

Diversity and Inclusion: Annual Report 2022-23

June 2023



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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www.senedd.wales

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Diversity and Inclusion: Annual Report 2022-23

June 2023





WELSH
YOUTH
PARLIAMENT

SENEDD
IEUENCTID
CYMRU

Capitol

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Foreword

This report provides an update on activities related to diversity and inclusion over the period from 1 April 2022 to 31 March 2023.

Diversity and inclusion have become increasingly important topics in today's workplace. As society continues to grow and evolve, so do our expectations for how we interact with one another. At the Senedd Commission, we believe that creating a respectful, diverse, and inclusive workplace not only benefits our employees but also enhances our ability to better represent and engage with the people of Wales, and the support the effective running of the Senedd.

This Annual Report is an opportunity to reflect on the work that we have done to make progress on diversity and inclusion. As we emerge into a post-pandemic world and continue to settle into new ways of working, we continue to embrace diversity and inclusion as part of our core values.

Various events across the world over recent years have highlighted long-standing societal issues, disparities and inequalities that we must tackle. We cannot afford to be complacent about the positive steps forward that have been taken. We continue to take concrete steps to foster a culture of respect and belonging, where our policies and practices make our organisation more inclusive and accessible for our staff, as well as the Members of the Senedd and the public that we serve.

Our new Diversity and Inclusion Strategy 2022-2026¹ focusses on our four main objectives:

- Diversity and inclusion underpin our everyday activities and strategic planning;
- Values-led leadership and culture;
- A representative, inclusive place to work; and
- An Accessible, Inclusive Parliament for the people of Wales.

We are pleased to be taking tangible steps to be at the forefront of inclusive and progressive employers in Wales. It is important for us to lead by example, continuing to transform our own organisation.

We recognize that creating a truly diverse and inclusive workplace is an ongoing process that requires continuous effort and dedication. By sharing this report, we hope to encourage transparency and accountability in our efforts to build a more diverse and inclusive workplace. Reflecting on what we've done, as well as what we plan to do next, we look forward to continuing the journey that lies ahead.

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 of the Senedd



Joyce Watson MS

Senedd Commissioner with responsibility for employees and equalities

¹ <https://senedd.wales/commission/work-for-the-senedd-commission/diversity-and-inclusion-at-the-commission/our-strategy/>

Our Year in Highlights

YMLAEN



We welcomed our first cohort of **YMLAEN Graduate Interns**. The scheme has been designed to provide temporary work placements for graduates from an ethnic minority background.

Our second scheme has launched, and will commence later in **September 2023**.

OUR WORK



We have reached out to **communities across Wales** to encourage democratic participation and engagement with the **work of the Senedd**, supporting committee enquiries.



We have monitored the **diversity of committee witnesses** to ensure that committee members hear from a range of voices.



Our **qualified teachers and youth workers** have continued to engage with children and young people to **develop democratic awareness** and to support the Welsh Youth Parliament.



We have **welcomed** people to exhibitions that celebrate diversity in Wales, including exhibitions on **older people, people with learning disabilities, refugees** and for **Black History Month**.

OUR STAFF



We have started to capture the **socio economic background information** for our staff and for job applicants to better understand who works for us and who sees us as an employer of choice.



We continue to **develop as an inclusive organisation** where our staff are equipped with the training and support that they need to **live our values**.



2022-23 saw the development of **LEAD**, our leadership programmes for our Ethnic Minority colleagues

Our Approach to Diversity and Inclusion

We are committed to being an accessible parliament that represents all the people of Wales and welcomes people from around the world. We aspire to be an exemplar and inclusive organisation for our staff, the Members of the Senedd and the public that we serve.

Our Diversity and Inclusion Strategy

Our strategy² for the sixth Senedd sets out our commitment to diversity and inclusion and outlines the following objectives for the rest of the Senedd term:

- Diversity and inclusion underpin our everyday activities and strategic planning
- Values-led leadership and culture
- A representative, inclusive place to work
- An accessible, inclusive parliament for the people of Wales

As part of this strategy, our service areas and teams across the Senedd Commission are tasked with considering diversity and inclusion in all aspects of their work. We continue to strive to be a welcoming place to work, to visit, and to represent everyone in Wales.

Our strategy is available on our website in full, in a summary form, in Easy Read and in British Sign Language.

² <https://senedd.wales/commission/work-for-the-senedd-commission/diversity-and-inclusion-at-the-commission/our-strategy/>

Our Values

Our corporate values solidify our dedication to be respectful, inclusive and kind, and to support the Welsh Parliament in a way that celebrates our individual contributions to serving the people of Wales.



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**

Diversity and inclusion underpin our everyday activities and strategic planning

Colleagues across the organisation work innovatively to build diversity and inclusion into their work.

Equality Impact Assessments

Equality Impact Assessments enable colleagues throughout the Senedd Commission to consider how their work may impact on different people. They are a way of ensuring that the needs of different people are fully considered when developing or reviewing all kinds of activities such as policies, procedures, or projects.

During this reporting period impact assessments have been undertaken on a range of work including reviews of HR policies and procedures, such as Manual Handling; Health, Safety and Wellbeing; Display Screen Equipment online project; Notice Periods; and First Aid.

Accessible Estate

We continually review the accessibility of our estate by undertaking monthly maintenance audits, acting on feedback, adopting best practice and considering access requirements for all refurbishment work that has been completed and undertaking an Equality Impact Assessments as required.

During this reporting period we have:

- engaged with the Royal National Institute of Blind People (RNIB) to undertake an accessibility audit of the Senedd with recommendations being implemented or included in future refurbishments;
- made changes to the tactile paving outside of the Senedd to increase grip and visibility;
- upgraded the accessible toilets, and toilets for everyone, in the Pierhead building;
- undertaken an Equality Impact Assessment of the redevelopment of the Pierhead permanent exhibition space;

- allocated a second quiet room in the Senedd that could be used Members, their staff, Commission staff and visitors;
- continuing with the programme of installing LED lighting to improve visibility in the Senedd and other areas across the estate for people with visual impairments and photo-sensitive epilepsy; and
- conducting an external audit on our induction loop provision in meeting rooms and common areas throughout the estate, with recommendations implemented such as installing new loop systems at each reception desk.

Other ways Diversity and inclusion are built into our work:

Senior accountability – To further advance senior accountability and ownership of our **Diversity and Inclusion Strategy**, members of our Executive Board each have a diversity and inclusion objective in their performance reviews.

Aligning strategies – Our Corporate Development Plan and individual Service Area Plans are aligned with our Diversity and Inclusion Strategy to ensure that our activities are strategic, resourced and deliverable.

Training – Diversity and inclusion are cornerstones of our training provision, with specific courses such as Transgender Awareness and Mental Health for Line Managers. We also build related topics into other training to make sure that inclusion is considered always, in all ways.

Building partnerships – We have close working relationships with a number of external strategic partners who provide advice, guidance and resources on different topics to help us to further embed inclusion.

Recruitment – Our name-free recruitment system enables job applicants to have confidence that biases will be eliminated from the application process. We have also continued to:

- Strategically partner with an executive search agency to diversify the talent pipelines and panels for senior Commission appointments and public and Crown appointments;
- Monitor recruitment processes and enhance assessment design;
- Create bespoke advertising strategies for campaigns, enhanced panel diversity, inclusive job description and candidate pack design; and

- Review, and where appropriate, act on candidate and hiring manager feedback, all with a view to attracting the widest range of talent.

Over the last reporting period, our Recruitment Team has developed an attraction plan which includes strategies to widen the talent pipeline, attract candidates to hard-to-fill vacancies and the ongoing development of marketing materials and outreach activities. Candidate guidance has also been reviewed to provide clarity on existing processes and reassurances to candidates who might be disabled as to the reasonable adjustments that can be made throughout the recruitment process.

Another key area of work is the review of recruiting manager guidance and training materials with a view to developing an inclusive recruitment toolkit for staff participating in recruitment panels. The concepts of bias, privilege and creating a positive candidate experience will be central themes throughout both the guidance and training materials.

Procurement – Equality is included as part of our sustainability risk assessments at the very start of the procurement process and 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. We conduct regular contract review meetings with our suppliers and one of the standard agenda items is corporate social responsibility. The Senedd Commission is an accredited real living wage employer, and we ensure that our in-house contractors are paid above the living wage rate by their employers. As they are not Commission employees, contractor staff did not receive the emergency cost of living payment provided by the Senedd Commission to some of its staff (those earning below £32k pa) in January 2023.

We seek to work with our suppliers to monitor and ensure fair employment practices and we reserve the right to request changes to any of those practices we consider to be unfair. We do this via our terms & conditions. In addition, we have regular contract review meetings with our main contractors, where we have insisted that they pay their staff above the real living wage and enhance their sickness policy.

Security – Our security service continues to promote inclusion by:

- sourcing gender-specific body armour as the standard issue vests were uncomfortable for female security officers;
- tailoring rotas to take into consideration any reasonable adjustments that our expected visitors may need. Staff are briefed if there are known needs identified such as groups of people with autism, groups with sensory impairments;
- ensuring that job adverts for roles within the security service are designed specifically to attract as diverse an audience as possible. Job descriptions are written to break down any barriers, highlighting the training provided once in post. Images included in the job specification also include the diverse team members currently in post; and
- appointing an outreach worker to help secure Members’ homes and offices. In addition to security measures, they have been taking into consideration and advising on accessibility needs.



The positive culture and friendly professional attitude coupled with hard work is at the heart of what we do in Security. Since working here, I have seen how the Welsh Parliament holds diversity in its core values. I have grown within myself and I am proud to be part of the team and look forward to a long career here

Shahzad, Security Officer

Values-led leadership and culture

All our colleagues understand their role in advancing inclusion and nurturing an inclusive workplace and parliamentary environment. Senior accountability for delivering this strategy is increased.

Diversity and Inclusion Training and awareness raising

As an employer we understand that the learning and development of our staff is key to developing an engaged and inclusive workforce. Inclusion training and support is available throughout the employment lifecycle, from providing guidance on how to complete an application form and inclusive recruitment, through to induction, career development, manager training, awareness raising and preparing for retirement.

In addition to previous dignity and respect training, we have started the roll out of mandatory dignity and respect training to all staff. This training will continue throughout 2023 and will cover how to identify and address inappropriate behaviour. We want to make sure that all of our staff have the confidence to recognise such behaviour and to know the correct procedures to follow when raising an issue.

Inclusion Month

In September 2022, we joined our parliamentary colleagues across the UK to offer a suite of presentations, events and learning opportunities to celebrate inclusion. These events included our “Allyship and me” presentation, as well as training sessions on dementia, cultural awareness, neurodiversity, the menopause, trans inclusion, caring responsibilities, and visual awareness.

Manager as Coach

The Senedd, Northern Irish Assembly and Scottish Parliament launched a collaborative Manager as Coach training programme for managers at all levels to provide the knowledge and tools to enhance team development, creativity, and task ownership.

Effective coaching skills are known to boost confidence, facilitate effective communication and improve performance resulting in improved morale, increased job satisfaction and productivity.

The interparliamentary approach gave us access to a wider, more diverse range of trainers with a breadth of experience and complementary skillsets, knowledge, and background, offering a valuable opportunity to form inter-parliamentary working relationships and networks.

LEAD development training for ethnic minority staff

Members of our Race, Ethnicity and Cultural Heritage workplace network and our YMLAEN graduate interns have undertaken management training designed to develop the competence and confidence of practicing or potential managers. This Learn - Engage - Action - Deliver training is supported by our Organisational Development and Learning Team as part of our evolving approach to talent management.

Awareness raising for an inclusive culture

We strive to be a welcoming and inclusive organisation, where our staff have the opportunity to learn about the lives and experiences of different people. By developing a culture of curiosity and learning, we are able to better understand our colleagues, as well as the Members and the public that we serve. This year, we have promoted a range of different issues, including awareness of menopause; diabetes; stress and mental health; Black History Month; LGBTQ+ History Month; baby loss; work-life balance; World Refugee Week; Gypsy Roma Traveller History Month; Ramadan; socio-economic background monitoring; and International Day Against Homophobia, Biphobia and Transphobia.

Dignity and Respect

We are committed to ensuring that the Senedd is an inclusive organisation free from intimidation and harassment. A tri-partite dignity and respect policy was put in place in 2018 and the policies are supported for example through training, Contact Officers, and support for wellbeing (such as Occupational Health and our Employee Assistance Programme). The policy, and how to access it, is regularly communicated to all concerned through a variety of means such as news page articles, at service level meetings and with full details of support on dedicated intranet pages.

Workplace Equality Networks

Our Workplace Equality Networks help on our journey to having an inclusive working culture that supports and values the diversity of those that work on our estate and where people feel comfortable, respected, and appreciated. The networks are instrumental to the organisation in our aim to achieve a safe, inclusive, and diverse working environment for all. The networks can also provide help with accessing learning opportunities to build both personal and career development, like communication skills, public speaking, presentation skills, management skills, and assertiveness training.

With hybrid working becoming the norm for many of the Senedd staff, our networks have recognised the increasing importance of being visible and available online. This year, our networks have undertaken a range of work to help us to become a more inclusive organisation. They have:

- provided members and allies with a safe space to provide peer support, share stories, and discuss helpful tips;
- promoted a range of awareness opportunities, including National Work Life Week, World Mental Health Day, International Day of Disabled People, flying the Progress Pride flag throughout February for LGBTQ+ History Month, and Black History Month;
- surveyed members and allies to understand how best to move the networks forward;
- worked with our learning and development team to provide tailored training to staff such as mental health for line managers;
- worked with other civil service networks to host events for network members;
- contributed to a range of equality impact assessments; and
- written articles to promote the Senedd as an inclusive workplace.

This year, we welcomed two new co-Chairs of INSPIRE, our Gender Equality Network. This is why they volunteered:

“We want other women in the Senedd to know they are not alone in the challenges and barriers we can face, and the network will offer a safe space to discuss these and support one another. It is also an opportunity to celebrate the wonderful women we have working with us in the Senedd – many of whom inspire us every day.”

PLWS at Pride

In August 2022, Manon Antoniazzi our Chief Executive and Clerk, was delighted to join members of our PLWS network, LGBTQ+ allies, Members of the Senedd and members of the Welsh Youth Parliament to march in the annual Pride Cymru parade through Cardiff. This is what she had to say:

“I was delighted to round off my recess by joining colleagues, Members and Youth Parliament Members at Pride Cymru in Cardiff on bank holiday Saturday. In a happy, celebratory spirit, the procession worked its way slowly around Cardiff City Centre to the delight of thousands of spectators. I was glad to be part of the Senedd’s presence and felt very proud to be marching in the name of an organisation that, as our banners proclaimed, represents all the people of Wales.”



Supporting Health and Wellbeing

We have a new Wellbeing Strategy for 2022-25 with an objective to

“...protect, promote and support organisational capability by achieving a workplace culture and environment where health, safety and wellbeing is championed by all, where people are able to bring their whole self to work, and where staff are enabled and empowered to make choices that support them to live well and work well.”

Within this strategy we have included diversity and inclusion data based on our regular wellbeing pulse surveys. In September 2022 we introduced a new question to the survey - ‘to what extent do you agree that you can bring your whole self to work - be authentic at work without judgement’. 81% of respondents agreed or strongly agreed. Monitoring results from the same survey demonstrates that, going forward, we particularly need to focus on how wellbeing support can be provided to disabled people, and people working at our team support level.

The Wellbeing Strategy also says:

“To engender culture change / employee participation in wellbeing programmes, senior managers demonstrating a commitment to wellbeing, and engaging with initiatives, is critical. Partnership working approach between HR and senior management to develop and deliver wellbeing action plans that deliver.”

As a result, members of our Leadership Team have created wellbeing action plans for each service area which sets out the key steps they will take to support wellbeing within their teams. These are based on the key themes identified for their areas from previous wellbeing surveys.

The Senedd community - One Team

Working in a more agile way, with some people working fully on-site, some who are fully at home, and some who operate a flexible model, means that we have had to work hard to maintain our culture as a welcoming and friendly workplace and our sense of being a Senedd community. Our colleagues use regular team meetings, supportive networks, and online fora to stay connected with others.

In our efforts to celebrate the One Team element of our corporate values, this year, we held our first all-staff meeting in person with a hybrid option for those unable to attend. The meeting featured the Annual Recognition Awards which acknowledged and celebrated the work of staff who represented the organisation's values, as nominated by their colleagues.

We also launched our first whole organisation Eisteddfod, launched on 01 March 2023. This event is to celebrate our diverse Welsh cultural heritage alongside the talent of Commission staff, Members, and their support staff. The aim is to forge a greater sense of pride and co-working within our Senedd community.

Free Sanitary Products for All Building Users

Following a suggestion from the Senedd Commission Trade Union Side (TUS), free sanitary products have been made available across the Senedd estate for all who need them. They have been made freely available in all toilets across our estate as well as in other accessible and 'changing places' facilities. These products have been accessible for any women, non-binary people, and trans men who have used our estate and may have been in need of them.

This initiative has promoted period dignity for all those who use our estate, in line with our commitment to inclusion and supporting employee wellbeing, and the Welsh Government's objective to promote period dignity across Wales.

Volunteering

Our special leave policy entitles each member of staff to five days of paid volunteering leave per year. The policy has been used to benefit individual members of staff and the local community in different ways including delivering free community meals for a charity and volunteer dog walking.

Team building exercise at Velindre Cancer Centre

“A small group of the security team visited the Velindre Cancer Centre to assist in their planning for a Young Ambassador’s event. Children were attending the event that were effected by cancer in some way, either themselves undergoing treatment, or their immediate family. Local businesses had donated items such as flatpack planters, gardening tools etc, so we as a small team helped building the planters in preparation for the event. It was a very rewarding day, allowing our small group time to work together as a team, but also contributing to a good cause, and promoting a good name for the Senedd security team.”

