

Diversity and Inclusion: Workforce and Recruitment Monitoring Report

June 2022



The Welsh Parliament is the democratically elected body that represents the interests of Wales and its people. Commonly known as the Senedd, it makes laws for Wales, agrees Welsh taxes and holds the Welsh Government to account.

An electronic copy of this document can be found on the Senedd website:
www.senedd.wales

Copies of this document can also be obtained in accessible formats including Braille, large print, audio or hard copy from:

Welsh Parliament
Cardiff Bay
CF99 1NS

Tel: **0300 200 6565**

© Senedd Commission Copyright 2022

The text of this document may be reproduced free of charge in any format or medium providing that it is reproduced accurately and not used in a misleading or derogatory context. The material must be acknowledged as copyright of the Senedd Commission and the title of the document specified.

Diversity and Inclusion:

Workforce and Recruitment Monitoring Report

June 2022





Contents

- 1. Introduction5
- 2. Workforce Monitoring7
- 3. Senedd Commission Workforce Data Insights 13
- 4. Recruitment Monitoring Data Insights 29
- 5. Senedd Commission Recruitment Data Insights 31



1. Introduction

Our workforce supports the efficient running of the Welsh Parliament (Senedd) by providing services to Members of the Senedd, their staff and the public.

Each year, we collect, analyse and publish diversity data on our workforce profile and recruitment activity. We have a separate report on our **equal pay audit and pay gap reporting**. Our **consolidated action plan** draws together all the actions we need to undertake across these reports.

The information below sets out an analysis of the diversity profile of our workforce, alongside both internal and external recruitment monitoring data. From this information, we are able to examine the diversity profile of our workforce, the people we attract to apply for jobs and to whom we offer employment. We use the analyses of these monitoring exercises to help inform our approach to being an inclusive recruiter and employer, in order to meet the diverse needs of staff and to try to ensure that our workforce is representative of the diversity of the public that we serve.

The preparation and publication of this report meets the public sector duties set out in the Equality Act 2010 (the Act). The report contains analyses of data which accords with the protected characteristics as defined by the Act.

Benchmarking

We use data from the 2011 Census, namely the Cardiff Travel to Work Area (TTWA) data set to compare the characteristics of our workforce and job applicants to the wider Cardiff population in terms of people of working age. Going forward into the Sixth Senedd, we will review the appropriateness of this comparator, given the changes brought about by the pandemic resulting in remote/hybrid working and also await the Census 2021 data (to be available in 2023). Therefore, for the purposes of this reporting period, we use the TTWA data throughout this report.

Terminology

Following consideration of the appropriateness of the acronym B.A.M.E., involving discussions with our Race, Ethnicity and Cultural Heritage Network (REACH), the Senedd Commission agreed to start using the term 'ethnic minority' going forward.

Socio-Economic Background Data Collection and Analysis

Since 1 April 2021, we have asked applicants for internal and external recruitment schemes about their socio-economic background to help us better understand who is applying to work with us. We will collect this data for our workforce, using our self-service HR portal during the next reporting period.

Privacy

Raw data is only seen by a small number of key staff in the HR Team and is held securely on a confidential basis and in line with data protection legislation. In terms of our workforce data and its presentation, where there are small numbers of staff, we have merged certain categories within the tables to ensure that individuals' privacy is protected and in line with data protection legislation.

We have the following privacy notice to provide information on how we collect, use and store data from our applicants.

Recruitment of Commission Staff

2. Workforce Monitoring

Our Approach to Workforce Monitoring

Our workforce data is collated via our HR Payroll system and relates to staff directly employed by the Senedd Commission. The workforce data presented in this report is as of 31 March 2022.

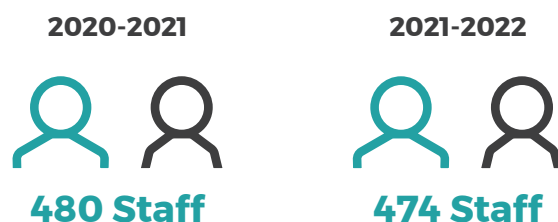
One of our identified on-going actions is to further increase the number of staff who self-identify their diversity characteristics and update them on our HR Payroll system. We include declaration rates alongside our workforce data.

Action to address under-representation in our workforce

We continue to take steps to address under-representation within our workforce, including identifying and removing barriers to inclusion. We are encouraging applications from the widest pool of talent and are developing a Resourcing and Talent Management Strategy which aligns with our diversity and inclusion activities. Ongoing activities include:

- providing unconscious bias training for all recruitment panels and ensuring they are made up of a diverse range of staff;
- regularly reviewing our recruitment practices based on data insights and offering advice to hiring managers on inclusive job description design, advertising strategies and assessment design;
- reviewing and where appropriate acting on candidate and hiring manager feedback;
- creating bespoke advertising strategies for campaigns to optimise talent attraction; and
- sharing our diversity and inclusion strategy with our executive search partners to instruct them to diversify the talent pipeline for our senior appointments and the public and Crown appointments for which we provide resourcing support.

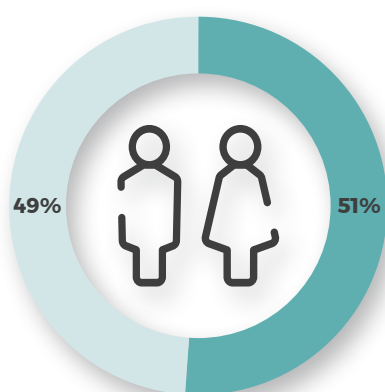
HEADCOUNT



SEX AND GENDER

51% women and **49%** men (as last year) No staff have identified as non-binary.
Women represent **50.0%** of staff in our three most senior pay bands.

Gender split

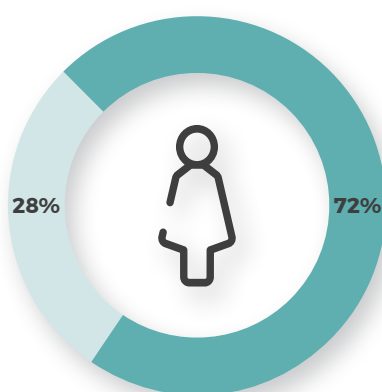


Detail:

49% Men

51% Women

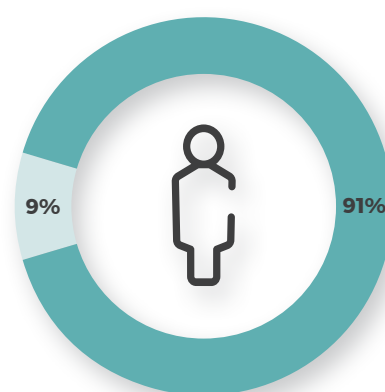
Working Pattern



Women:

28% Part time

72% Full time

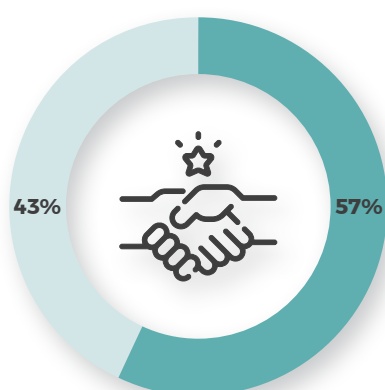


Men:

9% Part time

91% Full time

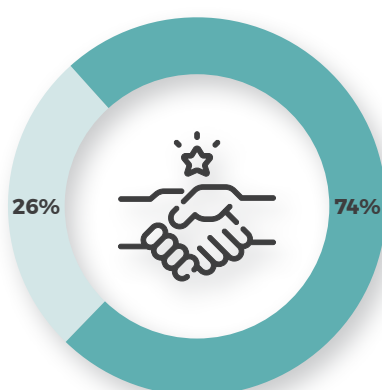
Recruitment



External job offers:

43% offered to men

57% offered to women



External job offers:

26% offered to men

74% offered to women

Gender Identity / Gender Reassignment

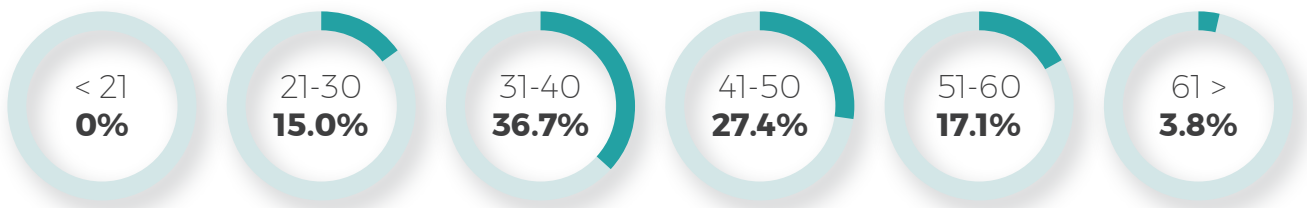


No members of staff have identified as trans.

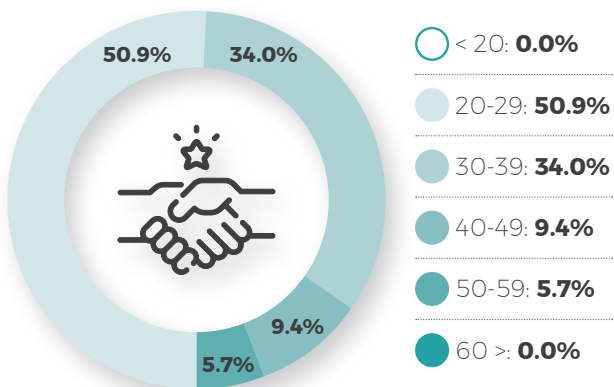
2.6% of total applications for external roles were from applicants who identified as trans compared to **0.5%** of applicants in 2021.

AGE

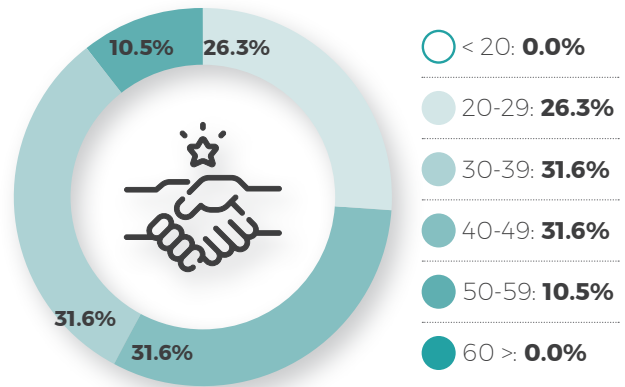
20.9% of our workforce is aged 51 and over. Up from 18.8% last year



External job offers



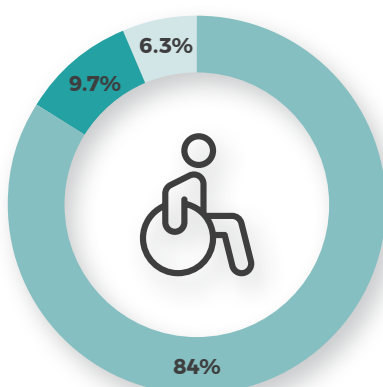
Internal job offers



DISABILITY

Workforce disability declaration rate increased from 88.0% (2020-21) to 90.3% (2021-22).

