

Diversity and Inclusion: Annual Report 2021-22

June 2022



The Welsh Parliament is the democratically elected body that represents the interests of Wales and its people. Commonly known as the Senedd, it makes laws for Wales, agrees Welsh taxes and holds the Welsh Government to account.

An electronic copy of this document can be found on the Senedd website:
www.senedd.wales

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

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Diversity and Inclusion: Annual Report 2021-22

June 2022





Senedd Cymru
Welsh Parliament

Contents

Foreword	6
Our Year in Highlights	8
Our Approach to Diversity and Inclusion	9
Our Values.....	10
Making Senedd Business inclusive	11
Promoting Inclusion Beyond Wales	17
Diversity and Inclusion in our Work – Business as Usual	19
Outreach and Engagement.....	23
Our People	29
Developing our new strategy for the Sixth Senedd	46
Consolidated Diversity and Inclusion Actions (Workforce, Recruitment and Pay) – Annual Reporting 2022.....	50

Foreword

This report provides an update on activities related to diversity and inclusion over the period from 1 April 2021 to 31 March 2022.

We could not be more delighted that the legislature in which we work is Senedd Cymru! We have made great strides towards promoting diversity and inclusion, and in ensuring these principles are at the heart of what we do as a Parliament. The report demonstrates that as an organisation, the Senedd Commission is committed to:

- Fostering an inclusive organisational culture;
- Behaving as a progressive employer, which attracts and retains the widest range of talent;
- Ensuring that all our employees realise their full potential, irrespective of their background; and
- Ensuring that everything we do is underpinned by our values of respect, passion and pride, and that the Members of the Senedd and the wider public are being served with excellence, resilience and adaptability.

We are grateful to our Commission colleagues who have remained committed to providing the best service possible during the pandemic to ensure the effective running of the Senedd, whilst remaining safe and well.

This year, we have continued to make strides to being a more inclusive organisation. We have continued to monitor and review our recruitment processes. Our workplace equality networks have provided support and guidance to our colleagues and are helping us with our goal to be inclusive and representative organisation. We have also launched our graduate internship programme for people from ethnic minority communities.

We want to ensure that diversity and inclusion remain pivotal to running the Senedd in an inclusive way. However, if we have learnt anything over the past Senedd term it is that we cannot be complacent, there is still much work to be done. We look forward to building on our achievements throughout the Fifth

Senedd. As always, we welcome your feedback on this report and on how we might consider doing things differently in the future.



Manon Antoniazzi

Chief Executive and Clerk to the Senedd



Joyce Watson MS

Senedd Commissioner with responsibility for employees and equalities

Our Year in Highlights



The Employers Network for Equality & Inclusion (ENEI) awarded the Senedd Commission a Silver award in the **Talent Inclusion & Diversity Evaluation (TIDE)** benchmarking scheme.



The Senedd Commission has again been named as one of the top ten family-friendly employers in the UK.



Collected and analysed socio-economic background data for job applicants.



Continued to reduce gender and ethnicity pay gaps and this year introduced disability pay gap reporting.



Improved conversion rates from interview to job offer for disabled and ethnic minority candidates.



Increase in the number of applications from people who identify as Trans for external roles

Our Approach to Diversity and Inclusion

In the first year of the Sixth Senedd, we are committed to being accessible to the people of Wales and beyond. We do this by making it relevant, easy and meaningful for people to interact with and contribute to the work of the Senedd. We support these commitments by continuing our focus on being a diverse and inclusive employer, enabling all of our staff to realise their full potential.

Diversity and Inclusion Strategy

Throughout this reporting year work has been underway on developing a new strategy for the Sixth Senedd.

The Diversity and Inclusion Team has gathered the views of a range of internal customers to inform emerging diversity and inclusion objectives for the Sixth Senedd. We have engaged with Commission staff, senior management and Members of the Senedd and their staff. The draft objectives will be subject to a period of external consultation to help shape the Commission's new strategy.

Dignity and Respect

We are committed to providing an inclusive culture that is free from harassment and we expect that everyone - including visitors, Members of the Senedd, Members' staff and Senedd Commission staff are treated with dignity and respect. Every May, we carry out a Dignity and Respect Survey, ensuring that we continue to introduce any necessary changes to build on the right culture. The policy and accompanying procedures are currently being reviewed and will be re-launched in 2022.

Our Values



RESPECT

We are inclusive, kind, and value each other's contributions in delivering excellent services



PASSION

We are purposeful in our support of democracy and pull together to make a difference for the people of Wales



PRIDE

We embrace innovation and celebrate our achievements together as a team

WE ARE **ONE TEAM**

Making Senedd Business inclusive

Colleagues across the organisation work innovatively to build diversity and inclusion into the work of our Parliament.

Committee Effectiveness Programme

Commissioned under the Senedd Research Academic Fellowship in the final year of the Fifth Senedd, with the agreement of the Chairs' Forum, Professor Diana Stirbu was tasked with exploring the power, influence, and impact of Senedd committees. The aim was to develop a framework to evaluate the effectiveness of committees in the Sixth Senedd. The resultant report made 13 recommendations, split across two themes:

- Creating the conditions for effective committees; and
- Conditions for effective evaluation.

Recommendation 5 in the report is to **Make diversity monitoring common practice**, for committee engagement activities, evidence gathering and committee witnesses. A pilot phase has been undertaken testing different approaches to monitoring engagement with committees. This work will be analysed before future steps are taken. More information on the importance of collecting monitoring information is available in our article [**Why the Senedd values diverse evidence**](#)

The Committee Effectiveness Programme has been established to ensure that this important work is taken forward within the Commission's high governance standards.

Our Citizen Engagement Senior Manager has worked with Professor Stirbu to highlight how widening the scope of public engagement can enhance committee effectiveness. They have said:

On 23 February, Professor Diana Stirbu and I delivered a seminar to the International Parliament Engagement Network. The audience came from all over the world, including New Zealand, Brazil, Nigeria, Venezuela, and Romania. It was truly an international network.

Diana led the seminar and drew from the report Power, Influence and Impact of Senedd Committees that she developed for the Welsh Parliament, to reflect on what makes for effectiveness in committee work. The seminar focused on how public engagement can enhance committee effectiveness. I was asked to speak about the work of the Citizen Engagement Team; how we deliver our service; our evolution; and examples of how our work has supported committee effectiveness.

Below is a quote below which illustrates the seminar:

"There genuinely is international interest in what's going on in Wales, and that Wales is able to in some sense punch above its weight, including resource-wise, in terms of having an influential impact on different parliamentary practices with respect to engagement. How broadly can we take the lessons derived from Wales, not only in better storytelling but for good, actual, effective, meaningful, impactful, parliamentary engagement?" - Seminar attendee

Further information is available on the report below.

- Senedd Research blog: [**How effective are Senedd committees?**](#)
- A summary of the report: [**Summary research brief**](#)
- The full report: [**Power, Influence and Impact of Senedd Committees**](#)

Increasing the diversity of research expertise and evidence

The Senedd's first knowledge exchange strategy launched in November 2021. It aims to strengthen our links with the research community, to broaden, deepen, and diversify the evidence available to Members and committees.

Recent research about how the research community engages with the UK Parliament found that women, people from ethnic minority communities, and disabled people disproportionately face barriers to engagement, such as a lack of knowledge and time.

Our new approach to knowledge exchange aims to diversify the research expertise and evidence to which we have access by understanding and breaking down these barriers. It will do this by:

- Increasing the pool of researchers who are aware of, skilled, and motivated to engage with the work of the Senedd;
- Using data from the committee evidence diversity monitoring pilot project to understand the experiences of engaging with the Senedd and how barriers can be removed;
- Designing external and internal guidance and support to increase the diversity of people that engage; and
- Providing a wider range of opportunities for researchers to engage to account for different circumstances.

