

Jack Sargeant AS/MS  
Y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol  
Minister for Culture, Skills and Social Partnership



Llywodraeth Cymru  
Welsh Government

Eich cyf/Your ref  
Ein cyf/Our ref

Andrew RT Davies MS  
Chair, Economy, Trade & Rural Affairs Committee

30 April 2025

Dear Andrew RT Davies MS,

I am writing to thank you and your colleagues on the Economy, Trade and Rural Affairs Committee for considering the Welsh Government's legislative consent memoranda on the Employment Rights Bill.

In your report and letter to the Chair of the Legislation, Justice and Constitution Committee dated 13 February, you expressed concerns about the Senedd Commission being within scope of clause 26 (now clause 31 in the version of the Bill brought from the Commons to the Lords) of the Employment Rights Bill.

The Welsh Government believes it is appropriate and consistent with other legislation for the Senedd Commission to be within scope. The UK Government can already make regulations on equalities matters that apply to the Senedd Commission under section 153(1) of the Equality Act 2010.

The Senedd Commission, as with the Scottish Parliamentary Corporate Body, is listed under Part 1 of Schedule 19 to the Equality Act 2010. It is not listed with other relevant Welsh authorities in Part 2 of Schedule 19. It would be inconsistent for the Senedd Commission to be treated in a different manner to other equivalent parliamentary bodies.

Additionally, the Welsh Ministers cannot place equalities-related duties on the Senedd Commission via section 153(2) of the Equalities Act 2010. This is because the Senedd Commission is not listed in Part 2 of Schedule 19 to that Act. Excluding the Senedd Commission from the scope of clause 26 would place the Senedd Commission in an anomalous position.

I will be writing to the Llywydd and Chair of the Senedd Commission about this matter and the points raised in her letter dated 13 February to the Chair of the Legislation, Justice and Constitution Committee.

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:  
0300 0604400

Bae Caerdydd • Cardiff Bay  
Caerdydd • Cardiff  
CF99 1SN

[Gohebiaeth.Jack.Sargeant@llyw.cymru](mailto:Gohebiaeth.Jack.Sargeant@llyw.cymru)  
[Correspondence.Jack.Sargeant@gov.wales](mailto:Correspondence.Jack.Sargeant@gov.wales)

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

I am copying this letter to the Llywydd, to the Chair of the Legislation, Justice and Constitution Committee, and to the Chair of the Equality and Social Justice Committee.

Yours sincerely

A handwritten signature in black ink that reads "JACK SARGEANT". The signature is written in a cursive style with a large initial 'J'. A horizontal line is drawn underneath the signature, starting from the left and extending to the right, ending with a small dot.

**Jack Sargeant AS/MS**

Minister for Culture, Skills and Social Partnership

Y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol