

From: [Name removed]@gatenbysanderson.com>
Sent: 07 May 2021 14:03
To: [Name removed]@gov.wales>; [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gov.wales >
Subject: RE: NRW Board recruitment: update

Smashing, thanks [Welsh Government Official].

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From: [Name removed]@gov.wales >
Sent: 07 May 2021 13:54
To: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gov.wales
Subject: RE: NRW Board recruitment: update

Hi [Gatenbysanderson Official]/ [Gatenbysanderson Official], to confirm I have uploaded the aggregated diversity equality to the portal.

There was no religion/belief data for any of the schemes.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

My usual working hours are Mon-Fri between 8am and 4pm / Fy oriau gwaith arferol yw Llyn-Gwener rhwng 8am a 4pm

Hi [Gatenbysanderson Official]/ [Gatenbysanderson Official], to confirm I have uploaded the aggregated diversity equality to the portal.

There was no religion/belief data for any of the schemes.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

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From: [Name removed]@gatenbysanderson.com >
Sent: 07 May 2021 11:11
To: [Name removed]@gov.wales >; [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gov.wales >
Subject: RE: NRW Board recruitment: update

Thanks [Welsh Government Official]. We're getting there!

Yes, the data categories look fine.

[Gatenbysanderson Official]

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Sent: 07 May 2021 11:09
To: [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gov.wales
Subject: RE: NRW Board recruitment: update

[Gatenbysanderson Official]

Thank you for your email. I understand your frustration with the process. We will be able to consider this in the evaluation at the end of the contract.

Thank you for the suggested change to the agenda – we'll arrange to do that, it entirely makes sense. I have received the raw equality data from the PAT, so will need to do a bit of work and get that over to you asap. I have the following data, which I assume covers everything:

Disability;
Religion or belief;
Sexual orientation
Age
Ethnicity
Gender

As you say, we can consider the other issues such as conflicts of interest later in the process.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

My usual working hours are Mon-Fri between 8am and 4pm / Fy oriau gwaith arferol yw
Llun-Gwener rhwng 8am a 4pm

From: [Name removed]@gatenbysanderson.com >
Sent: 07 May 2021 10:00
To: [Name removed]@gov.wales>; [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gov.wales>
Subject: RE: NRW Board recruitment: update

Thanks [Welsh Government Official].

If I might make a suggestion on the agenda ordering, when considering the three roles, it would make more sense to do Role 2 – sub-committee chair either first or last and take the two Board members side by side. These two roles are identical bar the Welsh language requirement and so taking next to each other will help the Panel when thinking about who to take through for those two roles.

With regard to the information provided on the application form, I'm sorry but no, we have not had time to take any of that information into consideration as we started the sift before that information became available. It is also quite an unwieldy document to wade through and so not something we could start to do at this late stage. But:

- With regard to Welsh language ability, where a candidate has made clear in their CV/statement that they are a Welsh language speaker we have noted that, but have been silent on it otherwise (taking as read that if someone applied for the Welsh essential role that they are a Welsh speaker).
- With regard to conflicts, typically we tend to explore those in detail with longlisted candidates and we would do that when we interview them – ditto any matters of potential embarrassment etc.

You've been absolutely fantastic at getting us information as quickly as you can but this process has been much more challenging to navigate than we had all anticipated at the outset, particularly the late emergence of so many applications from PAT. We are working really hard to get all of our reviews done and still aim to get the reports out today. I would love to be able to say we could review all of the conflicts information before the meeting but it simply won't be possible.

Hope this helps.

[Gatenbysanderson Official]

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From: [Name removed]@gov.wales>
Sent: 07 May 2021 09:39
To: [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales
Subject: RE: NRW Board recruitment: update

Great minds! I was just about to email to let you know I have reminded the PA Team we need this as soon as possible. I'm sorry it hasn't been sent sooner.

I am pulling together the draft agenda for the meeting on Monday (attached), and have been considering the applications (rather than the CVs and PSs) which are within the compilation books for each role. It gives applicants' responses to questions about their ability to commit and their Welsh language ability. Most crucially it describes the candidates declared conflicts of interest. I don't think we will have the time to ask the PA Team to produce just a book of the applications. However, I wondered if you are using this information within your report? If so, I don't think we need to supply the book to the panel.

Please let me know what you think, and let me know if you have any comments on the agenda.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

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From: [Name removed]@gatenbysanderson.com >
Sent: 07 May 2021 09:22
To: [Name removed]@gov.wales>
Cc: [Name removed]@gatenbysanderson.com >
Subject: RE: NRW Board recruitment: update

Good morning [Welsh Government Official]

Just wanted to check on the list of monitoring data – and when we're likely to receive this. If you could let me know that would be great!

Thanks

[Gatenbysanderson Official]

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From: [Name removed]@gov.wales

Sent: 05 May 2021 18:32

To: [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales

Cc: [Name removed]@gatenbysanderson.com >

Subject: RE: NRW Board recruitment: update

Hi [Gatenbysanderson Official],

I would ask [Candidate] to email the PAT mailbox publicappointments@gov.wales

[Candidate] applied for role 2, the sub-committee chair

[Welsh Government Official]

Datblygu Gwledig & Deddfwriaeth / Rural Economy & Legislation

Ffôn/Tel: 07727106446

E-bost: | E-mail: [Name removed]@gov.wales [Name removed]@llyw.cymru

From: [Name removed]@gatenbysanderson.com >

Sent: 05 May 2021 17:37

To: [Name removed]@gov.wales >

Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales >

Subject: RE: NRW Board recruitment: update

Thanks [Welsh Government Official]!

My apologies – it was [Candidate], so glad we received [Candidate] application. Can you just confirm which role [Candidate] has applied for?

Also, re [Candidate] – if you could please let me know the address [Candidate] should write to, we can follow up. Conscious that we don't have much time to rectify and grade against two specifications, so hoping the PAT can get back to us quickly!

Kind regards

[Gatenbysanderson Official]
Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson
12 Appold Street, London, EC2A 2AW
www.gatenbysanderson.com



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Sent: 05 May 2021 17:32
To: [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gatenbysanderson.com >; [Name removed]@gov.wales
Subject: RE: NRW Board recruitment: update

Hi [Gatenbysanderson Official]

I've checked with the Team, and cannot see an application for any of the roles from [Candidate]. Neither is there an unfinished application. There is however an application from [Candidate].

With respect to [Candidate], I have checked and [Candidate] application has come in to role 2. I would suggest [Candidate] writes to the Public Appointments Team (probably copying you) to advise of the issue, asking to be considered under the other two roles instead.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

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From: [Name removed]@gatenbysanderson.com >
Sent: 05 May 2021 15:06
To: [Name removed]@gov.wales >

Cc: [Name removed]@gov.wales >; [Name removed]@gov.wales >; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >

Subject: RE: NRW Board recruitment: update

That sounds very sensible, [Welsh Government Official]. Just to confirm though, on 10 May, we will be creating a longlist not a shortlist! (I think that's what you meant...!)

[Gatenbysanderson Official]

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From: [Name removed]@gatenbysanderson.com >

Sent: 05 May 2021 13:54

To: [Name removed]@gov.wales >

Cc: [Name removed]@gatenbysanderson.com >

Subject: RE: NRW Board recruitment: update

Hi [Welsh Government Official]

Apologies – just further to the below, I've been informed another candidate applied for the Sub Committee Chair role – [Candidate]. Can I just check we have [Candidate] application?

Also, I understand that [Candidate] actually applied for the two Board Member roles (Welsh speaking and Board Member). Not sure how [Candidate] application came in for the Sub Committee Chair, but is there any way we can assign it to the correct roles?

