

# Diversity and Inclusion: Annual Report 2020-21

June 2021



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.

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# **Diversity and Inclusion:** Annual Report 2020 - 2021

June 2021







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**Welsh Parliament**





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## 1. Foreword

This report provides an update on activities related to diversity and inclusion over the period from 1 April 2020 to 31 March 2021.

The Covid-19 pandemic has meant that we have experienced an unprecedented and challenging year like no other. In this reporting period, we have striven to ensure that the Senedd has operated to discharge its functions on behalf of the people of Wales. During this time, the safety and wellbeing of our staff, Members, their staff, contractors, whether on the Senedd estate or working remotely, has been of paramount importance.

We have seen a shift from face-to-face to virtual activities, which includes conducting Senedd business on both virtual and hybrid platforms ensuring that participation remained inclusive and accessible to all Members, engaging with the people of Wales through outreach using digital platforms to good effect, and supporting our workforce to deliver the entire range of our services remotely or on a hybrid basis whilst maintaining a sense of belonging and one team. We have assessed these changes to working practices by considering wellbeing, diversity, inclusion, accessibility and importantly by asking regular questions to ensure that our responses were aligned and appropriate. Our workplace equality networks have provided insight, expertise and most importantly, peer support, which has demonstrated their reach and impact.

We are proud of our approach to operating during a difficult year. Through our decision-making processes, the concepts of inclusion and fairness have been instrumental and ever-prominent, informing our thinking as to how to best adapt as an organisation in responding to the challenges presented by the pandemic. However there is always still more work to do, particularly embedding new ways of working to enrich the diversity of our workforce further, and ensuring a broader representation of the people of Wales in decision-making and senior leadership roles.

As we come to the end of the Fifth Senedd, our commitment is to ensuring that insights from our workforce, recruitment and pay data, together with the positive lessons that we have learnt, are embedded within a refreshed Diversity and Inclusion Strategy for the Sixth Senedd.

We welcome 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







## 2. Our Year in Highlights



**Stonewall:** Top Welsh Employer 2020



**Working Families:** Top 10 Employers 2020



Reaccredited as a **Disability Confident Employer**



This year we achieved  
**Investors in People Platinum Standard**



**Gender Split:**

Leadership Group **50:50**

Executive Board **50:50**



Times **Top 50** Employers for Women

Continued to reduce median gender pay gap, currently: **-9.8%**





### 3. Our Approach to Diversity and Inclusion

It is important that we continue to be accessible to the people of Wales and beyond: making it relevant, easy and meaningful for people to interact with and contribute to our work. It is also important that we are an inclusive employer, enabling all of our staff to realise their full potential.

#### Diversity and Inclusion Strategy

Our **Diversity and Inclusion Strategy 2016-21** sets out our priorities and objectives. Following the publication of this report, we will begin work on developing a new strategy for the Sixth Senedd.

#### 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.

#### 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**

# Workforce, Recruitment and Pay Diversity Monitoring 2020-21

Summary of Data Insights (as of 31 March 2021)

## OUR WORKFORCE

### GENDER SPLIT



**51:49** SPLIT BETWEEN WOMEN AND MEN IN OUR OVERALL WORKFORCE

**48.4%** OF EXTERNAL JOBS WERE OFFERED TO WOMEN



**51.6%** OF EXTERNAL JOBS WERE OFFERED TO MEN

### GENDER IDENTITY / GENDER REASSIGNMENT

- No staff have identified as trans
- 0.5%** of external applicants identified as trans, **JOB OFFERS: 0**

**28.6%** OF WOMEN WORK PART-TIME



**6.4%** OF MEN WORK PART-TIME

### DISABILITY

**5% OF OUR WORKFORCE IDENTIFIES AS DISABLED**



- One **INTERNAL** applicant was offered a job
- 8.5%** of **EXTERNAL** applications were from disabled applicants
- NO EXTERNAL JOB OFFERS** were made to applicants who identified themselves as disabled



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## SEXUAL ORIENTATION

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**4.6%**

OF OUR TOTAL  
WORKFORCE  
IDENTIFIES AS  
LGBQ+

**57.1%** OF LGBQ+ APPLICANTS FOR  
**INTERNAL** VACANCIES WERE  
OFFERED A JOB

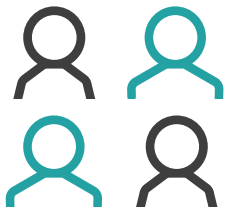
**18.18%** OF LGBQ+ APPLICANTS FOR  
**EXTERNAL** VACANCIES WERE  
OFFERED A JOB

Success rates throughout the recruitment process are nearly equivalent for LGBQ+ and heterosexual / straight people.

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## RACE / ETHNICITY

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**4.2%** OF STAFF  
IDENTIFY  
AS BAME

**81%** OF STAFF WHO IDENTIFY AS  
BAME ARE **IN THE TWO LOWEST PAY  
BANDS** (TS AND M3)

- External applications from BAME people have risen year-on-year from **4.8%** in 2016, to **7.7%** in 2021.
- No staff, who have identified as BAME, have been offered employment in an internal recruitment exercise.
- One person who identified as BAME was appointed to an externally advertised post.

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## AGE

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**5.6%** OF OUR WORKFORCE  
ARE AGED **25 AND UNDER**

**2.9%** OF OUR WORKFORCE  
ARE AGED **61-65**

**12.9%** OF TOTAL EXTERNAL JOB OFFERS WERE MADE TO PEOPLE AGED OVER 50

# Workforce, Recruitment and Pay Diversity Monitoring 2020-21

Summary of Data Insights (as of 31 March 2021)

## OUR WORKFORCE

### RELIGION / BELIEF

**33.3%** OF ALL **INTERNAL** JOB OFFERS WENT TO PEOPLE WHO IDENTIFIED AS HAVING A MINORITY RELIGION OR BELIEF

**32.6%** OF **EXTERNAL** JOBS WERE OFFERED TO PEOPLE WHO IDENTIFIED AS HAVING A MINORITY RELIGION OR BELIEF

**37.7%** of staff who filled in their data on our HR system declared no religion or belief

## OUR PRIORITIES

Work to ensure that we increase BAME representation in bands M1 and beyond (both through more staff self-identifying on our HR system as BAME, and employing more BAME staff at all levels, particularly at senior/ decision-making level).

Gather candidate feedback to identify and work to remove any potential barriers in our recruitment processes.

Explore with our LGBTQ+ network PLWS, what we can do to encourage applicants to share data concerning their trans status.

Monitor conversion rates for internal and external campaigns for disabled and BAME candidates and identify any potential barriers in our recruitment processes and adjust them accordingly.

Design and launch a BAME Graduate Internship.

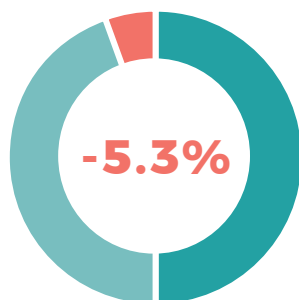




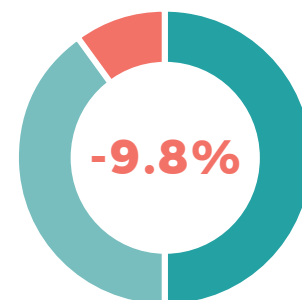
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## ..... PAY GAP REPORTING .....

