.

The positive score for the question ‘*The organisation promotes the dignity and respect of all staff*’ for disabled staff was 74%, which was lower than for non-disabled staff (84%) and decreased by 6 percentage points from the previous survey.

### Sexual Orientation<sup>8</sup>

The *Employee Engagement* score for minority sexual orientation staff was 69%, which was slightly higher than for heterosexual staff (66%). Scores for this group have fluctuated over time, but generally minority sexual orientation staff have reported slightly higher engagement levels than heterosexual staff. The engagement score for this group decreased slightly from the previous survey (by 2 points).

The *Inclusion and Fair Treatment* theme score for minority sexual orientation staff was 87%, which was slightly higher than for heterosexual staff (86%) but saw a decrease of 1 percentage point from the previous survey. *Inclusion and Fair Treatment* scores for this group have fluctuated over time but, prior to the 2022 survey, have tended to be slightly below that of heterosexual staff.

The positive score for the question ‘*The organisation promotes the dignity and respect of all staff*’ for minority sexual orientation staff was 84%, which was higher than for heterosexual staff (82%), although saw a decrease of 3 percentage points from the previous survey.

### Sex

The *Employee Engagement* score for female staff was 68%, which was higher than for male staff (64%) but 3 percentage points lower than reported in the previous survey.

The *Inclusion and Fair Treatment* score for female staff was 88%, which was higher than for male staff (85%) but saw a decrease of 1 percentage point from the previous survey.

The positive score for the question ‘*The organisation promotes the dignity and respect of all staff*’ for female staff was 83%, which was slightly higher than for male staff (82%), although saw a decrease of 5 percentage points from the previous survey.

ExCo (our Executive Committee) review the People Survey results each year and decide what actions are needed to address the survey findings. Areas of focus identified through the 2022 survey were wellbeing; learning and development and feeling confident to challenge. One of the key actions agreed to take forward in 2023-2024 is to develop a Well-being Strategy and for action on wellbeing to be one of the top objectives for the senior leadership team for 2023-2024. Ensuring we have the right leadership, culture and practical support in place to protect our well-being and resilience is key.

<sup>8</sup> The term ‘minority sexual orientation’ includes the categories of ‘gay or lesbian’, ‘bisexual’ and ‘other sexual orientation’ in the survey.

# Chapter 6

## The Future

We know that progress to strengthen diversity and embed equality can take time, but we are making positive strides in achieving our ambitions. Inclusive behaviours and leadership are fundamental to driving change in this space, which is why the adoption of ‘fairness’ as one of our core organisational values is a hugely positive step.

We will continue to ensure that equality, diversity and inclusion are embedded in all that we do. We will carry on the work set out in our **[Workforce equality, diversity and inclusion strategy: 2021 to 2026 \[HTML\]](#)** | **[GOV.WALES](#)** to increase diversity, remove barriers, and support all staff to reach their full potential (aligned to the social model of disability).

We will strive to become a truly anti-racist organisation, focusing on our actions set out in **[An Anti-Racist Wales – Race Equality Action Plan for Wales \(gov.wales\)](#)**. This includes commissioning an independent review of our HR policies and processes to ensure they are “explicitly anti-racist.”

We will develop outreach guidance, increase our outreach work and build a network of volunteers to help us develop a diverse talent pipeline. We will look at potential ways of using positive action in accordance with the Equality Act to increase diversity and explore more inclusive recruitment practices.

