

Prif Weithredwr a Chlerc y Senedd  
Chief Executive and Clerk of the Senedd

Mark Isherwood MS  
Chair of Public Accounts and Public Administration Committee  
Senedd Cymru  
Tŷ Hywel  
Cardiff Bay  
CF99 1SN

29 June 2022

Dear Mark

### **Public Accounts and Public Administration Committee Report on the Scrutiny of Accounts 2020-21**

Further to my correspondence on 2 February 2022 in response to the **Public Accounts and Public Administration Committee report on the Scrutiny of Accounts 2020-21**, I am writing to update the Committee on progress in responding to the different components of recommendation 3 of which are addressed in turn in the Annex. I also attach full copies of 2021/22 Equality Data Monitoring and Annual Report(s) which are due to be published alongside the Commission's Annual Report and Accounts shortly for your interest.

I do hope this provides insight into the work of the Commission as an employer in its continued commitment to furthering inclusion for all. Do let me know if there is any further information that Committee Members require as a result of this letter and/or accompanying reports.

Yours sincerely





**Manon Antoniazzi**

cc Senedd Commissioners, Executive Board



Croesewir gohebiaeth yn Gymraeg neu Saesneg. We welcome correspondence in Welsh or English.



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## Public Accounts and Public Administration Committee Report on the Scrutiny of Accounts 2020-21 – Progress against recommendations

**Recommendation 3.** *We recommend that the Senedd Commission continues to work to understand drivers resulting in the low representation within their workforce from ethnic minority communities and lower socio-economic groups and strengthens policies and takes actions to reduce perceived barriers and pay gaps for these and other diverse groups*

### **Accepted (ethnic minority communities)**

*The Commission is working continuously to ensure that it understands and resolves the low representation within the workforce from ethnic minority communities, particularly at senior grades.*

### **Noted (lower socio-economic groups)**

*Since April 2021, the Commission has included socio-economic data within its recruitment processes which will provide an understanding of the socio-economic diversity of the applicant pool in the first instance. The information will be reviewed alongside the Commission's annual Diversity and Inclusion reporting mechanisms in May 2022.*

### **Ethnic Minority Community Representation in the Commission's Workforce**

The Commission continues to work to understand and resolve the low representation within the workforce from ethnic minority communities at senior grades/decision-making level.

As of 31 March 2022, 4.2% of our workforce identifies as being from an ethnic minority community. We can infer from our workforce data that there is an uneven distribution of staff who identify as being from an ethnic minority across our workforce: 80% of staff who identify as being from an ethnic minority community are in the two lowest pay bands (TS and M3), with 5% of staff who identify as being from an ethnic minority community employed at E2/E1/Senior Level. It is important to note that as the sample size is very small the data is sensitive to changes even when a single person joins or leaves the organisation.

The Commission acknowledges that our progress in addressing underrepresentation at senior levels is difficult to resolve quickly. In part, this is because of low turnover in these grades. However, ongoing and planned activities – such as the flagship YMLAEN internship programme - are having a positive impact and are foundational steps to enable the Commission to improve the diversity of its staff across the workforce in the longer



term. Representation has improved since the end of March, and 5.2% of our workforce identifies as being from an ethnic minority community currently.

**Activities undertaken/ongoing:**

- A focus on advertising, branding, and barriers to application processes for all jobs to deliver against the Commission's stretch key performance indicator to *increase the number of applications year-on-year from ethnic minority candidates*. Working alongside our Workplace Equality Networks, we have reviewed how and where we advertise our roles, amended our recruitment processes, and created bespoke advertising strategies for campaigns. We have enhanced job description/candidate pack design and advertised our roles as agile in terms of both location and working pattern where possible all with a view to attracting the widest range of talent beyond the Cardiff Travel-to-Work area. This has resulted in an increase from 4.8% of total applications from ethnic minority candidates in 2016, to 11% in 2021/22. This is dependent on the number of available vacancies in any given year but we will keep working to develop in this area.
- We have enhanced vacancy interview/assessment design, focussed on increasing panel diversity and diversity training to ensure that the growing diversity of the application pool is also reflected in our offers of appointment. This year, we are encouraged that our conversion rates from application to interview sift and interview sift to offer of employment have improved for ethnic minority applicants. 7.5% of jobs were offered to people from an ethnic minority community this year, compared with 3.2% in 2020-21. We will continue to monitor our recruitment data and address any differentials accordingly.
- We have implemented the Commission's first online recruitment (candidate tracking) system which has enabled a far more mature data set, and resulted in better targeted approaches and embedded a candidate and hiring manager feedback mechanism, which together with our existing monitoring protocols, and our partnerships with external bodies and other Parliaments, supports our continued focus on measuring our activities using real time data and information to keep making improvements.
- In terms of senior appointments, we have continued to monitor the Commission's ethnic minority pay gap and taken action to close this gap by addressing the uneven distribution of ethnic minority staff in our workforce through attraction and recruitment and understanding how we can develop the talent of our existing ethnic minority staff.
- We have appointed an Executive Search Partner to support our ability to diversify the talent pipelines, create candidate packs to attract a wide audience and enhance panel diversity for senior Commission appointments and public and Crown appointments. They will shortly support us with the recruitment of an Independent Advisor to the Commission with a special interest in inclusion.



- Finally, we have redesigned our award-winning Apprenticeship Scheme. It now operates on a targeted cycle of Apprenticeship opportunities, followed by Graduate Internship opportunities. In this way we can best ensure that we provide opportunities both at the lower-graded apprenticeship level, and at the more experienced graduate levels. This year we have partnered with the Windsor Fellowship to launch a new internship programme, entitled YMLAEN, offering opportunities to four individuals from an ethnic minority community to undertake a bespoke training and development programme within different teams within the Commission, commencing early June 2022.

### ***Planned activities:***

The Commission is committed to driving momentum over the next six months, developing our emerging Resourcing and Talent Management Strategy with a focus on:

- Piloting communications and job descriptions in community languages, to assess reach and efficacy of attraction methods.
- Harnessing the talent of our existing staff through identifying career pathways and scoping the provision for career coaching support for all staff, with tailored approaches for existing ethnic minority staff and disabled staff in particular.
- Revising our candidate guidance on our recruitment webpages alongside staff stories.
- Reviewing the YMLAEN programme, collaborating with interns to gather feedback real time to ensure that the programme is both dynamic and responsive, and supports interns to recommend the Commission as a great place to work.
- Updating our recruitment panel training toolkit and widening further the diversity of our bank of panellists.
- Using labour market intelligence to keep abreast of approaches to attraction in a post-pandemic recruitment landscape, taking a blended approach through both digital and face-to-face recruitment outreach activities.

### **Lower Socio-economic Background: Commission's Workforce**

The Commission noted the Committee's recommendation to seek to understand more about the socio-economic background profile of its workforce. A large number of the activities undertaken to transform our recruitment and selection processes above are focussed on creating greater accessibility to a diverse range of applicants in the broadest sense, including socio-economic reach.

### ***Activities undertaken/ongoing:***

- The new on-line recruitment (candidate tracking) system has enabled the Commission to include the Social Mobility Commission's socio-economic



background questions as part of its recruitment diversity monitoring processes (since April 2021). This will provide a first-year data set of the socio-economic diversity of the recruitment applicant pool in the first instance for 2021-22.

- The baseline data forms part of the Commission's Recruitment and Workforce Diversity Monitoring Report for 2021-22 (attached). First year data analysis suggests that there is no divergence across from the national benchmarks across all benchmarks with exception of a predominance of internal and external applicants whose parental occupation was from a professional background. However, the overall success rates for each occupation group (i.e. professional, intermediate and working class) are broadly comparable. At this stage it is too early to draw inferences. We look forward over the next three years, as we build a richer, longer-term picture of applicant data in relation to socio-economic background.

### ***Planned activities:***

With our first-year data in hand, we are now in a better position to use the candidate and line manager feedback mechanism to evaluate the impact of the changes to the Commission's resourcing and selection changes in this area, and to maintain momentum by:

- Working with Trade Union partners to roll out socio-economic monitoring to the Commission's workforce to gain an insight into its socio-economic make-up.
- Developing a clear plan for the use and storage of this new level of information. Phasing the questions into the recruitment phase has provided Commission staff with a developed understanding of how this data collection can be effectively communicated to staff. The communications plan details the method of collection, assurances around its use and storage in line with data protection law and what we plan to do with the data once analysed i.e. publish alongside the existing diversity monitoring datasets. This is with a view to maximising our response rates to provide a robust data set for the Commission's workforce.

The Committee may wish to note that the Social Mobility Commission streamlined and simplified its questions in July 2021, and we are using the new model in the current financial year.

Senedd Commission  
June 2022



# **Diversity and Inclusion:** Annual Report 2021-22

June 2022



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

An electronic copy of this document can be found on the Senedd website:  
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# **Diversity and Inclusion:** Annual Report 2021-22

June 2022







**Senedd Cymru  
Welsh Parliament**

**PEIDWCH**

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## Foreword

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

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

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

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

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

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

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



**Manon Antoniazzi**  
Chief Executive and Clerk to the Senedd



**Joyce Watson MS**  
Senedd Commissioner with responsibility for employees and equalities

## Our Year in Highlights

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

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

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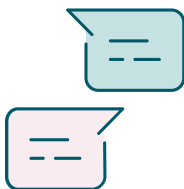
Collected and analysed socio-economic background data for job applicants.

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

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

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

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## Our Approach to Diversity and Inclusion

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

### **Diversity and Inclusion Strategy**

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

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

### **Dignity and Respect**

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

## Our Values



### **RESPECT**

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



### **PASSION**

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



### **PRIDE**

We embrace innovation and celebrate our achievements together as a team

WE ARE **ONE TEAM**

## Making Senedd Business inclusive

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

### **Committee Effectiveness Programme**

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

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

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

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

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

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



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

Below is a quote below which illustrates the seminar:

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

Further information is available on the report below.

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

### **Increasing the diversity of research expertise and evidence**

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

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

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

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

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

### **Committee Outreach**

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

Here is one example of that work:

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

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

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

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

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

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



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

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

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





## Promoting Inclusion Beyond Wales

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

### **Commonwealth Parliamentarians with Disabilities (CPwD)**

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

### **Hannah Johnson - Senedd knowledge exchange lead and international parliamentary equality expert**

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

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

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



Photo credit: INTER PARES

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

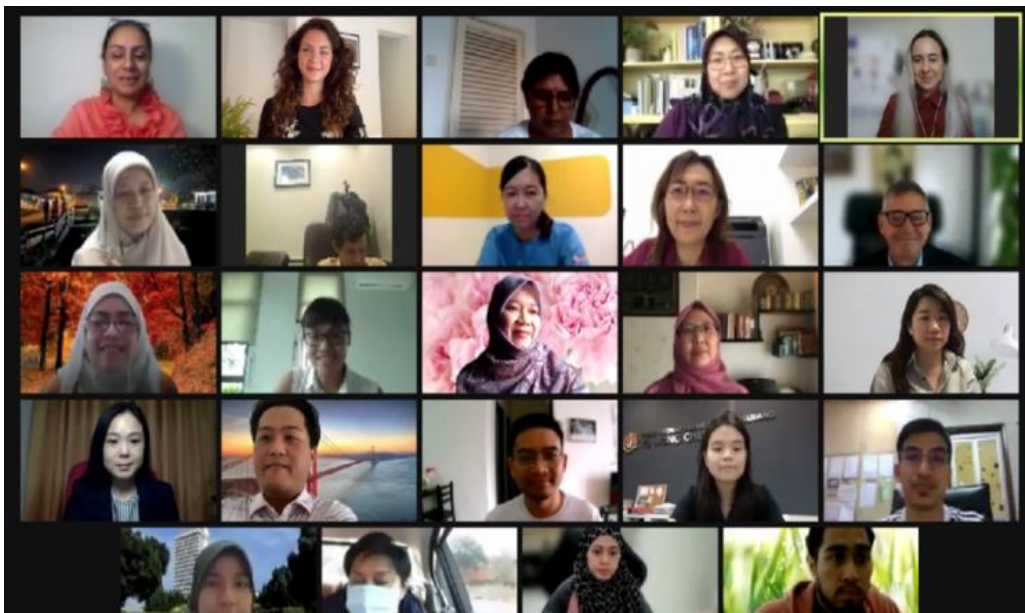


Photo credit: INTER PARES

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

## Diversity and Inclusion in our Work – Business as Usual

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

### Remuneration Board

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

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

### Research and Information for Members of the Senedd

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

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



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

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

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

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

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

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

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

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

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

### **Accessible Estate**

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

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

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

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

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

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

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

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

## Outreach and Engagement

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

### **Celebrating Diversity and Inclusion**

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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.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Trans Awareness Week / Trans Day of Remembrance**

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



## LGBTQ+ History Month

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



## International Women's Day

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

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

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

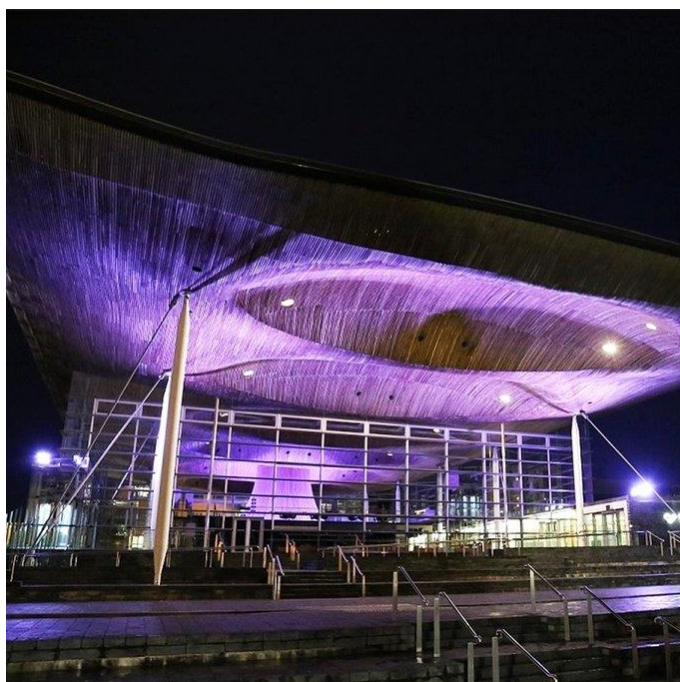
We recorded and shared a video of Natasha Asghar MS about being the first woman of colour elected to the Senedd, and her hopes for the future where women are equally represented, can have their voices heard and support other women to fulfil their potential.

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



### **International Day of Disabled People (IDDP)**

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



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

## Welsh Youth Parliament

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

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

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

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

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

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

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

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

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



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

Facebook [/WelshYouthParliament](#)

twitter [/WelshYouthParl](#)

Instagram [/welshyouthparliament](#)

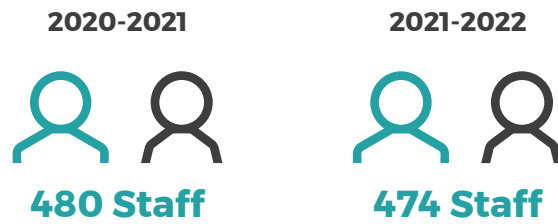
## Our People

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

### **Workforce, Recruitment and Pay Diversity Monitoring 2021-22**

Summary of Data Insights (as of 31 March 2022)

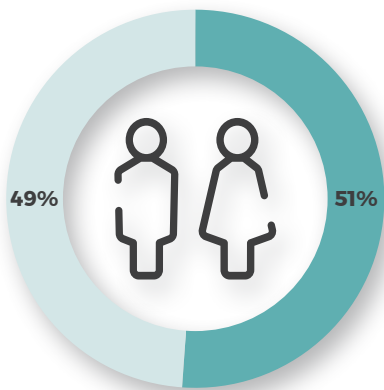
**HEADCOUNT**



**SEX AND GENDER**

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

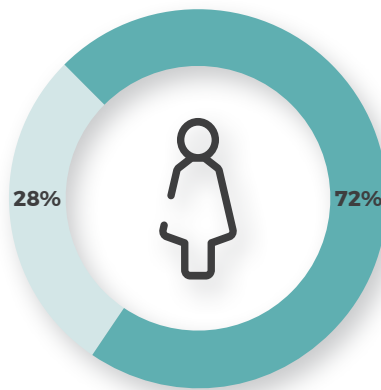
**Gender split**



**Detail:**

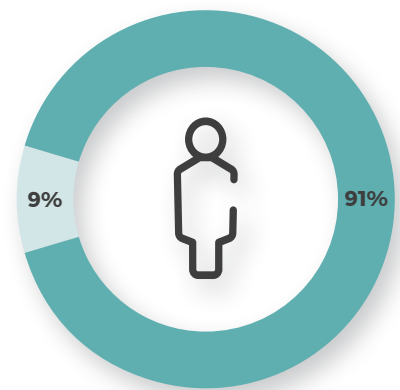
**49%** Men  
**51%** Women

**Working Pattern**



**Women:**

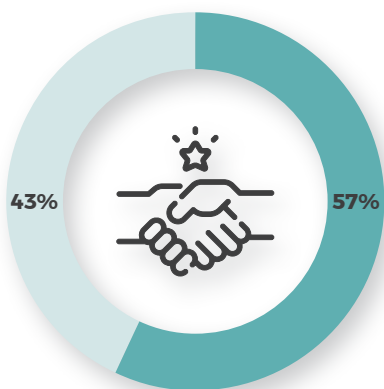
**28%** Part time  
**72%** Full time



**Men:**

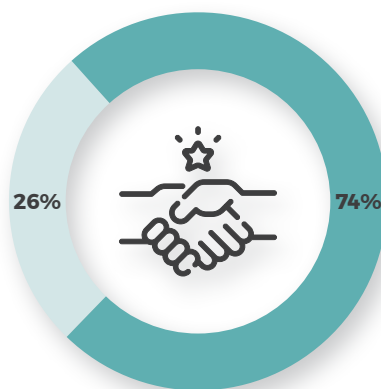
**9%** Part time  
**91%** Full time

**Recruitment**



**External job offers:**

**43%** offered to men  
**57%** offered to women



**External job offers:**

**26%** offered to men  
**74%** offered to women

**Gender Identity / Gender Reassignment**

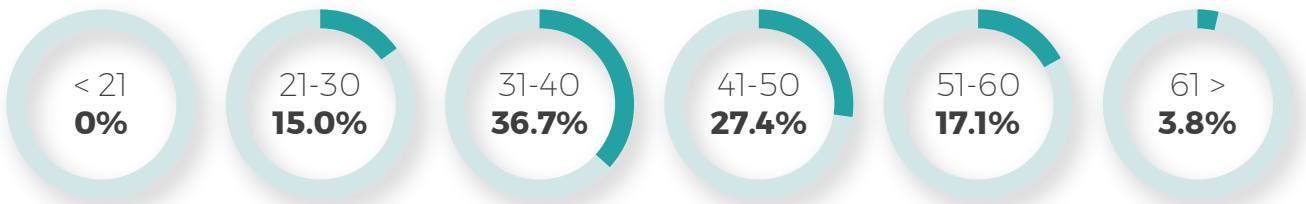


No members of staff have identified as trans.

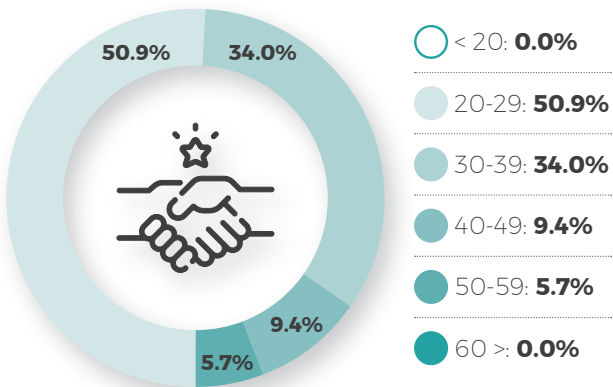
**2.6%** of total applications for external roles were from applicants who identified as trans compared to **0.5%** of applicants in 2021.

## AGE

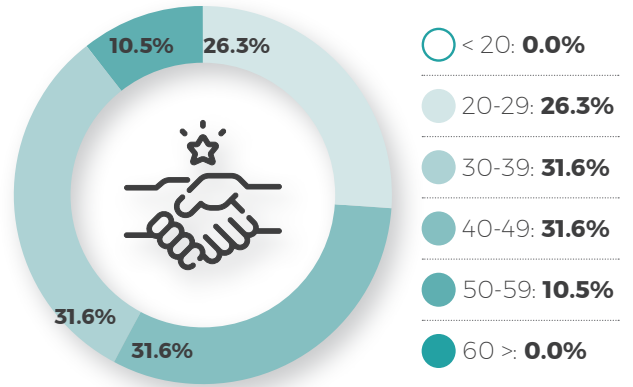
20.9% of our workforce is aged 51 and over. Up from 18.8% last year



### External job offers



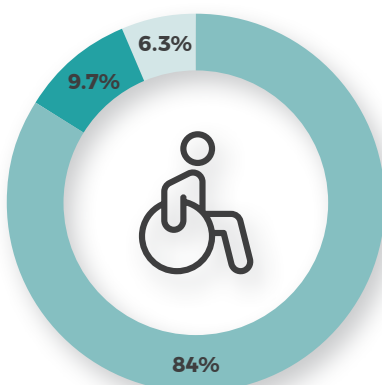
### Internal job offers



## DISABILITY

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

### Workforce



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

### Recruitment

#### 2020-2021



0.0% of external jobs offered to disabled applicants

#### 2021-2022



9.4% of external jobs offered to disabled applicants

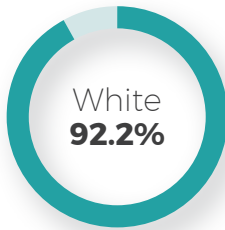


5.3% of internal jobs were offered to disabled applicants

## ETHNICITY

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

### Workforce



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

### Recruitment

2020-2021



**3.2%** of external jobs offered to ethnic minority applicants

2021-2022



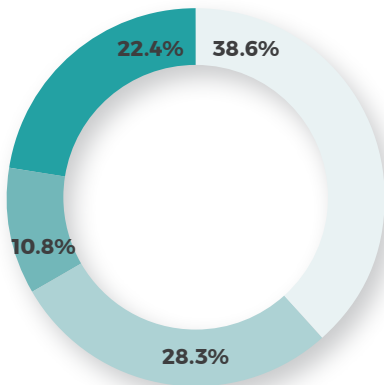
**7.5%** of external jobs offered to ethnic minority applicants



**5.3%** of internal jobs were offered to ethnic minority applicants

## RELIGION / BELIEF

### Workforce



- None: **38.6%**
- Christian: **28.3%**
- Other Religion: **10.8%**
- Prefer not to say: **22.4%**

### Recruitment



#### External job offers

No religion / belief: **60.4%**

Christian: **15.1%**

Other: **17.0%**

Prefer not to say: **7.5%**



#### Internal job offers

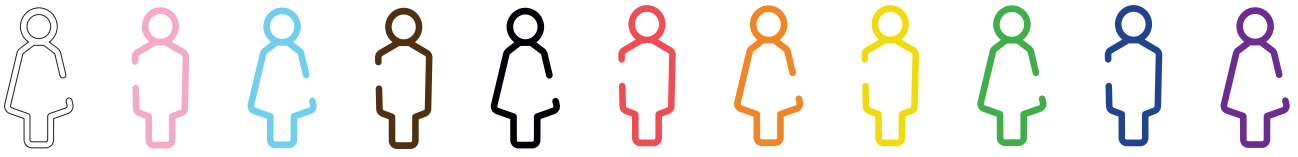
No religion / belief: **31.6%**

Christian: **31.6%**

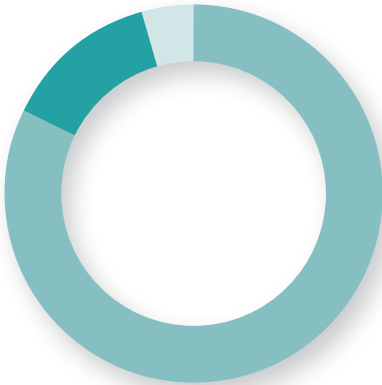
Other: **21.1%**

Prefer not to say: **15.8%**

**SEXUAL ORIENTATION**



**Workforce**



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

**Recruitment**

**2020-2021**



**9.7%** of external jobs offered to LGBTQ+ applicants

**2021-2022**



**5.7%** of external jobs offered to LGBTQ+ applicants



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

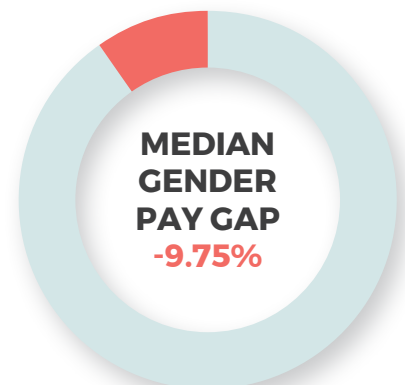
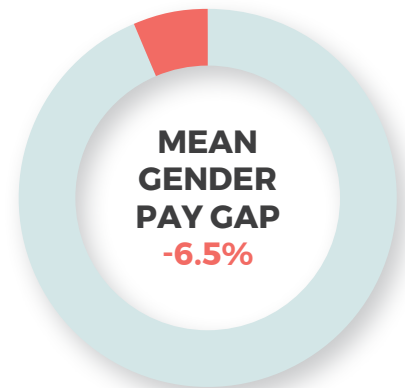
**PAY GAP REPORTING**

**Gender**

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

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

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



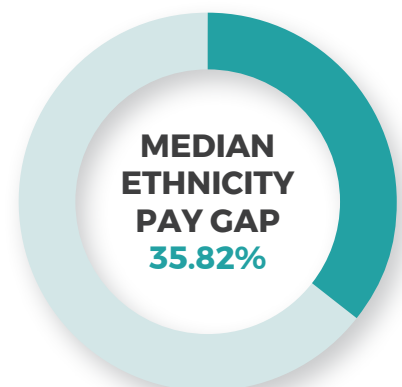
**PAY GAP REPORTING**

**Ethnicity**

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

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

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

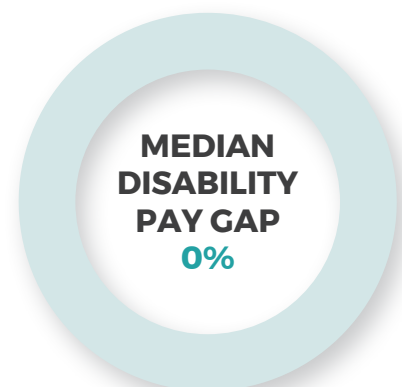


**Disability**

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

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

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



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

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

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

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

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

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



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

### **Workplace Equality Networks**

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

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

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

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

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

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

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

### **PLWS – Our LGBTQ+ Workplace Network**

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

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

## REACH - Our Race, Ethnicity And Cultural Heritage network

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

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

*“The comments made by numerous panel members allowed us to focus on the benefits of the event. The biggest lesson that I learnt personally is to never be afraid of expressing any of the barriers to representation in our workplace.”*

- Members of the network participated in a roundtable discussion on diversity and inclusion in the public sector, hosted by the Institute for Government as part of their “Future Leaders Series: How can the public sector equip itself to deliver more inclusive policies and services”.
- Providing feedback on policy development.



## Recruiting Employees

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### Virtual recruitment

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

### Recruitment and Selection

Over the last reporting year, we have:

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

### **YMLAEN Graduate Internship for people from an ethnic minority background**

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

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

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

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

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

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

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

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

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

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

## **Employee Wellbeing Pulse Surveys and People Survey 2022**

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

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

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

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

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

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

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

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

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

### **Diversity and Inclusion Week 2021**

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

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

## **Diversity and Inclusion Learning**

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

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

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

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

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

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

## **Safeguarding and Inclusion of All**

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



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

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

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



## Developing our new strategy for the Sixth Senedd

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

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

The workstreams include:

### **Strategy and Governance**

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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 Business in the Community Cymru to reach and engage with underrepresented groups.
- Work with strategic partners and commission expert advice where necessary.
- Annual D&I delivery plan published - with actions consolidated from all recruitment, diversity and pay data monitoring activities and also ethnic minority action plan and Comms/Engagement. This aligns with our People Strategy.

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

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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, senior accountability and responsibilities.

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

## **Recruitment and Employment**

---

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

## **An Accessible, Inclusive Parliament**

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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 continues to take account of D&I at highest level i.e., equality impact assessments for projects and investments considered by Executive Board.
- Service area-specific D&I objectives.



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

## **Workforce and Recruitment Actions**

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

## **Equal Pay Audit and Pay Gap Monitoring Actions**

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

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

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



# **Diversity and Inclusion:** Workforce and Recruitment Monitoring Report

June 2022



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

An electronic copy of this document can be found on the Senedd website:  
**[www.senedd.wales](http://www.senedd.wales)**

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

**Welsh Parliament**  
**Cardiff Bay**  
**CF99 1NS**

Tel: **0300 200 6565**

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# **Diversity and Inclusion:** Workforce and Recruitment Monitoring Report

June 2022





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- 5. Senedd Commission Recruitment Data Insights ..... 31**



## 1. Introduction

Our workforce supports the efficient running of the Welsh Parliament (Senedd) by providing services to Members of the Senedd, their staff and the public.

Each year, we collect, analyse and publish diversity data on our workforce profile and recruitment activity. We have a separate report on our **equal pay audit and pay gap reporting**. Our **consolidated action plan** draws together all the actions we need to undertake across these reports.

The information below sets out an analysis of the diversity profile of our workforce, alongside both internal and external recruitment monitoring data. From this information, we are able to examine the diversity profile of our workforce, the people we attract to apply for jobs and to whom we offer employment. We use the analyses of these monitoring exercises to help inform our approach to being an inclusive recruiter and employer, in order to meet the diverse needs of staff and to try to ensure that our workforce is representative of the diversity of the public that we serve.

The preparation and publication of this report meets the public sector duties set out in the Equality Act 2010 (the Act). The report contains analyses of data which accords with the protected characteristics as defined by the Act.

### **Benchmarking**

We use data from the 2011 Census, namely the Cardiff Travel to Work Area (TTWA) data set to compare the characteristics of our workforce and job applicants to the wider Cardiff population in terms of people of working age. Going forward into the Sixth Senedd, we will review the appropriateness of this comparator, given the changes brought about by the pandemic resulting in remote/hybrid working and also await the Census 2021 data (to be available in 2023). Therefore, for the purposes of this reporting period, we use the TTWA data throughout this report.

### **Terminology**

Following consideration of the appropriateness of the acronym B.A.M.E., involving discussions with our Race, Ethnicity and Cultural Heritage Network (REACH), the Senedd Commission agreed to start using the term 'ethnic minority' going forward.

## **Socio-Economic Background Data Collection and Analysis**

Since 1 April 2021, we have asked applicants for internal and external recruitment schemes about their socio-economic background to help us better understand who is applying to work with us. We will collect this data for our workforce, using our self-service HR portal during the next reporting period.

## **Privacy**

Raw data is only seen by a small number of key staff in the HR Team and is held securely on a confidential basis and in line with data protection legislation. In terms of our workforce data and its presentation, where there are small numbers of staff, we have merged certain categories within the tables to ensure that individuals' privacy is protected and in line with data protection legislation.

We have the following privacy notice to provide information on how we collect, use and store data from our applicants.

## **Recruitment of Commission Staff**



## 2. Workforce Monitoring

### Our Approach to Workforce Monitoring

Our workforce data is collated via our HR Payroll system and relates to staff directly employed by the Senedd Commission. The workforce data presented in this report is as of 31 March 2022.

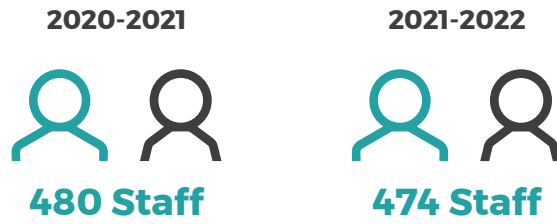
One of our identified on-going actions is to further increase the number of staff who self-identify their diversity characteristics and update them on our HR Payroll system. We include declaration rates alongside our workforce data.

### Action to address under-representation in our workforce

We continue to take steps to address under-representation within our workforce, including identifying and removing barriers to inclusion. We are encouraging applications from the widest pool of talent and are developing a Resourcing and Talent Management Strategy which aligns with our diversity and inclusion activities. Ongoing activities include:

- providing unconscious bias training for all recruitment panels and ensuring they are made up of a diverse range of staff;
- regularly reviewing our recruitment practices based on data insights and offering advice to hiring managers on inclusive job description design, advertising strategies and assessment design;
- reviewing and where appropriate acting on candidate and hiring manager feedback;
- creating bespoke advertising strategies for campaigns to optimise talent attraction; and
- sharing our diversity and inclusion strategy with our executive search partners to instruct them to diversify the talent pipeline for our senior appointments and the public and Crown appointments for which we provide resourcing support.

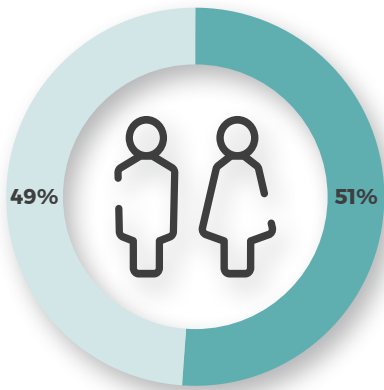
**HEADCOUNT**



**SEX AND GENDER**

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

**Gender split**

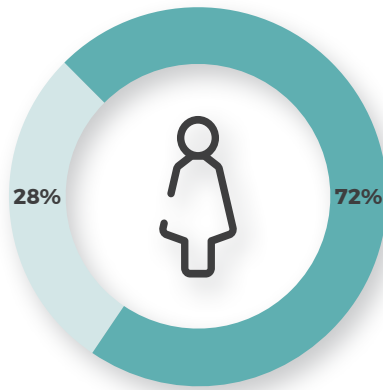


**Detail:**

**49%** Men

**51%** Women

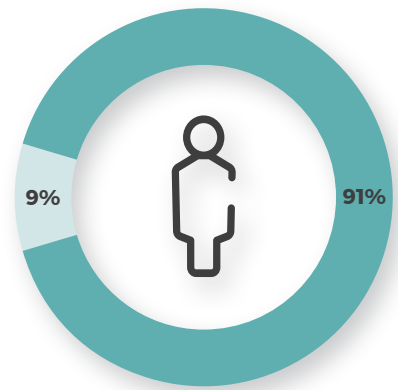
**Working Pattern**



**Women:**

**28%** Part time

**72%** Full time

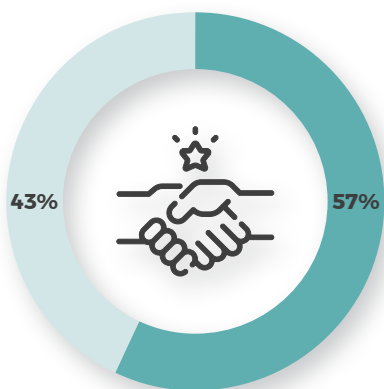


**Men:**

**9%** Part time

**91%** Full time

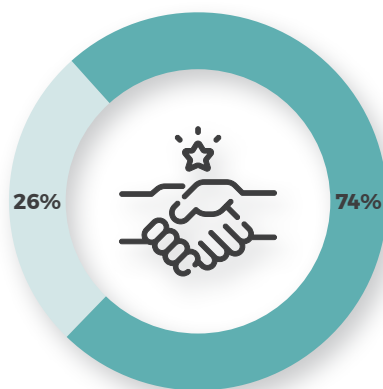
**Recruitment**



**External job offers:**

**43%** offered to men

**57%** offered to women



**External job offers:**

**26%** offered to men

**74%** offered to women

**Gender Identity / Gender Reassignment**

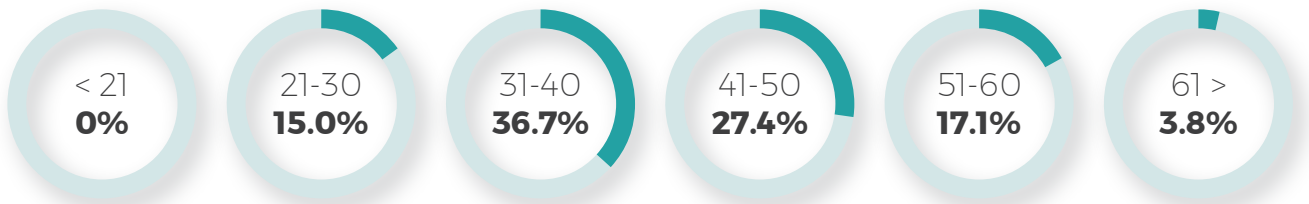


No members of staff have identified as trans.

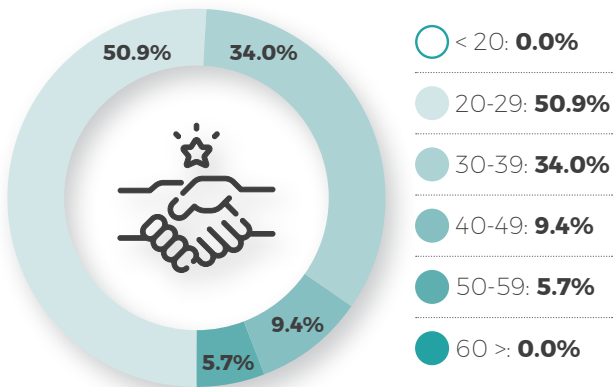
**2.6%** of total applications for external roles were from applicants who identified as trans compared to **0.5%** of applicants in 2021.

## AGE

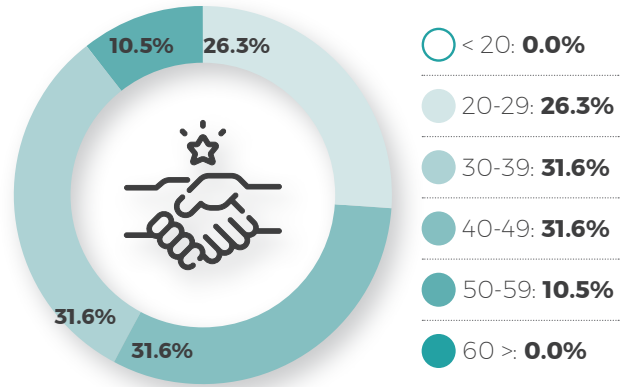
20.9% of our workforce is aged 51 and over. Up from 18.8% last year



### External job offers



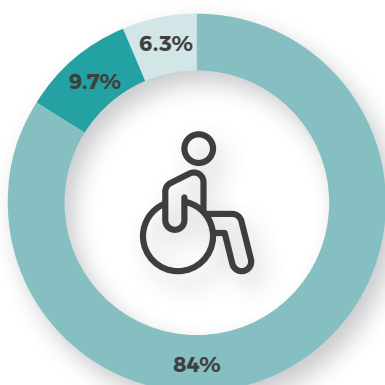
### Internal job offers



## DISABILITY

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

### Workforce



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

### Recruitment

#### 2020-2021



0.0% of external jobs offered to disabled applicants

#### 2021-2022



9.4% of external jobs offered to disabled applicants

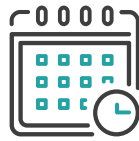
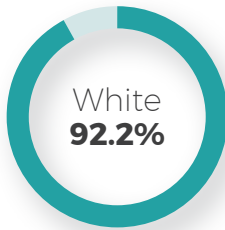


5.3% of internal jobs were offered to disabled applicants

**ETHNICITY**

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

**Workforce**



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

**Recruitment**

**2020-2021**



**3.2%** of external jobs offered to ethnic minority applicants

**2021-2022**



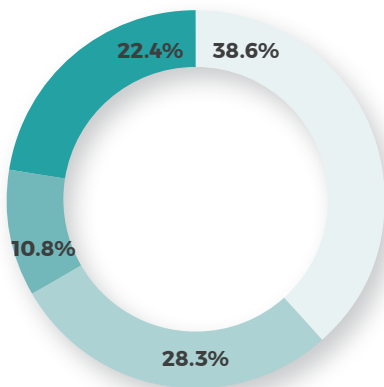
**7.5%** of external jobs offered to ethnic minority applicants



**5.3%** of internal jobs were offered to ethnic minority applicants

**RELIGION / BELIEF**

**Workforce**



- None: **38.6%**
- Christian: **28.3%**
- Other Religion: **10.8%**
- Prefer not to say: **22.4%**

**Recruitment**



**External job offers**

No religion / belief: **60.4%**

Christian: **15.1%**

Other: **17.0%**

Prefer not to say: **7.5%**



**Internal job offers**

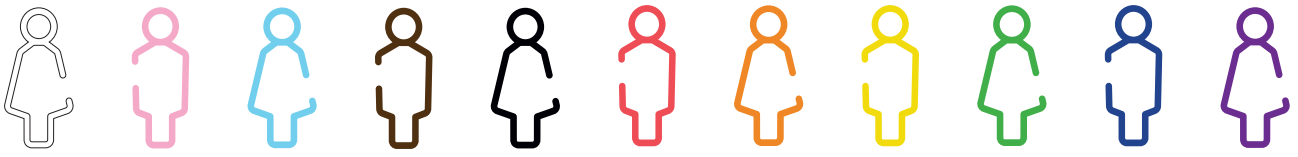
No religion / belief: **31.6%**

Christian: **31.6%**

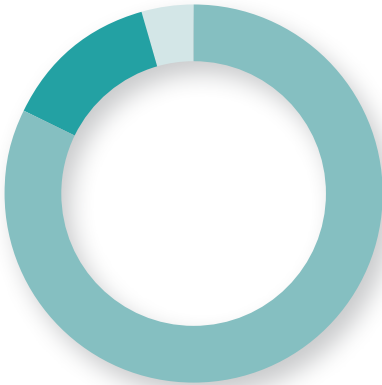
Other: **21.1%**

Prefer not to say: **15.8%**

**SEXUAL ORIENTATION**



**Workforce**



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

**Recruitment**

**2020-2021**



**9.7%** of external jobs offered to LGBTQ+ applicants

**2021-2022**



**5.7%** of external jobs offered to LGBTQ+ applicants



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

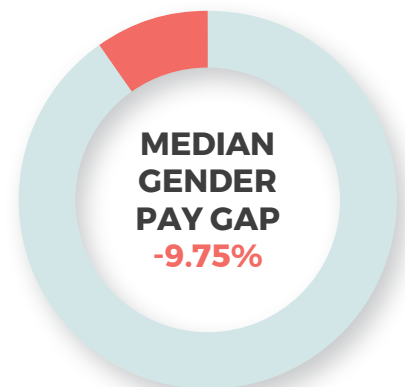
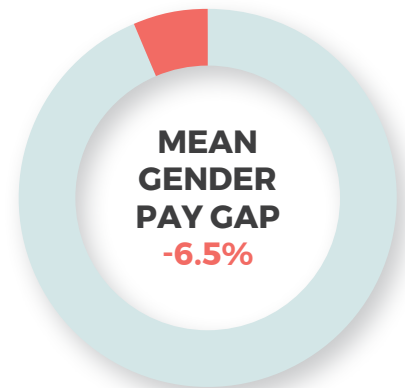
**PAY GAP REPORTING**

**Gender**

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

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

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



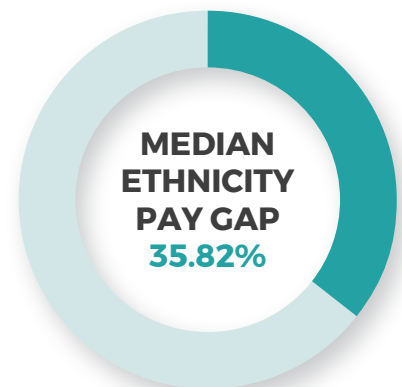
**PAY GAP REPORTING**

**Ethnicity**

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

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

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

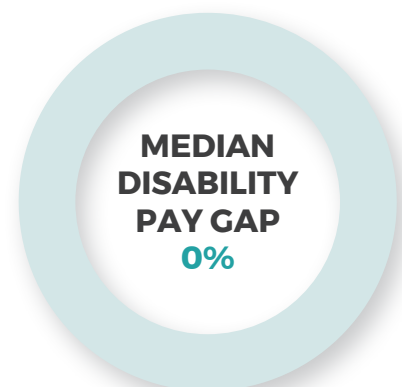


**Disability**

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

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

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



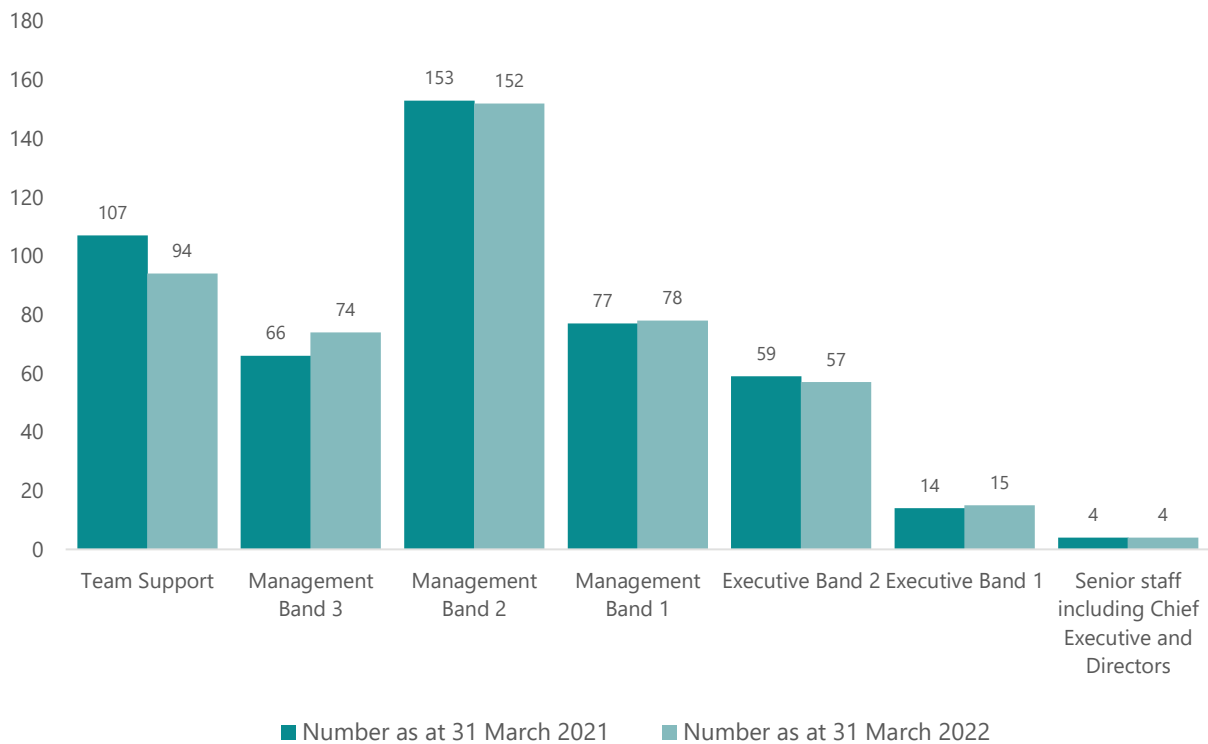
### 3. Senedd Commission Workforce Data Insights

#### Headcount

The headcount as at 31 March 2022 is 474 staff. This compares with 480 staff in the last reporting period. This figure does not include staff who were either seconded to the Senedd Commission or are agency staff. Our headcount this year has therefore decreased by six staff.

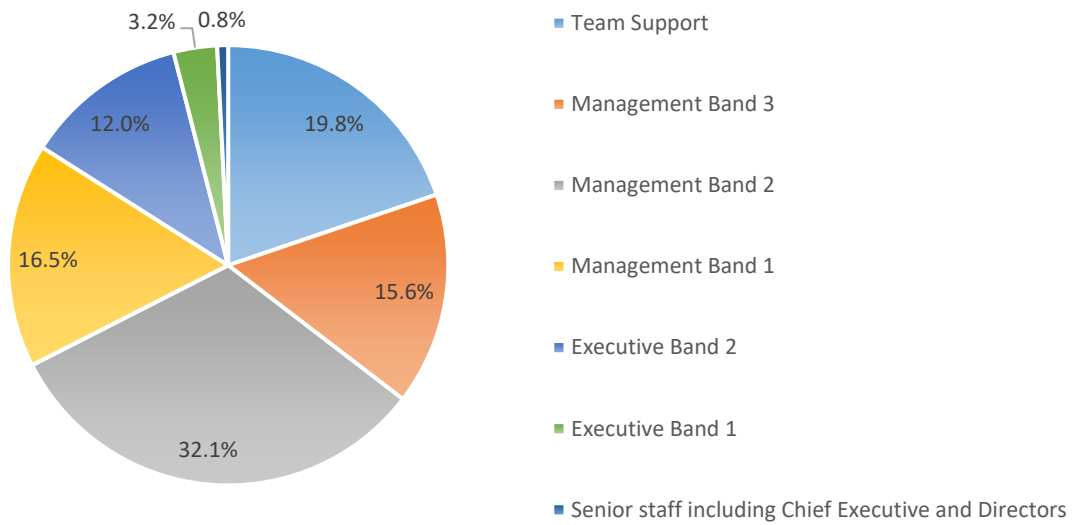
#### Workforce Composition by Grade (Pay band)

**Graph 1: Workforce Composition by Grade (Pay band)**



Workforce Composition by Grade/Pay band comparing 2022 and 2021 data

**Chart 1: Percentage of Staff by Grade/ Pay band (as at 31 March 2022)**



**Analysis:**

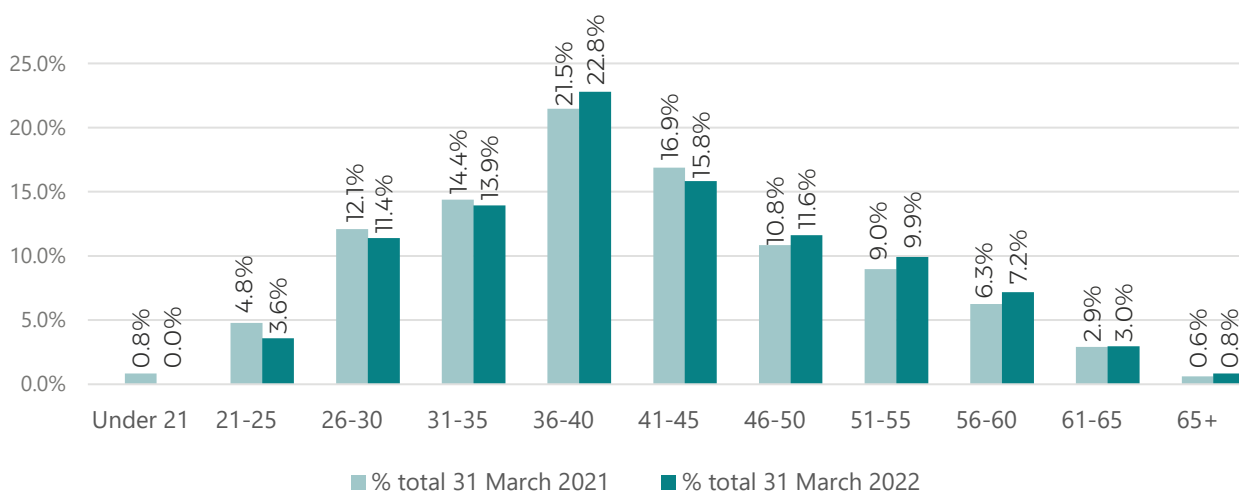
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The largest group of staff is at Management Band 2 at 32.1% which was also the case in the last reporting period. The Executive Band 1 and Senior staff cohort has increased from 3.7% of our total workforce to 4.0% - an increase from 18 staff to 19. The biggest change is in the Team Support band, dropping from 22.3% of our total workforce to 19.8% - a drop from 107 staff to 94.



## Workforce composition by Age

**Graph 2: Workforce Composition by Age comparing 2022 and 2021 data**



Declaration Rate: 100%

### Analysis:

The highest percentage of our workforce (22.8%) is situated in the 36 to 40 age range, this was also the age range with the highest percentage increase compared to 2020-21 with an increase of 1.3%.

Compared to 2020-21, the percentage of people aged 51 and over has increased slightly, from 18.8% to 20.9% but this is still less than the figure from the 2011 Census which states that 23.9% of people who are economically active and employed in the Cardiff TTWA are aged 50 to 64.

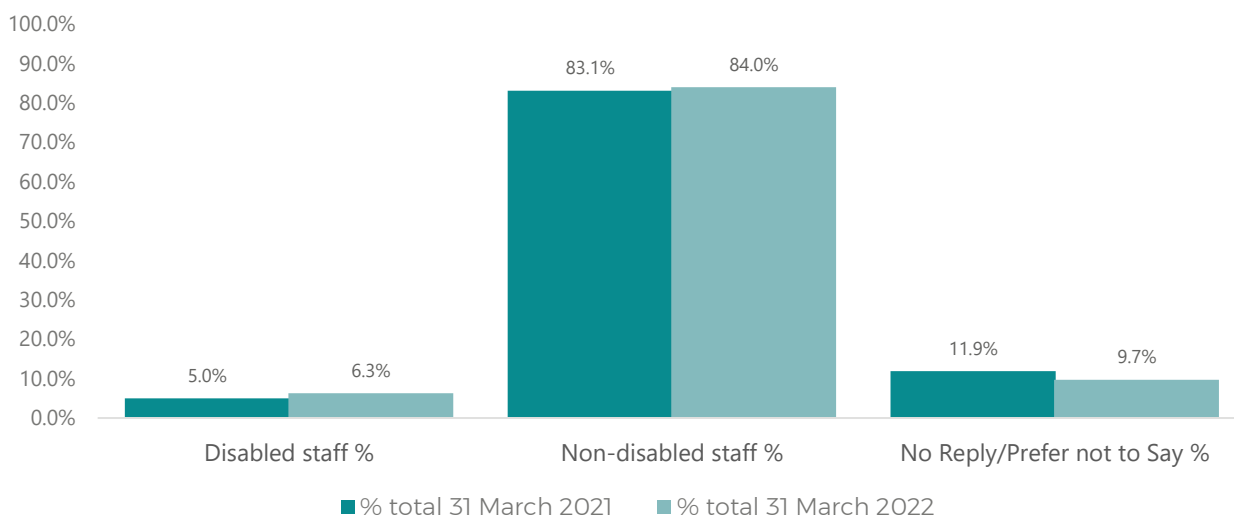
Also notable is the slight increase in the 61 and over cohort from 3.5% in 2021 to 3.8% in this reporting year.

According to data from the 2011 Census, 14.3% of people in the Cardiff Travel-to-Work Area (TTWA) who are economically active and employed are aged under 24. This compares to 3.6% of our workforce who are aged 25 and under. This fall from 5.6% in 2021 can be partly explained by the absence of a new apprenticeship scheme in this reporting period.

20.9% of our workforce is aged between 51 and 65. This is up from 18.8% last year.

## Workforce composition by Disability

**Graph 3: Workforce Composition by Disability comparing 2022 and 2021 data**



**Table 1: Workforce Composition - Disability Status by Grade as at 31 March 2022**

Grade	Total staff		Disabled staff			Non-disabled staff		No Reply/Prefer not to Say	
	number	number	number	%	number	%	number	%	
<b>TS</b>	94	3	3	3.2	78	83.0	13	13.8	
<b>M3</b>	74	4	4	5.4	65	87.8	5	6.8	
<b>M2</b>	152	13	13	8.6	121	79.6	18	11.8	
<b>M1</b>	78	4	4	5.1	66	84.6	8	10.3	
<b>E2, E1 &amp; Senior*</b>	76	6	6	7.9	68	89.5	2	2.6	
<b>Total</b>	474	30	30	6.3	398	84.0	46	9.7	

\*merged to protect individuals' privacy

Declaration Rate: 90.3%

### Analysis:

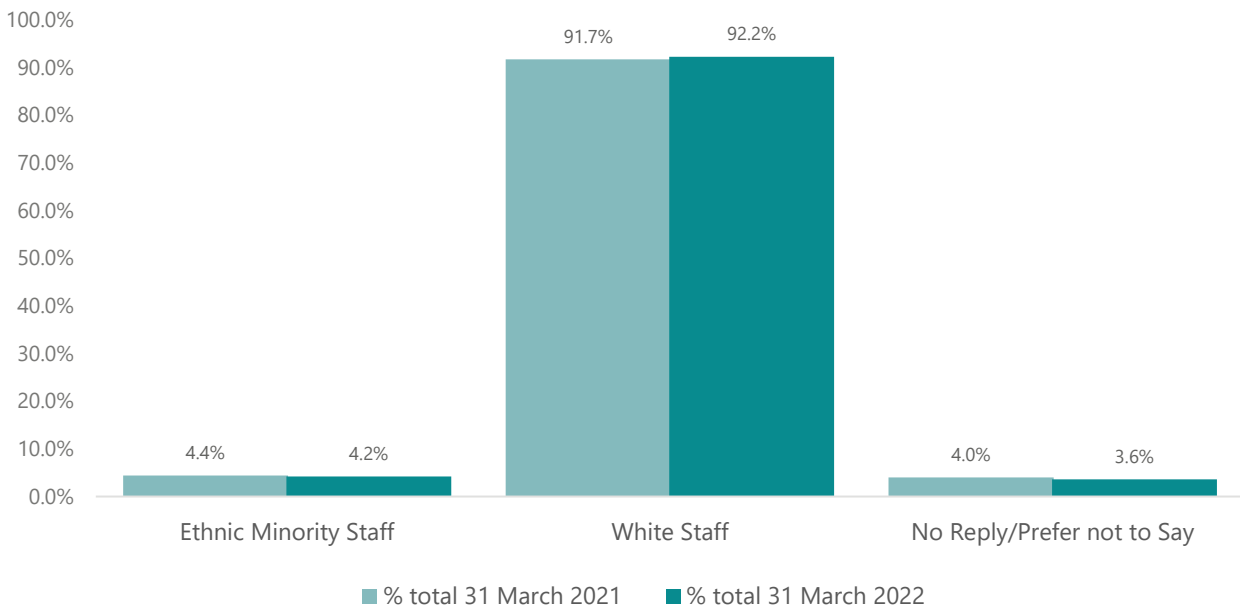
Following a series of internal staff messages, we are pleased that the declaration rate has slightly increased from 88.0% to 90.3%, with the percentage of staff declaring a disability increasing from 5.0% to 6.3% of our total workforce. We will continue to encourage all disabled staff to record their disability on our HR system, as we believe that many people with hidden disabilities, mental ill health, dyslexia and other long term health conditions, who could identify with this definition of disability on our system, are not reflected in this data. 9.7% of our

workforce have not declared whether they have a disability or long term health condition.

The 2011 Census states that 8.3% of people who are economically active and employed in the Cardiff TTWA have a long term health problem or disability that limits their day-to-day activities. As 6.3% of our workforce currently identifies as disabled, we would like this figure to align more with the Cardiff TTWA figure. We realise that this could involve encouraging staff to self-identify as disabled staff, but also we need to be sure that we are attracting disabled people to apply for work with us. We will therefore take account of this as part of a wider strategy to address underrepresentation in our workforce. Our recruitment data shows that this reporting year, the conversion rates to offer of employment from sift, have improved from last year. Whilst this is encouraging, we will continue to monitor our processes and feedback across the protected characteristics, to work to remove any potential or actual barriers to applying or securing employment with us.

## Workforce Composition by Ethnicity

**Graph 4: Workforce Composition by Ethnicity comparing 2022 to 2021 data**



**Table 2: Workforce Composition: Ethnicity by Grade as at 31 March 2022**

	<b>Total staff</b>	<b>Ethnic Minority Staff</b>	<b>White Staff</b>		<b>No Reply/Prefer not to Say</b>		
	number	number	%	number	%	number	%
<b>Total</b>	474	20	4.2	437	92.2	17	3.6

In order to protect individuals' privacy, we are unable to present data by pay grade but we have provided a high-level analysis below.

Declaration Rate: 96.4%

**Analysis:**

5.3% of the E2, E1 and Senior grades identifies as either being from an ethnic minority or did not disclose their ethnicity.

The percentage of ethnic minority people in the total workforce has decreased slightly from 4.4% last year to 4.2% in this reporting year.

The 2011 Census states that 6.8% of people who are economically active and employed in the Cardiff TTWA identify as from an ethnic minority. We continue to work to aim for closer alignment with the TTWA figure. As per the previous two reporting years, this year, the TS and M3 grades exceed this comparison figure.

50% of our staff who identify as from an ethnic minority (10 out of 20) are employed at our lowest paid level (TS grade). This has decreased from 57.1% from 2020-21. It is important to note that the sample size is very small, so the data is sensitive to changes even when a single person joins or leaves the organisation.

We can infer from the data that there is an uneven distribution of staff who identify as from an ethnic minority across our workforce. 80.0% of staff who identify as from an ethnic minority are in the two lowest pay bands (TS and M3), slightly down from 81.0% in 2021, but still higher than 70.0% in 2020.

We will work hard to ensure that we increase representation in bands M1 and beyond (both through more staff self-identifying on our HR system as from an ethnic minority background, and employing more staff at all levels, particularly at senior/ decision-making level). The Commission has a stretch indicator to increase the number of applications year-on-year from candidates that identify as from an ethnic minority. Through the Fifth Senedd, this has risen from 4.8% of total applications in 2016, to 11.0% this year. This year, we are encouraged that our conversion rates from application to sift and sift to offer of employment have improved for ethnic minority applicants. We will continue to examine our

processes further to identify and work to remove any potential or actual barriers, across all protected characteristics.

We have continued our engagement with Business in the Community (BITC), and the Race at Work Charter and continually reviewed our action plan to address underrepresentation in the Senedd's workforce, which involves supporting our existing ethnic minority colleagues to fulfil their potential and ensuring we take appropriate steps to attract the widest and diverse range of talent to apply for jobs with us. Our senior champion for ethnic minority colleagues and our Race, Ethnicity and Cultural Heritage (REACH) workplace equality network, are raising the profile of the network, both internally and externally.

This year, we are pleased to launch YMLAEN, our graduate internship scheme specifically aimed at people from an ethnic minority background. The interns will be recruited at a unique level, between M3 and M2 allowing them to apply for M2 positions in the Senedd should vacancies become available. The internship is a time-limited training scheme with no guaranteed job at the end but with the aim of enhancing the employability of the scheme's participants.

### **Workforce Composition by Gender Identity/Gender Reassignment Status**

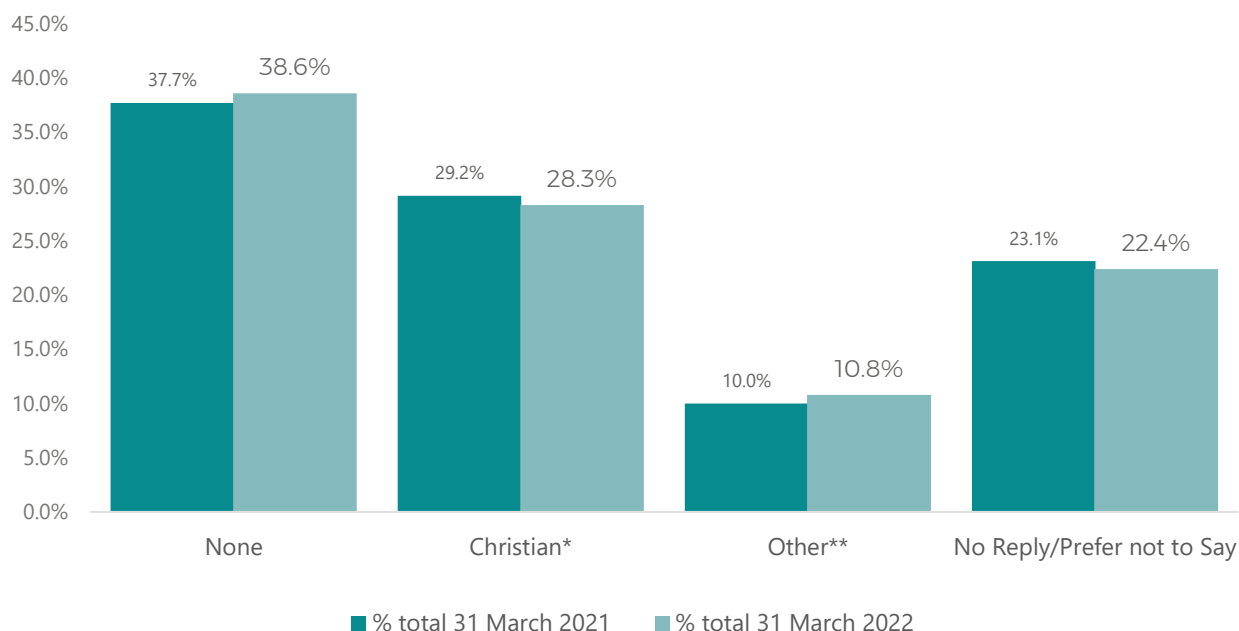
No members of staff have identified as trans on our HR self-serve IT system as at 31 March 2022.

For twelve consecutive years from 2009 to 2020, the Senedd Commission has been listed as one of the top LGBTQ+ inclusive organisations in the UK in Stonewall's Workplace Equality Index, including being named the top employer in the UK in 2018. We celebrate this success and continue to promote the Senedd Commission as an employer of choice on social media platforms and in our recruitment literature.

Staff have the ability to update their personal data on the HR System and we are also encouraging staff to ensure their information is correct and up to date.

## Workforce Composition by Religion/Belief

Graph 5: Workforce Composition by Religion/Belief comparing 2022 to 2021 data



\*Christian - Christian, Roman Catholic, Church in Wales, Church of England, Baptist/Methodist

\*\*Other - Agnostic, Atheist, Buddhism, Hinduism, Muslim, Other, Zoroastrian

Table 3: Workforce Composition - Religion / Belief by Grade as at 31 March 2022

Grade	Total staff	None		Christian*		Other**		No Reply/Prefer not to Say	
		number	%	number	%	number	%	number	%
TS	94	39	41.5	24	25.5	13	13.8	18	19.1
M3	74	37	50.0	18	24.3	5	6.8	14	18.9
M2	152	58	38.2	42	27.6	16	10.5	36	23.7
M1	78	30	38.5	22	28.2	8	10.3	18	23.1
E2, E1 & Senior** *	76	19	25.0	28	36.8	9	11.8	20	26.3
<b>Total</b>	<b>474</b>	<b>183</b>	<b>38.6</b>	<b>134</b>	<b>28.3</b>	<b>51</b>	<b>10.8</b>	<b>106</b>	<b>22.4</b>

\*Christian - Christian, Roman Catholic, Church in Wales, Church of England, Baptist/Methodist

\*Other - Agnostic, Atheist, Buddhism, Hinduism, Muslim, Other, Zoroastrian

\*\*\* merged to protect individuals' privacy

Declaration Rate: 77.6%

## Analysis:

As last year, the declaration rate is still lower than we would wish it to be, and we will continue to encourage staff to update their personal information on our HR system.

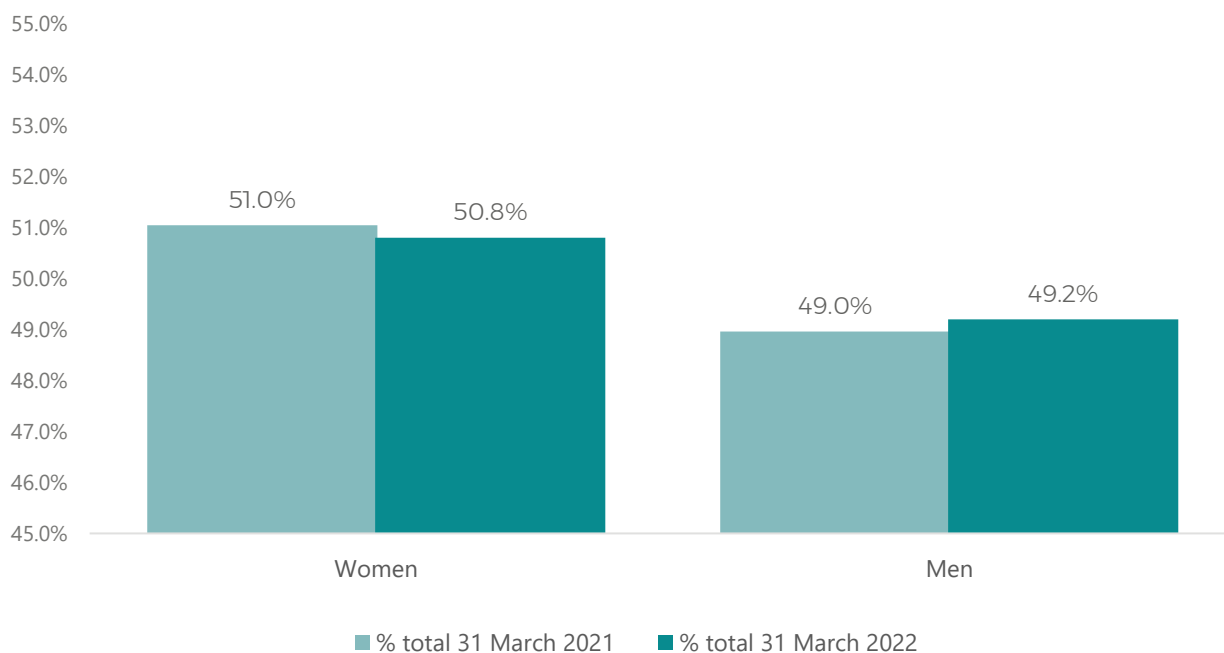
38.6% of staff who filled in their data on our HR system declared no religion or belief (none), which is slightly higher than last year's 37.7%.

Overall, since last year there is a rise in declaration of 'no religion or belief' at TS (41.5%), M3(50.0%) and M1(38.5%). There was however a slight drop in declaration of 'no religion or belief' at M2 grade (38.2%).

It is difficult to draw any conclusions from this data set other than it could demonstrate a diversity of religious belief (including non-belief) in our workforce. We are a faith-friendly workplace, and we have flexible working arrangements in place for staff who wish to observe prayer and/or religious events and holidays; we have two on-site quiet rooms for staff and visitors to use should they wish to (as access to the estate is resumed as Covid-19 restrictions ease).

## Workforce Composition by Sex

**Graph 6: Total Workforce Composition by Sex**



**Table 4: Workforce Composition - Sex by Grade**

Grade	Total staff		Women		Men	
	number		Number	%	number	%
<b>TS</b>	94		37	39.4	57	60.6
<b>M3</b>	74		33	44.6	41	55.4
<b>M2</b>	152		88	57.9	64	42.1
<b>M1</b>	78		45	57.7	33	42.3
<b>E2, E1 &amp; Senior*</b>	76		38	50.0	38	50.0
<b>Total</b>	474		241	50.8	233	49.2

Declaration Rate: 100%

### Analysis:

This reporting period sees a near equal split at 51%/49% between women and men in our overall workforce composition, which is consistent with last year’s reporting. No staff have identified as non-binary.

More men than women are represented in the lowest two grades, with women having higher numbers at both M2 and M1 grades. This could be attributed to the prevalence of men within the security service and of women at M2 and M1 grades in the Translation and Reporting Service.

There is a 50/50 equal split at E2, E1 and Senior level: women currently represent 50.0% of staff in our three most senior bands. This meets the ambition set out in the 50:50 by 2020 Campaign.



## Working Pattern by Sex/Gender

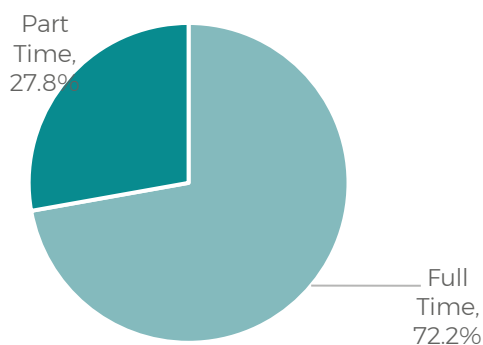
**Table 5: Working Pattern by Sex/Gender**

Grade	Women		Men		Total workforce
	Full- Time	Part- Time	Full-Time	Part-Time	
	%	%	%	%	%
<b>TS</b>	73.0	27.8	82.5	17.5	19.8
<b>M3</b>	84.8	15.2	90.2	9.8	15.6
<b>M2</b>	63.6	36.4	92.2	7.8	32.1
<b>M1</b>	73.3	26.7	97.0	3.0	16.5
<b>E2, E1 &amp; Senior*</b>	78.9	21.2	100.0	0.0	16.0
<b>Total</b>	72.2	27.8	91.4	8.6	100.0

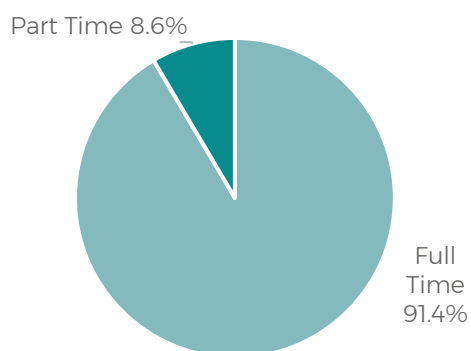
Here, we provide percentages, rather than numbers to protect individuals' privacy.

### Charts 2 and 3: Working Patterns of Women and Men as at 31 March 2022

**Working patterns of women as at 31 March 2022**



**Working patterns for men as at 31 March 2022**



### Analysis:

The 2011 Census data shows that 37.3% of women in the Cardiff TTWA work part-time. Our snapshot data on 31 March 2022 shows that, 27.8% of women in our workforce work part time, a decrease from 28.6% in March 2021 and 31.1% in March 2020.

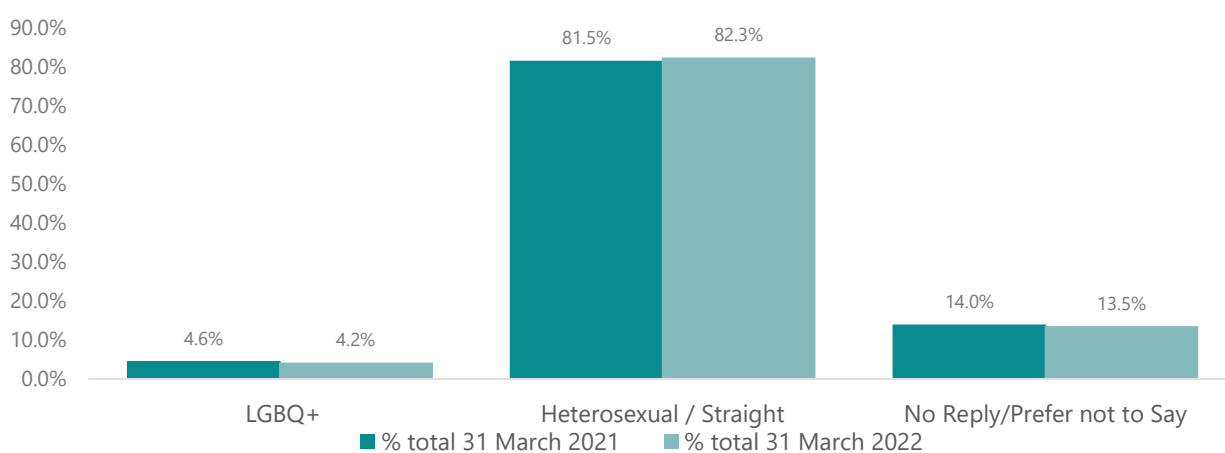
The 2011 Census data shows that 9.9% of men in the Cardiff TTWA work part-time. During this reporting period, 8.6% of men in our workforce work part time, an increase from 6.4% in March 2020.

Our staff use a number of flexible working options, as either a formal or informal arrangement. Informal flexible working options include: compressed hours, annualised flexi leave and working from home. Anecdotally, we are aware that many members of staff, including men at senior level, utilise these arrangements. The figures in Table 5 refer to formal arrangements only where a member of staff has formally reduced their hours.

As last year, the data shows that men are less likely to work part-time than women in our workforce. As last year no men at the top three grades (E2-Senior) worked part time. Due to Covid-19 restrictions, the majority of our staff have worked remotely and/or had hybrid working arrangements alongside flexibly/adjusted working patterns to accommodate business needs and caring responsibilities.

## Workforce Composition by Sexual Orientation

**Graph 7: Workforce Composition by Sexual Orientation comparing 2022 to 2021 data**



**Table 6: Workforce Composition-Sexual Orientation by Grade as at 31 March 2022**

	Total staff		LGBQ+		Heterosexual / Straight		No Reply/Prefer not to Say	
	number	%	number	%	number	%	number	%
<b>Total</b>	474		20	4.2	390	82.3	64	13.5

In order to protect individuals' privacy, we are unable to present the data by pay grade but we have provided a high-level analysis below.

Declaration Rate: 86.5%

## Analysis:

---

The number of no reply/prefer not to say dropped from 14.0% last year to 13.5% this year. Whilst the declaration rate of staff continues to rise, the rate of 86.5% (86.0% last year) is lower than we would like it to be. We periodically remind and encourage staff to update their personal data on our HR system.

The number of staff who identify as Lesbian, Gay, Bisexual or other minority Sexual Orientation (LGBQ+) has decreased since the last reporting period, representing a slight drop from 4.6% of our total workforce to 4.2%. We can infer from the data that there is an even distribution of LGBQ+ staff across our pay bands, with 3.9% of staff who identify as LGBQ+ at pay bands E2, E1 and Senior level (combined). There currently is no comparative data available for the Cardiff TTWA for LGBQ+ people who are economically active and employed. However, Stonewall references the UK Government's estimate that 5-7% of the population identify as LGBQ+.

Assuming that some of the population included in the 5-7% estimate will be people who are not economically active or in employment (possibly due to their age), our workforce percentage of 4.2% could be considered broadly representative. We await the availability of Census 2021 data to increase our understanding of the UK LGBQ+ population level.

## Maternity and Co-Parental Leave

### Maternity Leave and Returners

27 women were on maternity leave during this reporting period. 15 women returned from maternity leave, 5 of whom changed their work pattern (of these, 4 women reduced their hours).

### Co-Parental/Paternity Leave

Four partners took co-parental/paternity leave and 1 changed their work pattern on their return to work.