Work has already started to increase awareness and skills of the research community, through training, guidance, engagement opportunities, alongside a newsletter, the development of areas of research interest, and partnerships with institutions and individuals.

Committee Outreach

Alongside these important new developments in our approach to assessing and improving committee effectiveness and the knowledge exchange strategy, committees have continued to work with the engagement team to broaden and diversify participation in their inquiries and consultations. In particular, committees have sought to find new ways to enable the voice of individual citizens to be heard, with an increased focus on the importance of hearing lived experience.

Here is one example of that work:

The Equality and Social Justice Committee undertook an inquiry into childcare and parental employment: the pandemic and beyond. The COVID-19 pandemic brought issues around gender equality, childcare and employment to the fore. This inquiry sought to address these issues by focussing on the barriers that childcare provision can present for parents, particularly women, entering and progressing in the labour market.

As part of the inquiry, our Citizen Engagement Team facilitated a series of focus groups and one-to-one interviews with parents from across Wales. In total, 59

participants across all Senedd regions, in both urban and rural areas, shared their views.

Whilst the majority of participants were parents, a small number contributed in their professional capacity as staff working in a childcare setting or with parents. Participant composition varied and included, single parent households; parents in receipt of benefits; parents with health issues and/or children with additional needs; ethnic minority parents; parents from faith backgrounds; parents from migrant backgrounds and parents for whom English was not their first language.

The views and experiences shared by participants were collected into a **report** summarising engagement and informed the Committee's work and the recommendations made to the Welsh Government in its report, '**Minding the future: the childcare barrier facing working parents**'. In its response, the Welsh Government accepted, or accepted in principle, all recommendations made by the Committee.

Once the report was published, an update was sent to all participants providing a link to the report and explaining the next steps. A number of quotes from participants were used in the Committee's report (albeit anonymised), so they were able to see the direct influence they had on the Committee's work and its recommendations. We also arranged for one of the participants to speak during a panel **event** held by the Senedd on childcare for International Women's Day. You can view the event here: <https://senedd.wales/visit/whats-on/international-womens-day-2022/>



Following report publication and the Welsh Government's response (which was also shared with focus group participants), our engagement team arranged for one of the groups to visit the Senedd to take a tour and view the plenary debate from the

gallery. The women were ecstatic afterwards, and were really pleased to see their views, experiences and ideas, reflected in the Committee's work.

<https://twitter.com/SeneddWales/status/1511350288413827077>





Promoting Inclusion Beyond Wales

We continue to be a global parliament, working with other bodies to promote accessibility and inclusivity. We share best practice and learn from other parliamentary bodies to better support our Members and the work of the Senedd.

Commonwealth Parliamentarians with Disabilities (CPwD)

The Senedd is an active member of the **Commonwealth Parliamentarians with Disabilities (CPwD)** network of the Commonwealth Parliamentary Association (CPA). The CPwD network was established to champion and increase the representation of disabled people in Commonwealth parliaments. The Senedd is represented by Mark Isherwood MS. This year, to support the work of the CPwD, our Diversity and Inclusion Team developed a Disability-Inclusive Parliament checklist to assess what policies, practices and functions legislatures might have in place to support and further access for disabled parliamentarians. This checklist has been used by parliaments across our region to identify best practice and gaps in provision.

Hannah Johnson – Senedd knowledge exchange lead and international parliamentary equality expert

Hannah is internationally recognised as an expert in advancing equality and human rights through parliamentary work. She has provided advice to UN and EU democracy support programmes around the world for many years, including in Fiji, Ukraine, Egypt, the Gambia, and Sudan.

Hannah is currently seconded part-time as a senior gender adviser to INTER PARES; a global parliamentary strengthening project run by International IDEA. In this role she works with MPs, parliamentary staff, civil society, and academics in Malaysia, Bhutan, Chile, and Niger to advance gender equality through parliamentary oversight and law-making.

Hannah also **recently published a guide to gender-sensitive scrutiny**, which brings together good practice from around the world together with practical guidance for parliaments.



Photo credit: INTER PARES

Hannah presenting to the Bhutan workshop on gender scrutiny of legislation, policy and budget.



Photo credit: INTER PARES

Hannah and attendees at the gender-sensitive law-making and oversight workshop.

Diversity and Inclusion in our Work – Business as Usual

We support Senedd Commission staff to build diversity and inclusion into their work to ensure inclusive decision-making, service design and delivery, access to our estates and by taking into account diversity and inclusion when buying-in goods and services. We also support Members of the Senedd to consider diversity and inclusion into their roles as employers, as service providers and into their work as caseworkers, scrutineers and legislators, and by engaging with the people of Wales.

Remuneration Board

The Board published its **strategy** for its term, which includes reference to addressing diversity and inclusion considerations, in particular, ‘Objective 3: A sustainable Determination The Board will seek to deliver a sustainable model of support, which takes account of diversity needs, the climate change emergency and long-term finances in Wales’.

As part of its consultation activities, the Board has continued to ask questions about the equality impacts on people to inform its work.

Research and Information for Members of the Senedd

Mainstreaming equality and human rights issues is a fundamental part of the work undertaken by the Senedd Research team for Members of the Senedd and their staff, and widely accessible to the public via the Senedd’s website and social media.

At the start of the sixth Senedd, Senedd Research **published a collection of articles** analysing some of the key issues Members of the Senedd are likely to

address in the coming years. Many of the articles focused on equality issues, and one in particular asked the question **Are we at a tipping point of inequality?**

The pandemic, particularly its long-term impact and recovery, continued to dominate the political agenda. In response, Senedd Research published articles highlighting equality issues and the unequal impact of the pandemic on specific groups of people. Here are some examples:

- **Coronavirus: equality issues**
- **The impact of the pandemic on inequality**
- **The impact of COVID-19 on Welsh bus services**
- **Water poverty**
- **Inequalities in vaccine take-up**
- **Equality and poverty**

Articles on **the draft Race Equality Action Plan**, **children's rights** and, **gender and women's health** (published on International Women's Day) all focused on the equality issues facing particular groups of people. Articles on **changes to the immigration and asylum system**, **refugees**, **the European Union Settlement Scheme** and **human rights more generally** continued the spotlight on issues facing migrants. And since the Russian invasion of Ukraine, a number of articles have focused on the **humanitarian response** and **support for refugees in Wales**.

As well as publishing research articles, Senedd Research also provided research and advice to various Senedd committee inquiries covering a wide range of equality issues, including:

- The Equality and Social Justice Committee's inquiry **Minding the future: The childcare barrier facing working parents** summarised in **this article** and its inquiry into **Debt and the pandemic**, summarised in **this article**;
- Local Government and Housing Committee's inquiry into the **provision of sites for Gypsy, Roma and Travellers**;
- The Children, Young People and Education Committee's report on the **Nationality and Borders Bill** and **consultation into the priorities for the Committee** during the sixth Senedd;

- The Culture, Communications, Welsh Language, Sport, and International Relations Committee inquiry into **Participation in sport in disadvantaged areas**;
- The Petitions Committee's inquiry **into a Universal Basic Income pilot for Wales**; and
- The Health and Social Care Committee's inquiry into **Mental health inequalities**, summarised **in this article**

In terms of supporting Members in their scrutiny of the Welsh Government draft budget, the team produced a guide to mainstreaming equality with suggested questions. The Finance Committee carried out citizen engagement work which included exploring equality-related issues, and its **scrutiny of the draft budget 2022-23** specifically covered equality issues including recommendations on gender budgeting.

Throughout the year, Senedd Research has also delivered training on equality-sensitive scrutiny to clerks, researchers and the Equalities and Social Justice Committee, and will continue to support scrutiny of equality issues by Senedd committees.

Accessible Estate

We continually review the accessibility of our estate, undertaking monthly maintenance audits as well as acting on feedback and adopting best practice. During this reporting period, we have undertaken further work to improve the physical accessibility of our estate, including:

- Considering access requirements for all refurbishment work that has been carried and completing Equality Impact Assessments as required;
- Continuing with the program of installing LED lighting to improve visibility in the Senedd and other areas across the estate;
- An external audit conducted on induction loop provision in meeting rooms and common areas throughout the estate with recommendations implemented;
- Installation of new, accessible platform lift in the Pierhead building;
- Installation of an accessible electric vehicle charging point bay in Ty Hywel;

- Design and development of plans to upgrade the accessible toilets, and toilets for everyone, in the Pierhead building which will be delivered in 2022/23.

Taking into account diversity and inclusion when buying-in goods and services

Equality is included as part of our sustainability risk assessments at the very start of the procurement process. It also forms part of our pre-qualification exercise for suppliers. Suppliers who fail to demonstrate their commitment to equality will not be successful in winning our business.

Post contract-award, we conduct regular contract review meetings with our suppliers and one of the standard agenda items is corporate social responsibility. We also have equality clauses in our terms and conditions.

We are an accredited real living wage employer, and we pay above the living wage rate to our in-house contractors. We are committed to ensuring fair and transparent employment practices are in place throughout our supply chain. Consequently, we seek to work with our suppliers to monitor and ensure fair employment practices and, acting reasonably, we reserve the right to request changes to any of those practices we consider to be unfair.

All our Contractors are invited to join our Workplace Equality Networks and attend events and training.

Outreach and Engagement

One of our ongoing objectives is to engage with all of the people of Wales and to champion the work of the Senedd. As a parliamentary body, it is important that the Senedd represents all of the people of Wales and that everyone has access to our work, our building and our information. As last year, due to the Covid-19 pandemic, we have adapted our engagement activities from face-to-face to virtual activities.

Celebrating Diversity and Inclusion

We have continued to mark diversity events throughout the year, both internally and externally. We have used social media to promote the Senedd as an inclusive parliament and held events to mark different diversity and inclusion occasions.

‘Windrush Cymru: Celebrating the Lives and Journeys of a Generation’

The Senedd hosted an exhibition that highlighted how the Windrush Cymru Elders have influenced and enriched Welsh life. Told in their own words, the exhibition features a glimpse at stories by 10 people – known as Windrush Cymru Elders - whose own journeys, or that of their family, brought them to Wales during a period of immigration between 1948 and 1988. The exhibition explores the challenges of building a new life in a country very different from their birthplace, finding work and the attitudes of people towards them, then and now.

On 22 September 2021, the Windrush Cymru Elders visited the Senedd to see how their experiences have been brought to life by the exhibition which is part of Race Council Cymru’s Windrush Heritage Project.

Mrs Roma Taylor, Founder and Chair of the Windrush Cymru Elders, said:

“I’m so pleased and so proud of this exhibition, it’s a precious moment for each and every one of us. It’s our stories and if we don’t get them out then no one will know. The Windrush is a very painful and emotional subject, but all of our stories have to

go out. It's important to us, our children and our grandchildren and for schools. Everyone has to know we have been through a lot. God has brought us through. Tiger Bay was the best place to live, I came over in '59. Everybody was for everybody, everyone looked after everyone, and you had no problems."

Welsh Language Music Day: Raising the profile of black voices in Wales

In February 2022, we celebrated **Welsh Language Music Day** by reflecting on the Official Opening of the Sixth Senedd, where artists from across Wales came together to write and perform as part of the Tân Cerdd project. The result was 'Ymuno', a bilingual drum and bass track.

One of the performances was by Tân Cerdd, a not-for-profit organisation set up in the wake of the Black Lives Matter protests to raise the profile of black voices in Wales. They performed a song they wrote specially for the Official Opening entitled 'Ymuno'.

Composed by Eädyth Crawford and Lily Beau, it also features the voices of prominent black Welsh artists Aleighcia Scott, Skunkadelic (Afrocluster), Vanity Jay (Baby Queens), Dionne Bennett, and SZSW. It speaks of hope for the future and how all voices are stronger together.

When asked how she felt about the performing at the Official Opening, Aleighcia Scott said:

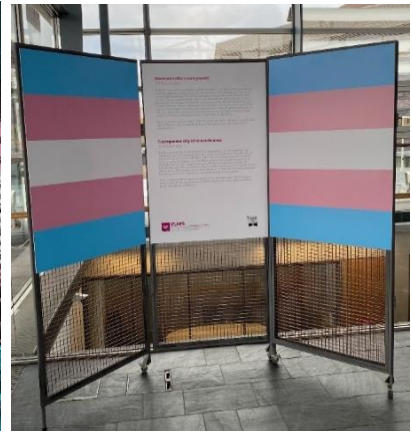
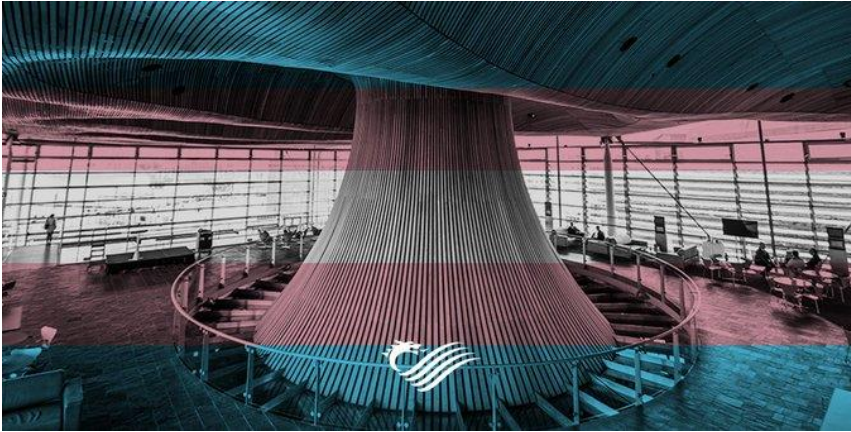
"I enjoyed performing at the Senedd because to me it represents the positive changes to come for Wales - it is an honour to be a part of that and to have been chosen to do so."

Reflecting on the theme of the opening and the creative process behind the song, Lily explained.

"I've always found [finding my voice] hard, especially coming from Wales as a black woman. As an artist, finding my voice is in itself a journey."

Trans Awareness Week / Trans Day of Remembrance

Our Diversity and Inclusion Team and PLWS LGBTQ+ network worked with our Branding and Exhibitions teams to create a display to mark Trans Awareness Week and Trans Day of Remembrance. The memorial was created to help us to remember those who have been murdered as a result of transphobia and to bring attention to the continued violence endured by the transgender community.



LGBTQ+ History Month

We marked LGBTQ+ History Month by lighting up the Senedd in the colours of the rainbow flag to celebrate all those who pushed for progress and who continue to work toward a better, safer future for all. We also flew the Progress Pride flag across our estate and shared a [blog](#) about collecting LGBTQ+ histories and the importance of political activism.



International Women's Day

To mark International Women's Day, we developed a suite of activity, both internal and external.

Video clips from [Gwir Gofnod o Gyfnod - Setting the Record Straight](#) were showcased in the Senedd. Between 2019 and 2021, [Women's Archive Wales](#) and the Senedd collected stories, photos and political papers from women Assembly and Senedd Members past and present.

We also hosted a panel of speakers who shared experiences of childcare and parental employment and discussed what can be done to overcome the challenges faced. Panellists explored the findings of the Equality and Social Justice Committee's most recent report '**Minding the Future: the childcare barrier facing working parents**'.

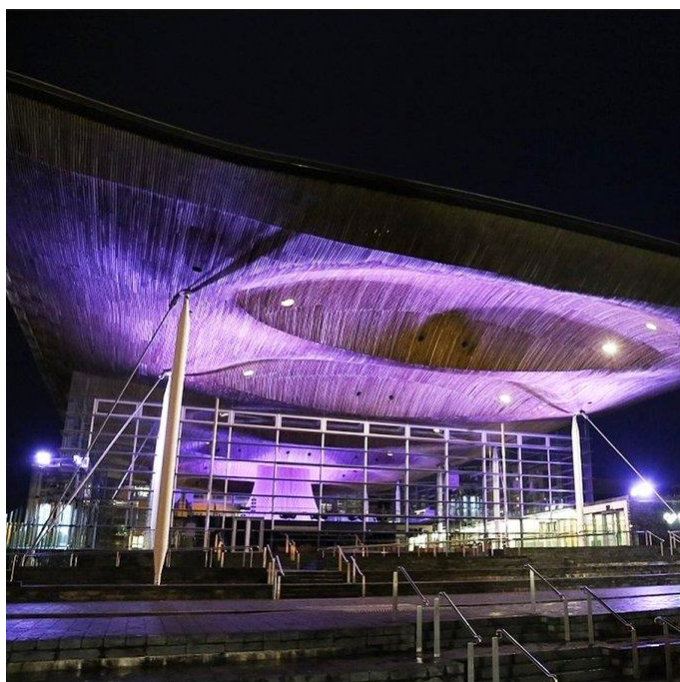
We recorded and shared a video of Natasha Asghar MS about being the first woman of colour elected to the Senedd, and her hopes for the future where women are equally represented, can have their voices heard and support other women to fulfil their potential.

In addition, INSPIRE – our gender equality network, committed to walk the equivalent distance of the Welsh coastal path to raise money for a domestic abuse charity, and our Health and Wellbeing team raised awareness of endometriosis by sharing information, staff experience of endometriosis and shared a range of external resources.



International Day of Disabled People (IDDP)

To mark IDDP, we published a blog article on **hidden disabilities** to raise awareness and promote the work that we have done to be a disability inclusive organisation. The Senedd was lit up in purple to mark IDDP on 3 December.



The Senedd was also lit purple for **Holocaust Memorial Day** as part of the Light the Darkness campaign to remember those affected by the holocaust and genocide.

Welsh Youth Parliament

The second **Welsh Youth Parliament** online election took place in November 2021. Nearly 300 candidates fought for one of the 40 constituency seats, and thousands of online votes were cast by young people aged between 11-18 during the three-week campaigning period to elect the members of the second Welsh Youth Parliament.

20 of the 60 seats are returned by partner organisations to ensure the representation of diverse groups of young people on the Welsh Youth Parliament. Following a competitive application process, 18 **partner organisations** were selected ranging from organisations such as Llamau, Learning Disability Wales and Race Council Cymru to name a few, and each held their own elections within their organisations to return Members to the Welsh Youth Parliament.

By meeting regularly, consulting with other young people and conducting inquiries, the Welsh Youth Parliament will discuss the issues that matter most to young people in order to bring their views to the attention of the elected politicians of the Welsh Parliament.

Welsh Youth Parliament Members have voted to focus on three main priority issues during their two-year term: Mental Health and Wellbeing; Climate and Environment; and Education and the School Curriculum.

The Welsh Youth Parliament will spend their two-year term focusing on these three priority issues, consulting with young people and ensuring that the voices of young people in Wales are heard on a national level by decision makers.

The Right Hon. Elin Jones MS, Llywydd of the Senedd, said,

“Young people contribute greatly to our society and have just as much a stake in our country as everyone else - it is crucial that they have an opportunity to get involved in our democracy. The Welsh Youth Parliament provides a fantastic platform for voices and perspectives that are often ignored. It allows Wales' young people to set the agenda and focus on what matters to them.”

Describing her excitement at getting elected, Qahira Shah, the new Welsh Youth Parliament Member for Cardiff South and Penarth, said,

“Campaigning was a real eye-opener. I pushed myself into situations which I had never experienced before, such as talking to my year group and going door-to-door in my

neighbourhood, searching for potential voters. There are so many ideas I am excited to discuss with fellow members of the Welsh Youth Parliament. I'm keen to see the change in Wales for youth; whether it's environmental issues or tackling inequalities in society, giving a voice to the voiceless is crucial and we won't see substantial progress until we listen and act. Campaigning and voting may have ended, but I'm only just beginning!"

Facebook /WelshYouthParliament

twitter /WelshYouthParl

Instagram /welshyouthparliament

Our People

Throughout the pandemic, our teams across the Senedd Commission have continued to pull together to provide a safe, inclusive Senedd. In turn, the wellbeing and safety of our workforce remains to be a priority. Diversity and inclusion is built into all of our people processes.

Workforce, Recruitment and Pay Diversity Monitoring 2021-22

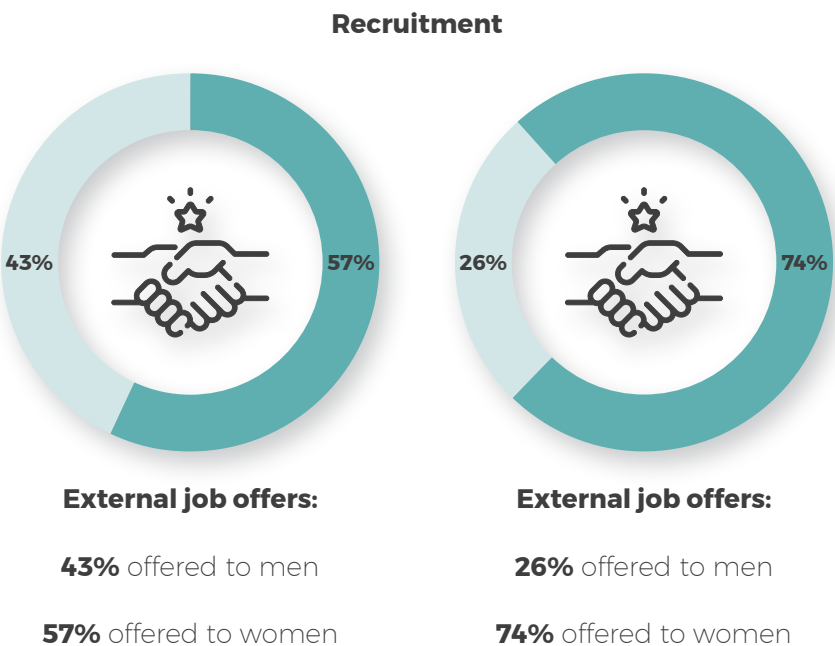
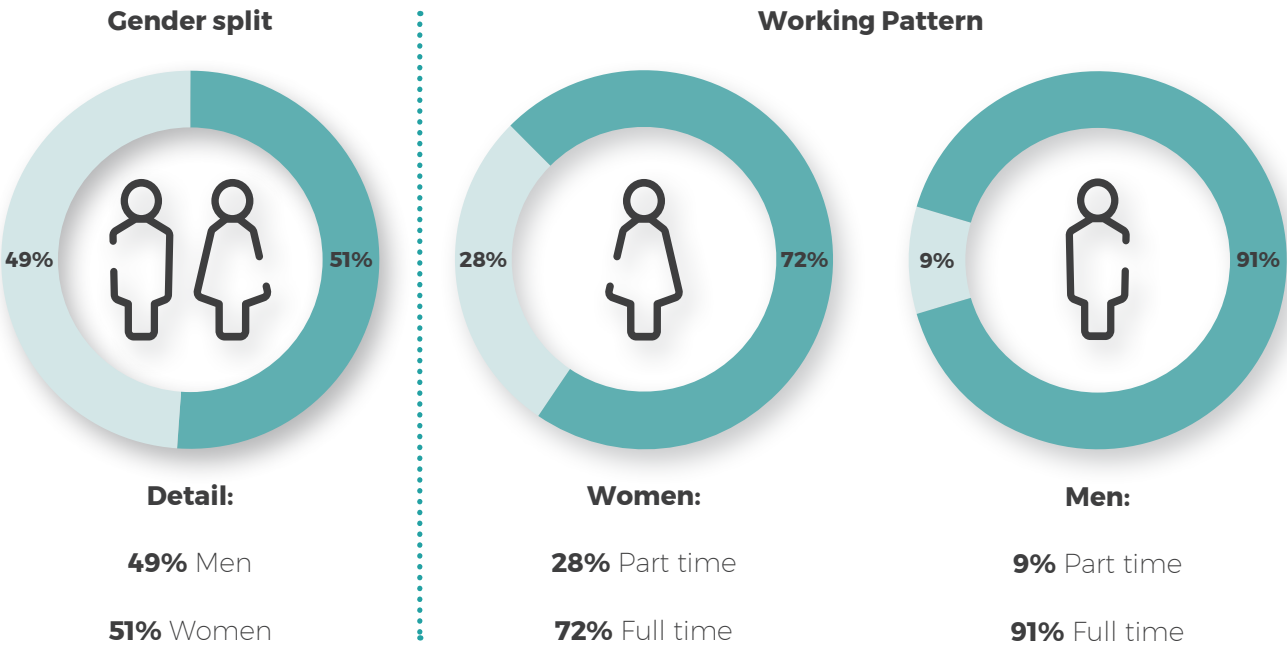
Summary of Data Insights (as of 31 March 2022)

HEADCOUNT



SEX AND GENDER

51% women and **49%** men (as last year) No staff have identified as non-binary.
Women represent **50.0%** of staff in our three most senior pay bands.



Gender Identity / Gender Reassignment

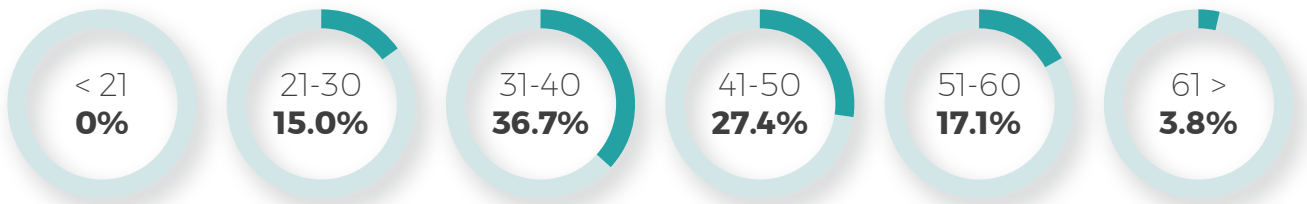


No members of staff have identified as trans.

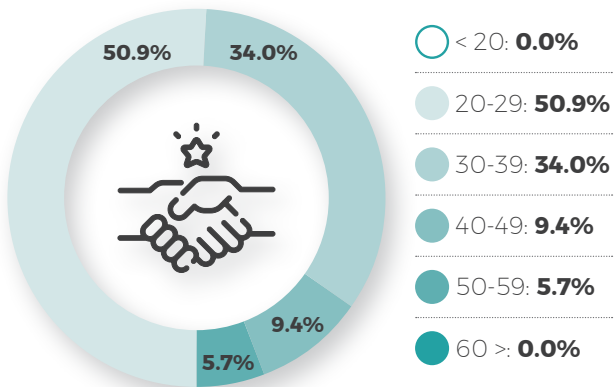
2.6% of total applications for external roles were from applicants who identified as trans compared to **0.5%** of applicants in 2021.

AGE

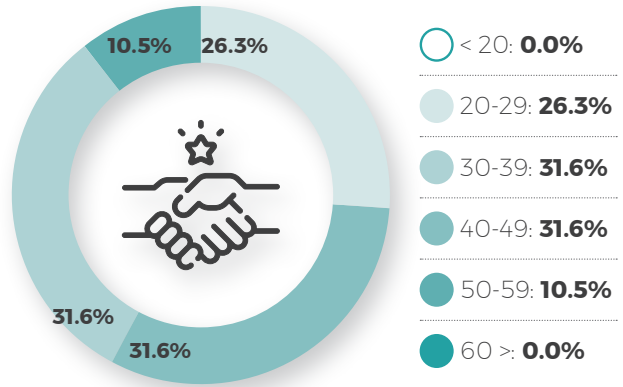
20.9% of our workforce is aged 51 and over. Up from 18.8% last year



External job offers



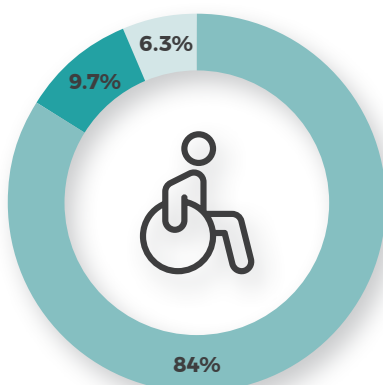
Internal job offers



DISABILITY

Workforce disability declaration rate increased from 88.0% (2020-21) to 90.3% (2021-22).

Workforce



- Disabled: 6.3%
- Non-disabled: 84%
- Prefer not to say: 9.7%

Recruitment

2020-2021



0.0% of external jobs offered to disabled applicants

2021-2022



9.4% of external jobs offered to disabled applicants

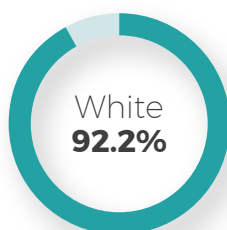


5.3% of internal jobs were offered to disabled applicants

ETHNICITY

80.0% of staff who identify as ethnic minority are in pay bands TS and M3

Workforce



A year-on-year increase in the percentage of total applications from ethnic minority candidates: **4.8%** in **2016** to **11.0%** in **2022**

Recruitment

2020-2021



3.2% of external jobs offered to ethnic minority applicants

2021-2022



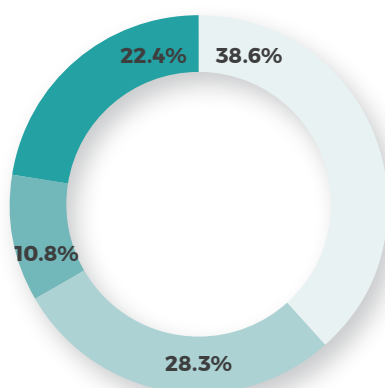
7.5 % of external jobs offered to ethnic minority applicants



