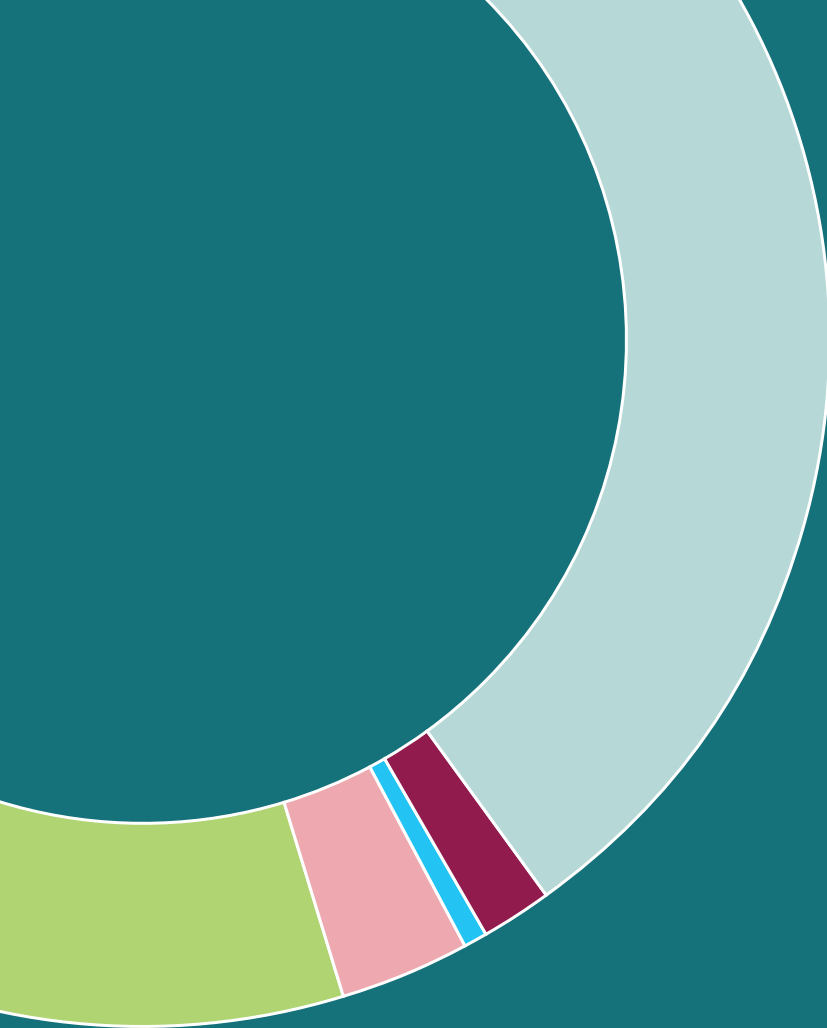


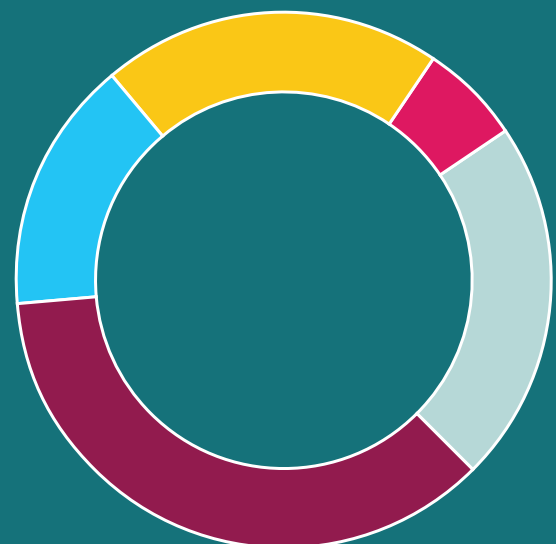


Llywodraeth Cymru
Welsh Government



Employer Equality Report

2023 - 2024



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Foreword

I'm pleased to introduce our Annual Employer Equality Report for 2023-2024. It provides information on the diversity of our workforce, recruitment practices and learning and development.

It reports our pay gaps and progress on our targets and provides a brief overview of work done during the year to improve equality, diversity and inclusion throughout the organisation.

As the Welsh Government Civil Service, we want to be an organisation that reflects the diversity of people and communities in Wales. A workforce that brings together different experiences, views and ideas ensures our policies and decisions reflect the needs of everyone in Wales.

It's disappointing that we didn't meet all our ambitious recruitment and promotion targets during the year. It is also frustrating that our gender pay gap has slightly increased, though there is better news for our other pay gaps. One contributor to the gender pay gap is likely to be the lower proportion of women in senior grades. We are aiming for a gender balanced Senior Civil Service and will continue supporting women at all levels of the organisation to develop their careers.

Social partnership is at the heart of our ambitions for equality, working collaboratively with our Trade Unions to ensure their members' views are represented. Our staff networks and Shadow Board also play a vital role driving diversity and inclusion in the workplace. I'd like 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.

I'd also like to thank Amelia John, who was Board Equality Champion during the period of this report for her commitment and leadership in the role.



Dom Houlihan

Director, People & Places and
Interim Board Equality
Champion

Chapter 1:

Embedding Equality

Background

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.

This document sets out the information required to comply with regulation 9 of the 2011 Regulations (collection of employment information.) 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 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 under-representation 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 2020-2024¹ can be found here: gov.wales/equality-plan-and-objectives-2020-2024

The Workforce Equality, Diversity and Inclusion Strategy 2021-2026 is here: [Workforce equality, diversity and inclusion strategy: 2021 to 2026 \[HTML\] | GOV.WALES](#)

Equality, diversity and inclusion within the Welsh Government

Advancing equality, diversity and inclusion in the workplace is a key priority, driven by the Permanent Secretary, Board and supported by the Diversity and Inclusion Steering Group (DISG). DISG membership includes the Board Equality Champion, Senior Civil Service (SCS) Diversity Champions, Staff Network Chairs, Staff Network Diversity Champions, Trade Unions and Corporate Services colleagues (Human Resources and Knowledge and Analytical Services.)

The Diversity and Inclusion Steering Group (DISG) meets on a quarterly basis. Over the last twelve months, agenda items have included progress on our recruitment and progression targets, strengthening our approach to collating and analysing workforce diversity data, and improving our outreach activity and guidance.

The Board Champion provides biannual updates to the Welsh Government Board on the Workforce Equality, Diversity and Inclusion Strategy. The Shadow Board continues to provide assurance through an equality lens to the Board at every meeting.

¹ 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.

Organisational highlights 2023 - 2024

Achievements to drive forward our equality, diversity and inclusion ambitions include:



Comprehensive outreach toolkit for recruiting line managers developed to support the recruitment process and attract a wide field of candidates



Measurable anti-racism and social model of disability performance objectives introduced for the Senior Civil Service to strengthen accountability



New online recruitment system (CAIS) introduced, enabling name free recruitment, minimising the risk of unconscious bias within the recruitment process



Independent review of HR policies and processes through an anti-racism lens underway, in line with a key commitment in the Anti-racist Wales Action Plan



Successful roll out of a new 'Understanding and supporting LGBTQ+ communities' learning offer, co-developed with our LGBTQ+ staff network



All-staff online events to build understanding of neurodivergence and celebrate Staff Networks Day



Relaunch of the Aspire development programme for Black, Asian and Minority Ethnic colleagues looking to progress their careers, developed in collaboration with our Black, Asian and Minority Ethnic staff network



Range of EDI themed staff engagement and/or events throughout the year, including International Women's Day, Trans Day of Visibility, UN Day of Disabled People, LGBT+ History Month, Black History Month and World Menopause Day

Anti-racism

The Anti-racist Wales Action Plan sets out a vision in which the Welsh Government and the public services it funds are anti-racist, with a zero-tolerance culture of racism throughout the public sector. We must lead the way, embedding anti-racism in all our policies and practices to strengthen the diversity of our workforce and demonstrate that we are making a difference to the lives of ethnic minority people. The work of Welsh Government colleagues responsible for developing the Anti-racist Wales Action Plan was recognised in the Civil Service Awards 2023, earning them first place in the Diversity and Inclusion category.

To progress our ambition for the Welsh Government to become an anti-racist organisation, this year we have:



Appointed an external consultancy to review our HR policies and processes through an anti-racist lens, with a report due in Autumn 2024



Required our senior leaders to have a measurable performance objective relating to anti-racism (or the social model of disability)



Further strengthened our equality, diversity and inclusion learning and development curriculum for staff to ensure anti-racism is embedded



Highlighted our commitment to anti-racism throughout our internal communications and engagement, marking important dates and campaigns including Black History Month, Race Equality Week, and Islamophobia Awareness Month



Supported our Minority Ethnic Staff Network (MESN) with its 'Sharing Spaces' initiative, where staff are encouraged to ask questions and share experiences relating to race and racial discrimination in a safe and constructive space



Launched 'Aspire', our renewed development programme for Black, Asian, and Minority Ethnic colleagues, with an expected review after the initial 12 months

Social Model of Disability

The Welsh Government has continued to embed the social model approach to disability, which recognises that people with impairments are disabled by physical and organisational barriers that commonly exist in society, preventing disabled people's inclusion and participation in all walks of life.

This year we have:



Required our senior leaders to have a measurable performance objective relating to the social model of disability (or anti-racism)



Delivered social model training for staff, developed by a stakeholder group with lived experience and expertise



Continued to strengthen our recruitment adjustments process, which aims to remove barriers caused when the way we assess candidates in recruitment, if not adjusted, will be unfair to disabled candidates



Continued to provide workplace adjustments for disabled colleagues. We recognise the societal or workplace barriers that can disadvantage people, and are committed to removing those barriers



Continued to support our Disability Awareness and Support, Neurodivergence, BSL and Tinnitus Staff Networks and groups, who each provide valuable feedback and expertise on behalf of their members



Appointed four Disability Employment Champions to support the employment of disabled people across Wales. Their role is to provide advice, information and support to employers across Wales on how to recruit and retain disabled talent

Workforce Diversity Targets

We are committed to addressing the historic underrepresentation of disabled staff and Black, Asian, and Minority Ethnic staff within our workforce, and the underrepresentation of women in senior leadership roles. Our Workforce Equality, Diversity and Inclusion Strategy 2021-2026 sets ambitious targets.

To ensure the Welsh Government Civil Service is representative of the diverse communities it serves, our ambitious goals are:

External recruitment:

- By 2026, we want 20% of people we appoint to be disabled people
- By 2026, we want 20% of people we appoint to be from an ethnic minority
- By 2026, we want more than 50% of the appointments to SCS to be women
- By 2030, we want 30% of people we appoint to be disabled people.

Internal recruitment:

- To promote disabled staff at a level which exceeds their Welsh Government workforce population share
- To promote ethnic minority staff at a level which exceeds their Welsh Government workforce population share
- For more than 50% of promotions to the SCS to be women.

To help us achieve our targets, this year we have:



Published strengthened outreach guidance and support to ensure we recruit from the widest pool of talent possible and raise awareness of the Welsh Government as an employer of choice among schools and communities



Continued to review job adverts and assessment processes to ensure they are fair, proportionate and inclusive for people from a diverse range of backgrounds and identities



Worked with the Wales Centre for Public Policy to hold a roundtable discussion with a range of external organisations, aiming to share best practice and innovation in outreach and inclusive recruitment, to be held in April 2024



Continued to enhance our approach to 'Positive Action' as set out in the Equality Act 2010



Completed the roll out of 'name free' recruitment for both internal and external campaigns, minimising the risk of unconscious bias within the recruitment process

Progression Targets

When we published our Workforce EDI Strategy in 2021, we acknowledged “meeting these very ambitious [recruitment] targets will be extremely challenging and will be dependent on continued focus and investment.” The fiscal challenges of recent years have directly impacted workforce budgets, limiting the progress we have been able to make to address underrepresentation.

Our focus has been on balancing affordability with a continued commitment to our equality, inclusion and diversity objectives. Despite the financial constraints we have been operating in, we are pleased that we have been able to meet our target for internal progression of women into senior roles, as well as achieve a positive impact over three years for the internal promotion of disabled staff and Black, Asian and Minority Ethnic staff.

However, we are not yet on track to meet our ambitious targets for external recruitment. Additionally, data indicates a decline in progress from 2022 for both internal promotion and external recruitment of disabled people and Black, Asian and Minority Ethnic people. While this is disappointing overall, the figures reflect the organisation’s necessary response to budget challenges and the impact on recruitment and progression. Although progress towards our ambition has been impacted by the wider fiscal context, our commitment has not.

| Recruitment of: | Target | % recruited/ promoted in 2023 | % recruited/ promoted in 2022 | % recruited/ promoted over 3 year strategy | Target met in 2023 | Target met over previous 3 years |
|---------------------------|--------|-------------------------------------|-------------------------------------|--|--------------------------|--|
| Disabled People | 20.0% | 4.0% | 5.2% | 4.9% | Not met | Not met |
| Ethnic Minority People | 20.0% | 3.7% | 7.5% | 5.4% | Not met | Not met |
| Women into the SCS | 50.0% | 36.4% | 20.0% | 47.9% | Not met | Not met |
| Promotion of: | | | | | | |
| Disabled Staff | 5.8% | 3.8% | 7.3% | 5.9% | Not met | Met |
| Ethnic Minority Staff | 2.7% | 2.4% | 3.8% | 3.4% | Not met | Met |
| Women into the SCS | 50.0% | 62.5% | 37.5% | 60.5% | Met | Met |

This data is by calendar year. Data in column 2 is for the calendar year January 2023 – December 2023 and based on start dates (rather than the recruitment date).





Women in the Senior Civil Service (SCS)

As of 31 March 2024, the percentage of women in the SCS was 42.7%, no change from last year. Despite this, our targets for the promotion and recruitment of women into the SCS were met at points during the year.

Due to relatively small numbers in the SCS, the figure fluctuates 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:

| | |
|--|--|
|  <p>Supporting the progression of women into senior roles in the profession</p> |  <p>Setting clear plans and targets around gender equality and diversity</p> |
|  <p>Publishing an action plan and to publicly report on progress</p> |  <p>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</p> |

Chapter 2:

Training



Core Training Data by Protected Characteristic

The Welsh Government is committed to supporting staff to develop and thrive. Colleagues are encouraged to take a self-directed learning approach, seeking out the opportunities which suit their learning style and needs from our extensive learning catalogue.

A breakdown of attendance for all core training by protected characteristic follows. 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 core corporate learning and development (L&D) courses and do not include any other learning opportunities that may have been undertaken externally, organised informally or at a departmental/team level. 'Attendances' refers to the number of places attended on a training course, whilst 'attendees' refers to the number of employees, so individual employees may be counted numerous times in the 'attendances'.

Table 1 – Core training attendances by protected characteristic

| Sex | Attendances | Individuals | Attendances | Individuals |
|--------------------|-------------|-------------|-------------|-------------|
| Female | 30,040 | 2,520 | 69.5% | 66.0% |
| Male | 13,190 | 1,300 | 30.5% | 34.0% |
| Total ¹ | 43,230 | 3,810 | | |

| Age | Attendances | Individuals | Attendances | Individuals |
|--------------------|-------------|-------------|-------------|-------------|
| 16-24 | 1,520 | 50 | 3.5% | 1.4% |
| 25-29 | 3,180 | 190 | 7.4% | 4.9% |
| 30-34 | 4,100 | 320 | 9.5% | 8.3% |
| 35-39 | 4,490 | 390 | 10.4% | 10.2% |
| 40-44 | 6,060 | 570 | 14.0% | 14.9% |
| 45-49 | 6,870 | 660 | 15.9% | 17.4% |
| 50-54 | 6,190 | 580 | 14.3% | 15.2% |
| 55-59 | 6,170 | 570 | 14.3% | 15.0% |
| 60-64 | 3,530 | 350 | 8.2% | 9.2% |
| 65+ | 1,120 | 140 | 2.6% | 3.7% |
| Total ¹ | 43,230 | 3,810 | | |

| Disability | Attendances | Individuals | Attendances | Individuals |
|--------------------|-------------|-------------|-------------|-------------|
| Disabled | 3,410 | 280 | 7.9% | 7.3% |
| Not Disabled | 34,530 | 3,260 | 79.9% | 85.6% |
| Not declared | 5,090 | 260 | 11.8% | 6.8% |
| Prefer not to say | 200 | 20 | 0.5% | 0.4% |
| Total ¹ | 43,230 | 3,810 | | |

| Race | Attendances | Individuals | Attendances | Individuals |
|---------------------------------|---------------|--------------|-------------|-------------|
| Arab | 20 | * | 0.0% | 0.1% |
| Asian – Bangladeshi | 70 | 10 | 0.2% | 0.2% |
| Asian – Chinese | 50 | 10 | 0.1% | 0.2% |
| Asian – Indian | 280 | 20 | 0.7% | 0.5% |
| Asian – Pakistani | 100 | 20 | 0.2% | 0.4% |
| Black – African | 100 | 10 | 0.2% | 0.2% |
| Black – Caribbean | 70 | 10 | 0.1% | 0.2% |
| Gypsy and Irish Traveller | 0 | * | 0.0% | 0.0% |
| Mixed Asian and White | 290 | 20 | 0.7% | 0.4% |
| Mixed Black African and White | 100 | * | 0.2% | 0.1% |
| Mixed Black Caribbean and White | 180 | 10 | 0.4% | 0.2% |
| Other Asian Background | 20 | 10 | 0.0% | 0.1% |
| Other Black Background | 0 | * | 0.0% | 0.3% |
| Other Ethnic Group | 180 | 10 | 0.4% | 0.4% |
| Other Mixed Ethnic Background | 150 | 20 | 0.3% | 0.5% |
| White | 36,040 | 3,320 | 83.4% | 87.1% |
| Not declared | 3,960 | 230 | 9.2% | 5.9% |
| Prefer not to say | 1,610 | 140 | 3.7% | 3.7% |
| Total¹ | 43,230 | 3,810 | | |

| Religion/Belief | Attendances | Individuals | Attendances | Individuals |
|--------------------------|---------------|--------------|-------------|-------------|
| Agnosticism | 3,170 | 260 | 7.3% | 7.0% |
| Atheism | 3,810 | 370 | 8.8% | 9.7% |
| Baha'i | 20 | * | 0.0% | 0.0% |
| Buddhism | 90 | 10 | 0.2% | 0.2% |
| Christianity | 14,280 | 1,350 | 33.0% | 36.0% |
| Hinduism | 80 | 10 | 0.2% | 0.2% |
| Humanism | 100 | 10 | 0.2% | 0.2% |
| Islam | 230 | 30 | 0.5% | 0.7% |
| Jainism | 0 | * | 0.0% | 0.0% |
| Judaism | 30 | 10 | 0.1% | 0.1% |
| No Religion/Belief | 8,000 | 630 | 18.6% | 16.6% |
| Other Religion/Belief | 760 | 70 | 1.8% | 1.8% |
| Paganism | 110 | 10 | 0.2% | 0.2% |
| Sikhism | 40 | * | 0.1% | 0.1% |
| Taoism | 10 | * | 0.0% | 0.0% |
| Not declared | 8,120 | 800 | 18.8% | 20.9% |
| Prefer not to say | 4,390 | 260 | 10.2% | 6.8% |
| Total¹ | 43,230 | 3,810 | | |

| Sexual Orientation | Attendances | Individuals | Attendances | Individuals |
|---------------------------|--------------------|--------------------|--------------------|--------------------|
| Heterosexual/Straight | 30,910 | 2,930 | 71.5% | 76.9% |
| Other Sexual Orientation | 2,350 | 180 | 5.4% | 4.8% |
| Not declared | 5,710 | 300 | 13.2% | 7.9% |
| Prefer not to say | 4,250 | 390 | 9.8% | 10.3% |
| Total¹ | 43,230 | 3,810 | | |

| Maternity/Pregnant^{**} | Attendances | Individuals | Attendances | Individuals |
|--|--------------------|--------------------|--------------------|--------------------|
| No | 42,720 | 3,750 | 98.8% | 98.4% |
| Yes | 510 | 60 | 1.2% | 1.6% |
| Total¹ | 43,230 | 3,810 | | |

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

| Marital status | Attendances | Individuals | Attendances | Individuals |
|---------------------------|--------------------|--------------------|--------------------|--------------------|
| Married/Civil Partnership | 19,930 | 1,910 | 46.1% | 50.0% |
| Other Status | 9,600 | 910 | 22.2% | 23.8% |
| Single | 13,500 | 990 | 31.2% | 25.9% |
| Not declared | 200 | 10 | 0.5% | 0.3% |
| Prefer not to say | 0 | 0 | 0 | 0 |
| Total¹ | 43,230 | 3,810 | | |

| Gender Reassignment (Same as sex assigned at birth) | Attendances | Individuals | Attendances | Individuals |
|--|--------------------|--------------------|--------------------|--------------------|
| Not Same | 140 | 10 | 0.3% | 0.2% |
| Same | 24,900 | 2,080 | 57.6% | 54.4% |
| Not declared | 17,130 | 1,650 | 39.6% | 43.3% |
| Prefer not to say | 1,060 | 80 | 2.4% | 2.2% |
| Total¹ | 43,230 | 3,810 | | |

Welsh Language Skills

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

| | Number | % |
|---------------|--------|-------|
| Reading | 1,480 | 24.4% |
| Speaking | 1,350 | 22.2% |
| Understanding | 1,460 | 23.9% |
| Writing | 1,170 | 19.2% |

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

| | Number | % |
|---------------|--------|-------|
| Reading | 3,620 | 59.5% |
| Speaking | 3,080 | 50.6% |
| Understanding | 3,440 | 56.6% |
| Writing | 2,720 | 44.8% |

Staff self declare their Welsh language skills on a voluntary basis on our HR system.

Welsh Language

The Welsh Government has set out its vision for seeing one million speakers of Welsh by 2050, along with a doubling of the daily usage of the language, in its Cymraeg 2050: a million Welsh speakers strategy (www.gov.wales/cymraeg-2050-welsh-language-strategy). Within the organisation, its ambition is to become a truly bilingual organisation by 2050, as set out in Cymraeg. It belongs to us all ([www.gov.wales/cymraeg\[1\]it-belongs-to-us-all](http://www.gov.wales/cymraeg[1]it-belongs-to-us-all)), its internal use of Welsh strategy.

Chapter 3:

Resourcing and Recruitment

Workforce Representation as of 31 March 2024 by Protected Characteristic

Staff are encouraged to input their personal information (e.g. race, religion, sexual orientation etc.) on our HR system. Self-declaring helps us to ensure we have the right policies and procedures in place to support our staff and to measure how reflective we are as an organisation of the population and communities we serve in Wales.

It is entirely voluntary and at the discretion of the employee how much or how little information they declare.

Throughout this report 'Not declared' means staff have not input any answer to a diversity monitoring question and 'Prefer not to say' means staff have actively chosen not to disclose the information requested to a particular diversity monitoring question. To ensure the confidentiality of our staff, all 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 (6140) used for the report.

The workforce headcount has increased slightly (from 6080 to 6140 employees) but the overall diversity mix remained relatively static over the past 12 months.

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

| | Number | % |
|--------------------|--------|------|
| Female | 3,710 | 60.4 |
| Male | 2,430 | 39.6 |
| Total ¹ | 6,140 | |

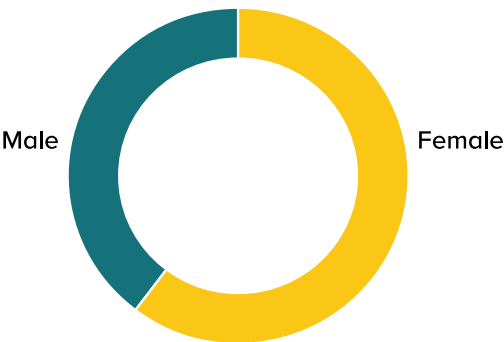


Table 4 – Workforce by Age

| | Number | % |
|--------------------|--------|------|
| 16-24 | 130 | 2.0 |
| 25-29 | 420 | 6.8 |
| 30-34 | 540 | 8.8 |
| 35-39 | 680 | 11.2 |
| 40-44 | 980 | 15.9 |
| 45-49 | 880 | 14.3 |
| 50-54 | 910 | 14.9 |
| 55-59 | 850 | 13.8 |
| 60-64 | 550 | 8.9 |
| 65+ | 200 | 3.3 |
| Total ¹ | 6,140 | |

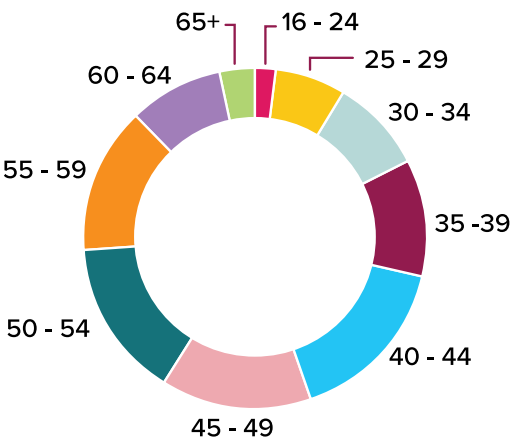


Table 5 – Workforce by Disability

| | Number | % |
|--------------------|--------|------|
| Disabled | 400 | 6.4 |
| Not Disabled | 5,360 | 87.3 |
| Not declared | 360 | 5.9 |
| Prefer not to say | 20 | 0.3 |
| Total ¹ | 6,140 | |

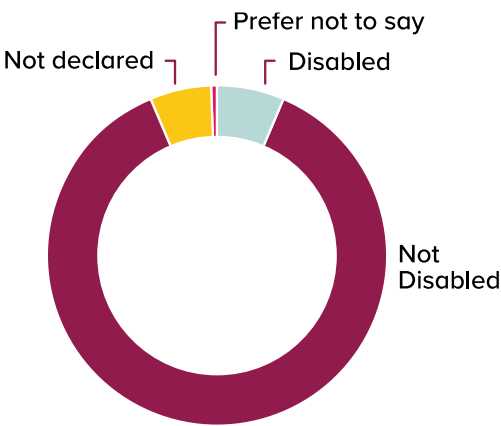


Table 6 – Workforce by Race

| | Number | % |
|--------------------------|--------------|------|
| Other Ethnicity | 190 | 3.0 |
| White | 5,370 | 87.5 |
| Not declared | 340 | 5.5 |
| Prefer not to say | 240 | 4.0 |
| Total¹ | 6,140 | |

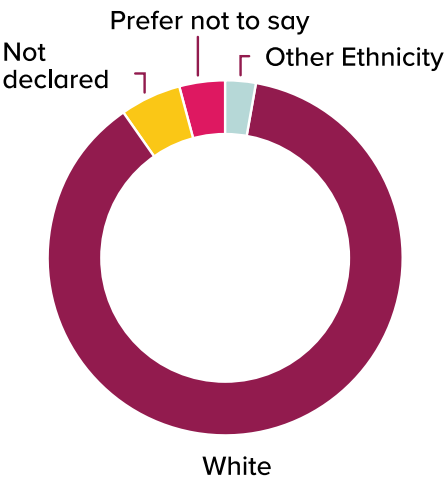


Table 7 – Workforce by Religion or Belief

| | Number | % |
|--------------------------|--------------|------|
| Christianity | 2,230 | 36.4 |
| No Religion/Belief | 930 | 15.2 |
| Other Religion/Belief | 1,260 | 20.5 |
| Not declared | 390 | 6.3 |
| Prefer not to say | 1,330 | 21.7 |
| Total¹ | 6,140 | |

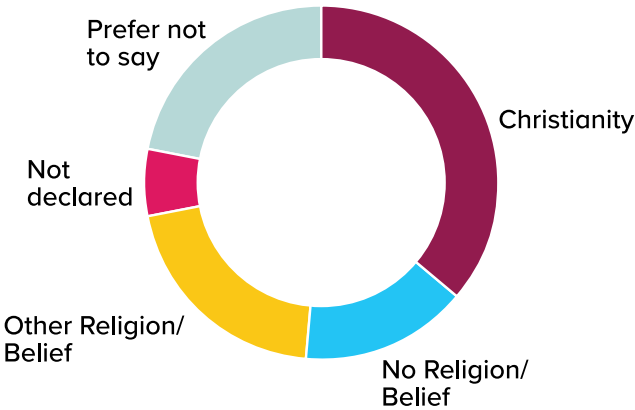


Table 8 – Workforce by Sexual Orientation

| | Number | % |
|--------------------------|--------------|------|
| Heterosexual/Straight | 4,760 | 77.6 |
| Other Sexual Orientation | 270 | 4.4 |
| Not declared | 420 | 6.9 |
| Prefer not to say | 680 | 11.1 |
| Total¹ | 6,140 | |

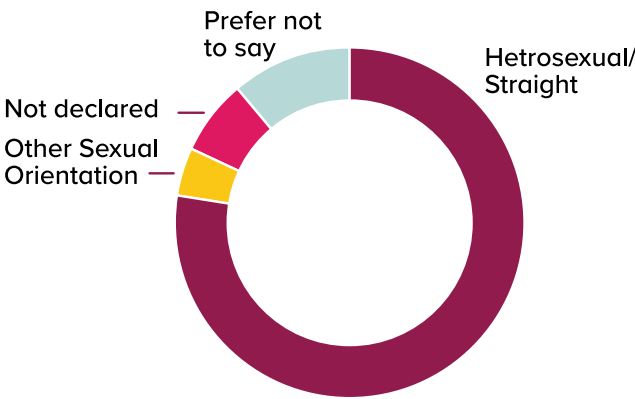
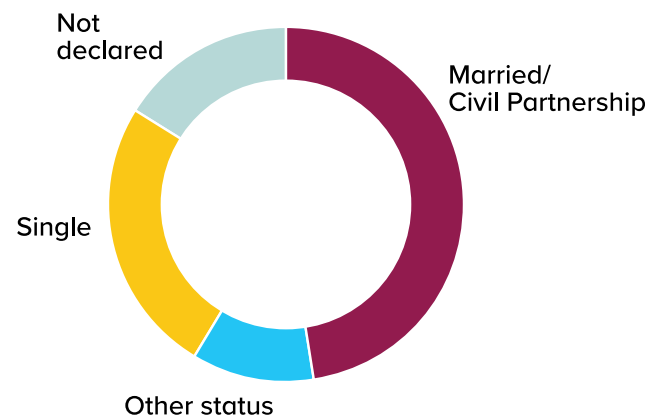
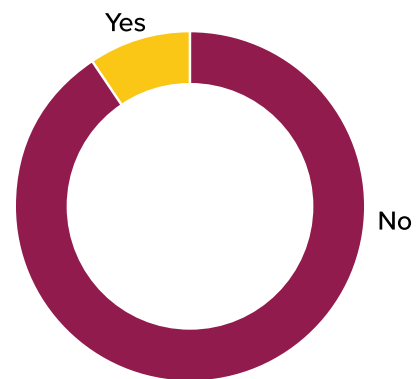


Table 9 – Workforce by Marital Status

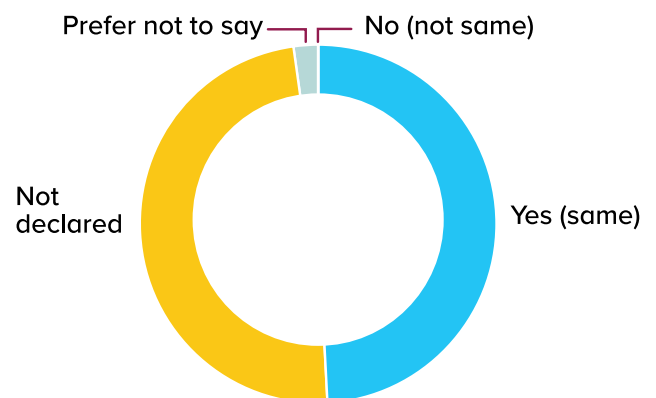
| | Number | % |
|---------------------------|--------------|------|
| Married/Civil Partnership | 2,920 | 47.6 |
| Other Status | 680 | 11.1 |
| Single | 1,560 | 25.4 |
| Not declared | 980 | 15.9 |
| <i>Prefer not to say</i> | 0 | 0 |
| Total¹ | 6,140 | |

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

| | Number | % |
|--------------------------|--------------|------|
| No | 6,070 | 99.0 |
| Yes | 60 | 1.0 |
| Total¹ | 6,140 | |

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

| | Number | % |
|--------------------------|--------------|------|
| No (not same) | 10 | 0.2 |
| Yes (same) | 3,010 | 49.0 |
| Not declared | 2,990 | 48.8 |
| <i>Prefer not to say</i> | 120 | 2.0 |
| Total¹ | 6,140 | |



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

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 gender² balance and allows for a comparison between men and women.

Table 12 - Profession

| Profession | Female | Male |
|--------------------------------------|--------------|--------------|
| Communications | 100 | 70 |
| Economics | 20 | 30 |
| Engineering | 10 | 30 |
| Facilities Management | 30 | 40 |
| Finance | 200 | 140 |
| Health | 140 | 80 |
| Human Resources | 170 | 60 |
| Internal Audit | 10 | 10 |
| Information Management/ Library | 50 | 60 |
| Inspectors | 200 | 60 |
| Information Technology | 80 | 160 |
| Legal Services | 130 | 60 |
| Marketing | 50 | 20 |
| Operational Delivery | 960 | 680 |
| Planning | 40 | 40 |
| Policy Delivery | 1,040 | 640 |
| Procurement & Contract Management | 50 | 30 |
| Programme and Project Management | 70 | 50 |
| Social Research/ Market Research | 70 | 40 |
| Science | 30 | 30 |
| Social Services & Social Work | 150 | 20 |
| Statistics | 60 | 60 |
| Surveyors | 10 | 20 |
| Translation | 30 | 10 |
| Veterinary Services | * | 10 |
| Total¹ | 3,710 | 2,430 |

Table 13 – Grade

| Grade | Female | Male |
|--------------------------------|--------------|--------------|
| SCSPS | * | * |
| SCS3 | * | * |
| SCS2 | 10 | 30 |
| SCS1 | 70 | 80 |
| Grade 6 | 110 | 120 |
| Grade 7 | 560 | 430 |
| Senior Executive Officer (SEO) | 850 | 510 |
| Higher Executive Office (HEO) | 930 | 490 |
| Executive Officer (EO) | 600 | 430 |
| Team Support | 530 | 310 |
| Other | 40 | 40 |
| Total¹ | 3,710 | 2,430 |

Table 14 – Contract Type

| Contract | Female | Male |
|--------------------------|--------------|--------------|
| Permanent | 3,550 | 2,330 |
| Temporary | 150 | 110 |
| Total¹ | 3,710 | 2,430 |

Table 15 – Working Pattern

| Work Pattern | Female | Male |
|--------------------------|--------------|--------------|
| Full Time | 2,740 | 2,180 |
| Part Time | 960 | 250 |
| Total¹ | 3,710 | 2,430 |

² 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.

Pay Gaps (Gender, Disability, Ethnicity & Minority Sexual Orientation)

Gender Pay Gap

The Welsh Government's mean gender pay gap³ on 31 March 2024 is 6.08%.

This is an increase from 5.77% in March 2023. This is the first increase after falling from 7.02% in March 2021 and the pay gap remains lower than in the years prior to 2023. One contributor to the gender pay gap is likely to be the lower proportions of females at higher grades.

On 31 March 2024, the Welsh Government's median gender pay gap⁴ 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 4.13% in March 2023 to 3.78% in March 2024, the median ethnicity pay gap is 0%.

The ethnicity pay gap has been decreasing since 2021. 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 4.10%, a drop from 5.83% in March 2023 and the median disability pay gap is 0%.

Sexual Orientation Pay Gap

We have analysed the Welsh Government's sexual orientation pay gap over the last three years. It has been negative each year, indicating higher pay for minority sexual orientation staff.

The mean sexual orientation pay gap continued to be negative, at -1.44% in March 2024, indicating that staff with a minority sexual orientation are paid slightly more on average than heterosexual staff.

Further information on our pay gaps can be found at Annex D.

³ The mean gender pay gap is the difference between the average earnings of women and men.

⁴ The median gender pay gap is the difference 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.

Recruitment Activity

The tables below show recruitment activity during the period 1 April 2023 – 31 March 2024. External recruitment refers to all external candidates, internal recruitment refers to those already working in the organisation applying to change role and/or grade.

External Job Applications

(People who have applied for jobs with the Welsh Government – 1 April 2023 – March 2024)

Table 16a – External Job Applications - Sex

| Sex | Total ¹ |
|--------------------------|--------------------|
| Female | 1,910 |
| Male | 1,490 |
| Other | 10 |
| Not declared | 10 |
| Prefer not to say | 70 |
| Total¹ | 3,490 |

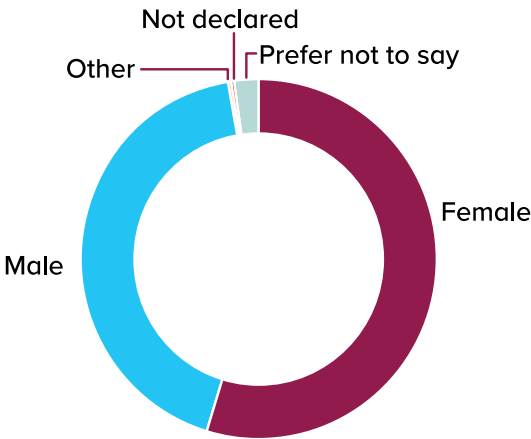


Table 16b – External Job Applications – Age

| Age | Total ¹ |
|--------------------------|--------------------|
| 16-24 | 360 |
| 25-29 | 490 |
| 30-34 | 450 |
| 35-39 | 470 |
| 40-44 | 440 |
| 45-49 | 300 |
| 50-54 | 240 |
| 55-59 | 160 |
| 60-64 | 80 |
| 65+ | 10 |
| Not declared | 420 |
| Prefer not to say | 70 |
| Total¹ | 3,490 |

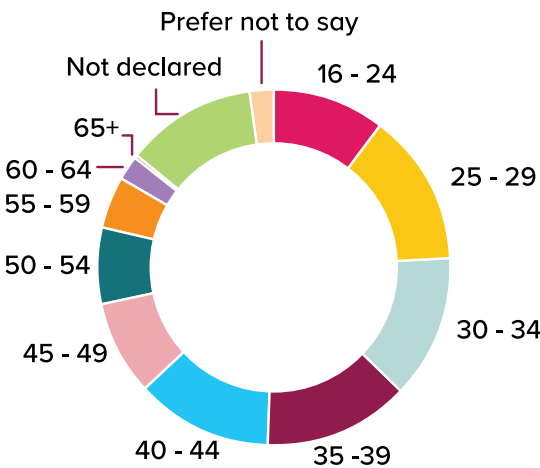
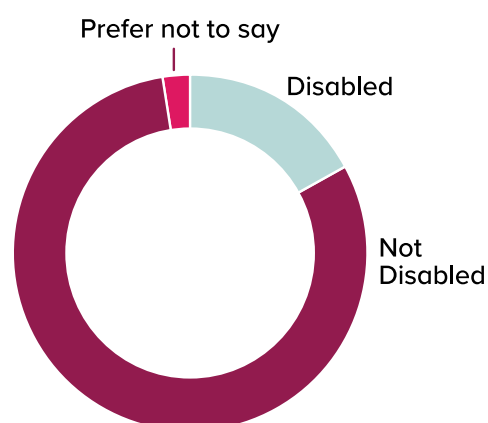


Table 16c – External Job Applications – Disability

| Disability | Total ¹ |
|--------------------------|--------------------|
| Disabled | 600 |
| Not Disabled | 2,810 |
| Not declared | 0 |
| Prefer not to say | 80 |
| Total¹ | 3,490 |

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

| Race | Total ¹ |
|---|--------------------|
| Any other Asian background | 40 |
| Any other Black / African / Caribbean background | 10 |
| Any other Mixed / Multiple ethnic background | 20 |
| Any other White background | 160 |
| Asian / Asian British – Bangladeshi | 10 |
| Asian / Asian British – Chinese | 20 |
| Asian / Asian British – Indian | 100 |
| Asian / Asian British – Pakistani | 50 |
| Black /African /Caribbean /Black British – African | 70 |
| Black /African /Caribbean /Black British – Caribbean | 60 |
| Mixed / Multiple ethnic groups – White & Asian | 30 |
| Mixed / Multiple ethnic groups – White & Black African | 10 |
| Mixed / Multiple ethnic groups – White & Black Caribbean | 20 |
| Other ethnic group – Any other ethnic group | 10 |
| Other ethnic group – Arab | 20 |
| White – Gypsy or Irish Traveller | * |
| White – Irish | 30 |
| White – Welsh / English / Scottish / Northern Irish / British | 2,740 |
| Not declared | * |
| Prefer not to say | 90 |
| Total¹ | 3,490 |

Table 16e – External Job Applications – Religion or Belief

| Religion/Belief | Total ¹ |
|-------------------------------|--------------------|
| Any other religion | 570 |
| Buddhist | 30 |
| Christian (all denominations) | 1,240 |
| Hindu | 60 |
| Jewish | 10 |
| Muslim | 110 |
| No Religion | 1,180 |
| Sikh | 40 |
| Not declared | * |
| Prefer not to say | 250 |
| Total¹ | 3,490 |

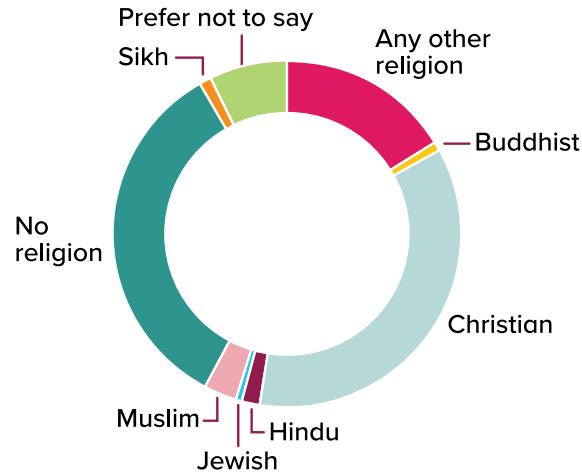


Table 16f – External Job applications – Sexual Orientation

| Sexual Orientation | Total ¹ |
|--------------------------|--------------------|
| Heterosexual / Straight | 2,810 |
| Other Sexual Orientation | 400 |
| Not declared | 10 |
| Prefer not to say | 270 |
| Total¹ | 3,490 |

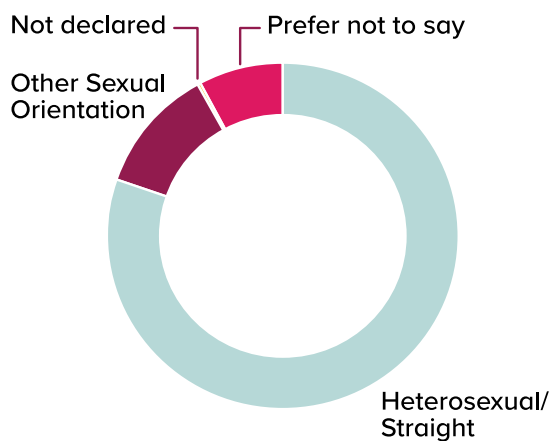


Table 16g – External Job Applications – Marriage/Civil Partnership

| Married/Civil Partnership | Total ¹ |
|---------------------------|--------------------|
| No | 1,770 |
| Yes | 1,580 |
| Not declared | * |
| Prefer not to say | 140 |
| Total¹ | 3,490 |

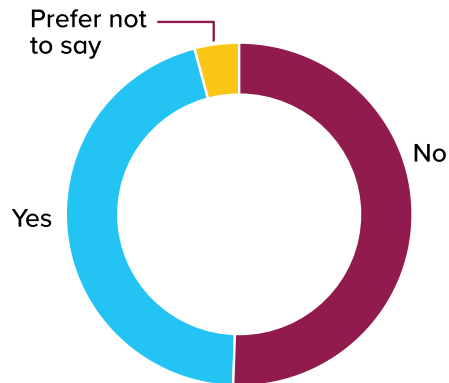
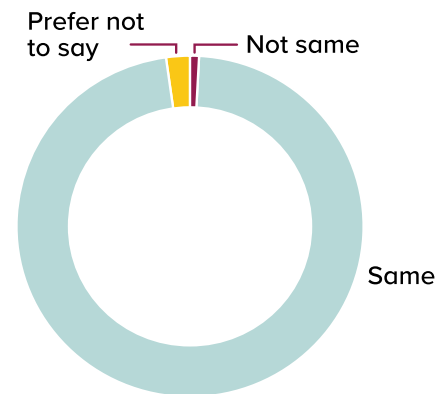
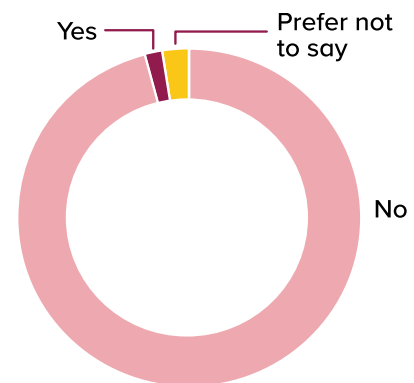


Table 16h – External Job Applications – Gender Reassignment (Same as sex assigned at birth)

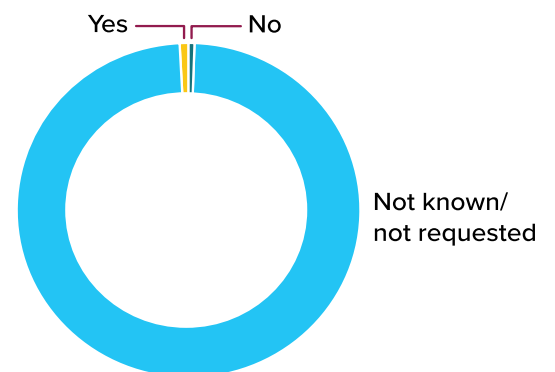
| Gender Reassignment (Same as sex assigned at birth) | Total ¹ |
|--|--------------------|
| Not Same | 20 |
| Same | 1,940 |
| Not declared | * |
| Prefer not to say | 40 |
| Total¹ | 3,490 |

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

| Currently Pregnant/Pregnant in Past Year | Total ¹ |
|---|--------------------|
| No | 3,350 |
| Yes | 60 |
| Not declared | 0 |
| Prefer not to say | 80 |
| Total¹ | 3,490 |

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

| Maternity Leave in Past Year | Total ¹ |
|------------------------------|--------------------|
| No | 20 |
| Not Known/ Not Requested | 3,300 |
| Yes | 20 |
| Total¹ | 3,490 |



Internal Job Applications

(Employees who have applied to change positions - 1 April 2023 - 31 March 2024). All Grades.

Table 17a – Internal Job Applications – Sex

| Sex | Not Taken Forward*** | Unsuccessful | Successful | Total |
|--------------------------|----------------------|--------------|------------|--------------|
| Female | 20 | 890 | 520 | 1,430 |
| Male | 10 | 600 | 260 | 870 |
| Not declared | 0 | 10 | 0 | 10 |
| Prefer not to say | 0 | 50 | 10 | 70 |
| Total¹ | 30 | 1,550 | 790 | 2,370 |

Table 17b – Internal Job Applications – Age

| Age | Not Taken Forward*** | Unsuccessful | Successful | Total |
|--------------------------|----------------------|--------------|------------|--------------|
| 16-24 | 0 | 20 | 10 | 30 |
| 25-29 | 0 | 130 | 80 | 210 |
| 30-34 | 0 | 210 | 100 | 320 |
| 35-39 | 0 | 240 | 140 | 390 |
| 40-44 | 10 | 320 | 170 | 500 |
| 45-49 | 10 | 210 | 110 | 330 |
| 50-54 | 10 | 180 | 90 | 270 |
| 55-60 | 0 | 120 | 50 | 170 |
| 60-64 | 0 | 30 | 10 | 40 |
| 65+ | 0 | * | 0 | * |
| Not declared | 0 | 10 | 0 | 10 |
| Prefer not to say | 0 | 90 | 30 | 110 |
| Total¹ | 30 | 1,550 | 790 | 2,370 |

Table 17c – Internal Job Applications – Disability

| Disability | Not Taken Forward*** | Unsuccessful | Successful | Total |
|--------------------------|----------------------|--------------|------------|--------------|
| Disabled | * | 210 | 90 | 300 |
| Not Disabled | 20 | 1,340 | 700 | 2,060 |
| Not declared | 0 | 0 | 0 | 0 |
| Prefer not to say | * | 10 | * | 20 |
| Total¹ | 30 | 1,550 | 790 | 2,370 |

Table 17d – Internal Job Applications – Race

| Race | Not Taken Forward*** | Unsuccessful | Successful | Total |
|---|----------------------|--------------|------------|--------------|
| Any other Asian background | 0 | * | * | 10 |
| Any other Black / African / Caribbean background | 0 | 0 | * | 0 |
| Any other Mixed / Multiple ethnic background | 0 | 10 | * | 10 |
| Any other White background | 0 | 40 | 20 | 60 |
| Asian / Asian British – Bangladeshi | 0 | * | * | * |
| Asian / Asian British – Chinese | 0 | 10 | * | 10 |
| Asian / Asian British – Indian | 0 | 10 | * | 10 |
| Asian / Asian British – Pakistani | 0 | 10 | * | 10 |
| Black /African /Caribbean /Black British – African | 0 | 0 | 0 | 0 |
| Black /African /Caribbean /Black British – Caribbean | 0 | * | 0 | * |
| Mixed / Multiple ethnic groups – White & Asian | 0 | 20 | 10 | 20 |
| Mixed / Multiple ethnic groups – White & Black African | 0 | * | 0 | * |
| Mixed / Multiple ethnic groups – White & Black Caribbean | 0 | 10 | 10 | 10 |
| Other ethnic group – Any other ethnic group | 0 | 10 | * | 10 |
| Other ethnic group – Arab | 0 | * | * | * |
| White – Gypsy or Irish Traveller | 0 | 0 | 0 | 0 |
| White – Irish | 0 | 20 | 10 | 30 |
| White – Welsh / English / Scottish / Northern Irish / British | 30 | 1,360 | 720 | 2,110 |
| Not declared | 0 | 0 | 0 | 0 |
| Prefer not to say | 0 | 70 | 20 | 90 |
| Total¹ | 30 | 1,550 | 790 | 2,370 |

Table 17e – Internal Job Applications – Religion or Belief

| Religion/Belief | Not Taken Forward*** | Unsuccessful | Successful | Total |
|-------------------------------|----------------------|--------------|------------|--------------|
| Any other religion | 10 | 50 | 40 | 100 |
| Buddhist | 0 | 10 | 10 | 10 |
| Christian (all denominations) | 10 | 510 | 240 | * |
| Hindu | 0 | * | * | 10 |
| Jewish | 0 | 10 | * | * |
| Muslim | 0 | 10 | 10 | 20 |
| No Religion | 10 | 810 | 420 | * |
| Sikh | 0 | 10 | 10 | 10 |
| Not declared | 0 | 0 | 0 | 0 |
| Prefer not to say | * | 150 | 60 | 210 |
| Total¹ | 30 | 1,550 | 790 | 2,370 |

Table 17f - Internal Job Applications – Sexual Orientation

| Sexual Orientation | Not Taken Forward*** | Unsuccessful | Successful | Total |
|--------------------------|----------------------|--------------|------------|--------------|
| Heterosexual / Straight | 20 | 1,320 | 690 | 2,030 |
| Other Sexual Orientation | * | 100 | 60 | 160 |
| Not declared | 0 | 0 | 0 | 0 |
| Prefer not to say | * | 130 | 50 | 180 |
| Total¹ | 30 | 1,550 | 790 | 2,370 |

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

| Married/Civil Partnership | Not Taken Forward*** | Unsuccessful | Successful | Total |
|---------------------------|----------------------|--------------|------------|--------------|
| No | 10 | 620 | 340 | 960 |
| Yes | 20 | 850 | 430 | 1,300 |
| Not declared | 0 | 0 | 0 | 0 |
| Prefer not to say | * | 90 | 30 | 120 |
| Total¹ | 30 | 1,550 | 790 | 2,370 |

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

| Gender Reassignment (Same as sex assigned at birth) | Not Taken Forward*** | Unsuccessful | Successful | Total |
|--|----------------------|--------------|------------|--------------|
| No | 0 | 0 | 0 | 0 |
| Yes | 30 | 170 | 130 | 330 |
| Not declared | * | 1,380 | 660 | 2,040 |
| Prefer not to say | * | * | 0 | * |
| Total¹ | 30 | 1,550 | 790 | 2,370 |

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

| Currently Pregnant/Last Year | Not Taken Forward*** | Unsuccessful | Successful | Total |
|------------------------------|----------------------|--------------|------------|--------------|
| No | 30 | 1,480 | 760 | 2,270 |
| Yes | * | 10 | 20 | 30 |
| Not declared | 0 | 0 | 0 | 0 |
| Prefer not to say | 0 | 60 | 20 | 80 |
| Total¹ | 30 | 1,550 | 790 | 2,370 |

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

| Maternity Leave Past Year | Not Taken Forward*** | Unsuccessful | Successful | Total |
|---------------------------|----------------------|--------------|------------|--------------|
| No | 0 | 0 | * | * |
| Yes | * | * | * | 10 |
| Unknown / Not Requested | 30 | 1,550 | 790 | 2,370 |
| Total¹ | 30 | 1,550 | 790 | 2,370 |

*** Not taken forward means candidate withdrew application/did not 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. ¹Totals may not sum due to rounding.

Chapter 4:

Employer of Choice

Being an employer of choice

The Welsh Government aims to be an employer of choice, encouraging and retaining a diverse and talented workforce. Fairness, creativity, partnership and professionalism are at the heart of how we work. We offer a flexible and supportive working environment with employee wellbeing a priority. We are passionate about encouraging all our employees to reach their potential, irrespective of background.

Offering competitive pay, a generous pension, Trade Union representation and a wide range of employee benefits, the Welsh Government is leading the way as a Living Wage Employer. There are flexible working options, including part time / job share, term time working and

compressed hours. We have a hybrid approach to remote, office or on-site working with workplaces spread across the country.

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 offer reasonable adjustments for staff, for both work and recruitment. We have a thriving community of staff networks and groups, dedicated Health and Safety and Occupational Health Teams and an Employee Assistance programme that is available 24 hours a day, 365 days a year.

Organisational accreditations, membership and pledges include:






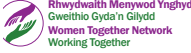
- Business in the Community's Employers for Race Charter
- Changing Faces Pledge to be Seen
- Disability Confident Level 3 (Leader) accreditation
- Employers for Carers members
- Endometriosis Friendly Employer
- Stonewall Diversity Champions
- Victim Support's Hate Crime Charter
- White Ribbon accreditation
- Workplace Menopause Pledge



Staff Networks

We have a vibrant community of staff networks and groups. The six staff networks give underrepresented groups a voice and enable colleagues to share experiences and support each other. They also assist us with internal policy development and equality impact assessments. The co-Chairs of these six networks sit on our strategic Diversity and Inclusion Steering Group. They have Board Sponsors and SCS champions.

The networks are:

| | | | | | |
|--|--|--|--|---|---|
|  <p>Disability Awareness and Support (DAAS) – the support network for disabled staff which also provides advice on the impact of employment policies, practices and environments on disabled staff in line with the Social Model of Disability.</p> |  <p>Mind Matters – the staff network for colleagues with an interest in mental health and wellbeing, including staff with, managing, or caring for someone who is affected by mental health.</p> |  <p>Minority Ethnic Staff Network (MESN) – the network for Black, Asian and Minority Ethnic staff which provides equality related assurance to policies and supports members to make their experience of working for the Welsh Government one that benefits our communities and develops individuals. MESN is working closely with us on becoming an anti-racist organisation.</p> |  <p>The Neurodivergence Network (NDN) – supports neurodivergent colleagues across the organisation and raises understanding of how neuro-inclusivity improves the workplace for everyone.</p> |  <p>PRISM – the sexual orientation and gender identity staff network that supports staff who identify as lesbian, gay, bisexual, trans or gender variant.</p> |  <p>Women Together – this network aims to provide a united voice on the issues facing women across the organisation and to achieve gender equality.</p> |
|--|--|--|--|---|---|

We also have a number of peer support groups covering a variety of shared interests and experiences.

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

People Survey

The People Survey was undertaken in Welsh Government in September-October 2023 and received a 69% response rate.

Employee Engagement Score

- The Employee Engagement Score for Welsh Government was 66%, which saw a small increase from 65% in 2022.
 - Minority sexual orientation staff and female staff reported the highest engagement score (69%) out of the key equality groups (below), with disabled staff reporting the lowest score (64%).
- Disabled staff were the only equality group to report a lower engagement score than their non-equality comparison group⁵ (i.e. 4 percentage points lower than for staff who were not disabled⁶).
 - Ethnic minority staff were the only equality group to see a decline in engagement from 2022 (2 percentage point decline).

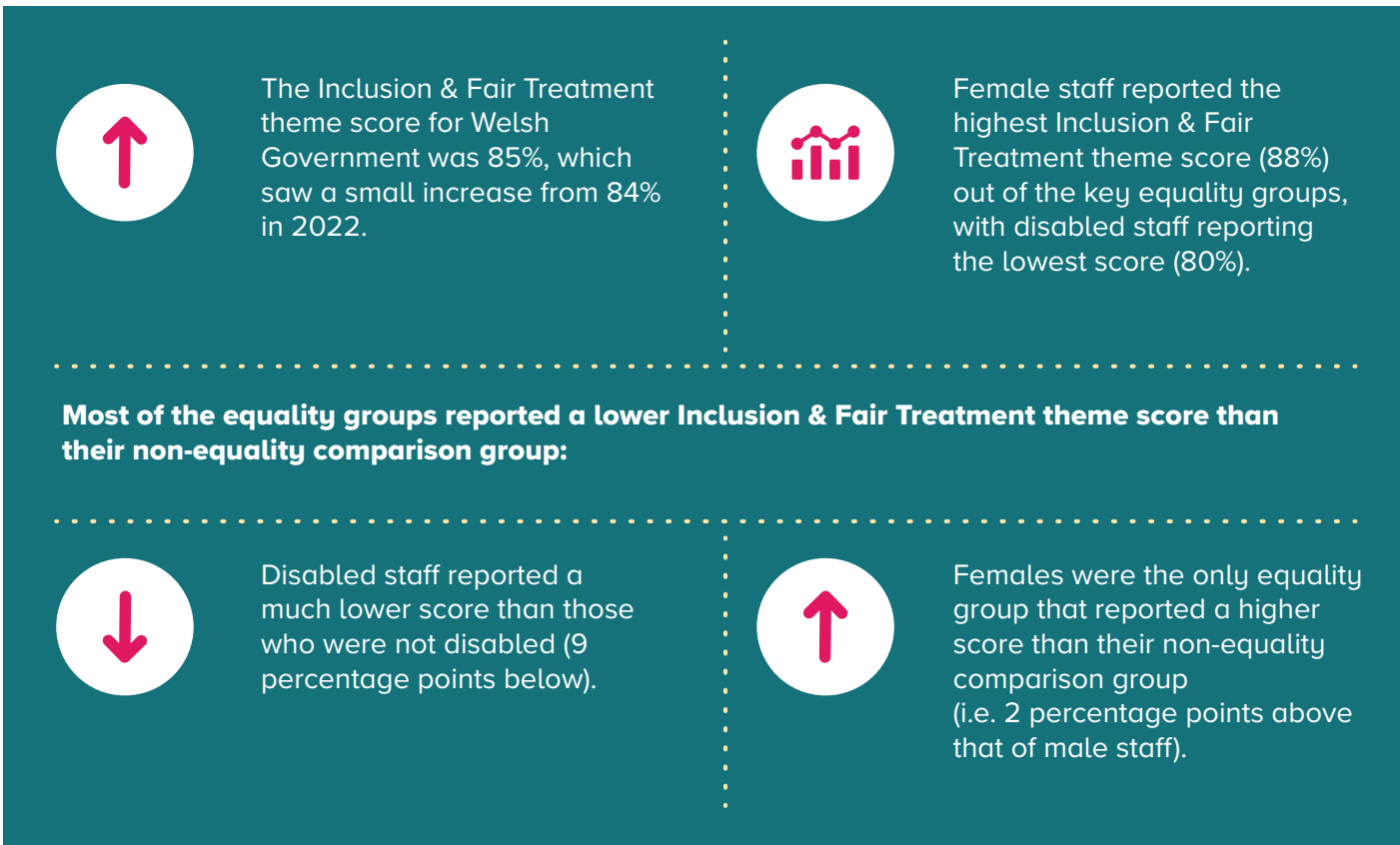
| | | Employee Engagement Score 2023 | Employee Engagement Score 2022 |
|--------------------|-----------------------------------|--------------------------------|--------------------------------|
| Ethnicity | Ethnic Minority | 67% | 69% |
| | White staff | 67% | 67% |
| Sexual Orientation | Minority sexual orientation staff | 69% | 69% |
| | Straight / heterosexual staff | 67% | 66% |
| Sex ⁷ | Female staff | 69% | 68% |
| | Male staff | 65% | 64% |
| Disability | Disabled staff | 64% | 64% |
| | Not disabled staff | 67% | 67% |

5 Non-equality comparison groups are white staff, straight/heterosexual staff, male staff and not-disabled staff

6 Please note scores included in the table are rounded, but percentage point differences or changes are based on raw figures

7 Results for female staff are based on a composite sex/gender identity variable from the People Survey

Inclusion & Fair Treatment



Minority sexual orientation staff was the only equality group that saw a decrease in the Inclusion & Fair Treatment score from 2022 and only by 1 percentage point⁸. The other equality groups saw no change from 2022.

| | | Inclusion & Fair Treatment Score 2023 | Inclusion & Fair Treatment Score 2022 |
|--------------------|-----------------------------------|---------------------------------------|---------------------------------------|
| Ethnicity | Ethnic Minority | 84% | 84% |
| | White staff | 87% | 87% |
| Sexual Orientation | Minority sexual orientation staff | 87% | 87% |
| | Straight / heterosexual staff | 88% | 86% |
| Sex | Female staff | 88% | 88% |
| | Male staff | 87% | 85% |
| Disability | Disabled staff | 80% | 80% |
| | Not disabled staff | 89% | 88% |

8 As noted above, the scores in the table are rounded figures, so they have been rounded up or down to 87% depending on the exact scores. The difference between the two figures rounds to 1 percent.
Score in 2023 = 86.52 (rounds up to 87%) Score in 2022 = 87.18 (rounds down to 87%) Difference is -0.67 (rounds to -1%)

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 | 0 |
| White | 5,370 | 88 |
| Not declared | 340 | 6 |
| Prefer not to say | 240 | 4 |
| Total¹ | 6,140 | |

| Religion/Belief | Number | % |
|--------------------------|--------------|----|
| Agnosticism | 420 | 7 |
| Atheism | 620 | 10 |
| Baha'i | * | 0 |
| Buddhism | 10 | 0 |
| Christianity | 2,230 | 36 |
| Hinduism | 10 | 0 |
| Humanism | 10 | 0 |
| Islam | 50 | 1 |
| Jainism | * | 0 |
| Judaism | 10 | 0 |
| No Religion | 930 | 15 |
| Other Religion | 110 | 2 |
| Paganism | 10 | 0 |
| Rastafarianism | * | 0 |
| Sikhism | 0 | 0 |
| Taoism | * | 0 |
| Not declared | 390 | 6 |
| Prefer not to say | 1,330 | 22 |
| Total¹ | 6,140 | |

| Disability | Number | % |
|--|--------------|----|
| Hearing Impairment (alone) | 30 | 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 | 0 |
| Mobility Impairment (with other...) | 30 | 0 |
| Not Disabled | 5,360 | 87 |
| Other / Unknown Disability | 100 | 2 |
| Physical Coordination Difficulties (alone) | * | 0 |
| Reduced Physical Capacity (alone) | 20 | 0 |
| Reduced Physical Capacity (with other...) | 10 | 0 |
| Speech Impairment (alone) | * | 0 |
| Visual Impairment (alone) | 20 | 0 |
| Visual Impairment (with other...) | 10 | 0 |
| Not declared | 390 | 6 |
| Prefer not to say | 20 | 0 |
| Total¹ | 6,140 | |

| Sexual Orientation | Number | % |
|--------------------------|--------------|----|
| Bisexual | 80 | 2 |
| Gay Man | 100 | 2 |
| Gay Woman / Lesbian | 60 | 1 |
| Heterosexual / Straight | 4,760 | 78 |
| Other Sexual Orientation | 40 | 1 |
| Not declared | 420 | 7 |
| Prefer not to say | 680 | 11 |
| Total¹ | 6,140 | |

| Marital Status | Number | % |
|--------------------------|--------------|----|
| Civil Partnership | 30 | 1 |
| Cohabiting | 40 | 1 |
| Divorced | 270 | 5 |
| Married | 2,890 | 47 |
| Registered Partnership | 330 | 5 |
| Separated | 10 | 0 |
| Single | 1,560 | 25 |
| Widowed | 30 | 1 |
| Not declared | 980 | 16 |
| Prefer not to say | 0 | 0 |
| Total¹ | 6,140 | |

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

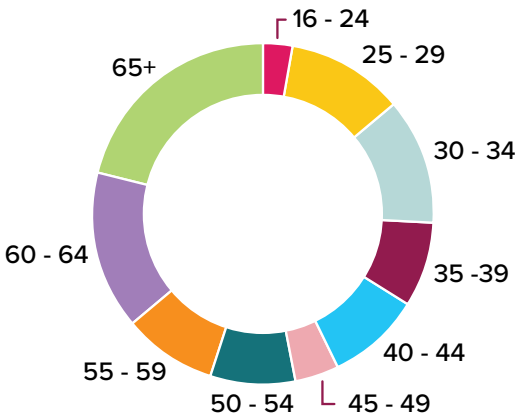
Annex B

Leavers Data by Protected Characteristic

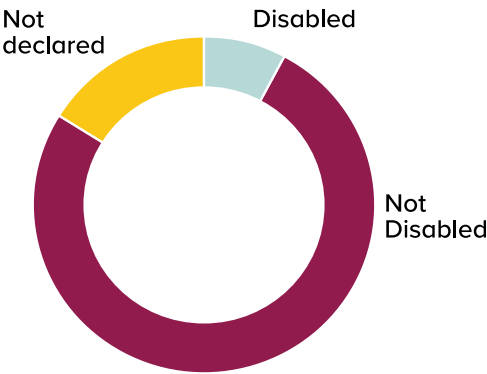
| Sex | Number | % |
|--------------------|--------|----|
| Female | 190 | 55 |
| Male | 160 | 45 |
| Total ¹ | 350 | |



