

National Assembly for Wales **Assembly Commission Equality Plan**

2012–2016

Summary



The National Assembly for Wales is the democratically elected body that represents the interests of Wales and its people, makes laws for Wales and holds the Welsh Government to account.

Copies of this report can also be obtained in accessible formats including Braille, large print, audio or hard copy from:

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Engage with the Assembly on Facebook, YouTube, Twitter and Flickr.

Who we are

The National Assembly for Wales is the democratically elected body that represents the interests of Wales and its people, makes laws for Wales and holds the Welsh Government to account. The Assembly Commission provides resources, property and staff to enable the National Assembly for Wales to function as a parliamentary institution. As such, we have responsibilities as an employer and as an organisation that supports Assembly Members and interacts with the public.

Our responsibility in relation to Equality

The Assembly Commission has a legal responsibility under the Equality Act 2010 to:

- stop unlawful discrimination, harassment or victimisation;
- advance equality of opportunity between those who share a relevant protected characteristic¹ and those who do not; and
- foster good relations between those who share a relevant protected characteristic and those who do not.

Part of our responsibility includes publishing an Equality Plan of how we will satisfy these duties.

Our Values

Staff, Assembly Members and the public can expect the Assembly Commission to:

- promote, respect and value equality of opportunity and diversity;
- challenge and eliminate harassment and discrimination;
- recognise and address barriers to equality, access and participation;
- behave as an exemplary employer and accessible service provider;
- aim for our workforce to be representative of our diverse society;
- encourage and widen participation and engagement across Wales;
- promote positive attitudes and good relations between different groups of people.

¹ It is unlawful to discriminate against an individual because of any of the 'protected characteristics' in the Equality Act 2010. The nine protected characteristics are age, disability, sex, gender reassignment, pregnancy and maternity, race, sexual orientation, religion or belief, and marriage and civil partnership.

Developing our Equality Plan

To develop our Equality Plan, we invited members of the public and our own staff as well as Assembly Members and their staff to tell us what we could do to better promote equality for all. We designed an online questionnaire for the general public on our website and translated this into a wide variety of different languages and formats to ensure as many people as possible could access it. A summary of the responses we received is available [here](#).

Main goals of our Plan

After gathering together all of the comments, we identified the following broad goals:

- improve the public's understanding of what the Assembly does and to help people to get involved in our work;
- ensure that all people are able to use our buildings and services;
- encourage people from a variety of backgrounds to view us as a supportive and welcoming place to work;
- support our staff to be aware of their equality and diversity responsibilities and to reach their full employee potential;
- provide guidance and advice to Members and their staff to do their jobs effectively;
- take equality issues into account when we are planning our activities.

We have developed actions to help us achieve our goals which can be seen in our full Equality Plan. We will monitor our progress on a regular basis to assess whether we will reach our goals within the chosen timescales and this will be reported in our Annual Equality Reports.

Copies of this summary can be obtained in accessible formats and languages other than English and Welsh from:

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