

Grŵp y Prif Swyddog Gweithredu  
Chief Operating Officer's Group



Llywodraeth Cymru  
Welsh Government

Mark Isherwood MS  
Chair,  
Public Accounts and Public Administration Committee  
Welsh Parliament  
Cardiff Bay  
CF99 1SN

29 January 2024

Dear Mr Isherwood,

At its meeting on 14 December 2023, PAPAC members asked for the following information which we undertook to provide (transcript paragraph 121).

1. Figures in terms of the numbers of Welsh speakers on public boards;
2. Percentage of people who live outside Wales sitting on public boards in Wales;
3. Details of whether the Welsh Government collects data on where Public Appointees live i.e. collect the first part of appointees' postcodes to map out any patterns in where Public Appointees live and whether some areas have a higher proportion of Public Appointees than others;
4. In relation to the development of a pipeline of talent, reference was made (transcript paragraph 170) to a Job Shadowing programme and 15 individuals being selected to sit on Boards to gain experience. Further details on how these individuals were selected for the programme to be provided (transcript paragraph 172).

In relation to actions 1-3, I can confirm that this information is not collated as part of the data we collect when making public appointments. As I explained at PAPAC, Welsh Government Equality, Race and Disability Evidence Units have carried out a pilot study to collect baseline data from public bodies on the diversity composition of Boards. The pilot phase did not collect Board information on Welsh language skills or location/place of residence but this can be considered for future data collections. It is anticipated that the findings of the pilot study will be published during the first half of this year.

In relation to the 15 individuals who have been selected to sit on Boards to gain experience, I would like to clarify that these are all graduates of Welsh Government's Near Ready Leadership and Public Leaders of the Future programmes which were run by Chwarae Teg last year. We are in the process of onboarding the 15

applicants who have confirmed their interest and matching them with the Boards who are participating in the programme. We anticipate that the mentees will attend their first Board meetings in March.

I hope this is helpful to the Committee in considering its Inquiry into Public Appointments.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Tim Moss', with a long horizontal line extending to the left.

Tim Moss  
Director General and Chief Operating Officer  
Welsh Government