

# House Committee

## APS Annual Equality Report 2005-06

### Purpose

To present Members with the Draft Assembly Parliamentary Service Annual Equality Report 2005-06

### Background

The draft report attached at Annex 1 outlines the work undertaken in APS between April 2005 and March 2006 to ensure that the business of the Assembly is conducted with due regard to the principle that there should be equality of opportunity for all people.

### Issues

In response to suggestions from Members of the Equality of Opportunity Committee at their meeting on 24 November 2005 the report distinguishes more clearly between the processes implemented in order to ensure equality of opportunity within the work of APS and the outcomes which have resulted from these processes. The draft report also sets out clear arrangements for the regular monitoring of work undertaken to promote equality across APS and provides information on both progress made since the end of March 2006 and future plans.

Examples of progress made in 2005-06 include:

The development of an innovative ethnic minority outreach programme which aims to raise awareness of the APS as a potential employer and provide guidance on APS recruitment procedures

An increased focus on equality related issues within Assembly Subject Committees supported by staff within the Members' Research and Committee Services

The continued development of flexible working arrangements such as home working

The awarding of a contract to produce the leaflet "Your guide to the Assembly" in British Sign Language

The establishment of an APS Equality Steering Group which is chaired by the Clerk and is responsible for the monitoring of progress made in the promotion of equality across APS

In addition to the continued work undertaken by the APS access advisor, an equality capacity building project with a full time seconded member of staff was established and an HR manager with special responsibility for equality related issues recruited.

## **Compliance**

House Committee has delegated responsibility for the provision of facilities, accommodation and other support services to Members under standing order 18.2. In carrying out this responsibility, the Committee should have due regard to the principle that there should be equality of opportunity for all people which is a requirement under section 48 of the Government of Wales Act 1998

## **Financial Implications**

The majority of the costs associated with fulfilment of the duty to promote equality can be met from existing budgets. Any specific proposals which have additional financial implications will be submitted to the House Committee for approval.

## **Recommendations**

Members are asked to consider the draft report. Any comments or suggestions can be incorporated into the final report which will be considered by the Equality of Opportunity Committee on 25 October 2006.