**MEAN**  
GENDER  
PAY GAP

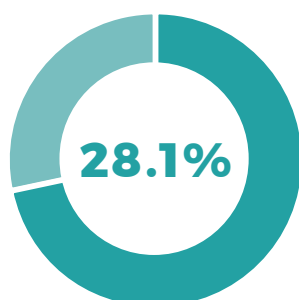


**MEDIAN**  
GENDER  
PAY GAP



As with previous years, the Commission continues to experience an inverse gender pay gap, where women overall are paid more than men. However, the pay gap for the Commission has continued to reduce this year (as with last year), which is positive traction towards neutralising the pay gap between men and women.

**MEAN**  
ETHNICITY  
PAY GAP



**MEDIAN**  
ETHNICITY  
PAY GAP



As with previous years, the Senedd continues to have an significant BAME pay gap. This is mainly due to a limited number of BAME staff employed by the Commission as an overall percentage of the overall workforce; and BAME staff mainly being employed at lower bands on the pay scale (57% of BAME staff are at the Apprentice / Team Support level).

## OUR PRIORITIES .....

Continue to be a committed signatory of the Race at Work Charter which has been designed to help organisations to address any barriers to recruitment and progression experienced by employees who identify as BAME.





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## Supporting Our People through the Covid-19 Pandemic

The welfare 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. The following actions have been taken to ensure that people can continue to work in a way that protects their health and wellbeing.

- On our estate, we have increased cleaning of high risk/high contact areas, introduced hand sanitisers and wipes at all building entrances, introduced one way systems and social distancing regimes within buildings, and used an electronic booking and occupancy tracker to ensure that building occupancy limits are effectively managed.
- The HR and Estates Teams have worked closely to ensure that staff working remotely have appropriate display screen equipment (DSE), including any reasonable adjustments and ergonomic requirements.
- The risks of staff working from home relating to isolation, mental and physical health and work/life balance have been recognised. Support has been provided to staff, such as, training and staff welfare sessions that have included mental and physical health tips; guidance including office yoga and exercise videos; links to MIND resources and the Senedd mental health toolkit; tips for maintaining mental health during isolation; as well as the provision of occupational health support if required.
- We have provided information for anyone experiencing domestic abuse during lockdown, guidance for staff working from home with children, and bereavement support.
- We have made sure that staff can work from the office premises where it is not possible for them to work from home for either personal, technical or premise reasons.
- Temporary changes have been made to our people policies to actively encourage a balance of flexible working and a focus on outputs and wellbeing, rather than on worked hours alone. This has allowed staff to find their own rhythm with regard to working, caring responsibilities and home-schooling.

- Supportive procedures have been put in place, including detailed risk assessments before users of the estate, on a limited basis, have attended the estate.
- Business Continuity and Wellbeing Pulse Surveys have been conducted on a regular basis and have allowed us to monitor the wellbeing of our staff, while also informing prioritisation and our business continuity resilience.

## Workplace Equality Networks



Throughout the pandemic, our Workplace Equality Networks, their allies and Senior Champions have continued to promote diversity and inclusion, assist with equality impact assessments and provide support for members.

Network chairs have worked closely in helping to develop our Diversity and Inclusion week, providing an intersectional approach to key themes. Chairs were invited to attend the all-staff meeting to be on the panel and share their stories of working throughout lockdown.

Our network chairs have undertaken bespoke learning and development interventions to help support their own growth and wellbeing as chairs and build the capacity of our networks more generally to help the organisation meet its diversity and inclusion objectives. The first session: 'Training for Chairs' was designed to facilitate more collaboration between networks and build an intersectional approach to diversity and inclusion. The second session: 'Empowerment Training'

assisted chairs to enable and empower members and allies through coaching and signposting. Network chairs provided feedback that the interventions were timely and supported their learning requirements.

Highlights of network activity include:

### **EMBRACE – Our Disability Network**

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EMBRACE has been supporting members through this time but also ensuring their voices are heard when discussions are held on future plans for the estate and working arrangements. Network members have brought forward some fantastic ideas and raised issues. It is so important that despite working from home we remain visible and continue to ensure our voices are heard. This shift to a virtual way of working has had an impact on all our members, for some this has meant being able to manage their disability in a more positive way.

*“As Chair, the last year has been a great way to learn more about our Members, what is important to them and how the pandemic is changing the way they view their work.*

*The virtual way of working hasn't stopped the Chairs of the all the networks working closely together and meeting regularly to ensure we discuss good practice, ways of working and best ways of supporting our members. Most members are in more than one network and this cross-over is really important. Whilst this year has been a difficult one, personally I have found there I have learnt so much to enable me to support members more and I look forward to working closely with members going forward into the sixth Senedd and hopefully more positive time ahead”.*

**Gemma, Chair of EMBRACE**

### **INSPIRE – our Gender Equality Network**

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The Network has continued to support staff over the last year through its contributions to the Commission's Diversity and Inclusion week, and National Day for Staff Networks.



## **Mindful – Mental Health and Wellbeing Network**

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The network has remained visible by promoting a number of awareness events and resources throughout the year, including:

- Sharing a 'Be Kind to Yourself' message for Mental Health Awareness Week;
- Marking World Mental Health Day by reminding staff of the internal and external resources and support available, shared personal blogs and experiences about adjusting and continuing to work well despite the impact of the pandemic on our day to day lives;
- Promoting Time to Talk day by sharing a blog from the senior mental health champion about the power of talking about how you're coping, keeping connected; and
- Realistic tips for looking after your own mental wellbeing.

*"Covid-19 has brought isolating, uncertain, and challenging times for everyone, whatever their living and working situation. The network has encouraged all staff to keep connected and talking with colleagues via their weekly online 'drop in' sessions.*

*Being chair of the Mindful network has allowed me to feel fully connected to colleagues, feel part of a team, and also keep my mind busier during quieter periods. It's been a huge positive and important for my own well-being; to share, support and encourage connection during the last challenging 12 months".*

**Karen, Co-Chair of MINDFUL**

## **TEULU – Working Parent and Carer Network**

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In recognition of Children's Mental Health week, TEULU joined the MINDFUL network to put together support, advice and useful resources for staff caring for and supporting children during lockdown, whilst most were juggling childcare, school work and working from home.

## **REACH – our Race, Ethnicity and Cultural Heritage Network**

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The REACH network has continued to support colleagues and promote race equality throughout lockdown, including the following:

- A podcast was produced featuring two of our network chairs and our senior champion, discussing race equality in the Senedd and wider society;
- Members from the network have attended the Race in the Workplace Conference 2021;
- Providing feedback on policy development;
- Members have attended a training session on ‘Being a better ally to LGBT+ People of Colour’; and
- Writing blog articles for Black History Month.

*“When I started my career at the Senedd, it became clear to me that the organisation truly embraces its values of Respect, Passion and Pride. I have always felt included into the team by supportive Managers who are approachable, understanding and encourage me to develop and flourish within my role. Additionally, by being given the opportunity to enrol on various training courses, this has given me the ability to build upon my skills and knowledge and work towards my career goals.*

*The REACH network provides an excellent networking opportunity for staff members at the Senedd, so they are able to meet BAME colleagues internally and externally from other organisations. By becoming a member of the Network, I have seen how REACH and HR work in collaboration, to allow the organisation to develop inclusive policies and pragmatic ways in which to promote diversity and inclusion in the workplace.*

*I’m grateful to work in an organisation that has created such a welcoming, supportive and inclusive environment for all staff*

*members because as a public sector organisation, the Senedd sets an exceptional standard of promoting best practice for equality in the workplace”.*

***Farha, Member of REACH***

## **PLWS – our LGBTQ+ Network**

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*“It truly has been an extraordinary year. As a network whose members identify as part of a broader community, lockdown has in many cases impacted our ability to be around people who are just like us and have a shared experience of being queer. Through the ongoing support of the Senedd Commission, we have been able to continue to provide support for our PLWS members and allies”.*

***Bleddyn, Co-Chair of PLWS***

Over the year, PLWS has:

- Marked international LGBTQ+ days through social media channels and internal communication platforms;
- Created and issued guidance on different LGBTQ+ topics;
- Sourced and provided Commission Staff, Senedd Members, and Senedd Members Support Staff training on a range of LGBTQ+ topics, including trans awareness training and how to be an ally to LGBTQ+ people of colour;
- Worked with our internal Workplace Equality Networks as a forum to further establish its presence as a critical friend to the organisation;
- Continued to meet virtually with members of the network as a way to maintain social interaction and provide wellbeing support during lockdown.



*"It's incredibly important to me to be visible at work. We spend too much time at work to constantly have to check what you say and how you act for fear of the reaction, I've been there, it's exhausting. When I was coming to terms with my sexuality there were no visible LGBTQ+ people where I worked at the time which made it hard for me to see how I could ever be myself properly in that environment. From a workplace cultural perspective, if we truly want to foster a culture of diversity and inclusion, visibility helps to build this. It's important for new people coming into the organisation, or people newly coming out in the organisation, to see people 'like them' and although I don't necessarily see myself as a role model I do want people to see that you can be out at work and know that it is ok. As co-chair of the LGBTQ+ network it's also important to be visible so people know who they can contact for support and advice".*

**Lisa, Co-Chair of PLWS**

## **Shift from Face-to-Face to Virtual Recruitment**

As a result of the pandemic, we shifted our face-to-face recruitment activities to virtual recruiting. We endeavoured to make this as seamless as possible and conducted equality impact assessments of our process to minimise any potential barriers to inclusion. We provided guidance for hiring managers as to how to recruit inclusively in a virtual setting and are currently reviewing our onboarding arrangements to ensure an inclusive and warm virtual welcome.

## **New Online Applicant Tracking System**

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We also deployed our new applicant tracking system which we have used to anonymise applications and use its data analytics capabilities to get deeper insights into our recruitment data.

## **Employee Engagement Survey**

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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 December 2020. For the first time, the survey provided those who completed it with their individual results. This included an action plan with suggestions on how respondents might go about addressing issues they'd identified, based on the first six core themes:

1. Reward and Recognition
2. Information Sharing
3. Empowerment
4. Well-being
5. Instilling Pride
6. Job Satisfaction

With a survey response rate of 76%, employees scored 77.2% overall within the Six Steps to Workplace Happiness framework used within this survey,

Key results related to Diversity and Inclusion where respondents provided a positive response include:

- I am happy at work: 73.9%
- My employer cares for my well-being: 79.6%
- I am treated with respect: 81.7%
- I think that the Senedd respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.): 79.4%
- The Senedd Commission is committed to creating a diverse and inclusive workplace: 79.1%
- Further work will be undertaken to interrogate the responses by protected characteristic in order to identify trends, issues and potential barriers.

## **Promoting inclusion in the Senedd Commission**

In addition to the activities generated by our Workplace Equality Networks, this year, we held our first virtual Diversity and Inclusion Week which consisted of a variety of information and training resources on topical issues, including:

- New online training which included a particular focus on understanding race bias and trans inclusion;
- Business in the Community (BITC) 'Let's talk about race' training for staff and a session for Leadership Team;

- Perspectives on Allyship with members, allies and chairs contributing across networks;
- Worked with the Official Languages Team and Welsh Learners' page to ensure there were Welsh-medium D&I resources promoted for the first time; and
- Intersectional Parenting blogs from three networks: PLWS, Embrace and Mindful.





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## 5. Outreach, Engagement and Democratic Participation

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. This year, due to the Covid-19 pandemic, we have adapted our engagement activities from face-to-face to virtual activities.

### Overview of public engagement

During this reporting period people across Wales have engaged virtually with us through workshops, presentations, events and activity related to committee consultations. Below, we celebrate some of our virtual engagement work and share some of the highlights of the year.

### Exhibitions

We moved our engagement online by sharing exhibitions as online galleries on our social media accounts and webpages, developed a Virtual Tour and organised regular online presentations which inform about the Senedd representation and useful information leading up to the 2021 Senedd Election.

These new ways of communicating have proved useful to break down barriers of visiting and interacting with the Senedd, and so we envisage the new offers remaining as the estate starts to open again.

Exhibitions closely follow the Senedd's corporate campaigns and promote diversity and inclusion to the public. Here are some highlights:

### Disability Arts Cymru

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Disability Arts Cymru has been supporting artists since 1982. Over the years, it has been instrumental in leading and challenging the many social and systemic issues, which have prevented many disabled people from training, expressing, or



leading within the arts sector. Things have been changing, and for this social media online gallery, Disability Arts Cymru selected three artists who have contributed to this change.

### **The Heritage and Cultural Exchange**

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While the Pierhead was closed for public exhibitions we celebrated the area's history online by posting a series of archive photos on social media. The photos were provided by the Heritage and Cultural Exchange, which inherited the collection from the former Butetown History and Arts Centre.

### **Windrush Cymru: celebrating the lives and journeys of a generation**

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In June 1948, the SS Empire Windrush docked at Tilbury Dock in Essex carrying over 450 passengers from the Caribbean. Over the next 40 years, thousands of people from Commonwealth countries followed in their footsteps, with many making Wales their new home. They often encountered hostility and discrimination. The Windrush Generation have made an invaluable and lasting contribution to life in Wales. This exhibition is their story, in their own words.

The exhibition was delivered in partnership with Race Council Cymru and St Fagans National Museum of History.

### **Gallery of Community Champions**

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This year saw many ordinary people do extraordinary things to ensure the wellbeing and safety of our communities. As part of our work to connect with communities, and to honour their hard work and commitment, we created an online portrait gallery showcasing community champions from across Wales.

Members of the Senedd were invited to nominate up to three champions from their constituencies or regions to be part of the gallery.

'Good-turn energy' is a translation of 'Egni Cymwynas', a poem by Ifor ap Glyn, the National poet of Wales written to accompany the gallery.

### **Collecting LGBTQ+ histories**

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To mark LGBTQ+ History Month and in the run up to the Senedd elections, Mark Etheridge, curator at St Fagan's National Museum of History selected key items from the museum's collection that highlight the importance of political activism and of using your voice.

## **Women, Wales and Politics**

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Marking International Women's Day and Women's history month in the run up to the Senedd election we celebrated the Welsh women who campaigned for the right to vote, and shared the experiences of Women in Welsh Politics.

### **Online engagement sessions and presentations**

Our online engagement sessions and presentations open up engagement opportunities to different people who traditionally may not come to visit the Senedd. This is for a variety of reasons: some people don't realise that the Senedd is open to the public; there are physical barriers such as geographical distance; and some people are concerned that they will not understand the language and jargon that we commonly use. We simplify a lot of jargon-heavy topics and concepts by using visual presentations and customising the information we provide to suit the audiences as appropriate.

In a similar way to how we would operate physical guided tours at the Senedd, we deliver 'general tours' to the public and then offer more specialist presentations depending on the needs and level of understanding of the group. The benefit of offering these two options of open and closed groups is that we are able to reach a larger variety of audiences and to tailor any ad hoc closed sessions to the needs of the group. This could range from probus groups, students, international parliamentarians, civil servants, public sector workers and members of the public with an in-depth understanding of the Welsh political landscape. The message that we always share is that the Senedd is a progressive, open and transparent parliament.

We have used a presentation entitled, 'An introduction to your Senedd' that offers a user-friendly experience, whereby a member of the public with little or no knowledge of politics in Wales would be able to understand and hopefully find the content engaging. We use appropriate language to suit the audience, as well as using interesting visuals to present this information in an upbeat and entertaining tone.

We have offered a range of times when delivering our sessions to improve accessibility for people with competing demands, including daytime, evening and weekend sessions.

### **Senedd 360 degree tour**

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During the Covid-19 lockdown, we developed a 360 degree tour of the Senedd whilst the building is still closed. The tour provided the public with a special "all

areas” access to the Senedd building from their laptop, tablet or phone. Launching this new technology allowed us to provide access to the public who may not be able to visit in-person.

## Audio Tours

We have developed a self-guided [audio tour](#) that sits on the our website. The tour delivers high quality, informative content, complementary to other aspects of the visitor experience.

Feedback shows that 75% of visitors said that 'it added to the experience a lot', 92% that the content was 'very informative', 56% that 'the tour's content added context otherwise not available'. Visitor have given feedback for a desire to see tours with the themes: architecture, devolution in Wales, sustainability, audio tour being delivered by a well-known person, and a young person's tour.

Going forward, we will be improving the audio tours to improve the usability of the tour, to connect with Senedd business and to improve accessibility including video tours, other language tours, BSL tours, tours aimed at younger visitors and specialist tours.





## **Celebrating Diversity and Inclusion**

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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.

### **Black History Month**

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The events and community engagement team noted Black History Month last year by commissioning Abu-Bakr Madden Al-Shabazz to host an online lecture sharing the history of the Windrush Generation in Wales. We also celebrated Black History Month in Wales by hosting a digital discussion with notable figures in Welsh society including rugby player Ashton Hewitt and writer/poet Eric Ngalle Charles. The event provided a platform for panellists to discuss experiences of race equality and their hopes and aspirations for the future.

### **The Eisteddfod**

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The Events and Community Engagement team worked in partnership with Race Council Cymru last year to curate a panel discussion within the societies digital pavilion programme at the Eisteddfod to discuss promoting racial equality in Wales and the future practicable steps which could be taken.

### **LGBTQ+ History Month**

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The Engagement Team worked in partnership with the Iris Prize, the world's largest, LGBTQ+ operated, Welsh film festival this year to note LGBTQ+ History Month. The event showcased two short films followed by a panel discussion with the Welsh directors. The event highlighted stories from real people who live in Wales and touched on Welsh LGBTQ+ experiences and the wider issues of our shared humanity, identity and our sense of home.

### **International Women's Day**

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To note International Women's Day this year, the Events and Community Engagement team worked to curate a panel of inspiring women from all parts of Wales. The event focussed on discussing the global campaign focus this year which was #ChoosetoChallenge which provided the women with a platform to share their stories of challenging stereotypes, supporting communities and causes and empowering women.

### **International Day of Disabled Persons**

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To mark International Day of Disabled Persons the Events Team curated a digital panel to discuss a vision for a more equal Wales. The panel discussions focussed

on reflecting that not all disabilities are visible, sharing experiences of the pandemic and suggestions for rebuilding a more equal Wales for the future.

## **Virtual outreach**

Historically, whilst the majority of the Senedd's engagement activities has taken place on the estate, the Covid-19 pandemic has required use of alternative communication and video conferencing tools. The benefit of virtual and online engagement is that activities are accessible to anyone with access to the internet and a device, including mobile devices, wherever they are based.

Microsoft Teams has been used for stakeholder engagement sessions whilst Zoom was used for the majority of events in 2020s online GWLAD series of events, which allowed for simultaneous translation adhering to the Official Languages Scheme. Online platforms support interaction with live audiences via Q&A, hand-raising or chat functions which were used successfully during the GWLAD series.

Online events allow for ambitious approaches to speakers and contributors as they do not need to be physically present at an event, gaining interest and participation from new audiences. Online activities have been streamed on various platforms including Senedd.tv, Facebook and YouTube as well as via Teams or Zoom platforms. This enables the audience to watch and engage with the event via their preferred platform.

Events can be recorded in both English and Welsh and made available on YouTube and podcasts. Links to the events can be sent to contacts and stakeholders after the event to be viewed at a convenient time. Disability groups have noted that this is particularly useful as many disabled people are carers themselves and unable to attend live events depending on scheduling.

We have engaged with a number of disability groups including but not limited to Disability Wales, Autistic Women's Empowerment Project, Scope, and Diverse Cymru, who have noted that virtual events are accessible to people with disabilities as there is no issue with accessibility of public transport and travel, and buildings and venues. This was also reflected in pre-submitted questions from disabled audiences during the GWLAD series of events.

Engaged with people from all parts of Wales, in communities across the country, and on our estate through workshops, presentations, events and engagement activity related to committee consultations.

## Welsh Youth Parliament

The inaugural **Welsh Youth Parliament** term came to an end in February 2021, culminating in a joint session between the Senedd and Welsh Youth Parliament Members. The meeting focused on the work undertaken by Welsh Youth Parliament Members, including recent reports **Let's Talk About Mental Health** and **Reduce Reuse Recycle** that were launched towards the end of 2020.