Workforce



- Disabled: 6.3%
- Non-disabled: 84%
- Prefer not to say: 9.7%

Recruitment

2020-2021



0.0% of external jobs offered to disabled applicants

2021-2022



9.4% of external jobs offered to disabled applicants

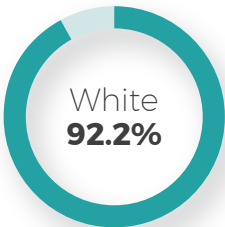


5.3% of internal jobs were offered to disabled applicants

ETHNICITY

80.0% of staff who identify as ethnic minority are in pay bands TS and M3

Workforce



A year-on-year increase in the percentage of total applications from ethnic minority candidates: **4.8%** in **2016** to **11.0%** in **2022**

Recruitment

2020-2021



3.2% of external jobs offered to ethnic minority applicants

2021-2022



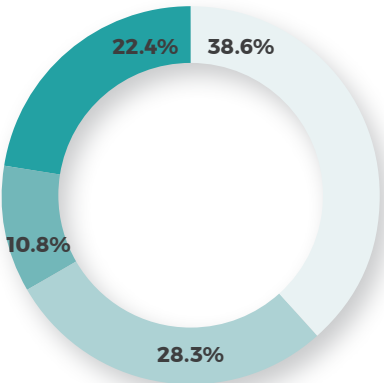
7.5 % of external jobs offered to ethnic minority applicants



5.3% of internal jobs were offered to ethnic minority applicants

RELIGION / BELIEF

Workforce



- None: **38.6%**
- Christian: **28.3%**
- Other Religion: **10.8%**
- Prefer not to say: **22.4%**

Recruitment



External job offers

No religion / belief: **60.4%**

Christian: **15.1%**

Other: **17.0%**

Prefer not to say: **7.5%**



Internal job offers

No religion / belief: **31.6%**

Christian: **31.6%**

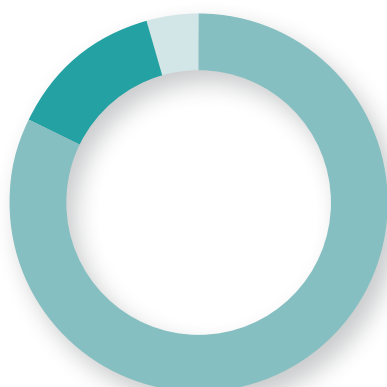
Other: **21.1%**

Prefer not to say: **15.8%**

SEXUAL ORIENTATION



Workforce



- LGBQ+: 4.2%
- Heterosexual: 82.3%
- Prefer not to say: 13.5%

Recruitment

2020-2021



9.7% of external jobs offered to LGBQ+ applicants

2021-2022



5.7% of external jobs offered to LGBQ+ applicants



No LGBQ+ staff were offered a job as part of an internal exercise

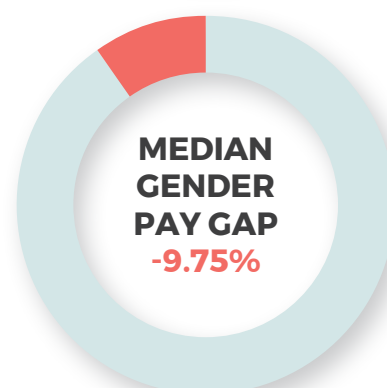
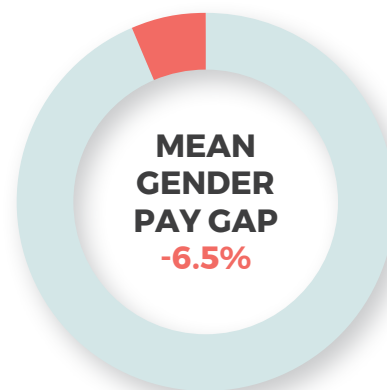
PAY GAP REPORTING

Gender

As with previous years, the Commission continues to experience an inverse gender pay gap, where women overall are paid more than men.

This bucks the national trend, which in April 2021 was 7.9%. Whilst the median pay gap has continued (as with previous years) to very slightly decrease, the mean pay gap this year has increased.

This can partly be attributed to a restructure of salaries at Executive Board level, as well as a 60:40 female to male split at E1 /Grade 6 level this year, compared to last year when it was 50:50 (as a result of two new joiners).



PAY GAP REPORTING

Ethnicity

As with previous years, the Senedd continues to have a significant ethnicity pay gap. This is mainly due to:

- A limited number of ethnic minority staff employed by the Commission as an overall percentage of the overall workforce; and
- The uneven distribution of ethnic minority staff, who are mainly being employed at lower bands on the pay scale

Caution is needed when reviewing this pay gap, as due to the small numbers of staff declaring themselves to be of an ethnic minority, even small changes to our staffing profile will have an impact.

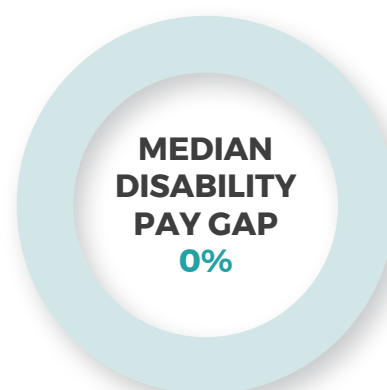


Disability

The Commission has no pay gap against median pay for staff with a disability / staff with no disability.

When looking at the mean pay gap, there is a small inverse pay gap, where staff with a disability overall are paid slightly more than staff with no disability.

Caution is needed when reviewing this pay gap, as due to the small numbers of staff identifying as having a disability, even small changes to our staffing profile will have an impact.



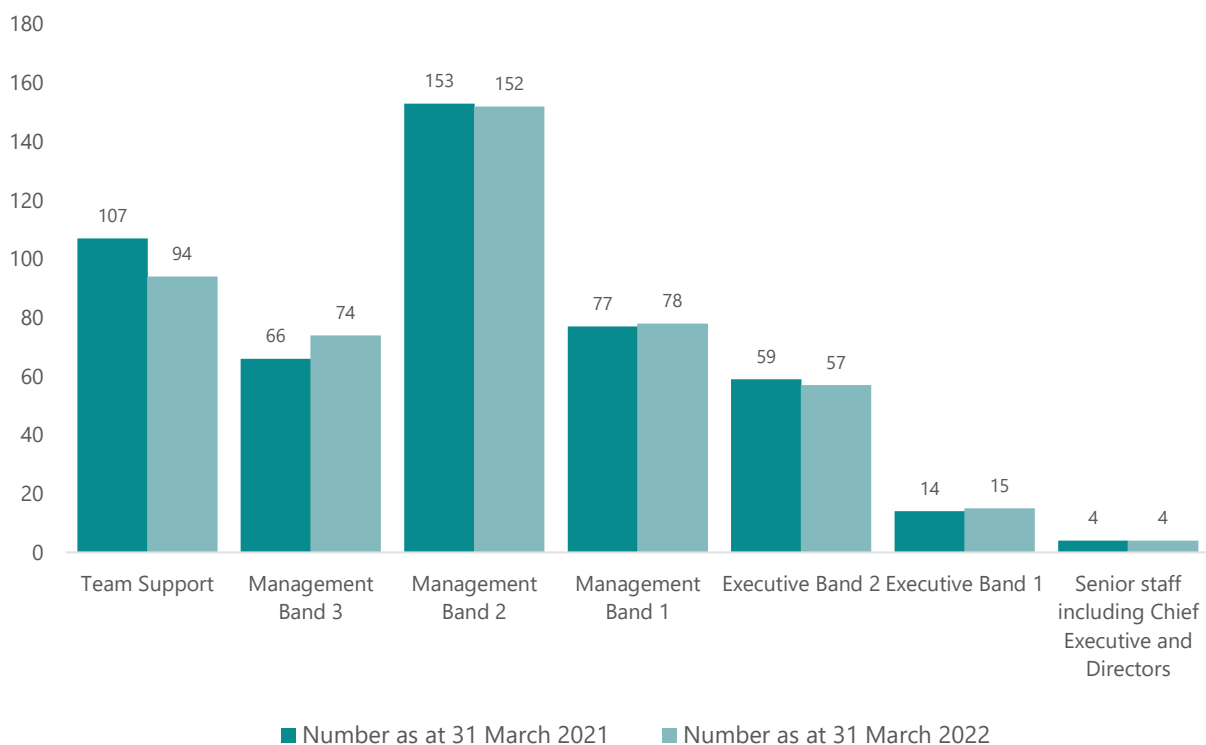
3. Senedd Commission Workforce Data Insights

Headcount

The headcount as at 31 March 2022 is 474 staff. This compares with 480 staff in the last reporting period. This figure does not include staff who were either seconded to the Senedd Commission or are agency staff. Our headcount this year has therefore decreased by six staff.

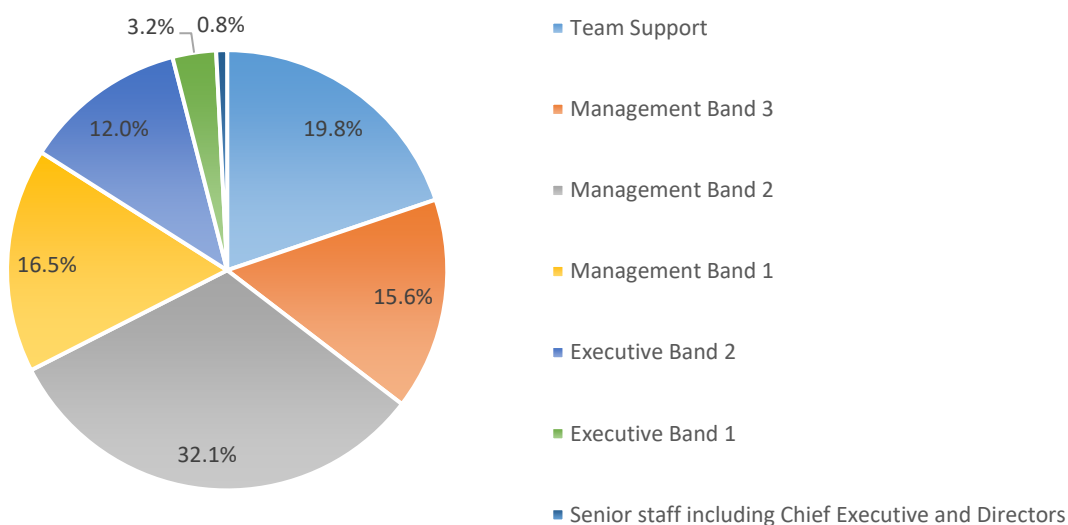
Workforce Composition by Grade (Pay band)

Graph 1: Workforce Composition by Grade (Pay band)



Workforce Composition by Grade/Pay band comparing 2022 and 2021 data

Chart 1: Percentage of Staff by Grade/ Pay band (as at 31 March 2022)

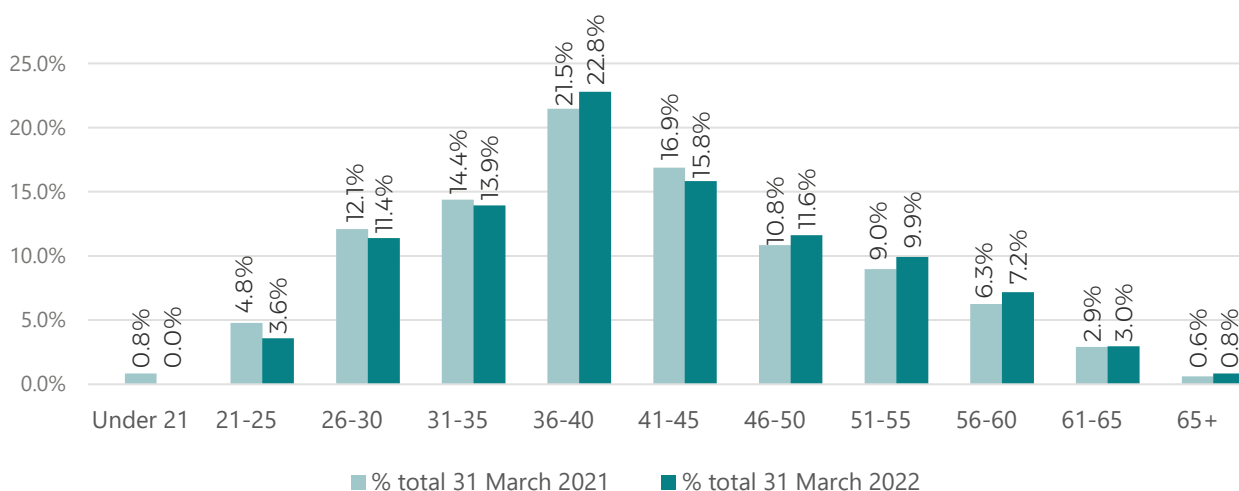


Analysis:

The largest group of staff is at Management Band 2 at 32.1% which was also the case in the last reporting period. The Executive Band 1 and Senior staff cohort has increased from 3.7% of our total workforce to 4.0% - an increase from 18 staff to 19. The biggest change is in the Team Support band, dropping from 22.3% of our total workforce to 19.8% - a drop from 107 staff to 94.

Workforce composition by Age

Graph 2: Workforce Composition by Age comparing 2022 and 2021 data



Declaration Rate: 100%

Analysis:

The highest percentage of our workforce (22.8%) is situated in the 36 to 40 age range, this was also the age range with the highest percentage increase compared to 2020-21 with an increase of 1.3%.

Compared to 2020-21, the percentage of people aged 51 and over has increased slightly, from 18.8% to 20.9% but this is still less than the figure from the 2011 Census which states that 23.9% of people who are economically active and employed in the Cardiff TTWA are aged 50 to 64.

Also notable is the slight increase in the 61 and over cohort from 3.5% in 2021 to 3.8% in this reporting year.

According to data from the 2011 Census, 14.3% of people in the Cardiff Travel-to-Work Area (TTWA) who are economically active and employed are aged under 24. This compares to 3.6% of our workforce who are aged 25 and under. This fall from 5.6% in 2021 can be partly explained by the absence of a new apprenticeship scheme in this reporting period.

20.9% of our workforce is aged between 51 and 65. This is up from 18.8% last year.

Workforce composition by Disability

Graph 3: Workforce Composition by Disability comparing 2022 and 2021 data

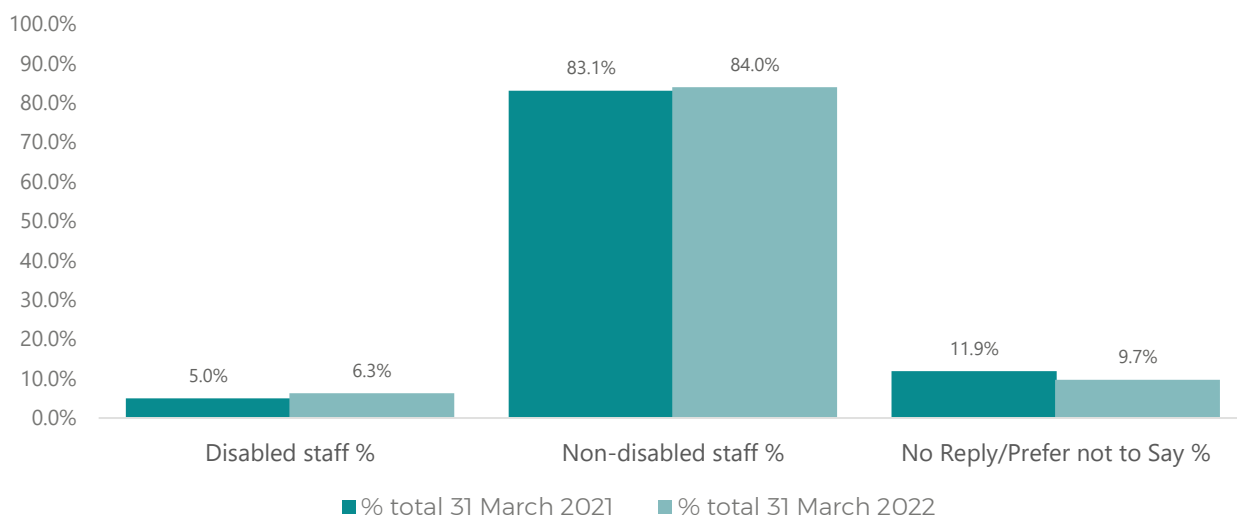


Table 1: Workforce Composition - Disability Status by Grade as at 31 March 2022

Grade	Total staff	Disabled staff		Non-disabled staff		No Reply/Prefer not to Say	
	number	number	%	number	%	number	%
TS	94	3	3.2	78	83.0	13	13.8
M3	74	4	5.4	65	87.8	5	6.8
M2	152	13	8.6	121	79.6	18	11.8
M1	78	4	5.1	66	84.6	8	10.3
E2, E1 & Senior*	76	6	7.9	68	89.5	2	2.6
Total	474	30	6.3	398	84.0	46	9.7

*merged to protect individuals' privacy

Declaration Rate: 90.3%

Analysis:

Following a series of internal staff messages, we are pleased that the declaration rate has slightly increased from 88.0% to 90.3%, with the percentage of staff declaring a disability increasing from 5.0% to 6.3% of our total workforce. We will continue to encourage all disabled staff to record their disability on our HR system, as we believe that many people with hidden disabilities, mental ill health, dyslexia and other long term health conditions, who could identify with this definition of disability on our system, are not reflected in this data. 9.7% of our

workforce have not declared whether they have a disability or long term health condition.

The 2011 Census states that 8.3% of people who are economically active and employed in the Cardiff TTWA have a long term health problem or disability that limits their day-to-day activities. As 6.3% of our workforce currently identifies as disabled, we would like this figure to align more with the Cardiff TTWA figure. We realise that this could involve encouraging staff to self-identify as disabled staff, but also we need to be sure that we are attracting disabled people to apply for work with us. We will therefore take account of this as part of a wider strategy to address underrepresentation in our workforce. Our recruitment data shows that this reporting year, the conversion rates to offer of employment from sift, have improved from last year. Whilst this is encouraging, we will continue to monitor our processes and feedback across the protected characteristics, to work to remove any potential or actual barriers to applying or securing employment with us.

Workforce Composition by Ethnicity

Graph 4: Workforce Composition by Ethnicity comparing 2022 to 2021 data

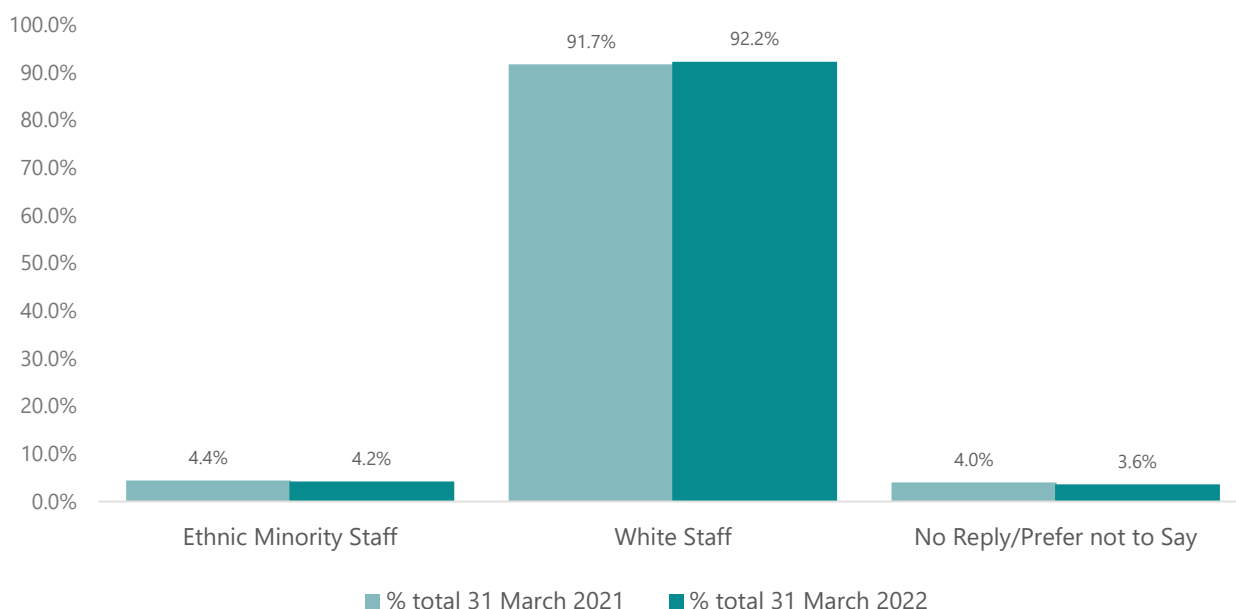


Table 2: Workforce Composition: Ethnicity by Grade as at 31 March 2022

	Total staff	Ethnic Minority Staff		White Staff		No Reply/Prefer not to Say	
	number	number	%	number	%	number	%
Total	474	20	4.2	437	92.2	17	3.6

In order to protect individuals' privacy, we are unable to present data by pay grade but we have provided a high-level analysis below.

Declaration Rate: 96.4%

Analysis:

5.3% of the E2, E1 and Senior grades identifies as either being from an ethnic minority or did not disclose their ethnicity.

