

Equality, Diversity and Inclusion

We work with meaning to develop a welcoming, diverse, and inclusive workplace.

We have remained invested to our commitments; Incorporating skills-based training sessions, experience days & workshops to our Upriser school activities.



We are proud to have attained a silver award as part of Diverse Cymru's Cultural Competency Scheme.



Cynllun Ardystio
Cymhwysedd Diwylliannol

Cultural Competence
Certification Scheme

Arian | Silver

Our team at Cowshed continues to grow in awareness and aiming to embed that knowledge into our day-to-day practices.

Training and development



diverse
cymru
Promoting equality for all



Cymorth i Ferched Cymru
Welsh Women's Aid

2025

2026

Equality, Diversity and
Inclusivity training

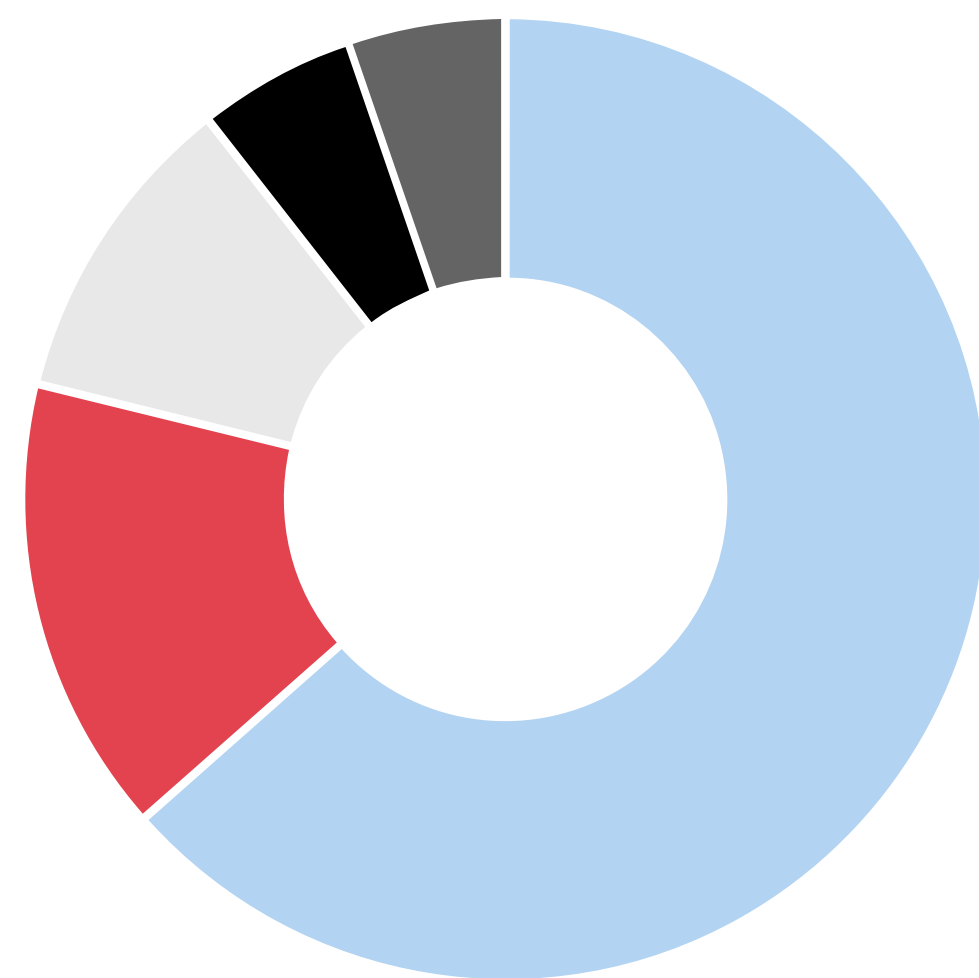
Unconscious
Bias training

Preventing Sexual
Harassment in the
workplace

Power and Privilege –
how we can use our
understanding and
knowledge to amplify
the power of others

