

Rt Hon Elin Jones MS
Llywydd and Chair of the Senedd Commission

31 January 2025

Dear Elin

Legislative consent memoranda on the Employment Rights Bill

At its meeting on 27 January 2025, the Legislation, Justice and Constitution Committee considered the legislative consent memorandum and supplementary legislative consent memorandum laid by the Welsh Government in respect of the Employment Rights Bill on 5 December and 19 December 2024, respectively.

As part of our consideration, we considered a provision identified by the Welsh Government within clause 26 of the Bill. In the legislative consent memorandum, the Minister for Culture, Skills and Social Partnership, Jack Sargeant MS, states that clause 26 inserts a new section 78A into the *Equality Act 2010* which enables the making of regulations requiring certain employers and public bodies to prepare and publish an "equality action plan" dealing with matters of gender equality. The Minister also states that most devolved Welsh public bodies are excluded from this provision, but the Senedd Commission (under its previous name of the National Assembly for Wales Commission) is within the scope of the Bill.

We have written separately to the Minister to seek further information in respect of this provision, but we would also be grateful if you could set out any engagement you have had with the UK Government or the Welsh Government on this clause, and outline any views you may have on its inclusion.

I would be grateful for a response to these questions by Thursday 13 February 2025. You will be aware that the Business Committee has set a reporting deadline of 7 March 2025 for the memoranda.

I am copying this letter to the Minister for Culture, Skills and Social Partnership, the Chair of the Economy, Trade and Rural Affairs Committee and the Chair of the Equality and Social Justice Committee.

Yours sincerely,

A handwritten signature in black ink that reads "Mike Hedges". The signature is written in a cursive style and is underlined with a single horizontal line.

Mike Hedges
Chair

