

Workforce, Recruitment and Pay Diversity Monitoring 2020-21

Summary of Data Insights (as of 31 March 2021)

OUR WORKFORCE

GENDER SPLIT



51:49 SPLIT BETWEEN WOMEN AND MEN IN OUR OVERALL WORKFORCE

48.4% OF EXTERNAL JOBS WERE OFFERED TO WOMEN

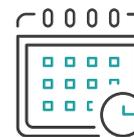


51.6% OF EXTERNAL JOBS WERE OFFERED TO MEN

GENDER IDENTITY / GENDER REASSIGNMENT

- No staff have identified as trans
- 0.5%** of external applicants identified as trans, **JOB OFFERS: 0**

28.6% OF WOMEN WORK PART-TIME



6.4% OF MEN WORK PART-TIME

DISABILITY

5% OF OUR WORKFORCE IDENTIFIES AS DISABLED



- One **INTERNAL** applicant was offered a job
- 8.5%** of **EXTERNAL** applications were from disabled applicants
- NO EXTERNAL JOB OFFERS** were made to applicants who identified themselves as disabled



SEXUAL ORIENTATION



4.6%

OF OUR TOTAL
WORKFORCE
IDENTIFIES AS
LGBQ+

57.1% OF LGBQ+ APPLICANTS FOR
INTERNAL VACANCIES WERE
OFFERED A JOB

18.18% OF LGBQ+ APPLICANTS FOR
EXTERNAL VACANCIES WERE
OFFERED A JOB

Success rates throughout the recruitment process are nearly equivalent for LGBQ+ and heterosexual / straight people.

RACE / ETHNICITY



4.2% OF STAFF
IDENTIFY
AS BAME

81% OF STAFF WHO IDENTIFY AS
BAME ARE **IN THE TWO LOWEST PAY
BANDS** (TS AND M3)

- External applications from BAME people have risen year-on-year from **4.8%** in 2016, to **7.7%** in 2021.
- No staff, who have identified as BAME, have been offered employment in an internal recruitment exercise.
- One person who identified as BAME was appointed to an externally advertised post.

AGE

5.6% OF OUR WORKFORCE
ARE AGED **25 AND UNDER**

2.9% OF OUR WORKFORCE
ARE AGED **61-65**

12.9% OF TOTAL EXTERNAL JOB OFFERS WERE MADE TO PEOPLE AGED OVER 50

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OUR WORKFORCE

RELIGION / BELIEF

33.3% OF ALL **INTERNAL** JOB OFFERS WENT TO PEOPLE WHO IDENTIFIED AS HAVING A MINORITY RELIGION OR BELIEF

32.6% OF **EXTERNAL** JOBS WERE OFFERED TO PEOPLE WHO IDENTIFIED AS HAVING A MINORITY RELIGION OR BELIEF

37.7% of staff who filled in their data on our HR system declared no religion or belief

OUR PRIORITIES

Work to ensure that we increase BAME representation in bands M1 and beyond (both through more staff self-identifying on our HR system as BAME, and employing more BAME staff at all levels, particularly at senior/ decision-making level).

Gather candidate feedback to identify and work to remove any potential barriers in our recruitment processes.

Explore with our LGBTQ+ network PLWS, what we can do to encourage applicants to share data concerning their trans status.

Monitor conversion rates for internal and external campaigns for disabled and BAME candidates and identify any potential barriers in our recruitment processes and adjust them accordingly.

Design and launch a BAME Graduate Internship.



PAY GAP REPORTING

MEAN
GENDER
PAY GAP

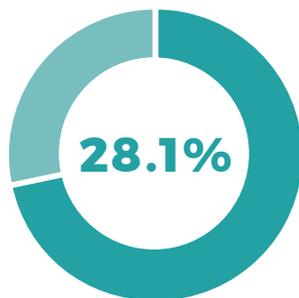


MEDIAN
GENDER
PAY GAP



As with previous years, the Commission continues to experience an inverse gender pay gap, where women overall are paid more than men. However, the pay gap for the Commission has continued to reduce this year (as with last year), which is positive traction towards neutralising the pay gap between men and women.

MEAN
ETHNICITY
PAY GAP



MEDIAN
ETHNICITY
PAY GAP



As with previous years, the Senedd continues to have a significant BAME pay gap. This is mainly due to a limited number of BAME staff employed by the Commission as an overall percentage of the overall workforce; and BAME staff mainly being employed at lower bands on the pay scale (57% of BAME staff are at the Apprentice / Team Support level).

OUR PRIORITIES

Continue to be a committed signatory of the Race at Work Charter which has been designed to help organisations to address any barriers to recruitment and progression experienced by employees who identify as BAME.