# Annex A

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

Race		
	Number	%
Arab	10	0
Asian – Bangladeshi	10	0
Asian – Chinese	10	0
Asian – Indian	30	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	10	0
Mixed Black Caribbean and White	10	0
Other Asian Background	10	0
Other Black Background	*	0
Other Ethnic Group	20	0
Other Mixed Ethnic Background	30	1
White	5,480	90
Not Declared	160	3
Prefer Not to Say	250	4
<b>Total<sup>1</sup></b>	<b>6,080</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

Religion/Belief		
	Number	%
Agnosticism	410	7
Atheism	640	10
Baha'i	*	0
Buddhism	20	0
Christianity	2310	38
Hinduism	10	0
Humanism	10	0
Islam	50	1
Jainism	*	0
Judaism	10	0
No Religion	900	15
Other Religion	120	2
Paganism	10	0
Rastafarianism	*	0
Sikhism	10	0
Taoism	*	0
Not Declared	200	3
Prefer Not to Say	1,390	23
<b>Total<sup>1</sup></b>	<b>6,080</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

<b>Disability</b>		
	<b>Number</b>	<b>%</b>
Hearing Impairment (alone)	40	1
Hearing Impairment (with other...)	10	0
Learning Difficulties (alone)	30	0
Learning Difficulties (with other...)	20	0
Mental Illness (alone)	40	1
Mental Illness (with other...)	20	0
Mobility Impairment (alone)	30	1
Mobility Impairment (with other...)	30	1
Not Disabled	5,140	85
Other / Unknown Disability	80	1
Physical Coordination Difficulties (alone)	*	0
Physical Coordination Difficulties (with other...)	*	0
Reduced Physical Capacity (alone)	20	0
Reduced Physical Capacity (with other...)	10	0
Speech Impairment (alone)	*	0
Speech Impairment (with other...)	0	0
Visual Impairment (alone)	20	0
Visual Impairment (with other...)	10	0
Not Declared	560	9
Prefer Not to Say	20	0
<b>Total<sup>1</sup></b>	<b>6,080</b>	

<b>Sexual Orientation</b>		
	<b>Number</b>	<b>%</b>
Bisexual	80	1
Gay / Lesbian	170	3
Heterosexual/Straight	4,920	81
Other Sexual Orientation	30	1
Not Declared	190	3
Prefer Not to Say	700	11
<b>Total<sup>1</sup></b>	<b>6,080</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

<b>Marital Status</b>		
	<b>Number</b>	<b>%</b>
Civil Partnership	30	0
Divorced	270	4
Married	2,840	47
Partner	350	6
Single	1,500	25
Widowed	40	1
Not Declared	1,050	17
<i>Prefer Not to Say</i>	0	0
<b>Total<sup>1</sup></b>	<b>6,080</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

# Annex B

## Leavers Data by Protected Characteristic

Sex		
	Number	%
Female	180	55
Male	150	45
<b>Total<sup>1</sup></b>	<b>330</b>	

Age Range		
	Number	%
16-24	10	4
25-29	30	9
30-34	30	10
35-39	30	9
40-44	40	12
45-49	20	7
50-54	30	9
55-59	30	9
60-64	50	15
65+	60	17
<b>Total<sup>1</sup></b>	<b>330</b>	

Disability		
	Number	%
Disabled	20	6
Not Disabled	260	79
Not Declared	50	14
Prefer Not to Say	*	1
<b>Total<sup>1</sup></b>	<b>330</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

Race		
	Number	%
Other Ethnicity	10	4
White	280	87
Not Declared	20	6
Prefer Not to Say	10	3
<b>Total<sup>1</sup></b>	<b>330</b>	

Religion/Belief		
	Number	%
Christianity	120	38
Other Religion/Belief	70	21
No Religion/Belief	60	17
Not Declared	20	6
Prefer Not to Say	60	18
<b>Total<sup>1</sup></b>	<b>330</b>	

Sexual Orientation		
	Number	%
Heterosexual/Straight	250	78
Other Sexual Orientation	20	5
Not Declared	20	6
Prefer Not to Say	30	10
<b>Total<sup>1</sup></b>	<b>330</b>	

Maternity/Pregnant*		
	Number	%
Yes	0	0
No	330	100
<b>Total<sup>1</sup></b>	<b>330</b>	

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. <sup>1</sup>Totals may not sum due to rounding.