5.3% of internal jobs were offered to ethnic minority applicants

RELIGION / BELIEF

Workforce



None: **38.6%**

Christian: **28.3%**

Other Religion: **10.8%**

Prefer not to say: **22.4%**

Recruitment



External job offers

No religion / belief:
60.4%

Christian:
15.1%

Other:
17.0%

Prefer not to say:
7.5%



Internal job offers

No religion / belief:
31.6%

Christian:
31.6%

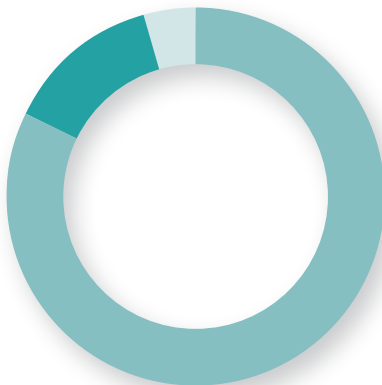
Other:
21.1%

Prefer not to say:
15.8%

SEXUAL ORIENTATION



Workforce



- LGBQ+: 4.2%
- Heterosexual: 82.3%
- Prefer not to say: 13.5%

Recruitment

2020-2021



9.7% of external jobs offered to LGBQ+ applicants

2021-2022



5.7% of external jobs offered to LGBQ+ applicants



No LGBQ+ staff were offered a job as part of an internal exercise

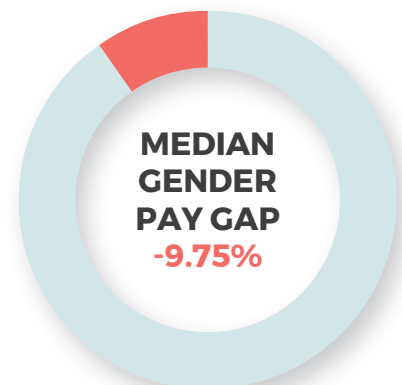
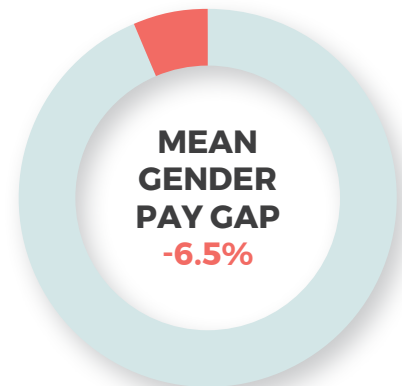
PAY GAP REPORTING

Gender

As with previous years, the Commission continues to experience an inverse gender pay gap, where women overall are paid more than men.

This bucks the national trend, which in April 2021 was 7.9%. Whilst the median pay gap has continued (as with previous years) to very slightly decrease, the mean pay gap this year has increased.

This can partly be attributed to a restructure of salaries at Executive Board level, as well as a 60:40 female to male split at E1 /Grade 6 level this year, compared to last year when it was 50:50 (as a result of two new joiners).



PAY GAP REPORTING

Ethnicity

As with previous years, the Senedd continues to have a significant ethnicity pay gap. This is mainly due to:

- A limited number of ethnic minority staff employed by the Commission as an overall percentage of the overall workforce; and
- The uneven distribution of ethnic minority staff, who are mainly being employed at lower bands on the pay scale

Caution is needed when reviewing this pay gap, as due to the small numbers of staff declaring themselves to be of an ethnic minority, even small changes to our staffing profile will have an impact.

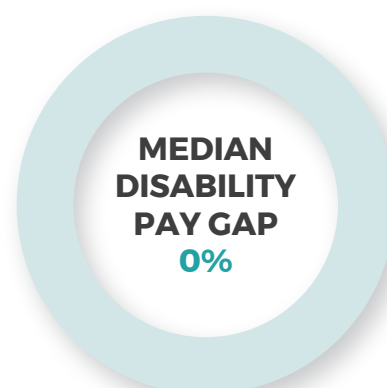
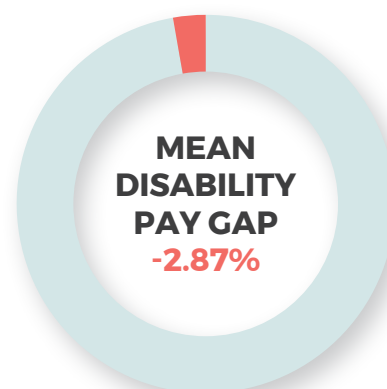


Disability

The Commission has no pay gap against median pay for staff with a disability / staff with no disability.

When looking at the mean pay gap, there is a small inverse pay gap, where staff with a disability overall are paid slightly more than staff with no disability.

Caution is needed when reviewing this pay gap, as due to the small numbers of staff identifying as having a disability, even small changes to our staffing profile will have an impact.



Supporting Our People during the Covid-19 Pandemic and Learning for the Future

The welfare and inclusion of our staff has been at the core of the Commission's approach to the pandemic, whether people are working on the premises or remotely.

We have continuously taken a measured approach to keeping all users of the estate safe whilst working on the estate, adapting to Government legislation and Public Health messages, whilst supporting the business of the Senedd to continue. Our focus on welfare and inclusion, ensuring that all building users felt equally safe, has encouraged all building users to consider each other's needs. We have actively supported all building users to follow the most up to date guidance on using the estate safely, including Lateral Flow Testing before entering the estate, and masks when circulating, and a redesigned building occupancy. The Senedd's internal Track and Trace procedure has supported business continuity, and a new desk booking system ensured both physical distancing throughout the estate, and opportunities to redesign a long lasting healthy workplace for the future.

Our HR, Estates and ICT Teams have worked closely to ensure that staff working remotely, either some or all of the time, have appropriate display screen equipment (DSE), including any reasonable adjustments and ergonomic requirements. As agile working will be a continuing feature of our future ways of working, we have procured a DSE online system which will continue to support those working remotely or on the estate.

Regular wellbeing support has been provided to all, whether on the estate or contributing remotely, focused on physical and mental wellbeing. Robust planning, informed conversations and individual risk assessments are the heart of returning to the estate, and will continue to inform inclusive future ways of working. Our Workplace Equality Networks, and particularly the MINDFUL network have continued to hold virtual drop-in sessions, creating a space for general chat and advice to all as and when needed.

Recognising the great numbers of estate users with caring responsibilities we have continued to provide adaptable support in this area, ensuring that our emerging agile ways of working can both deliver the business of the Senedd, and support Commission staff, Members, and their staff to support their caring commitments. Recognising that a number of our estates users live alone or in difficult circumstances, we have focussed efforts on maximising connectivity

between staff and teams. We have provided support for anyone experiencing domestic abuse during lockdown, including a safe place to work, and the introduction of a confidential loan facility for those in need. Regular wellbeing and business continuity pulse surveys, communication and all-staff meetings have ensured that we have tailored our approach to meet the needs and allay concerns effectively. These measures have similarly informed prioritisation and our business continuity resilience; providing us with new insights and practices for the future.

Workplace Equality Networks

Throughout the pandemic, our Workplace Equality Networks have continued to contribute to identifying and addressing problems for under-represented and disadvantaged groups and individuals within our organisation. They work hard to provide peer-support to colleagues, raise awareness of inclusion issues, and help impact-assess decision making to help build a stronger and more inclusive organisation. By providing pastoral support and promoting inclusion, the networks contribute to staff wellbeing and engendering a sense of belonging.

Participation in a network is a great opportunity for our staff to develop skills that they may otherwise not have the opportunity to develop in their jobs, such as critical analysis, event organising and blog writing.

Individual members of our networks work closely with our Organisational Development and Learning team to identify opportunities for progression, career development and learning goals. Farha is a member of REACH and was recently recruited to a permanent position. This is what she had to say:

"The Senedd Commission truly commits to investing in employees through various learning and development opportunities. I appreciate the advice and guidance provided to me by the Organisational Development and Learning team which has helped me to secure a permanent position within the organisation.

From the application stage to the interview preparations, the team were incredibly helpful, supportive and encouraging. They arranged an application form writing course for me and helped me to prepare for the interview, which helped to increase both the strength of my application and my confidence when applying for the position.

The support and advice provided has been invaluable and I'm incredibly grateful for the opportunities provided to me by the organisation which have helped me to progress within my career. "

Here is a sample of the kind of things that two of our networks have been involved with:

PLWS – Our LGBTQ+ Workplace Network

The past year has certainly been unique and unprecedented. Throughout it PLWS members and Allies have:

- Raised awareness of LGBTQ+ issues among staff and Members, including blogs for National Coming Out Day and LGBTQ+ History Month, and creating a bitesize *Gender Diversity in the Workplace* learning module delivered during Trans Awareness Week;
- Worked with the Communications and Engagement teams to ensure the Senedd marked and celebrated international LGBTQ+ Days on social media and internal communication platforms, including Trans Day of Visibility and International Non-binary People's Day
- Liaised with other networks, including the UK Houses of Parliament LGBT+ workplace network – ParliOUT, to discuss the activities of the respective networks and to build on our existing collaboration.
- Maintained social interaction and provided wellbeing support to one another.
- Continued its commitment to being a critical friend to the organisation and contributing to equality impact assessments for policy reviews including working flexibly, domestic violence, and returning to the estate;
- Meeting with Commissioners to discuss current issues affecting LGBTQ+ staff in the workplace.

REACH - Our Race, Ethnicity And Cultural Heritage network

REACH has continued to support colleagues and promote race equality. Highlights include the following:

- The REACH Co-chairs attended the BAME into Leadership Conference. Mahima, one of the Co-chairs stated:

"The comments made by numerous panel members allowed us to focus on the benefits of the event. The biggest lesson that I learnt personally is to never be afraid of expressing any of the barriers to representation in our workplace."
- Members of the network participated in a roundtable discussion on diversity and inclusion in the public sector, hosted by the Institute for Government as part of their "Future Leaders Series: How can the public sector equip itself to deliver more inclusive policies and services".
- Providing feedback on policy development.



Recruiting Employees

Virtual recruitment

Throughout this reporting period we have continued to deliver virtual recruitment. We have undertaken equality impact assessments of our process to minimise any potential barriers to inclusion. We have also provided guidance for hiring managers as to how to recruit inclusively in a virtual setting and have reviewed our onboarding arrangements to ensure an inclusive and warm virtual welcome.

Recruitment and Selection

Over the last reporting year, we have:

- Advertised our roles as agile in terms of both location and working pattern where possible;
- Strategically partnered with an executive search agency to diversify the talent pipelines and panels for senior Commission appointments and public and Crown appointments;
- Continued to monitor recruitment processes and enhance assessment design, create bespoke advertising strategies for campaigns, enhanced panel diversity and job description/candidate pack design, all with a view to attracting the widest range of talent;
- reviewing and where appropriate acting on candidate and hiring manager feedback; and
- Included a geographic location question and socio-economic background diversity questions for external candidates and reported alongside our wider findings in the Senedd Commission's Workforce and Recruitment Diversity Monitoring Report.

YMLAEN Graduate Internship for people from an ethnic minority background

This year, we have partnered with the Windsor Fellowship to launch a new internship programme, entitled YMLAEN, offering opportunities to four individuals from an ethnic minority background.

We are committed to attracting talent from a wide range of backgrounds and recognise the value in reflecting the diversity of the Welsh population. The successful interns will be located in four different service areas - Committee

Services, Strategic Transformation Service (STS), Communications Service, and Engagement Service.

Although the internship does not offer or guarantee a substantive role at the end of the 12-month period, the aim is for interns to develop the skills and gain the experience required for a Management Band 2 role within the Senedd Commission or elsewhere.

Training at the Senedd means that the successful interns will be at the heart of Welsh politics, developing their skills and knowledge on how to best navigate and assist a busy and exciting workplace. The Internship is an excellent opportunity that has been designed to provide interns with the understanding and ability to develop within a diverse and inclusive organisation.

We received an incredible 63 applications, interviewed 16 final applicants and offered placements to four successful interns.

Manon Antoniazzi, Chief Executive and Clerk of the Senedd said:

"We believe the workforce is stronger when it better reflects Wales' modern and diverse communities. This is an exciting opportunity for graduates to develop their skills and understanding in a high-profile and fast-paced environment at the heart of Welsh democracy."

Joyce Watson MS, Senedd Commissioner with responsibility for equalities, added:

"This internship programme is a great addition to the ongoing work of the Senedd Commission to ensure our workforce reflects the diversity of Wales. The programme will offer mentoring, coaching and guidance from experienced Senedd employees. It will also provide exciting opportunities for skills building and career development, with invaluable exposure to activities to help prepare for their future careers."

Employee Wellbeing Pulse Surveys and People Survey 2022

In 2021-22, three Wellbeing pulse surveys were conducted, to ask questions against the different pillars of the Commission's Wellbeing Strategy (physical wellbeing, mental wellbeing, connectivity / social wellbeing, and financial wellbeing). Questions were also asked to assess attitudes to Covid-19 and working from home. Average response rates across these surveys was 66%. Overall findings related to Diversity and Inclusion include:

- Staff feel supported and connected to their team: overall, 92% of respondents agree or strongly agree, however ethnic minority respondents were least likely to agree (71%)
- Staff feel that their line manager cares about their wellbeing: 96% of respondents overall agree or strongly agree, but ethnic minority respondents (80%), and respondents aged 50-59 (91%) were least likely to indicate their line manager cares about their wellbeing.
- 64% of respondents have suffered stress / anxiety over the last 6 months. 1 in 5 respondents rated their mental health as poor or very poor. Respondents who consider themselves to have a disability, ethnic minority respondents and respondents aged over 60 had the lowest average scores.
- 14% of respondents rate their physical wellbeing as poor or very poor. Respondents who consider themselves to have a disability, respondents aged over 60, and respondents aged 50-59 had the lowest average scores.

In addition to the regular pulse surveys that have given us an indication of the ongoing needs and wellbeing of our staff, we undertook our annual engagement survey in November 2021. Once again the survey provided those who completed it with their individual results and an action plan with suggestions for addressing issues they'd identified, based on the first six core themes of: Reward and Recognition; Information Sharing; Empowerment; Well-being; Instilling Pride; and Job Satisfaction.

With a survey response rate of 71%, employees scored 75.5% overall within the Six Steps to Workplace Happiness framework used within this survey, nearly 5% higher than other parliaments. Organisational culture scored very positively at 77.7% within the staff engagement index, more than 6% higher than other parliaments and civil service bodies. Other key overall results related to Diversity and Inclusion include:

- I feel happy at work: 71.2% responded positively
- My employer cares for my well-being: 78% responded positively
- I am treated with respect: 79.4% responded positively
- My views are heard at work: 72.9% responded positively

- I think that the Senedd respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.): 77.4% responded positively
- The Senedd Commission is committed to creating a diverse and inclusive workplace: 78.1% responded positively
- Do you feel sufficiently secure/comfortable to be yourself in work? 91.2% said yes and only 8.8% said no

However there was a marked contrast in the results among staff members from ethnic minority communities who scored 64% positively for 'I think that the Senedd respects individual differences', 62% positively for 'The Senedd Commission is committed to creating a diverse and inclusive workplace', 70% positively for 'I am treated with respect' and 59% positively for 'My views are heard at work'.

Positive scores among females from ethnic minority communities were slightly lower than their male counterparts, and less than half (45%) of them felt it was safe to challenge the way things are done in the Senedd compared to 56.3% of respondents overall feeling it is safe to challenge the status quo.

The contrast between positive scores from the overall average and those from specific groups of staff with other protected characteristics (e.g., disability, sexual orientation) was not as significant as that returned by staff from ethnic minority communities. Further work will be undertaken with the Race, Ethnicity and Cultural Heritage Network in order to identify the reasons behind these disparities and to jointly develop appropriate responses and solutions.

Diversity and Inclusion Week 2021

Diversity and Inclusion Week is an annual Senedd Commission event to celebrate difference, to learn more about some of our colleagues, and to consider how the Commission promotes inclusion. We invite our staff to consider their personal role in helping the Senedd to become a more inclusive organisation for our colleagues, as well as the Members and the public that we serve.

This year our theme was our organisational core values of >Respect >Passion >Pride. We looked at how D&I has become embedded in the work of the Senedd, the progress that was made in the Fifth Senedd and looking forward to the work that we have ahead of us in the Sixth Senedd. We shared a range of interesting resources covering a wide range of issues and intersectional identities.

Diversity and Inclusion Learning

We have adapted our learning and development provision to include a blend of virtual courses, e-learning and on-site training as we have navigated our way through the challenges of the pandemic. We have delivered a range of formal and informal training, including face-to-face training, workshops, and guidance and online resources ensuring that diversity is promoted is meaningful and accessible. All our training is underpinned by the concepts of diversity and inclusion.

During this reporting period, colleagues have accessed a range of training with a big focus on understanding mental health, managing stress, mindfulness and resilience to support them during the Covid-19 pandemic.

Our new Leadership Development programme, TANIO, has focused on our senior leadership cohort during this first year, and is designed to support diverse and inclusive leadership practices as the ask of our leaders continues to evolve. We have also delivered training to support line managers and host teams in preparation for our YMLAEN internship, including dignity and respect, race and cultural awareness and unconscious bias.

Working alongside other Parliaments, we have created and piloted an inter-parliamentary coaching network programme, training together, and coaching across Parliaments to support inclusive practices and a diversity of thought.

We have supported the induction and training of Members and their staff following the Sixth Senedd election. Information provided to Members at induction included signposting to relevant support and training. Members also have access to a series of intranet pages where they can access up to date guidance and information on equality, diversity and inclusion. The ongoing training offer for Members and their staff includes a range of diversity-focused training, including introductions to diversity and inclusion, dignity and respect training, unconscious bias, and mental health first aid.

We continue to expand our approaches to ensure Commission staff, Members and Members' Support Staff can access training remotely and continue to support our workplace equality networks to help foster support in line with our values.

Safeguarding and Inclusion of All

As the traditional ways of engaging with the public and with each other have adapted during the last two years, we have taken the opportunity to refocus on safeguarding in support of our commitments to welfare and inclusive outreach.

All of our staff who work directly in a supervisory capacity with young people are DBS checked to the highest (“enhanced”) level and have received extensive bespoke training by the NSPCC taking into consideration our unique and specific needs with the Welsh Youth Parliament. Our policies have been updated and Designated Safeguarding Officers have received refresher training including safeguarding of young people, vulnerable adults and support for victims of domestic violence.

As part of their commitment to safeguarding, and recognising the role places individuals in a position of trust, it is advised that each Member of the Senedd has a clear safeguarding code of conduct, policy and procedure in place to cover the delivery of their role. Safeguarding guidance documents have been developed to help Members write their safeguarding policy and accompanying safeguarding procedures. Level 1 and 2 child protection and safeguarding courses provided by the NSPCC are both available for Members and their staff. This year, the Children and Young People Committee have elected to undertake Safeguarding training together. This is now available for all Committees.

All events involving children and young people are also risk assessed, with safeguarding a key element in any assessment.



Developing our new strategy for the Sixth Senedd

We have identified existing and emerging workstreams which are informing the development of the Sixth Senedd's Diversity and Inclusion Strategy.

The following workstreams have been included in a set of draft priority objectives for internal and external consultation. The consultation was available on our website including in accessible formats, supported by a communications campaign.

The workstreams include:

Strategy and Governance

- Developing a new strategy through involvement and consultation.
- Aligning our workplace equality networks, senior champions and TUS colleagues through an Inclusion Board to give strategic oversight of our annual delivery of D&I objectives.
- Work cross-organisationally with Business in the Community Cymru to reach and engage with underrepresented groups.
- Work with strategic partners and commission expert advice where necessary.
- Annual D&I delivery plan published – with actions consolidated from all recruitment, diversity and pay data monitoring activities and also ethnic minority action plan and Comms/Engagement. This aligns with our People Strategy.

Leadership, Culture and Values

- Refresh D&I induction and refresher training.
- Continue to support the development of our workplace equality networks, chairs and champions – further defining roles, senior accountability and responsibilities.

- Develop a new behavioural framework which takes account of our organisational values.

Recruitment and Employment

- Continue to operate agile, inclusive recruitment that is likely to be virtual and takes account of our organisational values (post-Covid).
- Review our benchmarks for recruitment and workforce data in light of the pandemic and remote working and identify relevant and appropriate benchmarks to assess the efficacy of our efforts.
- Continue to monitor underrepresentation in our workforce and use advertising strategies to reach a wider audience and increase the diversity of our talent pipeline.
- Review conversion rates for external campaigns for ethnic minority and disabled applicants.
- Re-imagine our approach to talent management (development and progression).
- Design and implement an ethnic minority Graduate Internship.
- Continue to monitor and take action to reduce our gender and ethnicity pay gaps.
- Monitor socio-economic disadvantage of applicants and our workforce to gain insights that might inform decision-making and service design (as advised by the Senedd's Public Accounts and Public Administration Committee).
- Gather candidate and hiring manager feedback to help improve our processes.

An Accessible, Inclusive Parliament

- Support a drive in diversity and inclusion through attraction and recruitment for Public/Crown Appointments for which we manage campaigns and appointments.
- Link up our employer brand with Communications, Engagement and Outreach activities.

- A citizen-led approach to engagement with the people of Wales that effects behavioural change in people who have not to date participated in the work of the Senedd.
- Decision-making continues to take account of D&I at highest level i.e., equality impact assessments for projects and investments considered by Executive Board.
- Service area-specific D&I objectives.



Consolidated Diversity and Inclusion Actions (Workforce, Recruitment and Pay) – Annual Reporting 2022

Workforce and Recruitment Actions

- Review benchmarks, comparators and key performance indicators for workforce and recruitment for Sixth Senedd in light of Census 2021 data available in 2023.
- Develop a Resourcing and Talent Management Strategy that supports inclusive resourcing and talent management of existing workforce.
- Continue to monitor conversion rates across the protected characteristics for internal and external campaigns of all candidates and make any required changes to processes.
- Develop a new behavioural framework which aligns with our organisational values.
- Refresh candidate guidance, hiring manager training and include inclusive recruiting principles in Recruitment Policy following Recruitment Team training. Pilot different advertising strategies, including translation into community languages and targeted outreach.
- Continue to work with workplace equality networks to identify how to better support progression of all staff including staff with protected characteristics.
- Monitor diversity of hiring panels and increase the number and diversity of panel members.
- Gather and analyse data on social mobility diversity of employees.

Equal Pay Audit and Pay Gap Monitoring Actions

- We will undertake another mid-year pay audit in Autumn term 2022 to identify progress with regards to equal pay / pay gaps.
- We will continue to encourage staff to declare their personal information, with a particular focus on Religion / Belief, due to the lower

declaration rates in this area and Disability, as we believe that many people with hidden disabilities, mental ill health, dyslexia and other long term health conditions, who could identify with this definition of disability on our system, are not reflected in this data.

- We will work with staff to ask them to declare socio economic status in future, in order that we can report on and monitor the impact of this factor on pay.
- Representation across the workforce, and especially at more senior pay bands, continues to be a key issue for staff from an ethnic minority background, and for Muslim employees. We will continue to seek to encourage people from these groups to apply for roles with the Commission, and work with existing staff from these groups to ensure equal opportunity to development and progression.
- We have implemented a new pre-employment medical health checks, to encourage better discussion with staff from the start of their employment regarding disability / underlying health conditions, to help reduce stigma / concern around reporting of disability, and better enable us to identify and make reasonable adjustments. We will continue to review the implementation of this, and how this helps recruit and retain staff with a disability.
- Due to the pay difference for part-time males vs full-time males, we will look to promote / encourage more awareness of flexible working options amongst more senior grades.