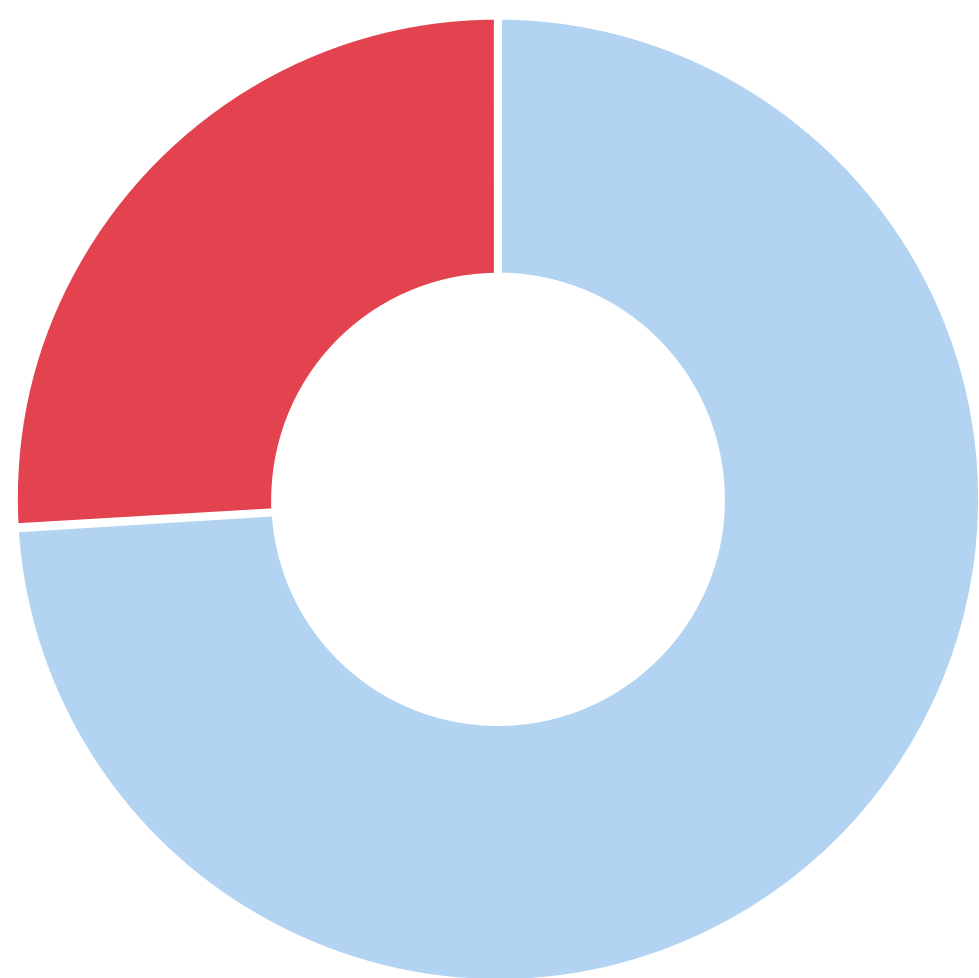
The data

Ethnicity



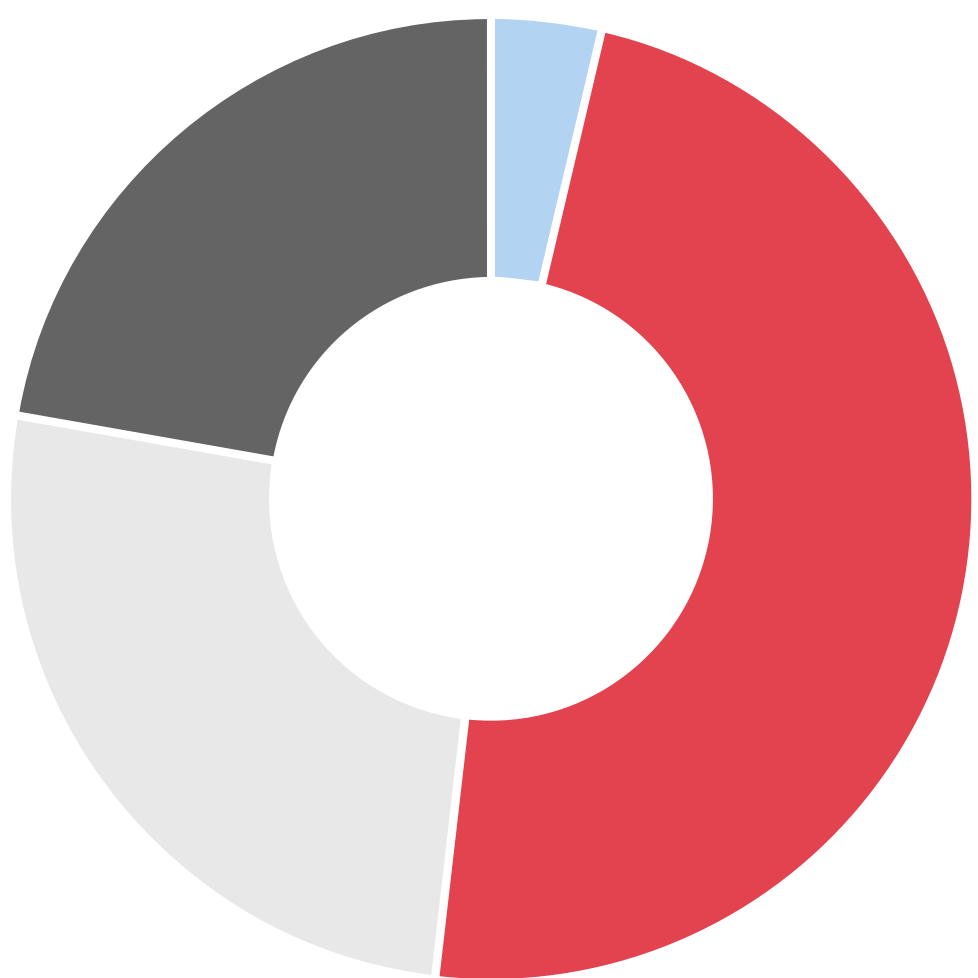
- White Welsh
- White British
- White Europe
- Black Welsh
- Other

Gender



- Female
- Male

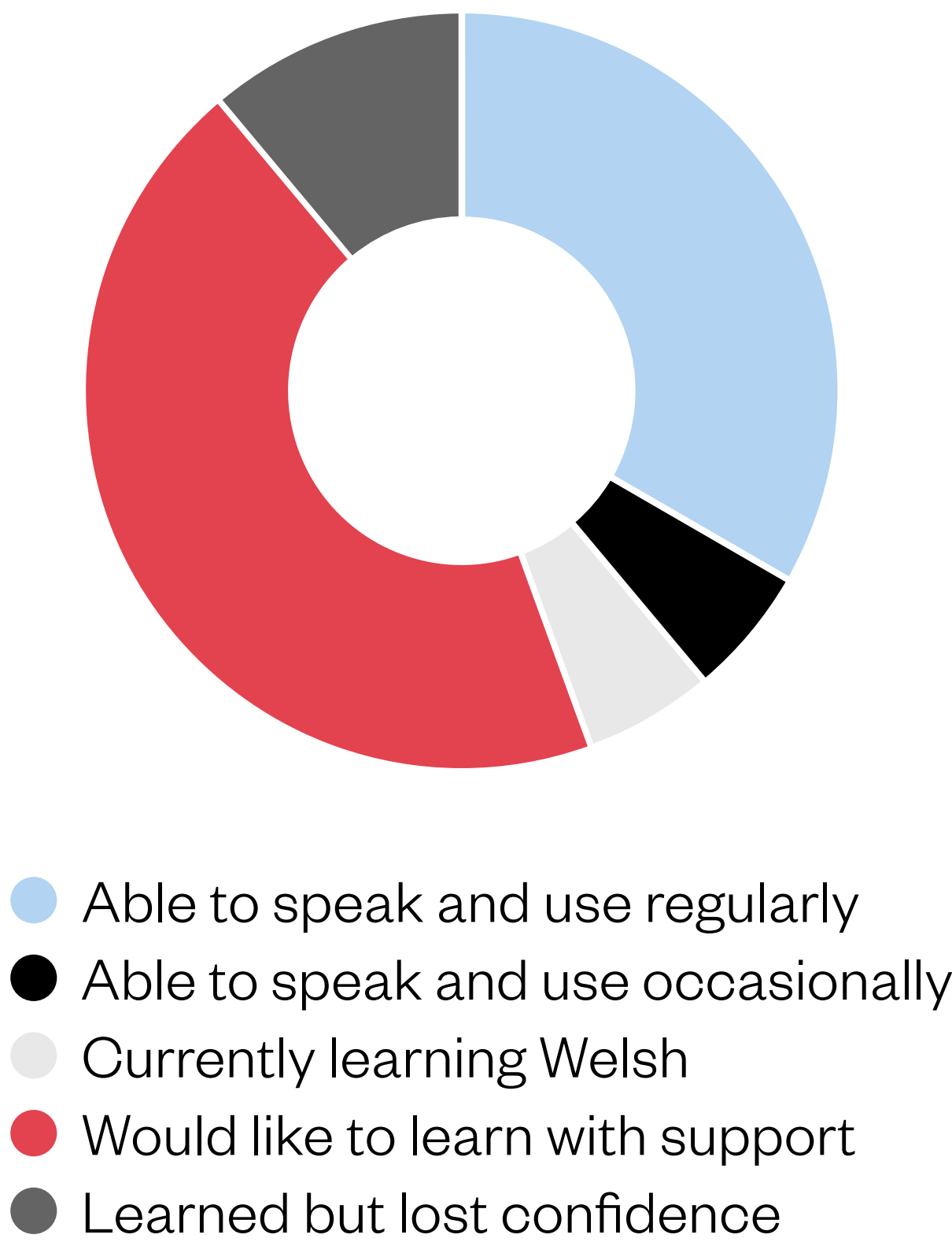
Age



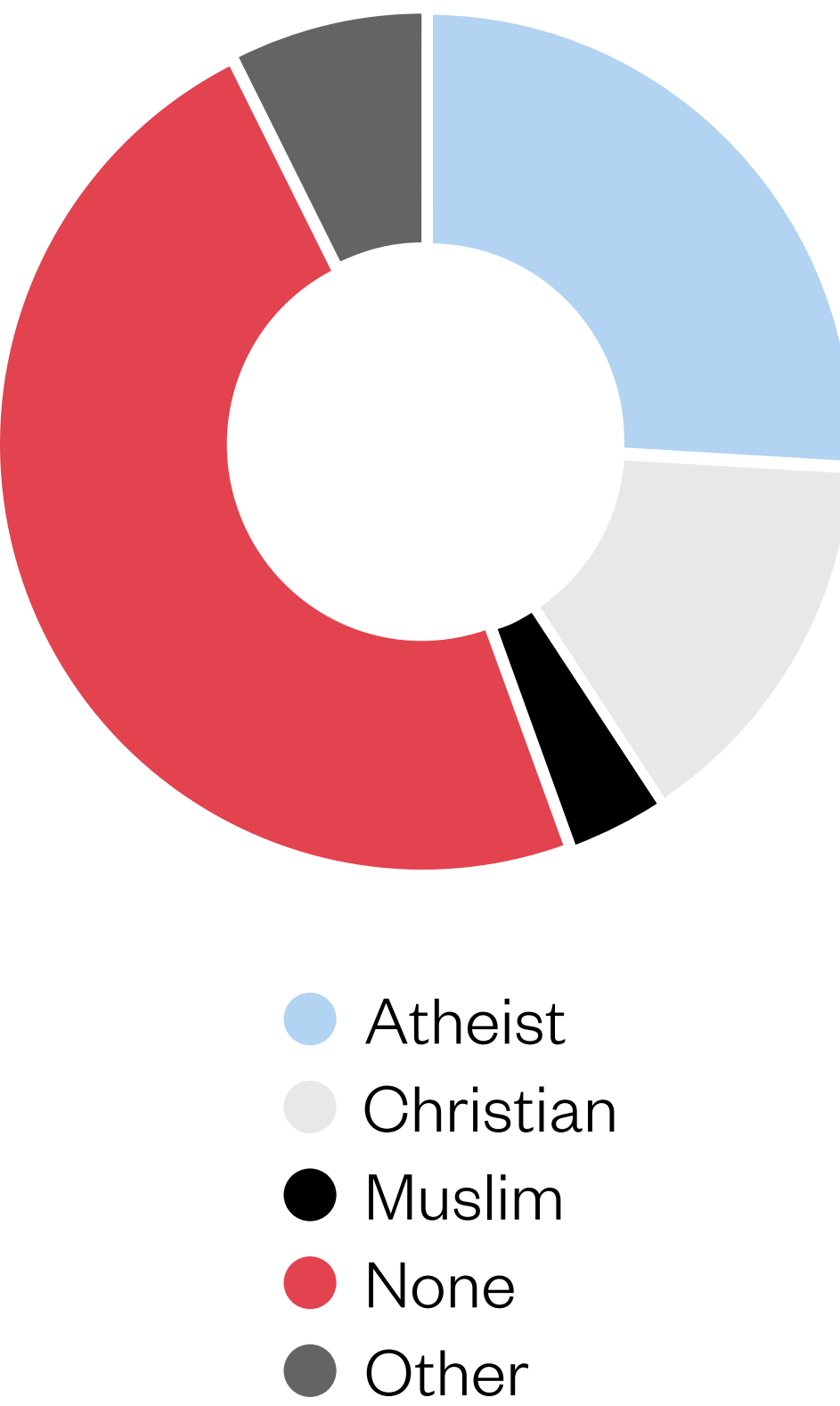
