



Eich cyf/Your ref
Ein cyf/Our ref

26 June 2025

Dear Llywydd

I am writing to you in your capacity as Llywydd and Chair of the Senedd Commission in relation to the Employment Rights Bill.

The Employment Rights Bill is designed to deliver the key legislative reforms set out in the UK Government's 'Plan to Make Work Pay'. At the time of writing, the Welsh Government has laid three legislative consent memoranda in relation to the Bill.

As set out in the first legislative consent memorandum, Clause 26 of the Bill at introduction (now Clause 31, in the version of the Bill brought from the Commons to the Lords) inserts new Section 78A into the Equality Act 2010. This clause 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.

Unlike other devolved public bodies in Wales, the Senedd Commission is within scope of this clause. This is because the Senedd Commission is listed under Part 1 of Schedule 19 to the Equality Act 2010. This is consistent with the listing of the Scottish Parliamentary Corporate Body under Part 1.

It should be noted that 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.

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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.

Consequently, and as set out in my letter of 30 April to the Economy, Trade and Rural Affairs Committee to which you were copied, the Welsh Government considers it appropriate for the Senedd Commission to be within scope of this provision within the Bill. 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.

In your letter of 13 February to the Legislation, Justice and Constitution Committee, you noted the Senedd Commission had not received any contact from the UK Government about this provision within the Bill. You expressed a preference for the Bill to be amended to designate the Senedd Commission as a statutory consultee.

While I appreciate your view, designating the Senedd Commission in this way on the face of the Bill would be inconsistent with the approach taken in relation to other bodies listed under Part 1 of Schedule 19 to the Equality Act 2010. However, we are in regular contact with the UK Government about the Bill and I have asked my officials to emphasise the importance of engaging the Senedd Commission in any future work relating to equality action plans.

I am copying this correspondence to the Chairs of the Legislation, Justice and Constitution Committee and the Economy, Trade and Rural Affairs 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' and a long horizontal stroke underneath the name.

Jack Sargeant AS/MS

Minister for Culture, Skills and Social Partnership

Y Gweinidog Diwylliant, Sgiliau a Phartneriaeth Gymdeithasol