- Security Operations Manager





A representative, inclusive place to work

Our workforce reflects the society that the Senedd serves and is representative at all levels in our organisation. The widest range of people view the Senedd Commission as an attractive, prospective employer offering a unique, rewarding employee experience working at the heart of democracy in Wales. Our colleagues feel engaged and supported to realise their full potential.

Using data

Our online recruitment system enables us to collect anonymous demographic data on all job applicants. Internal data is collected through our HR /Payroll system and is presented in a way that does not enable any individual to be identifiable. Only a very small section of HR have access to the raw data.

We have continued to collect socio-economic background information on all job applicants and have this year collected data on our workforce.

Workforce, recruitment, and equal pay reports are published alongside this narrative report.

To mark International Pronouns Day in October 2022, we updated our HR system to enable staff to record their preferred pronouns, as well as providing options to self-describe their gender identity and sexual orientation. Our PLWS network produced an accompanying factsheet on pronouns and information on how to include preferred pronoun in email signatures.

COMMISSION STAFF HEADCOUNT



486

31 March 2023



474

31 March 2022



480

31 March 2021

SEX AND GENDER

WOMEN



50%

MEN



50%

No staff have identified as non-binary. Women represent 48% of staff in our three most senior pay bands, slightly reduced from 50% last year.

Working Pattern

75%

Full-time

93%

Full-time

25%

Part-time

7%

Part-time

Recruitment

Non-binary candidates form a proportion of total job offers for external roles (1.6%).

53.8%

Internal job offers

46.2%

Internal job offers

55.7%

External job offers

41.0%

External job offers

Gender Identity and Gender Reassignment

No members of staff have identified as trans. 3.3% of total applications for external roles were from applicants who identified as trans compared to 2.6% of applicants in 2022.

AGE

Workforce

21.6% of our workforce is aged 51 and over, up from 20.9% last year.

<21	21-30	31-40	41-50	51-60	61>
0%	13.6%	35.4%	29.4%	15.9%	5.7%

Recruitment

Internal job offers

<20	20-39	30-39	40-49	50-59	60>
0.0%	53.8%	15.4%	23.1%	7.7%	0.0%

External job offers

<20	20-39	30-39	40-49	50-59	60>
1.6%	39.3%	31.1%	11.5%	11.5%	3.3%

DISABILITY

Workforce

The percentage of staff who declared a disability increased from 6.3% (2022) to 7.4% (2023).

7.4%

Disabled

83.7%

Non-disabled

8.8%

Prefer not to say / no reply

Recruitment

7.7 % of internal jobs were offered to disabled applicants.

External job offers

13.1%

2022-23

9.4%

2021-22

0.0%

2020-21

ETHNICITY

Workforce

4.5% of staff identify as being of an ethnic minority, up from 4.2% in 2022.

45.5% of our staff who identify as being from an ethnic minority are employed at our lowest pay band (TS grade). This has decreased from 57.1% in 2021 and 50% in 2022.

4.5%

Ethnic minority

91.6%

White

3.9%

**Prefer not to say /
no reply**

Recruitment

There has been an increase in the percentage of total applications from ethnic minority candidates: from 11.0% in 2021-2022 to 13.0% in 2022-2023.

0.0% of internal jobs were offered to ethnic minority applicants.

External job offers

4.9%

2022-23

7.5%

2021-22

3.2%

2020-21

SEXUAL ORIENTATION

Workforce

4.7% of staff identify as being LGBTQ+, up from 4.2% in 2022.

4.7%

LGBQ+

82.7%

**Heterosexual /
straight**

12.6%

**Prefer not to say /
no reply**

Recruitment

0.0% of internal jobs were offered to LGBQ+ staff.

External job offers

13.1%

2022-23

5.7%

2021-22

9.7%

2020-21

RELIGION / BELIEF

Workforce

38.9%
No religion / belief

28.2%
Christian

11.1%
Other religion

21.8%
Prefer not to say /
no reply

Recruitment

External job offers

45.9%
No religion / belief

26.2%
Christian

23%
Other religion

4.9%
Prefer not to say /
no reply

Internal job offers

61.5%
No religion / belief

23.1%
Christian

7.7%
Other religion

7.7%
Prefer not to say /
no reply

Pay Gap Reporting

Gender Pay Gap - Hourly Pay

	2022-23	2021-22	2020-21	2019-20
Mean Gender Pay Gap	-4.8%	-6.5%	-5.3%	-6.7%
Median Gender Pay Gap	0.0%	-9.75%	-9.8%	-15.2%

Ethnicity Pay Gap - Hourly Pay

	2022-23	2021-22	2020-21	2019-20
Mean Ethnicity Pay Gap	23.5%	26.1%	28.1%	20.4%
Median Ethnicity Pay Gap	23.6%	35.8%	38.9%	21.7%

Disability Pay Gap - Hourly Pay

	2022-23	2021-22
Mean Disability Pay Gap	1.28%	-2.87%
Median Disability Pay Gap	0.0%	0.0%

Mental Health support

We are committed to continually improve the support we provide to staff in relation to mental health and wellbeing. Our Mental Health policy, launched in 2016, is undergoing a review and will be published later in 2013. The policy outlines our approach to managing the risks associated with stress and the ways in which we support employee's mental health and wellbeing.

We have also developed a stress and mental health risk assessment, which outlines our current control measures, in addition to further proposed measures, to reduce the risk of stress and poor mental health and wellbeing.

At the beginning of 2023, our Health, Safety and Wellbeing Team introduced a new Wellbeing staff newsletter to share tips, advice and resources in regard to mental health and wellbeing. It is an opportunity for HR to share relevant updates and reminders on support that staff and line managers can access. The newsletter is also an opportunity for staff to provide their own contributions in the form of a short blog post, or raising awareness around a certain topic that is important to them.

YMLAEN - our Ethnic Minority Graduate Internship

Our previous Diversity and Inclusion Reports highlight the low number of ethnic minority members of staff in comparison to local and national demographic figures, coupled with workforce and pay data that suggests such staff are concentrated at the most junior roles. In 2021, our Executive Board agreed to create an ethnic minority graduate internship scheme. This year, we have welcomed four interns to the Senedd Commission with a view to equipping them with the skills, knowledge, and tools to secure management roles in the public sector.