- 18-24
- 25-34
- 35-44
- 45-54

The data

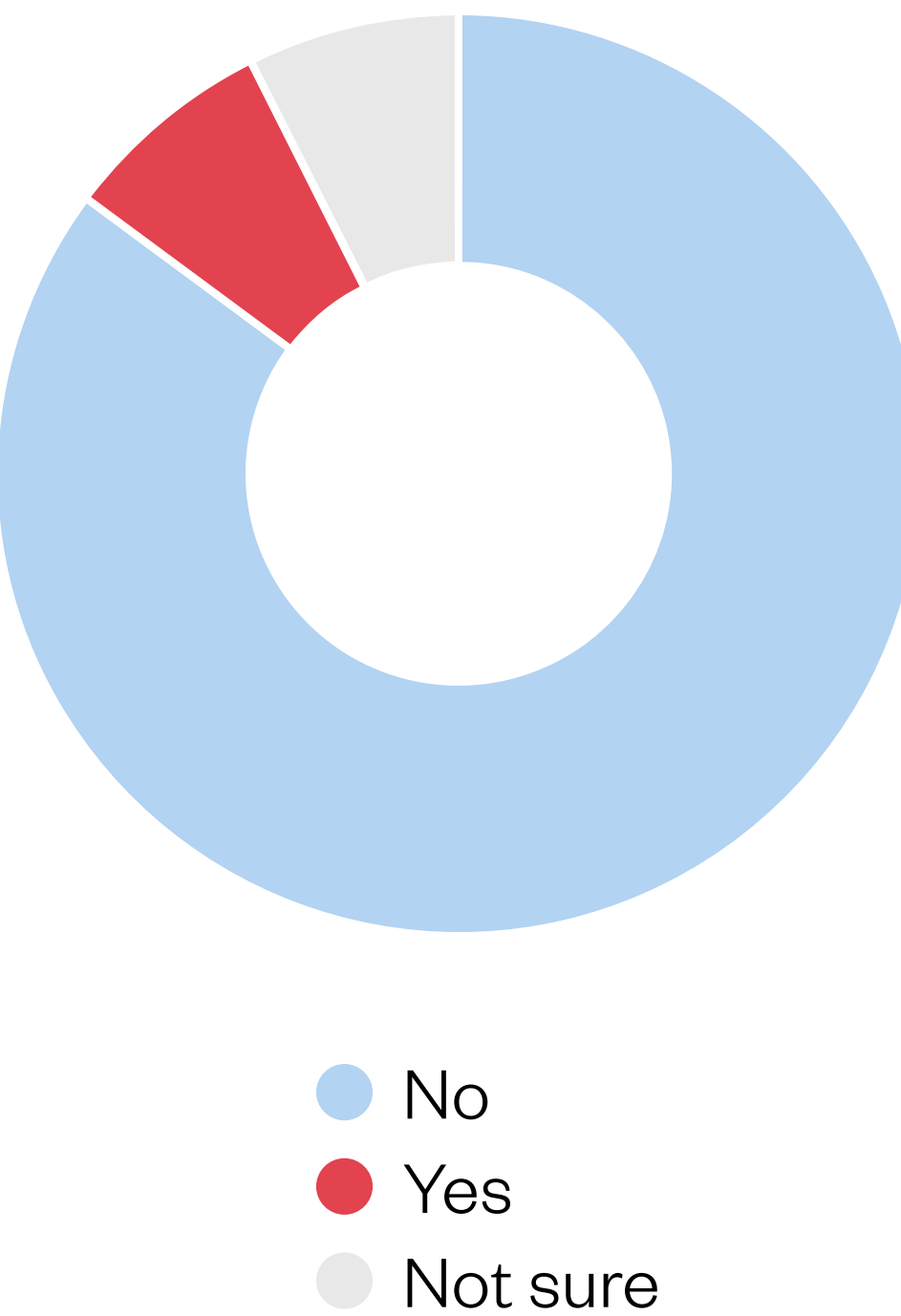
Welsh speaking



Religious beliefs

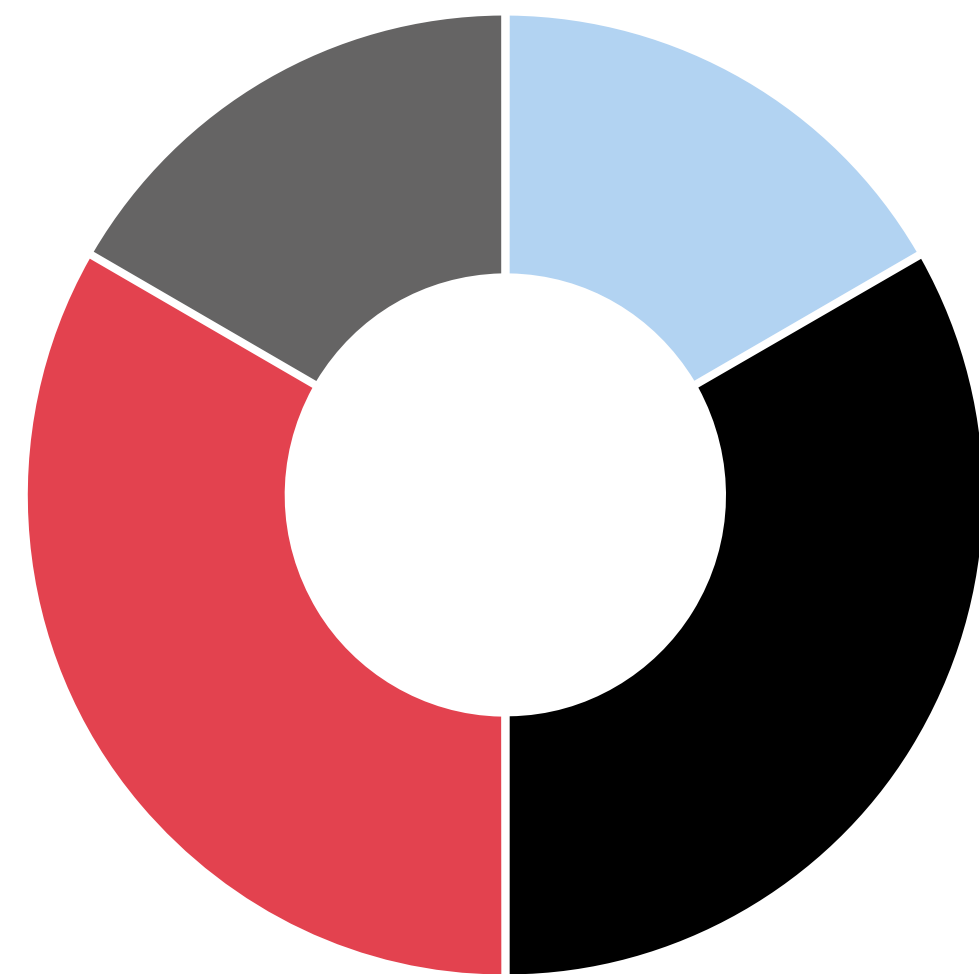


Disabled



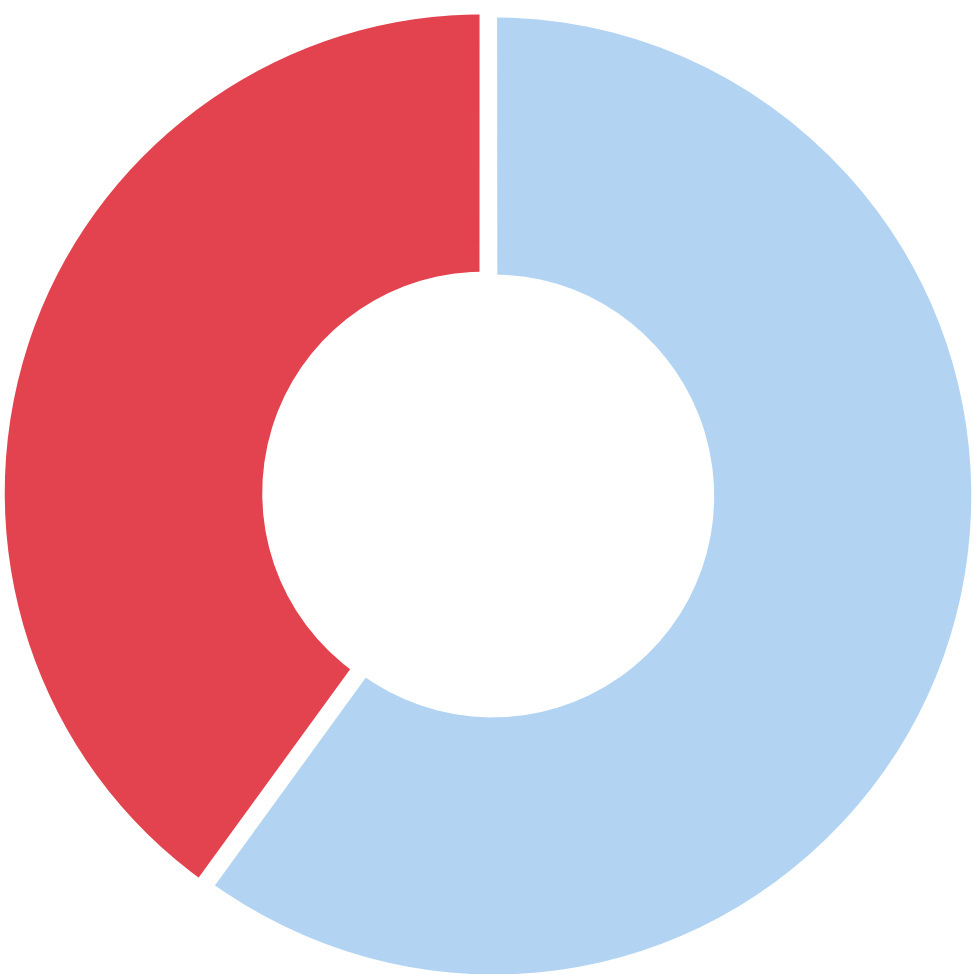
The data

Health conditions
or impairments



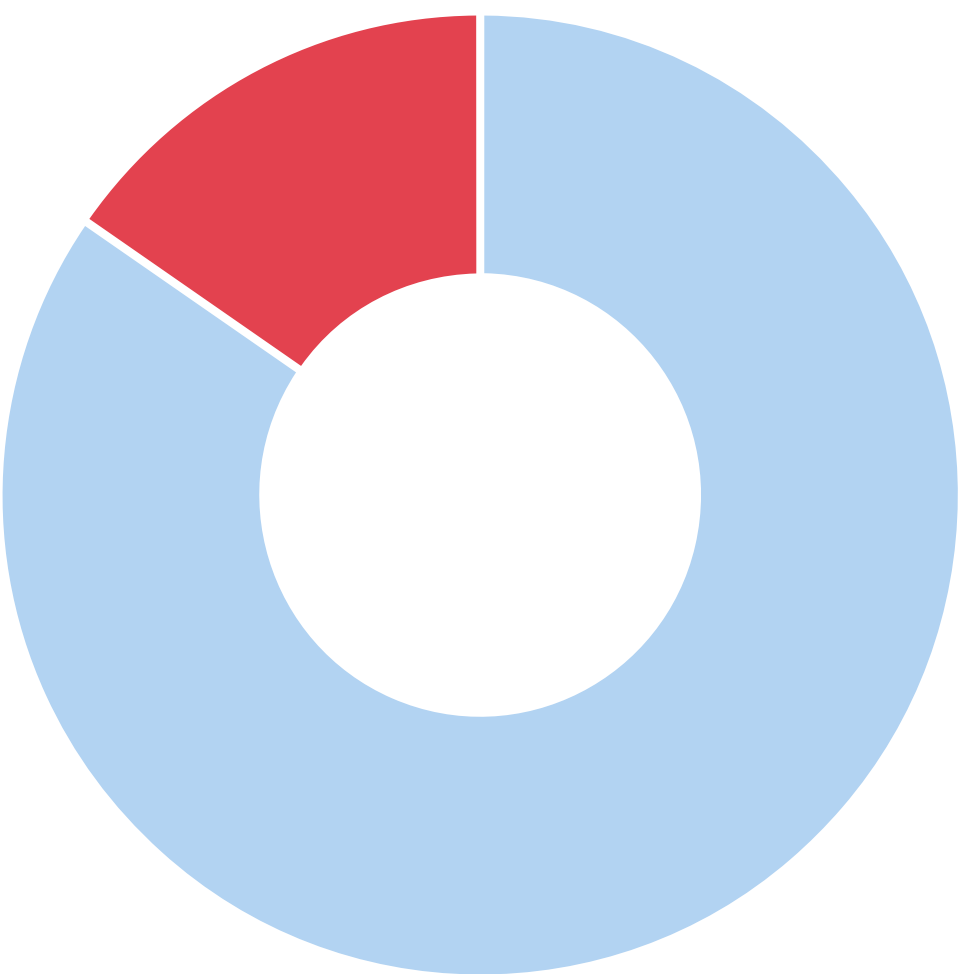
- Learning impairment
- Mental ill health
- Sensory impairment
- Long-term health conditions
- Other