### Shared Parental Leave

One member of staff took shared parental leave during this period.

## Training

Currently, we do not gather data for training (or application for training) in a manner which we can analyse by protected characteristic.

## **Grievance and Disciplinary Related to Protected Characteristics**

In this reporting period, we received no complaints relating to a protected characteristic and undertaken no grievance or disciplinary procedures based on a protected characteristic.

## **Exit Interview Data**

When staff leave the Senedd Commission, they are invited to undertake an optional exit interview using set questions. Our HR Business Partners encourage staff to undertake the interview and offer to discuss any issues raised. We use the insights from this activity to better understand reasons for our turnover rates and identify whether we need to take any action.

During this period, 32 people left the Senedd Commission. Of these, 12 leavers undertook a formal exit interview, 7 men and 5 women.

We measure the following demographics of leavers: age, ethnic group; sexual orientation; disability and religious beliefs and in order to protect individuals' privacy, we have not broken this down further for the purposes of this report. The data does not show any disproportionate number of leavers from any demographic group. The demographics of those that participated in exit interviews were:

### **Age**

- 20-24 (4 people)
- 25-29 (3 people)
- 35-29 (1 person)
- 40-44 (1 person)
- 55-59 (1 person)
- Over 60 (2 people)

### **Ethnic Group**

- 9 White - Welsh, English, Scottish, Northern Irish, British
- 1 Any other White background
- 1 Any other ethnic group
- 1 no reply

### **Sexual Orientation**

- 8 Heterosexual / Straight
- 2 LGBTQ+ staff
- 1 Prefer not to say
- 1 no reply

### **Disability**

- 9 No disability
- 1 Sensory impairment, Mental Health condition
- 1 Learning disability
- 1 Mental Health condition

### **Religious beliefs**

- 4 Christian (all denominations)
- 3 No religion / belief
- 2 Atheist
- 1 Muslim
- 1 Buddhist
- 1 Prefer not to say

**The reasons given by the twelve staff for leaving the Commission included:**

- retirement
- ending of temporary contract
- management style
- pursuing further education opportunities
- dissatisfaction with pay / lack of promotion opportunities
- workload, management style, harassment / discrimination

We will continue to monitor our leavers' exit data and act on insights where required, to make improvements to policies or identify where interventions are needed which include but is not limited to e.g. learning and development for line managers, policy design, workforce planning, job design and reviewing the labour market landscape.

## 4. Recruitment Monitoring Data Insights

### Context

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

In response to the ongoing challenges posed by the Covid-19 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 and actual barriers to inclusion. We continue to monitor our processes to ensure any barriers to inclusion are identified and removed.

#### Our Approach to Recruitment Monitoring

The Senedd Commission's recruitment policy is designed to be flexible: managers can access a series of prompt questions to assist them to determine whether they need to advertise vacancies internally or externally.

The recruitment data presented in this report covers both internal and external recruitment schemes that closed with appointments during the reporting period of 1 April 2021 to 31 March 2022, captured on our online applicant tracking system. As such, this includes schemes which were advertised in the 2020-21 reporting period where the appointment was not made until after 1 April 2021. The external recruitment data includes Senedd Commission staff who applied for vacancies which were advertised externally.

Occasionally, we will outsource senior appointments to our executive search partner. In this reporting year, we outsourced two senior level campaigns to our partner and this data does not form part of the online applicant tracking system (ATS) data set. Going forward, we will ensure that we are able to capture outsourced campaigns on our ATS.

Year	Number of Applications for External Roles	Number of External Schemes	Number of Applications for Internal Roles	Number of Internal Schemes
2019-20	894	64	45	23
2020-21	833	29	57	15
2021-22	952	53*	64	19

\*The total number of external schemes was 55 but two senior vacancy campaigns were outsourced to our executive search partners (thus our totals for external schemes are set at 53 for the purposes of this report).

We provide candidates with reassurance as to how their data will be treated in accordance with data protection legislation. Candidates are required to fill out the equalities monitoring data and/or use the prefer not say option. This has eliminated the 'no replies' giving us a richer data set.

The internal recruitment data covers schemes that closed between 1 April 2021 and 31 March 2022 and includes all internal schemes, whether temporary or permanent.

## **Understanding our recruitment statistics**

The recruitment tables below for both internal and external recruitment schemes track the success rates of applicants throughout the recruitment process as follows:

Under **“Applications Received”** we present the number of applicants per category and that number as a percentage of the total number of applications.

Under **“Successful at sift”** we present the number of applicants per category who have been invited to interview and that number as a percentage of the number of applicants in that category.

Under **“Offer of employment”** we present the number of applicants per category who have been offered a job and that number as a percentage of those who were successful at sift.

Under **“Overall success rate”** we present the success of people in that category as a percentage - i.e. the percentage of total applicants from that category who have been successful.

Finally, we present the **“percentage of total jobs”** that were offered to people in each category.



## 5. Senedd Commission Recruitment Data Insights

### Age

**Table 7: Internal Recruitment by Age**

Age Range	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Job Offers
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
<20	1	1.6	0	0.0	0	0.0	0.0	0.0	0.0
20 - 29	26	40.6	17	65.4	5	29.4	19.2	38.9	26.3
30 - 39	20	31.3	18	90.0	6	33.3	30.0	36.0	31.6
40 - 49	11	17.2	8	72.7	6	75.0	54.5	18.2	31.6
50 - 59	5	7.8	4	80.0	2	50.0	40.0	0.0	10.5
60>	1	1.6	0	0.0	0	0.0	0.0	0.0	0.0
Prefer Not To Say	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0
<b>Total</b>	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

### Analysis:

As last year, the majority of both applications and offers of employment are associated with those applicants aged 20-49, however this year, six applicants were in the 50 - 60+ age range.

Last year our data suggested that staff aged 40-49 were less likely to be as successful as those aged 20-39 throughout the recruitment process. This year, the overall success rate for applicants aged 40-49 is the highest out of all the age ranges at 54.5%.

**Table 8: External Recruitment by Age**

Age Range	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Job Offers
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
<20	11	1.2	2	18.2	0	0.0	0.0	0.0	0.0
20 - 29	408	42.9	100	24.5	27	27.0	6.6	3.3	50.9
30 - 39	285	29.9	96	33.7	18	18.8	6.3	4.9	34.0
40 - 49	141	14.8	39	27.7	5	12.8	3.5	2.6	9.4
50 - 59	84	8.8	25	29.8	3	12.0	3.6	3.8	5.7
60>	5	0.5	1	20.0	0	0.0	0.0	8.3	0.0
Prefer Not To Say	18	1.9	4	22.2	0	0.0	0.0	0.0	0.0
<b>Total</b>	<b>952</b>	<b>100.0</b>	<b>267</b>	<b>28.0</b>	<b>53</b>	<b>19.9</b>	<b>5.6</b>	<b>3.7</b>	<b>100.0</b>

**Analysis:**

As last year, most applications continue to be from 20-39-year-olds, with the highest number of appointments from this group.

The number of applications received from applicants aged over 50 has decreased from 92 in 2020-2021 to 89 during this reporting period. 5.7% of total job offers were made to people aged over 50, a decrease from 12.9% of jobs offered in 2020-2021. This is significantly below the Census 2011 Travel to Work Area (TTWA) data that states that 23.9% of economically active people in the TTWA are aged 50-64.

The over 60 age range has also seen a slight decrease in applications from 12 last year to 5 this year with no-one aged over 60 successful in being offered employment this year.

## Disability

**Table 9: Internal Recruitment by Disability**

Disability	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
<b>Disabled</b>	6	9.4	2	33.3	1	50.0	16.6	20.0	5.3
<b>Non-Disabled</b>	57	89.1	44	77.2	17	38.6	29.8	31.9	89.5
<b>Prefer Not To Say</b>	1	1.6	1	100.0	1	100.0	100.0	100.0	5.3
<b>Total</b>	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

### Analysis:

In 2020-2021, five disabled applicants applied for internal vacancies and four were successful at sift. During this reporting period, two out of six applicants were successful at sift, and one was offered employment, giving an overall success rate of 16.6%, which is lower than the success rate of 29.8% for non-disabled staff.

The number of internal candidates that chose Prefer Not To Say decreased from three last year to one this year. We will continue to work on making sure that staff are comfortable in declaring a disability/long-term health condition and will work with our disability network to encourage disabled staff to consider how best to support their development and progression within the organisation.

**Table 10: External Recruitment by Disability**

Disability	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
<b>Disabled</b>	97	10.2	21	21.6	5	23.8	5.2	0.0	9.4
<b>Non-Disabled</b>	821	86.2	239	29.1	47	19.7	5.7	4.3	88.7
<b>Prefer Not To Say</b>	34	3.6	7	20.6	1	14.3	2.9	0.0	1.9
<b>Total</b>	952	100.0	267	28.0	53	19.9	5.6	3.7	100.0

## **Analysis:**

---

The 2011 Census states that 8.3% of people who are economically active and employed in the Cardiff TTWA have a long-term health problem or disability that limits their day-to-day activities. 10.2% of applications received were from people who identified as disabled compared to last reporting year's figure of 8.5%. The number of applications from applicants that identify as disabled has increased from 71 in 2020-21 to 97 during this reporting period.

The percentage of disabled people Successful at Sift has increased from 16.9% last year to 21.6% in this reporting year.

Five applicants who identified as disabled were offered employment this year compared to zero applicants in the last reporting period. Going forward, when and where there are disparities in conversion rates across the protected characteristics for applicants, we will examine our data in detail and make any required changes to processes.

This year, 34 applicants preferred not to declare their disability status, compared with 16 applicants last year (also 42 no replies last year). We need to ensure that candidates feel confident to be able to provide these details and will ensure that our recruitment webpages include stories from our staff including disabled staff and showcase the work of Embrace, our disability workplace equality network.

Last year, the overall success rate for applicants who identify as disabled was 0% compared with 5.2% in this reporting year. This year, the success rate for applicants who identify as disabled is more in line with that of applicants who do not identify as disabled (5.2% and 5.7% respectively).

## Ethnicity

**Table 11: Internal Recruitment by Ethnicity**

Ethnicity	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
<b>Ethnic Minority</b>	5	7.8	5	100.0	1	20.0	20.0	0.0	5.3
<b>White</b>	58	90.6	42	72.4	18	42.9	31.0	34.7	94.7
<b>Prefer Not To Say</b>	1	1.6	0	0.0	0	0.0	0.0	0.0	0.0
<b>Total</b>	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

### Analysis:

7.8% of applications came from staff who identified as ethnic minority for internal recruitment schemes during this reporting period. All five applicants were successful at sift, and one member of staff was successful in securing a job offer, compared with the two previous reporting periods where no staff who have identified as ethnic minority have been offered employment in an internal recruitment exercise.

One applicant selected 'Prefer Not to Say'.

We will continue to monitor conversion rates for internal and external campaigns for all candidates and make any required changes to processes. We can examine what types of roles candidates applied for and identify any potential and actual barriers in our recruitment process and adjust them accordingly. This year, the success rate for ethnic minority applicants is 20.0% compared with 0.0% last year. The success rate for white candidates remains broadly similar falling to 31.0% this year from 34.7% last year.

We continue to progress work with our REACH network and are collaborating with the Organisational Development and Learning Team to ensure that network members continue to receive the appropriate training and support that they need to further progress within the organisation.

We actively promote the Senedd as an inclusive employer and are a Race at Work Charter signatory.

**Table 12: External Recruitment by Race / Ethnicity**

Ethnicity	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
<b>Ethnic Minority</b>	105	11.0	14	13.3	4	28.6	3.8	1.6	7.5
<b>White</b>	823	86.4	247	30.0	49	19.8	6.0	4.0	92.5
<b>Prefer Not To Say</b>	24	2.5	6	25.0	0	0.0	0.0	0.0	0.0
<b>Total</b>	952	100	267	28	53	19.9	5.6	3.7	100.0

**Analysis:**

The 2011 census states that 6.8% of people who are economically active and employed in the Cardiff TTWA identified as being from an ethnic minority background. The number of total applications from people who identified as ethnic minority has increased to 105 this year, compared to 64 ethnic minority applicants last year. This year’s figure of 105 constitutes 11.0% of total applications (in comparison to last year’s figure of 7.7%), which exceeds the ethnic minority population in the Cardiff TTWA.

Last year, 23.1% of white applicants were successful at sift, compared to this year, where 30.0% of white applicants were successful at sift. Last year 12.5% of applicants who identified as ethnic minority were successful at sift, compared to this year where 13.3% of ethnic minority applicants were successful at sift. This tells us that white candidates are over twice as likely to be successful at sift than ethnic minority candidates.

Prefer Not to Say has increased from 1.7% last year to 2.5% this year.

There has been an increase in ethnic minority candidates’ overall success rate from 1.6% (2020-21) to 3.8% this year. There has also been an increase in the success rate of White applicants, from 4.0% (2020-21) to 6.0%.

7.5% of jobs (4 out of 53) were offered to people from an ethnic minority background. This figure slightly exceeds the Cardiff TTWA.

We are taking steps to address underrepresentation of ethnic minority employees in our workforce through talent management and to promote the Senedd

Commission as an employer of choice so that our workforce represents a more diverse cross section of society.

## Gender Reassignment / Gender Identity

**Table 13: Internal Recruitment by Gender Reassignment / Gender Identity**

Gender Identity	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
<b>Trans</b>	1	1.6	0	0.0	0	0.0	0.0	0.0	0.0
<b>Cisgender</b>	63	98.4	47	74.6	19	40.4	30.2	30.0	100.0
<b>Prefer Not To Say</b>	0	0.0	0	0.0	0	0.0	0.0	33.3	0.0
<b>Total</b>	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

### Analysis:

This year, one member of staff who applied for internal jobs identified as trans compared to zero applicants last year.

The number of Cisgender applications rose from 50 last year to 63 this year. The number of applications successful at sift rose slightly from 70.0% last year to 74.6% this year.

Last year, seven members of staff selected ‘no reply’ or prefer not to say’, compared to zero this year.

The Senedd Commission is a trans-inclusive employer and as with last year, the continues to explore with our LGBTQ+ network PLWS, what we can do to encourage internal applicants to share data concerning their trans status.

**Table 14: External Recruitment by Gender Reassignment / Gender Identity**

Gender Identity	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
<b>Trans</b>	25	2.6	3	12.0	0	0.0	0.0	0.0	0.0
<b>Cisgender</b>	889	93.4	254	28.6	52	20.5	5.8	4.1	98.1
<b>Prefer Not To Say</b>	38	4.0	10	26.3	1	10.0	2.6	0.0	1.9
<b>Total</b>	952	100.0	267	28.0	53	19.9	5.6	3.7	100.0

**Analysis:**

The number of applications from people who identify as trans has increased from four in last year’s reporting period to twenty-five this year. The percentage of applicants successful at sift who identify as trans is 12.0% compared with 28.6% for applicants who identify as cisgender.

Last year, the number of applicants who stated no reply was 86 and prefer not to say was fourteen. This year, 38 people opted for the prefer not to say option (as our application system asks for a response or prefer not to say, no reply is now not an option).

While there are no comparative statistics for the Cardiff TTWA in relation to people who identify as trans, the Government Equalities Office<sup>1</sup> estimates that there are approximately 200,000-500,000 trans people in the UK. Stonewall<sup>2</sup> estimates that there are 600,000 trans and non-binary people in the UK. The Census 2021 data will be able to give some more insights into the UK trans population when the information becomes available next year.

We will continue to encourage all applicants to declare their gender identity and will continue to promote the Senedd as an inclusive employer in order to encourage applications from trans people.

<sup>1</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/721642/GEO-LGBT-factsheet.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721642/GEO-LGBT-factsheet.pdf)

<sup>2</sup> <https://www.stonewall.org.uk/truth-about-trans#trans-people-britain>



## Religion / Belief

**Table 15: Internal Recruitment by Religion / Belief**

Religious Belief	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
<b>None</b>	32	50.0	22	68.8	6	27.3	18.8	27.3	31.6
<b>Christian*</b>	16	25.0	13	81.3	6	46.2	37.5	17.6	31.6
<b>Other**</b>	12	18.8	8	66.7	4	50.0	33.3	60.0	21.1
<b>Prefer Not To Say</b>	4	6.3	4	100.0	3	75.0	75.0	37.5	15.8
<b>Total</b>	64	100	47	73.4	19	40.4	29.7	31.6	100.0

\*Christian - Christian, Roman Catholic, Church in Wales, Church of England, Baptist/Methodist

\*\*Other - Agnostic, Atheist, Buddhism, Hinduism, Muslim, Other, Zoroastrian

### Analysis:

Like last year, most applications this year came from people who identified as having no religion or Christian (50.0% and 25.0% of applicants respectively). This year, 18.8% of applications were from people who identified as having other religious beliefs, which is higher than the 17.5% of applicants in 2020-2021.

Last year, people who declared no religion or belief were offered 33.3% of jobs. This year, the figure is similar, with 31.6% of jobs being offered to people who declare no religion or belief. This year, 31.6% of jobs were also offered to people who declared Christian, up from 16.7% last year.

For other religions and beliefs, there has been a drop from 33.3% of job offers to 21.1% this year.

Prefer Not to Say declarations have decreased to 6.3% from last year's figure of 14.0%.

**Table 16: External Recruitment by Religion / Belief**

Religious Belief	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
<b>None</b>	361	37.9	120	33.2	32	26.7	8.9	2.1	60.4
<b>Christian*</b>	269	28.3	68	25.3	8	11.8	3.0	3.0	15.1
<b>Other**</b>	232	24.4	54	23.3	9	16.7	3.9	6.0	17.0
<b>Prefer Not To Say</b>	90	9.5	25	27.8	4	16.0	4.4	5.3	7.5
<b>Total</b>	952	100.0	267	28.0	53	19.9	5.6	3.7	100.0

\*Christian - Christian, Roman Catholic, Church in Wales, Church of England, Baptist/Methodist

\*\*Other - Agnostic, Atheist, Buddhism, Hinduism, Muslim, Other, Zoroastrian

**Analysis:**

52.6% of applicants declared a religion or belief which is a slight increase from 47.8% in 2020-2021.

The percentage of applicants who opted for Prefer Not to Say has increased from 9.0% in 2020-2021 to 9.5% in this reporting period.

This year, most of the jobs were offered to people who identified as having no religion or belief (60.4%) compared to last year (22.6%). This year, 17.0% of total job offers were made to applicants having a minority religion or belief (17.0%), followed by Christian (15.1%).

The percentage of applications from people who declared Other Religions has increased from 19.9% in 2020-21 to 24.4% in 2021-2022.

## Sex

**Table 17: Internal Recruitment By Sex**

Gender	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
<b>Female</b>	36	56.3	27	75.0	14	51.9	38.9	33.3	73.7
<b>Male</b>	28	43.8	20	71.4	5	25.0	17.9	30.0	26.3
<b>Non-binary and Other</b>	0	0.0	0	0.0	0	0.0	0.0	50.0	0.0
<b>Prefer Not To Say</b>	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0
<b>Total</b>	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

### Analysis:

Thirty-six women applied for internal jobs compared to twenty eight men. This year, no applicants identified as non-binary and other.

Although the percentages for applicants successful at sift are broadly similar (75.0% success at sift for women, and 71.4% for men), women are more likely to be offered a job than men. Women had an overall success rate of 38.9% compared to 17.9% for men. Women were offered 73.7% of total jobs within this reporting period, up from 61.6% in 2020-2021. Men were offered 26.3% of total jobs within this reporting period, down from 33.3% in 2020-2021.

We will examine conversion rates, what roles were applied for and identify if any potential and actual barriers exist and adjust our processes accordingly.

**Table 18: External Recruitment by Sex**

Gender	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
<b>Female</b>	453	47.6	141	31.1	30	21.3	6.6	3.8	56.6
<b>Male</b>	476	50.0	122	25.6	23	18.9	4.8	4.1	43.4
<b>Non-binary and Other</b>	10	1.1	0	0.0	0	0.0	0.0	0.0	0.0
<b>Prefer Not To Say</b>	13	1.4	4	30.8	0	0.0	0.0	0.0	0.0
<b>Total</b>	952	100.0	267	28.0	53	19.9	5.6	3.7	100.0

**Analysis:**

Ten applicants declared a non-binary or other gender identity, but none were successful at sift.

This year, broadly similar numbers of women and men applied for jobs (47.6% and 50.0% of applicants respectively). As last year, the data shows that similar figures were recorded throughout the recruitment process: 21.3 % of women were successful at sift, compared to 18.9% of men, a rise for both groups compared to last year: 16.7% of women were successful at sift, compared to 17.8% of men.

In 2019-2020, 60.2% of job offers were made to women and 38.6% of job offers were made to men. In 2020-2021, 48.4% of jobs were offered to women, and 51.6% of jobs were offered to men. This year, 56.6% of jobs were offered to women and 43.4% offered to men.

We ensure that all of our recruitment panels have diversity and inclusion training, including unconscious bias training. All of our recruitment panels have a gender balance.

## Sexual Orientation

**Table 19: Internal Recruitment by Sexual Orientation**

Sexual Orientation	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous year	
<b>LGBQ+</b>	3	4.7	1	33.3	0	0.0	0.0	57.1	0.0
<b>Heterosexual / Straight</b>	61	95.3	46	75.4	19	41.3	31.1	32.5	100.0
<b>Prefer Not To Say</b>	0	0.0	0	0.0	0	0.0	0.0	10.0	0.0
<b>Total</b>	64	100.0	47	73.4	19	40.4	29.7	31.6	100.0

### Analysis:

Three people who identified as LGBQ+ applied for an internal scheme, representing 4.7% of all internal applications, down from 12.3% of all applications in 2020-2021. No applicants who identified as LGBQ+ were offered a job. Last year, 22.2% of total jobs offered were offered to people who identified as LGBQ+.

We are confident that the support and development available for LGBQ+ staff continues to represent best practice. In 2020, we were named by Stonewall as the number one employer in Wales and one of the Top Ten LGBTQ+ employers in the UK.

**Table 20: External Recruitment by Sexual Orientation**

Sexual Orientation	Applications Received		Successful at Sift		Offer of Employment		Overall Success		% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	% of Previous Year	
<b>LGBQ+</b>	139	14.6	27	19.4	3	11.1	2.2	3.9	5.7
<b>Heterosexual / Straight</b>	741	77.8	217	29.3	48	22.1	6.5	4.1	90.6
<b>Prefer Not To Say</b>	72	7.6	23	31.9	2	8.7	2.8	0.0	3.8
<b>Total</b>	952	100	267	28	53	19.9	5.6	3.7	100.0

## **Analysis:**

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The total percentage of applicants who identify as lesbian, gay, bi or other sexual orientation (LGBQ+) has risen from 9.2% to 14.6%, which is higher than the UK Government's estimate of 5 -7% of the local populations identifying as LGB+.

5.7% of job offers were made to people who identify as LGBQ+, down from 9.7% in 2020-2021. 90.6% of job offers were to applicants who identified as heterosexual/straight, compared with 87.1% in 2020-21. The disparity in total job offers between candidates who identify as LGBQ+ and heterosexual/straight warrants further review. We will examine conversion rates, what roles were applied for and identify if any potential and actual barriers exist and adjust our processes accordingly.

The overall success rate figures suggest that heterosexual / straight applicants are almost three times as successful as LGBQ+ applicants in getting offered a job (6.5% and 2.2% success rates respectively).

We actively promote the Senedd as a LGBQ+ inclusive employer by attending Pride events, promoting our LGBTQ+ workplace network and our status as one of the most inclusive employers in the UK, promoting our support for International Day Against Homophobia, Biphobia and Transphobia, and celebrating LGBTQ+ History Month. We are a Stonewall Diversity Champion and were featured in the top ten of Stonewall's Workplace Equality Index for six consecutive years, including being ranked the top employer in the UK in 2018.

## Geographic Diversity of Applicants

This year, we have in-year data from July 2021 to March 2022 relating to the geographic diversity of our applicants. As this is the first time we have collected this data, this year's partial data will serve as our baseline data for this characteristic going forward.

**Table 21: Internal Applicants by Geographic Location**

Location	Number of Apps
Bridgend	1
Cardiff	28
Carmarthenshire	2
Conwy	1
Gwynedd	2
Merthyr Tydfil	2
Neath Port Talbot	2
Newport	5
Rhondda Cynon Taf	7
Swansea	1
Vale of Glamorgan	7
<b>Total Candidates</b>	<b>58</b>

### Analysis:

It is difficult to draw conclusions from the data but the majority of our internal applicants are domiciled in Cardiff. There is an absence of applicants from the Mid Wales region but this is likely to be historic as our main office is based in Cardiff Bay with a smaller office in Colwyn Bay.

**Table 22: Geographic Location of External Applicants**

Location	Number of Apps
Anglesey	2
Blaenau Gwent	9
Bridgend	39
Caerphilly	52
Cardiff	353
Carmarthenshire	19
Ceredigion	1

<b>Location</b>	<b>Number of Apps</b>
<b>Conwy</b>	4
<b>Denbighshire</b>	3
<b>England</b>	58
<b>Flintshire</b>	2
<b>Gwynedd</b>	13
<b>Merthyr Tydfil</b>	11
<b>Monmouthshire</b>	12
<b>Neath Port Talbot</b>	23
<b>Newport</b>	31
<b>Pembrokeshire</b>	5
<b>Powys</b>	9
<b>Rhondda Cynon Taf</b>	69
<b>Swansea</b>	33
<b>Torfaen</b>	16
<b>Vale of Glamorgan</b>	81
<b>Wrexham</b>	4
<b>Northern Ireland</b>	1
<b>Scotland</b>	1
<b>Outside UK</b>	12
<b>Prefer not to say</b>	10
<b>Total Candidates</b>	<b>873</b>

### **Analysis:**

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Again, it is difficult to draw conclusions from the data but we could infer that agile / hybrid working arrangements might have encouraged external applications from people across Wales, the UK and beyond as where we are able to, we advertise our roles as agile (hybrid).



## Socio-economic background of applicants

In 2021, the Senedd’s Public Accounts and Public Administration Committee requested that the Senedd Commission collect socio-economic background diversity data of both its job applicants and workforce. The Recruitment Team piloted the use of socio-economic background questions<sup>3</sup> for both internal and external applicants for this reporting period using the online applicant tracking system. We are using these findings to inform what best way to gather data on socio-economic background of our workforce from the next reporting period.

In July 2021, the **Social Mobility Commission revised the questions for employers to measure socio-economic background**. We gathered data on the previous questions from April 2021 but will utilise the revised questions for our next reporting year.

### Which type of school did you attend for the most time between the ages of 11 and 16?

**Table 23: Internal Applicants by Type of School Attended**

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
<b>A state-run or state-funded school</b>	60	93.8	44	73.3	17	38.6	28.3	89.5
<b>Attend school outside the UK</b>	0	0	0	0	0	0	0	0
<b>Independent or fee-paying school</b>	1	1.6	1	100.0	1	100.0	100.0	5.3
<b>Prefer not to say</b>	3	4.7	2	66.7	1	50.0	33.3	5.3
<b>I don't know</b>	0	0	0	0	0	0	0	0.0
<b>Total</b>	64	100.0	47	73.4	19	40.4	29.7	100.0

<sup>3</sup> Social Mobility Commission Cross Sector Toolkit

## Analysis:

93.8% of applicants for internal jobs declared that they attended a state-run or state-funded school compared with 1.6% who declared an independent or fee-paying school. This compares to the national benchmark: 7.5% attended independent schools. While 1.6% of total applications came from those who attended independent or fee-paying schools, they had a 100% success rate. 5.3% of jobs were offered to those who attended independent or fee-paying schools.

**Table 24: External Applicants by Type of School Attended**

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
<b>A state-run or state-funded school</b>	820	86.1	241	29.4	50	20.7	6.1	94.3
<b>Attended school outside the UK</b>	57	6.0	9	15.8	2	22.2	3.5	3.8
<b>Independent or fee-paying school</b>	43	4.5	9	20.9	1	11.1	2.3	1.9
<b>Prefer not to say</b>	27	2.8	8	29.6	0	0.0	0.0	0.0
<b>I don't know</b>	5	0.5	0	0.0	0	0.0	0.0	0.0
<b>Total</b>	952	100	267	28	53	19.9	5.6	100.0

## Analysis:

86.1% of applicants for external jobs declared that they attended a state-run or state-funded school compared with 4.5% who declared an independent or fee-paying school. This compares to the national benchmark: 7.5% attended independent schools. 6.0% of applicants attended school outside the UK.

94.3% of total job offers were made to applicants who said they went to a state-run or state-funded school, compared with 1.9% of applicants who said that they were from an independent or fee-paying school and 3.8% of applicants who attended school outside the UK.

**If you finished school after 1980, were you eligible for free school meals at any point during your school years?**

**Table 25: Internal Applicants by Free School Meals Eligibility**

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
<b>No</b>	42	65.6	32	76.2	13	40.6	31.0	68.4
<b>Yes</b>	12	18.8	8	66.7	3	37.5	25.0	15.8
<b>I don't know</b>	5	7.8	4	80.0	1	25.0	20.0	5.3
<b>Prefer not to say</b>	3	4.7	2	66.7	1	50.0	33.3	5.3
<b>Not applicable (finished school before 1980 or went to school overseas)</b>	2	3.1	1	50.0	1	100.0	50.0	5.3
<b>Total</b>	64	100.0	47	73.4	19	40.4	29.7	100.0

**Analysis:**

In its cross-sector toolkit for employers, the Social Mobility Commission notes that eligibility for free school meals (at any point during a pupil’s school years) is a measure of extreme economic disadvantage. 65.6% of applicants for internal roles were ineligible for free school meals, compared with 18.8% of applicants who were eligible for free school meals. This compares with the national benchmark: 15% of pupils at state-funded schools are eligible for free school meals.

The overall success rate for those eligible for free school meals at 25.0% compares with 31.0% for those ineligible for free school meals.

15.8% of jobs were offered to those who were eligible for free school meals. This also compares with the national benchmark: 15% of pupils at state-funded schools are eligible for free school meals.

**Table 26: External Applicants by Free School Meals Eligibility**

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
<b>No</b>	612	64.3	195	31.9	38	19.5	6.2	71.7
<b>Yes</b>	164	17.2	36	22.0	8	22.2	4.9	15.1
<b>I don't know</b>	84	8.8	15	17.9	4	26.7	4.8	7.5
<b>Prefer not to say</b>	40	4.2	13	32.5	2	15.4	5.0	3.8
<b>Not applicable (finished school before 1980 or went to school overseas)</b>	52	5.5	8	15.4	1	12.5	1.9	1.9
<b>Total</b>	952	100.0	267	28.0	53	19.9	5.6	100.0

**Analysis:**

In its cross-sector toolkit for employers, the Social Mobility Commission notes that eligibility for free school meals (at any point during a pupil’s school years) is a measure of extreme economic disadvantage. 64.3% of applicants for external roles were ineligible for free school meals, compared with 17.2% of applicants who were eligible for free school meals. This compares with the national benchmark: 15% of pupils at state-funded schools are eligible for free school meals.

The overall success rate for those eligible for free school meals at 4.9% compares with 6.2% for those ineligible for free school meals.

15.1% of total job offers went to applicants eligible for free school meals (compares with the national benchmark: 15% of pupils at state-funded schools are eligible for free school meals). 71.7% of total job offers went to applicants who were ineligible for free school meals.

## What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?

**Table 27: Internal Applicants by Highest Parental Qualification**

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
<b>Degree or equivalent (e.g. first or higher degrees, postgraduate diplomas, NVQ/SVQ Level 4 or 5)</b>	23	35.9	19	82.6	8	42.1	34.8	42.1
<b>Below degree level (e.g. A level, SCE Higher, GCSE, O level, SCE Standard/Ordinary, NVQ/SVQ, BTEC)</b>	22	34.4	16	72.7	4	25.0	18.2	21.1
<b>Above degree level (e.g. MA, MSc, MPhil, PhD)</b>	12	18.8	7	58.3	5	71.4	41.7	26.3
<b>No qualifications</b>	0	0.0	0	0.0	0	0	0	0.0
<b>Prefer not to say</b>	6	9.4	5	83.3	2	40.0	33.3	10.5
<b>I Don't know</b>	1	1.6	0	0.0	0	0.0	0.0	0.0
<b>Not applicable</b>	0	0.0	0	0.0	0	0.0	0.0	0.0
<b>Total</b>	64	100.0	47	73.4	19	40.4	29.7	100.0

### Analysis:

54.7% of applicants for internal jobs had either parent/guardian educated to degree level and above. The overall success rate for applicants that had a parent/guardian educated to degree level is 34.8% and for applicants that had a parent/guardian educated above degree level is 41.7%. This compares to 18.2% for applicants with either a parent/guardian educated below degree level.

42.1% of total job offers were made to applicants with either parent/guardian educated at degree level, compared with 21.1% educated below degree level.

**Table 28: External Applicants by Highest Parental Qualification**

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of Total Jobs
	Number	% of Total Apps	Number	% of Apps	Number	% Successful at Sift	% of Current Year	
<b>Degree or equivalent (e.g. first or higher degrees, postgraduate diplomas, NVQ/SVQ Level 4 or 5)</b>	344	36.1	108	31.4	19	17.6	5.5	35.8
<b>Below degree level (e.g. A level, SCE Higher, GCSE, O level, SCE Standard/Ordinary, NVQ/SVQ, BTEC)</b>	347	36.4	85	24.5	17	20.0	4.9	32.1
<b>Above degree level (e.g. MA, MSc, MPhil, PhD)</b>	130	13.7	41	31.5	10	24.4	7.7	18.9
<b>No qualifications</b>	56	5.9	12	21.4	4	33.3	7.1	7.5
<b>Prefer not to say</b>	35	3.7	11	31.4	1	9.1	2.9	1.9
<b>I don't know</b>	30	3.2	9	30.0	2	22.2	6.7	3.8
<b>Not applicable</b>	10	1.1	1	10.0	0	0.0	0.0	0.0
<b>Total</b>	952	100	267	28.0	53	19.9	5.6	100.0

**Analysis:**

49.8% of applicants (474) for external roles had either parent/guardian educated to degree level and above.

The overall success rates of applicants with either parent/guardian being educated above degree level and either parent/guardian having no qualifications are broadly comparable at 7.7% and 7.1% respectively. Similarly, the overall success rate of applicants with either parent/guardian educated to degree level or equivalent at 5.5% is broadly comparable to applicants with either parent/guardian educated below degree level.

35.8% of total job offers were made to applicants with either parent/guardian educated to degree level and 32.1% of total job offers were made to applicants with either parent/guardian educated below degree level.

## Please tell us about the occupation of your main household earner when you were aged 14

The tables below have been condensed to group occupations together e.g. Professional, Intermediate and Working Class – this is to provide clarity for the reader. Sub questions relating to whether the main household earner was an employee or self-employee have not been analysed as it is difficult to draw meaningful conclusions from this data. The Social Mobility Commission has rationalised this question to overcome this.

**Table 29: Internal Applicants by Occupation of Main Household Earner**

	Applications Received		Successful at Sift		Offer of Employment		Overall Success	% of total jobs
	Number	% of total applications	Number	% of applications	Number	% successful at sift	% of current year	
<b>Professional</b>	40	62.5	31	77.5	12	38.7	30.0	63.2
<b>Intermediate</b>	4	6.3	2	50.0	1	50.0	25.0	5.3
<b>Working class</b>	4	6.3	2	50.0	1	50.0	25.0	5.3
<b>Prefer not to say</b>	15	23.4	11	73.3	5	45.5	33.3	26.3
<b>I don't know</b>	1	1.6	1	100.0	0	0.0	0.0	0.0
<b>Retired</b>	0	0.0	0	0.0	0	0.0	0.0	0.0
<b>This question does not apply to me</b>	0	0.0	0	0.0	0	0.0	0.0	0.0
<b>Total</b>	64	100.0	47	73.4	19	40.4	29.7	100.0

### Analysis:

#### National Benchmarks:

Professional: 34%

Intermediate: 38%

Working Class: 29%

The majority of applications for internal roles came from applicants whose main family earner when they were aged 14 was in a professional occupation (62.5%) which exceeds the national benchmark of 34%.

63.2% of total job offers went to applicants whose main family earner when they were aged 14 was from a professional occupation: this figure is almost double the national benchmark of 34%. This compares to 5.3% of total job offers to applicants

whose main family earner when they were aged 14 was in an intermediate occupation (considerably lower than the national benchmark of 38%) and 5.3% of total job offers to applicants whose main family earner when they were aged 14 was in a working class occupation (also lower than the national benchmark of 29%). It is notable that 26.3% of total job offers went to candidates who opted to not disclose information about their main family earner when they were aged 14.

As this is baseline data we will monitor our datasets going forward to ascertain whether there are any emerging trends/differentials.

**Table 30: External Applicants by Occupation of Main Household Earner**

	Applications Received		Successful at sift		Offer of Employment		Overall Success	% of total jobs
	Number	% of total applications	Number	% of applications	Number	% successful at sift	% of current year	
<b>Professional</b>	474	49.8	147	31.0	31	21.1	6.5	58.5
<b>Intermediate</b>	72	7.6	16	22.2	6	37.5	8.3	11.3
<b>Working class</b>	270	28.4	67	24.8	8	11.9	3.0	15.1
<b>Prefer not to say</b>	75	7.9	23	30.7	4	17.4	5.3	7.5
<b>I don't know</b>	34	3.6	10	29.4	3	30.0	8.8	5.7
<b>Retired</b>	12	1.3	1	8.3	0	0.0	0.0	0.0
<b>This question does not apply to me</b>	15	1.6	3	20.0	1	33.3	6.7	1.9
<b>Total</b>	952	100.0	267	28.0	53	19.9	5.6	100.0

**Analysis:**

**National Benchmarks:**

Professional: 34%

Intermediate: 38%

Working Class: 29%

The majority of applications for external roles was made from candidates where the main family earner at aged 14 was from a professional occupation (49.8%) and compares to the national benchmark of 34%. This is followed by 28.4% of candidates where the main family earner at aged 14 was from a working class occupation, compared to the national benchmark of 29%.



58.5% of total job offers were made to candidates where the main family earner at aged 14 was from a professional occupation – this figure exceeds the national benchmark of 34%.

The overall success rate at 8.3% was highest from candidates where the main family earner at aged 14 was from an intermediate occupation. 11.3% of total job offers were made to candidates where the main family earner at aged 14 was from an intermediate occupation which is significantly lower than the national benchmark of 29%. This compares to 15.1% of total job offers being made to candidates where the main family earner at aged 14 was in a working class occupation.

Again, as this is baseline data, we will monitor our datasets going forward to ascertain whether there are any emerging trends/differentials.

# **Diversity and Inclusion:** Equal Pay Audit, Gender, Ethnicity and Disability Pay Gap Reporting

June 2022



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

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# **Diversity and Inclusion:** Equal Pay Audit, Gender, Ethnicity and Disability Pay Gap Reporting

June 2022





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## 1. Introduction

The purpose of this report is to provide information relating to the Senedd Commission's 2022:

- Equal Pay Audit;
- Gender Pay Gap figures;
- Ethnicity Pay Gap figures;
- Disability Pay Gap figures.

The purpose of providing this data is to ensure that pay practices are free from unfairness and discrimination on any grounds related to a protected characteristic. The overall objective is to identify the actions that the Commission can take to ensure there is ultimately no overall difference in pay between different groups.

