



Llywodraeth Cymru  
Welsh Government

23 July 2025

Dear ,

## **ATISN 24867 – Diversity Equity and Inclusion spending by Welsh Government**

### **Information requested**

Under the Freedom of Information Act 2000, I am requesting the following information regarding Diversity, Equity, Inclusion (DEI), and specifically LGBTQ+ initiatives undertaken or funded by the Welsh Government during the **calendar year 2024 (1st January 2024 to 31st December 2024)**:

From my preliminary assessment I estimate that it will cost more than the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 to answer your request. The appropriate limit specified for central government is £600. This represents the estimated cost of it taking over 24 hours of time to determine whether we hold the information and to thereafter locate, retrieve and extract it.

In order to provide you with the information that you have requested would require a search across the whole of Welsh Government. Welsh Government initiatives may all have an impact on Diversity, Equity and Inclusion. To examine all these initiatives for whether there is any DEI impact, plus the further analysis to produce a financial figure for the DEI elements of each would likely exceed 24 hours on its own.

As an example, a simple search of every mailbox in Health, Social Care and Early Years policy areas (846) across the Welsh Government, allowing just 30 seconds for the search, is estimated at over 7 hours.

A simple search of files by each Deputy Director (45) in this area, allowing just 6 minutes for that search is estimated at a further four hours. This makes 11 hours just to identify the relevant content for one policy group.

Analysis of the resulting files and emails to see if they meet the criteria set out in the request, while it cannot be so easily estimated, as it would depend on the number of relevant results, is likely to be considerable.

If this were mirrored across all policy groups, all of which together would be larger than the example provided above. The 24-hour limit would be significantly exceeded.

In terms of initiatives directly designed to enhance DEI, the budgeting of these is measured in financial years, so a disaggregation into the calendar year would be significant in terms of work for Welsh Government finance staff.

Consequently, I have decided not to provide the information you have requested.

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, or a specific area of Welsh Government.

If you do refine your request in this way, this will be treated as a new request. 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 Email: [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

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely