

October 2018

Archwilydd Cyffredinol Cymru
Auditor General for Wales

Equality Report 2017-18

Report on compliance by the Auditor General for Wales and
Wales Audit Office with the Equality Act 2010 General Duty for
the period 1 April 2017 to 31 March 2018



WALES AUDIT OFFICE
SWYDDFA ARCHWILIO CYMRU



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This document is also available in Welsh.

Foreword

We are committed to providing a work environment that values the diversity of all people, both our own staff and those with whom we come into contact during our work. We fully support the rights of people to be treated with dignity and respect.

This report on our compliance with the General Duty of the Equality Act 2010, and on progress made towards delivering the equality objectives set out in our previous [Strategic Equality Plan](#), covers the reporting period 1 April 2017 to 31 March 2018.

In 2017-18, we continued to develop our overall programme of work to help ensure that the Auditor General and Wales Audit Office can fully meet their equality duties and objectives.

From the service provider perspective, three value-for-money reports published as part of the Auditor General's programme of audit work included recommendations specifically focused on addressing inequalities:

- [Housing Adaptations](#)
- [Speak my language: Overcoming language and communication barriers in public services](#)
- [Strategic Commissioning of Accommodation Services for Adults with Learning Disabilities](#)

From the employer side of things, we were particularly pleased that most colleagues across the Wales Audit Office reported in our staff survey that they feel positive about the organisation respecting individual differences, and that they feel treated with respect by the people they work with. And we were delighted to progress from 251st to 110th on the Stonewall Workplace Equality Index in just our second year of participation.

However, we acknowledge that we need to undertake further work to narrow our overall pay gaps, particularly in relation to gender and ethnicity, and to encourage a higher number of job applications from people with impairments.

Towards the end of 2017-18, we developed, consulted externally on, and published a revised [Strategic Equality Plan](#) for the period 2018-2022. In the Plan, we set out nine specific objectives to help us perform the General Equality Duty over the next four years. One of these new objectives is to implement our recently published [People Strategy](#) which prioritises, among other things, increasing the diversity of our workforce, particularly at the more senior levels.



Adrian Crompton
Auditor General for
Wales



Bill Richardson
Equality Champion and Non-Executive Board
Member, on behalf of the Wales Audit Office

Contents and readers' guide

Programme of equality work	5
In 2017-18, we continued to develop our overall programme of work to help ensure that the Auditor General and Wales Audit Office can fully meet their equality duties and objectives.	
Impact assessments	12
We undertook a series of equality and human rights impact assessments during the year, which also included Welsh language considerations.	
Workforce diversity and equal pay	14
We need to undertake further work to increase the diversity of our workforce in the medium to longer-term, particularly in relation to gender and ethnicity at the more senior levels, and to encourage a higher number of job applications from people with impairments.	
Future focus for our work	23
The key areas of focus for our programme of equality work in 2018-19 and future years are set out in our recently published Strategic Equality Plan and People Strategy.	
Appendix 1	25
Impact assessments completed between 1 April 2017 and 31 March 2018 and the key outcomes from those assessments.	
Appendix 2	28
Our employment information for the year analysed by protected and related characteristics.	

Programme of equality work

In 2017-18, we continued to develop our overall programme of work to help ensure that the Auditor General and Wales Audit Office can fully meet their equality duties and objectives.

We are committed to providing a work environment that values the diversity of all people, both our own staff and those with whom we come into contact during our work, and we fully support the rights of people to be treated with dignity and respect.

The Auditor General and Wales Audit Office are required to follow the framework of protection against discrimination, harassment and victimisation and the public sector equality duties brought in by the Equality Act 2010 and related legislation. We also have a responsibility to uphold the rights set out in the Human Rights Act 1998.

The Auditor General and the Wales Audit Office jointly prepared a [Strategic Equality Plan](#) for the period 2014 to 2018, which set out ten specific objectives to help them better perform their equality duties.

We have established an Equality Steering Group to:

- ensure the necessary arrangements and programme of work are in place for meeting the Auditor General's and Wales Audit Office's equality and human rights duties and strategic equality objectives; and
- help ensure the arrangements and programme of work are fully implemented and delivering the required outcomes.

In addition, we have established an Equality Interest Group in order to ensure effective engagement with employees representing the interests of protected groups, when designing and implementing the programme of equality and human rights work, and when undertaking impact assessments.

In 2017-18, we continued to develop a programme of work to ensure the Auditor General and Wales Audit Office could fully meet their equality and human rights duties and objectives. On a bimonthly basis the Steering Group, with input from trade union representatives and the Interest Group, considered and discussed:

- progress made to date on the key projects within the programme;
- further work that needs to be undertaken on those projects to deliver the required outcomes; and
- how this work will be embedded in the future.

Members of both our Steering and Interest Groups regularly attended Equality and Human Rights Commission in Wales and Welsh Public Sector Equality Network events to ensure we remain sighted of and, where appropriate, contribute to ongoing developments in the field.

A good overall indication of the progress we made during the year was our progression to a significantly higher placing on the Stonewall Workplace Equality Index (moving from 251st out of 430 employers in 2017 to 110th out of 434 employers in 2018).

Exhibit 1 provides more detail on the effectiveness of steps taken and progress made towards meeting our individual equality objectives.

Exhibit 1: Summary of the effectiveness of steps taken and progress made towards meeting our equality objectives in 2017-18

We will seek and take account of the views of people who represent the interests of protected groups in deciding what value for money work we will undertake.

Assessment: Effective

In February 2015 we established external engagement arrangements via the [Equalities and Human Rights Coalition](#) – a network of over 120 third sector organisations working in the equalities and human rights field in Wales. The Coalition is facilitated by the Wales Council for Voluntary Action.

After attending two Coalition meetings in 2016-17 at which we discussed and invited views on the Auditor General's programmes of value for money examinations and local government studies, we did not undertake any fresh consultation on our overall programmes during 2017-18.

We did, however, make preparations for our [Shape our Audits public consultation](#) exercise that went live in May 2018 and proactively shared with members of the coalition and the Equality and Human Rights Commission in Wales.

In deciding the coverage of any value for money work that is relevant to the General Equality Duty, and in devising fieldwork for such projects, we will seek the views of people that represent the interests of protected groups, so as to take account of the needs of those groups.

Assessment: Effective

During 2017-18, we finalised our work on a review of interpretation and translation services, engaging with a number of different organisations that represent the interests of protected groups to discuss related issues, case study material and the content of our draft report. We published our report on this topic – [Speak my Language](#) – in April 2018.

We also completed and published the findings of a review of how public bodies help and assist disabled and older people to maintain their independence. Our report on [Housing Adaptations](#) was published in February 2018 and drew on the findings of a survey of disabled and older people. The report also included an assessment of how well public bodies comply with their related responsibilities under the Equality Act 2010.

In addition, in May 2018 we published the findings of a similar review of [Strategic Commissioning of Accommodation Services for Adults with Learning Disabilities](#).

Each year, as part of our work to assess whether Welsh Improvement Authorities have met the improvement requirements of the Local Government (Wales) Measure 2009, we will assess whether those authorities have taken the General Equality Duty into account in their arrangements to secure continuous improvement, especially in the development of their Improvement Plans.

Assessment: Effective

In 2017-18 we reviewed whether Welsh Improvement Authorities had taken the General Equality Duty into account in their arrangements to secure continuous improvement.

We reported on any significant issues that we became aware of through the course of our audit work in each relevant Annual Improvement Report. All improvement reports can be accessed on our [website](#).

It should also be noted that during 2017-18 we maintained [accessibility accreditation for our website](#) including validation of meeting international Web Content Accessibility Guidelines success criteria, alongside further developing our understanding of tackling digital exclusion.

In addition, we continued to install additional software on our website which provides further options for improving accessibility and increasing engagement with our work, including through enlarging selected text and reading it aloud, providing written and spoken translations in multiple languages, blocking on-screen distractions, and converting selected text into mp3 format.

On undertaking our financial audit work, including grant certification, we will consider whether any of the information reviewed indicates significant failures to perform the General Equality Duty on the part of audited bodies, and we will provide feedback on this on an exception basis (ie where there appears to be a problem) to those bodies.

Assessment: Effective

This objective is built in to the requirements of the Auditor General's [Code of Audit Practice](#), which prescribes the way in which the Auditor General's audit and certain other functions are to be exercised.

No significant issues were identified or reported through our financial audit work in 2017-18, but issues have been identified and reported in previous years.

We will improve the extent and quality of information, such as external feedback, that we gather regarding how our work contributes or could contribute to performing the General Equality Duty.

Assessment: Limited effectiveness

We have previously sought external feedback on how our work contributes or could better contribute to performing the General Equality Duty. The feedback obtained to date is, however, very limited and as a result we have retained this objective in our new [Strategic Equality Plan](#).

Alongside seeking the views of representatives of protected groups on our forward programme of value for money examinations and studies, from 2018 onwards we will also seek their feedback on how individual pieces of work that have already been undertaken and that were relevant to the General Equality Duty have addressed the needs of protected groups.

Feedback from our 2018 survey of chief executives of the public bodies that we audit included some related suggestions on how our reports would be accessible to a wider audience if they were more succinct and utilised more visual or alternative methods of communicating our key messages. This feedback has served to inform an ongoing project focused on transforming our methods of communication and improving the readability and accessibility of our reports and products.

In procuring and monitoring externally sourced professional services, we will work to ensure that firms perform the General Equality Duty in the course of relevant work.

Assessment: Effective

The terms and conditions of our contracts explicitly state that providers must assist the Wales Audit Office in meeting the General Equality Duty in exercising its functions, and include an obligation to perform the General Equality Duty in the course of work undertaken on behalf of the Auditor General.

Providers are also required to comply with other requirements of the Equality Act 2010, such as making 'reasonable adjustments' in respect of persons with impairments.

Our annual quality review arrangements in 2017 examined samples of audits and other projects completed by providers in order to check whether the provider had made suitable arrangements to perform the General Equality Duty. Those reviews have not identified any significant issues, but we plan to develop our guidance further in 2018-19 to ensure that equality is considered from the outset of both the procurement and audit processes.

Improve the quality and extent of Wales Audit Office workforce information in respect of the protected characteristics and use this information so as to perform the General Equality Duty.

Assessment: **Highly effective**

We launched a revised diversity monitoring question and category framework and new e-recruitment system in November 2014. Consequently, 2017-18 represents the third full-year of employment information gathered using the new framework. During the year, we continued to encourage all staff to review their confidential diversity monitoring information and by the end of the year, 86% had completed the questionnaire.

Our employment information for the year analysed by protected characteristic is presented in [Appendix 2](#) of this report. In 2017-18, our employment information was used to inform the impact assessment of management's pay offer for 2018-19 and 2019-20 and to help us develop a greater understanding of our structural gender pay gap.

We also made arrangements during the year to commence diversity monitoring of attendees of our shared learning seminars and webinars.

Remove significant gender pay differences (and other unwarranted pay differences in relation to characteristics) within Wales Audit Office pay bands through the continued application of the Wales Audit Office's current pay alignment arrangements.

Assessment: **Highly effective**

The Wales Audit Office applies rigorous pay alignment arrangements ensuring jobs of equal worth are pay-aligned. Subject to satisfactory performance, all employees will progress to the top pay point of a particular pay band within a fixed period, irrespective of characteristic.

No significant gender pay differences were identified within individual Wales Audit Office pay bands in our analysis of employment information.

We will seek to address structural gender pay differences caused by recruitment and promotion arrangements, and ongoing working conditions.

Assessment: Limited effectiveness to date

Despite continuing to operate flexible working arrangements and implementing a range of initiatives aimed at increasing diversity in our workforce over the longer-term, particularly at the more senior levels, our mean overall gender pay gap only reduced slightly from 17.5% to 17.4% between March 2017 and March 2018. It should, however, be noted that in part this figure is influenced by the significant success we have had in recent years in attracting female candidates to join our rolling and expanding programme of graduate trainee recruitment.

In addition, over the same period the mean pay gap for staff who identified themselves as having non-white ethnicity compared to staff who identified themselves as having white ethnicity has increased from 30.3% to 33.7%.

Consequently, one of our nine new equality objectives for the period 2018 to 2022 is to take a strategic approach to addressing our structural gender pay differences (alongside structural pay differences in relation to other protected and related characteristics), and one of the four key priorities of our recently published People Strategy is to increase the diversity of our workforce in the medium to longer-term, particularly at the more senior levels.

Further information on the issues identified from the analysis of our 2018 employment information and on our planned response through our People Strategy is provided in the Workforce diversity and equal pay section of this report.

We will seek to foster good relations between Wales Audit Office staff sharing relevant protected characteristics and those that do not by providing senior staff 'allies'

Assessment: **Effective**

Throughout the year, our equality 'champions', including members of the Wales Audit Office Board, Management Committee, and Equality Steering and Interest Groups, continued to seek to foster good relations between Wales Audit Office staff sharing relevant protected characteristics and those that do not. Staff at all levels are encouraged to share or discuss equality issues, and are supported where they express any concerns.

We continued to make efforts to increase staff awareness of a range of equality and human rights issues through ongoing dissemination of information relating to a 'diversity calendar' of internationally recognised events, with support from our staff women's and LGBT networks.

In October 2017, we ran a new staff survey to gain a better understanding of the employee experience at the Wales Audit Office and identify where we need to improve. We used the same core survey questionnaire as used in the 2017 Civil Service People Survey (CSPS).

Overall, the results of the survey were very encouraging. In particular, it was reassuring to note that colleagues across the Wales Audit Office feel very positive about the organisation respecting individual differences (81% positive response) and about being treated with respect by the people they work with (89% positive). However, it was still disappointing to note that a small number of staff felt that they had personally experienced discrimination at work in the past 12 months on grounds relating to protected characteristics, and this is an issue which we intend to explore in more detail.

Impact assessments

We undertook a series of equality and human rights impact assessments during the year, which also included Welsh language considerations.

The Auditor General and the Wales Audit Office must¹:

- assess the likely impact of relevant policies and practices (current, revised or new) on their ability to comply with the General Equality Duty;
- publish reports of those assessments where they show a substantial impact (or likely impact) on their ability to meet the General Equality Duty; and
- monitor the impact of particularly relevant policies and practices on their ability to meet the General Equality Duty.

They also have a responsibility to uphold the rights set out in the Human Rights Act 1998.

Impact assessments are undertaken by our Law and Ethics Team to ensure consistency and a strong base of technical expertise. Following preparation of each draft assessment report, the report and the draft policy or practice to which it relates are provided to our Equality Interest Group for review, in order to seek further perspectives and comply with the engagement provisions.

A flowchart illustrating the key stages of and outcomes from an impact assessment from the perspectives of equality and human rights is provided in [Exhibit 2](#).

The following policies and practices (or revisions to those policies and practices) were screened during 2017-18 for relevance² but were not subsequently subject to a full impact assessment³:

- a Internal Whistleblowing Policy
- b Welsh Language Internal Policy
- c Counter Fraud Strategy
- d Fraud Response Plan
- e Annual Plan 2017-18
- f Wales Audit Office Employee Members Election Arrangements 2018
- g Relocation Policy
- h Recruitment and Selection Policy
- i Wales Audit Office Board Travel and Subsistence Policy
- j CCTV Policy

¹ Under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

² To assess whether either the policy (where no impact assessment had previously been undertaken) or the revisions made (where the policy had already been impact assessed) were likely to have a significant effect on the Auditor General's or Wales Audit Office's ability to perform the General Equality Duty (stage 1)

³ A number of the listed policies had already been previously subject to full impact assessment but had been further revised in 2017-18. In these cases, the revisions were assessed as being unlikely to have a significant effect on the Auditor General's or Wales Audit Office's ability to perform the General Equality Duty and so a further impact assessment was deemed unnecessary

A list of the full impact assessments (stage 2) completed between 1 April 2017 and 31 March 2018 and the key outcomes from those assessments is provided in [Appendix 1](#).

Exhibit 2: Flowchart illustrating the key stages of and outcomes from an equality and human rights impact assessment



Workforce diversity and equal pay

We need to undertake further work to increase the diversity of our workforce in the medium to longer-term, particularly in relation to gender and ethnicity at the more senior levels, and to encourage a higher number of job applications from people with impairments.

Our employment information analysed by protected and related characteristics for 2017-18 is provided in [Appendix 2](#) of this report. To perform our equality duties effectively in terms of pay and conditions, the scope of our pay gap analysis covers the broad range of protected and related characteristics considered by our diversity monitoring questionnaire.

The main issues identified from the analysis of our employment information are described in the following sections of narrative. In terms of overall pay gaps, the position is summarised in [Exhibit 4](#).

In April 2018, following a period of public consultation, we published a revised joint [Strategic Equality Plan](#) for the Auditor General and Wales Audit Office. One of our nine equality objectives for the period 2018 to 2022 is to take a strategic approach to addressing our structural gender pay differences (alongside structural pay differences in relation to other protected and related characteristics). In addition, one of the four key priorities of our recently published [People Strategy](#) is to increase the diversity of our workforce in the medium to longer-term, particularly at the more senior levels. Planned actions for 2018-19 and 2019-20 include:

- a reviewing our recruitment and assessment approaches and use of language in our job adverts, with a view to removing any potential barriers that relate to particular protected characteristics;
- b advertising all management band and senior leadership team vacancies on an external basis, as well as internally;
- c developing coaching and mentoring opportunities for all staff including aspiring managers and leaders, with a particular focus on under-represented groups; and
- d giving further consideration to potential positive action approaches to recruitment to senior posts.

Gender

The Wales Audit Office applies rigorous pay alignment arrangements to ensure jobs of equal worth are pay-aligned. Subject to satisfactory performance, all employees will progress to the top pay point of a particular pay band⁴ within a fixed period⁵. No significant gender pay differences were identified within individual Wales Audit Office pay bands in our analysis of employment information.

Over the last three years, 49.1% of job applicants that completed our diversity monitoring form identified themselves as female and achieved a higher success rate at interview than applicants that identified themselves as male.

However, as of 31 March 2018, we had an overall negative gender pay gap of 17.4%. While a slight improvement on the position last year, the mean basic full-time equivalent annual salary of those staff that identified themselves as female remains over £8,000 less than that of staff that identified themselves as male. The distribution of women and men across pay bands is the immediate explanation for this gap; 73% of female staff are employed in pay bands below band 5 compared to a figure of 57% for male staff. The effect of this distribution is illustrated in the salary quartiles chart provided in [Appendix 2](#). Benchmarking of our mean gender pay gap (and ethnicity pay gap) against comparator organisations is provided in [Exhibit 3](#)⁶.

It should be noted that, in part, this figure is influenced by the significant success we have had in recent years in attracting female candidates to join our rolling and expanding programme of graduate trainee recruitment (around two-thirds of our current group of graduate trainees identify themselves as female).

Over the same period we have also worked hard to respond to cost pressures and reduce our audit fees in real terms, including through reducing the number of senior positions in the organisation. On the few occasions when vacancies have arisen in senior positions, we have looked to redistribute the work across the organisation rather than recruit, which in turn has reduced the number of opportunities for female staff to progress to higher pay bands.

The median pay gap we calculated is higher again at 21.2%. By contrast, the gender pay gap for median earnings of full-time employees in the wider UK population in 2017 was 9.1%⁷; a gap which rose to 18.4% when part-time employees were included.

4 The Wales Audit Office pay scale comprises 10 main pay bands – bands 1 to 7 and bands A to C – alongside pay bands for trainees and work placements. Bands 6 and 7 are management pay bands and bands A to C are senior leadership team pay bands

5 Two years for work placements, three years for band 1, four years for trainees and bands 2 to 7, five years for band C and six years for bands B and A

6 Further benchmarking data is available via the UK Government's [Gender Pay Gap Service website](#)

7 Office for National Statistics, Annual Survey of Hours and Earnings 2017

Ethnicity

3.1% of employees identified themselves as being from a non-white background, with a further 2.7% choosing the option 'prefer not to say'. This is lower than the proportion of the Welsh population from a non-white background, which is currently around 5.0%, and lower than equivalent figures for the populations of South East Wales (6.7%) and Mid and West Wales (4.3%)⁸, where two of our three main offices are located. It is, however, higher than the equivalent figure for North Wales (2.2%), where our third main office is located⁹.

By contrast, the corresponding figures for job applicants over the last three years were 14.2% and 2.2% respectively. However, a significantly lower proportion of job applicants who identified themselves as being from a non-white background (13.3%) were invited to interview when compared to applicants who identified themselves as white (35.0%).

Since 31 March 2016, our overall negative pay gap for staff who identify themselves as being from a non-white background has risen from 25.2% to 33.7%. As of 31 March 2018, the mean basic salary of those staff who identify themselves as being from a non-white background was around £14,600 less than that of staff who identify themselves as being from a white background, compared to a gap of around £10,100 in 2016. By comparison, the mean ethnicity pay gaps reported by the accountancy firms PwC, Deloitte, KPMG and EY in their 2017 UK pay gap reports were 12.8%, 12.9%, 13.9% and 17.3% respectively (see [Exhibit 3](#)). Again, the distribution of staff across pay bands is the immediate explanation for our gap; no Wales Audit Office staff who identify themselves as being from a non-white background are employed in pay bands 5 and above.

While acknowledging that, due to the small numbers involved in categories other than White, the data is sensitive to even small changes in these cohorts, we consider that the extent of this pay gap is a particular cause for concern as it is relatively high compared to pay gaps for different ethnic groups in the UK identified by the Equality and Human Rights Commission¹⁰.

Religion

There is also a strong correlation between the ethnicity pay gap and the negative pay gap of 17.8% identified through the analysis for staff who identified with a religion or belief other than Christian. Over 70% of staff who identified themselves as having non-white ethnicity also identified themselves with a religion or belief other than Christian.

⁸ Office for National Statistics; Annual Population Survey 2018

⁹ Our main offices are in Cardiff, Swansea and Abergele.

¹⁰ Equality and Human Rights Commission: The Ethnicity Pay Gap, August 2017

Exhibit 3: Benchmarking of our overall mean basic full-time equivalent salary gender and ethnicity pay gaps as of 31 March 2018 against 2017 data from selected organisations

Organisation	Gender pay gap	Ethnicity pay gap
Wales Audit Office	-17.4%	-33.7%
National Assembly for Wales Commission	5.7%	-31 to -37% ¹¹
Welsh Government	-8.1%	–
Audit Scotland	-8.5%	–
National Audit Office	-10.6%	–
PwC UK	-13.7%	-12.8%
Deloitte UK	-18.2%	-12.9%
EY UK	-19.7%	-17.3%
KPMG UK	-22.3%	-13.9%

Age

We have an overall negative pay gap for younger staff of 48.6%; the mean basic annual salary of those staff aged less than 35 years is over £24,000 less than that of staff aged 35 to 54 years, which represents a further widening of the gap from the previous year. The distribution of younger staff across pay bands is the immediate explanation for this gap; only 3% of Wales Audit Office staff aged less than 35 years are employed in pay bands 5 and above.

Clearly a pay gap in respect of age is to some extent to be expected due to skills and experience increasing with age. This is particularly the case in a professional service organisation that requires a substantial proportion of its workforce to be educated to postgraduate professional level and to have judgement skills honed by significant professional experience. And it should be noted that our figure is influenced by our significant expansion in recent years of our programme of graduate trainee recruitment, coupled with the cost saving measures we have taken including reducing the number of senior positions in the organisation and opportunities for younger staff to progress to higher pay bands.

¹¹ Mean basic FTE salary pay gaps for non-white ethnicity groupings other than 'Other Ethnic Origin' range from -31.4% to -36.8%

However, as outlined in our last three equality reports, we consider that the extent of this pay gap is perhaps more marked than is to be expected and worthy of further consideration.

The related statistics for job applicants and for staff who recently applied to change position are perhaps more encouraging. Over the last three years nearly two-thirds of staff aged less than 35 years that applied to change position were successful, significantly higher than the overall success rate for all staff who applied to change position (40%). In addition, nearly two-thirds of all job applicants over the same period were aged less than 35 years, albeit that a significantly lower proportion (28%) were invited to interview when compared to applicants aged 35 to 54 years (40%).

