

Manon Antoniazzi

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

6 November 2025

Elin Jones MS
Chair
Chairs' Forum
Senedd Cymru

Dear Llywydd,

Reviewing Committee Effectiveness in the Sixth Senedd

Thank you for the opportunity to submit evidence to the Chairs' Forum review of Committee Effectiveness in the Sixth Senedd.

The annexed submission draws on the professional views, experience and expertise of Commission officials on matters relevant to the areas of focus identified by the Chairs' Forum in its consultation. It focuses in particular on areas where officials believe changes should be considered based on both our own experience and an understanding of the issues Members face (including firsthand feedback). This contribution is nuanced by the Senedd Commission having multiple and varied roles in relation to the Senedd's Committees. It variously acts as:

- an advisor on parliamentary procedure and supporting robust scrutiny;
- a facilitator, providing ICT, physical infrastructure and security for committees to utilise;
- a recipient of committee scrutiny, including on its own draft budgets or in support for Member Bills and Senedd Commission Bills; and
- a repository of information on relevant work undertaken by previous Expert Panels, Commissions, etc.

This contribution recognises and reflects these different roles and responsibilities.

The Senedd Commission is planning its support for Members and committees in the seventh Senedd and welcomes this review on committee effectiveness and looks forward to engaging with the Forum's recommendations and contributing to their delivery.

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.



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Annex 1

The Forum would like to know your view on how committees focus their time e.g. legislation, policy inquiries, stakeholder engagement, consideration of petitions, and the level of strategic focus and evaluation in Committees.

1. Committees in the Senedd operate with autonomy, each shaping its own work programme according to its own values and priorities.
2. In practice, time is a finite resource for every Senedd committee, and each must determine how best to prioritise its focus and attention, whilst also responding to the demands of its remit (for example, statutory and Standing Order requirements).
3. At the beginning of recent Seneddau, committees have increasingly utilised strategic planning to help them deliver on their remits, manage their workloads, determine what they want to achieve and how they will measure progress. These have often been informed by consultation with stakeholders and the public, and general scrutiny and engagement with relevant Ministers. Such strategies have periodically been reviewed, to ensure that they remain appropriate to the shifting policy landscape.
4. Committees' most effective work is often well-focused and strategically aligned. Policy inquiries spotlight underexplored areas and are well-scoped, enabling meaningful scrutiny and impactful outcomes. However, this necessitates use of pre-meetings and private meetings to enable strategic planning, focus and evaluation, and a commitment from Members to prioritise these private sessions.
5. Committees' focus on follow up work has increased in recent Seneddau, which enables them to evaluate the impact of their work. There is scope to further improve processes for tracking recommendations and Government responses to reports or seeking updates on recommendations. This will form part of our advice to committees in the next Senedd.
6. The volume of a committee's time utilised on legislative scrutiny varies considerably between different committees. The length of legislative scrutiny has also varied on occasion, with provision for Emergency Bills and expedited Bill proceedings, reflecting that legislative scrutiny does not exist in a vacuum, and delays in the passage of legislation have consequences. Equally, the volume of time available to a committee to conduct legislative scrutiny has a critical influence on the effectiveness of legislation, and as the Welsh Government has previously noted "ineffective scrutiny... risks missed opportunities, defective legislation or poorer outcomes."¹

¹ Welsh Government, Senedd Cymru Members and Elections Bill: Explanatory Memorandum, Para 38 [pri-ld16461-e.pdf](#)



7. Legislative scrutiny is generally considered to be of a high standard. It may be noted that it is a standard practice during their Stage 1 scrutiny of legislation for committees to conduct public consultations, currently often to tighter timescales than those set out in Government guidance on equivalent consultations.² If any changes are considered that would affect the allocation of time for committees to report on the general principles of Bills, the Senedd's Business Committee would need to give consideration to the implications of such for the meaningful and accessible opportunities provided during Stage 1 for the public and stakeholders to contribute to scrutiny of legislation.
8. On occasion the Welsh Government has used amending stages to introduce brand new provisions to a Bill. The impact of this varies depending on the nature of the new provisions, but has sometimes involved whole Parts being re-drafted. This can create challenges and complexity for Senedd officials to support Members' scrutiny of matters which have not been considered at Stage 1, as well as consider admissibility of amendments, while also balancing this alongside supporting the development of backbench amendments, often to very tight deadlines.
9. It may also be worth noting that from the point of view of the Commission resourcing for committee support, a long-term planning approach, blended with capacity for proactively responding to arising issues, has assisted the Senedd Commission in managing its support for committees. For example, it provides opportunity for identifying occasions whereby multiple committees may focus on different elements of a policy area, which can create capacity challenges for staff with expertise in that area, who may be required to support multiple committees, or aid the planning of report publications to maximise media engagement.
10. The Commission's ability to forward plan to the best of its ability will be important following the increase in the Senedd's capacity to 96 Members. The Commission will have finite resources or capacity to support circumstances whereby multiple committees wished to simultaneously meet formally outside the Senedd estate etc. Coordinated forward planning across committees can also enhance media coverage and public engagement, as it enables the management of report publication dates.
11. The Commission's physical infrastructure is likewise a finite resource that provides both for meetings of committees and other activities on the Senedd estate, such as Member sponsored events, with priority being accorded to Senedd business.
12. The benefits of the strategic planning approach for committees will be detailed as part of the support and briefing provided to new Members by the Commission. Given the value of such strategic planning sessions, the Commission would wish to encourage all committees

² For example, the Welsh Government's guidance note, About Consultations, states that it will "normally allow a minimum of 12 weeks for stakeholders to respond to a consultation, unless in there is a good reason not to" and "We aim to publish a summary report of responses on our website... usually within 12 weeks of the closing date of the consultation." About consultations | GOV.WALES



to undertake structured strategic planning at the start of each Senedd, with regular reviews to adapt to changing priorities and workloads. The Commission intends to offer similar facilitation to support committees at the start of their work in the next Senedd. The Commission would welcome views from the Chairs' Forum's to inform prioritisation of induction support and thoughts as to how best to make strategic planning a standard approach for committees.