Many thanks

[Gatenbysanderson Official]

Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson
12 Appold Street, London, EC2A 2AW
www.gatenbysanderson.com



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From: [Name removed]@gov.wales >

Sent: 05 May 2021 13:33

To: [Name removed]@gatenbysanderson.com >

Cc: [Name removed]@gov.wales; [Name removed]@gov.wales; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >

Subject: RE: NRW Board recruitment: update

[Gatenbysanderson Official]

We met with the PAT earlier today and discussed the Positive about Disability Scheme. We have agreed with them that [Welsh Government Official] and I will receive a list for each role identifying those candidates who have applied under the scheme. At the end of the panel's discussion at long list (10 May), I will check the list against the list of candidates who have been shortlisted and let the panel know whether there are any people we need to add to the short list. We think this will work, but please let me know if you disagree.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

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From: [Name removed]@gatenbysanderson.com

Sent: 05 May 2021 13:01

To: [Name removed]@gov.wales >

Cc: [Name removed]@gatenbysanderson.com >

Subject: RE: NRW Board recruitment: update

Thanks [Welsh Government Official]!

[Gatenbysanderson Official]

Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson
12 Appold Street, London, EC2A 2AW
www.gatenbysanderson.com



From: [Name removed]@gov.wales >
Sent: 05 May 2021 12:45
To: [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gatenbysanderson.com >
Subject: RE: NRW Board recruitment: update

Hi [Gatenbysanderson Official], the answer from PAT;

[Candidate] - applied for the ordinary member role
[Candidate] - applied for the welsh essential role
[Candidate] - applied for the Sub Committee role
[Candidate] - applied for the welsh essential role
[Candidate] - applied for the welsh essential role
[Candidate] - Application started but not submitted

I'm still waiting for them to upload the documents for those above and will get them uploaded for you as soon as I can.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

My usual working hours are Mon-Fri between 8am and 4pm / Fy oriau gwaith arferol yw Llyn-Gwener rhwng 8am a 4pm

From: [Name removed]@gov.wales
Sent: 05 May 2021 11:32
To: [Name removed]@gatenbysanderson.com >
Cc: [Name removed]@gatenbysanderson.com >
Subject: RE: NRW Board recruitment: update

Hi [Gatenbysanderson Official]

I'm asked the PAT to confirm asap.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

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From: [Name removed]@gatenbysanderson.com >
Sent: 05 May 2021 11:15
To: [Name removed]@gov.wales >
Cc: [Name removed]@gatenbysanderson.com >
Subject: RE: NRW Board recruitment: update
Importance: High

Hi [Welsh Government Official]

I hope you're well!

After speaking with my colleagues, I understand there were a few applicants that confirmed they had applied but haven't appeared in the applications you have uploaded. I'm thinking this will be because of the issue with the system you've mentioned, but is there any way we can check with PAT if applications for the following people have been received:

- [Candidate]
- [Candidate]
- [Candidate]
- [Candidate]
- [Candidate]
- [Candidate]

Would really appreciate if we could know asap as it will help us with our sifting of applications.

Thanks!

[Gatenbysanderson Official]
Senior Project Co-ordinator

Direct Dial: [Number removed]

GatenbySanderson
12 Appold Street, London, EC2A 2AW
www.gatenbysanderson.com



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From: [Name removed]@gatenbysanderson.com >
Sent: 04 May 2021 16:56
To: [Name removed]@gov.wales >
Cc: [Name removed]@gov.wales >; [Name removed]@gov.wales >; [Name

removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >

Subject: RE: NRW Board recruitment: update

Many thanks, really appreciated.
[Gatenbysanderson Official]

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From: [Name removed]@gov.wales >

Sent: 04 May 2021 16:54

To: [Name removed]@gatenbysanderson.com >

Cc: [Name removed]@gov.wales ; [Name removed]@gov.wales; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >

Subject: RE: NRW Board recruitment: update

Hi [Gatenbysanderson Official]

I've added my colleague [Welsh Government Official] to the admin portal, so [Welsh Government Official] can upload directly to you. [Welsh Government Official] will do this as soon as [Welsh Government Official] can and will update the spreadsheet etc.

We've also received the confirmation PAT are content to accept the three applications outside of the system. [Welsh Government Official] will contact the applicants directly to ask them to complete the application form.

[Welsh Government Official] and I will discuss the guaranteed interview with the PAT tomorrow.

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru

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From: [Name removed]@gatenbysanderson.com >

Sent: 04 May 2021 15:28

To: [Name removed]@gov.wales >

Cc: [Name removed]@gov.wales >; [Name removed]@gov.wales >; [Name

removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >

Subject: RE: NRW Board recruitment: update

[Welsh Government Official],

I really appreciate this, thank you. We'll manage. The critical info we need asap is the actual numbers of applicants and the associated materials as we only have a very limited time to turn these around before Friday when the report needs to be sent to the panel.

On the positive about disability scheme, we understand that the PA Team may not feel able to share. I would though advise that the panel does need to know this at longlist stage ie not wait until shortlist, to avoid them not progressing a candidate who might qualify for the scheme. Often, judgements as to whether someone meets the criteria or not are quite fine – and this will be especially so with these roles where the criteria are so broad – and we want to avoid the panel rejecting a candidate who might be borderline against the criteria but who, if they knew had applied under the scheme, they might keep in the process. If they only find out at shortlist that they should have progressed a candidate then that candidate will have missed a preliminary interview with us and may be at a disadvantage.

We wouldn't need to know who these people were in advance but the panel should know at their meeting.

Look forward to getting the final details.

[Gatenbysanderson Official]

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Sent: 04 May 2021 15:12

To: [Name removed]@gatenbysanderson.com >

Cc: [Name removed]@gov.wales; [Name removed]@gov.wales; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >; [Name removed]@gatenbysanderson.com >

Subject: NRW Board recruitment: update

[Gatenbysanderson Official]

I hope you had a lovely long weekend. I just wanted to update you on a few things.

The Public Appointments Team (PAT) has been in touch with us to advise they are double checking through the application history for the three applicants who had problems with the Appoint system on Friday. They will be in touch with me and [Welsh Government Official] as soon as they are able to take a judgement on them. The PAT has also advised they had technical issues with our iShare filing system on Friday, and so some of the applications failed to upload. I am awaiting

confirmation from them of numbers and when the CVs and PSs will be available for sharing with you. We'll be in touch with you as soon as we can.

With regard to the Positive about Disability Scheme, the PAT has advised they are not at liberty to share that information, until after the short listing is carried out. At that point, the PAT will share with me and [Welsh Government Official] the names of those who applied under the scheme. We will check through those sifted through the long list because they are competent against the criteria, but who may not have managed to secure an interview (due to numbers/competition) and let you and the Panel know if there is anyone to include.

We hope to have the aggregate list of the monitoring data to you as soon as possible.

I understand this is making things more difficult for you, when the task was already difficult, but I wanted you to know as much as we know.

Regards

[Welsh Government Official]

Rural Economy & Legislation / Yr Economi Wledig a Deddfwriaeth
Environment and Rural Affairs Department / Adran yr Amgylchedd a Materion Gwledig
Welsh Government / Llywodraeth Cymru
Cathays Park / Parc Cathays
Cardiff / Caerdydd
Tel / Ffon [Number removed]
Email / Ebst [Name removed]@gov.wales

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Sganiwyd y neges hon am bob feirws hysbys wrth iddi adael Llywodraeth Cymru. Mae Llywodraeth Cymru yn cymryd o ddifrif yr angen i ddiogelu eich data. Os cysylltwch â Llywodraeth Cymru, mae ein [hysbysiad preifatrwydd](#) yn esbonio sut rydym yn defnyddio eich gwybodaeth a sut rydym yn diogelu eich preifatrwydd. Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn anfon ateb yn Gymraeg i ohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi. On leaving the Welsh Government this email was scanned for all known viruses. The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government then our [Privacy Notice](#) explains how we use your information and the ways in which we protect your privacy. We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

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