Employer Equality Report

2024 – 2025

Contents

Foreword

I'm pleased to present our Annual Employer Equality Report for 2024 – 2025, which outlines our progress in building a fairer, more inclusive workplace. This report provides detailed data on our workforce composition, recruitment, and learning and development activities. It also highlights our pay gaps, progress against diversity ambitions, and key initiatives undertaken to advance equality, diversity, and inclusion across the organisation.

Our aim is for our workforce to reflect Wales's diversity and be an employer of choice where everyone can thrive. By attracting diverse talent and perspectives, we can develop policies that better serve all groups and communities in Wales.

This year, our gender pay gap decreased to 4.73%, an improvement from last year's 6.08%, and the lowest level since we began reporting in 2011. I am proud of the progress we've made in supporting women's career advancement within our organisation, and we are committed to building on this positive momentum and reaching our goal of gender pay parity.

During the past year, we have prioritised making our recruitment and progression processes more inclusive and equitable. Although these efforts are ongoing, initial results indicate that our changes are positively affecting outcomes for underrepresented groups. Looking ahead to the coming year, we plan to implement further enhancements, all guided by our principle of 'inclusion by default'.

Social partnership continues to be at the heart of our organisation. We work collaboratively with our trade unions to ensure their members' voices are heard and acted upon. Our staff networks and the Shadow Board continue to play a vital role driving forward our workplace equality, diversity and inclusion ambitions. I'd like to thank everyone involved with our trade unions, staff networks and Shadow Board for their ongoing dedication to making the Welsh Government a fairer and more inclusive place to work. Together, we are making real progress for all our colleagues.

Dom Houlihan

Director, People and Places and Interim Board Equality Champion

Part 1:
Embedding Equality and Inclusion

Background to the Legal Framework

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 and Human Rights Plan 2025 – 2029

The Welsh Government's Strategic Equality and Human Rights Plan (SEHRP) for 2025-2029 was published in June 2025.

The Welsh Government has the long-term aim of building a nation based on equity, anti-discrimination and inclusion, through strengthening and advancing equality and human rights. The SEHRP helps us to deliver against our National Equality Objectives (NEOs) and long-term aim. It draws together current equalities and human rights commitments in a cohesive and integrated framework, while allowing more tailored action to be driven by specific and focused Action Plans.

The SEHRP 2025-2029 and National Equality Objectives can be found here: Strategic Equality and Human Rights Plan 2025 to 2029 [HTML] | GOV.WALES

The Workforce section of the SEHRP makes clear that, as an organisation, the Welsh Government aspires to fully reflect the diversity of Wales at every level. The Welsh Government workforce equality, diversity and inclusion strategy: 2021 to 2026 sets out how we intend to achieve this.

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 and Welsh Government Board, supported by the Diversity and Inclusion Steering Group (DISG). DISG membership includes the Board Equality Champion, Senior Civil Service (SCS) Group Diversity Champions, Staff Network Chairs, Staff Network Diversity Champions, trade union representatives and Corporate Services colleagues (Human Resources and Knowledge and Analytical Services.)

The Diversity and Inclusion Steering Group (DISG) meets on a quarterly basis to provide assurance, scrutiny and challenge on workforce EDI matters. The DISG Chair gives biannual updates to the Welsh Government Board on Workforce Equality, Diversity and Inclusion. The Shadow Board continues to provide assurance through an equality lens to the Board at every meeting.

Advancing 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.

In November 2024, the Anti-racist Wales Action Plan 2024 Update was published to reflect improvements and new actions. The Leadership Chapter focuses on the Welsh Government Civil Service as an employer, and its leadership role in supporting public services across Wales.

Goals for the organisation include:

Ensuring all Senior Civil Servants have at least one measurable performance objective related to anti-racism.

Improving internal policies and processes to enable incidents of racism to be reported more easily.

Reviewing all aspects of recruitment and progression processes to ensure they are anti-racist and inclusive.

A significant action for the organisation was to conduct an independent review of our HR policies and processes through an anti-racist lens. In early 2024, an external consultancy was appointed to lead the review. For more than twelve months, they reviewed internal policies and analysed workforce data, held one-to-one interviews with staff, facilitated focus groups, and ran a confidential all-staff survey.

The review remains ongoing as of March 2025. Early insights indicate that while there is a strong organisational commitment to advancing anti-racism, key foundational areas — such as recruitment practices, workforce data, and governance structures — require further development to enable sustained and meaningful progress toward full inclusion.

Social Model of Disability

The Welsh Government supports 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.

The social model is embedded in our policies, processes and learning and development curriculum. We continue providing workplace and recruitment adjustments to support all colleagues to perform at their best, and work with our community of staff networks and groups and trades unions to ensure their insights and experiences shape our decisions and actions.

As a testament to our commitment in this area, this year the organisation was reaccredited as a Disability Confident Leader.

Recruitment Adjustments

Over the year, the Welsh Government has sought to develop further our CIPD award-winning Recruitment Adjustment service, which provides bespoke support and adjustments for disabled candidates applying to, or seeking progression within, the Welsh Government.

The service continues to increase its reach, being accessed by more than one hundred candidates during the year. Adjustments included for example, questions being issued in advance and more interview time allocated. During the year, a number of pilot exercises were conducted in which adjustments were standardised for all candidates, supporting our adoption of the social model of disability. The outcomes of these campaigns will be evaluated as we consider rolling out this approach – including issuing questions in advance to all candidates.

Improving Workforce Representation

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 goals:

External recruitment:

20% By 2026, we want 20% of people we appoint to be disabled people.

50% By 2026, we want more than 50% of the appointments to SCS to be women.

20% By 2026, we want 20% of people we appoint to be from an ethnic minority.

30% By 2030, we want 30% of people we appoint to be disabled people.

Internal progression:

— 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 Senior Civil Service to be women.

To help us achieve our goals, we've strengthened our outreach with diverse communities, showcasing the Welsh Government as an inclusive and supportive employer of choice. We continue to refine our recruitment approach to ensure job adverts and assessment processes are fair, proportionate, and welcoming to all. In addition, we actively promote recruitment adjustments to remove barriers and enable every candidate to perform at their best.

For the 2024 calendar year, our statistics show:

Recruitment of ethnic minority staff increased from 3.7% of all new recruits in 2023 to 10% in 2024. Promotion rates for ethnic minority staff increased from 2.4% in 2023 to 3.6% in 2024.

2024 saw us exceed our targets for the promotion and recruitment of women into the SCS.[1] As of 31 March 2025, the percentage of women in the SCS was 47.9%, an increase from 42.7% in 2024 and the highest level since reporting began in 2012.

Recruitment of disabled staff increased from 4.0% of all new recruits in 2023 to 7.5% in 2024. Promotion rates for disabled staff increased from 3.8% in 2023 to 7% in 2024.

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1   Due to relatively small numbers in the SCS, the figure fluctuates significantly based on even small numbers entering or leaving.

Diversity in Recruitment Roundtable

In April 2024, in partnership with the Wales Centre for Public Policy, the Welsh Government held a roundtable event to provide us – and others across the public sector – with tools to help implement our vision of an organisation that fully reflects the diversity of Wales at every level. The roundtable brought together the Welsh Government, public services, and wider organisations to identify and share best practice.

The final report was published in November 2024, with key findings across a range of areas including recruitment outreach, assessment methodologies and Positive Action.

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 (the 'Pledge') in February 2020. The Pledge cements Legal Services' commitment to:

i. Supporting the progression of women into senior roles in the profession.

ii. Setting clear plans and targets around gender equality and diversity.

iii. Publishing an action plan and to publicly report on progress.

The Welsh Government has committed to publishing details of the Pledge annually in the Employer Equality Report. This can be found at Annex E.

Part 2:
Learning and Development

Core Learning and Development 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.

Our core learning offer is open to all staff with no application process.[2] A breakdown of attendance for all core training by protected characteristic is below. This includes training undertaken by permanent and temporary staff recorded via the Learning Lab, the organisation's central learning management system.

These figures show attendance rates at core corporate learning and development (L&D) courses and do not include development programmes or 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'. Figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by*. Percentages are rounded. [1]Totals may not sum due to rounding. Totals are calculated from the actual numbers before rounding.