Particular consideration will be given to the extent of our age pay gap when delivering our new Strategic Equality Plan and People Strategy.

Carers

While not one of the protected characteristics in itself, we consider that taking account of caring responsibilities is a relevant factor in performing our equality duties, as it has strong associations with the protected characteristics of disability, age, and pregnancy and maternity. We have therefore collected and analysed information in relation to carers.

In 2017-18, 26.9% of staff who completed our diversity questionnaire identified themselves as carers, with a further 2.2% choosing the option 'prefer not to say'. Published statistics suggest that around 8% of people in the UK provide informal care¹², which indicates that we have a significantly higher proportion of carers in our workforce than the wider UK population. The distribution of younger staff across pay bands is likely to be a key contributor to the large positive pay gap (22.0%) for staff who identified themselves as carers, with only 3% of those staff being aged under 35 years.

Marriage and civil partnership

The distribution of younger staff across pay bands is also likely to be a key contributor to the large positive pay gap (38.5%) for staff who identified themselves as being married or in a civil partnership. Just 7% of staff who identified themselves as being married or in a civil partnership were aged under 35 years.

Sexual orientation

For those employees that completed our diversity monitoring form 5.3% identified their sexual orientation as lesbian, gay or bisexual, with a further 2.7% choosing the option 'prefer not to say'. The corresponding figures for job applicants over the last three years were 4.8% and 4.4% respectively.

¹² Department for Work and Pensions, Family Resources Survey 2016-17

The figures both for employees and applicants that identified their sexual orientation as lesbian, gay or bisexual are higher than those in published statistics for the Civil Service¹³ (4.3%) and for the wider population; in 2016, 2.0% of the UK population aged 16 and over identified themselves as lesbian, gay or bisexual¹⁴, although the equality charity Stonewall suggests the real figure is likely to be higher.

Disability (impairment)

9.7% of employees that completed our diversity form consider themselves to have an impairment¹⁵, with a further 2.6% choosing the option 'prefer not to say'. The corresponding figures for job applicants over the last three years were 4.2% and 2.3% respectively.

The figure for employees that consider themselves to have an impairment is similar to the corresponding published statistic for the Civil Service¹⁶ (9.9%), but lower than estimates for the wider UK population; in 2016-17, 19% of the working age population of the UK were estimated as having a disability¹⁷.

As part of our efforts to be seen as an inclusive employer and encourage more applications from people with impairments, in 2017 we signed up to the Disability Confident scheme and secured Level 2 'employer' status, thereby gaining permission from Jobcentre Plus to use the Disability Confident badge in job adverts.

Language

While we have been required to collect information in respect of language – particularly the Welsh language – in order to comply with Welsh language standards, we have also taken the opportunity to use this information in order to inform our performance of our equality duties. While language is not one of the protected characteristics in itself, we consider that taking account of language is a relevant factor in performing our duties in respect of ethnicity.

13 Office for National Statistics, User requested data: Civil Service employment by government department, sexual orientation, religion or belief and age, September 2017

14 Office for National Statistics; Annual Population Survey

15 The Auditor General and Wales Audit Office subscribe to the Social Model of Disability. The key definitions within the Model are:

- Impairment is an injury, illness or congenital condition that causes or is likely to cause a long-term effect on physical appearance and/or limitation of function within the individual that differs from the commonplace.
- Disability is the loss or limitation of opportunities to take part in society on an equal level with others due to institutional, environmental and attitudinal barriers.

16 Office for National Statistics, Annual Civil Service Employment Survey 31 March 2017

17 Department for Work and Pensions, Family Resources Survey 2016-17

6.2% of employees identified their main language as being Welsh. Although not a direct comparison, this is significantly lower than the 11% of adults aged 16 and over in Wales that it is estimated are able to speak Welsh fluently¹⁸. The corresponding and slightly more encouraging figure for job applicants over the last three years was 7.7%.

A related negative pay gap was also identified through the analysis: 17% for staff who identified their main language as Welsh or another language. The mean basic salary of those staff who identified their main language as Welsh or another language was £7,400 less than that of staff who identified their main language as English, and it should be noted here that over 90% of this group of staff identified their main language as Welsh, rather than another language.

The distribution of staff across pay bands is once more the immediate explanation for this gap; 80% of staff who identified their main language as Welsh or another language are employed in pay bands below band 5, compared to 65% for staff who identified English as their main language.

Management has committed to exploring means through which we can narrow this pay gap as part of its ongoing work to ensure the Auditor General and Wales Audit Office comply with the Welsh language standards.

¹⁸ National Survey for Wales, 2016-17: Welsh Language Use Survey, Welsh Government

Exhibit 4: Summary of our overall mean basic full-time equivalent salary pay gaps as of 31 March 2018 analysed by protected and related characteristic, with comparison with 2016 and 2017 data where available

Characteristic			Pay gap % ¹⁹			Pay gap £ ²⁰		
Area	A	B (reference)	2016	2017	2018	2016	2017	2018
Gender	Staff that identified themselves as female	Staff that identified themselves as male	-18.8	-17.5	-17.4	-8,400	-8,400	-8,300
Age	Staff aged less than 35 years	Staff aged 35 to 54 years	-44.8	-47.3	-48.6	-20,700	-23,300	-24,300
	Staff aged 55 years or over	Staff aged 35 to 54 years	0.9	0.2	-5.7	400	100	-2,800
Sexual orientation	Staff who identified themselves as lesbian, gay or bisexual	Staff who identified themselves as heterosexual or straight	15.4	1.8	-5.0	6,200	800	-2,100
Disability (impairment)	Staff who consider themselves to have an impairment	Staff that do not consider themselves to have an impairment	2.4	-0.4	1.3	900	-200	600
Ethnicity	Staff who identified themselves as having non-white ethnicity	Staff who identified themselves as having white ethnicity	-25.2	-30.3	-33.7	-10,100	-13,300	-14,600

19 The difference between the mean basic full-time equivalent salary of employees that share the characteristic A and that of employees that share the characteristic B, expressed as a percentage of the mean basic full-time equivalent salary of employees that share the characteristic B.

20 The difference between the mean basic full-time equivalent salary of employees that share the characteristic A and that of employees that share the characteristic B, rounded to the nearest £100 to simplify the presentation.

Characteristic			Pay gap %		Pay gap £	
Area	A	B (reference)	2017	2018	2017	2018
Marriage and civil partnership	Staff who identified themselves as being married or in a civil partnership	Staff who identified themselves as not married or in a civil partnership	41.1	38.5	12,700	13,700
Religion	Staff who identified with a religion or belief other than Christian	Staff who identified their religion or belief as Christian	-8.9	-17.8	-3,500	-7,700
	Staff who identified themselves as having no religion or belief	Staff who identified their religion or belief as Christian	-3.8	-3.1	-1,500	-1,300
Caring responsibilities	Staff who identified themselves as having caring responsibilities	Staff who identified themselves as not having caring responsibilities	17.6	22.0	7,200	8,800
National identity	Staff who described their national identity as British	Staff who described their national identity as Welsh	1.4	0.1	600	-
	Staff who described their national identity as neither British nor Welsh	Staff who described their national identity as Welsh	-3.6	-1.3	-1,500	-500
Language	Staff who identified their main language as Welsh or another language	Staff who identified their main language as English	-13.4	-17.0	-5,900	-7,400

Future focus for our work

The key areas of focus for our programme of equality work in 2018-19 and future years are set out in our recently published [Strategic Equality Plan](#) and [People Strategy](#)

In April 2018, we published an updated version of our [Strategic Equality Plan](#) which sets out the key things that the Auditor General and the Wales Audit Office are committed to doing over the next four years in order to help eliminate discrimination, advance equality of opportunity and foster good relations. In the Plan, we set out nine specific objectives to help us perform the General Equality Duty. Those objectives are listed in [Exhibit 5](#) overleaf.

One of the objectives is to implement our recently published [People Strategy](#) which prioritises, among other things, increasing the diversity of our workforce, particularly at the more senior levels. Our equality objectives also align with and are referenced in our [Annual Plan for 2018-19](#), which includes additional information on our vision and three-year strategic priorities.

Our Equality Steering Group, with input from our Equality Interest Group and our staff networks, continues to oversee the development and implementation of a broad programme of work to ensure the Auditor General and Wales Audit Office can fully meet their equality and human rights duties and objectives.

Exhibit 5: Our equality objectives for the period 2018 to 2022

AUDITOR GENERAL OBJECTIVES	WALES AUDIT OFFICE OBJECTIVES
<p>We will engage with people that represent the interests of protected groups when considering:</p> <ul style="list-style-type: none"> a) what programmes of value for money examinations and studies we will undertake; and b) the approach to be adopted in value for money examinations and studies that are relevant to the General Equality Duty. 	<p>We will implement a People Strategy that, among other things, gives due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations, drawing on our workforce information in respect of the protected characteristics.</p>
<p>We will undertake at least one value for money examination or study that has a primary focus relevant to the General Equality Duty during the four-year period covered by the Plan.</p>	<p>We will take a strategic approach to addressing our structural gender pay differences, alongside structural pay differences in relation to other protected and related characteristics.</p>
<p>We will revise the Auditor General’s Code of Audit Practice to ensure the prescription in the Code enables us to better perform the General Equality Duty when undertaking our audit work.</p>	<p>When procuring externally sourced services, we will:</p> <ul style="list-style-type: none"> a) include requirements relevant to performance of the General Equality Duty in our tender award criteria; and b) comply with the General Equality Duty when stipulating the performance standards to be included in the contract agreement.
JOINT OBJECTIVES	
<p>We will provide information about our work, including via our website, in a way that is accessible and avoids putting people who have impairments at a substantial disadvantage.</p>	<p>We will foster good relations between Wales Audit Office staff sharing relevant protected characteristics and those that do not by providing senior and other staff equality ‘champions’ and supporting the work of relevant staff networks.</p>
<p>We will improve the extent and quality of information such as external feedback that we gather regarding how our work has contributed or could contribute to performing the General Equality Duty.</p>	

Appendix 1

Impact assessments completed between 1 April 2017 and 31 March 2018 and the key outcomes from those assessments



PROBATION, SECONDMENT AND RESTRUCTURE POLICIES

Outcome 2: Amend

As part of a broader review and update of key HR policies, we impact assessed our probation, secondment and restructure policies. Following the impact assessment process, the policies were amended to ensure equality considerations were consistently reflected in overarching principles, and the eligibility criteria in the Secondment Policy were changed to ensure fairness for staff with fewer years' service.

The HR team will also periodically review workforce data to identify any trends in terms of protected characteristics among persons applying for secondments, affected by restructures and subject to probation period decisions.

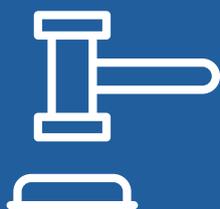


SICKNESS ABSENCE TOOLKIT

Outcome 2: Amend

Alongside changes to our Absence Management Policy, in 2017-18 we developed additional materials and guidance in the form of a toolkit for line managers and staff, aimed at supporting them throughout the sickness absence process.

The toolkit is particularly relevant in terms of equality, and the HR team were advised to maintain up-to-date records and examine workforce data, so as to monitor the impact of the toolkit on persons with protected characteristics. The Law and Ethics team will review this information regularly alongside monitoring the development of case law in this area.



APPEALS POLICY

Outcome 2: Amend

An Appeals Policy was developed during the year to provide further rigour to our process for ensuring that steps taken and decisions made under our Disciplinary, Capability, Grievance and Dignity at Work policies are fair and transparent.

Following an impact assessment of the new policy, additional narrative was added in relation to appellants making requests for reasonable adjustments, and to provide flexibility on setting deadlines for appeal lodging and other timescales within the appeals process to take account of personal circumstances and protected characteristics. Particular emphasis was given to part-time staff and staff not permanently based at one of our main offices.



TRAVEL CENTRE REVIEW (NORTH WALES REGION)

Outcome 2: Amend

Following making changes to our travel scheme in 2016 and a subsequent office move in North Wales, we committed to reviewing our travel centre arrangements for staff based in North Wales in early 2018. The HR team developed proposals on travel centre arrangements for the region, introducing five cost centre options, which were then impact assessed.

