

26 November 2024

Dear

ATISN 22061 – British Sign Language (BSL) Policy Manager

Information requested

Thank you for your request to the Welsh Government for information under the Freedom of Information Act (2000) received on 30 October 2024. You have requested the following regarding the appointment of a BSL Policy Manager within Welsh Government:

- 1. If the appointed individual is a native BSL user.*
- 2. If this was an internal appointment or advertised outside of the civil service.*
- 3. If the post was not advertised externally, why this decision was made and by whom.*

Our response

The information you requested is enclosed.

The current post holder is not a native BSL signer.

The post was recruited internally and recruitment was focussed on the essential skills required to carry out the role, in order to attract a diverse candidate pool. Applications were welcomed from people with a diverse range of lived and professional experiences.

Welsh Government, like all other Government Departments use Success Profiles when we recruit. During the recruitment process the following Success Profiles were used for assessment:

- behaviours;
- experience;
- strengths.

For further information on Civil Service Success Profiles please [click here](#).

It's our policy at Welsh Government to advertise roles internally in the first instance, unless a role is regarded as a specialist post. A specialist role is one where specialised experience and/or knowledge is only acquired over time or through specialist education and training and having the skill is essential to delivering the responsibilities of the role effectively.

Next steps

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 Email: 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.

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

Yours sincerely,