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2   As our core learning offer is open to all staff, we are unable to provide data on 'employees who have applied for training and whether they were successful' as required by Regulation 9 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 ('the 2011 Regulations')

Sex	Attendances	Individuals	Attendances	Individuals
Female	12,300	2,210	70.0%	66.5%
Male	5,280	1,110	30.0%	33.5%
Other	*	*	0.0%	0.0%
Total[1]	17,590	3,320		

Age	Attendances	Individuals	Attendances	Individuals
16-24	520	70	3.0%	2.0%
25-29	1,110	190	6.3%	5.8%
30-34	1,810	320	10.3%	9.7%
35-39	2,070	350	11.8%	10.5%
40-44	2,800	520	15.9%	15.7%
45-49	2,640	540	15. 0%	16.3%
50-54	2,420	500	13.8%	15.2%
55-59	2,580	480	14.7%	14.6%
60-64	1,190	250	6.8%	7.6%
65+	470	90	2.7%	2.6%
Total[1]	17,590	3,320		

Disability	Attendances	Individuals	Attendances	Individuals
Disabled	1,430	260	8.1%	7.8%
Not Disabled	14,180	2,730	80.6%	82.4%
Not declared	1,830	300	10.4%	9.1%
Prefer not to say	150	30	0.9%	0.8%
Total[1]	17,590	3,320		

Race	Attendances	Individuals	Attendances	Individuals
Arab	10	*	0.0%	0.0%
Asian – Bangladeshi	10	*	0.1%	0.1%
Asian – Chinese	20	10	0.1%	0.2%
Asian – Indian	60	10	0.3%	0.4%
Asian – Pakistani	40	10	0.2%	0.3%
Black – African	90	10	0.5%	0.3%
Black – Caribbean	80	*	0.4%	0.1%
Gypsy and Irish Traveller	0	*	0.0%	0.0%
Mixed Asian and White	50	10	0.3%	0.4%
Mixed Black African and White	20	*	0.1%	0.1%
Mixed Black Caribbean and White	30	10	0.1%	0.2%
Other Asian background	30	*	0.1%	0.1%
Other Black background	0	0	0.0%	0.0%
Other Ethnic Group	70	10	0.4%	0.4%
Other Mixed Ethnic background	150	20	0.9%	0.5%
White	14,880	2,840	84.6%	85.7%
Not declared	1,500	260	8.6%	7.7%
Prefer not to say	570	110	3.3%	3.4%
Total[1]	**17,590**	**3,320**		

Religion/Belief	Attendances	Individuals	Attendances	Individuals
Agnosticism	1,150	220	6.6%	6.7%
Atheism	1,530	290	8.7%	8.9%
Baha'i	10	*	0.1%	0.1%
Buddhism	20	10	0.1%	0.2%
Christianity	5,540	1,100	31.5%	33.1%
Hinduism	60	10	0.3%	0.2%
Humanism	50	10	0.3%	0.2%
Islam	140	30	0.8%	0.8%
Jainism	0	*	0.0%	0.0%
Judaism	0	*	0.0%	0.0%
No Religion/Belief	2,740	500	15.6%	14.9%
Other Religion/Belief	240	60	1.4%	1.9%
Paganism	20	10	0.1%	0.2%
Sikhism	10	*	0.0%	0.1%
Taoism	0	0	0.0%	0.0%
Not declared	2,560	420	14.6%	12.8%
Prefer not to say	3,510	660	20.0%	19.9%
Total[1]	**17,590**	**3,320**		

Sexual Orientation	Attendances	Individuals	Attendances	Individuals
Heterosexual/Straight	12,660	2,460	72.0%	74.2%
Other Sexual Orientation	990	170	5.6%	5.0%
Not declared	2,340	360	13.3%	10.7%
Prefer not to say	1,600	330	9.1%	10.1%
Total[1]	17,590	3,320		

Maternity/Pregnant**	Attendances	Individuals	Attendances	Individuals
No	17,390	3,280	98.9%	98.9%
Yes	200	40	1.1%	1.2%
Total[1]	17,590	3,320		

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

Marital status	Attendances	Individuals	Attendances	Individuals
Married/Civil Partnership	8,380	1,610	47.7%	48.6%
Other Status	2,070	370	11.8%	11.2%
Single	5,200	920	29.5%	27.8%
Not declared	1,940	410	11.1%	12.4%
Prefer not to say	0	0	0	0
Total[1]	17,590	3,320		

Gender Reassignment (Same as sex assigned at birth)	Attendances	Individuals	Attendances	Individuals
Not Same	60	10	0.3%	0.2%
Same	10,710	1,820	60.9%	54.9%
Not declared	360	70	36.7%	42.7%
Prefer not to say	6,460	1,420	2.1%	2.2%
Total[1]	17,590	3,320		

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 <u>Cymraeg 2050: a million Welsh speakers</u> strategy. Within the organisation, its ambition is to become a truly bilingual organisation by 2050, as set out in <u>Cymraeg. It belongs to us all,</u> its internal use of Welsh strategy.

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

	Number	%
Reading	1,420	23.9%
Speaking	1,290	21.8%
Understanding	1,400	23.5%
Writing	1,120	18.8%

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

	Number	%
Reading	3,420	57.5%
Speaking	2,920	49.1%
Understanding	3,260	54.8%
Writing	2,580	43.4%

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

Part 3:

Workforce and Recruitment

Workforce Representation (by Protected Characteristic as of 31 March 2025)

We encourage staff to update personal information (e.g. race, religion, sexual orientation) in our HR system. Self-declaration helps us provide appropriate support and understand how well we reflect the communities we serve in Wales. Sharing this information is entirely voluntary.

In this report:

— **'Not declared'** means no response was provided.

— **'Prefer not to say'** means the question was actively declined.

To protect confidentiality, data is rounded to the nearest ten, figures below five are suppressed (*.) Percentages are rounded and are based on a total headcount of 5,950. Totals[1] are calculated from the actual numbers before rounding and so may not sum due to rounding.

In this report, we use the terms disability and gender reassignment in line with the Equality Act 2010. However, in our work with staff and within HR policies, we use broader, more inclusive language to reflect our commitment to diversity and inclusion.

For the purposes of the data provided in this report, the terms men and women are also used as defined in the Equality Act 2010, which refers to the protected characteristic of sex. However, we again recognise that gender identity and expression are broader than these legal definitions, and our wider policies and practices are fully inclusive of all staff.

Table 3 – Workforce by Sex

	Number	%
Female	3,630	61.0%
Male	2,320	39.0%
Other/None	*	0.0%
Total[1]	**5,950**	
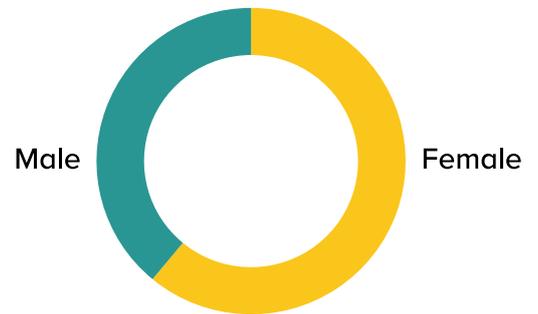
Table 4 – Workforce by Age

	Number	%
16-24	100	1.7%
25-29	340	5.8%
30-34	560	9.4%
35-39	650	11.0%
40-44	920	15.5%
45-49	920	15.5%
50-54	900	15.2%
55-59	820	13.8%
60-64	520	8.7%
65+	210	3.5%
Total[1]	**5,950**	
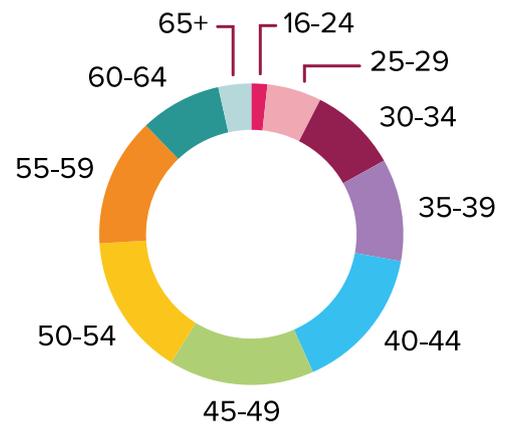
Table 5 – Workforce by Disability

	Number	%
Disabled	380	6.4%
Not Disabled	5,030	84.7%
Not declared	510	8.5%
Prefer not to say	30	0.4%
Total[1]	**5,950**	
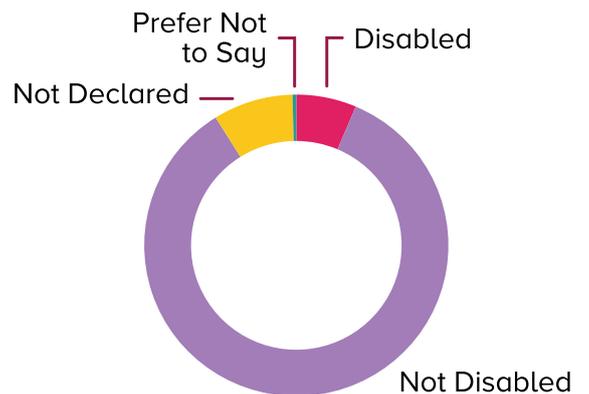
Table 6 – Workforce by Race

