

Dr Andrew Goodall
Ysgrifennydd Parhaol
Permanent Secretary



Llywodraeth Cymru
Welsh Government

Dan Thomas MS
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4 September 2026

Dear Dan Thomas,

Thank you for your question tabled on August 19, 2026.

You asked: Does the Welsh Government encourage its officials to provide their chosen pronouns in emails and other official communications?

The First Minister has asked me to respond directly, as responsibility for Welsh Government workforce and staffing matters sits within my remit as Permanent Secretary.

As an employer, the Welsh Government does not require officials to share their pronouns in email signatures or other official communications, and there is no formal policy mandating this. Optional guidance is available for staff which encourages individuals to consider whether they wish to share their pronouns, outlines how this can support an inclusive working environment, and provides practical advice for those who choose to do so. However, the decision whether to share pronouns remains entirely a matter of individual choice.

Yours,

Dr Andrew Goodall
Ysgrifennydd Parhaol/ Permanent Secretary
Llywodraeth Cymru/ Welsh Government

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