The percentage of ethnic minority people in the total workforce has decreased slightly from 4.4% last year to 4.2% in this reporting year.

The 2011 Census states that 6.8% of people who are economically active and employed in the Cardiff TTWA identify as from an ethnic minority. We continue to work to aim for closer alignment with the TTWA figure. As per the previous two reporting years, this year, the TS and M3 grades exceed this comparison figure.

50% of our staff who identify as from an ethnic minority (10 out of 20) are employed at our lowest paid level (TS grade). This has decreased from 57.1% from 2020-21. It is important to note that the sample size is very small, so the data is sensitive to changes even when a single person joins or leaves the organisation.

We can infer from the data that there is an uneven distribution of staff who identify as from an ethnic minority across our workforce. 80.0% of staff who identify as from an ethnic minority are in the two lowest pay bands (TS and M3), slightly down from 81.0% in 2021, but still higher than 70.0% in 2020.

We will work hard to ensure that we increase representation in bands M1 and beyond (both through more staff self-identifying on our HR system as from an ethnic minority background, and employing more staff at all levels, particularly at senior/ decision-making level). The Commission has a stretch indicator to increase the number of applications year-on-year from candidates that identify as from an ethnic minority. Through the Fifth Senedd, this has risen from 4.8% of total applications in 2016, to 11.0% this year. This year, we are encouraged that our conversion rates from application to sift and sift to offer of employment have improved for ethnic minority applicants. We will continue to examine our

processes further to identify and work to remove any potential or actual barriers, across all protected characteristics.

We have continued our engagement with Business in the Community (BITC), and the Race at Work Charter and continually reviewed our action plan to address underrepresentation in the Senedd's workforce, which involves supporting our existing ethnic minority colleagues to fulfil their potential and ensuring we take appropriate steps to attract the widest and diverse range of talent to apply for jobs with us. Our senior champion for ethnic minority colleagues and our Race, Ethnicity and Cultural Heritage (REACH) workplace equality network, are raising the profile of the network, both internally and externally.

This year, we are pleased to launch YMLAEN, our graduate internship scheme specifically aimed at people from an ethnic minority background. The interns will be recruited at a unique level, between M3 and M2 allowing them to apply for M2 positions in the Senedd should vacancies become available. The internship is a time-limited training scheme with no guaranteed job at the end but with the aim of enhancing the employability of the scheme's participants.

Workforce Composition by Gender Identity/Gender Reassignment Status

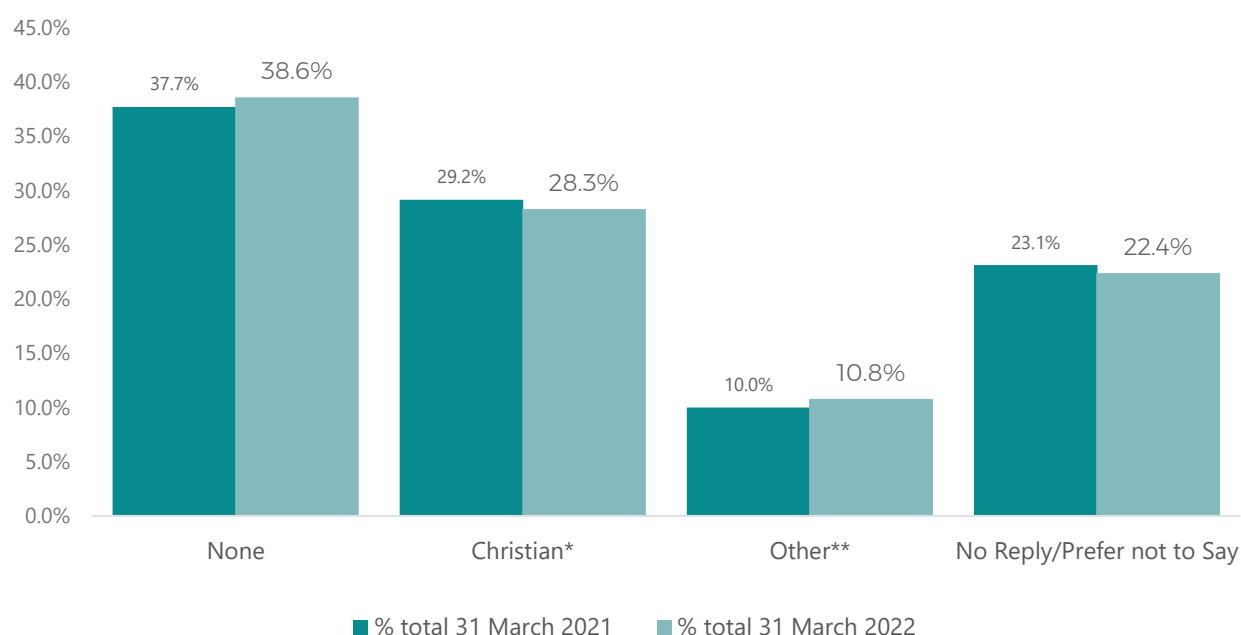
No members of staff have identified as trans on our HR self-serve IT system as at 31 March 2022.

For twelve consecutive years from 2009 to 2020, the Senedd Commission has been listed as one of the top LGBTQ+ inclusive organisations in the UK in Stonewall's Workplace Equality Index, including being named the top employer in the UK in 2018. We celebrate this success and continue to promote the Senedd Commission as an employer of choice on social media platforms and in our recruitment literature.

Staff have the ability to update their personal data on the HR System and we are also encouraging staff to ensure their information is correct and up to date.

Workforce Composition by Religion/Belief

Graph 5: Workforce Composition by Religion/Belief comparing 2022 to 2021 data



*Christian - Christian, Roman Catholic, Church in Wales, Church of England, Baptist/Methodist

**Other - Agnostic, Atheist, Buddhism, Hinduism, Muslim, Other, Zoroastrian

Table 3: Workforce Composition - Religion / Belief by Grade as at 31 March 2022

Grade	Total staff	None		Christian*		Other**		No Reply/Prefer not to Say	
		number	%	number	%	number	%	number	%
TS	94	39	41.5	24	25.5	13	13.8	18	19.1
M3	74	37	50.0	18	24.3	5	6.8	14	18.9
M2	152	58	38.2	42	27.6	16	10.5	36	23.7
M1	78	30	38.5	22	28.2	8	10.3	18	23.1
E2, E1 & Senior**	76	19	25.0	28	36.8	9	11.8	20	26.3
Total	474	183	38.6	134	28.3	51	10.8	106	22.4

*Christian - Christian, Roman Catholic, Church in Wales, Church of England, Baptist/Methodist

*Other - Agnostic, Atheist, Buddhism, Hinduism, Muslim, Other, Zoroastrian

*** merged to protect individuals' privacy

Declaration Rate: 77.6%

Analysis:

As last year, the declaration rate is still lower than we would wish it to be, and we will continue to encourage staff to update their personal information on our HR system.

38.6% of staff who filled in their data on our HR system declared no religion or belief (none), which is slightly higher than last year's 37.7%.

Overall, since last year there is a rise in declaration of 'no religion or belief' at TS (41.5%), M3(50.0%) and M1(38.5%). There was however a slight drop in declaration of 'no religion or belief' at M2 grade (38.2%).

It is difficult to draw any conclusions from this data set other than it could demonstrate a diversity of religious belief (including non-belief) in our workforce. We are a faith-friendly workplace, and we have flexible working arrangements in place for staff who wish to observe prayer and/or religious events and holidays; we have two on-site quiet rooms for staff and visitors to use should they wish to (as access to the estate is resumed as Covid-19 restrictions ease).

Workforce Composition by Sex

Graph 6: Total Workforce Composition by Sex

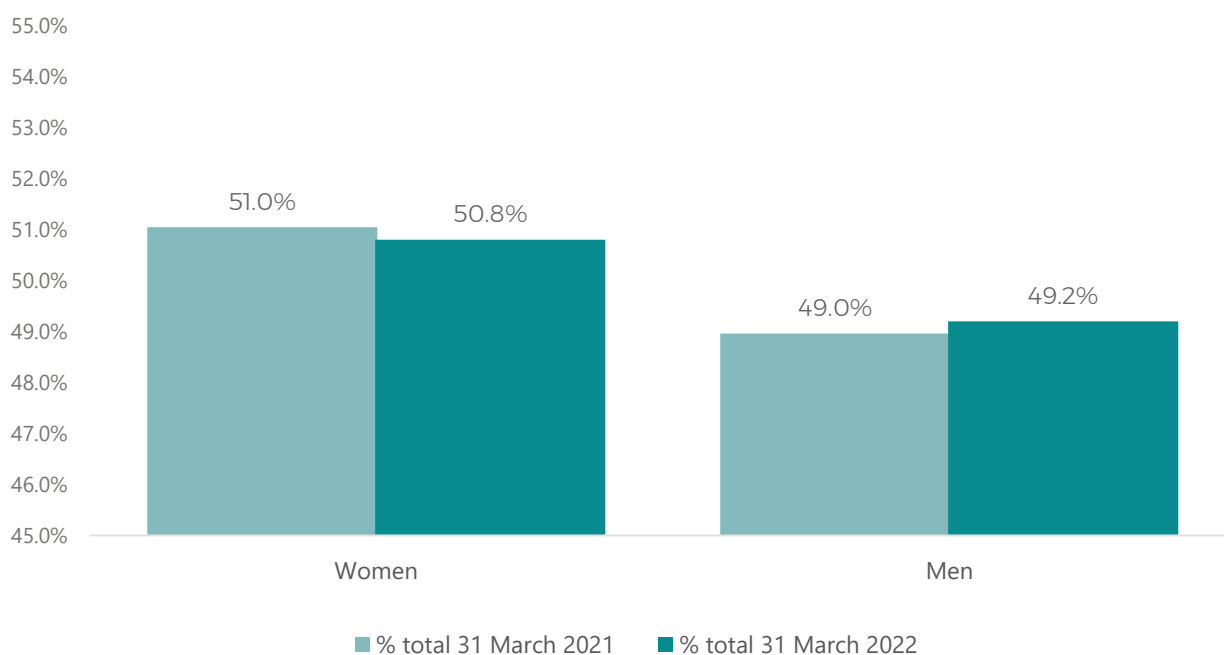


Table 4: Workforce Composition - Sex by Grade

Grade	Total staff	Women		Men	
	number	Number	%	number	%
TS	94	37	39.4	57	60.6
M3	74	33	44.6	41	55.4
M2	152	88	57.9	64	42.1
M1	78	45	57.7	33	42.3
E2, E1 & Senior*	76	38	50.0	38	50.0
Total	474	241	50.8	233	49.2

Declaration Rate: 100%

Analysis:

This reporting period sees a near equal split at 51%/49% between women and men in our overall workforce composition, which is consistent with last year's reporting. No staff have identified as non-binary.

More men than women are represented in the lowest two grades, with women having higher numbers at both M2 and M1 grades. This could be attributed to the prevalence of men within the security service and of women at M2 and M1 grades in the Translation and Reporting Service.

There is a 50/50 equal split at E2, E1 and Senior level: women currently represent 50.0% of staff in our three most senior bands. This meets the ambition set out in the 50:50 by 2020 Campaign.

Working Pattern by Sex/Gender

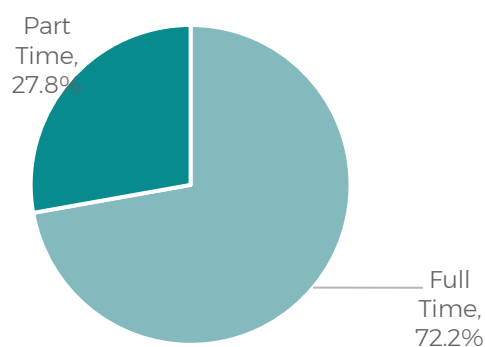
Table 5: Working Pattern by Sex/Gender

	Women		Men		Total workforce
	Full- Time	Part- Time	Full-Time	Part-Time	
Grade	%	%	%	%	%
TS	73.0	27.8	82.5	17.5	19.8
M3	84.8	15.2	90.2	9.8	15.6
M2	63.6	36.4	92.2	7.8	32.1
M1	73.3	26.7	97.0	3.0	16.5
E2, E1 & Senior*	78.9	21.2	100.0	0.0	16.0
Total	72.2	27.8	91.4	8.6	100.0

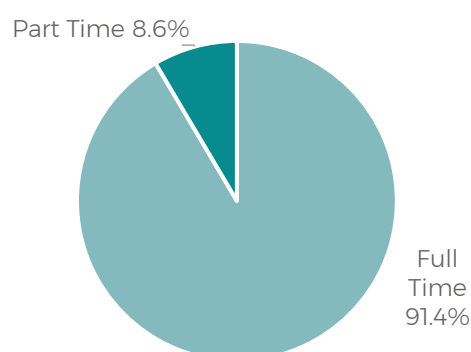
Here, we provide percentages, rather than numbers to protect individuals' privacy.

Charts 2 and 3: Working Patterns of Women and Men as at 31 March 2022

Working patterns of women as at 31 March 2022



Working patterns for men as at 31 March 2022



Analysis:

The 2011 Census data shows that 37.3% of women in the Cardiff TTWA work part-time. Our snapshot data on 31 March 2022 shows that, 27.8% of women in our workforce work part time, a decrease from 28.6% in March 2021 and 31.1% in March 2020.

The 2011 Census data shows that 9.9% of men in the Cardiff TTWA work part-time. During this reporting period, 8.6% of men in our workforce work part time, an increase from 6.4% in March 2020.

Our staff use a number of flexible working options, as either a formal or informal arrangement. Informal flexible working options include: compressed hours, annualised flexi leave and working from home. Anecdotally, we are aware that many members of staff, including men at senior level, utilise these arrangements. The figures in Table 5 refer to formal arrangements only where a member of staff has formally reduced their hours.

As last year, the data shows that men are less likely to work part-time than women in our workforce. As last year no men at the top three grades (E2-Senior) worked part time. Due to Covid-19 restrictions, the majority of our staff have worked remotely and/or had hybrid working arrangements alongside flexibly/adjusted working patterns to accommodate business needs and caring responsibilities.

Workforce Composition by Sexual Orientation

Graph 7: Workforce Composition by Sexual Orientation comparing 2022 to 2021 data

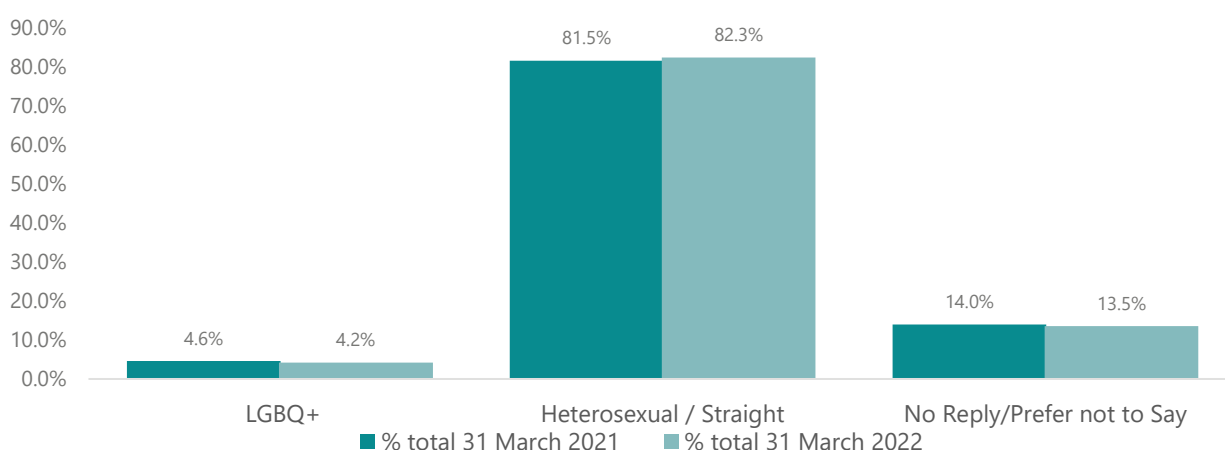


Table 6: Workforce Composition-Sexual Orientation by Grade as at 31 March 2022

	Total staff	LGBQ+		Heterosexual / Straight		No Reply/Prefer not to Say	
	number	number	%	number	%	number	%
Total	474	20	4.2	390	82.3	64	13.5

In order to protect individuals' privacy, we are unable to present the data by pay grade but we have provided a high-level analysis below.

Declaration Rate: 86.5%

Analysis:

The number of no reply/prefer not to say dropped from 14.0% last year to 13.5% this year. Whilst the declaration rate of staff continues to rise, the rate of 86.5% (86.0% last year) is lower than we would like it to be. We periodically remind and encourage staff to update their personal data on our HR system.

The number of staff who identify as Lesbian, Gay, Bisexual or other minority Sexual Orientation (LGBQ+) has decreased since the last reporting period, representing a slight drop from 4.6% of our total workforce to 4.2%. We can infer from the data that there is an even distribution of LGBQ+ staff across our pay bands, with 3.9% of staff who identify as LGBQ+ at pay bands E2, E1 and Senior level (combined). There currently is no comparative data available for the Cardiff TTWA for LGBQ+ people who are economically active and employed. However, Stonewall references the UK Government's estimate that 5-7% of the population identify as LGBQ+.

Assuming that some of the population included in the 5-7% estimate will be people who are not economically active or in employment (possibly due to their age), our workforce percentage of 4.2% could be considered broadly representative. We await the availability of Census 2021 data to increase our understanding of the UK LGBQ+ population level.

Maternity and Co-Parental Leave

Maternity Leave and Returners

27 women were on maternity leave during this reporting period. 15 women returned from maternity leave, 5 of whom changed their work pattern (of these, 4 women reduced their hours).

Co-Parental/Paternity Leave

Four partners took co-parental/paternity leave and 1 changed their work pattern on their return to work.

Shared Parental Leave

One member of staff took shared parental leave during this period.

Training

Currently, we do not gather data for training (or application for training) in a manner which we can analyse by protected characteristic.

Grievance and Disciplinary Related to Protected Characteristics

In this reporting period, we received no complaints relating to a protected characteristic and undertaken no grievance or disciplinary procedures based on a protected characteristic.

Exit Interview Data

When staff leave the Senedd Commission, they are invited to undertake an optional exit interview using set questions. Our HR Business Partners encourage staff to undertake the interview and offer to discuss any issues raised. We use the insights from this activity to better understand reasons for our turnover rates and identify whether we need to take any action.

During this period, 32 people left the Senedd Commission. Of these, 12 leavers undertook a formal exit interview, 7 men and 5 women.

We measure the following demographics of leavers: age, ethnic group; sexual orientation; disability and religious beliefs and in order to protect individuals' privacy, we have not broken this down further for the purposes of this report. The data does not show any disproportionate number of leavers from any demographic group. The demographics of those that participated in exit interviews were:

Age

- 20-24 (4 people)
- 25-29 (3 people)
- 35-29 (1 person)
- 40-44 (1 person)
- 55-59 (1 person)
- Over 60 (2 people)

Ethnic Group

- 9 White - Welsh, English, Scottish, Northern Irish, British
- 1 Any other White background
- 1 Any other ethnic group
- 1 no reply

Sexual Orientation

- 8 Heterosexual / Straight
- 2 LGBTQ+ staff
- 1 Prefer not to say
- 1 no reply

Disability

- 9 No disability
- 1 Sensory impairment, Mental Health condition
- 1 Learning disability
- 1 Mental Health condition

Religious beliefs

- 4 Christian (all denominations)
- 3 No religion / belief
- 2 Atheist
- 1 Muslim
- 1 Buddhist
- 1 Prefer not to say

The reasons given by the twelve staff for leaving the Commission included:

- retirement
- ending of temporary contract
- management style
- pursuing further education opportunities
- dissatisfaction with pay / lack of promotion opportunities
- workload, management style, harassment / discrimination

We will continue to monitor our leavers' exit data and act on insights where required, to make improvements to policies or identify where interventions are needed which include but is not limited to e.g. learning and development for line managers, policy design, workforce planning, job design and reviewing the labour market landscape.

4. Recruitment Monitoring Data Insights

Context

Shift from Face-to-Face to Virtual Recruitment

In response to the ongoing challenges posed by the Covid-19 pandemic, we shifted our face-to-face recruitment activities to virtual recruiting. We endeavoured to make this as seamless as possible and conducted equality impact assessments of our process to minimise any potential and actual barriers to inclusion. We continue to monitor our processes to ensure any barriers to inclusion are identified and removed.

Our Approach to Recruitment Monitoring

The Senedd Commission's recruitment policy is designed to be flexible: managers can access a series of prompt questions to assist them to determine whether they need to advertise vacancies internally or externally.

The recruitment data presented in this report covers both internal and external recruitment schemes that closed with appointments during the reporting period of 1 April 2021 to 31 March 2022, captured on our online applicant tracking system. As such, this includes schemes which were advertised in the 2020-21 reporting period where the appointment was not made until after 1 April 2021. The external recruitment data includes Senedd Commission staff who applied for vacancies which were advertised externally.

Occasionally, we will outsource senior appointments to our executive search partner. In this reporting year, we outsourced two senior level campaigns to our partner and this data does not form part of the online applicant tracking system (ATS) data set. Going forward, we will ensure that we are able to capture outsourced campaigns on our ATS.

Year	Number of Applications for External Roles	Number of External Schemes	Number of Applications for Internal Roles	Number of Internal Schemes
2019-20	894	64	45	23
2020-21	833	29	57	15
2021-22	952	53*	64	19

*The total number of external schemes was 55 but two senior vacancy campaigns were outsourced to our executive search partners (thus our totals for external schemes are set at 53 for the purposes of this report).