The work of the Welsh Youth Parliament continues to be influenced by young people from across Wales despite all work taking place virtually for the final year of the term due to Covid restrictions. The Welsh Youth Parliament Members were able to continue their work of engaging and involving young in their work during the pandemic by running virtual events, promoting surveys and other ways to get involved through social networks and within their schools, colleges and organisations.

Welsh Youth Parliament seeks to ensure representation of diverse groups of young people through working with 13 official Welsh Youth Parliament partners, who to return 20 of the 60 Welsh Youth Parliament Members. This ensures that young people who face real or perceived barriers to participation have the support they need to engage, and involve other young people from within these organisations to have a voice and input to the work.

We want to thank all of the official Welsh Youth Parliament partner organisations for all of their support during the first Welsh Youth Parliament Term. Those official partners include:

- Tros Gynnal Plant Cymru
- Ethnic Youth Support Team/Race Council Cymru
- Barnardo's Cymru
- Youth Cymru
- Talking Hands
- Carers Trust Wales
- Learning Disability Wales
- Urdd Gobaith Cymru
- Girlguiding Cymru



- Caerphilly Youth Service
- NYAS (National Youth Advocacy Service)
- Voices from Care

The application process for new WYP partner organisations for the second WYP term 2022-2023 will be launched at the end of May 2021.

## **Votes@16 and Senedd Election**

The Senedd and Election (Wales) Act gave 16 and 17 year olds the right to vote in Senedd Elections for the first time in 2021, and also extended the franchise to qualifying foreign nationals. To help raise awareness and understanding of the election we co-produced education resources with education professionals and young people available to use in a variety of settings including home schooling, with materials produced with signed BSL, and for those with Additional Learning Needs. We also worked in partnership with the Electoral Commission to deliver train the trainer sessions, and ran virtual workshops with a variety of schools, colleges, and youth groups including British Deaf Association, MEND, Glitter Cymru, Deaf Cool Youth Club Cardiff, Ethnic Youth Support Team.



## 6. Promoting Inclusion Beyond Wales

### **Commonwealth Parliamentarians with Disabilities**

In September 2020, Deputy Presiding Officer (DPO) Ann Jones MS was elected by her international peers to represent the interests of the 13 parliaments which make up the Commonwealth Parliamentary Association Region, as its Champion for Parliamentarians with Disabilities.

Since that time, the DPO has met virtually with the Association's other international champions and has led the participation of advocates in other parliaments within the UK and further afield to discuss priorities to take forward the work of this important network. As part of this Ann has been able to showcase the Senedd as well as to lead the work of creating an Accessibility checklist, as an audit tool to suit the needs of parliaments.

### **Network of Gender Sensitive Parliaments**

The Llywydd was invited to represent Wales as a founding Member of a new network of Gender Sensitive Parliaments, hosted by the Catalan Parliament.

The Llywydd gave a keynote address at the Network's virtual conference in November 2020 in which she was able to relay the good story the Senedd has to tell as a gender sensitive Parliament. Other legislatures participating in the conference included Speakers from the Valencian, Basque, Corsican and Scottish Parliaments. Following on from the conference, the Llywydd held a further meeting with the Deputy Presiding Officer of the Scottish Parliament to learn more of steps taken in Holyrood to attract women from BAME backgrounds into politics.

### **Commonwealth Women Parliamentarians (CWP) – involvement of Senedd Members**

The Senedd's Branch of the CPA has continued to play an active role in the Association's Commonwealth Women Parliamentarians throughout this reporting period. This work has been led by Joyce Watson MS and Rhianon Passmore MS and also included the participation of Senedd Commissioner Suzy Davies MS in the most recent CWP Conference, held virtually in February 2021, on the theme of "Prioritising Women's Representation and Promoting Gender Sensitive Parliaments"

## International Women's Day

The DPO chaired the Senedd's virtual International Women's Day event on this year's theme of 'Choose to Challenge'.

The panel included women from different backgrounds and sectors, which provided an opportunity for them to talk about their contributions, challenges, achievements and hopes for the future; with a view to the Election in May.

## Senedd Members' contribution to Women's Archive Wales "Setting the Record Straight" Project.

Over a dozen Senedd Women Members, past and present, including the Llywydd and DPO, have participated in this project. The aim is to safeguard the records and voices of women in Welsh Politics, ensuring that the contribution of Women Members of the Senedd towards the story of devolution is appropriately reflected.

Setting the Record Straight - Interview Clips 5 ([womensarchivewales.org](https://blog.library.wales/a-sprinkling-of-history/))

<https://blog.library.wales/a-sprinkling-of-history/>

## Petitions

A new website for petitions to the Senedd was launched on 30 April 2020. This was developed and tested against current accessibility standards and made a number of accessibility improvements to the previous petitions website. It meets the Web Content Accessibility Guidelines version 2.1 AA standard and features an **accessibility statement**. The new website has made it easier for everyone to create and sign petitions. Since it was launched, the average number of signatures per petition has increased by 45%.

A number of petitions relating to diversity and inclusion were received and scrutinised by the Petitions Committee. The Committee held a debate on petition **Make it compulsory for Black and People of Colour UK histories to be taught in the Welsh education curriculum**, which had received 34,736 signatures, during a Plenary meeting on 4 November 2020 and scrutinised petitions calling for **anti-racist teaching materials in schools**, **anti-racism training for Councillors and Members of the Senedd** and the **creation of a National Museum for Welsh Black, Asian and Minority Ethnic History and Heritage**.

The Petitions Committee also considered petitions relating to **blood donation rules for gay and bisexual men**, **teaching of LGBTQ+ Welsh history in schools**, **provision of prosthetic limbs on the NHS**, **priority vaccination against**



**Covid-19 for people with learning disabilities** and ensuring **retail is accessible to disabled people in light of the Covid-19 pandemic**.

## Widening the reach of the work of Senedd Committees

Much of the work undertaken during this period has focussed on the impact of the Covid-19 pandemic.

- The **Children, Young People and Education Committee** looked into impact of Covid-19 on children and young people, including students in further and higher education. To ensure that the Committee heard from a broad and diverse range of people, Members drew on a number of evidence gathering techniques, including a **child-friendly call for views, virtual discussions with looked after children, virtual roundtables with students in further and higher education**, and working in partnership with relevant organisations to speak with disadvantaged children. The **report** was published in March 2021. Given concerns about the impact of Covid-19 on Black, Asian and Minority Ethnic communities in particular, the Committee also held a **public evidence session with young people representing Race Council Cymru**.
- The **Equality, Local Government and Communities Committee** took evidence on the impact of the Covid-19 pandemic on inequalities, resulting in a **report** which made 44 recommendations, of which 42 were accepted or accepted in principle / in part by the Welsh Government.
- The Committee also looked at the impact of the pandemic on the voluntary sector, holding online focus groups with representatives from community and faith groups across Wales. Participants were sourced through a number of organisations including Wales Council for Voluntary Action, Ethnic Minorities and Youth Support Team Wales, Council for Wales of Voluntary Youth Services and the Interfaith Council for Wales. The evidence from these sessions then informed the Committee's **report** and recommendations to the Welsh Government, including calling for improved access to funding for the black and minority ethnic voluntary sector.
- At the start of the pandemic, the **Health, Social Care and Sport Committee** issued a rolling call for evidence to gather information in a light touch manner on an ongoing basis. In spring and summer 2020,

the Committee undertook a **survey** of frontline health and social care staff, carers and people receiving care or treatment in clinical settings and the community. During its work on long COVID in March 2021, the Committee wanted to hear from people with first-hand experience of the disease. It arranged an evidence session with a peer support group, Long COVID Wales. One of the symptoms of long COVID is brain fog, which can make it difficult for people to concentrate and formulate responses. In addition to the usual pre-session technical tests, the anticipated questions were shared with the witnesses in advance to give them plenty of time to consider issues and prepare their responses. During the meeting, Members focused on the areas of highest priority for them, and the Chair ensured that all of the witnesses had sufficient time to answer.

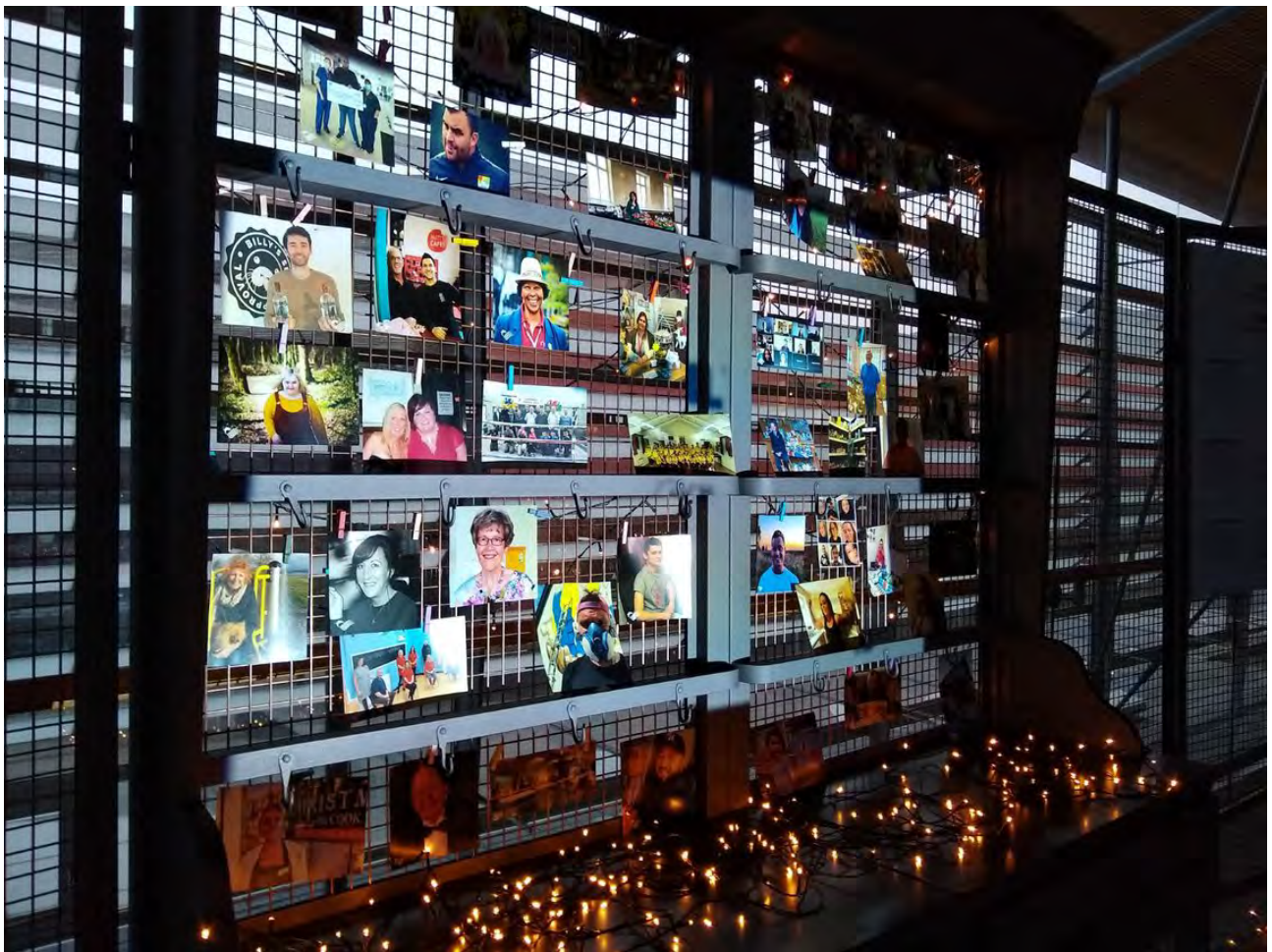
- The External Affairs and Additional Legislation Committee undertook follow-up work into the changes to freedom of movement after Brexit and its implications for Wales. As part of its scrutiny, the Committee re-engaged with EU citizens and individuals working for organisations who support them, who shared their views with the Committee during its initial inquiry in 2019. The Committee wished to explore the views and experiences of participants in those intervening months, in order to inform its letter to the Counsel General and Minister for European Transition and the Minister for Future Borders and Immigration at the Home Office. Those participating in the focus group represented organisations responsible for supporting EU citizens to apply for the EU Settlement Scheme, which included a number of vulnerable groups.

Other work undertaken by Committees this year covered a range of diversity issues.

- Partly in response to public reaction following the death of George Floyd summer 2020, the **Culture, Welsh Language and Communications Committee** undertook an inquiry into who gets remembered in public spaces. The Committee engaged with members of the public and organisations representing minority groups in Wales via a public consultation and a series of online focus groups facilitated by the Senedd's Citizen Engagement Team. Its **report** was published in March 2021.
- The **Committee on Senedd Electoral Reform's report** included chapters on diverse legislatures and inclusive legislatures, electing a more diverse Senedd, and diversity quotas. The Committee looked at why diversity

and inclusion is important and has a positive impact within legislatures, as well as potential actions that could increase diversity of representation.

- Early in the Sixth Senedd, proposals will be taken to the Chairs' Forum to assess and promote the **diversity of Committee witnesses**.











## 7. 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.

### **Senedd Elections 2021 – Voting Age**

The 2021 Senedd election will see 16 and 17 year olds able to vote for the first time. Electoral registration opened for younger people for the first time in July 2020. To support this, the Commission produced and published a range of educational online resources, including resources for teachers and students made available through the pan-Wales educational resources site, Hwb.

We also worked closely with partners in the electoral community, including the Electoral Commission, as well as with local government and Welsh Government colleagues. This helped to maximise exposure to the resources, and to ensure a more co-ordinated approach to informing younger people of their new rights, reducing overlap of resources and voter confusion.

A ‘Vote 16’ week was held in February 2021 to further promote the resources and help develop young people’s understanding ahead of the election.