Working in partnership with the Windsor Fellowship to deliver the programme enabled us to advertise and promote to diverse communities across Wales, resulting in 63 applications for the four positions. The calibre of applicants was high and demonstrated clearly that the Senedd can successfully attract candidates from a much broader range of communities.

The interns undertake extensive training to develop leadership and technical skills designed in the hope of providing them with the best chance possible to secure employment in specialist areas at middle manager level or above. A lot of work went into preparing, engaging and up-skilling the host teams of the interns and

the wider Senedd of the benefits of this scheme, which resulted in both the interns and host teams feeling supported.

We have successfully launched our second YMLAEN Programme, following the same process and with the same programme objectives, aiming to have our next cohort starting their internship at the Senedd in September 2023.

One of our interns, Abida, has provided the following quote about her experience:

“After studying a mix of law and politics, and having a keen interest in communications and social media, I didn’t think I would be able to find a role that suited my interests. So when I saw that the Senedd were offering this internship opportunity, for graduates from ethnic minority communities, I jumped at the chance. One of the factors that had also convinced me to apply to the internship was the fact that no experience in the chosen field was required, but that there would be training and development throughout the year and opportunities for self-development also. At the time, I don’t think I would have applied had it not said that!

Before coming here, I hadn’t seen much representation of those from an ethnic minority background at the Senedd, so it was quite admirable to see that the Senedd were actively working on increasing representation.

I’m grateful for the opportunities that I’ve had during my time here, and the projects that I’ve led and worked on..

As someone with Bangladeshi heritage, of Islamic faith, coming from a low-socio economic area and being first generation in my family to attend university, there have been a few hurdles in my career. The internship has truly helped me gain confidence in my abilities. My team and everyone here have supported me throughout and I hope that more people, from an ethnic minority background, get involved in the Senedd’s work and also feel confident to apply to roles at the Senedd.”

Inclusive policies

We always strive to have progressive policies that enable our staff to thrive, whilst also giving them the flexibility and opportunity to create a good work-life balance. Most of our staff have the option to work from home for some of their working week and some members of staff, where service delivery permits, have used this opportunity to relocate to be near their families. One of our colleagues was temporarily working from Italy, after they needed to return home for a short time, for family reasons.

A member of staff who returned from maternity leave had this to say:

“As a new mum, returning to work can be quite daunting, however I've had an incredible experience here at the Senedd. Not only did I receive a wonderful welcome back from the team and the wider service, but my line manager has also been a huge support. They supported me to move from a 5-day working week to condensed hours which has really suited my new home life. They have also been there while I found my way back into my role. I feel very fortunate to work in such an inclusive environment.”

An Accessible, Inclusive Parliament for the people of Wales

The Senedd is an inclusive, accessible Parliament that identifies and removes any barriers that prevents citizens from participating in its work in a way that is meaningful to them. The work of the Senedd is understood by people and how it might impact them and their communities.

Committee Effectiveness Programme, research, and diversifying evidence

Committee monitoring

The Committee Effectiveness Programme was established to take forward the recommendations from Professor Diana Stirbu's report, **Power, Influence and Impact of Senedd Committees: Developing a framework for measuring committees' effectiveness**, published in May 2021.

Recommendation 5 in the report is to **Make diversity monitoring common practice**, for committee engagement activities, evidence gathering and committee witnesses.

The majority of Senedd committees record demographic information on committee witnesses as well as people who provide evidence for committee work, both written evidence and during engagement activities. This data is used to identify any gaps in our reach and to help remove barriers to participation.

From November 2021 until April 2022 Senedd committees **ran a pilot project** to monitor the diversity of committee evidence. The data showed that the majority of survey respondents had taken part in committee activity before, and the vast majority of participants contribute on behalf of organisations. It also suggested potential underrepresentation of younger and older people; people who are not educated to degree level or above, and people who are not working full time;

disabled people, and people with caring responsibilities; people who do not live in South Wales Central; and people from the private sector.

A **second pilot of the evidence diversity monitoring system**, building on the learning from the first pilot, began in October 2022. We expect to publish further information about the findings and next steps for evidence diversity monitoring in the second half of 2023. A range of work is being explored and undertaken internally to make sure that everyone is able to take part in the work of committees, including the development of new guidance and training.

Further information on Professor Stirbu's report is available below.

- Senedd Research blog: [***How effective are Senedd committees?***](#)
- A summary of the report: [***Summary research brief***](#)
- More information on the first pilot is available on the [***Senedd Research blog***](#)

More information on the importance of collecting monitoring information is available in our article [***Why the Senedd values diverse evidence***](#).

Increasing the diversity of research expertise and evidence

Senedd Research's **knowledge exchange programme** also aims to diversify the evidence available to Senedd Members and committees. The Knowledge Exchange **Strategy** outlines how the Senedd is strengthening connections with the research community to broaden, deepen, and diversify the evidence available to support scrutiny and law-making.

In 2022-23, teams across the Senedd worked together to deliver the strategy, by:

- Growing the Knowledge Exchange Network to more than 350 members from over 100 universities and research institutions;
- Delivering training to more than 300 researchers on how to effectively engage with the Senedd;
- Publishing the Senedd's first Areas of Research Interest (ARIs) to facilitate committees' access to new research and expertise. Over 65% of ARI respondents had never previously engaged with the Senedd, which equates to nearly 50 new voices engaging committees' work;

- Hosting nine interns through the UK Research and Innovation (UKRI) Policy Internship Scheme;
- Developing new links and maintaining existing connections with research institutions, research councils, and research networks, across Wales and beyond;
- Commissioning new research to fill evidence gaps in areas of interest to Members and committees;
- Holding a thematic exchange day on children and young people for Senedd officials and researchers from Cardiff University's new SPARK campus;
- Exchanging experiences, advice, and knowledge with parliaments around the world; and
- Supporting the development of the committee evidence diversity monitoring system.

