



August 2017



REFERENCE: 17FOI 69

You requested the following information:

I am conducting research into Senior appointments in the Civil service. As diversity monitoring information is now routinely collected by government departments we would appreciate your assistance in this matter. For ease of use we have attached a table and details required.

We have handled your request under the Freedom of Information Act 2000.

Freedom of Information Request: Questions and Answers

Senior Appointments in the Civil Service - Candidate Profiles

We do not hold the diversity monitoring data requested in the spreadsheet attached to your email. The Wales Office is not an employer in its own right. Senior Civil Service appointments to the Wales Office have been conducted on our behalf by Civil Service Resourcing since 2015 and you may therefore wish to seek the information from them directly.

Executive Search & Recruitment Consultants

We have not used Executive Search or Recruitment Consultants in any of the years requested.

Diversity & Inclusion

The Wales Office does not have a Permanent Secretary. The Department has formed part of the United Kingdom Governance Group since 2015, along with the Scotland Office, Office of the Advocate General and those parts of the Cabinet Office responsible for constitutional issues. The Group's senior leaders discuss *diversity and inclusion issues on at least a quarterly basis*.

Our Board meeting minutes are published at

[https://www.gov.uk/government/publications?departments\[\]=office-of-the-secretary-of-state-for-wales](https://www.gov.uk/government/publications?departments[]=office-of-the-secretary-of-state-for-wales)

As we are a small department and some of our diversity monitoring data relates to fewer than five staff, we do not always record discussions about diversity and inclusion in the minutes because we are concerned that this could lead to the identification of individuals and therefore disclosure of this information would be in breach of our statutory obligations under the Data Protection Act 1998 (DPA).

Employment Tribunals

We have had no complaints of discrimination or harassment in any of the years requested.