



Ein cyf/Our ref: MB/LG/2194/15

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Dear Lindsay,

I am responding to your query raised during the Plaid Cymru debate on 10 June on women's full economic participation. This related to the use of certain questions on the equal opportunities monitoring form which applicants for employment with the Welsh Government are required to complete.

The questions related to 'pregnancy and maternity' and 'marriage and civil partnership' which are both protected characteristics under the Equality Act 2010. As such, they are afforded levels of protection under legislation in the same way as, for example, disability or race.

The questions related to these characteristics are included on the form to comply with the requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 which require relevant public bodies in Wales (including the Welsh Government) to promote equality of opportunity and to have due regard for those with protected characteristics.

Under the Regulations, the Welsh Government is required to monitor workforce diversity and publish a report annually on its findings. Following their introduction, the equal opportunities monitoring form was amended to include the questions you have highlighted, in order to ensure compliance with legislation. In making appropriate and effective amendments, the Welsh Government drew on guidance and good practice from the Equalities and Human Rights Commission, the wider civil service and the expertise of its own Knowledge & Analytical Services Division.

I can confirm information captured on the monitoring form is separated from the candidate application form and does not form part of the consideration in making any employment decisions. It is only used for the monitoring of diversity information.

I hope this information helps to clarify the position and to provide assurance on the use of the questions and the resulting data.

Regards
Lesley

Lesley Griffiths AC / AM
Y Gweinidog Cymunedau a Threchu Tlodi
Minister for Communities and Tackling Poverty