<b>Marital Status</b>		
	<b>Number</b>	<b>%</b>
Married/Civil Partnership	150	46
Single	100	31
Other Status	40	11
Not Declared	40	13
<i>Prefer Not to Say</i>	0	0
<b>Total<sup>1</sup></b>	<b>330</b>	

<b>Gender Reassignment (Same as sex assigned at birth)</b>		
	<b>Number</b>	<b>%</b>
No	0	0
Yes	180	56
Not Declared	140	42
Prefer Not to Say	10	2
<b>Total<sup>1</sup></b>	<b>330</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

# Annex C

## Grievance and Disciplinary Data by Protected Characteristic

In order to provide more 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 would result in the data being withheld and denoted by \*.

Sex		
	Number	%
Female	10	33
Male	20	67
<b>Total<sup>1</sup></b>	<b>20</b>	

Age Range		
	Number	%
16-24	0	0
25-29	0	0
30-34	*	8
35-39	*	8
40-44	*	17
45-49	*	8
50-54	10	21
55-59	*	13
60-64	*	13
65+	*	13
<b>Total<sup>1</sup></b>	<b>20</b>	

Disability		
	Number	%
Disabled	0	0
Not Disabled	20	75
Not Declared	10	25
<i>Prefer Not to Say</i>	0	0
<b>Total<sup>1</sup></b>	<b>20</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

Race		
	Number	%
Other Ethnicity	*	4
White	20	79
Not Declared	*	8
Prefer Not to Say	*	8
<b>Total<sup>1</sup></b>	<b>20</b>	

Religion/Belief		
	Number	%
Christianity	10	25
Other Religion/Belief	10	25
No Religion/Belief	*	8
Not Declared	*	13
Prefer Not to Say	10	29
<b>Total<sup>1</sup></b>	<b>20</b>	

Sexual Orientation		
	Number	%
Heterosexual/Straight	20	67
Other Sexual Orientation	0	0
Not Declared	*	13
Prefer Not to Say	10	21
<b>Total<sup>1</sup></b>	<b>20</b>	

Maternity/Pregnant*		
	Number	%
Yes	0	0
No	20	100
<b>Total<sup>1</sup></b>	<b>20</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

<b>Marital Status</b>		
	<b>Number</b>	<b>%</b>
Married/Civil Partnership	10	21
Single	10	29
Other Status	*	13
Not Declared	10	38
<i>Prefer Not to Say</i>	0	0
<b>Total<sup>1</sup></b>	<b>20</b>	

<b>Gender Reassignment (Same as sex assigned at birth)</b>		
	<b>Number</b>	<b>%</b>
No	0	0
Yes	10	50
Not Declared	0	0
Prefer Not to Say	10	50
<b>Total<sup>1</sup></b>	<b>20</b>	

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. <sup>1</sup>Totals may not sum due to rounding.

# Annex D

## Gender Pay Gap

Figures below are based on a total of 5,900<sup>9</sup> staff: made up of 3,540 women (60%) and 2,360 men (40%).

### Welsh Government Gender Pay Gap: Mean and Median, March 2023

	Female average (mean) pay	Male average (mean) pay	Mean gender pay gap	Female median pay	Male median pay	Median gender pay gap
Salary	£42,660	£45,272	5.77%	£39,690	£39,690	0.00%
Hourly pay	£22.17	£23.53		£20.63	£20.63	

