

3 March 2023

Dear

ATISN 17116

Thank you for your revised request which I received on 3 February 2023. You asked the following:

What proportion of the highest paid 10% of people on your payroll are from BAME backgrounds? Furthermore, what proportion are women?

To provide background and context to the way your request has been answered, Welsh Government has grades from Team Support to Grade 6, then the Senior Civil Service which has pay bands 1-3 to represent the different grades at that level.

Each of the grades has a pay scale of 3 or 4 pay points and staff who perform satisfactorily will move one point up their scale each year until they reach the target rate.

We were unable to provide a breakdown of the highest paid 10% of people on our payroll, due to the number of staff on one pay point (Grade 7 point 4). We have split the disclosure into the top 7% of earners, i.e. those at Grade 6 point 1 and above, and the top 18% of earners, i.e. those at Grade 7 point 4 and above.

Of the highest paid 7% of people on our payroll:

- The proportion of staff who have declared they are Black, Asian or Minority Ethnic is 2.5%.
- 45.8% are female.

Of the highest paid 18% of people on our payroll:

- The proportion of staff who have declared they are Black, Asian or Minority Ethnic is 2.4%.
- 50.4% are female.

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit
Welsh Government
Cathays Park
Cardiff
CF10 3NQ

or e-mail: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Telephone: 0303 123 1113

Website: www.ico.org.uk

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely