

20 March 2025

Dear

ATISN 24416

Thank you for your request which I received on 20 February 2025. You asked for the following information:

In the last five years, out of all advertised job positions where Welsh is an essential criterion, how many successful applicants have been from either Black ethnic or ethnic minority backgrounds?

Further to your acknowledgement letter, you clarified that you were seeking information on both external and internal adverts.

Our response

Our previous applicant tracking system (ATS) does not hold a record of Welsh language requirements for posts. However, one role was advertised with 'Welsh essential' stated specifically in the job title. The successful candidate for that role recorded their ethnicity as 'ethnic minority group'.

In July 2023, we implemented a new ATS which captures Welsh language requirements for posts. Since July 2023, we have appointed 58 candidates to roles advertised where Welsh is an essential criterion. We have also appointed 12 reserve candidates to those schemes. None of the successful or reserve candidates recorded their ethnicity as Black Ethnic or Minority Ethnic. 1 candidate recorded their response as 'Prefer not to say'.

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