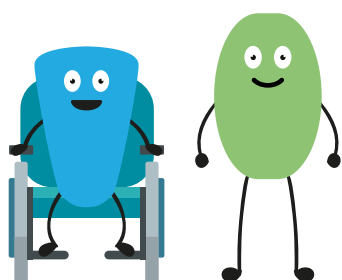


# Equality, Diversity and Inclusion Strategy 2021 – 2026



## Our Vision

The year is 2030. Welsh Government is an organisation which fully reflects the diversity of Wales, is **anti-racist** and **anti-discrimination** of all types. People who work here are fully able to **be themselves** in the workplace and able to reach their potential.



## Our Themes

1. **Increasing diversity**, with a focus on disabled people, people from Black, Asian and minority ethnic communities and women in senior roles
2. **Removing barriers**
3. **Supporting staff from all backgrounds to reach their potential, creating equality of opportunity for all**

## Our Targets

### In External Recruitment



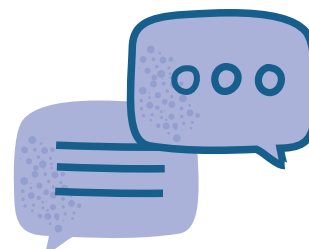
- By 2026 we aim to be appointing **20%** disabled staff and **20%** ethnic minority staff
- By 2030, we aim to increase the appointment of disabled staff to **30%**.
- More than **50%** of appointments to the SCS between now and 2026 will be women.

### Internal Recruitment

We will work to increase:



- Promotion of **disabled staff** at all levels of the organisation.
- Promotion of **ethnic minority staff** at all levels of the organisation.
- Promotion to the **SCS** for **women** so we reach a **50/50 gender split**.



## Our Principles

- Establishing an **inclusive culture** in which everyone feels able to be themselves.
- Discrimination, harassment, victimisation and **unwelcome behaviour are not tolerated**.
- Fair and equal treatment, recognising that equality is more complex than treating people in the same way.
- Promoting **equality of opportunity** and outcome irrespective of protected characteristics.
- Sharing our **good practice** with others.