Committee outreach

To help reach new and more diverse audiences, each of the Senedd committees are working closely with our Citizen Engagement Team. Below are some examples of our committee outreach work and how we strive to make the work of the committees accessible to all.

Public Accounts and Public Administration Committee

Our Citizen Engagement Team has facilitated interviews with people from different backgrounds who either hold, have held, or would like to hold public appointments. Our team supports the committee in further understanding people's experience of going through the public appointments process and what barriers exist that could discourage candidates from different backgrounds such as race, gender, disability, and socio-economic background. A screening survey was used to identify participants from underrepresented groups.

Health and Social Care Committee

A summary report of the inequalities in mental health online advisory group meetings has been published alongside the Committee's report. Both reports have been published in a variety of formats to support accessibility requirements.

The Online Advisory Group piloted and supported the design of neurodivergent-friendly material.

Petitions Committee

Our Citizen Engagement Team supported the Committee in hearing from young parents who are either in care or have left care by delivering four focus groups with care experienced parents. Two sessions were held in North Wales and two in South Wales, with Member involvement.

Equality and Social Justice Committee

Our Citizen Engagement Team arranged engagement with migrant women with experience of violence against women, domestic abuse and sexual violence, and front-line workers at Bawso in Swansea and Wrexham, South Riverside Community Development Centre, and Wrexham CLPW CIC Portuguese Diaspora from Wales.

Finance Committee

As part of its **public engagement sessions** which informed its consideration of the Draft Budget 2023-24, the Committee held an online workshop with members of the Welsh Youth Parliament on 23 June 2022 to hear views from young people. The Committee's budget priorities debate took place on **12 July 2022** and 5 members of the Youth Parliament who participated in the workshop were invited to an informal meeting with the Chair and Minister beforehand and sat in the public gallery during the debate. The Chair made a reference to their contribution during his opening remarks.

Local Government and Housing Committee

The Committee has been undertaking work on building safety and as part of that work was keen to hear from people directly impacted by the building safety crisis. One member of the Leaseholder Disability Action Group ("CLADDAG") that accepted the invitation does not have any voluntary speech and has involuntary vocal and motor tics.

Following discussion with the witness about their preferences and accessibility needs, it was agreed that they would prepare a short video clip setting out their views about the building safety crisis to be played at the start of the evidence session. It was then agreed that any further contributions made by the witness in

response to questions from Members would be made via the Zoom chat so that they could be read out by the clerking team.

By making these adjustments, the witness was able to contribute to the work of the Senedd and place their views formally on the Record. These views will inform a letter from the Committee to the Welsh Government about the impact the crisis is having on disabled people.

Children, Young People and Education Committee

The Committee have **committed** to putting the voices of children and young people at the heart of its scrutiny, and to using new and innovative ways to talk to people who are rarely – if ever - given platforms to have voices heard by political decision makers.

In October 2022, the Committee launched an **inquiry into services for care experienced children**. The Committee was determined to prioritise amplifying the voices of care-experienced children and young people, and parents whose children had been, or were at risk of being, taken into care . These groups include some of the most vulnerable children and young people in Wales. The inquiry approach was designed to maximise opportunities to hear directly from children and young people whenever possible. As well as traditional approaches to gathering evidence, the Committee:

- Undertook a total of 10 separate engagement visits across Wales, talking to children in care, care leavers, birth parents, and staff from various projects working alongside them;
- Held four separate stakeholder events, including one comprising five groups of birth parents with experience of different stages of the care and courts systems, and another with 12 care experienced children aged between 15 and 25 facilitated by Voices From Care Cymru;
- Held **an evidence session** in private with Rosie Squires, a care experienced Member of the Welsh Youth Parliament, and Elisa Jenkins, a care experienced legal professional with experience working with the Children’s Commissioner for Wales and Cardiff University researchers about the care system; and
- Sought the views of care experienced children, foster carers and professionals about the care system by attending the Voices From Care Cymru ‘Proud To Be Me’ event, speaking to attendees about the

inquiry, and asking them to anonymously submit ideas for radical reform into a ballot box.

The Committee's final report will be shaped by its engagement work. When the report is published, it will be accompanied by a summary version to report back to the children and young people whose views and experiences drove the inquiry.

Communications and Engagement Strategy

The Senedd is a place where voices from all backgrounds can be heard. It's somewhere inclusive and accessible, where all voices matter. This ethos is at the core of our Communications and Engagement strategy.

Over the past year our teams have been proud to work with people across Wales to ensure their stories are at the heart of our communications and engagement work, and that we are representative of all Welsh experiences.

This formed the basis of the theme of our St David's Day celebrations, *A Welsh Story*, where we highlighted some of the unique and vibrant experiences of people living in different parts of Wales in content for our **social media channels** and **website**. This included the stories of people who have sought refuge in Wales, are studying in Wales or have made Wales their home. It also highlighted those who are campaigning for LGBTQ+ rights in Wales.

The event showed that we are a modern parliament that celebrates diversity and inclusion within Wales. As part of our celebrations, we held an event at the Senedd, which welcomed refugees from Syria and Ukraine, and launched a new exhibition which traces the history of refugees in Wales. For some of the guests, this was their first visit to the Senedd.

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 website and social media.

The cost of living, particularly rises in the cost of energy and food, has dominated the political agenda over the past year. In response, Senedd Research published articles highlighting equality issues and the unequal impact of the cost of living on specific groups of people, including **Disabled people**, **Women**, **Low income groups**, **People in rural communities**, **The impact on people's health and wellbeing**, and **The impact on heating eating and housing**. Senedd Research

has also produced a **guide to help and information on the cost of living** which includes support for specific groups of people.

Articles on **health inequalities, the role of data in tackling inequality, access to justice** and **improving outcomes for people with a learning disability (on Learning Disability Week)** all focused on the equality issues facing particular groups of people.

Articles on **support for Ukrainian refugees in Wales, the European Union Settlement Scheme** and **human rights more generally** continued the spotlight on issues facing migrants.

