

Date: 21 October 2026

Dear

ATISN 27561

Thank you for your request which I received on 23 September.

You asked for the following information for each of the financial years 2023/24, 2024/25 and 2025/26 in relation to Welsh Government recruitment data.

Scope of information held:

On 6 July 2023, Welsh Government moved to a new recruitment system, CAIS. As part of the transition, legacy recruitment data was cleansed and relevant data required for ongoing purposes was migrated to the new system.

Consequently, we do not hold applicant-level data from the previous recruitment system that would enable us to provide the information requested for the period prior to 6 July 2023.

The responses below are therefore based on the applicant-level recruitment information held in CAIS from 6 July 2023 onwards covering financial years 2023/24, 2024/25 and 2025/26.

The aggregate data is set out below alongside the attached Excel spreadsheet.

1. The number of external job applications received.

Financial Year 2023/24 – 1461 external job applications received
Financial Year 2024/25 – 3568 external job applications received.
Financial Year 2025/26 – 4306 external job applications received.

2. The number of applications from candidates who declared a disability.

Financial Year 2023/24 – 176 applications received from candidates who declared a disability.
Financial Year 2024/25 – 588 applications received from candidates who declared a disability.
Financial Year 2025/26 – 679 applications received from candidates who declared a disability.

3. The number of applicants who opted into or requested consideration under the Guaranteed Interview Scheme, Disability Confident Scheme or equivalent.

Financial Year 2023/24 – 115 applicants requested a guaranteed interview under the disability confident scheme

Financial Year 2024/25 – 359 applicants requested a guaranteed interview under the disability confident scheme

Financial Year 2025/26 – 427 applicants requested a guaranteed interview under the disability confident scheme

4. Of those applicants, the number assessed as meeting the minimum criteria required to qualify under the scheme.

Financial Year 2023/24 – 38 applicants met the minimum criteria

Financial Year 2024/25 – 129 applicants met the minimum criteria

Financial Year 2025/26 – 147 applicants met the minimum criteria

5. Of those meeting the minimum criteria:

a. the number invited to interview:

Financial Year 2023/24 – 38 applicants met the minimum criteria and were invited to interview

Financial Year 2024/25 – 129 applicants met the minimum criteria and were invited to interview

Financial Year 2025/26 – 147 applicants met the minimum were invited to interview

b. the number offered employment:

Financial Year 2023/24 – 10 applicants were offered employment

Financial Year 2024/25 – 54 applicants were offered employment

Financial Year 2025/26 – 42 applicants were offered employment

c. the number subsequently appointed or commencing employment:

Financial Year 2023/24 – 10 applicants were appointed

Financial Year 2024/25 – 36 applicants were appointed

Financial Year 2025/26 – 37 applicants were appointed

6. If separately recorded, the total number of disabled applicants, irrespective of whether they opted into the scheme, who were:

a. invited to interview:

Financial Year 2023/24 – 52 applicants met the minimum criteria and were invited to interview

Financial Year 2024/25 – 183 applicants met the minimum criteria and were invited to interview

Financial Year 2025/26 – 214 applicants met the minimum criteria required to qualify for the scheme and were invited to interview

b. offered employment:

Financial Year 2023/24 – 16 applicants were offered employment

Financial Year 2024/25 – 75 applicants were offered employment

Financial Year 2025/26 – 56 applicants were offered employment

c. appointed:

Financial Year 2023/24 – 14 applicants were appointed

Financial Year 2024/25 – 50 applicants were appointed

Financial Year 2025/26 – 49 applicants were appointed

7. If readily available, please provide equivalent figures for applicants who did not declare a disability, covering applications, interviews, offers and appointment:

a. applications:

Financial Year 2023/24 – 1285 external job applications received

Financial Year 2024/25 – 3070 external job applications received.

Financial Year 2025/26 – 3627 external job applications received.

b. invited to interview:

Financial Year 2023/24 – 308 applicants and were invited to interview

Financial Year 2024/25 – 799 applicants were invited to interview

Financial Year 2025/26 – 1075 applicants were invited to interview

b. offered employment:

Financial Year 2023/24 – 107 applicants were offered employment

Financial Year 2024/25 – 307 applicants were offered employment

Financial Year 2025/26 – 323 applicants were offered employment

c. appointed:

Financial Year 2023/24 – 99 applicants were appointed

Financial Year 2024/25 – 240 applicants were appointed

Financial Year 2025/26 – 286 applicants were appointed

8. Please provide a copy of, or link to, the relevant Guaranteed Interview/Disability Confident recruitment policy or guidance applying during each of these years.

