

27 August 2025

Dear

ATISN 25010

Thank you for your request which I received on 30 July 2025. I have provided the information requested against each of your questions at Annex 1.

Next steps

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit
Welsh Government
Cathays Park
Cardiff
CF10 3NQ

or e-mail: 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

Website: www.ico.org.uk

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 1 (ATISN 25010)

Since April 2020, how much has the Welsh Government spent on external consultants, contractors, or third-party organisations to carry out any of the following:

- **Equality, diversity, and inclusion (EDI or DEI) audits**
- **Social justice reviews or assessments**
- **Workplace inclusion training**
- **Cultural competence or unconscious bias training**
- **Strategy development relating to EDI, race, gender identity, or “anti-racism”**
- **“Equity” initiatives or assessments tied to the Welsh Government’s internal staffing or public sector obligations**

Please include all costs relating to:

- **Consultant or speaker fees**
- **Report or review commissions**
- **Workshops, training sessions, and toolkits**
- **Any subscription or membership to external EDI-related networks or services**

Please provide figures broken down by financial year from 2020–2021 to 2024–2025 (year-to-date), along with the name(s) of the consultant organisations or individuals where possible.

We wrote to you to clarify that we were interpreting your request as seeking information on central corporate spend relating to the areas you identified. As we have not received a response, we have proceeded on the basis of that interpretation.

Please find attached a spreadsheet detailing central corporate spend since April 2020 on all training courses available to staff as part of the Equality, Diversity and Inclusion core learning offer. Where available, we have also included costs for central corporate spend on relevant speakers and consultancy fees covering topics directly related to your request.

Has the Welsh Government paid any third-party organisations since April 2020 to carry out internal assessments or certifications such as:

- **“Race Equality Charter”**
- **“Disability Confident”**
- **“Stonewall Diversity Champion” scheme**
- **“Global Diversity Practice”**
- **“Equity Index” or any benchmarking scheme**

If so, please list:

- **The name of each organisation or certification**
- **The amount paid**

- The duration of the contract or membership
- The department(s) involved

	Cost	Organisation	Scheme	Duration	Dept
Year					
2020-2021	£5,000	Stonewall	Global Diversity Champion membership	12 months	People & Places
	£250	Endometriosis UK	Endometriosis Friendly membership	12 months	People & Places
2021-2022	£5,000	Stonewall	Global Diversity Champion membership	12 months	People & Places
	£250	Endometriosis UK	Endometriosis Friendly membership	12 months	People & Places
2022-2023	£5,150	Stonewall	Global Diversity Champion membership	12 months	People & Places
	£250	Endometriosis UK	Endometriosis Friendly membership	12 months	People & Places
2023-2024	£5,150	Stonewall	Global Diversity Champion membership	12 months	People & Places
	£250	Endometriosis UK	Endometriosis Friendly membership	12 months	People & Places
2024-2025	£5,150	Stonewall	Global Diversity Champion membership	12 months	People & Places
	£250	Endometriosis UK	Endometriosis Friendly membership	12 months	People & Places
2025-2026	£2,575	Stonewall	Single UK Nation Proud Employers membership	12 months	People & Places
	£250	Endometriosis UK	Endometriosis Friendly membership	12 months	People & Places
	£3,995	Fertility Matters at Work	Fertility Friendly membership	12 months	People & Places

Has the Welsh Government received any formal evaluation or impact assessments of the effectiveness or outcomes of the above inclusion or equality-related consultancy work?

If so, please supply a copy or summary of any report or internal review assessing the return on investment (ROI) or value-for-money of these services.

Information not held.