

26 June 2025

Dear

ATISN 24765

Thank you for your request which I received on 30 May. The information you requested and my response to each is contained at Annex 1 to this letter. Please note, the second set of questions you submitted will be provided to you under a separate disclosure letter.

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.of.information@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

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

Request 1

Was an Equality Impact Assessment (EIA), or any similar form of Equal Access Review, carried out prior to the reintroduction of the green car scheme?

If such an assessment was conducted, please provide a copy of the EIA or equivalent documentation.

If no EIA or similar review was undertaken, please confirm this and explain the rationale for not carrying one out.

The Green Car Scheme was subject to an Equality Impact Assessment before its introduction in 2021. Following consideration of the positive and negative impacts of the scheme on each of the protected characteristics under the Equality Act 2010, the decision was taken to offer the scheme to staff as an employee benefit.

We proactively paused the scheme in 2024 due to affordability concerns, driven by a significant rise in costs across the car industry. Although a review of impacts on protected characteristics was not deemed necessary at that point, discussions were held with the provider to address issues of equal access from a socio-economic perspective and to explore more cost-effective alternatives. In May 2025, a decision was made to reintroduce the scheme, based on the availability of more affordable options - such as used vehicles and lower-priced models and longer lease terms - thereby enabling broader and more inclusive access.

What steps, if any, were taken to ensure the scheme complies with the Public Sector Equality Duty (PSED) under the Equality Act 2010, including the Welsh-specific duties?

While we recognise the current scheme may unfortunately be less accessible to some lower paid staff, we have taken reasonable steps to ensure the scheme is as inclusive as possible within the current challenging financial environment. Not offering the scheme would remove access entirely, including for staff who would benefit from more affordable electric or hybrid car options through tax savings and salary sacrifice. On that basis, we believe the scheme remains beneficial to many employees, balanced with our wider organisational commitments to sustainability and Net Zero. However, we are committed to monitoring affordability, expanding accessibility and will keep the situation under close review.

Has the Welsh Government considered any alternative or supplementary schemes to ensure equitable access to environmentally sustainable travel options for lower-paid staff?

Welsh Government is continually looking at ways in which it can enhance its employee value proposition and provide its staff with a competitive benefits package. We are exploring additional environmentally sustainable travel options in addition to our Cycle to Work scheme but are not in a position to announce anything at this point.