	Number	%
Other Ethnicity	190	3.1%
White	5,070	85.2%
Not declared	470	7.8%
Prefer not to say	230	3.9%
Total[1]	**5,950**	
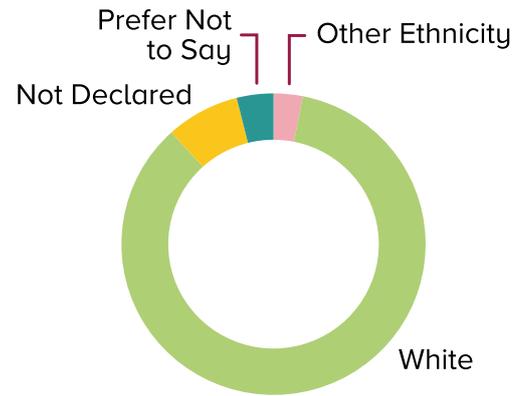
Table 7 – Workforce by Religion or Belief

	Number	%
Christianity	2,070	34.8%
No Religion/Belief	920	15.5%
Other Religion/Belief	1,190	20.0%
Not declared	520	8.8%
Prefer not to say	1,250	20.9%
Total[1]	**5,950**	
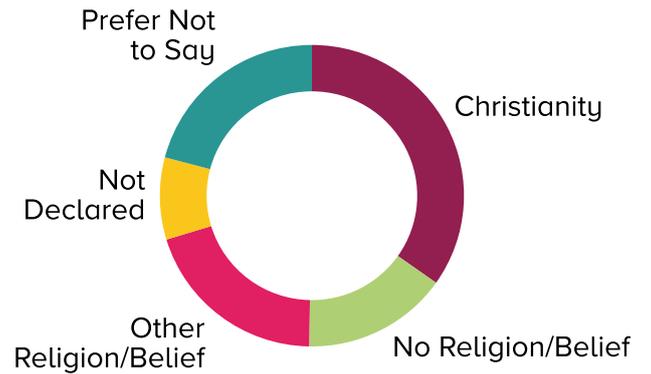
Table 8 – Workforce by Sexual Orientation

	Number	%
Heterosexual/Straight	4,470	75.1%
Other Sexual Orientation	260	4.4%
Not declared	580	9.8%
Prefer not to say	640	10.7%
Total[1]	**5,950**	
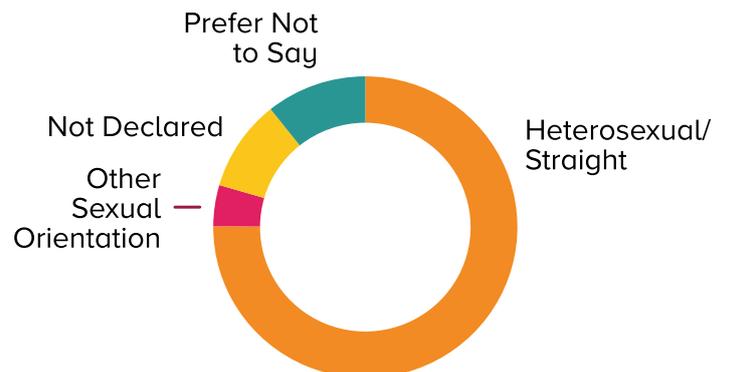
Table 9 – Workforce by Marital Status

	Number	%
Married/Civil Partnership	2,880	48.4%
Other Status	670	11.2%
Single	1,550	26.1%
Not declared	850	14.4%
Prefer not to say	0	0
Total[1]	**5,950**	
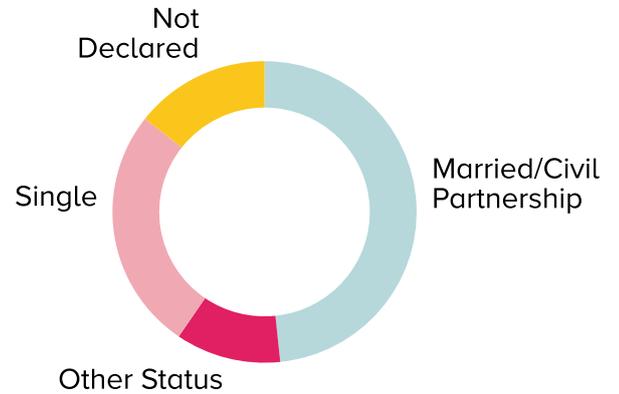
Table 10 – Workforce by Pregnancy and Maternity

	Number	%
No	5,850	98.4%
Yes	100	1.7%
Total[1]	**5,950**	
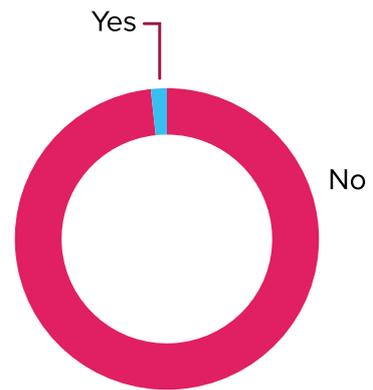
Table 11 – Workforce by Gender Reassignment (Same as sex assigned at birth)

	Number	%
No (not same)	10	0.2%
Yes (same)	2,970	49.9%
Not declared	2,850	48.0%
Prefer not to say	120	2.0%
Total[1]	**5,950**	
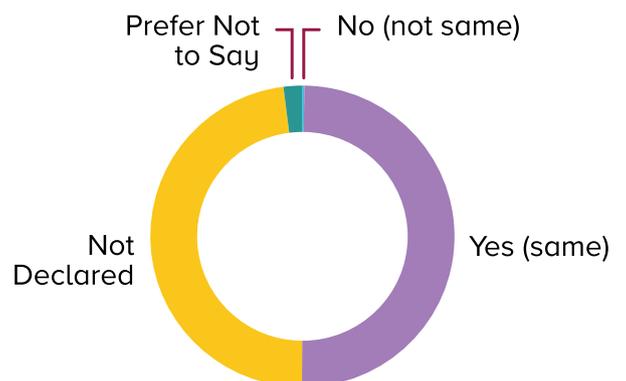
Throughout this report, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by *. Percentages are rounded. [1]Totals may not sum due to rounding.

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.

Table 12 – Profession

Profession	Female	Male
Communications	100	70
Economics	20	30
Engineering	10	30
Facilities Management	30	40
Finance	190	130
Health	130	70
Human Resources	140	50
Internal Audit	10	10
Information Management/ Library	50	50
Inspectors	180	60
Information Technology	90	160
Legal Services	140	60
Marketing	60	30
Operational Delivery	910	620
Planning	40	40
Policy Delivery	1,060	640
Procurement and Contract Management	50	30
Programme and Project Management	60	40
Social Research/ Market Research	70	40
Science	40	30
Social Services and Social Work	140	20
Statistics	50	50
Surveyors	10	20
Translation	30	10
Veterinary Services	*	*
Total[1]	**3,630**	**2,320**

Table 13 – Grade

Grade	Female	Male
SCSPS	0	*
SCS3	*	*
SCS2	10	30
SCS1	80	80
Grade 6	130	120
Grade 7	590	440
Senior Executive Officer (SEO)	940	530
Higher Executive Office (HEO)	900	480
Executive Officer (EO)	540	390
Team Support	430	240
Other	20	20
Total[1]	**3,630**	**2,320**

Table 14 – Contract Type

Contract	Female	Male
Permanent	3,520	2,240
Temporary	110	80
Total[1]	**3,630**	**2,320**

Table 15 – Working Pattern

Work Pattern	Female	Male
Full Time	2,700	2,080
Part Time	920	240
Total[1]	**3,630**	**2,320**

Pay Gap Reporting

The Welsh Government undertakes regular equal pay audits designed to highlight areas of equal pay risk within the pay system and to inform the action we take to achieve pay parity.

Gender

The Welsh Government's mean gender pay gap as of 31 March 2025 is 4.73%. This means that on average men working in the organisation earn 4.73% more than women. As of 31 March 2025, the Welsh Government's median pay gap is 4.82% which means the median salary for men and women working in the Welsh Government is no longer the same (which it has been since we first started reporting it in 2022). The Welsh Government's gender pay gap has dropped to 4.73% in March 2025 from 6.08% in March 2024. This is the lowest pay gap since our time series began in 2019.

Disability

The Welsh Government's mean disability pay gap as of 31 March 2025 is 4.69%. This means that on average those who are not disabled earn 4.69% more than those who are disabled. As of 31 March 2025, the Welsh Government's median disability pay gap is 4.82%. Welsh Government's disability pay gap has risen to 4.69% in March 2025, from 4.10% in March 2024. Despite this increase, it is still below all other years since the time series began in 2019 and has generally seen a trend of decreasing over time.

Ethnicity

The Welsh Government's mean ethnicity pay gap as of 31 March 2025 is 4.13%. This means that on average those who are from a White background earn 4.13% more than those who are from a Black, Asian, or Minority Ethnic background. As of 31 March 2025, the Welsh Government's median ethnicity pay gap was 4.82%. The Welsh Government's ethnicity pay gap saw a small increase in March 2025 (4.13%) compared to the previous year (3.78%). The ethnicity pay gap increased between 2019 and 2021, then fell between 2021 and 2024.

Sexual orientation

We have analysed the Welsh Government's sexual orientation pay gap over the last four 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 -2.32% in March 2025, 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.

Recruitment Activity

The tables below show recruitment activity during the period 1 April 2024 – 31 March 2025. External recruitment refers to all external candidates, internal recruitment refers to those already working in the organisation applying to change role and/or grade. Recruitment data (external and internal) is taken from our online recruitment system, 'CAIS', and equality data is self-declared.

External Job Applications (People who have applied for jobs with the Welsh Government – 1 April 2024 – 31 March 2025)

Table 16a – External Job Applications – Sex

Sex	Total[1]
Female	2,220
Male	1,790
Other	180
Not declared	0
Prefer not to say	90
Total[1]	**4,270**
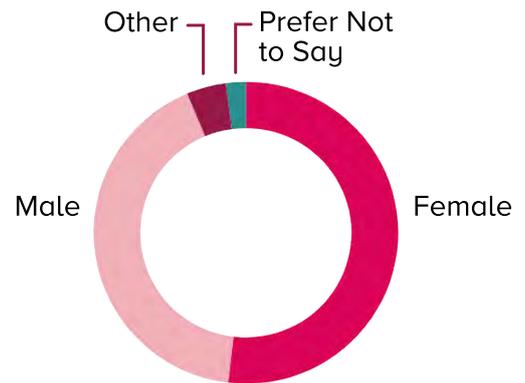
Table 16b – External Job Applications – Age

Age	Total[1]
16-24	650
25-29	670
30-34	620
35-39	470
40-44	390
45-49	300
50-54	250
55-59	150
60-64	70
65+	10
Not declared	80
Prefer not to say	630
Total[1]	**4,270**
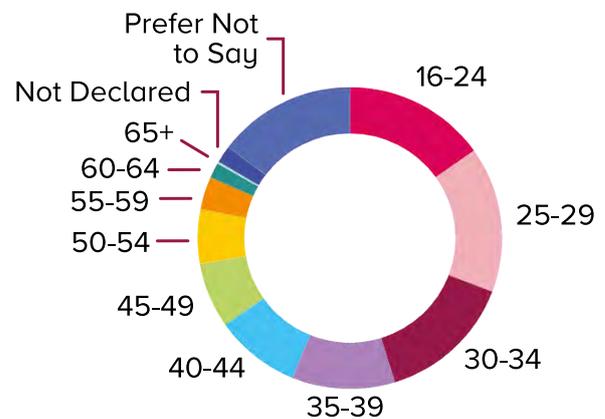
Table 16c – External Job Applications – Disability

Disability	Total[1]
Disabled	680
Not Disabled	3,590
Not declared	0
Prefer not to say	0
Total[1]	**4,270**

Disabled

Not Disabled
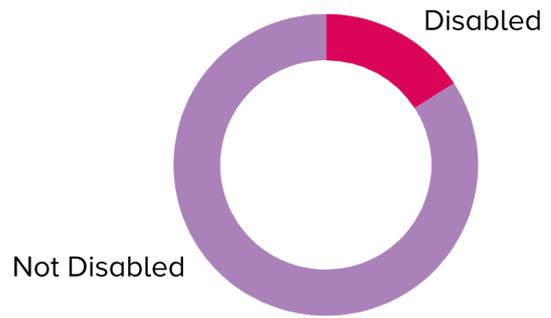
Table 16d – External Job Applications – Race

Race	Total[1]
Any Other Asian background	40
Any Other Black / African / Caribbean background	10
Any Other Mixed / Multiple Ethnic background	30
Any Other White background	160
Asian / Asian British - Bangladeshi	60
Asian / Asian British – Chinese	20
Asian / Asian British - Indian	230
Asian / Asian British - Pakistani	80
Black /African /Caribbean /Black British – African	220
Black /African /Caribbean /Black British – Caribbean	20
Mixed / Multiple Ethnic Groups – White and Asian	40
Mixed / Multiple Ethnic Groups – White and Black African	20
Mixed / Multiple Ethnic Groups – White and Black Caribbean	30
Other Ethnic Group – Any other ethnic group	20
Other Ethnic Group – Arab	20
White – Gypsy or Irish Traveller	*
White – Irish	50
White – Welsh / English / Scottish / Northern Irish / British	3,160
Not declared	0
Prefer not to say	100
Total[1]	**4,270**

Table 16e – External Job Applications – Religion or Belief

Religion/Belief	Total[1]
Any other religion	60
Buddhist	20
Christian (all denominations)	1,350
Hindu	150
Jewish	10
Muslim	210
No Religion	2,060
Sikh	110
Not declared	0
Prefer not to say	310
Total[1]	4,270
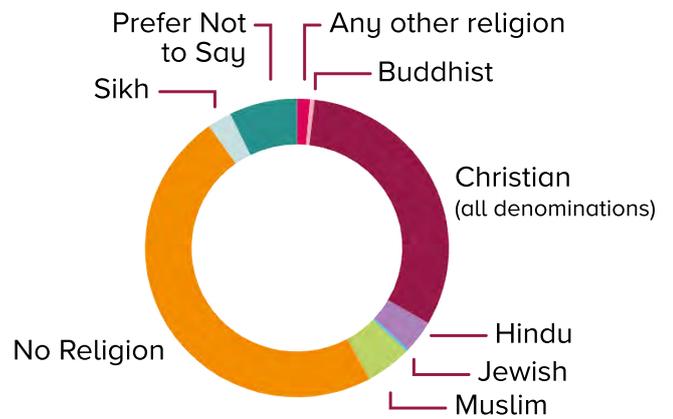
Table 16f – External Job Applications – Sexual Orientation

Sexual Orientation	Total[1]
Heterosexual / Straight	3,380
Other Sexual Orientation	520
Not declared	0
Prefer not to say	360
Total[1]	4,270
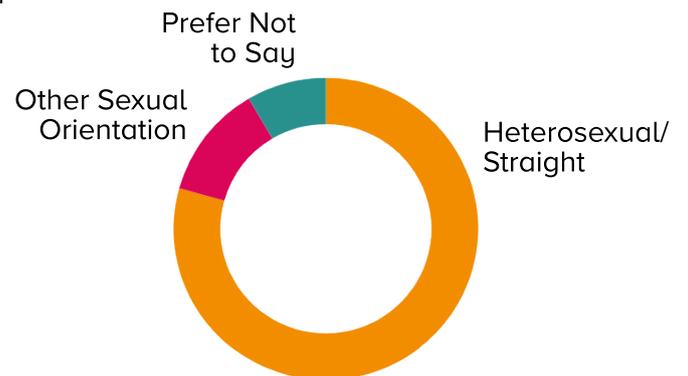
Table 16g – External Job Applications – Marriage/Civil Partnership

Married/Civil Partnership	Total[1]
No	1,760
Yes	2,390
Not declared	0
Prefer not to say	130
Total[1]	4,270
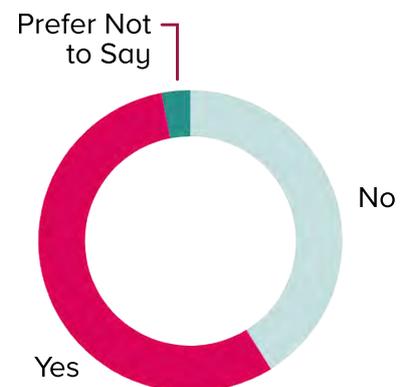
Table 16h – External Job Applications – Gender Reassignment (Same as sex assigned at birth)

Gender Reassignment (Same as sex assigned at birth)	Total[1]
Not Same	180
Same	4,000
Not declared	0
Prefer not to say	90
Total[1]	**4,270**
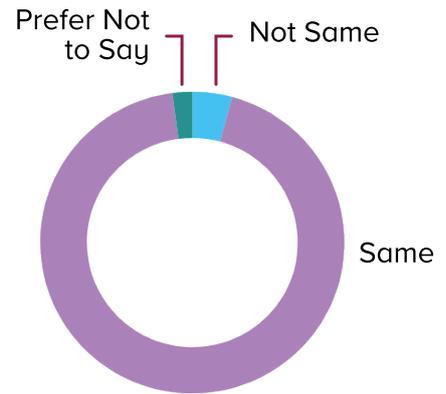
Table 16i – External Job Applications – Pregnancy and Maternity

Currently Pregnant/Pregnant in Past Year	Total[1]
No	4,130
Yes	50
Not declared	0
Prefer not to say	90
Total[1]	**4,270**
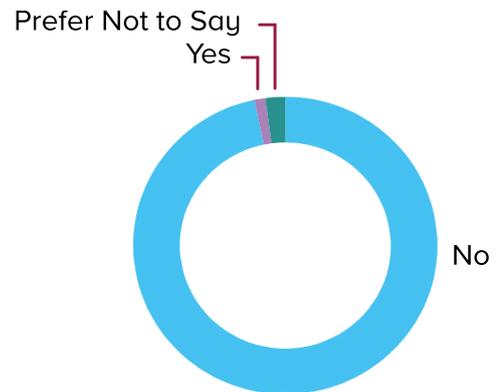
Internal Job Applications
(Employees who have applied to change positions – 1 April 2024 – 31 March 2025). All Grades.

Table 17a – Internal Job Applications – Sex

Sex	Not Taken Forward***	Unsuccessful	Successful	Total
Female	40	1,050	660	1,750
Male	20	760	360	1,140
Other	0	30	20	50
Not declared	0	0	0	0
Prefer not to say	10	60	30	100
Total[1]	70	1,890	1,070	3,030

Table 17b – Internal Job Applications – Age

Age	Not Taken Forward***	Unsuccessful	Successful	Total
16-24	0	20	20	50
25-29	10	170	140	310
30-34	10	340	170	510
35-39	10	260	170	440
40-44	20	330	200	550
45-49	10	290	140	440
50-54	10	220	110	340
55-60	*	100	50	160
60-64	*	50	20	70
65+	0	*	*	*
Not declared	0	10	10	20
Prefer not to say	10	90	40	140
Total[1]	70	1,890	1,070	3,030

Table 17c – Internal Job Applications – Disability

Disability	Not Taken Forward***	Unsuccessful	Successful	Total
Disabled	10	320	130	460
Not Disabled	60	1,570	940	2,570
Not declared	0	0	0	0
Prefer not to say	0	0	0	0
Total[1]	70	1,890	1,070	3,030

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	*	*
Any Other Mixed / Multiple Ethnic Background	0	10	10	10
Any Other White background	0	50	20	70
Asian / Asian British – Bangladeshi	0	10	*	10
Asian / Asian British – Chinese	0	*	0	*
Asian / Asian British – Indian	0	10	*	10
Asian / Asian British – Pakistani	0	20	*	20
Black /African /Caribbean /Black British – African	0	*	*	10
Mixed / Multiple Ethnic Groups – White and Asian	0	10	10	10
Mixed / Multiple Ethnic Groups – White and Black African	0	10	*	10
Mixed / Multiple Ethnic Groups – White and Black Caribbean	0	*	*	10
Other Ethnic Group – Any other ethnic group	0	0	*	*
Other ethnic group - Arab	0	*	0	*
White – Gypsy or Irish Traveller	0	0	*	*
White - Irish	*	20	20	30
White – Welsh / English / Scottish / Northern Irish / British	60	1,690	960	2,710
Not declared	0	0	0	0
Prefer not to say	*	80	30	110
Total[1]	**70**	**1,890**	**1,070**	**3,030**

Table 17e – Internal Job Applications – Religion or Belief

Religion/Belief	Not Taken Forward***	Unsuccessful	Successful	Total
Any other religion	0	20	10	30
Buddhist	0	10	*	10
Christian (all denominations)	20	590	310	930
Hindu	0	10	*	10
Jewish	0	10	*	10
Muslim	0	20	10	30
No Religion	40	1,040	640	1,710
Sikh	0	10	10	20
Not declared	0	0	0	0
Prefer not to say	10	200	90	290
Total[1]	70	1,890	1,070	3,030

Table 17f – Internal Job Applications – Sexual Orientation

Sexual Orientation	Not Taken Forward***	Unsuccessful	Successful	Total
Heterosexual / Straight	60	1,570	910	2,540
Other Sexual Orientation	*	130	70	210
Not declared	0	0	0	0
Prefer not to say	10	200	80	290
Total[1]	70	1,890	1,070	3,030

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

Married/Civil Partnership	Not Taken Forward***	Unsuccessful	Successful	Total
No	20	740	490	1260
Yes	30	1050	530	1610
Not declared	0	0	0	0
Prefer not to say	10	100	50	160
Total[1]	70	1,890	1,070	3,030

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	30	20	50
Yes	60	1,810	1,020	2,880
Not declared	0	0	0	0
Prefer not to say	10	60	30	100
Total[1]	**70**	**1,890**	**1,070**	**3,030**

Table 17i – Internal Job Applications – Pregnancy and Maternity

Currently Pregnant/Last Year	Not Taken Forward***	Unsuccessful	Successful	Total
No	60	1800	1020	2880
Yes	0	20	20	30
Not declared	0	0	0	0
Prefer not to say	10	80	40	120
Total[1]	**70**	**1,890**	**1,070**	**3,030**

***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. [1]Totals may not sum due to rounding.

Part 4:

Being an Employer of Choice

Being an employer of choice

The Welsh Government aims to be an employer of choice, attracting and retaining a diverse and talented workforce. Our values of **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 to individuals, 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:

As an employer, we continue to benchmark against industry standards for equality, diversity and inclusion. Accreditations, memberships and pledges held during the year 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 Champion

— Victim Support's Hate Crime Charter

— White Ribbon accreditation

— Workplace Menopause Pledge

Staff Networks

We have a thriving network of staff groups that play a vital role in shaping an inclusive workplace. Our six staff networks provide underrepresented colleagues with a voice, create spaces to share experiences, and offer peer support. They also contribute to policy development and equality impact assessments, ensuring diverse perspectives inform our decisions.

Each network is co-chaired by colleagues who sit on our strategic Diversity and Inclusion Steering Group, supported by Board Sponsors and Senior Civil Service champions.

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.

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.

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.

The Neurodivergence Network (NDN) – supports neurodivergent colleagues across the organisation and raises understanding of how neuro-inclusivity improves the workplace for everyone.

PRISM – the sexual orientation and gender identity staff network that supports staff who identify as lesbian, gay, bisexual, trans or gender variant.

Women Together – this network aims are to provide a united voice on the issues facing women across the organisation and to achieve gender equality.

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 Civil Service People Survey is a key tool for understanding staff experiences and engagement across the organisation. In an Equality, Diversity and Inclusion (EDI) context, it provides valuable insights into how inclusive our culture feels, whether colleagues feel respected and supported, and where barriers may exist. The data helps us identify trends, measure progress against our EDI objectives, and shape actions that create a fair and welcoming workplace for everyone.

In the Welsh Government, the survey was undertaken in September-October 2024 and received a 66% response rate.

Employee Engagement Score

— The Employee Engagement Score for Welsh Government was 67%, which saw a small increase from 66% in 2023. The organisation also reported higher engagement levels than the UK Civil Service (64%).

— Ethnic minority staff reported the highest engagement score (71%) out of the key equality groups (below), with disabled staff reporting the lowest score (65%).

— We saw small increases in engagement levels (of 1 percentage point) for most of the key equality groups from 2023, but a slightly larger increase in engagement for ethnic minority staff[3] (4 percentage points).

— In line with the previous year's results, disabled staff were the only equality group to report a lower engagement score than their non-equality comparison group[4] (4 percentage points lower than for staff who were not disabled).

— Female staff reported notably higher engagement than male staff (5 percentage points higher).

Key Equality Groups[5]		Employee Engagement Score 2024	Employee Engagement Score 2023
Ethnicity	Ethnic minority staff	71%	67%
	White staff	68%	67%
Sexual Orientation	Minority sexual orientation staff	68%	69%
	Straight / Heterosexual staff	68%	67%
Sex[6]	Female staff	70%	69%
	Male staff	65%	65%
Disability	Disabled staff	65%	64%
	Not disabled staff	68%	67%

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3 We tend to see bigger fluctuations in scores for smaller groups.

4 Non-equality comparison groups are white staff, straight/heterosexual staff, male staff and those who are not disabled.

5 Scores included in the table are rounded, but percentage point differences or changes are based on raw figures.

6 Scores for female/male staff were based on composite sex/gender identity in 2023 but sex in 2024, so caution should be taken when making comparisons over time.

Inclusion and Fair Treatment

- The Inclusion and Fair Treatment theme score for Welsh Government was 86%, which saw a small increase from 85% in 2023 and was 5 points above the UK Civil Service (81%).

- In line with the previous year's results, female staff reported the highest Inclusion and Fair Treatment theme score (89%) out of the key equality groups, with disabled staff reporting the lowest score (80%).

- Again, in line with the previous year's results, most of the key equality groups reported a lower Inclusion and Fair Treatment theme score than their non-equality comparison group:

    - Disabled staff reported a notably lower score than those who were not disabled (9 percentage points lower).

    - Ethnic minority staff reported a much lower score than white staff (5 percentage points lower).

- Females were the only equality group that reported a higher Inclusion and Fair Treatment score than their non-equality comparison group (2 percentage points above that of male staff).

- There was minimal change in the Inclusion and Fair Treatment score for the key equality groups over time, with ethnic minority and minority sexual orientation staff seeing a small decrease in score (both 1 percentage point decrease) and female and disabled staff seeing a small increase in score (both 1 percentage point increase) from 2023.