In alignment with the outcomes from the assessment, the HR team committed to undertaking more comprehensive engagement with the Equality Interest Group and trades' unions about the proposals to inform the process of determining the preferred cost centre option, and to undertake an analysis of workforce data to determine what effects the preferred option would have on persons with protected characteristics, before finalising their proposals.

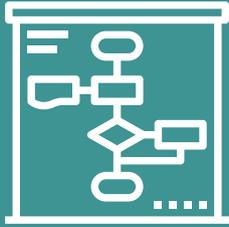


PAY OFFER 2018

Outcome 1: No issues

A biennial pay offer for staff was prepared by Management in early 2018 and, following impact assessment, the offer was made to staff through a staff ballot via the trades unions.

The impact assessment determined that the pay offer was unlikely to increase the existing gender pay gap nor create any disadvantage for persons with other protected characteristics.



STRATEGIC EQUALITY PLAN

Outcome 1: No issues

Towards the end of 2017, after reviewing the effectiveness of steps taken and progress made towards meeting the previous objectives published in our 2014 Strategic Equality Plan, we developed initial proposals for revising our Strategic Equality Plan and updating our equality objectives.

Via a public consultation exercise, we engaged with our staff and stakeholders, including voluntary organisations who represent the needs of persons with protected characteristics, on our proposals, and then drafted a revised Strategic Equality Plan that was impact assessed.

The Strategic Equality Plan set out the key things that the Auditor General and the Wales Audit Office are committed to doing over the next four years in order to help eliminate discrimination, advance equality of opportunity and foster good relations. No issues were identified through impact assessment and the Plan was published in April 2018.



VOLUNTARY EXIT SCHEME 2017-18

Outcome 1: No issues (but additional step recommended)

In late 2017-18, the Wales Audit Office ran an open-to-all voluntary exit exercise. Prior to final approval of applications, an impact assessment was undertaken to determine whether the initially agreed applications would substantively change the diversity profile of the Wales Audit Office and exacerbate any structural pay gaps.

While the impact assessment confirmed the proposals would not substantively change the diversity profile of the Wales Audit Office and exacerbate any structural pay gaps, it was recommended that the HR team share the results of the impact assessment with the Equality Interest Group and trades unions before final approval of applications.

Appendix 2

Our employment information for the year analysed by protected and related characteristic

As outlined in our [Equality Report for 2014-15](#), a revised diversity monitoring question and category framework and new e-recruitment system was launched in November 2014. Consequently, 2017-18 represents the third full-year of employment information gathered using the new framework.

Our workforce diversity and pay gap analysis covers the full range of protected and related characteristics included in our questionnaire. 86% of staff had completed the questionnaire as of 31 March 2018; where members of staff had not provided a response to individual questions on the questionnaire, their 'responses' are classified as 'No data' in the tables.

In addition, while the Wales Audit Office is not listed as a relevant employer for the purposes of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have nonetheless reported our pay gaps using a similar format to that required by the Regulations, including through providing information on the proportion of employees by quartile pay bands for each protected and related characteristic covered by the analysis.

We have also further extended the period over which we report the number of persons who applied for a job at the Wales Audit Office, the number of staff who applied to change position, and the number of staff who left the organisation. The longer three-year period of reporting, from 1 April 2015 to 31 March 2018, enables an increased sample size and the provision of a more meaningful analysis.

To prevent unfair processing of personal information through deduction:

- the figures in the tables for numbers of persons have been rounded to the nearest ten, and where the number is fewer than five (except where zero), the number is indicated by an asterisk '*';
- in the supporting pie charts, which show the relative proportions of employees and job applicants by category, figures are rounded to the nearest ten; and
- the figures in the tables for the proportion of job applicants that were invited to interview or assessment centre, the proportion of job applicants that were successful, and the proportion of staff who applied to change position and were successful, are also indicated by an asterisk, where the underlying number of persons is fewer than five (except where zero).

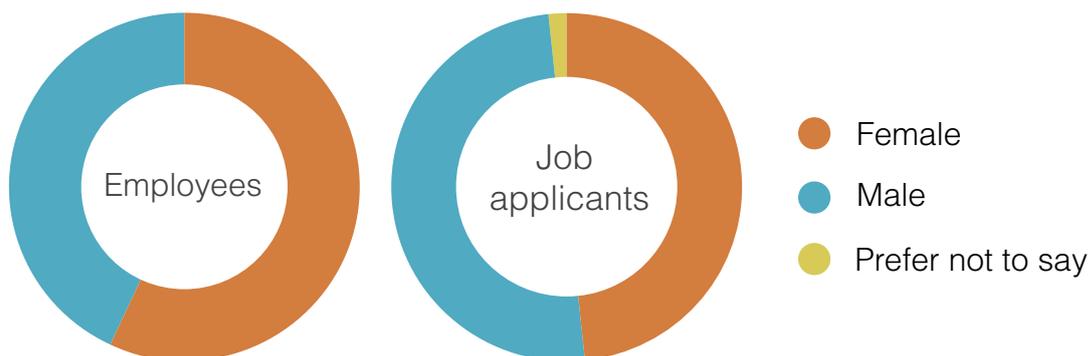
No figures can be given in respect of gender reassignment, or for grievance or disciplinary proceedings in respect of all protected and related characteristics, without risking unfair processing of personal information through deduction.

Pregnancy, maternity and adoption information held by the Wales Audit Office is confined to records of maternity and adoption leave.

The Wales Audit Office does not currently gather employment information on the number of staff who have applied for, are successful or unsuccessful in their application for, and who have completed training, in a way that facilitates analysis by protected characteristic.

Gender

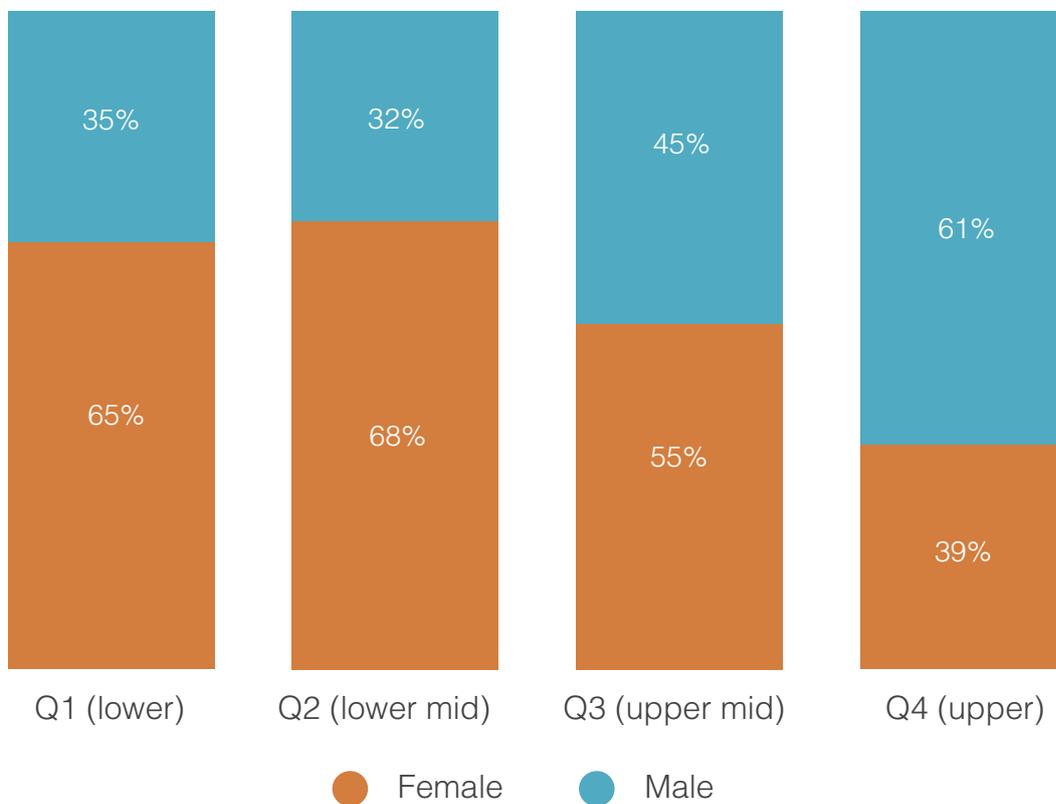
Question: Which of the following describes how you think of yourself?	Female	Male	In another way	Prefer not to say	No data
Number of persons employed as of 31 March 2018	130	100	0	*	40
Full-time	90	90	0	*	30
Part-time (term time)	*	0	0	0	*
Part time (other)	30	*	0	0	10
Number of persons who applied for a job at the Wales Audit Office during the period 1 April 2015 to 31 March 2018 (excluding current staff)	490	500	*	10	30
Proportion invited to interview or assessment centre (33% for all applicants)	30%	33%	0%	*	74%
Proportion who were successful (10% for all applicants)	10%	8%	0%	0%	32%
Number of staff who applied to change position within the Wales Audit Office during the period 1 April 2015 to 31 March 2018	80	80	0	*	40
Proportion who were successful (40% for all staff who applied)	40%	43%	–	*	36%
Number of staff who left the organisation during the period 1 April 2015 to 31 March 2018	20	20	0	*	20



Question: Which of the following describes how you think of yourself?

	Female	Male
Proportion of staff that share the named characteristic that are employed in bands 1 to 4 and technician and trainee bands as of 31 March 2018 ²¹	72.7%	56.7%
Proportion of staff that share the named characteristic that are employed in bands 5 and above as of 31 March 2017	27.3%	43.3%
Mean basic full-time equivalent salary as of 31 March 2017	£39,333	£47,601
Mean pay gap	-17.4%	–
Median basic full-time equivalent salary as of 31 March 2017	£35,724	£45,331
Median pay gap	-21.2%	–

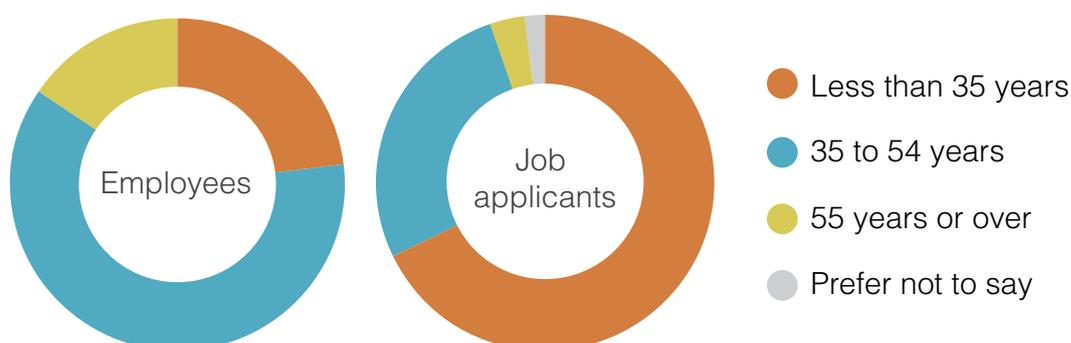
Proportion of employees by quartile pay bands



²¹ 65% of all staff were employed in bands 1 to 4 and work placement and trainee bands as of 31 March 2018