Parents



- Yes
- No

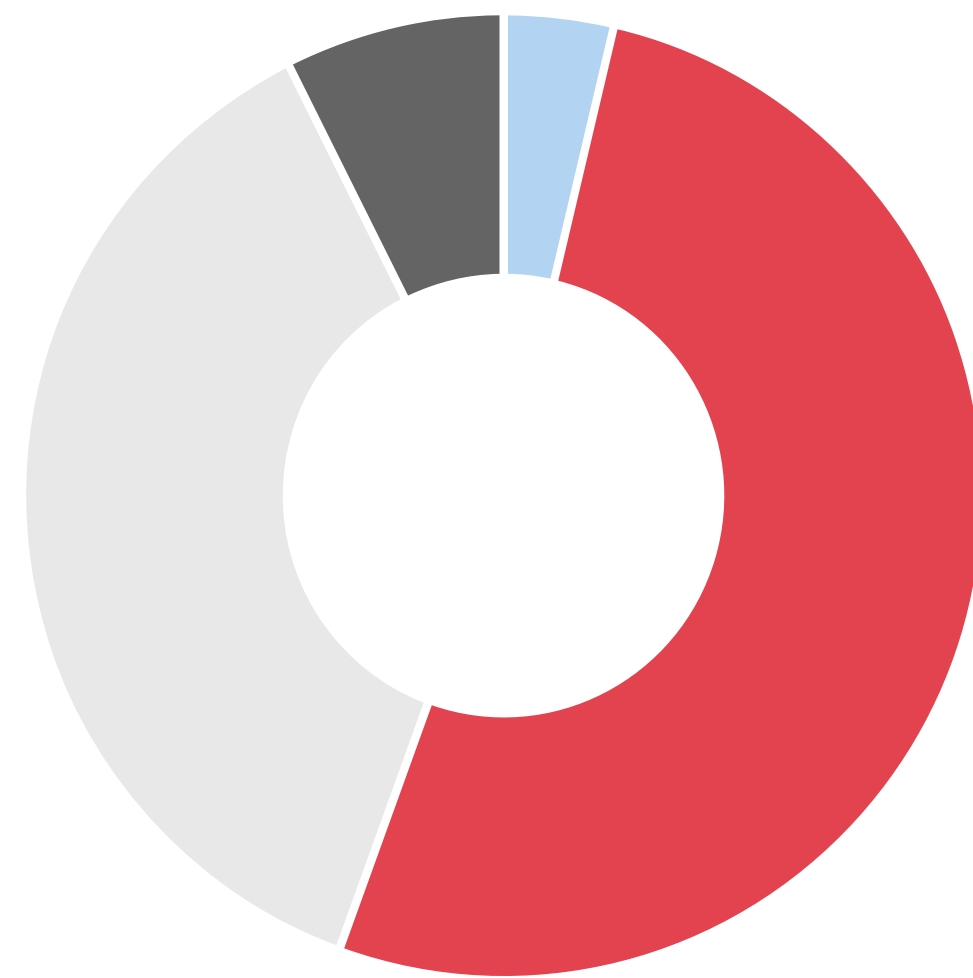
Leadership



- Female
- Male

The data

Education



- BTEC
- Bachelor degree
- Masters degree
- Doctorate
- Other

Key stats

**Over 3%
increase**

in female mixed-
race representation
in the
management team

7.41%

of the work force is
registered disabled

**60%
increase**

in attracting and
retaining female
employees aged
45-54

Diolch
Thank you