Key Equality Groups[7]		Inclusion and Fair Treatment Score 2024	Inclusion and Fair Treatment Score 2023
Ethnicity	Ethnic Minority	83%	84%
	White staff	88%	87%
Sexual Orientation	Minority sexual orientation staff	86%	87%
	Straight / Heterosexual staff	88%	88%
Sex	Female staff	89%	88%
	Male staff	87%	87%
Disability	Disabled staff	80%	80%
	Not disabled staff	89%	89%

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7   As noted above, the scores in the table are rounded figures, so have been rounded up or down depending on the raw scores. The difference between two figures is based on the 'raw' difference and then rounded. For example, 86.52 (rounds up to 87%), 87.19 (rounds down to 87%) and the difference is -0.67 which rounds to -1%.

Annex A

Workforce Representation Disaggregated

by Race, Religion/Belief, Disability, Sexual Orientation and Marital Status

Race	Number	%
Arab	*	0.1
Asian – Bangladeshi	10	0.1
Asian – Chinese	10	0.2
Asian – Indian	20	0.4
Asian – Pakistani	20	0.3
Black – African	10	0.2
Black – Caribbean	10	0.1
Gypsy and Irish Traveller	*	0.0
Mixed Asian and White	20	0.4
Mixed Black African and White	10	0.1
Mixed Black Caribbean and White	10	0.2
Other Asian background	10	0.1
Other Black background	*	0.0
Other Ethnic Group	20	0.4
Other Mixed Ethnic background	30	0.6
White	5,070	85.0
Not declared	470	7.9
Prefer not to say	230	3.9
Total[1]	5,950	

Religion/Belief	Number	%
Agnosticism	400	6.7
Atheism	580	9.8
Baha'i	*	0.0
Buddhism	10	0.2
Christianity	2,070	34.9
Hinduism	10	0.1
Humanism	10	0.2
Islam	40	0.7
Jainism	*	0.0
Judaism	10	0.2
No Religion	920	15.5
Other Religion	110	1.8
Paganism	10	0.2
Rastafarianism	*	0.0
Sikhism	*	0.1
Taoism	*	0.0
Not declared	520	8.8
Prefer not to say	1,250	20.9
Total[1]	5,950	

Disability	Number	%
Hearing Impairment (alone)	30	0.6
Hearing Impairment (with other...)	10	0.1
Learning Difficulties (alone)	30	0.5
Learning Difficulties (with other...)	10	0.2
Mental Illness (alone)	40	0.6
Mental Illness (with other...)	20	0.3
Mobility Impairment (alone)	30	0.4
Mobility Impairment (with other...)	30	0.5
Not Disabled	5,030	84.7
Other / Unknown Disability	90	1.5
Physical Coordination Difficulties (alone)	*	0.0
Reduced Physical Capacity (alone)	20	0.3
Reduced Physical Capacity (with other...)	10	0.2
Speech Impairment (alone)	*	0.0
Visual Impairment (alone)	20	0.3
Visual Impairment (with other...)	10	0.1
Not declared	560	9.4
Prefer not to say	20	0.3
Total[1]	5,950	

Sexual Orientation	Number	%
Bisexual	80	1.3
Gay Man	100	1.7
Gay Woman / Lesbian	50	0.9
Heterosexual / Straight	4,470	75.1
Other Sexual Orientation	30	0.6
Not declared	580	9.8
Prefer not to say	640	10.7
Total[1]	5,950	

Marital Status	Number	%
Civil Partnership	30	0.6
Cohabiting	60	1.1
Divorced	270	4.5
Married	2,840	47.8
Registered Partnership	300	5.0
Separated	10	0.2
Single	1,550	26.1
Widowed	30	0.5
Not declared	850	14.4
Prefer not to say	0	0.0
Total[1]	5,950	

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. [1]Totals may not sum due to rounding.
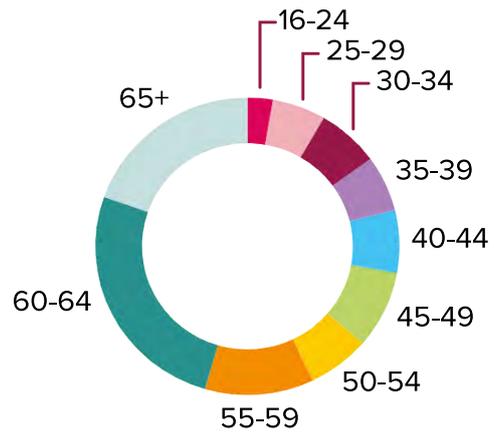
Annex B
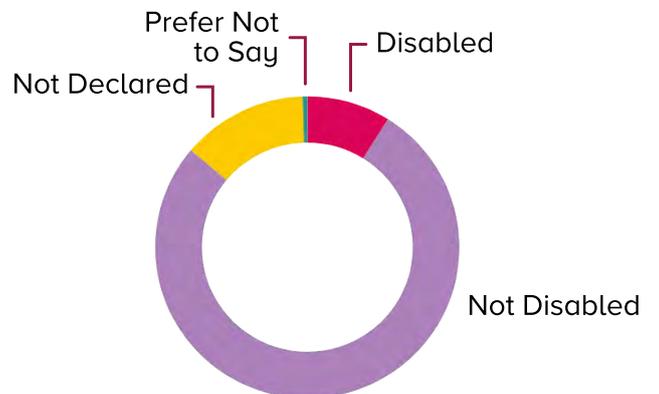
Leavers Data by Protected Characteristic

Sex	Number	%
Female	240	54.3
Male	200	46.7
Total[1]	440	

Male   Female

Age Range	Number	%
16-24	10	2.7
25-29	30	5.7
30-34	30	6.6
35-39	30	6.1
40-44	30	6.8
45-49	40	8.4
50-54	30	6.6
55-59	50	11.6
60-64	110	25.9
65+	90	19.6
Total[1]	440	

Disability	Number	%
Disabled	40	8.9
Not Disabled	340	77.3
Not declared	60	13.4
Prefer not to say	*	0.5
Total[1]	440	

Race	Number	%
Other Ethnicity	10	2.7
White	360	81.6
Not declared	60	12.7
Prefer not to say	*	3.0
Total[1]	440	
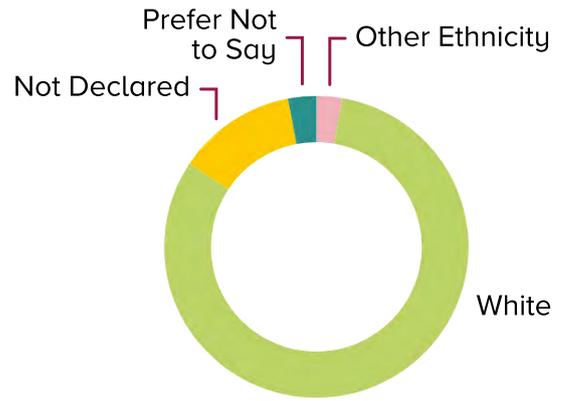
Religion/Belief	Number	%
Christianity	180	38.8
Other Religion/Belief	80	17.7
No Religion/Belief	50	10.2
Not declared	60	13.0
Prefer not to say	90	19.3
Total[1]	440	
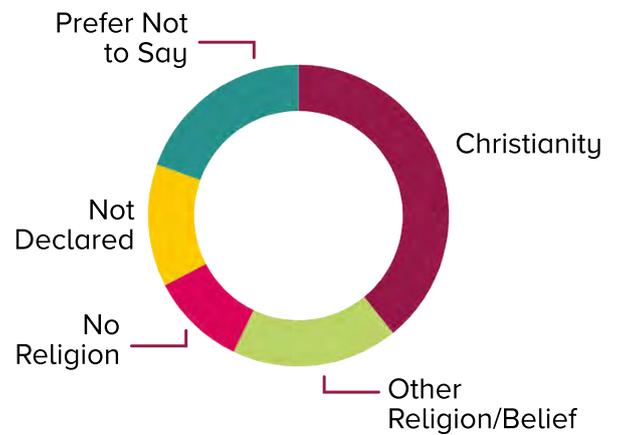
Sexual Orientation	Number	%
Heterosexual/Straight	320	71.8
Other Sexual Orientation	10	2.7
Not declared	70	15.2
Prefer not to say	50	10.2
Total[1]	440	
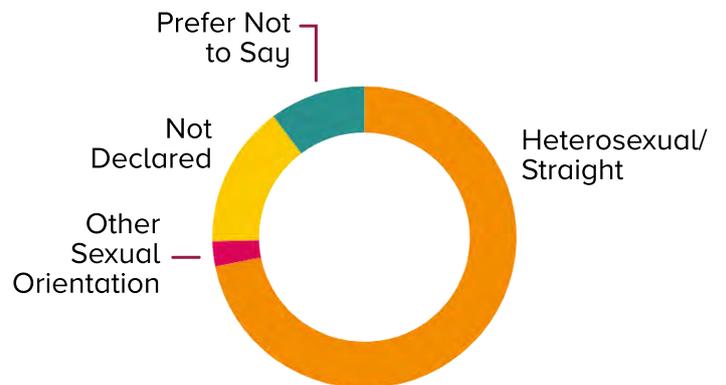
Maternity/Pregnancy	Number	%
Yes	0	0.0
No	440	100.0
Total[1]	440	
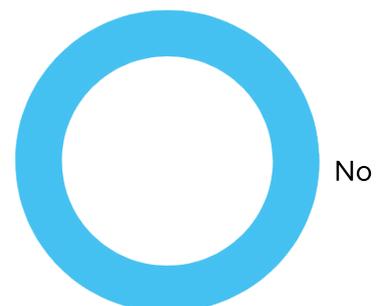
Marital Status	Number	%
Married/Civil Partnership	210	47.1
Single	90	20.9
Other Status	50	11.6
Not declared	90	20.5
Prefer not to say	0	0.0
Total[1]	440	
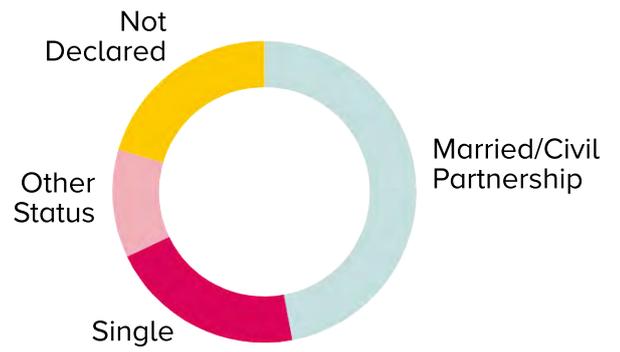
| Gender Reassignment (Same as sex assigned at birth)	Number	%
No	*	0.2
Yes	200	46.1
Not declared	230	51.1
Prefer not to say	10	2.5
Total[1]	440	
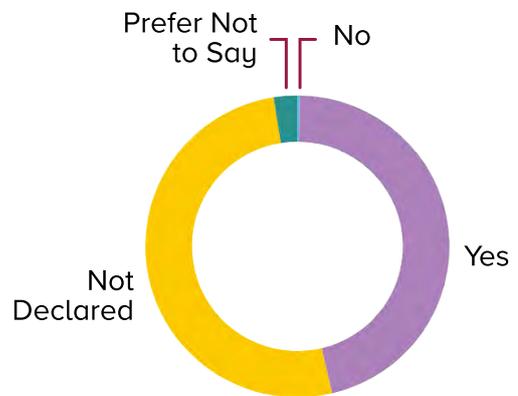
Throughout this report, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by*. Percentages are rounded. [1]Totals may not sum due to rounding.

