



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

Ein Cyf/Our Ref: 241106/PBU/TM

8 November 2024

Dear Mr Isherwood,

Public Appointments

At the Public Accounts and Public Administration Committee on 17 October, I committed to writing to the Committee to confirm the data captured in line with Action 1.1 of the Reflecting Wales in Running Wales strategy. Additionally, I agreed to confirm whether we have received legal advice regarding the Senedd having legislative competence to create primary legislation to establish a Welsh system of public appointments.

I can confirm that two pilot surveys on Public Sector Body diversity were undertaken by the Equality, Race and Disability Evidence unit in 2023. The data collection targeted Public Sector Bodies or panels that are listed in the Order in Council as following the Governance Code on Public Appointments.

Survey 1 focussed on the current approaches that organisations take to collect diversity information on both their Board members and their wider workforce. The survey included questions on whether organisations currently hold or collect any equality characteristic information from their board members and workforce, and if so, how that information is collected. The survey focused on 11 equality characteristics, including socio-economic status and Welsh language skills.

Survey 2 collected information on the equality characteristics of Board members of regulated Public Sector Bodies and the Welsh Government itself. The survey asked Board members about their personal characteristics, including the following:

- Ethnicity
- Disability Status
- Age
- Sex
- Religion or Belief
- Sexual identity

- Gender Identity

Whilst survey 1 focused on the 11 equality characteristics, including socio-economic status and Welsh language skills. There was a conscious decision relating to survey 2 not to ask more intrusive data, to encourage return rates.

We recognise that Welsh language proficiency was not included in the original data collection process. At the time, the focus was directed towards specific priorities aimed at assessing key personal characteristics. We understand however, that Welsh language skills are an important aspect of representation on our boards.

We are committed to addressing this gap and will incorporate Welsh language proficiency into future data collection efforts for board members. Additionally, if helpful to the committee, we are open to conducting a supplementary survey of current board members to capture Welsh language skills data without delay.

We value this feedback as part of our commitment to continuous improvement and appreciate the opportunity to enhance our approach to diversity and inclusion. As we move forward, we are dedicated to building boards that not only meet skill requirements but also reflects the linguistic and cultural diversity of Wales.

In response to the query regarding whether we have received legal advice on the matter of the Senedd's legislative competence to create primary legislation establishing a Welsh system of public appointments, I can confirm that we have not taken any legal advice in this respect.

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 horizontal line above it.

Tim Moss
Cyfarwyddwr Cyffredinol a Phrif Swyddog Gweithredol
Llywodraeth Cymru
Director General and Chief Operating Officer
Welsh Government