

22 September 2025

Dear

ATISN 25084

Thank you for your request which I received on 22 August. You asked for copies of the following policy documents:

1. HR EDI policy - published August 2025.
2. Trans inclusion and transition at work policy - updated July 2025.
3. Equality impact assessments undertaken for each of the above policies.
4. Details of any consultations undertaken prior to the publication/amendment of these policies.
5. Name of Cabinet member responsible for signing off/approving each of the above policies on their most recent update/publication.

Our response

1. Current Workforce Equality, Diversity and Inclusion Policy attached (Annex 1).
2. Current Trans Inclusion and Transitioning at Work Policy attached (Annex 2).
3. Workforce Equality Impact Assessments attached (Annex 3 and 4.)
4. These workplace policies have been developed and reviewed through standard consultation processes with the organisation's three recognised Trade Unions.
5. Approval of workforce policies is the responsibility of the Permanent Secretary, Executive Committee and/or Director of People and Places.

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