

31 July 2025

FOI Request – ATISN 25008- Welsh Government Spending on DEI and Related Initiatives

Dear

Thank you for your request which I received on 30 July 2025. You asked for comprehensive details regarding the Welsh Government's spending on DEI and related initiatives. Stating: The Welsh Government has made a public commitment to Diversity, Equity and Inclusion (DEI), including through its internal staffing practices, external initiatives such as the LGBTQ+ Action Plan.

You have requested Welsh Government to provide information on the costs associated with these initiatives as outlined below. For ease of reading, I have set out the responses to individual questions in an annex to this letter.

If you are dissatisfied with the Welsh Government's handling of your request, you can request an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at: Information Rights Unit, Welsh Government, Cathays Park, Cardiff, CF10 3NQ or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely

Annex: Responses to information requested

Q1: How much has the Welsh Government spent on Diversity, Equity and Inclusion (DEI) initiatives specifically for Welsh Government staff in the following financial years:

- 2021–2022
- 2022–2023
- 2023–2024
- 2024–2025
- 2025–2026 (projected)

Please include all internal DEI training, strategy development, consultancy fees, staff costs related to DEI roles, and any related internal communications or events.

The below table sets out the total corporate spend on DEI training and consultancy since April 2021. Staff costs are provided in response to question 6 below.

Year	Spend
2021/2022	£25,288.00
2022/2023	£38,447.25
2023/2024	£65,256.77
2024/2025	£63,970.39
2025/2026 - spend so far	£10,253.38
2025/2026 - remainder forecast	£5,795.00

Q2: How much money has been spent to date—or is projected to be spent—on the following action points included within the Welsh Government's LGBTQ+ Action Plan for Wales?

Note: Where implementing the action is part of a wider piece of work, we would not have a cost for the delivery of the specific action. Therefore, we would not hold the information requested.

- Action 7: Seek the devolution of powers in relation to Gender Recognition

We do not hold this information

- Action 15: Identify, safeguard, and signpost LGBTQ+ people in claiming asylum

We do not hold this information

- Action 24: Continue to develop the Wales Gender Service

The Welsh Gender Service is commissioned by NHS Wales and the Welsh Government does not hold financial information for the costs of continuing development of the service.

- Action 26: Provide national trans guidance for schools and local authorities

The amount spent to date on the workstream to provide trans guidance for schools is £284,505.

- Action 39: Improve the access and participation of transgender people in sport

We do not hold this information

- Action 41: Increase the involvement of LGBTQ+ people and organisations in the design of cultural events and activities

We do not hold this information

- Action 46: Undertake a thorough investigation into how LGBTQ+ people, particularly LGBTQ+ young people and LGBTQ+ disabled people, in Wales have been impacted by the Coronavirus pandemic

No financial cost incurred for this work

Q3: How much has the entire Welsh Government LGBTQ+ Action Plan cost the Welsh Government to date?

- How much has been spent so far?
- How much is projected to be spent in total?
- What is the current estimated budget allocated to this Action Plan?

The LGBTQ+ Action Plan is delivered by multiple teams, and across multiple budgets across Welsh Government, as well as by stakeholders and partners. It is not possible to arrive at a single figure for the LGBTQ+ Action Plan, nor is there a single budget that covers the entire Action Plan, so we cannot provide forecasts of future spend or budget allocation.

Q4: How much has the Welsh Government spent on the “Welcome Ticket Scheme” that offers free bus and train travel to refugees in Wales?

- The Welcome Ticket was established in March 2022 as a condition of the £200m Bus Emergency Scheme and then the Bus Transition Fund, which was put in place to help support the post-pandemic recovery of the bus and rail industry. This fund ended on 31 March 2024 and, as a result, the Welcome Ticket scheme ended on that date.

Q5: Does the “Welcome Ticket Scheme” include individuals who have arrived in the UK as illegal migrants?

Please provide clarification on eligibility criteria for the scheme, particularly regarding immigration status

- Individuals granted refugee status were eligible for the Welcome Ticket.
- Individuals from Ukraine, Afghanistan and Hong Kong with permission to be in the UK via resettlement schemes were also eligible for the Welcome Ticket.

Q6: How much does the Welsh Government currently spend on staff assigned specifically to work on Diversity, Equity and Inclusion (DEI)?

Please include both:

- *Direct staffing costs for DEI-specific roles*
- *Any proportion of salary costs where DEI forms part of a wider remit*

The staff costs for specific corporate equality, diversity and inclusion roles within the Welsh Government are set out below:

Current grades in post	Full time equivalent number of staff at grade	Current salary range for full time
Team Support	1	£24,421 - £28,246
Executive Officer	1.48	£29,657 - £33,748
Higher Executive Officer	1.81	£35,787 - £43,759
Senior Executive Officer	1.86	£45,974 - £54,431

We have already published [Information on staffing costs for the Equality and Human Rights Division](#) on our website.

- *Any proportion of salary costs where DEI forms part of a wider remit*

We do not hold information on proportions of salaries where DEI forms part of a wider remit, as Equality, Diversity and Inclusion work is a cross-cutting responsibility which features in job roles across the Welsh Government, without specifically being referenced in the job title.

Q7: Has the Welsh Government provided any funding to the following public bodies specifically for the purpose of supporting or delivering DEI (Diversity, Equity and Inclusion) initiatives in the years 2021–2022, 2022–2023, 2023–2024, or 2024–2025?

Please confirm whether any DEI-related funding or support has been issued to:

NHS Wales or any of its health boards

We do not hold this information.

Transport for Wales

The most recent [Transport for Wales remit letter](#) includes specific requirements for supporting the Welsh Government's EDI (Equality Diversity, and Inclusion) objectives but there was no separate funding associated with delivering these.

Local authorities

We do not hold this information

Further or higher education institutions

FE Peer on peer abuse funding	2022/23: £213,150 2023/24: £169,354 2024/25: £100,000
Funding to FE institutions to develop, deliver and report on anti-racist action plans	2022-23: £125,650 2023-24: £195,000 2024-25: £195,000
Cardiff and Vale College funding for Anti-racist curriculum project	2022-23: £867,543 2023-24: £336,000 2024-25: £249,900
Diversity and Anti-racism Professional Learning (DARPL) (part of Cardiff Metropolitan University)	2022-23: £58,095 2023-24: £94,508

Schools (via local education authorities)

We do not hold this information.

Any other Welsh Government-funded public body

We do not hold this information.

Note: Where Welsh Government provides funding to bodies that may provide DEI initiatives from core funding, Welsh Government will not hold the information you have requested.