## 2. Definitions

### What is an Equal Pay Audit?

---

'An equal pay audit is an assessment tool that is used to determine whether an employer is meeting its obligations under the Equality Act 2010 to provide different groups of staff **equal pay for equal work**. An equal pay audit involves:

- Comparing the pay of protected groups (sex, age, disability, sexual orientation, race, and religion or belief) who are doing equal work within the Commission;
- Investigating the causes of any pay differences within these groups; and
- Identifying any actions required to close any gaps that cannot be justified on grounds other than one of those characteristics.<sup>1</sup>

It should be noted, that where the amount of representation of a protected group in a particular pay grade is less than 5 people or less than 5% of the group is within that pay grade, this is too small to make any meaningful finding.

### What do we mean by Gender Pay Gap reporting?

---

The Gender Pay Gap is the percentage difference between the average (mean and median) earnings of men and women across a workforce. It is different to equal pay, which considers the pay of men and women doing the same for equal or similar work. Instead, it is the difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority or type of work.

In line with the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**, employers need to publish six calculations showing:

- mean gender pay gap in hourly pay;
- median gender pay gap in hourly pay;
- mean bonus gender pay gap;
- median bonus gender pay gap;

---

<sup>1</sup> Equality and Human Rights Commission – Equal Pay Audit Toolkit



- proportion of males and females receiving a bonus payment; and the
- proportion of males and females in each pay quartile.

### **What do we mean by Ethnicity Pay Gap reporting?**

---

We have voluntarily published our Ethnicity Pay Gap information since 2019. The Ethnicity Pay Gap measures the difference in pay between all employees who have identified as ethnic minority employees and those who employees who have identified as White in the Senedd Commission’s workforce. The Commission reports the Ethnicity Pay Gap against the same measures as those for the Gender Pay Gap.

### **What do we mean by Disability Pay Gap reporting?**

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This year, for the first time, we have voluntarily published our Disability Pay Gap information. The Disability Pay Gap measures the difference in pay between all employees who have identified as having a disability, and those employees who have identified as not having a disability. The Commission reports the Ethnicity Pay Gap against the same measures as those for the Gender Pay Gap.

It should be noted that the Commission works in line with the **Government Statistical Service (GSS) definition** of “disabled”<sup>2</sup>. However, with regards to the data analysed as part of the Disability Pay Gap here, employees were asked to self-identify whether they have a disability, and no objective assessment against the definition above, has been applied to the employee group for the purposes of Disability Pay Gap reporting.

### **Mean and Median**

---

Throughout the report, the information used looks at both the ‘mean’ (average) and the ‘median’ (middle) pay. This allows us to have due consideration for the average pay for the different groups, but also use the median calculations to identify areas where the mean may have skewed the overall data.

Mean is the average hourly rate of pay, calculated by adding the total hourly pay rate for all employees then dividing that figure by the number of employees.

---

<sup>2</sup> ‘A person who has a physical or mental health condition or illness that has lasted or is expected to last 12 months or more, that reduces their ability to carry-out day-to-day activities.’

To calculate the median, the pay rates for all employees are arranged in order from lowest to highest. The median is the hourly rate which appears exactly in the middle.

In line with the Gender Pay Gap reporting website, percentages throughout this report have been rounded to one decimal point.

### 3. Scope

Due to some differences in which Equal Pay audits and Pay Gaps are reported, there are some differences in scope between these. The below table summarises these:

	<b>Equal Pay Audit</b>	<b>Gender/Ethnicity/Disability Pay Gap</b>
<b>Period of time taken into account</b>	31 March 2022 only (1 day)	1-31 March 2022 (1 month)
<b>Definition of pay</b>	Full Time Equivalent Salary including allowances ("Total pay")	Actual salary for the whole of March (which may be pro-rated for Part Time staff) after salary sacrifice deductions (except childcare vouchers) and including allowances
<b>Headcount</b>	474	460
<b>All staff on perm/temp contracts employed on 31 March were included except:</b>	Internal secondments and staff currently on career breaks or anyone not on a pay band	Internal secondments and staff currently on career breaks or anyone not on a pay band. Anyone who has worked less than a full month (for example leavers or people on long term leave)
<b>Information source</b>	HR/Payroll System (Cognos / Resource Link)	

#### **Pay and Reward system**

The applicable pay scales came into effect on 1 April 2021 (Annex 1). It should be noted that:

- Bands within the pay scales are designed to be relatively short to minimise any likelihood of pay discrimination;
- We use minimal allowances, minimising any potential for pay differentials;
- We do not pay bonuses to any of our employees;
- The usual practice is for new starters to begin on minimum pay point, and any differences to this have to go through an objective approval process;
- Trade Union Side are involved in pay reviews and negotiations with current pay arrangements in place till 2025 (subject to review) and informed by the Annual Survey of Hours and Earnings (ASHE) index; and

- We use the Cabinet Office's Job Evaluation Grading System (JEGS) system for most grades, and the Cabinet Office's Job Evaluation Senior Posts (JESP) system for Director level and above.

## 4. Equal Pay Audit 2022

### Overview: pay differences between groups

Group	Group 1 (% of workforce)	Group 2 (% of workforce)	Median / Mean	FTE Total salary Δ		Pay difference change since last year Δ
				2022 - % more Group 1 are paid than Group 2 *	2021 - % more Group 1 are paid than Group 2 *	
Sex	Women (50.8%)	Men (49.2%)	Median	8.4%	8.9%	↓
			Mean	5.4%	5.3%	=
Age	46-50 (11.6%)	All other ages (88.4%)	Median	5.3%	11.72%	↓
			Mean	16.5%	14.98%	↑
Disability	Staff who don't identify with a disability (84%) †	Staff who identify with a disability (6.3%) †	Median	0.0%	0.0%	=
			Mean	-2% ‡	3.7%	↓
Sexual Orientation	Non-LGBQ+ staff (82.3%) †	LGBQ+ staff (4.2%) †	Median	0.0%	7.1%	↓
			Mean	-6.31% ‡	0.3%	↓ (Although reduced, inverse gap increased)

**Diversity and Inclusion: Equal Pay Audit, Gender, Ethnicity and Disability Pay Gap Reporting**

Group	Group 1 (% of workforce)	Group 2 (% of workforce)	Median / Mean	FTE Total salary Δ		Pay difference change since last year Δ
				2022 - % more Group 1 are paid than Group 2 *	2021 - % more Group 1 are paid than Group 2 *	
<b>Race/ Ethnicity</b>	Staff identifying as White (92.2%) †	Ethnic Minority staff (4.2%) †	Median	<b>34.7%</b>	38.9%	↓
			Mean	<b>25.5%</b>	27.8%	↓
<b>Religion/ Belief</b>	Agnostic/ Atheist/ Christian/ None/Other (76.2%) †	Muslim (1.5%) †	Median	<b>38.9%</b>	40.4%	↓
			Mean	<b>37%</b>	38.9%	↓

\* Green = <10% / Amber = >10%, <25% / Red = >25%

Δ Green = Reduced, or remained the same where no pay difference / Amber = Remained the same where still a pay difference / Red = Increased

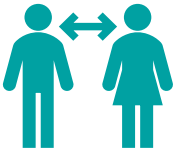
† Does not total 100% of workforce as some staff have not specified

‡ A negative number means Group 2 are paid more than Group 1

## 5. Insights and Analysis

### Sex

As we have seen over the last three years, the inverse equal pay gap has continued to decrease this year, which marks further progress towards neutralising the gender equal pay gap.



49.2%  
233

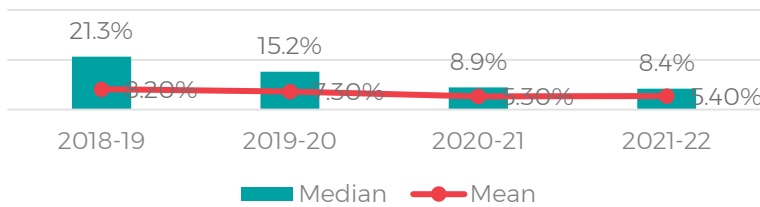
50.8%  
241

The male/female split across the workforce remains nearly equal

**8.4%** Women are paid 8.4% more than men when looking at the **median** difference in total salary

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**5.4%** Women are paid 5.4% more than men when looking at the **mean** difference in total salary

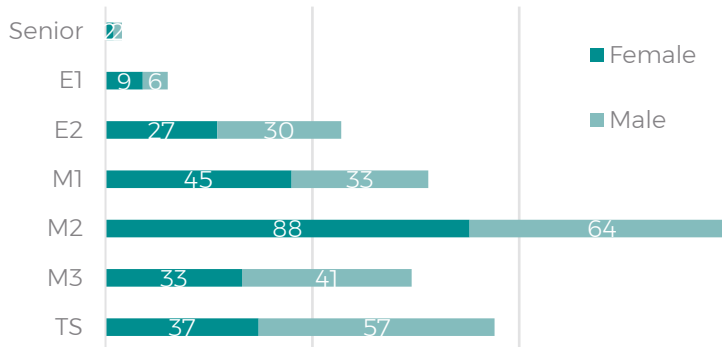


Mean and median differences in total salary have broadly remained the same as last year

Part time males are paid 30.9% less on median total pay than full time males. Of the 20 part time males, 14 of these are in the two lowest grades, which is likely to account for the difference. There are no part time males above SEO/M1 level. Compared to last year (8.5%) part time males has risen to 8.5% this year



Part time females are paid the same as full time females against median total pay



At Board level, there is equal representation between males and females, and a 3:2 ratio of female:males at Senior Leadership Team level. There is nearly a third more females at HEO level, and just less than a 2:1 male/female ratio at TS level

The only Grade with more than 5 people with a median or mean pay difference of more than 5% was Team Support. The mean difference for **total** pay here shows men were paid 6.1% more than women. However this is due to the higher numbers of men in Security Team Support roles, where shift allowances are payable (as evidence by the **basic** pay difference of 0%).



## Age

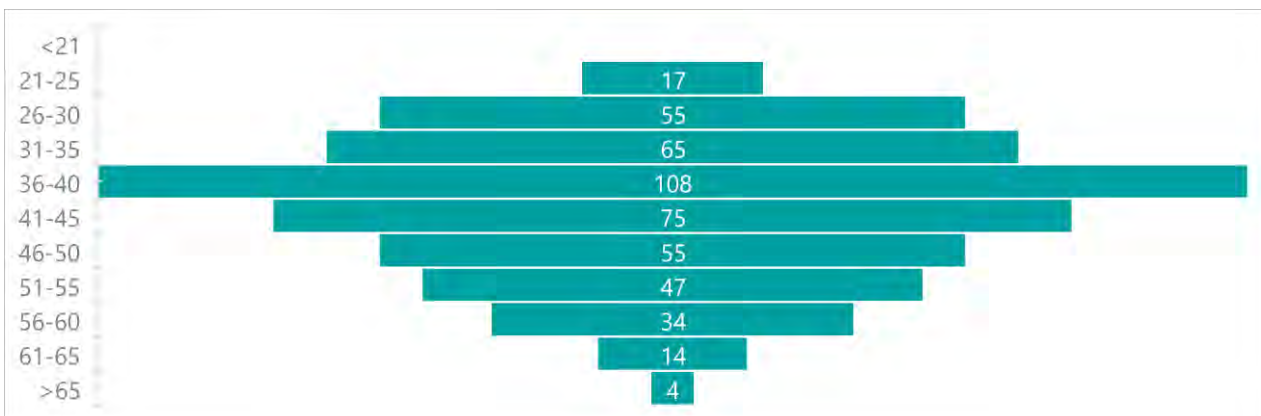
When comparing different age groups against each other, there are differences in the mean and median pay. Although 46-50 year olds are the highest paid group overall, broadly, for staff between 36-60, there is no significant difference in pay. There is a much more significant difference for staff under 30, however this is to be expected due to the fact that progression through the pay grade is linked to length of service. Staff age 30 or under are more likely to have a shorter length of service than staff in other age groups, and are therefore more likely to be paid at the lower levels of the pay grade. The smaller numbers of staff in the 61+ groups (18) means that this group is sensitive to even small changes in the cohort.

↑  
**46-50**

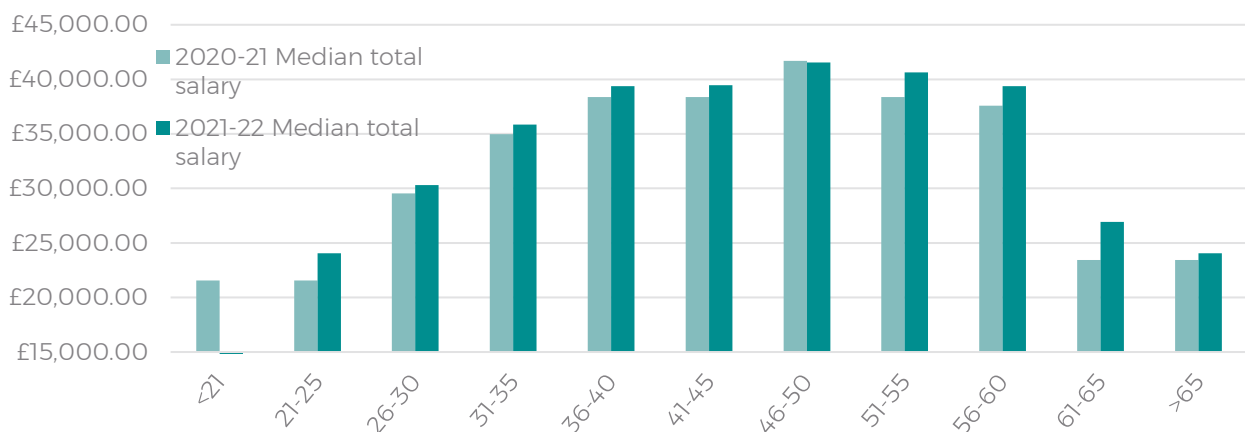
This group are the highest paid age group when looking at both the **median** and **mean** total salary. This remains the same as last year

↓  
**21-25**  
**>65**

These groups are the lowest paid when looking at **median** and **mean** total salary. However, the smaller numbers of staff within these groups mean they are more likely to be skewed when comparing with other larger age groups



In terms of actual numbers of staff against the different age bands, there is a natural bell curve, as would be expected. There is currently no one younger than 21 working for the Commission.






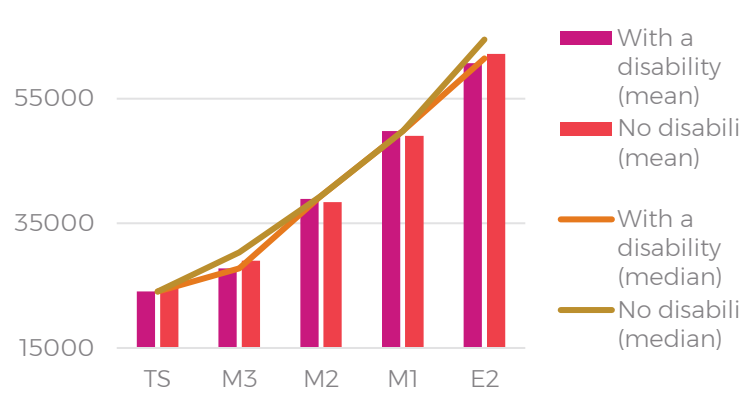
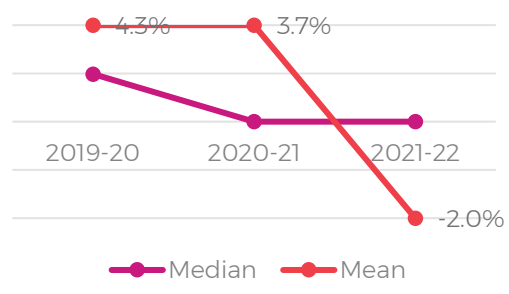
## Disability

The median total pay difference continues to be 0%. Against mean total pay, staff with a disability are paid very slightly more than non-disabled staff. Due to the small numbers involved, the data is sensitive to even small changes in the cohort.

 6.3% 30	 83.8% 398	The current ratio of people with a disability to people without a disability is 1:13.	= People with a disability are paid <b>the same</b> as people without a disability when looking at the <b>median</b> difference in total salary
			2% People with a disability are paid <b>2% more</b> than people without a disability when looking at the <b>mean</b> difference in total salary

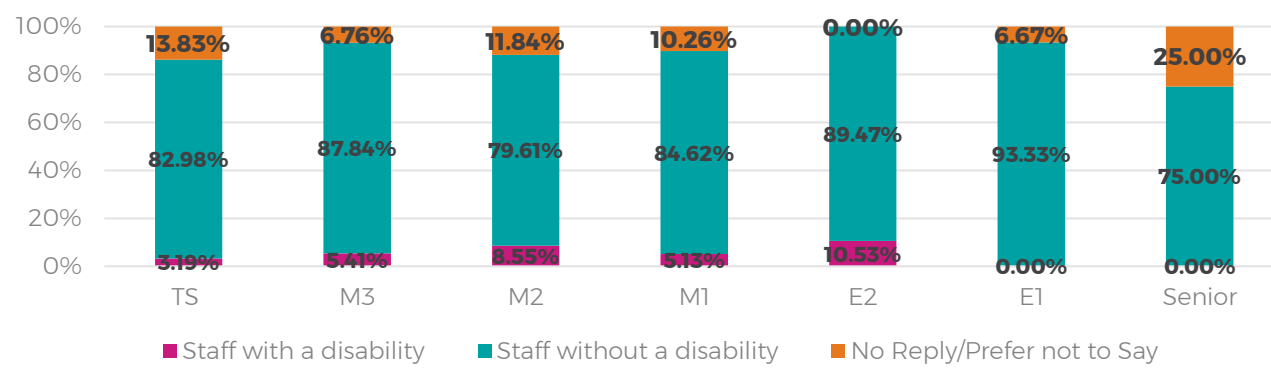
 **9.9%** % of people who did not disclose their disability status (47 people). There have been an additional 6 people this year who have disclosed they have a disability.

Mean differences in total salary have continued to reduce compared to previous years, and are now showing an inverse pay difference. For the second year running, the median total pay difference is 0%



When comparing pay for staff with a disability vs staff without a disability within each pay grade, the median and mean pay is broadly the same.

At the two most senior grades, there are no staff identifying as having a disability



## Sexual Orientation

As the number of staff declaring themselves LGBQ+ is still very small overall, any small changes here can have a significant impact on the overall figures, however LGBQ+ staff are paid slightly more than non-LGBQ+ staff when looking at mean total salary, and LGBQ+ and non LGBQ+ staff are paid the same mean total salary.

**1:20**

4.2% 82.3%  
20 390

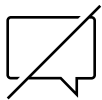
The current ratio of LGBQ+ staff to non-LGBQ+ staff is 1:20.