### **Website and Content Management Project**

In December 2020, the Senedd launched a new website. Throughout the development process, the project team was focussed on the needs of the diverse users of our website, and therefore accessibility issues were extremely important. Once the new website was built, an independent company was engaged to test accessibility from the viewpoint of users with varying disabilities,



who use different tools such as screen readers or digital magnifiers when navigating websites.

Whilst the new website is a clear step forwards from our previous provision, before launch we eighty specific accessibility issues were identified and resolved which required investigation, whilst a further test post launch identified another 40 issues with which we continue to make improvements. Accessibility testing and improvements remain key activities as the website matures alongside improved levels of web accessibility training for our editors across the organisation.

A newly formed Senedd Website Editorial Board now has responsibility for oversight of our web presence, to ensure all our users can navigate the whole of the Senedd web eco-system and access the rich variety of content it contains.

## **Remuneration Board**

Diversity and inclusion is central to the work of the Independent Remuneration Board of the Senedd. Throughout its decision-making processes, the Board considers the impact of all its decisions on the protected characteristics.

In June 2020, the Board published its Determination on Members' Pay and Allowances for the Sixth Senedd. This Determination sets out new provisions specifically aimed at removing potential barriers to becoming a Member of the Senedd. The aim of the changes introduced is to help increase diversity within the membership of the Senedd. These include:

- an allowance for Members to help meet costs incurred in relation to a disability or disabilities (this was an extension of an existing provision);
- additional resources to help with a Member's workload during their period of parental leave; and
- a contribution towards care costs for children and/or dependents when Members are required to work beyond family friendly hours.

The full changes can be found in the Board's [Determination for the Sixth Senedd](#).

## **Research and Information for Members of the Senedd**

Senedd Research continued to mainstream equality and human rights issues in the research provided to Members of the Senedd and their staff.



In a year dominated by the pandemic, Senedd Research published more than 150 articles on COVID, placing particular emphasis on equality and human rights to draw out issues that might not be covered by other sources.

Of particular note were several equality-focused publications, including: an assessment of the **emerging equality issues** and **human rights implications** of the pandemic; guidance on **making human rights-compliant decisions in times of emergency**, and an assessment of the **Coronavirus Act** for its human rights implications.

Our other COVID articles covered equality issues in a range of ways:

- **Domestic abuse**
- **Children's rights** and the **impact of the pandemic on children**
- **Digital inclusion**
- **Employment rights**
- **Inequalities in the vaccination rollout**
- **The equality impact of remote working**
- **The unequal economic impact of the pandemic** and **economic recovery**
- **Young people and mental health**
- **Unpaid carers**
- **Characteristics of key workers**
- Statistics publications on **COVID cases and deaths** and **vaccinations** use gender- and age-disaggregated data wherever available

Racism and race inequality were covered more broadly through two articles in **October** and **March**, and covering the **teaching the histories of people of colour in the curriculum**.

For the previous three years 'gender equality indicators for Wales' have been published on International Women's Day. This wasn't possible this year, but the team produced a different publication on **gender and intersectionality**.

Senedd Research provided expert research and advice to various Senedd committee inquiries that covered equality issues, including (not limited to):

- The Equality, Local Government and Communities Committee's inquiry, **Into sharp relief: inequality and the pandemic** - summarised in **this article**;
- The Children, Young People and Education Committee's inquiry into the **impact of the pandemic on children and young people**;
- The Culture, Welsh Language and Culture Committee's inquiry into **who gets remembered in public places**;
- The Economy, Infrastructure and Skill Committee's inquiry into **remote working**, as part of which Senedd Research worked with academics from the COVID Expert Register to **understand the impact of remote working on different groups of people**. The Committee's **inquiry into economic recovery** also covered gender equality and youth unemployment;
- The Health, Social Care and Sport Committee's scrutiny of the response to the pandemic highlights issues such as the **human rights of older people in care, mental health, unpaid carers**, and much more;
- Suggested equality questions for all committee when scrutinising the draft budget, and the Finance Committee's **scrutiny of the draft budget 2021-22** specifically covered equality issues.

Our equality lead is currently seconded one day a week to the INTER PARES international parliamentary development programme to provide advice on gender and equality issues. A successful workshop has been delivered for the Bhutan parliament to train MPs and staff on how to conduct **gender-sensitive scrutiny of legislation, policies and budgets** and further work will be undertaken throughout the coming year.

## **Members' Business Support and Members' Continuing Professional Development**

During this reporting period, ongoing support from an inclusion perspective has been provided to Members and their staff which has included:

- delivery of Diversity and Inclusion Inductions to Members and their staff;

- supporting the professional development of Members and their staff by offering Diversity-focused training including: Managing Casework, Managing Unconscious Bias, Suicide Intervention, Mental Health Awareness and Mental Health First Aid, Management Development, Dealing with Challenging Situations, Building Personal Resilience, Modern Workplace Practices and Dignity and Respect in the Workplace;
- maintaining a Members' intranet page which includes up to date information and guidance documents to ensure Members and their staff can access equality, diversity and inclusion information readily; and;
- provision of an Equality and Access Fund.

## 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 have been carried out and completing Equality Impact Assessments as required;
- installation of additional access control handle sets linked to the new access control system across the Cardiff Bay estate;
- 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;
- when planning the return to the estate for building users, as part of the hybrid Plenary sessions, and COVID secure measures on the estate, accessibility was a key consideration including when devising the one way systems and installing additional signage;
- hybrid working pilots – we have installed a dual level breakfast bar in the tea point on 4A and the meeting pods on 1A, 3A and 4A have been specifically adapted and redesigned to be fully accessible by removing

the arms on the pods and narrowing the internal tables. The new banquette seating in the tea points on 1A and 4A is also fully accessible;

- installation of braille lift buttons and signage as part of the mechanical and internal refurbishment of lifts 4 and 5 in the Senedd building;
- installation of fully accessible speed styles and lanes in both the Tŷ Hywel and Senedd entrances; and
- installation of additional auto door push buttons throughout Tŷ Hywel and upgrading of the existing auto doors to include additional safety sensors.

## **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 are not invited to tender.

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 living wage employer and we pay above the living wage rate is paid 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 of our Contractors are encouraged to join our Workplace Equality Networks and attend their events



## 8. Progress Against Our Strategic Objectives

We've reviewed how we've met our strategic objectives for D&I as part of our D&I Strategy over the last year. We have also captured what we will do next and factor this into the development of our next strategy for the Sixth Senedd.

Objective One	Fostering Inclusive Leadership and an Inclusive Culture
Theme	What we've done this year
<b>Ensuring senior accountability and inclusive leadership</b>	Engaged with Business in the Community Cymru to assist us in delivering our strategic objectives in relation to D&I, Health and Wellbeing, Community Engagement which owned by leadership; instigated Senedd Commission representation and contribution at BITC Cymru Executive Board level
	Developed an Executive Level 2 leadership development programme, alongside our Executive Development programme
	Staff engagement survey and pulse surveys used to amend/update People Strategy where required
<b>Supporting and developing our Workplace Equality Networks (WENs)</b>	Developed an approach to bring networks and champions together (with HR and TUS)
	Encouraged and supported WENs to use different communications methods to engage e.g. podcasts for internal audience
	Provided learning and development interventions 'Chairs' Training' and 'Empowering Others' to support and develop resilience for Network Chairs (self-management, relationship management, escalation, listening skills etc.)

<b>Objective Two</b>		<b>Building on our Approach to Organisational Development</b>
<b>Theme</b>	What we've done this year	
<b>Identifying and removing barriers to inclusion</b>	Refreshed and re-launched our careers website pages which is aligned with our employer brand and focuses on our organisational culture and employee experience	
	Implemented our new online recruitment applicant tracking system in November 2020. Started to utilise data analytic capabilities to identify candidate source and make informed choices about our advertising and outreach strategies.	
	We streamlined application forms and use ATS to anonymise applications by removing biographical data such as name and gender.	
	Candidates can create a profile on our ATS to save time for future applications and can use the system on device of their choice, including smart devices.	
	Continuous improvement in developing engaging candidate information; rolling out candidate and hiring manager feedback; enhancing Management Information availability and use; capturing applicant data on socio-economic disadvantage	
	Assessed the shift to virtual recruitment activities through a D&I lens	
	Review D&I induction training for onboarding and refresher for the Sixth Senedd term	
<b>External benchmarking and recognition</b>	Awareness raising events – Black History Month, Time to Talk Day with content prepared by colleagues for colleagues (more detail in Our People chapter)	
	Disability Confident Employer status re-accredited	
	Investors in People Platinum award	
	Business in the Community: Race at Work Charter Signatory	
	Working Families – Top 10 Employer 2020	
<b>Learning and Development</b>	Times Top 50 Employers for Women	
	Learning and development activities have been undertaken virtually	

Objective Two	Building on our Approach to Organisational Development
<b>Inclusive workplace policies</b>	Equality Impact assessments for shift to virtual recruitment and return to the Senedd estate
	Our Policy Hub ensures that policies are reviewed and that EQIAs are conducted

Objective Three	Supporting Members of the Senedd and their staff to build diversity and inclusion into their work
Theme	What we've done this year
Building diversity and inclusion into their roles as employers, as service providers into their work as caseworkers, scrutineers and legislators	Delivered D&I inductions to Members and their staff
	MBS – Members and their staff have received learning and development sessions that have included: Managing Casework, Managing Unconscious Bias, Suicide Intervention, Mental Health Awareness and Mental Health First Aid, Management Development, Dealing with Challenging Situations, Building Personal Resilience, Modern Workplace Practices and Dignity and Respect in the Workplace;
	Members' intranet pages and D&I section including Equality Act 2010 Factsheets and other readily accessible information
	Remuneration Board – Determination for Sixth Senedd updated for the Sixth Senedd to include a new chapter to provide additional support for Members with disabilities or caring responsibilities. Provision is focused on removing potential barriers to standing for election as a means of helping to attract a diverse range of candidates.
Engaging the people of Wales	Shift from physical to virtual engagement activities (see Outreach, Engagement and Democratic Engagement Chapter)



Objective Three	Supporting Members of the Senedd and their staff to build diversity and inclusion into their work
	Promotion through social media for events including Black History Month, LGBT History Month, International Day of Disabled People, International Women's Day
	Events and exhibitions (please see attached report for detail)

Objective Four	Supporting Senedd Commission staff to build diversity and inclusion into their work
Theme	What we've done this year
Inclusive decision-making, service design and delivery	We continue to consider equality, diversity and inclusion as part of our ongoing work, when developing policies, services and making changes to our estate by requiring leads to conduct Equality Impact Assessments.
	D&I team and Workplace Equality Networks provided specialist advice and have critically reviewed Policies and Procedures, as well as supported the development of Equality Impact Assessments, to ensure diversity and inclusion is considered and any barriers are identified and mitigated against.
	Reviewed Service Area plans regularly in order to take into account diversity and inclusion considerations.
	Our Estate is continually reviewed to ensure it is accessible to all.
Taking diversity and inclusion into account when buying 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 are not invited to tender.
	Post contract-award, we conduct regular contract review meetings with our suppliers and one of the standard agenda items is corporate social

Objective Four	Supporting Senedd Commission staff to build diversity and inclusion into their work
	responsibility. We also have equality clauses in our terms and conditions.
	We are an accredited living wage employer and ensure that the living wage is paid 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 of our Contractors are encouraged to join our Workplace Equality Networks and attend their events.

Objective Five	Behaving as an Inclusive Employer that attracts and retains the widest pool of talent where all staff have the opportunity to realise their full potential
Theme	What we've done this year
Supporting our talented workforce	We have put in a range of mechanisms to support the wellbeing and development of our staff during the Covid-19 pandemic. Learning and Development provision has continued on a virtual basis and we have regularly surveyed our staff ascertain their wellbeing and engagement. More detail in 'Our People' chapter.
Recognising and addressing underrepresentation in our workforce	Used our new applicant tracking system to gain more insights from data re candidate source and protected characteristics; developed recruiting strategies for senior posts which include redesigning job packs, trialling different advertising platforms and advising recruiting partners of our diversity and inclusion objectives re underrepresentation; joined the Civil Service Vacancy Platform; adjusted our employer branding and imagery; peer review with public and private sector organisations; anonymised applications; colleagues from REACH Network have sat on recruiting panels; rotational representation from REACH network members at Leadership Group

Objective Five	Behaving as an Inclusive Employer that attracts and retains the widest pool of talent where all staff have the opportunity to realise their full potential
	meetings; reverse mentoring with senior colleagues and REACH members.
Collecting and using diversity data to identify and address any inequalities	<p>Our workforce, recruitment and pay data report are published in tandem for ease of access to the information. This year, we have attempted to present the data in a more engaging, visual format.</p> <p>From 1 April 2021, we will collect applicant data on socio-economic status. We will also be seeking candidate feedback on an ongoing basis for different stages of the recruitment process.</p>
	Headline data (see Our People chapter)



## 9. What Next?

We have arrived at the end of the Fifth Senedd and the end of this current strategy. Below, we identify existing and emerging workstreams which will inform the development of the Sixth Senedd's Diversity and Inclusion Strategy.

These workstreams include:

### **Strategy and Governance**

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- 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 BITC 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 BAME Action Plan and Comms/Engagement. This aligns with our People Strategy.

### **Leadership, Culture and Values**

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- Refresh D&I induction and refresher training.
- Continue to support the development of our workplace equality networks, chairs and champions – further defining roles and responsibilities.
- Develop a new behavioural framework which takes account of our organisational values.

## **Recruitment and Employment**

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- 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 BAME and Disabled applicants.
- Re-imagine our approach to talent management (development and progression).
- Design and implement a BAME 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 Committee).
- Gather candidate and hiring manager feedback to help improve our processes.

## **An Accessible, Inclusive Parliament**

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- 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 continue to take account of D&I at highest level i.e. EQIAs for projects and investments considered by EB.
- Service area-specific D&I objectives.