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	10	56.0
Male	10	44.0
Total[1]	30	
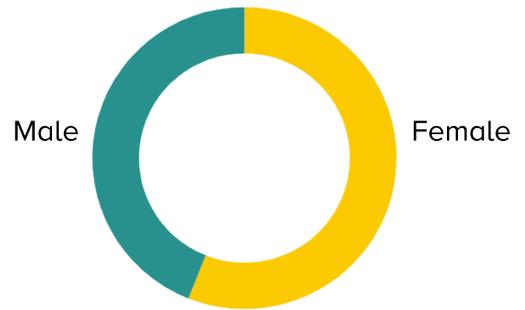
Age Range	Number	%
16-24	0	0
25-29	*	8.0
30-34	*	12.0
35-39	*	12.0
40-44	0	0.0
45-49	*	4.0
50-54	10	20.0
55-59	10	20.0
60-64	*	16.0
65+	*	8.0
Total[1]	30	
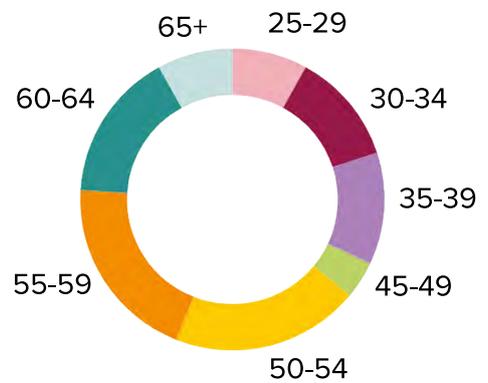
Disability	Number	%
Disabled	*	12.0
Not Disabled	20	68.0
Not declared	10	20.0
Prefer not to say	0	0.0
Total[1]	30	
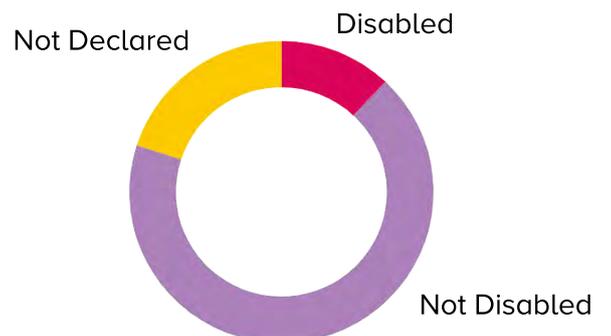
Race	Number	%
Other Ethnicity	*	4.0
White	20	72.0
Not declared	*	12.0
Prefer not to say	*	12.0
Total[1]	30	
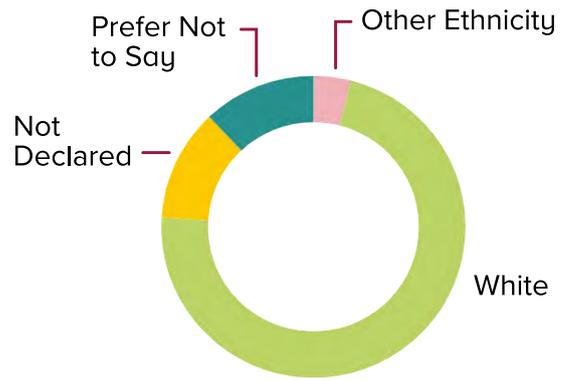
Religion/Belief	Number	%
Christianity	10	48.0
Other Religion/Belief	*	16.0
No Religion/Belief	*	12.0
Not declared	*	12.0
Prefer not to say	*	12.0
Total[1]	30	
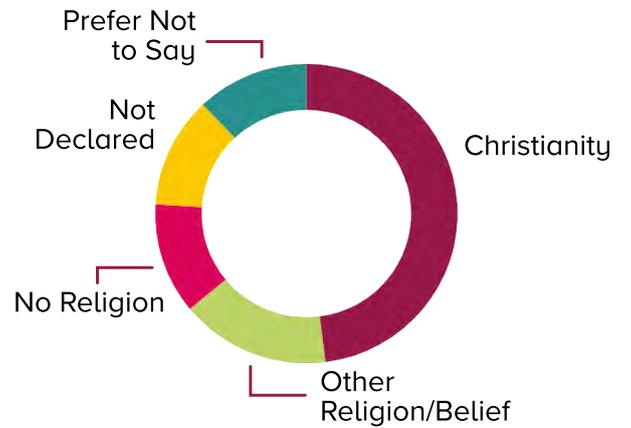
Sexual Orientation	Number	%
Heterosexual/Straight	20	60.0
Other Sexual Orientation	*	4.0
Not declared	*	12.0
Prefer not to say	10	24.0
Total[1]	30	
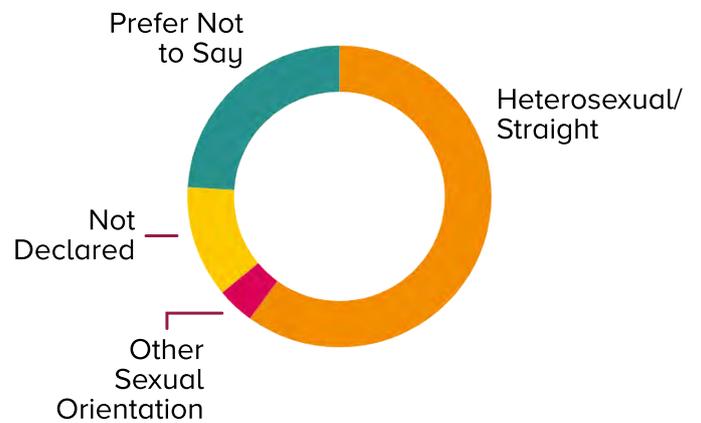
Maternity/Pregnancy	Number	%
Yes	0	0.0
No	30	100.0
Total[1]	30	
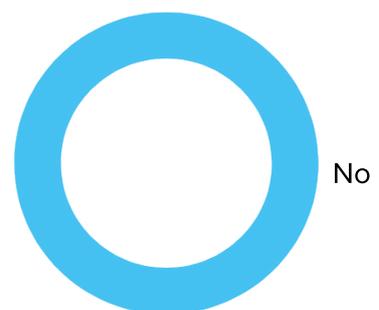
Marital Status	Number	%
Married/Civil Partnership	10	40.0
Single	10	32.0
Other Status	*	12.0
Not declared	*	16.0
Prefer not to say	0	0.0
Total[1]	30	
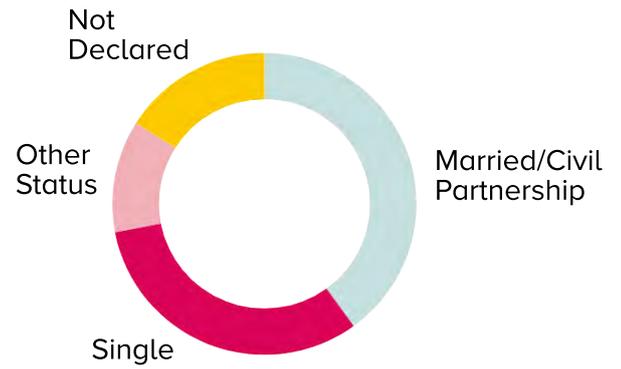
Gender Reassignment (Same as sex assigned at birth)	Number	%
No	0	0.0
Yes	10	52.0
Not declared	10	36.0
Prefer not to say	*	12.0
Total[1]	30	
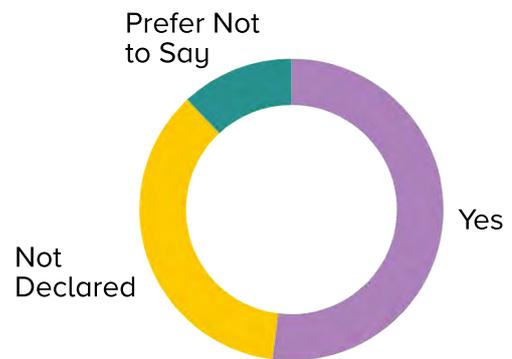
Throughout this report, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by*. Percentages are rounded. [1]Totals may not sum due to rounding.

