

# National Assembly for Wales

## Assembly Commission

### Annual Equality Report

#### April 2012 – March 2013

#### Glossary of terms

**National Assembly for Wales** – comprised of 60 Assembly Members who are elected to represent the people of Wales, to make laws for Wales and to hold the Welsh Government to account.

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

**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.

**Presiding Officer** – the Assembly Member nominated by the main political parties to chair Plenary debates and to represent the National Assembly for Wales both in the UK and internationally.

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



We are proud to present the first Annual Equality Report for our Equality Plan 2012-2016. The Report provides information on the progress that we have made in achieving our equality objectives of engaging with the people of Wales, supporting our staff, supporting Assembly Members and embedding equality in everything that we do.

Highlights of the year include:

- Continuing to promote equality to Assembly Members, our staff and the public through equality bulletins, blog articles, an increased use of social media and having a number of events for Equality and Diversity Week;
- Welcoming a diverse range of visitors to our estate for tours, and an array of events and exhibitions;
- Undertaking an access audit to increase the accessibility of our estate;
- Making reasonable adjustments as required for Assembly Members, our staff and visitors;
- Engaging with people across Wales at meetings, events and consultations to gather their input into the development of Assembly Business;
- Developing policies to support the needs of Assembly Members, our staff and visitors;
- Having staff support networks to support staff and assist in the development of our policies. In 2012 we launched our networks for women and members of staff from black and minority ethnic backgrounds;
- Undertaking regular staff surveys;
- Providing mandatory equality training for all staff;
- Dramatically increasing our equality monitoring data for staff;
- Achieving external recognition for being a good employer – Investors in People Gold standard; Stonewall Top 100 employers; Top Ten family-friendly employers and Action on Hearing Loss Louder Than Words Charter;
- Running an apprenticeship scheme; and
- Holding a series of regional events and a national conference to examine the under-representation of women in public life.

We have included four annexes within the Report which provide detailed updates of our objectives as well as statistical data relating to our workforce, recruitment and equal pay information.

We strive to be an organisation with equality at our heart and will continue with our commitment to be an exemplar parliamentary organisation, employer and provider of services to the public.



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

**Equality and Access team**  
**National Assembly for Wales**  
**Cardiff Bay**  
**Cardiff**  
**CF99 1NA**

- Email: [Equalities.Team@wales.gov.uk](mailto:Equalities.Team@wales.gov.uk)
- Telephone: **029 2089 8204**
- Textphone: **029 2089 8601**

We also welcome calls from people using the Text Relay service. To use the Text Relay service, call 18001 0845 010 5500.

