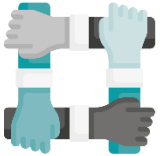
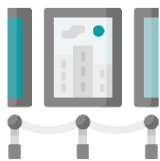


Our Year in Highlights

OUR WORK



Established our **Diversity and Inclusion Steering Group**.



Held events and exhibitions that **celebrate diversity and inclusion in Wales**.



Delivered a suite of training and awareness to **celebrate diversity and promote inclusion**.



Our **Workplace Equality Networks** have continued to provide peer support and inclusion advice.



Developed a comprehensive **peri/menopause toolkit**.



Reported on the diversity of committee witnesses and **engaged with diverse groups across Wales** as part of Committee inquiries.

OUR ACHIEVEMENTS



Our café was the **first venue in Wales to meet the Kids in Museums Family Café Standard.**



Recognised as a **Top Ten Employer for Working Families**, and as a **Disability Confident Employer.**

OUR STAFF



Delivered mandatory **respect and inclusion training** to all staff.



Established our **ENGAGE workplace network** to better connect our staff.



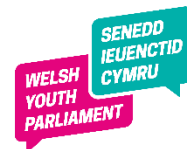
Introduced a **Social Mobility Champion.**



Welcomed our second cohort of **YMLAEN interns.**



Reviewed our progress through **staff surveys.**



Concluded the second Welsh Youth Parliament.

COMMISSION STAFF HEADCOUNT



503

31 March 2024



487

31 March 2023



473

31 March 2022

SEX AND GENDER

WOMEN



52.1%

MEN



47.9%

No staff have identified as non-binary. Women represent 52.4% of staff in our three most senior pay bands, up from 48.1%.

Working Pattern

73.7%

Full-time

94.2%

Full-time

26.3%

Part-time

5.8%

Part-time

Recruitment

0.7% of external job applications came from non-binary candidates but no job offers were made.

50%

Internal job offers

50%

Internal job offers

57.7%

External job offers

42.3%

External job offers

Gender Identity and Gender Reassignment

No members of staff have identified as trans. 2.2% of total applications for external roles were from applicants who identified as trans compared to 3.3% of applicants in 2023.

AGE

Workforce

22.2% of our workforce is aged 51 and over, compared to 21.6% last year.

<21	21-30	31-40	41-50	51-60	61>
0%	13.9%	33.7%	30.0%	16.2%	6.0%

Recruitment

Internal job offers

<20	20-39	30-39	40-49	50-59	60>
0.0%	12.5%	43.8%	31.3%	12.5%	0.0%

External job offers

<20	20-39	30-39	40-49	50-59	60>
3.8%	36.5%	44.2%	11.5%	3.8%	0.0%

DISABILITY

Workforce

7.4% of staff declared a disability, which is the same as in 2023.

7.4%

Disabled

83.7%

Non-disabled

8.9%

Prefer not to say /
no reply

Recruitment

18.8 % of internal jobs were offered to disabled applicants, up from 7.7% in 2023.

External job offers

7.7%

2023-24

13.1%

2022-23

9.4%

2021-22

ETHNICITY

Workforce

5.2% of staff identify as being of an ethnic minority, compared to 4.5% in 2023. 42.3% of staff who identify as being from an ethnic minority are employed at our lowest pay band (TS grade). This has shown a continued decline over the last few years, from 45.5% in 2023, 50% in 2022.

5.2%

Ethnic minority

90.1%

White

4.8%

**Prefer not to say /
no reply**

Recruitment

There has been an increase in the percentage of total applications from ethnic minority candidates: from 11.0% in 2021-2022 to 13.0% in 2022-2023 to 16.2% in 2023-2024.

6.3% of internal jobs were offered to ethnic minority applicants, up from 0.0% in 2023.

External job offers

11.5%

2023-24

4.9%

2022-23

7.5%

2021-22

SEXUAL ORIENTATION

Workforce

5.4% of staff identify as being LGBQ+, compared to 4.7% % in 2023 and 4.4% in 2022.

5.4%

LGBQ+

81.5%

**Heterosexual /
straight**

13.3%

**Prefer not to say /
no reply**

Recruitment

18.8% of internal jobs were offered to LGBQ+ staff, up from 0.0% in 2022 and 2023.

External job offers

13.5%

2023-24

13.1%

2022-23

5.7%

2021-22

RELIGION / BELIEF

Workforce

40.2%

No religion / belief

27.2%

Christian

10.9%

Other religion

21.7%

Prefer not to say /
no reply

Recruitment

External job offers

50.0%

No religion / belief

21.2%

Christian

23.1%

Other religion

5.8%

Prefer not to say /
no reply

Internal job offers

43.8%

No religion / belief

25.0%

Christian

18.8%

Other religion

12.5%

Prefer not to say /
no reply