Annex D

Pay Gaps

Gender Pay Gap

Figures below are based on a total of 5,800* staff: made up of 3,550* women (61%) and 2,250* men (39%). (*Figures rounded to the nearest 10).

Welsh Government Gender Pay Gap: Mean and Median, March 2025

	Female average (mean) pay	Male average (mean) pay	Mean gender pay gap	Female median pay	Male median pay	Median gender pay gap
Salary	£48,545	£50,956	4.73%	£43,759	£45,974	4.82%
Hourly pay	£25.23	£26.48		£22.74	£23.90	

Gender Pay Gap by Grade: Mean and Median, March 2025

		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	£27,749	£27,861	0.41%	£28,246	£28,246	0.00%
	Hourly pay	£14.42	£14.48		£14.68	£14.68	
EO	Salary	£32,699	£32,828	0.39%	£33,748	£33,748	0.00%
	Hourly pay	£17.00	£17.06		£17.54	£17.54	
HEO	Salary	£41,641	£41,513	-0.31%	£43,759	£43,759	0.00%
	Hourly pay	£21.64	£21.58		£22.74	£22.74	
SEO	Salary	£52,013	£52,031	0.03%	£54,431	£54,431	0.00%
	Hourly pay	£27.03	£27.04		£28.29	£28.29	
Grade 7	Salary	£67,865	£68,217	0.52%	£70,450	£70,450	0.00%
	Hourly pay	£35.27	£35.46		£36.62	£36.62	
Grade 6	Salary	£81,900	£82,807	1.10%	£84,882	£84,882	0.00%
	Hourly pay	£42.57	£43.04		£44.12	£44.12	
SCS	Salary	£97,765	£101,383	3.57%	£92,537	£92,537	0.00%
	Hourly pay	£50.81	£52.69		£48.10	£48.10	

Gender Pay Gap by Grouped Grade: Mean and Median, March 2025

		Female average (mean) pay	Male average (mean) pay	Mean gender pay gap	Female median pay	Male median pay	Median gender pay gap
Team Support and EO	Salary	£30,541	£30,961		£29,657	£30,749	
	Hourly pay	£15.87	£16.09	1.36%	£15.41	£15.98	3.55%
HEO and SEO	Salary	£46,936	£47,004		£45,974	£45,974	
	Hourly pay	£24.39	£24.43	0.15%	£23.90	£23.90	0.00%
Grade 7, Grade 6 and SCS	Salary	£73,550	£75,938		£70,450	£70,450	
	Hourly pay	£38.23	£39.47	3.14%	£36.62	£36.62	0.00%

Ethnicity Pay Gap

Figures below are based on a total of 5,190* staff: 180* Black, Asian and Minority Ethnic (3%) and 5,020* White staff (97%). 610* staff who have not declared their ethnicity on the HR system (11% of all Welsh Government staff) were excluded. (*Figures rounded to the nearest 10).

Welsh Government Ethnicity Pay Gap: Mean and Median, March 2025

	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	£47,911	£49,974		£43,759	£45,974	
Hourly pay	£24.90	£25.97	4.13%	£22.74	£23.90	4.82%

Ethnicity Pay Gap by Grouped Grade: Mean and Median, March 2025

		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 and EO	Salary	£31,165	£31,007		£30,749	£30,749	
	Hourly pay	£16.20	£16.12	-0.51%	£15.98	£15.98	0.00%
HEO and SEO	Salary	£46,052	£47,036		£44,867	£45,974	
	Hourly pay	£23.94	£24.45	2.09%	£23.32	£23.90	2.41%
Grade 7, Grade 6 and SCS	Salary	£75,817	£74,734		£70,450	£70,450	
	Hourly pay	£39.41	£38.84	-1.45%	£36.62	£36.62	0.00%

Disability Pay Gap

Figures below are based on a total of 5,350* staff: 380* reported being disabled (7%) and 4,970* reported not being disabled (93%). 460* staff who have not declared whether they are disabled on the HR system (8% of all Welsh Government staff) were excluded. (*Figures rounded to the nearest 10).

Welsh Government Disability Pay Gap: Mean and Median, March 2025

	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	£47,870	£50,223		£43,759	£45,974	
Hourly pay	£24.88	£26.10	4.69%	£22.74	£23.90	4.82%

Disability Pay Gap by Grouped Grade: Mean and Median, March 2025

		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 and EO	Salary	£30,663	£31,106		£29,657	£30,749	
	Hourly pay	£15.94	£16.17	1.42%	£15.41	£15.98	3.55%
HEO and SEO	Salary	£46,064	£47,121		£43,759	£45,974	
	Hourly pay	£23.94	£24.49	2.24%	£22.74	£23.90	4.82%
Grade 7, Grade 6 and SCS	Salary	£74,577	£74,888		£70,450	£70,450	
	Hourly pay	£38.76	£38.92	0.42%	£36.62	£36.62	0.00%

Sexual Orientation Pay Gap

Figures below are based on a total of 4,670* staff: 260* reported having a minority sexual orientation (6%) and 4,410* reported being heterosexual (94%). 1,130* staff who have not declared their sexual orientation on the HR system (20% of all Welsh Government staff) were excluded. (*Figures rounded to the nearest 10).

Welsh Government Sexual Orientation Pay Gap: Mean and Median, March 2025

	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	£51,104	£49,944	-2.32%	£48,135	£45,974	-4.70%
Hourly pay	£26.56	£25.96		£25.02	£23.90	

Sexual Orientation Pay Gap by Grouped Grade: Mean and Median, March 2025

		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 and EO	Salary	£30,889	£31,101	0.68%	£30,749	£30,749	0.00%
	Hourly pay	£16.05	£16.17		£15.98	£15.98	
HEO and SEO	Salary	£46,793	£47,054	0.55%	£45,974	£45,974	0.00%
	Hourly pay	£24.32	£24.46		£23.90	£23.90	
Grade 7, Grade 6 and SCS	Salary	£74,013	£74,914	1.20%	£70,450	£70,450	0.00%
	Hourly pay	£38.47	£38.94		£36.62	£36.62	

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 at least one named member of our senior leadership team/management committee who is accountable for gender diversity and inclusion challenging instances of harassment and discrimination and ensuring complaints are dealt with effectively.

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.

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 71.2% female, 28.8% 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 66.66% (two thirds) female, 33.33% male.

With reference to the pledges:

1. The Director of Legal Services will continue to be accountable for gender diversity and inclusion within the WGLSD. All members of Legal Services Management Board will continue to promote diversity inclusion, including through membership of staff networks. Gender specific targets have been set and have been achieved within WGLSD. We are committed to maintaining gender equality.

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 Women's 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 'Ethnic Minority 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.

4. WGLSD is committed to maintaining gender equality within its senior management and leadership teams.

5. The Senior Management Team are committed to tackling any kind of discrimination, bullying and harassment in the workplace, and robust polices 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 have been 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.