

16 September 2022

Dear

ATISN 16597

Thank you for your request which I received on 19 August 2022. I have set out at Annex 1 the questions you submitted and my response to each.

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

Telephone: 0303 123 1113

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

1 Please provide me your hiring process policy & procedures.

Please find attached the Welsh Government's Recruitment Policy, which additionally details recruitment procedures.

2 Please provide me your diversity/equality policy & procedure.

Please find attached the Welsh Government's Human Resources policy for Equality, Diversity and inclusion.

Additionally, the Welsh Government's [Workforce, Equality, Diversity and Inclusion Strategy: 2021- 2026](#) sets out our strategic approach for equality and diversity-related recruitment.

3a Do you have hiring quotas based on ethnic group? (Yes or No)

The Welsh Government does not have 'hiring quotas' based on ethnic group.

The Welsh Government has a 'target' for recruiting Black, Asian and Minority Ethnic people.

3b If yes, please breakdown your target quota percentage & the current percentage of staff employed for each of the following ethnic groups (as defined for England & Wales by Gov.UK)

<https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ethnicity-facts-figures.service.gov.uk%2Fstyle-guide%2Fethnic-groups&data=05%7C01%7CFreedomofinformation%40gov.wales%7C3efe450a41c742ac9a7208da822cfaa4%7Ca2cc36c592804ae78887d06dab89216b%7C0%7C1%7C637965426945470681%7CUnknown%7CTWfPbGZsb3d8eyJWljoimc4wLjAwMDAiLCJQljoiv2luMzliLCJBTil6lk1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=tvACtpQBvicTxaz%2BsiN1VNLit%2FdJiQ%2Blj9CBZ7eDHHA%3D&reserved=0>

- Asian or Asian British
- Black, Black British, Caribbean or African
- Mixed or Multiple ethnic groups
- White
- Other ethnic groups

The targets are outlined in the [Workforce, Equality, Diversity and Inclusion Strategy: 2021- 2026](#). This states that:

- In external recruitment, by 2026 we aim for 20% of people we appoint to be from ethnic minority backgrounds.

The [anti-racist Wales action plan](#) additionally states the intention that:

- 'By 2026 we will have reached our recruitment target of 20% at all levels of the organisation and in Board membership that are from ethnic minority groups. As

a result, at least 6% of all staff at all levels of the Welsh Government will be from an ethnic minority.'

The [Welsh Government's employer equality report 2020 – 2021](#) published the organisation's workforce representation (as at 31 March 2021).

Not Declared: 2%

White: 91%

Other Ethnicity: 3%

Prefer Not To Say: 4%

Available data is not broken down further.

3c If an ethnic group quota is reached, do you temporarily stop hiring people from that ethnic group? (Yes or No)

The Welsh Government would not stop hiring people from an ethnic group should our targets be reached.

3d If the answer to 3c is yes, in the last 3 years (April 1st 2019 to today):

- Which ethnic groups (defined in 3b) have reached their target quota
- How many times have these ethnic groups reached their target quota
- What dates were the target quotas reached
- When these target quotas were reached, were temporary hiring bans put in place (Yes or No)
- If Yes, what was the time duration these temporary hiring bans lasted for

Not applicable.

4a How many diversity and equality staff does the Welsh Government currently employ in each of the 4 UK Countries?

- England
- Northern Ireland
- Scotland
- Wales

(If you are unable to breakdown by country, a total for the whole of the UK is fine)

It is the expectation of all staff to promote equality and diversity in their roles. Regarding staff whose primary focus is equality and diversity:

There are 57 members of staff whose primarily role explicitly focuses on equality and diversity matters in Wales.

The Welsh Government's equality branch consists of 40 members of staff. This branch's work is externally focused, promoting equality and diversity across Wales.

There are an additional 17 members of staff in other branches whose primary role explicitly focuses on equality and diversity.

Of these 17 members of staff, seven primarily work on internally-focused Welsh Government-wide workforce equality and diversity matters.

4b What is the current average salary per annum for your diversity and equality employees?

Based on an average of the Welsh Government's lower and upper range pay scales of the 57 identified employees, the average pay salary of diversity and equality employees is £36,674 - £43, 736.

Please note four of these individuals are on secondment to the Welsh Government. The Welsh Government pay scales have been used in the calculation for these individuals, although their exact pay scales may differ as a consequence of the secondment arrangement.