For the years requested, Welsh Government participated in the civil service wide [Disability Confident Scheme](#) and applies its own Disability Confident Interview Scheme through its Recruitment Policy and Resourcing Toolkit (Inclusive interview Scheme). The scheme was previously known as the Guaranteed Interview Scheme.

The Disability Confident Scheme webpage states: *'the Civil Service runs a Disability Confident Scheme, offering an interview to a fair and proportionate number of disabled applicants that meet the minimum selection criteria for the job. This does not mean that all disabled people are entitled to an interview. They must meet the minimum criteria (for example, sometimes shown as desirable skills) for a job as defined by the employer.'*

The Welsh Government's practical implementation of the scheme is outlined in our Recruitment Policy, as below.

The Disability Confident Interview Scheme:

3.8 We are committed to the employment and career development of disabled people. As part of our commitment to encouraging disabled people to apply to the Welsh Government, we will offer an interview to disabled people who meet the minimum requirements for the post.

3.9 Welsh Government has adopted the social model definition of disability which recognises that barriers in society act to disable people who have impairments or health conditions or who use British Sign Language. We are committed to removing barriers so that all (or potential new) employees can perform at their best. The Equality Act 2010 uses the medical model of disability ('a physical or mental impairment which has a substantial and long-term impact on a person's ability to carry out normal day to day activities').

3.10 We guarantee to interview any disabled person whose application meets the minimum criteria for the post. By 'minimum criteria' we mean that candidates must provide evidence in their application which demonstrates that the level of competence for the role and any qualifications, skills or experience designed as essential are met.

3.11 If any candidate has an impairment, health condition, is neurodivergent or uses British Sign Language and wants to discuss reasonable adjustments for any part of the recruitment process, they can contact the Diversity in Recruitment team to agree a 'Recruitment Adjustments passport'. The candidate can then use this passport for all future internal recruitment exercises.

3.12 The Disability Confident Interview Scheme will be applied to all advertised posts.

Resourcing Toolkit:

Additional information on the practical application of the scheme is outlined in our internal Resourcing Toolkit. The relevant section states:

Inclusive Interview Schemes:

For each one of these schemes we offer an interview to all candidates who are eligible and meet the minimum criteria for the role. By 'minimum criteria' we mean

that candidates must provide us with evidence in their application (and/or test) that they meet the minimum level of competence for the role - usually defined as a minimum score of '4' per criteria. Eligible candidates should tick the relevant box on the application form if they wish to be considered for the scheme.

After the assessment stage prior to interview, the Recruitment Team will inform the panel of any eligible candidates who meet the minimum criteria but were not initially selected for interview.

9. Please confirm whether a disabled applicant who opted into the scheme and met the stated minimum criteria could nevertheless be refused an interview. If so, please provide the relevant policy or guidance.

No. Where a disabled applicant has opted into the Disability Confident Interview Scheme and meets the stated minimum criteria for the post, they will be offered an interview.

As set out in the Welsh Government Recruitment Policy referenced in response to question 8, we guarantee to interview any disabled person whose application meets the minimum criteria for the post.

The supporting Resourcing Toolkit similarly states that, for the Inclusive Interview Schemes, we offer an interview to all candidates who are eligible and meet the minimum criteria for the role.

Therefore, where an applicant is eligible for the scheme, has opted into it and is assessed as meeting the minimum criteria, they would not be refused an interview under the scheme.

10. Please confirm whether recruitment systems record the reason why an applicant requesting a guaranteed interview was assessed as not meeting the minimum criteria.

Yes. Applications are assessed and scored against the relevant published criteria as part of the sift process. The scores recorded provide the recruitment record of the assessment and demonstrate whether an applicant has met the required minimum standard.

Where an applicant has opted into the guaranteed interview scheme but has not progressed to interview, their recorded sift assessment will confirm that they were assessed as not meeting the minimum criteria.

11. If held, please provide the number of complaints, reviews or challenges received concerning operation of the scheme in each year and the number which resulted in the original recruitment decision being changed.

Welsh Government have had zero complaints, reviews or challenges recorded relating to the operation of the scheme in each year. Therefore, the number which resulted in the original recruitment decision being changed is zero.

Next steps

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

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