

National Assembly for Wales Assembly Commission

Annual Equality Report 2014-2015 - Summary

As an organisation committed to the principles of equality, diversity and inclusion, we strive to engage with all the people of Wales, to support the diverse needs of our staff, to support Assembly Members and Assembly Business, and to embed equality in our organisation.

Our Annual Equality Report 2014-2015 includes an update on our priorities, the analysis of staff monitoring and recruitment data, and an Equal Pay Analysis. The full Annual Equality Report is available at:

www.assembly.wales/en/abthome/about_us-commission_assembly_administration/equalities/Pages/equalities.aspx

A glossary of relevant terms can be found at the end of this document.

Highlights of the year include:

- On-going success of the Presiding Officer's Women in Public Life campaign to increase the participation of women in public roles, including the publication of the Women in Democracy Caucus report;
- Continue to promote equality to Assembly Members, our staff and the public;
- Welcoming a diverse range of visitors to our estate for tours, and an array of events and exhibitions;
- Increasing our engagement work with people across Wales, in a variety of ways;
- Development of our Youth Engagement programme and a Children and Young People Engagement Charter;
- Receiving external recognition of our commitment to fully supporting our staff and fostering an inclusive environment:
 - Ranked 4 in **Stonewall's UK Top 100 Employer 2015**, and named Top Public Sector Employer in Wales for the second year running. In addition, our network group was highly commended
 - **National Autistic Society Autism Access Award**, which demonstrates our commitment to being an accessible venue for visitors on the autism spectrum
 - Retained our **Investors in People Gold Standard**
 - Held our **Action on Hearing Loss's Louder than Words** charter mark
 - Named as one of **Working Families** Top 30 Employers in 2014
 - Listed in **The Times** Top 50 Employers for Women in 2014
- Launch of our online equality training for Assembly Members and their staff;
- Continuing our Apprenticeship Scheme;



- Embedding a more formalised system of Equality Impact Assessments across the organisation;
- Our Internal Audit of equality found that we place a strong importance on equality and diversity;
- Launch of the new Senedd.tv service, offering a better quality stream of proceedings on a wide range of devices and enabling us to post a recording of the interpretation of First Minister's Questions for the first time

Going forward

- We will continue to reach out to the people of Wales in innovative ways to raise the profile of the Assembly and to encourage participation in our work
- We will continue to develop the Presiding Officer's Youth Engagement and Women in Public Life initiatives
- We will continue to celebrate and promote equality and diversity
- We will continue to ensure that visitors to our estate have the welcome that they deserve by providing the facilities and staff training necessary to make their visit comfortable and accessible
- We will continue to participate in benchmarking exercises to ensure that we remain an equality of opportunity organisation
- We will continue to implement our BME Action Plan and consider how this work is mainstreamed in our procedures and practices
- We will look for opportunities to promote the Assembly as an employer of choice for diverse applicants
- We will issue guidance for staff networks that outlines the Assembly's continued commitment to them.
- We will introduce refresher BSL training and Deaf awareness training for interested staff
- We will launch our Mental Health Workplace Policy for staff
- We will enhance our recruitment webpages to promote us as an employer of choice
- We will identify ways to improve our staff and recruitment monitoring data
- We will ensure that Assembly Members have the necessary support, information and advice in place to build equality considerations into their roles as employers, elected representatives and service providers
- We will continue to promote equality-related training to Members and their staff, including Disability Confidence, Dementia Friends, and Supporting LGBT staff
- We will continue to promote staff networks to members and their staff and ensure that they are invited to network events
- We will ensure that staff have the confidence to implement our new approach to EQIAs
- We will publish all completed EQIA on our website



- We will ensure that contract managers have the support necessary to build equality into their review meetings
- We will implement the recommendations of the Internal Audit report

Contact us

If you require a copy of this report summary in an alternative format please contact the Equality Team:

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We also welcome calls from people using the Text Relay service.



Glossary of terms

Assembly Business – the work undertaken by Assembly Members in the National Assembly for Wales, including plenary debates, committees and constituency work.

Assembly Commissioners – the four Assembly Members who, alongside the Presiding Officers, are responsible for the work of the staff in the Assembly Commission.

Assembly Committees – a group of Assembly Members who meet to scrutinise the policies of the Welsh Government, holding Ministers to account, and examining proposed laws.

Assembly Estate – the buildings that make up the National Assembly for Wales. The Senedd, Tŷ Hywel and the Pierhead are based in Cardiff Bay, and the Public Information Office is based in Colwyn Bay. The Senedd is the main building where the political work of the Assembly takes place. Tŷ Hywel is the administrative office supporting the running of the Assembly. The Pierhead is a public exhibition and events space.

Assembly Members – elected politicians that make up the National Assembly for Wales. The 60 Members represent the different areas of Wales.

Constituencies – the areas of Wales represented by 40 Assembly Members. The remaining 20 Assembly Members represent the different regions of Wales – North Wales, Mid and West Wales, South Wales West, South Wales Central and South Wales East.

Equality Impact Assessments (EQIAs) – a process designed to ensure that a policy, project or scheme does not discriminate against any disadvantaged or vulnerable people.

First Minister's Questions (FMQs) – The First Minister is the leader of the Welsh Government. First Minister's Questions is the name given to the weekly questioning of the First Minister during a dedicated plenary session.

National Assembly for Wales (Assembly) – made up of 60 Assembly Members from across Wales. They are elected by the people of Wales to represent them and their communities, make laws for Wales and to ensure the Welsh Government is doing its job properly.

National Assembly for Wales Commission (Assembly Commission) – the body which provides property, staff and services to support the Assembly Members. The Commission is chaired by the Presiding Officer and four other Members nominated by the main political parties. The Commission has responsibilities as an employer and as an organisation that supports Assembly Members and interacts with the public. The services the Commission offer to the public include welcoming visitors to the Assembly estate, providing information to people and visiting schools and community groups across Wales.

Plenary – a meeting of all 60 Assembly Members to discuss Assembly Business.

Presiding Officers – the Assembly Members nominated by the main political parties to chair plenary debates and to represent the National Assembly for Wales. The Presiding Officer is Dame Rosemary Butler AM, and the Deputy Presiding Officer is David Melding AM.

Welsh Government – is responsible for developing and implementing policies. The National Assembly for Wales scrutinises the work of the Welsh Government and makes sure it's doing its job properly.



Cynulliad
Cenedlaethol
Cymru

National
Assembly for
Wales