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 **Gender based violence: the needs of migrant women** summarised **in this article**, its inquiry into **fuel poverty and the warm homes programme** and its **inquiry into women's experiences in the criminal system**;
- The Economy, Trade and Rural Affairs inquiry into **cost of living pressures**;
- Local Government and Housing Committee's inquiry into **housing support for Ukrainian refugees** and report on the **provision of sites for Gypsy, Roma and Travellers** summarised **in this article**;
- The Children, Young People and Education Committee's inquiry into **services for care experienced children**;
- The Culture, Communications, Welsh Language, Sport, and International Relations Committee inquiry into **allegations surrounding the Welsh Rugby Union**;
- The Petitions Committee's inquiry into **four-day week trials** summarised **in this article**;
- The Health and Social Care Committee's report **connecting the dots: tackling mental health inequalities in Wales** and its **inquiry into dentistry**; and

- The Scrutiny of the First Minister session focussed on **equality and human rights**.

To support Members in their scrutiny of the Welsh Government draft budget, the team circulated a guide to mainstreaming equality and held drop-in sessions to facilitate discussions around equality-sensitive scrutiny.

The Finance Committee carried out citizen engagement work **which included exploring equality-related issues**, and its **scrutiny of the draft budget 2023-24** specifically covered equality issues including recommendations on the unequal gender impact of rising living costs.

Throughout the year, Senedd Research has carried out quality assurance audits to evaluate efforts to mainstream equality; and will continue to build on this to support scrutiny of equality issues by Senedd committees and it's wider work.

Petitions Committee

The Petitions Committee continues to be a place where the people of Wales can raise issues relating to diversity and inclusion.

In May 2022 the Petitions Committee debated a **petition on Tourette's syndrome**, and heard from Members across every region of Wales about the challenges faced by their constituents in receiving appropriate support. You can **Watch the debate** or **read the transcript** by following the links.

Over the last year the Committee has looked at vast range of topics, including **blue badge eligibility rules**, **ADHD diagnosis pathways**, and raising awareness of the impact **endometriosis** can have on women's health and wellbeing.

The Committee has also conducted a piece of work hearing moving first-hand experiences from care-experienced children, and what it's been like for them becoming parents. Their report - **Supporting Care-experienced Parents** - was published in March, and the evidence we received will also feed in to a more wide ranging piece of work by the Children and Young People's Committee.

Member Learning

Both Members and Support Staff have access to a comprehensive programme of induction and training activities to support them in their roles. This includes a range of diversity-focused training, including introductions to diversity and inclusion, dignity and respect training, unconscious bias, and policy briefings on specific diversity strands. Members and Support Staff also have access to the

workplace equality networks, as well as a series of dedicated intranet pages where they can access guidance and information on equality, diversity and inclusion.

Senedd exhibitions

Exhibitions at the Senedd showcase the very best of Wales, ranging from partnerships with key national organisations to projects developed with Welsh communities. This year, we have featured historic and contemporary stories of multiculturalism, refugees, older people and people with learning disabilities.

Tiger Bay and the Docks: 1880s – 1950s

Working in partnership with **The Heritage and Cultural Exchange (HCE)**, three new displays have been created in the Pierhead that give visitors a glimpse into multicultural life in Tiger Bay and the docks from the 1880s – 1950s. The HCE selected some of their favourite photos from their collection and other local archives to show what the area looked like in the past and how it has changed.

<https://senedd.wales/visit/exhibitions/tiger-bay-and-the-docks-1880s-1950s/>



Wedding of Mohammed Hassan and Katie Link, c.1920 © unknown OWLS000339-13



Pilgrimage to Mecca procession, 1938 © unknown OWLS000339-18

Refugees from National Socialism in Wales: Learning from the Past for the Future

This exhibition traced the history of refugees in Wales from the 1930s until the present day. It tells the stories of those who fled from National Socialism in Central Europe to find sanctuary, drawing parallels with modern-day refugees.





The exhibition was launched at a special event on St David’s Day. We worked in partnership with the Welsh Refugee Council, to invite refugees who have settled in Wales, to the Senedd to meet the Llywydd and have a tour of the building followed by a traditional Welsh lunch of Cawl and special performance by Ukrainian singer and refugee, Khrystyna Makar.

<https://senedd.wales/visit/exhibitions/refugees-from-national-socialism-in-wales-learning-from-the-past-for-the-future/>



German-Jewish refugee Kate Bosse-Griffiths with her husband J. Gwyn Griffiths, 1939. © Heini Gruffudd.



Identity card of Renate Collins, who fled to South Wales from Prague on the Kindertransport in 1939. © Amy Daniel.

This is Older

From a punk-rocker to a mountain-sheep-farmer, and wild swimmers to allotment keepers, Age Cymru are delighted to present a thought-provoking exhibition which aims to break down negative stereotypes of older people. Created in collaboration with acclaimed photographer Jon Pountney and The National Library of Wales. Sponsored by Mick Antoniw MS
<https://senedd.wales/visit/exhibitions/this-is-older/>



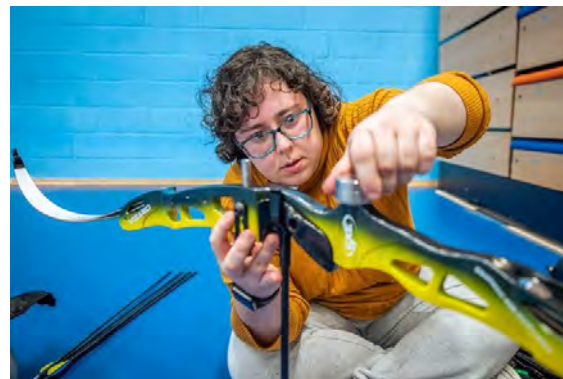
Through Our Eyes - All Wales People First

Through Our Eyes shares the stories of people with learning disabilities in Wales through photographs and videos. “Our exhibition challenges perceptions and stereotypes by highlighting the valued roles and activities of people with learning disabilities in our communities. We celebrate our achievements in employment, volunteering, sport, education and other areas of life.”

<https://senedd.wales/visit/exhibitions/through-our-eyes/>



Basketball player David out walking in Brecon. Natasha Hirst, Through Our Eyes.



Anna at archery practice with her team at Derby University. Natasha Hirst, Through Our Eyes.

