

27 March 2025

Dear

**ATISN 24468**

Thank you for your request which I received on 28 February 2025. You asked for information as listed at Annex 1.

**Question 1**

Information not held as Equality, Diversity and Inclusion work is a cross-cutting responsibility which features in job roles across the Welsh Government, without specifically being referenced in the job title.

If you are seeking information more widely on salary bands within Welsh Government, information can be found here:

[Welsh Government civil service pay and benefits | GOV.WALES](#)

**Question 2**

The Equality, Diversity and Inclusion corporate learning programme for Welsh Government staff comprises the courses set out in the table below. The record of attendance covers the 2023/24 financial year.

<b>Name of Programme</b>	<b>Duration</b>	<b>Attendees</b>
Social Model of Disability	3hrs	67
Conversations on Anti-racism	4hrs	156
Inclusive Workplaces	5hrs	25
Safe Space Conversations	3hrs	18
Identifying and Challenging Discriminatory Behaviour	3hrs	27
Identifying and Understanding Microaggressions	3hrs	38

Please note this information does not include training courses that may have been delivered outside of the corporate learning programme.

**Question 3**

The Welsh Government has six staff diversity networks. Membership relates to the number of people who have registered to a network's mailing list and does not indicate their level of involvement. Individuals may join networks as an ally and be members of more than one staff network.

<b>Network</b>	<b>Number of registered members</b>
Disability Awareness and Support (DAAS)	147
Mind Matters	722
Minority Ethnic Staff Network (MESN)	239
Neurodivergence Network	374
PRISM	400
Women Together	1198

#### **Question 4**

As further clarification of this question has not been provided, we are unable to respond on this element. Should a response be received after this disclosure it will be treated as a new request.

#### **Question 5**

Equality, diversity, and inclusion is part of the planning for any open procurement process undertaken by the Welsh Government. In planning the procurement strategy, using tools like the Procurement Strategy Risk Assessment ensure the requirement, tender process and contract management aspects of every contract consider the EDI impact and opportunities. Equality, diversity, and inclusion is covered in every specification issued by the central procurement team.

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

1. *The number of roles across all components of your operations, directorates and management structures, expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. This information should encompass all roles based in central offices, as well as those based around the country.*

*Roles meeting this description could include (amongst other guises) “Equality, Diversity and Inclusion Officer” (EDI) or “Diversity and Inclusion Project Managers”. Please break down, if possible, the number of roles per component part of your operations.*

*For all roles meeting this description, please also provide, in order of preference, either a) the salary of these roles, b) the pay band of these roles, or c) the combined total salary of these roles. Please provide the information that is most in accordance with your data processing practices.*

*Please also advise if there are any plans to hire further staff in these areas within the next 18 months, and the roles/pay bands that they are likely to occupy.*

2. *With the same criteria as above, please provide the number of internal training courses attended by staff which pertain to the issues encompassed by equality, diversity or inclusivity. Please include the name of the courses, the number of attendees, and the duration of the course.*
3. *Please, if possible, provide details of any internal EDI practices and networks, including the number of individuals who are members of such networks.*
4. *Please provide details of any external contractors brought in by the department to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.*
5. *Please provide details of how equality, diversity and inclusivity is included in your procurement practices, the relative weight afforded to these considerations, and the current value of contracts in which EDI considerations was a part of the procurement process.*