

Manon Antoniazzi

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

22 November 2024

Jenny Rathbone MS
Chair of the Equality and Social Justice Committee
Senedd Cymru/Welsh Parliament

Dear Jenny,

Request for information as part of the inquiry into the disability employment gap

Thank you for your letter of 11 November requesting information as part of the inquiry into the disability employment gap. I hope the information below is helpful.

Disabled employees

Data captured through the HR self-service portal (as at 20 November 2024) indicates that 40 Commission employees have stated that they have a disability. We will continue to encourage all disabled staff to record their disability status on our HR system, as we believe that many people with 'hidden' disabilities, such as mental ill health, learning disabilities and other long term health conditions, who could identify with the definition of disability on our system, are not reflected in this data.

The Commission has in place a 2022-25 Wellbeing Strategy which outlines its commitment to mental health, physical wellbeing, financial wellbeing and social wellbeing. This year, we provided **additional information** in the Diversity and Inclusion Annual Report 2023-24 regarding disability, mental health and wellbeing which meets the requirements in the Voluntary Reporting Framework on Disability, Mental Health and Wellbeing.

Disability Confident Leader (Level Three)

The Senedd Commission currently has Disability Confident Employer status (level two). One of the commitments in the Commission's Diversity and Inclusion Strategy 2022-26 is to obtain Disability Confident Leader status. The HR Service is currently scoping this work programme.

Recruitment Practices and Procedures

In line with the Disability Confident Scheme, the Senedd Commission guarantees interviews to disabled candidates that have met the minimum criteria for a role.



Senedd Cymru
Bae Caerdydd, Caerdydd, CF99 1SN

✉ Contact@senedd.cymru

☎ 0300 200 6565

Welsh Parliament
Cardiff Bay, Cardiff, CF99 1SN

✉ Contact@senedd.wales

☎ 0300 200 6565

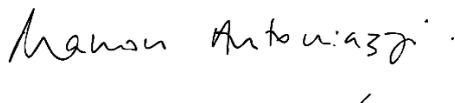
We will continue to use our recruitment attraction plan to ensure that we provide reassurance to prospective disabled candidates as to the support they can expect from us as an inclusive employer throughout the recruitment process and in the course of their employment. This involves reasonable adjustments at all stages of the recruitment process and ongoing support once new starters are employed by us.

The HR Service is refreshing the recruitment webpages to ensure that this information for prospective candidates is prominent. Candidates are invited to discuss any requirements they might have with our Recruitment Team.

Disability Pay Gap Data

It might also be helpful to provide the Committee with information on our disability pay gap. As at 31 March 2024 the Commission's median disability pay gap was 0.0%, which had remained consistent with previous year's 0.0% median pay gap (as at 31 March 2023). This compares favourably to the 2023 UK median disability pay gap of 12.7% (as reported by the ONS¹ - 2024 figures not yet published).

Yours sincerely,



Manon Antoniazzi

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

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

¹ [Disability pay gaps in the UK - Office for National Statistics](#)

