

18 September 2023

Dear

**ATISN 18896**

Thank you for your request which was received on 31 August 2023. You asked for the following information for 2022-23:

- 1. A comprehensive list of employee job titles within the Welsh Government which feature any of the following phrases: equality, diversity, inclusion, wellbeing, carbon, energy, net zero, climate, change maker, race, BAME, LGBTQ+, sustainability, art, awareness, involvement, culture, solidarity, intersectionality, lived experience, or green.*
- 2. The total number of employees with each job title.*
- 3. A total cost for the listed roles including salary and pension contributions, there is no need to provide individually identifiable data.*

The information requested is shown at Annex 1.

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](mailto: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](http://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

The table below details the number of posts which contain the specified keywords. There were no job titles which included the words: change maker, BAME, awareness, involvement, solidarity, intersectionality or lived experience. There will be many posts which are concerned with activities related to the keywords you have specified but which are not reflected in the title of the post.

### Welsh Government - 2022-23

<b>Keyword in title of post</b>	<b>No. of posts</b>	<b>Total cost of posts (£)*</b>
Equality	25	1,529,492
Diversity	4	260,903
Inclusion	9	622,436
Wellbeing	12	816,605
Carbon	18	1,068,827
Energy	23	1,348,938
Net Zero	7	353,511
Climate	17	1,132,546
Race	4	131,064
LGBTQ+	4	122,239
Sustainability	8	701,140
Green	1	82,296
Culture	8	600,131
Art	8	557,094
More than one keyword	13	901,195

\*covers salary related costs of individuals only