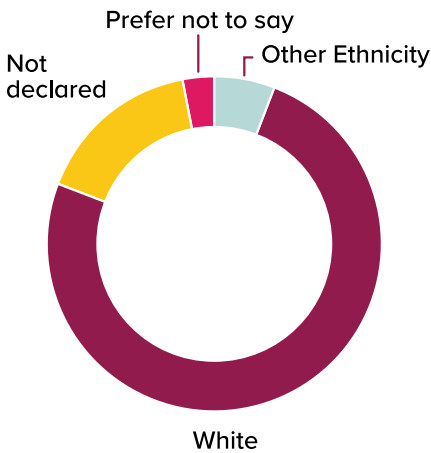
| Age Range | Number | % |
|--------------------|--------|----|
| 16-24 | 10 | 3 |
| 25-29 | 40 | 11 |
| 30-34 | 40 | 12 |
| 35-39 | 30 | 8 |
| 40-44 | 30 | 9 |
| 45-49 | 10 | 4 |
| 50-54 | 30 | 8 |
| 55-59 | 30 | 9 |
| 60-64 | 50 | 15 |
| 65+ | 70 | 21 |
| Total ¹ | 350 | |



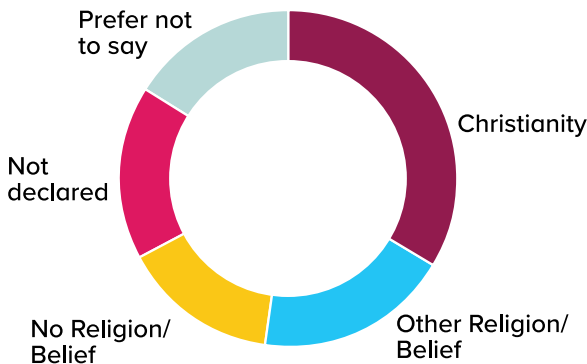
| Disability | Number | % |
|--------------------|--------|----|
| Disabled | 30 | 8 |
| Not Disabled | 270 | 76 |
| Not declared | 60 | 16 |
| Prefer not to say | 0 | 0 |
| Total ¹ | 350 | |



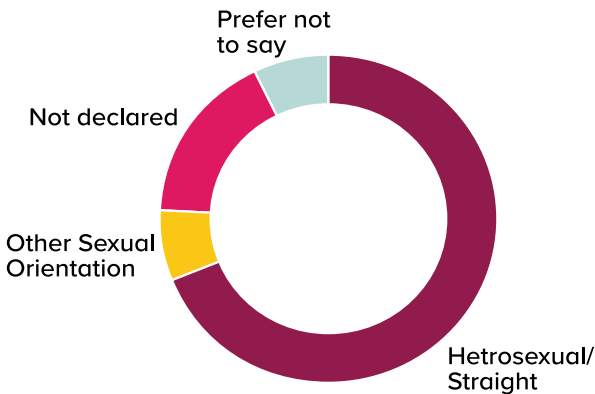
| Race | Number | % |
|--------------------|--------|----|
| Other Ethnicity | 20 | 6 |
| White | 260 | 75 |
| Not declared | 60 | 16 |
| Prefer not to say | 10 | 3 |
| Total ¹ | 350 | |



| Religion/Belief | Number | % |
|-----------------------|--------|----|
| Christianity | 120 | 34 |
| Other Religion/Belief | 70 | 19 |
| No Religion/Belief | 50 | 15 |
| Not declared | 60 | 17 |
| Prefer not to say | 60 | 16 |
| Total ¹ | 350 | |



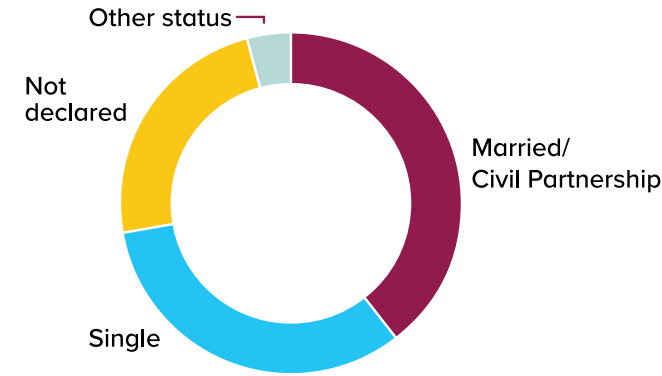
| Sexual Orientation | Number | % |
|--------------------------|--------|----|
| Heterosexual/Straight | 240 | 69 |
| Other Sexual Orientation | 20 | 7 |
| Not declared | 60 | 17 |
| Prefer not to say | 30 | 7 |
| Total ¹ | 350 | |



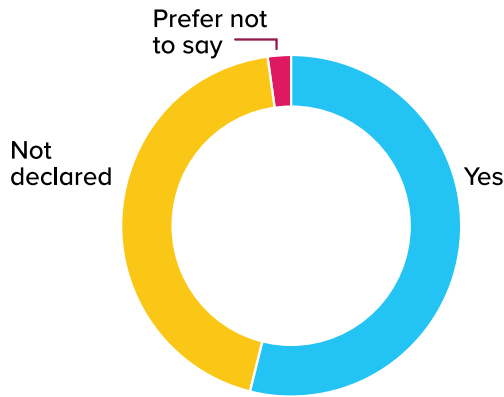
| Maternity/Pregnant* | Number | % |
|---------------------|--------|---|
| Yes | 0 | 0 |
| No | 350 | 0 |
| Total ¹ | 350 | |



| Marital Status | Number | % |
|---------------------------|--------|----|
| Married/Civil Partnership | 140 | 40 |
| Single | 110 | 33 |
| Other Status | 80 | 24 |
| Not declared | 10 | 4 |
| Prefer not to say | 0 | |
| Total ¹ | 350 | |



| Gender Reassignment (Same as sex assigned at birth) | Number | % |
|---|--------|----|
| No | * | 0 |
| Yes | 190 | 54 |
| Not declared | 160 | 44 |
| Prefer not to say | 10 | 2 |
| Total ¹ | 350 | |



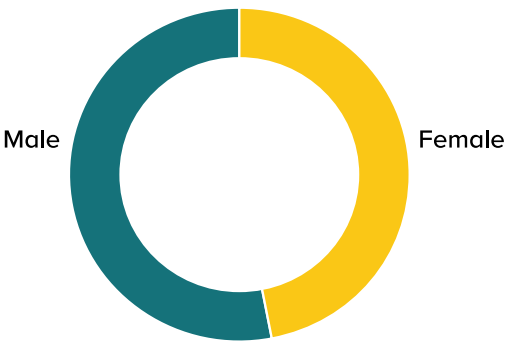
Throughout this report, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by *. Percentages are rounded. ¹Totals may not sum due to rounding.

Annex C

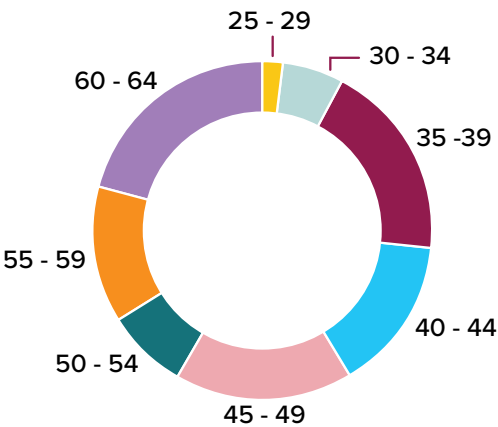
Grievance and Disciplinary Data (including Dignity at Work cases) by Protected Characteristic

The number of grievance and discipline cases has been grouped. Due to the small numbers involved, separating the grievance and discipline cases would result in the data being withheld and denoted by*.

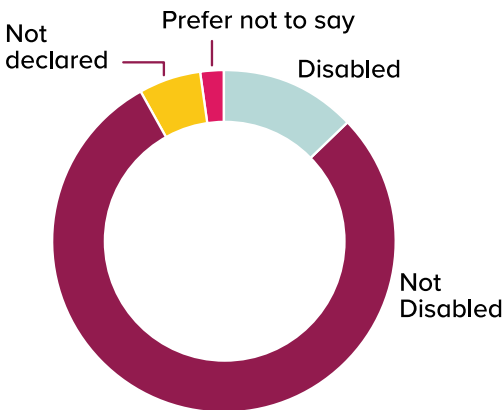
| Sex | Number | % |
|--------------------|--------|----|
| Female | 30 | 47 |
| Male | 30 | 53 |
| Total ¹ | 50 | |



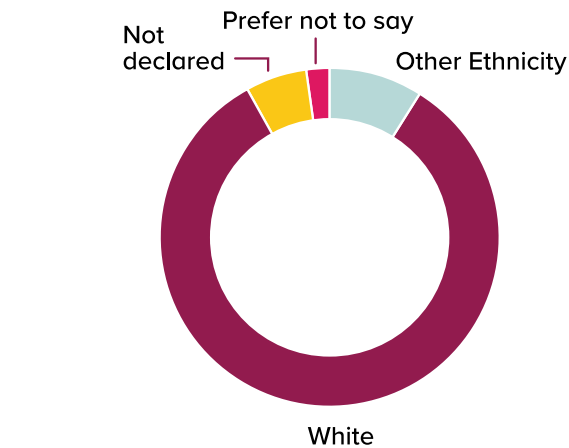
| Age Range | Number | % |
|--------------------|--------|----|
| 16-24 | 0 | 0 |
| 25-29 | * | 2 |
| 30-34 | * | 6 |
| 35-39 | 10 | 19 |
| 40-44 | 10 | 15 |
| 45-49 | 10 | 17 |
| 50-54 | * | 8 |
| 55-59 | 10 | 13 |
| 60-64 | 10 | 21 |
| 65+ | 0 | 0 |
| Total ¹ | 50 | |



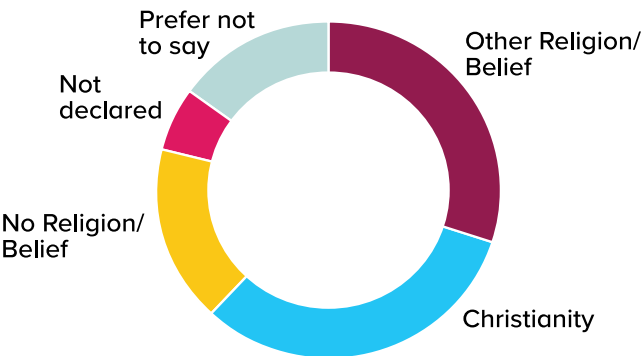
| Disability | Number | % |
|--------------------|--------|----|
| Disabled | 10 | 13 |
| Not Disabled | 40 | 79 |
| Not declared | * | 6 |
| Prefer not to say | * | 2 |
| Total ¹ | 50 | |



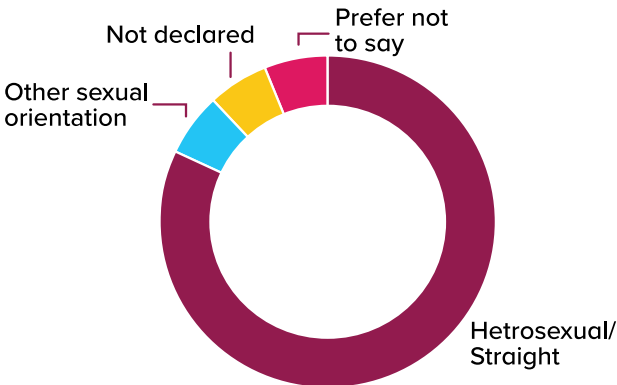
| Race | Number | % |
|--------------------|--------|----|
| Other Ethnicity | 10 | 9 |
| White | 40 | 83 |
| Not declared | * | 6 |
| Prefer not to say | * | 2 |
| Total ¹ | 50 | |



| Religion/Belief | Number | % |
|-----------------------|--------|----|
| Other Religion/Belief | 20 | 30 |
| Christianity | 20 | 32 |
| No Religion/Belief | 10 | 17 |
| Not declared | * | 6 |
| Prefer not to say | 10 | 15 |
| Total ¹ | 50 | |