Age

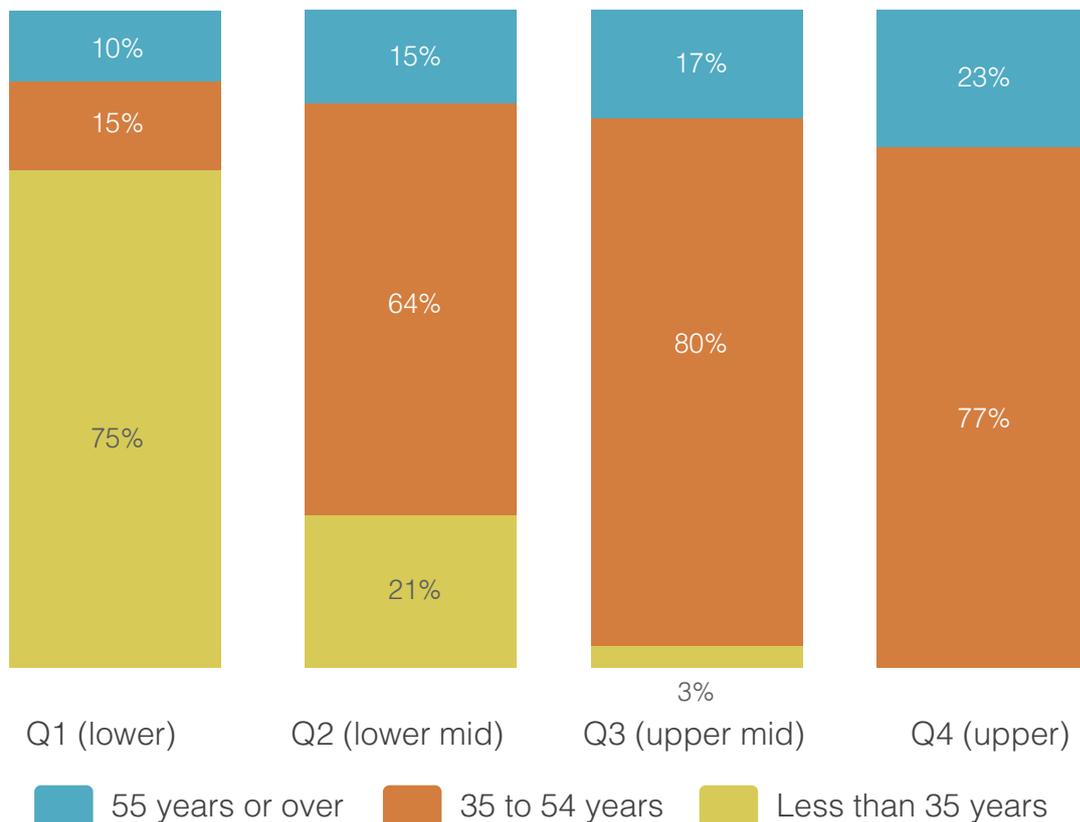
Question: What is your age? ²²	Less than 35 years	35 to 54 years	55 years or over	Prefer not to say	No data
Number of persons employed as of 31 March 2018	70	160	40	0	0
Number of persons who applied for a job at the Wales Audit Office during the period 1 April 2015 to 31 March 2018 (excluding current staff)	670	280	30	20	30
Proportion invited to interview or assessment centre (33% for all applicants)	28%	40%	38%	29%	68%
Proportion who were successful (10% for all applicants)	9%	10%	*	0%	29%
Number of staff who applied to change position within the Wales Audit Office during the period 1 April 2015 to 31 March 2018	50	130	20	0	0
Proportion who were successful (40% for all staff who applied)	64%	36%	*	–	–
Number of staff who left the organisation the period 1 April 2015 to 31 March 2018	20	20	20	0	0



²² Our age data is sourced separately within our HR system, other than for job applications, where the source is the diversity monitoring section of the application form

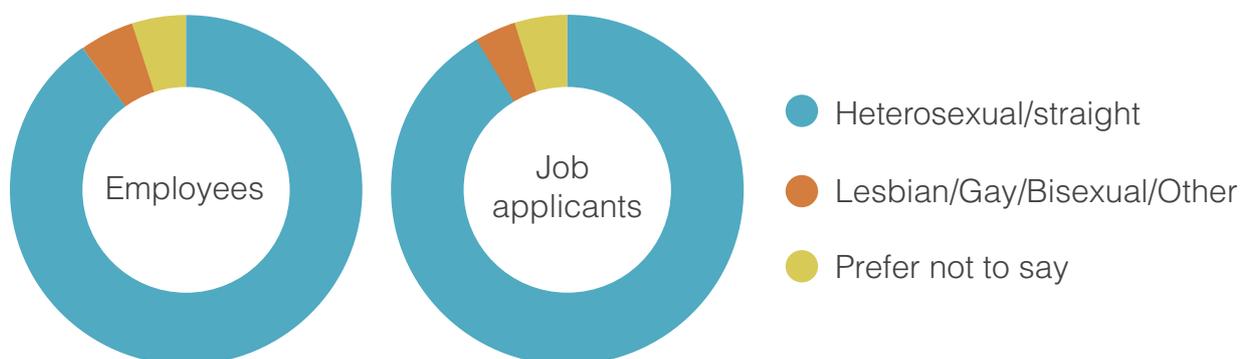
Question: What is your age?	Less than 35 years	35 to 54 years	55 years or over
Proportion of staff that share the named characteristic that are employed in bands 1 to 4 and technician and trainee bands as of 31 March 2018	97.0%	53.8%	53.5%
Proportion of staff that share the named characteristic that are employed in bands 5 and above as of 31 March 2018	3.0%	46.2%	46.5%
Mean basic full-time equivalent salary as of 31 March 2018	£25,706	£50,007	£47,172
Mean pay gap	-48.6%	–	5.7%
Median basic full-time equivalent salary as of 31 March 2018	£22,372	£45,331	£45,331
Median pay gap	-50.6%	–	0.0%

Proportion of employees by quartile pay bands



Sexual orientation

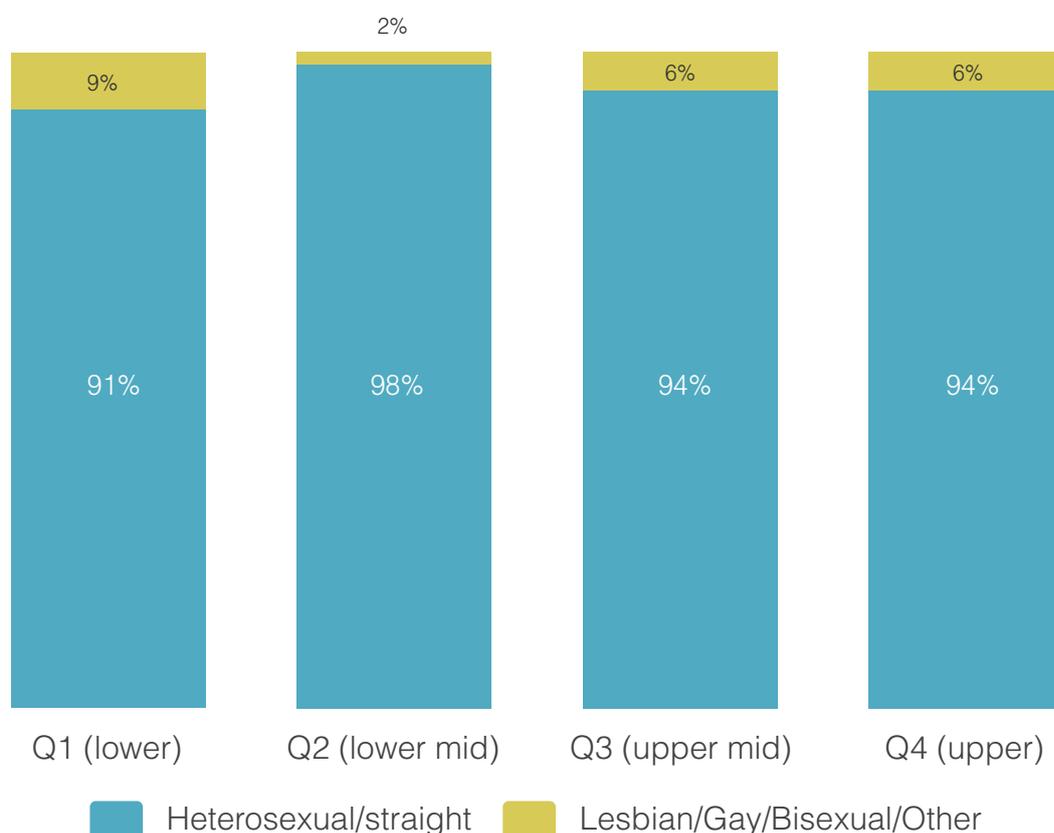
Question: What is your sexual orientation?	Heterosexual / straight	Lesbian / Gay / Bisexual / Other ²³	Prefer not to say	No data
Number of persons employed as of 31 March 2018	210	10	10	40
Number of persons who applied for a job at the Wales Audit Office during the period 1 April 2015 to 31 March 2018 (excluding current staff)	910	50	40	40
Proportion invited to interview or assessment centre (33% for all applicants)	32%	27%	32%	68%
Proportion who were successful (10% for all applicants)	9%	15%	*	30%
Number of staff who applied to change position within the Wales Audit Office during the period 1 April 2015 to 31 March 2018	150	10	10	40
Proportion who were successful (40% for all staff who applied)	39%	60%	*	48%
Number of staff who left the organisation during the period 1 April 2015 to 31 March 2018	0	0	*	20



²³ Sum of those that selected the categories 'Bisexual', 'Gay man', 'Gay woman/lesbian', and 'Other'

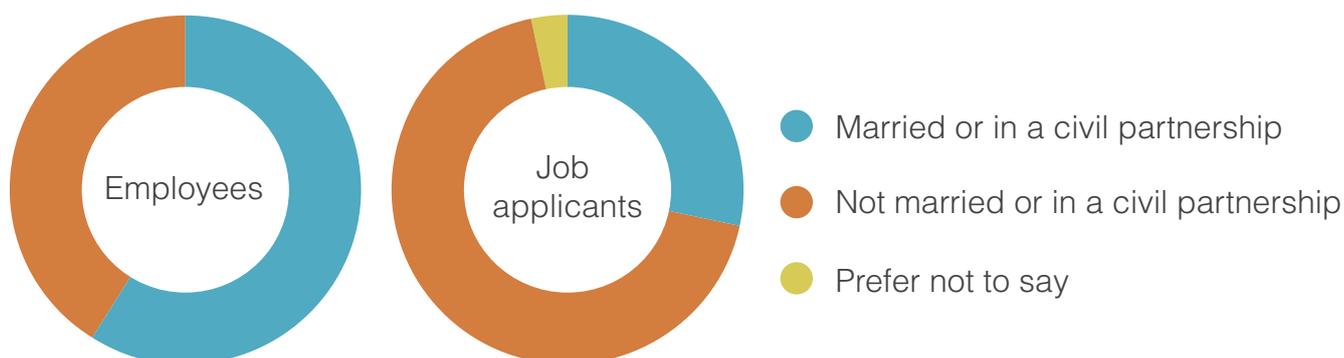
Question: What is your sexual orientation?	Heterosexual / straight	Lesbian / Gay / Bisexual / Other
Proportion of staff that share the named characteristic that are employed in bands 1 to 4 and technician and trainee bands as of 31 March 2018	65.9%	66.7%
Proportion of staff that share the named characteristic that are employed in bands 5 and above as of 31 March 2018	34.1%	33.3%
Mean basic full-time equivalent salary as of 31 March 2018	£43,262	£41,116
Mean pay gap	–	-5.0%
Median basic full-time equivalent salary as of 31 March 2018	£38,317	£39,194
Median pay gap	–	2.3%

