

**Freedom of Information Act 2000 – Request Reference FoI/23/650**  
**Welsh Essential Positions**

**Information Requested:**

[I]n the last five years, out of all advertised job positions where Welsh is an essential criterion, how many successful applicants have been from either Black ethnic or ethnic minority backgrounds?

**Response Details:**

Applicant data is only kept within the recruitment system for 400 days, so anything outside of that period is not reportable.

The data has been taken for vacancies advertised between December 2022 to December 2023 for AFC only. Cardiff and Vale University Health Board advertised three posts as 'Welsh Essential' as follows. Please be aware that it was actually one post which was re-advertised twice.

Post	Applicants	Applicants invited to interview	Interview stage	Offer made/successful
001-EA019-0323W – Switchboard Operator	7	0	0	0
001-EA019-0323W-A – Switchboard Operator	8	3	2 candidates failed to attend; 1 candidate withdrew	0
001-EA019-0323W-B – Switchboard Operator	2	0	0	0

Your request specifically asks about successful applicants from a 'Black ethnic or ethnic minority' background in Welsh Essential posts. As the data shows that no candidates were successful in any of the Welsh Essential AFC posts advertised, this is therefore the same for all ethnic backgrounds.