

10 March 2025

Dear

**ATISN 24357**

Thank you for your request which I received on 10 February 2025. You asked for the following information:

- 1. How many Diversity, Equality and Inclusion roles have been advertised by the Welsh Government in the past 36 months;*
- 2. The salary bands on which each respective position was advertised;*
- 3. Details of all contracts for Diversity, Equality and Inclusion work entered into with third party providers over the past 36 months, specifying the amount awarded within the contract and the nature of the work involved.*

### **Our response**

In relation to parts 1 and 2 of your request, 17 roles with Diversity, Equality and Inclusion in their title have been advertised externally by Welsh Government in the last 36 months. The table below sets out the salary bands for the roles.

<b>Grade</b>	<b>Salary band advertised</b>
<i>Team Support</i>	<i>Starting £24,421</i>
<i>HEO</i>	<i>£35,787 - £43,759</i>
<i>SEO</i>	<i>£45,974 - £54,431</i>
<i>Grade 7</i>	<i>56,112 - £67,095</i>
<i>SCS1</i>	<i>starting £73,000</i>

This information is incomplete as Diversity, Equality and Inclusion work is a cross-cutting responsibility and therefore feature in other roles across Welsh Government without the terms in the job title.

In relation to part 3 of your request, I have reached the conclusion that it will cost more than the appropriate limit established in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 to consider your request. The appropriate limit specified for central government is £600. When calculating whether or not your request exceeds appropriate limit, I am allowed to consider the time it is likely to take to establish if we hold the information, locate the information, retrieve the information and extract it. If these tasks are estimated to take more than 24 hours of working time, the limit will have been exceeded.

Details of all contracts for Diversity, Equality and Inclusion work entered into with third parties is cross-cutting work and could feature as part of any contract. You have requested information over a 3-year period which will have involved many different teams, different

departments across the Welsh Government and involving current and former staff, all of whose records would have to be consulted, where available. An electronic search for the information within the parameters you have given will return many records, most of which will not be relevant to your request, if at all. An initial scoping exercise was undertaken by a member of staff on our Welsh Government database, iShare. This is the corporate repository for the majority of information created and received by Welsh Government Officials in the course of their duties that must be retained for business or historical purposes.

A simple search on iShare using the words “Diversity, Equality and Inclusion - procurement” identified 106870 documents and not all documents relating to your request will be called that, therefore other searches would be required.

At an estimate of taking 30 seconds to investigate each document to see if it contains any relevant information and to then extract it would take in excess of 24 hrs for this exercise alone. (Additional time to undertake other *iShare* searches including email correspondence for relevant staff members will also be taken into consideration.) Because this exceeds the appropriate limit established in the Freedom of Information and Data Protection (Appropriate limit and Fees) Regulations 2004, I have decided not to process that part of your request. You may wish to refine your request by narrowing its scope by being more specific about what information you particularly wish to obtain, including any dates or period of time relevant to the information required. If you do refine your request in this way, this will be treated as a new request, please be as specific and focused as possible.

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