### Gender Pay Gap by Grade: Mean and Median, March 2023

		Female average (mean) pay	Male average (mean) pay	Mean gender pay gap	Female median pay	Male median pay	Median gender pay gap
Team Support	Salary	£25,106	£25,087	-0.07%	£25,620	£25,620	0.00%
	Hourly pay	£13.05	£13.04		£13.32	£13.32	
EO	Salary	£29,788	£29,893	0.35%	£30,610	£30,610	0.00%
	Hourly pay	£15.48	£15.54		£15.91	£15.91	
HEO	Salary	£38,488	£38,351	-0.35%	£39,690	£39,690	0.00%
	Hourly pay	£20.00	£19.93		£20.63	£20.63	
SEO	Salary	£47,782	£47,735	-0.10%	£49,370	£49,370	0.00%
	Hourly pay	£24.83	£24.81		£25.66	£25.66	
Grade 7	Salary	£61,765	£62,341	0.92%	£63,900	£63,900	0.00%
	Hourly pay	£32.10	£32.40		£33.21	£33.21	
Grade 6	Salary	£74,570	£75,410	1.11%	£76,990	£76,990	0.00%
	Hourly pay	£38.76	£39.19		£40.02	£40.02	
SCS	Salary	£87,172	£92,202	5.45%	£81,600	£83,390	2.15%
	Hourly pay	£45.31	£47.92		£42.41	£43.34	

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. <sup>1</sup>Totals may not sum due to rounding.

<sup>9</sup> This is the (rounded) number of staff on the payroll system at 31 March 2023. It might not tally with other totals in this report for several reasons, including secondments not on payroll, staff joining after payroll shutdown and staff who have left but received final payment after reporting period.

## Gender Pay Gap by Grouped Grade: Mean and Median, March 2023

		Female average (mean) pay	Male average (mean) pay	Mean gender pay gap	Female median pay	Male median pay	Median gender pay gap
Team Support & EO	Salary	£27,651	£27,924	0.98%	£26,900	£27,890	3.55%
	Hourly pay	£14.37	£14.51		£13.98	£14.50	
HEO & SEO	Salary	£42,655	£43,024	0.86%	£39,690	£40,695	2.47%
	Hourly pay	£22.17	£22.36		£20.63	£21.15	
Grade 7, Grade 6 & SCS	Salary	£66,567	£69,675	4.46%	£63,900	£63,900	0.00%
	Hourly pay	£34.60	£36.21		£33.21	£33.21	

## Ethnicity Pay Gap

Figures below are based on a total of 5,520<sup>10</sup> staff: 190 Black, Asian and Minority Ethnic (3%) and 5,330 White staff (97%). 380 staff who have not declared their ethnicity on the HR system were excluded.

### Welsh Government Ethnicity Pay Gap: Mean and Median, March 2023

	Ethnic minority average (mean) pay	White average (mean) pay	Mean ethnicity pay gap	Ethnic minority median pay	White median pay	Median ethnicity pay gap
Salary	£42,004	£43,814	4.13%	£39,690	£39,690	0.00%
Hourly pay	£21.83	£22.77		£20.63	£20.63	

### Ethnicity Pay Gap by Grouped Grade: Mean and Median, March 2023

		Ethnic minority average (mean) pay	White average (mean) pay	Mean ethnicity pay gap	Ethnic minority median pay	White median pay	Median ethnicity pay gap
Team Support & EO	Salary	£27,984	£27,819	-0.59%	£27,890	£27,890	0.00%
	Hourly pay	£14.54	£14.46		£14.50	£14.50	
HEO & SEO	Salary	£42,350	£42,841	1.15%	£41,700	£39,690	-5.06%
	Hourly pay	£22.01	£22.27		£21.67	£20.63	
Grade 7, Grade 6 & SCS	Salary	£66,940	£68,058	1.64%	£63,900	£63,900	0.00%
	Hourly pay	£34.79	£35.37		£33.21	£33.21	

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. <sup>1</sup>Totals may not sum due to rounding.

<sup>10</sup> Rounded figures

## Disability Pay Gap

Figures below are based on a total of 5,390<sup>11</sup> staff: 390 reported being disabled (7%) and 5,000 reported not being disabled (93%). 510 staff who have not declared whether they are disabled on the HR system were excluded.