Proportion of employees by quartile paybands



Marriage and civil partnership

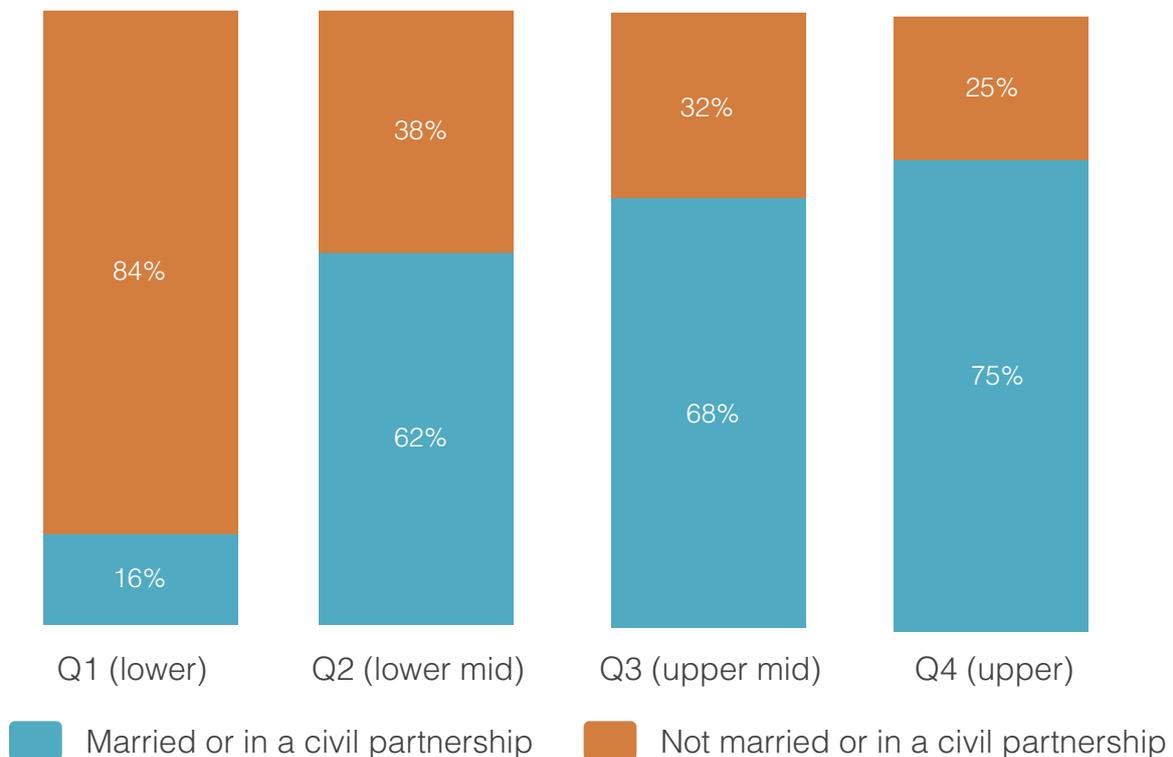
Question: Are you married or in a civil partnership?	Yes	No	Prefer not to say	No data
Number of persons employed as of 31 March 2018	20	100	*	40
Number of persons who applied for a job at the Wales Audit Office during the period 1 April 2015 to 31 March 2018 (excluding current staff)	270	700	30	40
Proportion invited to interview or assessment centre (33% for all applicants)	37%	30%	26%	68%
Proportion who were successful (10% for all applicants)	10%	9%	0%	30%
Number of staff who applied to change position within the Wales Audit Office during the period 1 April 2015 to 31 March 2018	100	70	10	40
Proportion who were successful (40% for all staff who applied)	30%	55%	*	36%
Number of staff who left the organisation during the period 1 April 2015 to 31 March 2018	20	20	*	20



Question: Are you married or in a civil partnership?

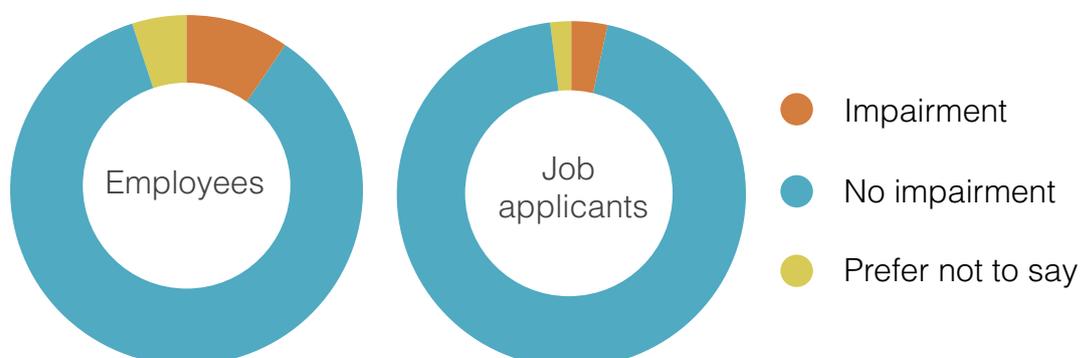
	Yes	No
Proportion of staff that share the named characteristic that are employed in bands 1 to 4 and technician and trainee bands as of 31 March 2018	54.0%	79.0%
Proportion of staff that share the named characteristic that are employed in bands 5 and above as of 31 March 2018	46.0%	21.0%
Mean basic full-time equivalent salary as of 31 March 2018	£49,295	£35,603
Mean pay gap	38.5%	–
Median basic full-time equivalent salary as of 31 March 2018	£45,331	£29,628
Median pay gap	53.0%	–

Proportion of employees by quartile pay bands



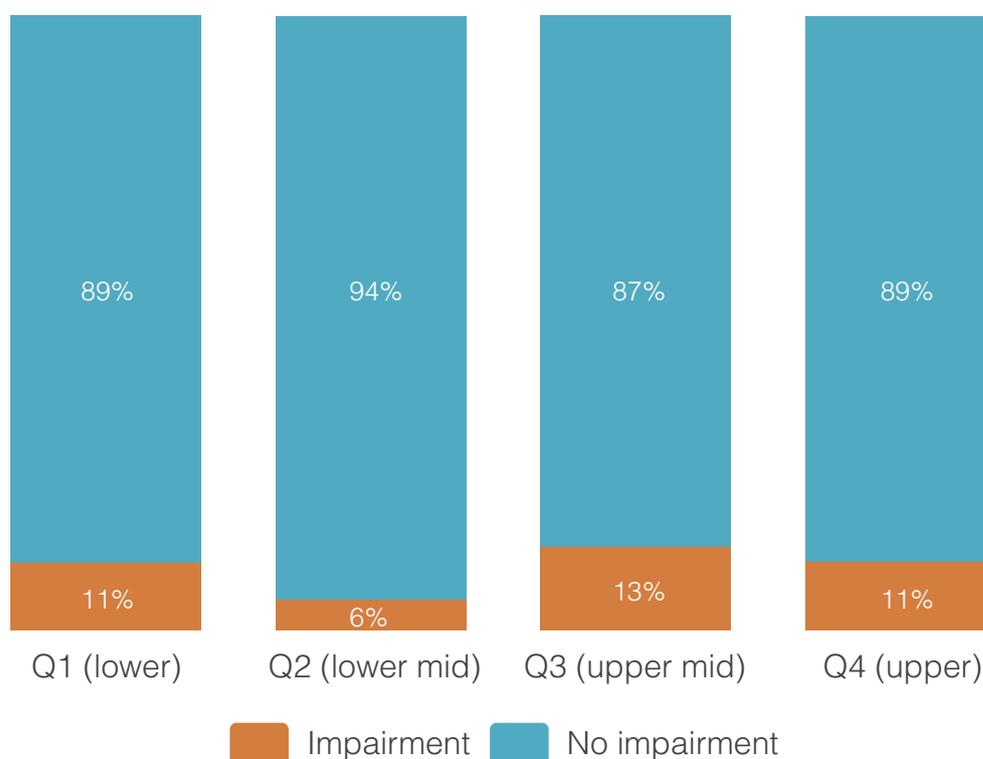
Disability (impairment)

Question: Do you consider yourself to have an impairment?	Yes	No	Prefer not to say	No data
Number of persons employed as of 31 March 2018	20	200	10	40
Number of persons who applied for a job at the Wales Audit Office during the period 1 April 2015 to 31 March 2018 (excluding current staff)	40	940	20	40
Proportion invited to interview or assessment centre (33% for all applicants)	24%	32%	35%	64%
Proportion who were successful (10% for all applicants)	*	9%	*	28%
Number of staff who applied to change position within the Wales Audit Office during the period 1 April 2015 to 31 March 2018	10	150	10	40
Proportion who were successful (40% for all staff who applied)	*	42%	*	36%
Number of staff who left the organisation during the period 1 April 2015 to 31 March 2018	10	40	*	20



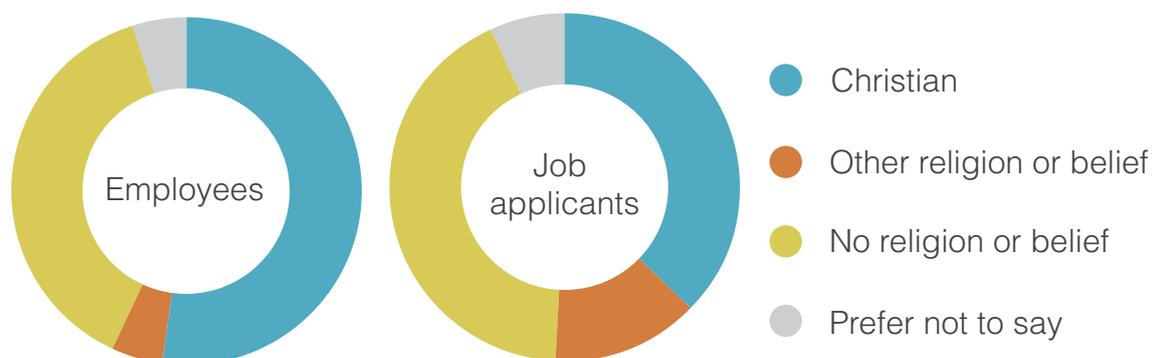
Question: Do you consider yourself to have an impairment?	Yes	No
Proportion of staff that share the named characteristic that are employed in bands 1 to 4 and technician and trainee bands as of 31 March 2018	59.1%	66.3%
Proportion of staff that share the named characteristic that are employed in bands 5 and above as of 31 March 2018	40.9%	33.7%
Mean basic full-time equivalent salary as of 31 March 2018	£43,504	£42,946
Mean pay gap	1.3%	–
Median basic full-time equivalent salary as of 31 March 2018	£45,331	£38,317
Median pay gap	18.3%	–

Proportion of employees by quartile pay bands



Religion or belief (or lack of religion or belief)

Question: What is your religion or belief (including lack of religion or belief)?	Christian ²⁴	Other religion or belief ²⁵	No religion or belief	Prefer not to say	No data
Number of persons employed as of 31 March 2018	110	10	90	10	40
Number of persons who applied for a job at the Wales Audit Office during the period 1 April 2015 to 31 March 2018 (excluding current staff)	390	110	420	80	50
Proportion invited to interview or assessment centre (33% for all applicants)	33%	23%	34%	23%	61%
Proportion who were successful (10% for all applicants)	10%	5%	10%	*	24%
Number of staff who applied to change position within the Wales Audit Office during the period 1 April 2015 to 31 March 2018	70	10	70	20	40
Proportion who were successful (40% for all staff who applied)	42%	*	43%	41%	48%
Number of staff who left the organisation during the period 1 April 2015 to 31 March 2018	20	*	20	*	20

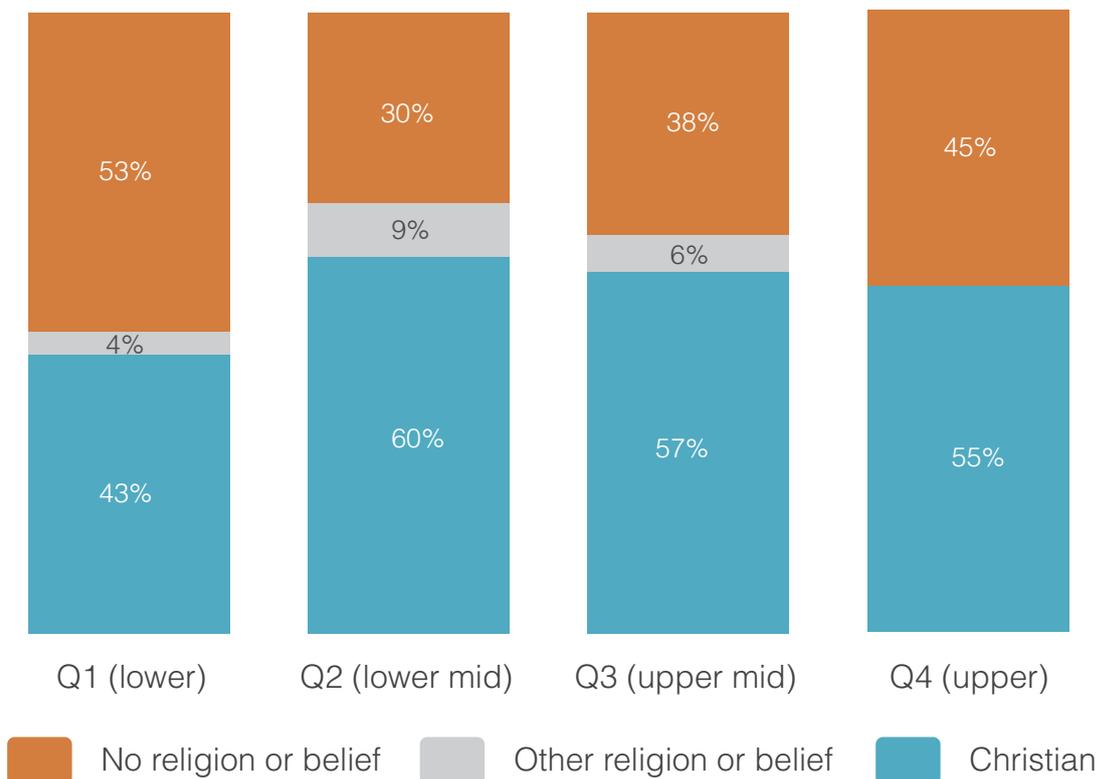


²⁴ All denominations

²⁵ Sum of those that selected the categories 'Buddhist', 'Hindu', 'Jewish', 'Muslim', 'Sikh' and 'Other'

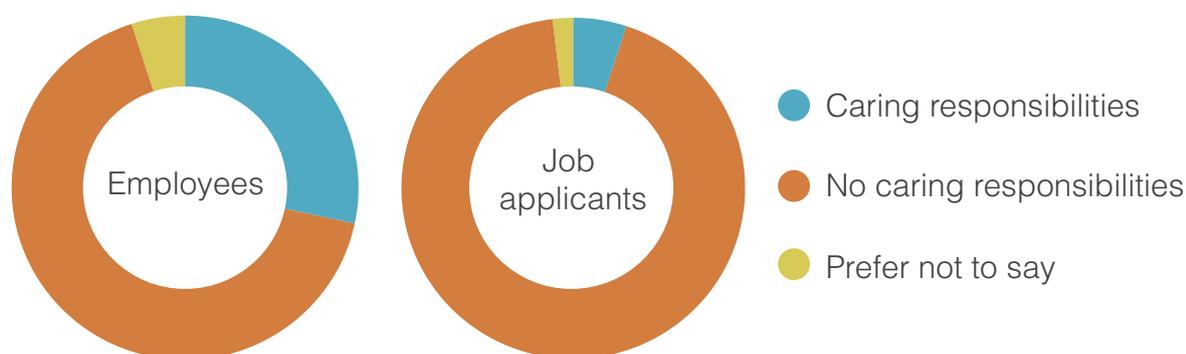
Question: What is your religion or belief (including lack of religion or belief)?	Christian	Other religion or belief	No religion or belief
Proportion of staff that share the named characteristic that are employed in bands 1 to 4 and technician and trainee bands as of 31 March 2018	64.0%	80.0%	68.2%
Proportion of staff that share the named characteristic that are employed in bands 5 and above as of 31 March 2018	36.0%	20.0%	31.8%
Mean basic full-time equivalent salary as of 31 March 2018	£43,594	£35,854	£42,261
Mean pay gap	–	-17.8%	-3.1%
Median basic full-time equivalent salary as of 31 March 2018	£40,071	£35,724	£38,17
Median pay gap	–	-10.8%	-4.4%

Proportion of employees by quartile pay bands



Caring responsibilities

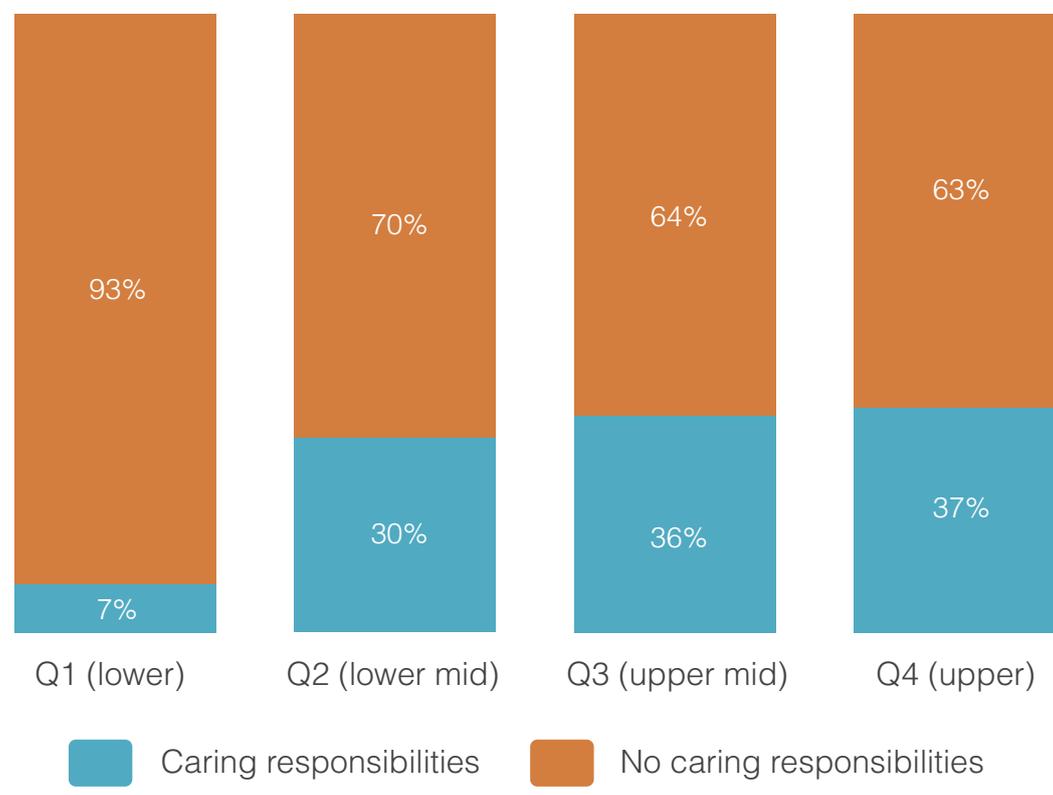
Question: Do you have caring responsibilities? ²⁶	Yes	No	Prefer not to say	No data
Number of persons employed as of 31 March 2018	60	160	10	40
Number of persons who applied for a job at the Wales Audit Office during the period 1 April 2015 to 31 March 2018 (excluding current staff)	60	920	20	40
Proportion invited to interview or assessment centre (33% for all applicants)	45%	31%	35%	63%
Proportion who were successful (10% for all applicants)	11%	9%	0%	27%
Number of staff who applied to change position within the Wales Audit Office during the period 1 April 2015 to 31 March 2018	40	120	10	40
Proportion who were successful (40% for all staff who applied)	40%	40%	*	36%
Number of staff who left the organisation during the period 1 April 2015 to 31 March 2018	10	20	*	10



²⁶ We define a carer as 'anybody who looks after a family member, partner or friend who needs help because of their illness, frailty or disability – all the care they provide is unpaid'

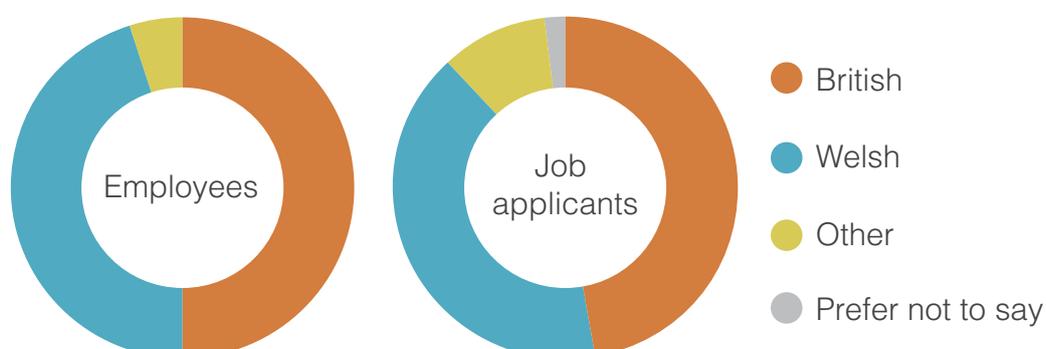
Question: Do you have caring responsibilities?	Yes	No
Proportion of staff that share the named characteristic that are employed in bands 1 to 4 and technician and trainee bands as of 31 March 2018	56.7%	70.3%
Proportion of staff that share the named characteristic that are employed in bands 5 and above as of 31 March 2018	43.3%	29.7%
Mean basic full-time equivalent salary as of 31 March 2018	£48,855	£40,042
Mean pay gap	22.0%	–
Median basic full-time equivalent salary as of 31 March 2018	£45,331	£38,317
Median pay gap	18.3%	–

Proportion of employees by quartile pay bands



National identity

Question: How would you describe your national identity?	British	Welsh	Other ²⁷	Prefer not to say	No data
Number of persons employed as of 31 March 2018	110	100	10	*	40
Number of persons who applied for a job at the Wales Audit Office during the period 1 April 2015 to 31 March 2018 (excluding current staff)	450	420	100	10	50
Proportion invited to interview or assessment centre (33% for all applicants)	33%	34%	11%	43%	61%
Proportion who were successful (10% for all applicants)	10%	9%	*	0%	25%
Number of staff who applied to change position within the Wales Audit Office during the period 1 April 2015 to 31 March 2018	90	70	10	10	40
Proportion who were successful (40% for all staff who applied)	43%	38%	*	*	36%
Number of staff who left the organisation during the period 1 April 2015 to 31 March 2018	20	20	*	*	20

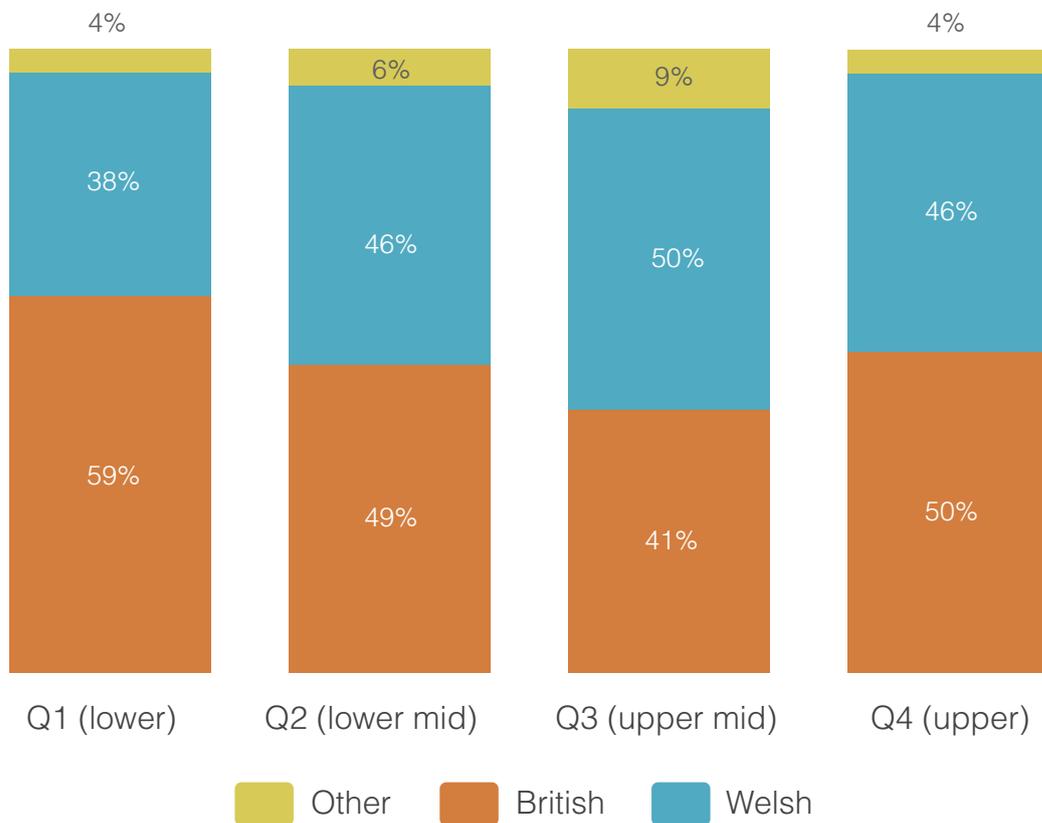


²⁷ Sum of those that selected the categories 'English', 'Northern Irish', 'Scottish' and 'Other'

Question: How would you describe your national identity?

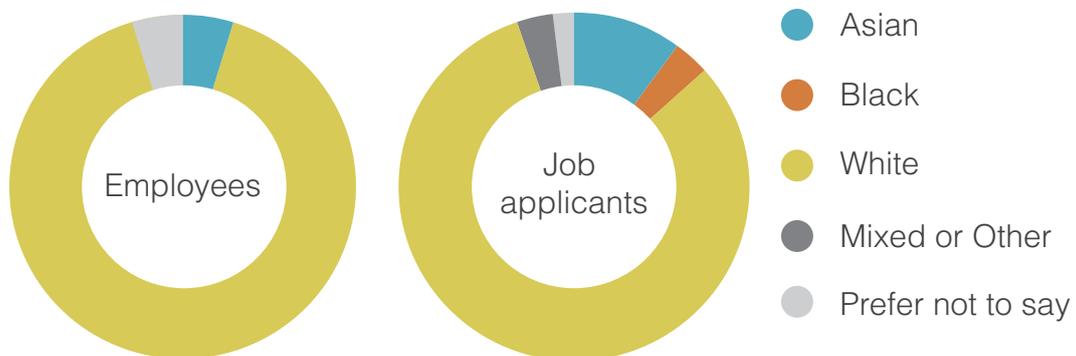
	British	Welsh	Other
Proportion of staff that share the named characteristic that are employed in bands 1 to 4 and technician and trainee bands as of 31 March 2018	66.7%	65.7%	58.3%
Proportion of staff that share the named characteristic that are employed in bands 5 and above as of 31 March 2018	33.3%	34.3%	41.7%
Mean basic full-time equivalent salary as of 31 March 2018	£42,827	£42,780	£42,236
Mean pay gap	0.1%	–	-1.3%
Median basic full-time equivalent salary as of 31 March 2018	£38,317	£38,317	£45,331
Median pay gap	0.0%	–	18.3%

Proportion of employees by quartile pay bands



Ethnicity

Question: What is your ethnicity?	Asian ²⁸	Black ²⁹	White ³⁰	Mixed or Other ³¹	Prefer not to say	No data
Number of persons employed as of 31 March 2018	10	0	210	*	10	40
Number of persons who applied for a job at the Wales Audit Office during the period 1 April 2015 to 31 March 2018 (excluding current staff)	90	30	830	30	20	40
Proportion invited to interview or assessment centre (33% for all applicants)	17%	*	35%	*	*	65%
Proportion who were successful (10% for all applicants)	*	0%	10%	0%	0%	28%
Number of staff who applied to change position within the Wales Audit Office during the period 1 April 2015 to 31 March 2018	10	0	150	*	10	40
Proportion who were successful (40% for all staff who applied)	0%	0%	42%	0%	*	38%
Number of staff who left the organisation during the period 1 April 2015 to 31 March 2018	*	0	40	0	*	20



28 Sum of those that selected Asian/Asian British sub-categories

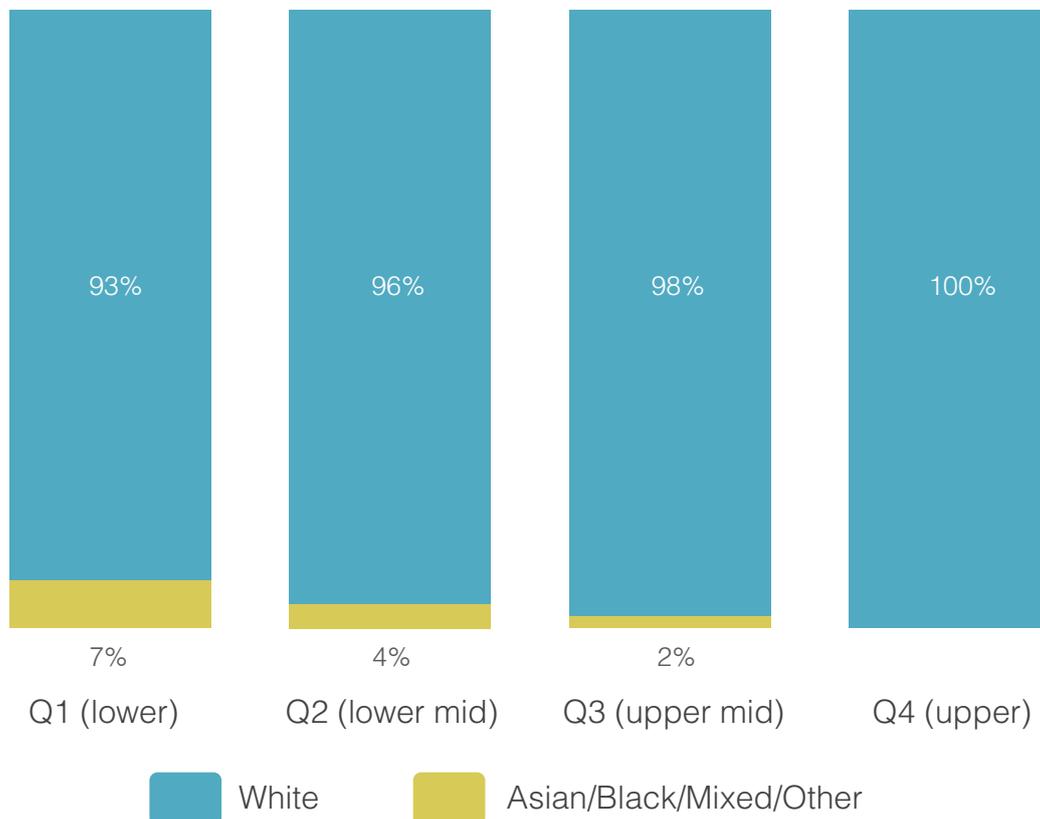
29 Sum of those that selected Black/Black British sub-categories

30 Sum of those that selected White sub-categories

31 Sum of those that selected Mixed/Multiple ethnic groups and other ethnic group sub-categories

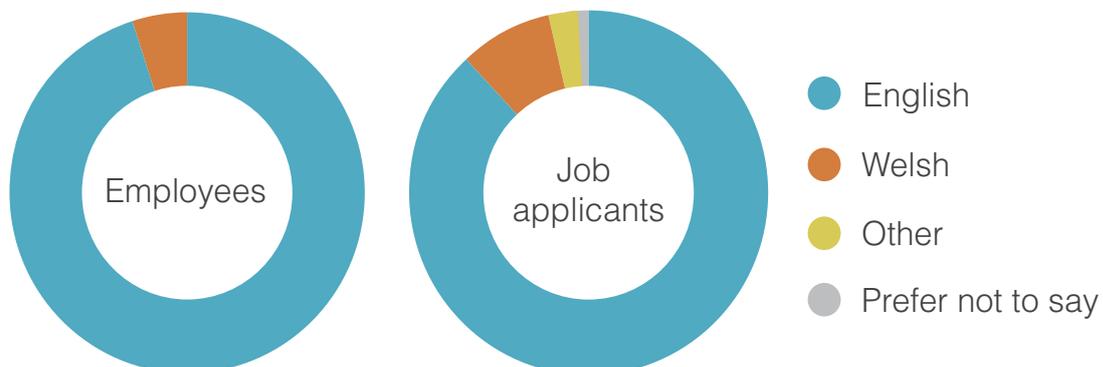
Question: What is your ethnicity?	Asian/Black/ Mixed/Other	White
Proportion of staff that share the named characteristic that are employed in bands 1 to 4 and technician and trainee bands as of 31 March 2018	100.0%	64.5%
Proportion of staff that share the named characteristic that are employed in bands 5 and above as of 31 March 2018	0.0%	35.5%
Mean basic full-time equivalent salary as of 31 March 2018	£28,845	£43,892
Mean pay gap	-33.7%	–
Median basic full-time equivalent salary as of 31 March 2018	£22,372	£40,071
Median pay gap	-44.2%	–

Proportion of employees by quartile pay bands



Language

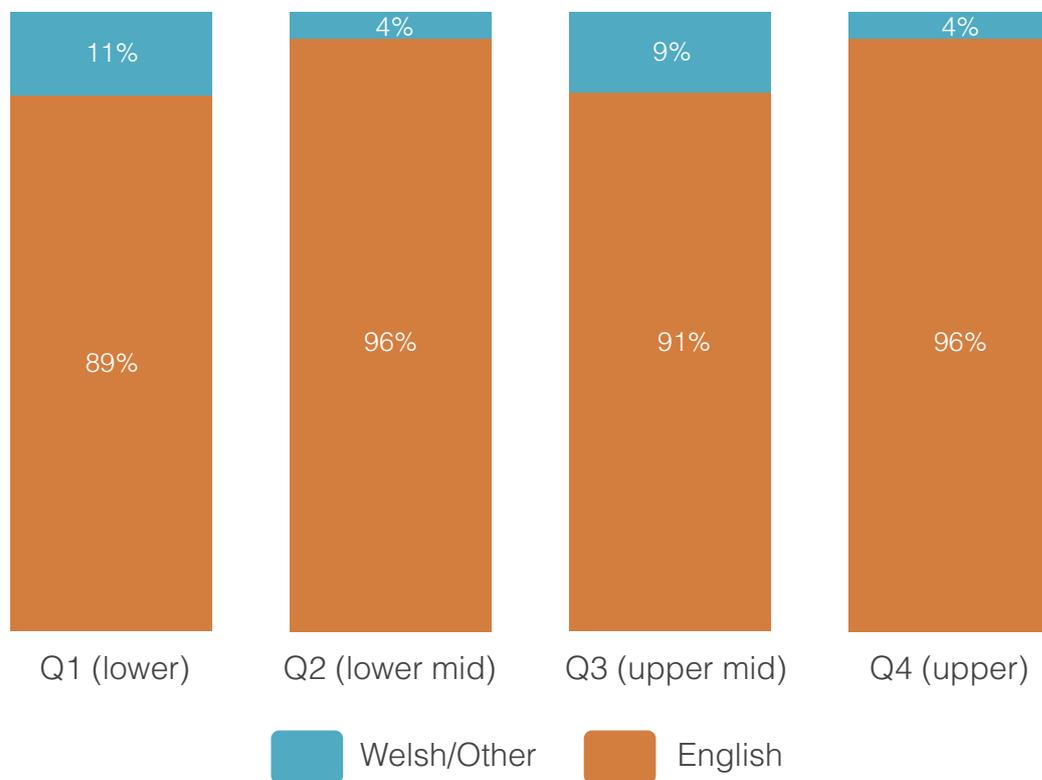
Question: What is your main language?	English	Welsh	Other ³²	Prefer not to say	No data
Number of persons employed as of 31 March 2018	210	10	*	*	40
Number of persons who applied for a job at the Wales Audit Office during the period 1 April 2015 to 31 March 2018 (excluding current staff)	880	80	30	10	40
Proportion invited to interview or assessment centre (33% for all applicants)	32%	38%	*	*	62%
Proportion who were successful (10% for all applicants)	9%	15%	0%	*	24%
Number of staff who applied to change position within the Wales Audit Office during the period 1 April 2015 to 31 March 2018	160	10	*	*	40
Proportion who were successful (40% for all staff who applied)	39%	86%	0%	*	38%
Number of staff who left the organisation during the period 1 April 2015 to 31 March 2018	40	10	0	*	20



³² In the diversity monitoring form, the full description for this category is 'Other (including British Sign Language)'

Question: What is your main language?	English	Welsh/ Other
Proportion of staff that share the named characteristic that are employed in bands 1 to 4 and technician and trainee bands as of 31 March 2018	64.8%	80.0%
Proportion of staff that share the named characteristic that are employed in bands 5 and above as of 31 March 2018	35.2%	20.0%
Mean basic full-time equivalent salary as of 31 March 2018	£43,445	£36,054
Mean pay gap	–	-17.0%
Median basic full-time equivalent salary as of 31 March 2018	£39,194	£32,510
Median pay gap	–	-17.1%

Proportion of employees by quartile pay bands



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