We provide candidates with reassurance as to how their data will be treated in accordance with data protection legislation. Candidates are required to fill out the equalities monitoring data and/or use the prefer not say option. This has eliminated the 'no replies' giving us a richer data set.

The internal recruitment data covers schemes that closed between 1 April 2021 and 31 March 2022 and includes all internal schemes, whether temporary or permanent.

Understanding our recruitment statistics

The recruitment tables below for both internal and external recruitment schemes track the success rates of applicants throughout the recruitment process as follows:

Under **“Applications Received”** we present the number of applicants per category and that number as a percentage of the total number of applications.

Under **“Successful at sift”** we present the number of applicants per category who have been invited to interview and that number as a percentage of the number of applicants in that category.

Under **“Offer of employment”** we present the number of applicants per category who have been offered a job and that number as a percentage of those who were successful at sift.

Under **“Overall success rate”** we present the success of people in that category as a percentage – i.e. the percentage of total applicants from that category who have been successful.

Finally, we present the **“percentage of total jobs”** that were offered to people in each category.

5. Senedd Commission Recruitment Data Insights

Age

Table 7: Internal Recruitment by Age

Age Range	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Job Offers
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
<20	1	1.6	0	0.0	0	0.0	0.0	0.0	0.0
20 - 29	26	40.6	17	65.4	5	29.4	19.2	38.9	26.3
30 - 39	20	31.3	18	90.0	6	33.3	30.0	36.0	31.6
40 - 49	11	17.2	8	72.7	6	75.0	54.5	18.2	31.6
50 - 59	5	7.8	4	80.0	2	50.0	40.0	0.0	10.5
60>	1	1.6	0	0.0	0	0.0	0.0	0.0	0.0
Prefer Not To Say	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0
Total	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

Analysis:

As last year, the majority of both applications and offers of employment are associated with those applicants aged 20-49, however this year, six applicants were in the 50 – 60+ age range.

Last year our data suggested that staff aged 40-49 were less likely to be as successful as those aged 20-39 throughout the recruitment process. This year, the overall success rate for applicants aged 40-49 is the highest out of all the age ranges at 54.5%.

Table 8: External Recruitment by Age

Age Range	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Job Offers
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
<20	11	1.2	2	18.2	0	0.0	0.0	0.0	0.0
20 - 29	408	42.9	100	24.5	27	27.0	6.6	3.3	50.9
30 - 39	285	29.9	96	33.7	18	18.8	6.3	4.9	34.0
40 - 49	141	14.8	39	27.7	5	12.8	3.5	2.6	9.4
50 - 59	84	8.8	25	29.8	3	12.0	3.6	3.8	5.7
60>	5	0.5	1	20.0	0	0.0	0.0	8.3	0.0
Prefer Not To Say	18	1.9	4	22.2	0	0.0	0.0	0.0	0.0
Total	952	100.0	267	28.0	53	19.9	5.6	3.7	100.0

Analysis:

As last year, most applications continue to be from 20-39-year-olds, with the highest number of appointments from this group.

The number of applications received from applicants aged over 50 has decreased from 92 in 2020-2021 to 89 during this reporting period. 5.7% of total job offers were made to people aged over 50, a decrease from 12.9% of jobs offered in 2020-2021. This is significantly below the Census 2011 Travel to Work Area (TTWA) data that states that 23.9% of economically active people in the TTWA are aged 50-64.

The over 60 age range has also seen a slight decrease in applications from 12 last year to 5 this year with no-one aged over 60 successful in being offered employment this year.

Disability

Table 9: Internal Recruitment by Disability

Disability	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
Disabled	6	9.4	2	33.3	1	50.0	16.6	20.0	5.3
Non-Disabled	57	89.1	44	77.2	17	38.6	29.8	31.9	89.5
Prefer Not To Say	1	1.6	1	100.0	1	100.0	100.0	100.0	5.3
Total	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

Analysis:

In 2020-2021, five disabled applicants applied for internal vacancies and four were successful at sift. During this reporting period, two out of six applicants were successful at sift, and one was offered employment, giving an overall success rate of 16.6%, which is lower than the success rate of 29.8% for non-disabled staff.

The number of internal candidates that chose Prefer Not To Say decreased from three last year to one this year. We will continue to work on making sure that staff are comfortable in declaring a disability/long-term health condition and will work with our disability network to encourage disabled staff to consider how best to support their development and progression within the organisation.

Table 10: External Recruitment by Disability

Disability	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
Disabled	97	10.2	21	21.6	5	23.8	5.2	0.0	9.4
Non-Disabled	821	86.2	239	29.1	47	19.7	5.7	4.3	88.7
Prefer Not To Say	34	3.6	7	20.6	1	14.3	2.9	0.0	1.9
Total	952	100.0	267	28.0	53	19.9	5.6	3.7	100.0

Analysis:

The 2011 Census states that 8.3% of people who are economically active and employed in the Cardiff TTWA have a long-term health problem or disability that limits their day-to-day activities. 10.2% of applications received were from people who identified as disabled compared to last reporting year's figure of 8.5%. The number of applications from applicants that identify as disabled has increased from 71 in 2020-21 to 97 during this reporting period.

The percentage of disabled people Successful at Sift has increased from 16.9% last year to 21.6% in this reporting year.

Five applicants who identified as disabled were offered employment this year compared to zero applicants in the last reporting period. Going forward, when and where there are disparities in conversion rates across the protected characteristics for applicants, we will examine our data in detail and make any required changes to processes.

This year, 34 applicants preferred not to declare their disability status, compared with 16 applicants last year (also 42 no replies last year). We need to ensure that candidates feel confident to be able to provide these details and will ensure that our recruitment webpages include stories from our staff including disabled staff and showcase the work of Embrace, our disability workplace equality network.

Last year, the overall success rate for applicants who identify as disabled was 0% compared with 5.2% in this reporting year. This year, the success rate for applicants who identify as disabled is more in line with that of applicants who do not identify as disabled (5.2% and 5.7% respectively).

Ethnicity

Table 11: Internal Recruitment by Ethnicity

Ethnicity	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
Ethnic Minority	5	7.8	5	100.0	1	20.0	20.0	0.0	5.3
White	58	90.6	42	72.4	18	42.9	31.0	34.7	94.7
Prefer Not To Say	1	1.6	0	0.0	0	0.0	0.0	0.0	0.0
Total	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

Analysis:

7.8% of applications came from staff who identified as ethnic minority for internal recruitment schemes during this reporting period. All five applicants were successful at sift, and one member of staff was successful in securing a job offer, compared with the two previous reporting periods where no staff who have identified as ethnic minority have been offered employment in an internal recruitment exercise.

One applicant selected 'Prefer Not to Say'.

We will continue to monitor conversion rates for internal and external campaigns for all candidates and make any required changes to processes. We can examine what types of roles candidates applied for and identify any potential and actual barriers in our recruitment process and adjust them accordingly. This year, the success rate for ethnic minority applicants is 20.0% compared with 0.0% last year. The success rate for white candidates remains broadly similar falling to 31.0% this year from 34.7% last year.

We continue to progress work with our REACH network and are collaborating with the Organisational Development and Learning Team to ensure that network members continue to receive the appropriate training and support that they need to further progress within the organisation.

We actively promote the Senedd as an inclusive employer and are a Race at Work Charter signatory.

Table 12: External Recruitment by Race / Ethnicity

Ethnicity	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
Ethnic Minority	105	11.0	14	13.3	4	28.6	3.8	1.6	7.5
White	823	86.4	247	30.0	49	19.8	6.0	4.0	92.5
Prefer Not To Say	24	2.5	6	25.0	0	0.0	0.0	0.0	0.0
Total	952	100	267	28	53	19.9	5.6	3.7	100.0

Analysis:

The 2011 census states that 6.8% of people who are economically active and employed in the Cardiff TTWA identified as being from an ethnic minority background. The number of total applications from people who identified as ethnic minority has increased to 105 this year, compared to 64 ethnic minority applicants last year. This year's figure of 105 constitutes 11.0% of total applications (in comparison to last year's figure of 7.7%), which exceeds the ethnic minority population in the Cardiff TTWA.

Last year, 23.1% of white applicants were successful at sift, compared to this year, where 30.0% of white applicants were successful at sift. Last year 12.5% of applicants who identified as ethnic minority were successful at sift, compared to this year where 13.3% of ethnic minority applicants were successful at sift. This tells us that white candidates are over twice as likely to be successful at sift than ethnic minority candidates.

Prefer Not to Say has increased from 1.7% last year to 2.5% this year.

There has been an increase in ethnic minority candidates' overall success rate from 1.6% (2020-21) to 3.8% this year. There has also been an increase in the success rate of White applicants, from 4.0% (2020-21) to 6.0%.

7.5% of jobs (4 out of 53) were offered to people from an ethnic minority background. This figure slightly exceeds the Cardiff TTWA.

We are taking steps to address underrepresentation of ethnic minority employees in our workforce through talent management and to promote the Senedd

Commission as an employer of choice so that our workforce represents a more diverse cross section of society.

Gender Reassignment / Gender Identity

Table 13: Internal Recruitment by Gender Reassignment / Gender Identity

Gender Identity	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
Trans	1	1.6	0	0.0	0	0.0	0.0	0.0	0.0
Cisgender	63	98.4	47	74.6	19	40.4	30.2	30.0	100.0
Prefer Not To Say	0	0.0	0	0.0	0	0.0	0.0	33.3	0.0
Total	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

Analysis:

This year, one member of staff who applied for internal jobs identified as trans compared to zero applicants last year.

The number of Cisgender applications rose from 50 last year to 63 this year. The number of applications successful at sift rose slightly from 70.0% last year to 74.6% this year.

Last year, seven members of staff selected 'no reply' or prefer not to say', compared to zero this year.

The Senedd Commission is a trans-inclusive employer and as with last year, the continues to explore with our LGBTQ+ network PLWS, what we can do to encourage internal applicants to share data concerning their trans status.

Table 14: External Recruitment by Gender Reassignment / Gender Identity

Gender Identity	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
Trans	25	2.6	3	12.0	0	0.0	0.0	0.0	0.0
Cisgender	889	93.4	254	28.6	52	20.5	5.8	4.1	98.1
Prefer Not To Say	38	4.0	10	26.3	1	10.0	2.6	0.0	1.9
Total	952	100.0	267	28.0	53	19.9	5.6	3.7	100.0

Analysis:

The number of applications from people who identify as trans has increased from four in last year's reporting period to twenty-five this year. The percentage of applicants successful at sift who identify as trans is 12.0% compared with 28.6% for applicants who identify as cisgender.

Last year, the number of applicants who stated no reply was 86 and prefer not to say was fourteen. This year, 38 people opted for the prefer not to say option (as our application system asks for a response or prefer not to say, no reply is now not an option).

While there are no comparative statistics for the Cardiff TTWA in relation to people who identify as trans, the Government Equalities Office¹ estimates that there are approximately 200,000-500,000 trans people in the UK. Stonewall² estimates that there are 600,000 trans and non-binary people in the UK. The Census 2021 data will be able to give some more insights into the UK trans population when the information becomes available next year.

We will continue to encourage all applicants to declare their gender identity and will continue to promote the Senedd as an inclusive employer in order to encourage applications from trans people.

¹ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721642/CEO-LGBT-factsheet.pdf

² <https://www.stonewall.org.uk/truth-about-trans#trans-people-britain>

Religion / Belief

Table 15: Internal Recruitment by Religion / Belief

Religious Belief	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
None	32	50.0	22	68.8	6	27.3	18.8	27.3	31.6
Christian*	16	25.0	13	81.3	6	46.2	37.5	17.6	31.6
Other**	12	18.8	8	66.7	4	50.0	33.3	60.0	21.1
Prefer Not To Say	4	6.3	4	100.0	3	75.0	75.0	37.5	15.8
Total	64	100	47	73.4	19	40.4	29.7	31.6	100.0

*Christian - Christian, Roman Catholic, Church in Wales, Church of England, Baptist/Methodist

**Other - Agnostic, Atheist, Buddhism, Hinduism, Muslim, Other, Zoroastrian

Analysis:

Like last year, most applications this year came from people who identified as having no religion or Christian (50.0% and 25.0% of applicants respectively). This year, 18.8% of applications were from people who identified as having other religious beliefs, which is higher than the 17.5% of applicants in 2020-2021.

Last year, people who declared no religion or belief were offered 33.3% of jobs. This year, the figure is similar, with 31.6% of jobs being offered to people who declare no religion or belief. This year, 31.6% of jobs were also offered to people who declared Christian, up from 16.7% last year.

For other religions and beliefs, there has been a drop from 33.3% of job offers to 21.1% this year.

Prefer Not to Say declarations have decreased to 6.3% from last year's figure of 14.0%.

Table 16: External Recruitment by Religion / Belief

Religious Belief	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
None	361	37.9	120	33.2	32	26.7	8.9	2.1	60.4
Christian*	269	28.3	68	25.3	8	11.8	3.0	3.0	15.1
Other**	232	24.4	54	23.3	9	16.7	3.9	6.0	17.0
Prefer Not To Say	90	9.5	25	27.8	4	16.0	4.4	5.3	7.5
Total	952	100.0	267	28.0	53	19.9	5.6	3.7	100.0

*Christian - Christian, Roman Catholic, Church in Wales, Church of England, Baptist/Methodist

**Other - Agnostic, Atheist, Buddhism, Hinduism, Muslim, Other, Zoroastrian

Analysis:

52.6% of applicants declared a religion or belief which is a slight increase from 47.8% in 2020-2021.

The percentage of applicants who opted for Prefer Not to Say has increased from 9.0% in 2020-2021 to 9.5% in this reporting period.

This year, most of the jobs were offered to people who identified as having no religion or belief (60.4%) compared to last year (22.6%). This year, 17.0% of total job offers were made to applicants having a minority religion or belief (17.0%), followed by Christian (15.1%).

The percentage of applications from people who declared Other Religions has increased from 19.9% in 2020-21 to 24.4% in 2021-2022.

Sex

Table 17: Internal Recruitment By Sex

Gender	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
Female	36	56.3	27	75.0	14	51.9	38.9	33.3	73.7
Male	28	43.8	20	71.4	5	25.0	17.9	30.0	26.3
Non-binary and Other	0	0.0	0	0.0	0	0.0	0.0	50.0	0.0
Prefer Not To Say	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0
Total	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

Analysis:

Thirty-six women applied for internal jobs compared to twenty eight men. This year, no applicants identified as non-binary and other.

Although the percentages for applicants successful at sift are broadly similar (75.0% success at sift for women, and 71.4% for men), women are more likely to be offered a job than men. Women had an overall success rate of 38.9% compared to 17.9% for men. Women were offered 73.7% of total jobs within this reporting period, up from 61.6% in 2020-2021. Men were offered 26.3% of total jobs within this reporting period, down from 33.3% in 2020-2021.

We will examine conversion rates, what roles were applied for and identify if any potential and actual barriers exist and adjust our processes accordingly.

Table 18: External Recruitment by Sex

Gender	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
Female	453	47.6	141	31.1	30	21.3	6.6	3.8	56.6
Male	476	50.0	122	25.6	23	18.9	4.8	4.1	43.4
Non-binary and Other	10	1.1	0	0.0	0	0.0	0.0	0.0	0.0
Prefer Not To Say	13	1.4	4	30.8	0	0.0	0.0	0.0	0.0
Total	952	100.0	267	28.0	53	19.9	5.6	3.7	100.0

Analysis:

Ten applicants declared a non-binary or other gender identity, but none were successful at sift.

This year, broadly similar numbers of women and men applied for jobs (47.6% and 50.0% of applicants respectively). As last year, the data shows that similar figures were recorded throughout the recruitment process: 21.3 % of women were successful at sift, compared to 18.9% of men, a rise for both groups compared to last year: 16.7% of women were successful at sift, compared to 17.8% of men.

In 2019-2020, 60.2% of job offers were made to women and 38.6% of job offers were made to men. In 2020-2021, 48.4% of jobs were offered to women, and 51.6% of jobs were offered to men. This year, 56.6% of jobs were offered to women and 43.4% offered to men.

We ensure that all of our recruitment panels have diversity and inclusion training, including unconscious bias training. All of our recruitment panels have a gender balance.

Sexual Orientation

Table 19: Internal Recruitment by Sexual Orientation

Sexual Orientation	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
LGBQ+	3	4.7	1	33.3	0	0.0	0.0	57.1	0.0
Heterosexual / Straight	61	95.3	46	75.4	19	41.3	31.1	32.5	100.0
Prefer Not To Say	0	0.0	0	0.0	0	0.0	0.0	10.0	0.0
Total	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

Analysis:

Three people who identified as LGBQ+ applied for an internal scheme, representing 4.7% of all internal applications, down from 12.3% of all applications in 2020-2021. No applicants who identified as LGBQ+ were offered a job. Last year, 22.2% of total jobs offered were offered to people who identified as LGBQ+.

We are confident that the support and development available for LGBQ+ staff continues to represent best practice. In 2020, we were named by Stonewall as the number one employer in Wales and one of the Top Ten LGBTQ+ employers in the UK.

Table 20: External Recruitment by Sexual Orientation

Sexual Orientation	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
LGBQ+	139	14.6	27	19.4	3	11.1	2.2	3.9	5.7
Heterosexual / Straight	741	77.8	217	29.3	48	22.1	6.5	4.1	90.6
Prefer Not To Say	72	7.6	23	31.9	2	8.7	2.8	0.0	3.8
Total	952	100	267	28	53	19.9	5.6	3.7	100.0

Analysis:

The total percentage of applicants who identify as lesbian, gay, bi or other sexual orientation (LGBQ+) has risen from 9.2% to 14.6%, which is higher than the UK Government's estimate of 5 -7% of the local populations identifying as LGB+.

5.7% of job offers were made to people who identify as LGBQ+, down from 9.7% in 2020-2021. 90.6% of job offers were to applicants who identified as heterosexual/straight, compared with 87.1% in 2020-21. The disparity in total job offers between candidates who identify as LGBQ+ and heterosexual/straight warrants further review. We will examine conversion rates, what roles were applied for and identify if any potential and actual barriers exist and adjust our processes accordingly.

The overall success rate figures suggest that heterosexual / straight applicants are almost three times as successful as LGBQ+ applicants in getting offered a job (6.5% and 2.2% success rates respectively).

We actively promote the Senedd as a LGBQ+ inclusive employer by attending Pride events, promoting our LGBTQ+ workplace network and our status as one of the most inclusive employers in the UK, promoting our support for International Day Against Homophobia, Biphobia and Transphobia, and celebrating LGBTQ+ History Month. We are a Stonewall Diversity Champion and were featured in the top ten of Stonewall's Workplace Equality Index for six consecutive years, including being ranked the top employer in the UK in 2018.

Geographic Diversity of Applicants

This year, we have in-year data from July 2021 to March 2022 relating to the geographic diversity of our applicants. As this is the first time we have collected this data, this year's partial data will serve as our baseline data for this characteristic going forward.

Table 21: Internal Applicants by Geographic Location

Location	Number of Apps
Bridgend	1
Cardiff	28
Carmarthenshire	2
Conwy	1
Gwynedd	2
Merthyr Tydfil	2
Neath Port Talbot	2
Newport	5
Rhondda Cynon Taf	7
Swansea	1
Vale of Glamorgan	7
Total Candidates	58

Analysis:

It is difficult to draw conclusions from the data but the majority of our internal applicants are domiciled in Cardiff. There is an absence of applicants from the Mid Wales region but this is likely to be historic as our main office is based in Cardiff Bay with a smaller office in Colwyn Bay.

Table 22: Geographic Location of External Applicants

Location	Number of Apps
Anglesey	2
Blaenau Gwent	9
Bridgend	39
Caerphilly	52
Cardiff	353
Carmarthenshire	19
Ceredigion	1

Location	Number of Apps
Conwy	4
Denbighshire	3
England	58
Flintshire	2
Gwynedd	13
Merthyr Tydfil	11
Monmouthshire	12
Neath Port Talbot	23
Newport	31
Pembrokeshire	5
Powys	9
Rhondda Cynon Taf	69
Swansea	33
Torfaen	16
Vale of Glamorgan	81
Wrexham	4
Northern Ireland	1
Scotland	1
Outside UK	12
Prefer not to say	10
Total Candidates	873

Analysis:

Again, it is difficult to draw conclusions from the data but we could infer that agile / hybrid working arrangements might have encouraged external applications from people across Wales, the UK and beyond as where we are able to, we advertise our roles as agile (hybrid).

Socio-economic background of applicants

In 2021, the Senedd's Public Accounts and Public Administration Committee requested that the Senedd Commission collect socio-economic background diversity data of both its job applicants and workforce. The Recruitment Team piloted the use of socio-economic background questions³ for both internal and external applicants for this reporting period using the online applicant tracking system. We are using these findings to inform what best way to gather data on socio-economic background of our workforce from the next reporting period.

In July 2021, the **Social Mobility Commission revised the questions for employers to measure socio-economic background**. We gathered data on the previous questions from April 2021 but will utilise the revised questions for our next reporting year.

Which type of school did you attend for the most time between the ages of 11 and 16?

Table 23: Internal Applicants by Type of School Attended

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
A state-run or state-funded school	60	93.8	44	73.3	17	38.6	28.3	89.5
Attend school outside the UK	0	0	0	0	0	0	0	0
Independent or fee-paying school	1	1.6	1	100.0	1	100.0	100.0	5.3
Prefer not to say	3	4.7	2	66.7	1	50.0	33.3	5.3
I don't know	0	0	0	0	0	0	0	0.0
Total	64	100.0	47	73.4	19	40.4	29.7	100.0

³ Social Mobility Commission Cross Sector Toolkit

Analysis:

93.8% of applicants for internal jobs declared that they attended a state-run or state-funded school compared with 1.6% who declared an independent or fee-paying school. This compares to the national benchmark: 7.5% attended independent schools. While 1.6% of total applications came from those who attended independent or fee-paying schools, they had a 100% success rate. 5.3% of jobs were offered to those who attended independent or fee-paying schools.

Table 24: External Applicants by Type of School Attended

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
A state-run or state-funded school	820	86.1	241	29.4	50	20.7	6.1	94.3
Attended school outside the UK	57	6.0	9	15.8	2	22.2	3.5	3.8
Independent or fee-paying school	43	4.5	9	20.9	1	11.1	2.3	1.9
Prefer not to say	27	2.8	8	29.6	0	0.0	0.0	0.0
I don't know	5	0.5	0	0.0	0	0.0	0.0	0.0
Total	952	100	267	28	53	19.9	5.6	100.0

Analysis:

86.1% of applicants for external jobs declared that they attended a state-run or state-funded school compared with 4.5% who declared an independent or fee-paying school. This compares to the national benchmark: 7.5% attended independent schools. 6.0% of applicants attended school outside the UK.

94.3% of total job offers were made to applicants who said they went to a state-run or state-funded school, compared with 1.9% of applicants who said that they were from an independent or fee-paying school and 3.8% of applicants who attended school outside the UK.

If you finished school after 1980, were you eligible for free school meals at any point during your school years?

Table 25: Internal Applicants by Free School Meals Eligibility

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
No	42	65.6	32	76.2	13	40.6	31.0	68.4
Yes	12	18.8	8	66.7	3	37.5	25.0	15.8
I don't know	5	7.8	4	80.0	1	25.0	20.0	5.3
Prefer not to say	3	4.7	2	66.7	1	50.0	33.3	5.3
Not applicable (finished school before 1980 or went to school overseas)	2	3.1	1	50.0	1	100.0	50.0	5.3
Total	64	100.0	47	73.4	19	40.4	29.7	100.0

Analysis:

In its cross-sector toolkit for employers, the Social Mobility Commission notes that eligibility for free school meals (at any point during a pupil's school years) is a measure of extreme economic disadvantage. 65.6% of applicants for internal roles were ineligible for free school meals, compared with 18.8% of applicants who were eligible for free school meals. This compares with the national benchmark: 15% of pupils at state-funded schools are eligible for free school meals.

The overall success rate for those eligible for free school meals at 25.0% compares with 31.0% for those ineligible for free school meals.

15.8% of jobs were offered to those who were eligible for free school meals. This also compares with the national benchmark: 15% of pupils at state-funded schools are eligible for free school meals.

Table 26: External Applicants by Free School Meals Eligibility

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
No	612	64.3	195	31.9	38	19.5	6.2	71.7
Yes	164	17.2	36	22.0	8	22.2	4.9	15.1
I don't know	84	8.8	15	17.9	4	26.7	4.8	7.5
Prefer not to say	40	4.2	13	32.5	2	15.4	5.0	3.8
Not applicable (finished school before 1980 or went to school overseas)	52	5.5	8	15.4	1	12.5	1.9	1.9
Total	952	100.0	267	28.0	53	19.9	5.6	100.0

Analysis:

In its cross-sector toolkit for employers, the Social Mobility Commission notes that eligibility for free school meals (at any point during a pupil's school years) is a measure of extreme economic disadvantage. 64.3% of applicants for external roles were ineligible for free school meals, compared with 17.2% of applicants who were eligible for free school meals. This compares with the national benchmark: 15% of pupils at state-funded schools are eligible for free school meals.

The overall success rate for those eligible for free school meals at 4.9% compares with 6.2% for those ineligible for free school meals.

15.1% of total job offers went to applicants eligible for free school meals (compares with the national benchmark: 15% of pupils at state-funded schools are eligible for free school meals). 71.7% of total job offers went to applicants who were ineligible for free school meals.

What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?

Table 27: Internal Applicants by Highest Parental Qualification

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
Degree or equivalent (e.g. first or higher degrees, postgraduate diplomas, NVQ/SVQ Level 4 or 5)	23	35.9	19	82.6	8	42.1	34.8	42.1
Below degree level (e.g. A level, SCE Higher, GCSE, O level, SCE Standard/Ordinary, NVQ/SVQ, BTEC)	22	34.4	16	72.7	4	25.0	18.2	21.1
Above degree level (e.g. MA, MSc, MPhil, PhD)	12	18.8	7	58.3	5	71.4	41.7	26.3
No qualifications	0	0.0	0	0.0	0	0	0	0.0
Prefer not to say	6	9.4	5	83.3	2	40.0	33.3	10.5
I Don't know	1	1.6	0	0.0	0	0.0	0.0	0.0
Not applicable	0	0.0	0	0.0	0	0.0	0.0	0.0
Total	64	100.0	47	73.4	19	40.4	29.7	100.0

Analysis:

54.7% of applicants for internal jobs had either parent/guardian educated to degree level and above. The overall success rate for applicants that had a parent/guardian educated to degree level is 34.8% and for applicants that had a parent/guardian educated above degree level is 41.7%. This compares to 18.2% for applicants with either a parent/guardian educated below degree level.

42.1% of total job offers were made to applicants with either parent/guardian educated at degree level, compared with 21.1% educated below degree level.

Table 28: External Applicants by Highest Parental Qualification

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
Degree or equivalent (e.g. first or higher degrees, postgraduate diplomas, NVQ/SVQ Level 4 or 5)	344	36.1	108	31.4	19	17.6	5.5	35.8
Below degree level (e.g. A level, SCE Higher, GCSE, O level, SCE Standard/Ordinary, NVQ/SVQ, BTEC)	347	36.4	85	24.5	17	20.0	4.9	32.1
Above degree level (e.g. MA, MSc, MPhil, PhD)	130	13.7	41	31.5	10	24.4	7.7	18.9
No qualifications	56	5.9	12	21.4	4	33.3	7.1	7.5
Prefer not to say	35	3.7	11	31.4	1	9.1	2.9	1.9
I don't know	30	3.2	9	30.0	2	22.2	6.7	3.8
Not applicable	10	1.1	1	10.0	0	0.0	0.0	0.0
Total	952	100	267	28.0	53	19.9	5.6	100.0

Analysis:

49.8% of applicants (474) for external roles had either parent/guardian educated to degree level and above.

The overall success rates of applicants with either parent/guardian being educated above degree level and either parent/guardian having no qualifications are broadly comparable at 7.7% and 7.1% respectively. Similarly, the overall success rate of applicants with either parent/guardian educated to degree level or equivalent at 5.5% is broadly comparable to applicants with either parent/guardian educated below degree level.

35.8% of total job offers were made to applicants with either parent/guardian educated to degree level and 32.1% of total job offers were made to applicants with either parent/guardian educated below degree level.

Please tell us about the occupation of your main household earner when you were aged 14

The tables below have been condensed to group occupations together e.g. Professional, Intermediate and Working Class – this is to provide clarity for the reader. Sub questions relating to whether the main household earner was an employee or self-employee have not been analysed as it is difficult to draw meaningful conclusions from this data. The Social Mobility Commission has rationalised this question to overcome this.

Table 29: Internal Applicants by Occupation of Main Household Earner

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of total jobs
	Number	% of total applications	Number	% of applications	Number	% successful at sift	% of current year	
Professional	40	62.5	31	77.5	12	38.7	30.0	63.2
Intermediate	4	6.3	2	50.0	1	50.0	25.0	5.3
Working class	4	6.3	2	50.0	1	50.0	25.0	5.3
Prefer not to say	15	23.4	11	73.3	5	45.5	33.3	26.3
I don't know	1	1.6	1	100.0	0	0.0	0.0	0.0
Retired	0	0.0	0	0.0	0	0.0	0.0	0.0
This question does not apply to me	0	0.0	0	0.0	0	0.0	0.0	0.0
Total	64	100.0	47	73.4	19	40.4	29.7	100.0

Analysis:

National Benchmarks:

Professional: 34%

Intermediate: 38%

Working Class: 29%

The majority of applications for internal roles came from applicants whose main family earner when they were aged 14 was in a professional occupation (62.5%) which exceeds the national benchmark of 34%.

63.2% of total job offers went to applicants whose main family earner when they were aged 14 was from a professional occupation: this figure is almost double the national benchmark of 34%. This compares to 5.3% of total job offers to applicants

whose main family earner when they were aged 14 was in an intermediate occupation (considerably lower than the national benchmark of 38%) and 5.3% of total job offers to applicants whose main family earner when they were aged 14 was in a working class occupation (also lower than the national benchmark of 29%). It is notable that 26.3% of total job offers went to candidates who opted to not disclose information about their main family earner when they were aged 14.

As this is baseline data we will monitor our datasets going forward to ascertain whether there are any emerging trends/differentials.

Table 30: External Applicants by Occupation of Main Household Earner

	Applications Received		Successful at sift		Offer of Employment		Overall Success	% of total jobs
	Number	% of total applications	Number	% of applications	Number	% successful at sift	% of current year	
Professional	474	49.8	147	31.0	31	21.1	6.5	58.5
Intermediate	72	7.6	16	22.2	6	37.5	8.3	11.3
Working class	270	28.4	67	24.8	8	11.9	3.0	15.1
Prefer not to say	75	7.9	23	30.7	4	17.4	5.3	7.5
I don't know	34	3.6	10	29.4	3	30.0	8.8	5.7
Retired	12	1.3	1	8.3	0	0.0	0.0	0.0
This question does not apply to me	15	1.6	3	20.0	1	33.3	6.7	1.9
Total	952	100.0	267	28.0	53	19.9	5.6	100.0

Analysis:

National Benchmarks:

Professional: 34%

Intermediate: 38%

Working Class: 29%

The majority of applications for external roles was made from candidates where the main family earner at aged 14 was from a professional occupation (49.8%) and compares to the national benchmark of 34%. This is followed by 28.4% of candidates where the main family earner at aged 14 was from a working class occupation, compared to the national benchmark of 29%.

58.5% of total job offers were made to candidates where the main family earner at aged 14 was from a professional occupation – this figure exceeds the national benchmark of 34%.

The overall success rate at 8.3% was highest from candidates where the main family earner at aged 14 was from an intermediate occupation. 11.3% of total job offers were made to candidates where the main family earner at aged 14 was from an intermediate occupation which is significantly lower than the national benchmark of 29%. This compares to 15.1% of total job offers being made to candidates where the main family earner at aged 14 was in a working class occupation.

Again, as this is baseline data, we will monitor our datasets going forward to ascertain whether there are any emerging trends/differentials.