### Welsh Government Disability Pay Gap: Mean and Median, March 2023

	Disabled average (mean) pay	Not disabled average (mean) pay	Mean disability pay gap	Disabled median pay	Not disabled median pay	Median disability pay gap
Salary	£41,534	£44,107	5.83%	£39,690	£39,690	0.00%
Hourly pay	£21.59	£22.92		£20.63	£20.63	

### Disability Pay Gap by Grouped Grade: Mean and Median, March 2023

		Disabled average (mean) pay	Not disabled average (mean) pay	Mean disability pay gap	Disabled median pay	Not disabled median pay	Median disability pay gap
Team Support & EO	Salary	£27,505	£27,935	1.54%	£26,900	£27,890	3.55%
	Hourly pay	£14.30	£14.52		£13.98	£14.50	
HEO & SEO	Salary	£41,560	£43,006	3.36%	£39,690	£39,690	0.00%
	Hourly pay	£21.60	£22.35		£20.63	£20.63	
Grade 7, Grade 6 & SCS	Salary	£69,724	£67,945	-2.62%	£63,900	£63,900	0.00%
	Hourly pay	£36.24	£35.31		£33.21	£33.21	

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. <sup>1</sup>Totals may not sum due to rounding.

<sup>11</sup> Rounded figures



## Sexual Orientation Pay Gap

Figures below are based on a total of 5,050<sup>12</sup> staff: 260 reported having a minority sexual orientation (5%) and 4,790 reported being heterosexual (95%). 850 staff who have not declared their sexual orientation on the HR system were excluded.

### Welsh Government Sexual Orientation Pay Gap: Mean and Median, March 2023

	Minority sexual orientation average (mean) pay	Hetero-sexual average (mean) pay	Mean sexual orientation pay gap	Minority sexual orientation median pay	Hetero-sexual median pay	Median sexual orientation pay gap
Salary	£43,793	£43,666	-0.29%	£39,690	£39,690	0.00%
Hourly pay	£22.76	£22.70		£20.63	£20.63	

### Sexual Orientation Pay Gap by Grouped Grade: Mean and Median, March 2023

		Minority sexual orientation average (mean) pay	Hetero-sexual average (mean) pay	Mean sexual orientation pay gap	Minority sexual orientation median pay	Hetero-sexual median pay	Median sexual orientation pay gap
Team Support & EO	Salary	£27,689	£27,849	0.57%	£27,890	£27,890	0.00%
	Hourly pay	£14.39	£14.47		£14.50	£14.50	
HEO & SEO	Salary	£41,917	£42,835	2.14%	£39,690	£39,690	0.00%
	Hourly pay	£21.79	£22.26		£20.63	£20.63	
Grade 7, Grade 6 & SCS	Salary	£67,646	£68,068	0.62%	£63,900	£63,900	0.00%
	Hourly pay	£35.16	£35.38		£33.21	£33.21	

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. <sup>1</sup>Totals may not sum due to rounding.

<sup>12</sup> Rounded figures

# 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:**

Director Welsh Government Legal Services [formerly Helen Lentle until 31 December 2023; currently Nia James on an interim basis]

Stephanie Evans, Deputy Director 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”) continues to lead the way within the legal profession with regards to gender equality, and that is evidenced by the following statistics:

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

At Senior Management Level (1 Director and 8 DDs), the gender split is 66.66% (two thirds) female; 33.33% (one third) male, with the Director of Legal Services Nia James (previously Helen Lentle – please see above) a female. The Director is also Head of the Legal Profession within the Welsh Government.

At senior lawyer/ team leader level (Grade 6) the split is 62% female; 38% male.

With reference to the pledges:

1. The Director of Legal Services will continue to be accountable for gender diversity and inclusion within the Legal Services Department. All members of Legal Services Management Board will continue to promote diversity inclusion, including through membership of staff networks.
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<sup>13</sup> into Leadership’ programme, which provides a range of interesting training, engagement events and professional development opportunities, including STEP opportunities.

<sup>13</sup> The Welsh Government no longer uses the term ‘BAME’ to refer to Black, Asian and Minority Ethnic People, but this is the name of the external public sector programme.

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 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 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 ICT 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.