Senedd Events

Black History Month

We held two events on the estate during Black History Month, working in partnership with Monumental Welsh Women and Ie, Ie Productions.

The inaugural Betty Campbell lecture was held in the Pierhead in partnership with Monumental Welsh Women, and as well as an audience of invited guests and members of the public, the guest speaker was Professor Olivette Otele, Distinguished Professor of Legacies and the Memory Slavery at SOAS, University of London. Betty Campbell was the first Black headteacher in Wales at Mount Stuart Primary School. We were delighted that pupils from the school joined us and performed during the event.

A special screening of Bafta award winning film, 'Black and Welsh' and an 'in conversation' event with Producer Catryn Ramasut and Director Lianna Stewart, was held in the Pierhead to coincide with the showing of the film in the Senedd's curation corner through the month of October.



Guestlist were created for both events to include representatives from organisations including BAWSO, EMWWAA, Race Council Cymru, Race Alliance Wales, Caribbean Association of Wales, Diverse Cymru, Race Equality First, Ethnic Minority Welsh Women Achievement Association, Unity in Diversity, Chwarae Teg and WEN Wales.

This is what one of the interns, Lukas Evans Santos, had to say about the programme and Black History Month:

“Actions speak louder than words. Celebrating Black History is more than just observing it during a special month of the year. It is about honouring the past but it is also about actively engaging with the present, hoping for a better future. YMLAEN is a big step not just for now but for what is to come and it goes with the £2 coin statement “standing on the shoulders of giants”. There are a few who came before us and we stand on their shoulders. What we do has the potential to project those that will come after us into a better, more accepting and more diverse workspace.”



Education Service

Our education service meets pupils from diverse backgrounds throughout the year, both in Siambwr Hywel, our dedicated education suite, and in schools across Wales. We engage with pupils from a variety of backgrounds including lower socio-economic areas, pupils with additional learning needs, and pupils from ethnically diverse backgrounds.

Case study: Discussing race

Pupils from Mount Stuart Primary School in Butetown, Cardiff requested a debate on “Mandatory teaching of Black History in schools is a big step forward, but there’s more to do.” As part of the conversation, pupils were shown a video of Welsh Youth Parliament Members delivering speeches on racism and were visited by our teachers on an outreach session before they visited Siambwr Hywel. Pupils from Mount Stuart Primary School appeared in a video for the new curriculum where there was mention of the Senedd’s Education Service.

Case study: Empowering young voices

Teachers in our Education Service provided training for other teachers from across Wales in collaboration with the Future Generations Commissioner, Children’s Commissioner and the Electoral Commission. Attendees came from a range of local authorities and the discussion included empowering young people to have a say regardless of their economic situation, race, gender and all protected characteristics.



Welcome to the Serpentine



Welsh Youth Parliament

The second Welsh Youth Parliament was launched in 2022 and continues to let children and young people, aged 11-17 have their voices heard. The Youth Parliament is voted for by young people, run by young people, for young people.

The Welsh Youth Parliament works with a range of partner organisations to ensure the representation of diverse groups of young people. Each organisation elected a young person from within their membership to be represented on the Welsh Youth Parliament, ensuring the unique perspective of young people from a range of different backgrounds is heard throughout its work.



The Welsh Youth Parliament Members (WYPM) voted to prioritise the following three issues during their two year term, **Mental Health and Wellbeing**, **Education and the School Curriculum** and **Climate and the Environment**. One of the strategic aims of the Welsh Youth Parliament (WYP) is to ensure that it proactively considers how all issues prioritised by the WYP impact upon marginalised groups of young people.

The WYP held meetings in Llandudno, Llanelli and Pontypridd on Saturday 4 March to discuss its work across their three priority areas of Our Mental Health and Wellbeing, Climate and Environment, and Education and the School Curriculum. Each of the Welsh Youth Parliament committees on the three issues met to discuss a broad range of work including analysing the Welsh Government's response to the WYP Mental Health report, finalising the latest consultation on public transport and deciding on the scope of the work for the final consultation on education.

During the Welsh Youth Parliament consultation on Mental Health and wellbeing, WYPM identified specific groups of young people they wanted to talk to and learn more about how they are affected by the issue. The WYP ran focus groups with young people with additional learning needs, young people with disabilities, young people from low socially economic areas, care experienced young people and young people from ethnic minority backgrounds and LGBTQ+ communities.

The Welsh Youth Parliament is committed to work inclusively and support its Members to access information and engage with our work effectively. As a result, all of our meetings have speech to text capacity, Kuwaiti translation, and key documents and consultations are translated into Easy Read. We also work closely with Learning Disability Wales to ensure the way we communicate with Members suits varied needs. Additionally, we always offer the option to translate our consultations into different languages. The last consultation on Mental Health and Wellbeing was translated into Pashto, French, Kurdish, Sorani, Vietnamese and Arabic upon request.

During a residential weekend, Members of the Welsh Youth Parliament worked with Cafi Wyn, the Welsh Poet Laureate for Children, and Megan Elinor, a Welsh artist, to compose a poem within a piece of art which reflected the diversity of their linguistic and cultural backgrounds. The poem is called 'Fel Un' to reflect the feeling of unity amongst the WYP members as well as the inclusivity and diversity it promotes. There are six languages in the poem, representing the languages spoken within the Welsh Youth Parliament. They are Welsh, English, Arabic, Spanish, Punjabi, and Kinyarwanda (Rwanda).

As One

Who are we?

Togetherness that inspires.

Happiness, happiness and enjoyment

across the world,

spreading compassion and sympathy,

we love with respect and pride and it's all good

in between the listening and the speaking,

to listen and to speak,

We! We are! A strong river of passion

Draw the future.

As one.

Fel Un

Pwy ydym ni?

Togetherness sy'n ysbrydoli

Hapusrwydd, feliciadau

a mwynhad

ar draws y byd,

Ue daerwn impuhwe,

carwn with respect a pharch

na ni byiza

in between the gwrandu ar siarad,

Sumna te bolna

Yssi! We are! Yn afon

gref o angerdd

نرسو المائتة

Fel un.