**0%**

LGBQ+ staff are paid 0% more than non-LGBQ+ staff when looking at the **median** difference in total salary

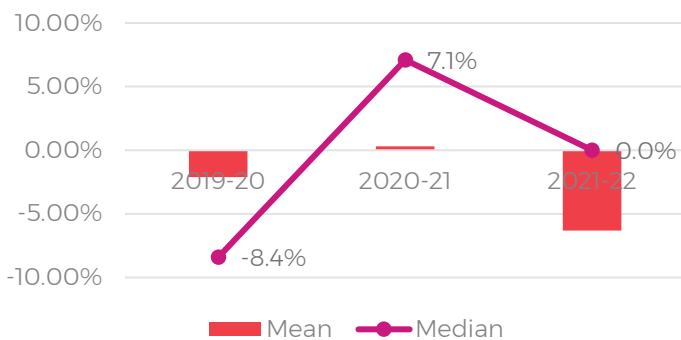
**6.31%**

LGBQ+ staff are paid 6.31% more than non-LGBQ+ staff when looking at the **mean** difference in total salary

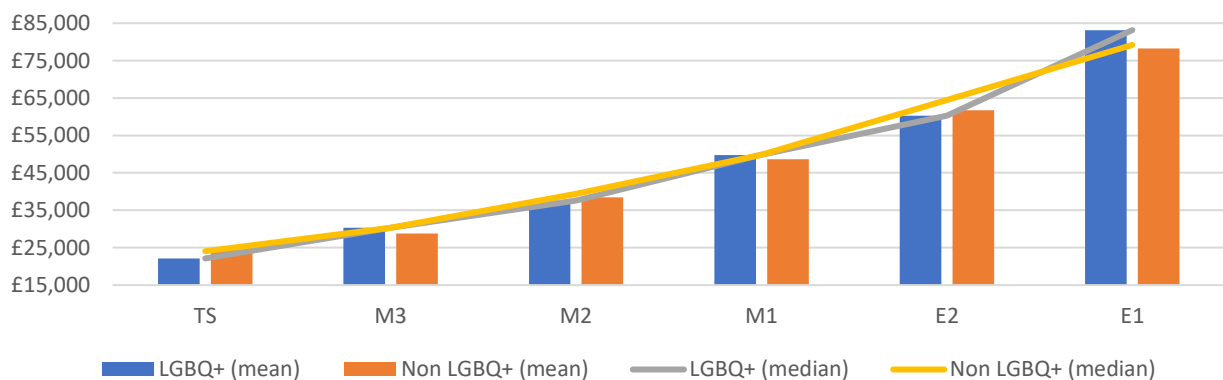


**13.5%**

% of people who did not disclose their sexual orientation (64 people). This is comparable to last year's did not disclosure rate of 13.9%



As the number of staff declaring themselves to be LGBQ+ is still very small overall, any small changes here can have a significant impact on the overall figures, which we have seen over the last 3 years



When comparing pay for staff within each pay grade, the median and mean pay is broadly the same. For all grades bar the M2/HEO and M1/SEO grades, there were less than 5 LGBQ+ staff in each grade, meaning it's not possible to undertake any meaningful comparison. For both HEO/SEO grades, the difference in mean and median total salaries were less than 5%

## Race / Ethnicity

The mean and median total pay difference has reduced this year against last year. Analysis within grades demonstrates there is not an equal pay issue, but the overall figures are affected by the lack of Ethnic Minority representation at higher grades. As the number of Ethnic Minority staff is still very small overall, any small changes can have a significant impact on the overall figures

**1 : 22**

4.2%      92.2%  
20      437

The current ratio of Ethnic Minority staff to White staff is 1:22

**34.7%**

White staff are paid 34.7% more than Ethnic Minority staff when looking at the **median** difference in total salary

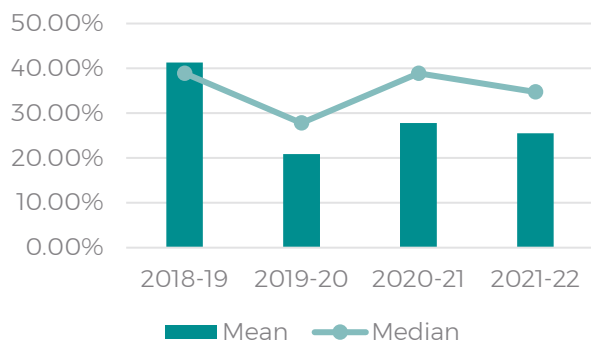
**25.5%**

White staff are paid 25.5% more than Ethnic Minority staff when looking at the **mean** difference in total salary

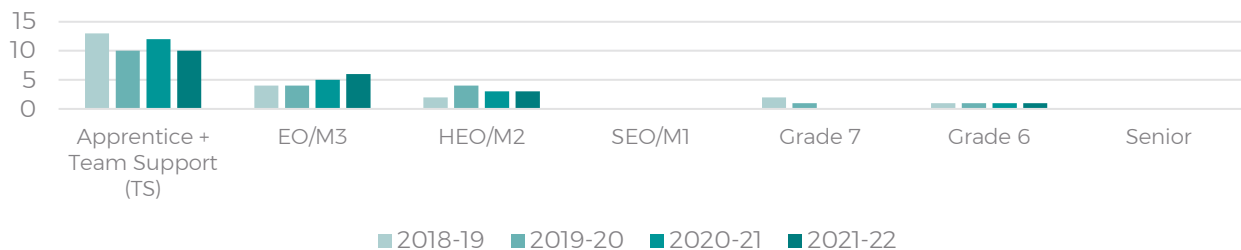


**3.6%**

% of people who did not disclose their race/ethnicity (17 people), which is comparable to last year's rate of 3.9%



There has been a downward trajectory in the pay difference over the last 4 years (with mean total pay difference 15.8% less than it was 4 years ago, and median down by 4.2%). Against last year, the mean and median pay difference have both decreased, however the overall pay difference remains high.




Within the two bands with more than 5 people who are of an ethnic minority, there is a 0% pay mean and median difference at EO/M3 level between, and a 0% median / -0.5% mean pay difference at TS level. This shows that the overall median and mean pay differences of 34.7% and 25.5% are not as a result of an equal pay for equal work issue, but instead is due to a lack of representation across more senior bands in the organisation (5.3% of staff identify as either ethnic minority or have not disclosed their ethnicity across grades E2, E1 and-Senior level).

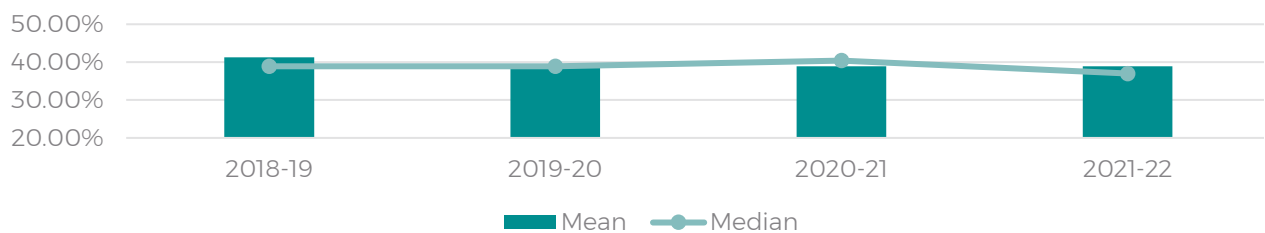
## Religion / Belief

When comparing the pay difference between religions and beliefs, there was no significant pay difference between the majority of these (Agnostic, Atheist, Christian, None and Other). This group makes up 76.2% of the workforce. However, there is a pay difference between staff who have identified their religion as Muslim compared to all other religions and beliefs (and excluding those who did not state a religion or belief). However, as number of staff declaring themselves to be Muslim is still very small (7 people) the overall figures are easily skewed by the size of this group.

<p><b>1 : 51</b></p> <p>1.5%      76.2%</p> <p>7          361</p> <p>The current ratio of Muslim staff to Agnostic/ Atheist/ Christian/ None/ Other is 1:51</p>	<p><b>38.9%</b> Agnostic/ Atheist/ Christian/ None/ Other are paid 38.9% more than Muslim staff when looking at the <b>median</b> difference in total salary</p>
	<p><b>37%</b> Agnostic/ Atheist/ Christian /None /Other are paid 37% more than Muslim staff when looking at the <b>mean</b> difference in total salary</p>

 **22.4%** % of people who did not disclose their religion/belief (106 people), which is a very slight decrease on last year (23.1%). This is a significantly higher non-disclosure rate than for the other characteristics

Mean and median differences in total salary have overall very slightly reduced when looking at the past 4 years, however this does not represent a significant change.



There has been a very slight increase of Muslim staff at Team Support and M3/EO level: 7 staff this year compared to 6 staff last year. considering the pay for Muslim staff at the Team Support level compared to the rest of



the workforce at this grade, there is 0% difference in median pay, and a small inverse difference in mean (Muslim staff at this level paid 3.6% more). This demonstrates that the overall mean/median pay difference across the workforce as a whole is linked to poor representation at more senior levels of the organisation rather than an endemic difference in in equal pay for equal work.

## 6. Gender Pay Gap Reporting

This analysis is based on 460 staff: 227 women and 233 men. Staff not currently on payroll due to working less than a full month (for example leavers or people on long term leave), internal secondments or career breaks were excluded from the analysis.

### Gender Pay Gap – Hourly Pay

	2021-22	2020-21	2019-20	2018-19	2017-18
<b>Mean Gender Pay Gap</b>	-6.5%	-5.3%	-6.7%	-8.5%	-5.7%
<b>Median Gender Pay Gap</b>	-9.75%	-9.8%	-15.2%	-21.3%	-23.2%

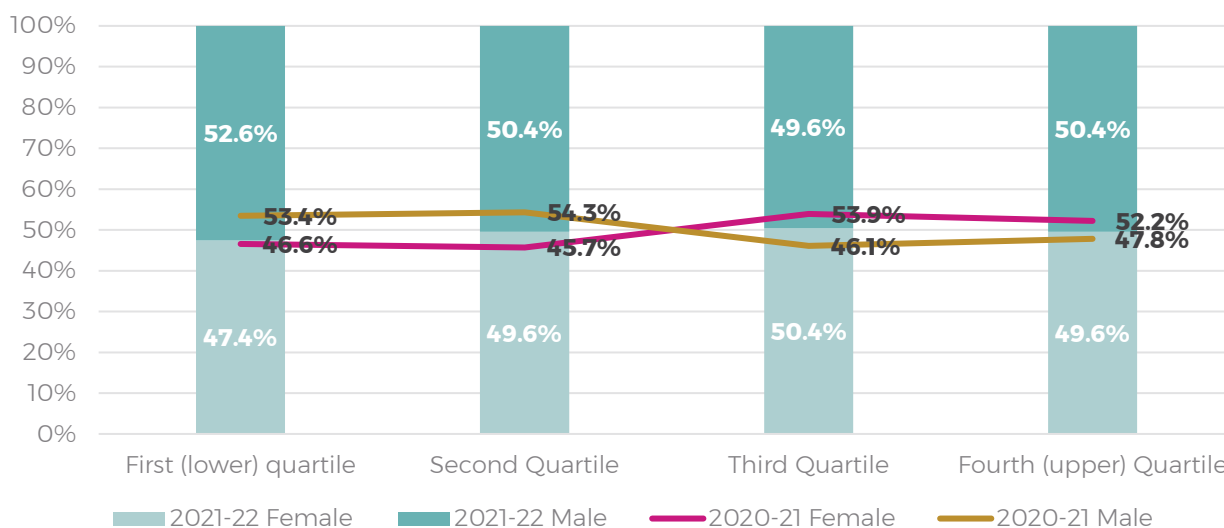
### Bonus Pay

We do not pay bonuses to any of our employees.

### Proportion of Women and Men in Each Pay Quartile

Each quartile represents one quarter of employees working for the Senedd Commission when ordered from lowest to highest paid.

### Male/Female Split against the pay quartiles in numbers:



## **Analysis:**

---

As with previous years, the Commission continues to experience an inverse gender pay gap, where women overall are paid more than men. This bucks the national trend which in April 2021 was 7.9%<sup>3</sup>. Whilst the median pay gap has continued (as with previous years) to very slightly decrease, the mean pay gap this year has increased. This can partly be attributed to a restructure of salaries at Executive Board level, as well as a 60:40 female to male split at E1 /Grade 6 level this year, compared to last year when it was 50:50 (as a result of two new joiners).

---

<sup>3</sup> **[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)**

## 7. Ethnicity Pay Gap Reporting

This analysis is based on the number of staff who declared their ethnicity as at 31 March 2022.

White: 424. / Ethnic minority: 19. / Not declared: 17

### Ethnicity Pay Gap – Hourly Pay

	2021-22	2020-21	2019-20	2018-19
<b>Mean Ethnicity Pay Gap</b>	26.1%	28.1%	20.4%	25.6%
<b>Median Ethnicity Pay Gap</b>	35.82%	38.9%	21.7%	38.9%

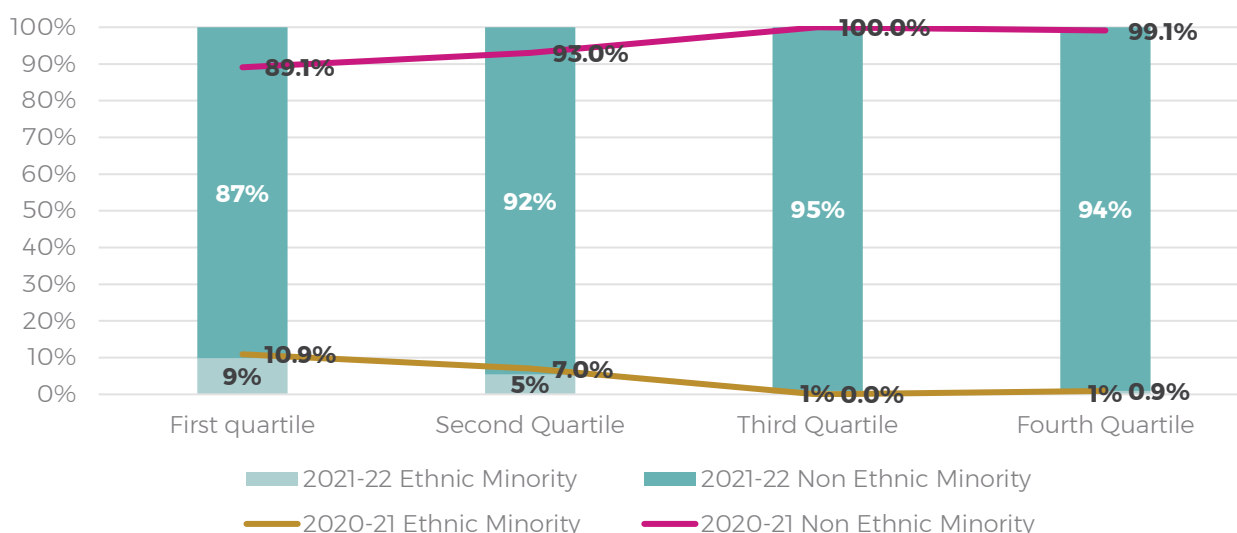
### Bonus Pay

We do not pay bonuses to any of our employees.

### Proportion of Ethnic Minority Employees and White Employees in Each Pay Quartile

Each quartile represents one quarter of employees working for the Senedd Commission when ordered from lowest to highest paid.

### Ethnic Minority Employees and White Employees Split against the pay quartiles in numbers:



## **Analysis:**

---

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

- A limited number of Ethnic Minority staff employed by the Commission as an overall percentage of the overall workforce; and
- The uneven distribution of Ethnic Minority staff, who are mainly being employed at lower bands on the pay scale (53% of Ethnic Minority staff are at the Team Support level).

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



## 8. Disability Pay Gap Reporting

This analysis is based on the number of staff who declared their disability status as at 31 March 2022.

Identify as having a disability 29 / Identify as not having a disability 386/ Not declared: 45

### Disability Pay Gap - Hourly Pay

As this year is the first year we are reporting the Disability Pay Gap, previous years data is not available

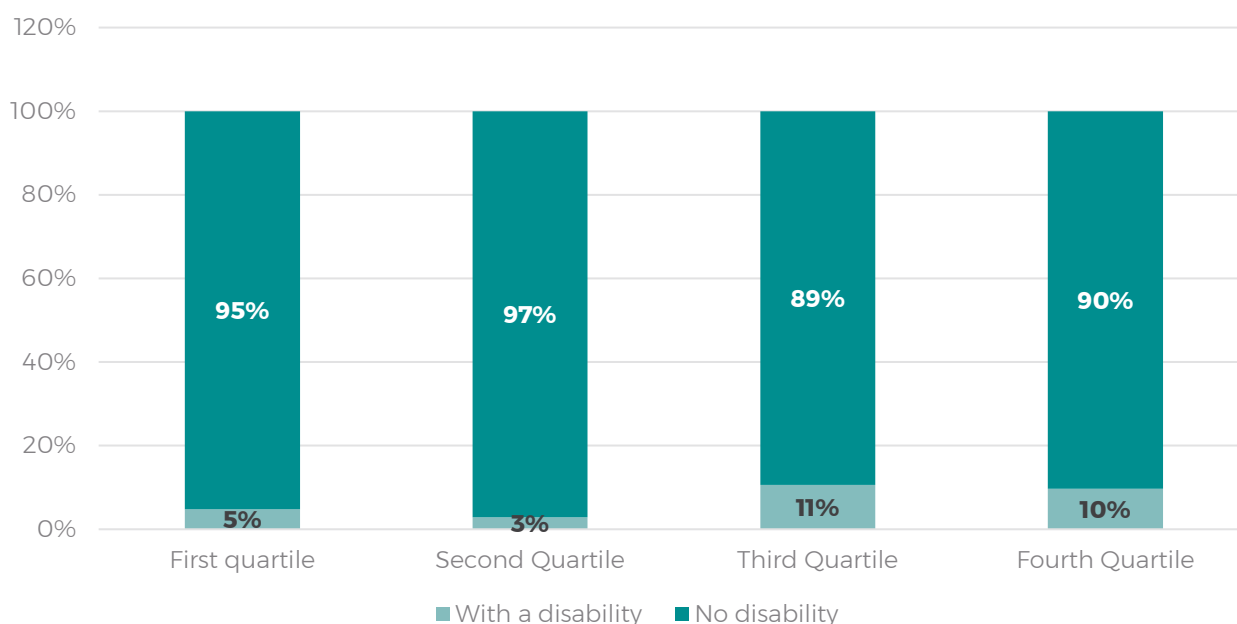
	2021-22
<b>Mean Disability Pay Gap</b>	-2.87%
<b>Median Disability Pay Gap</b>	0%

### Bonus Pay

We do not pay bonuses to any of our employees.

### Proportion of Staff identifying with a Disability and Staff identifying as not having a disability in Each Pay Quartile

Each quartile represents one quarter of employees working for the Senedd Commission when ordered from lowest to highest paid.



**Analysis:**

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The Commission has no pay gap against median pay for staff with a disability / staff with no disability. When looking at the mean pay gap, there is a small inverse pay gap, where staff with a disability overall are paid slightly more than staff with no disability. Caution is needed when reviewing this pay gap, as due to the small numbers of staff identifying as having a disability, even small changes to our staffing profile will have an impact.

## 9. Equality Objectives /Action Plan/Priorities

In our **consolidated action plan** for our workforce, recruitment and pay data analyses, we have set out the key steps we will take in 2022-23 in relation to equal pay, in order to meet the Commission's public sector equality duty ("PSED") to:

- (a) Eliminate discrimination and other conduct prohibited by the Equality Act 2010;
- (b) Advance equality of opportunity between persons of different protected characteristics; and
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

## 10. Annex 1: Pay Scale by Grade (effective as of 01/04/2021)

Grade		Minimum	Maximum
<b>Team Support (TS)</b>		£20,913	£24,060
<b>Executive Officer (EO)</b>	<b>Management 3 (M-3)</b>	£25,263	£30,318
<b>Higher Executive Officer (HEO)</b>	<b>Management 2 (M-2)</b>	£32,458	£39,360
<b>Senior Executive Officer (SEO)</b>	<b>Management 1 (M-1)</b>	£41,547	£49,793
<b>Grade 7</b>	<b>Executive 2 (E-2)</b>	£53,788	£64,492
<b>Grade 6</b>	<b>Executive 1 (E-1)</b>	£67,717	£79,191
<b>Senior</b>	<b>Senior Staff (S-3)</b>	£83,056	£108,817
	<b>Senior Staff (S-2)</b>	£103,677	£132,310
	<b>Senior Staff (S-1)</b>	£132,537	£162,454