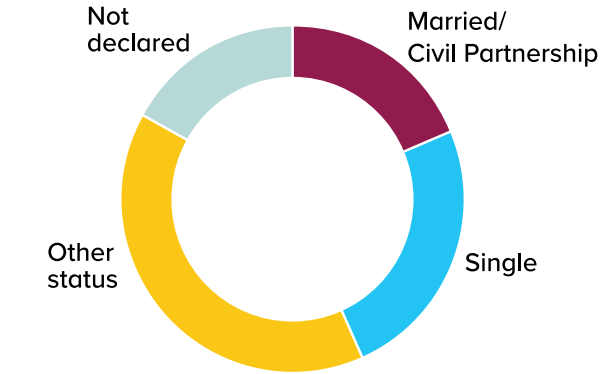
| Sexual Orientation | Number | % |
|--------------------------|--------|----|
| Heterosexual/Straight | 40 | 83 |
| Other Sexual Orientation | * | 6 |
| Not declared | * | 6 |
| Prefer not to say | * | 6 |
| Total ¹ | 50 | |



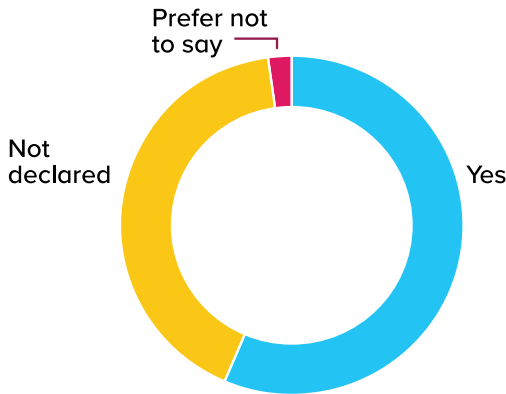
| Maternity/Pregnant* | Number | % |
|---------------------|--------|-----|
| Yes | 0 | 0 |
| No | 50 | 100 |
| Total ¹ | 50 | |



| Marital Status | Number | % |
|---------------------------|-----------|----|
| Married/Civil Partnership | 10 | 19 |
| Single | 10 | 25 |
| Other Status | 20 | 40 |
| Not declared | 10 | 17 |
| Prefer not to say | 0 | 0 |
| Total¹ | 50 | |



| Gender Reassignment (Same as sex assigned at birth) | Number | % |
|---|-----------|----|
| No | 0 | 0 |
| Yes | 30 | 57 |
| Not declared | 20 | 42 |
| Prefer not to say | * | 2 |
| Total¹ | 50 | |



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

Annex D

Pay Gaps

Gender Pay Gap

Figures below are based on a total of 5,970⁹ staff: made up of 3,620 women (61%) and 2,350 men (39%).

Welsh Government Gender Pay Gap: Mean and Median, March 2024

| | Female average (mean) pay | Male average (mean) pay | Mean gender pay gap | Female median pay | Male median pay | Median gender pay gap |
|------------|---------------------------|-------------------------|---------------------|-------------------|-----------------|-----------------------|
| Salary | £45,192 | £48,118 | 6.08% | £41,675 | £41,675 | 0.00% |
| Hourly pay | £23.49 | £25.01 | | £21.66 | £21.66 | |

Gender Pay Gap by Grade: Mean and Median, March 2024

| | | 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 | £26,284 | £26,358 | 0.28% | £26,901 | £26,901 | 0.00% |
| | Hourly pay | £13.66 | £13.70 | | £13.98 | £13.98 | |
| EO | Salary | £31,433 | £31,445 | 0.04% | £32,141 | £32,141 | 0.00% |
| | Hourly pay | £16.34 | £16.34 | | £16.71 | £16.71 | |
| HEO | Salary | £40,180 | £40,022 | -0.39% | £41,675 | £41,675 | 0.00% |
| | Hourly pay | £20.88 | £20.80 | | £21.66 | £21.66 | |
| SEO | Salary | £49,825 | £49,862 | 0.07% | £51,839 | £51,839 | 0.00% |
| | Hourly pay | £25.90 | £25.92 | | £26.94 | £26.94 | |
| Grade 7 | Salary | £64,821 | £65,219 | 0.61% | £67,095 | £67,095 | 0.00% |
| | Hourly pay | £33.69 | £33.90 | | £34.87 | £34.87 | |
| Grade 6 | Salary | £77,381 | £78,835 | 1.84% | £80,840 | £80,840 | 0.00% |
| | Hourly pay | £40.22 | £40.97 | | £42.02 | £42.02 | |
| SCS | Salary | £92,885 | £97,919 | 5.14% | £88,130 | £88,296 | 0.19% |
| | Hourly pay | £48.28 | £50.89 | | £45.81 | £45.89 | |

9 This is the (rounded) number of staff on the payroll system at 31 March 2024. 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 2024

| | | 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 | £29,024 | £29,360 | 1.14% | £28,245 | £29,285 | 3.55% |
| | Hourly pay | £15.09 | £15.26 | | £14.68 | £15.22 | |
| HEO & SEO | Salary | £44,825 | £45,055 | 0.51% | £41,675 | £43,785 | 4.82% |
| | Hourly pay | £23.30 | £23.42 | | £21.66 | £22.76 | |
| Grade 7, Grade 6 & SCS | Salary | £69,812 | £73,287 | 4.74% | £67,095 | £67,095 | 0.00% |
| | Hourly pay | £36.28 | £38.09 | | £34.87 | £34.87 | |

Ethnicity Pay Gap

Figures below are based on a total of 5,970 staff: 180 Black, Asian and Minority Ethnic (3%) and 5,270 White staff (97%). 520 staff who have Not declared their ethnicity on the HR system were excluded.

Welsh Government Ethnicity Pay Gap: Mean and Median, March 2024

| | 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 | £44,951 | £46,717 | 3.78% | £41,675 | £41,675 | 0.00% |
| Hourly pay | £23.36 | £24.28 | | £21.66 | £21.66 | |

Ethnicity Pay Gap by Grouped Grade: Mean and Median, March 2024

| | | 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 | £29,718 | £29,391 | -1.11% | £32,141 | £29,285 | -9.75% |
| | Hourly pay | £15.45 | £15.28 | | £16.71 | £15.22 | |
| HEO & SEO | Salary | £44,412 | £45,034 | 1.38% | £41,675 | £41,675 | 0.00% |
| | Hourly pay | £23.08 | £23.41 | | £21.66 | £21.66 | |
| Grade 7, Grade 6 & SCS | Salary | £71,451 | £71,532 | 0.11% | £67,095 | £67,095 | 0.00% |
| | Hourly pay | £37.14 | £35.37 | | £34.87 | £34.87 | |

Disability Pay Gap

Figures below are based on a total of 5,970 staff: 390 reported being disabled (7%) and 5,250 reported not being disabled (93%). 330 staff who have Not declared whether they are disabled on the HR system were excluded.

Welsh Government Disability Pay Gap: Mean and Median, March 2024

| | 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 | £45,014 | £46,941 | 4.10% | £41,675 | £41,675 | 0.00% |
| Hourly pay | £23.40 | £24.40 | | £21.66 | £21.66 | |

Disability Pay Gap by Grouped Grade: Mean and Median, March 2024

| | | 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 | £29,323 | £29,466 | 0.49% | £26,900 | £27,890 | 3.55% |
| | Hourly pay | £15.24 | £15.32 | | £13.98 | £14.50 | |
| HEO & SEO | Salary | £43,857 | £45,149 | 2.86% | £41,675 | £41,675 | 0.00% |
| | Hourly pay | £22.79 | £23.47 | | £21.66 | £21.66 | |
| Grade 7, Grade 6 & SCS | Salary | £72,224 | £71,530 | -0.97% | £67,095 | £67,095 | 0.00% |
| | Hourly pay | £37.54 | £37.18 | | £34.87 | £34.87 | |

Sexual Orientation Pay Gap

Figures below are based on a total of 5,970 staff: 270 reported having a minority sexual orientation (5%) and 4,660 reported being heterosexual (95%). 1,040 staff who have Not declared their sexual orientation on the HR system were excluded.

Welsh Government Sexual Orientation Pay Gap: Mean and Median, March 2024

| | Minority sexual orientation average (mean) pay | Heterosexual average (mean) pay | Mean sexual orientation pay gap | Minority sexual orientation median pay | Heterosexual median pay | Median sexual orientation pay gap |
|------------|--|---------------------------------|---------------------------------|--|-------------------------|-----------------------------------|
| Salary | £47,352 | £46,681 | -1.44% | £43,785 | £41,675 | -5.06% |
| Hourly pay | £24.61 | £24.26 | | £22.76 | £21.66 | |

Sexual Orientation Pay Gap by Grouped Grade: Mean and Median, March 2024

| | | Minority sexual orientation average (mean) pay | Heterosexual average (mean) pay | Mean sexual orientation pay gap | Minority sexual orientation median pay | Heterosexual median pay | Median sexual orientation pay gap |
|------------------------|------------|--|---------------------------------|---------------------------------|--|-------------------------|-----------------------------------|
| Team Support & EO | Salary | £29,205 | £29,469 | 0.90% | £29,285 | £29,285 | 0.00% |
| | Hourly pay | £15.18 | £15.32 | | £15.22 | £15.22 | |
| HEO & SEO | Salary | £44,496 | £45,083 | 1.30% | £43,785 | £41,675 | -5.06% |
| | Hourly pay | £23.13 | £23.43 | | £22.76 | £21.66 | |
| Grade 7, Grade 6 & SCS | Salary | £71,471 | £71,638 | 0.23% | £67,095 | £67,095 | 0.00% |
| | Hourly pay | £37.15 | £37.23 | | £34.87 | £34.87 | |

Annex E

Women in Law Pledge

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:



Having one named member of our senior leadership team/ management committee who is accountable for gender diversity and inclusion



Setting specific gender targets at leadership level and at other levels as appropriate



Considering the differential outcomes for different groups of women at all levels of the organisation e.g. their background, identity and range of experiences



Developing an action plan to achieve gender equality in our senior management and leadership teams



Committing at senior level to tackle sex discrimination, bullying and sexual harassment in the workplace



Committing to tackle workplace culture and bias that may result in differential outcomes in the workplace



Making public our pledge and publishing our targets and action plan



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 Legal Services Department

Sector/Industry: Government/ Public Sector**Senior Lead accountable for commitment:**

Director of Legal Services at Welsh Government, currently Nia James on an interim basis and 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 distribution is 70.6% female, 29.4% male.

At Senior Management Level (1 Director and 8 DDs), the gender distribution is 66.66% (two thirds) female, 33.33% (one third) male, with the interim Director of Legal Services, Nia James, a female. The Director is also Head of the Legal Profession within the Welsh Government.

At senior lawyer/ team leader level (Grade 6) the distribution is 72% female, 28% 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 organisation 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 ‘BAME¹⁰ into Leadership’ programme, which provides a range of interesting training, engagement events and professional development opportunities, including STEP opportunities.

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. WGLSD is currently exceeding gender equality targets within its senior management and leadership teams and is committed to maintaining gender equality in this area.

¹⁰ 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.

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.