The Forum would like to know whether you have a view on the tone and dynamics of committee meetings and on the role played by the Chair.

13. Committee Chairs play a critical role in influencing the tone and dynamics of committee meetings, including maintaining cross-party common purpose, while recognising and respecting that Members will bring different political perspectives to their work. The role of a Chair will be particularly important in the next Senedd, with a significant number of new Members, and potentially new Members as Chairs, requiring early efforts from both Chairs and officials to establish effective working norms. Strategic planning sessions, as detailed above, would also provide Members with a space to discuss their meeting preferences and preferred working styles.
14. Since 2016, committee chairs are elected directly by the Senedd under Standing Order 17.2E. At the outset of each chair's tenure, the Llywydd provided them with a description of their key responsibilities (annex 2), to assist them in understanding the scope of their influence and responsibilities in recognition of the chair's pivotal contribution to effective committee working.
15. The Expert Panel on Assembly Reform commented in 2017 that:
*"The role of committee chair is both critical to the effectiveness of the institution and demanding. For example, it entails the provision of strategic direction to the work of the committee and its support staff, and speaking for the committee during Assembly business, events or in the media."*³
16. Senedd Commission staff will act under the direction of committee chairs, enabling agile and responses to administrative, logistic and other issues arising outside formal meetings. Staff will routinely engage with stakeholders to facilitate logistics and to gather technical information, but this support does not replace the scrutiny function. In its Explanatory Memorandum to the Senedd Cymru (Members and Elections) Act 2024, the Welsh Government acknowledged the risk of it being "inappropriate to put undue influence in the responsibility of unelected officials."⁴

³ Expert Panel on Assembly Reform, A Parliament that works for Wales, November 2017 [**A PARLIAMENT THAT WORKS FOR WALES**](#)

⁴ Welsh Government, Senedd Cymru Members and Elections Act 2024, Explanatory Memorandum, para 60, [**SCME Bill Explanatory Memorandum - Post Stage 4 - FINAL version for publication.pdf**](#).



17. Officials have also noted that the tone and dynamics of committee meetings can be facilitated through consistent membership, and that a significant number of membership changes can create challenges. Continuity of membership over the course of a four-year term would benefit all committees.

The Forum would welcome views on the effectiveness of policy and legislation scrutiny being led by single committees, and whether committee remits should be cross-cutting or mirror Ministerial portfolios.

18. Decisions on whether policy and legislation scrutiny should be led by a single committee, or separately by policy committees and legislation committees, or mirror Ministerial portfolios, are matters for Business Committee and the Senedd to agree. The Chair's Forum may wish to consider the extent to which the Senedd's committee structures should be determined by the First Minister's decisions.
19. The Standing Orders provide flexibility for the Senedd to determine how it holds the government to account, including how it wants to deal with issues which cut across several Ministerial portfolios and synergies between different policy areas. There is also flexibility in Standing Orders to enable committee remits to be adjusted should the Senedd consider this necessary following Ministerial changes.
20. As noted in the Chairs' Forum consultation, an advantage of the joint policy and legislation committees model is that it allows Members to develop policy expertise relevant to legislation, thereby enhancing and enabling more comprehensive and informed scrutiny. In some instances, policy scrutiny has directly flowed from issues raised during legislative scrutiny.
21. However, depending on when legislation comes to a committee it can have an impact on its capacity to undertake policy scrutiny. A committee considering multiple Bills may not have capacity to undertake any policy scrutiny. Scrutiny of Bills or LCMs must be prioritised due to reporting deadlines, which can reduce a Committee's flexibility to undertake other work. Such capacity issues may be exacerbated as the Senedd moves to four year terms, with the Welsh Government potentially maximising the whole of the Senedd term to deliver its legislative programme.
22. It may be noted that a hybrid approach was partially utilised during the fifth Senedd, with the use of joint policy and legislation committees, but also the External Affairs and Additional Legislation Committee. Part of the role of the External Affairs and Additional Legislation Committee was to "undertake the scrutiny of legislation, in any subject area



referred to it by the Business Committee, where capacity [did] not enable it to be scrutinised within the existing Committee structure.”⁵

23. Cross-cutting remits do entail certain practical challenges. For example, after the Welsh Language and Education (Wales) Bill was remitted to the Children, Young People and Education Committee (CYPE), the CYPE Chair invited two Members of the Culture, Communications, Welsh Language, Sport, and International Relations (CCWLSIR) Committee under Standing Order 17.49 to participate in the CYPE’s scrutiny of the Bill, and considered the involvement of CCWLSIR Members to be beneficial in such. However, the logistics of such arrangements were complicated by both committees having the same allocated meeting slot.
24. Equally, however, there would be practical challenges in mirroring Ministerial portfolios. On occasions when a First Minister decided to shuffle ministerial roles and responsibilities, committees’ mirroring would either become outdated, or there would be a need to revise committees’ remits, which would impact on the continuity of committee business.
25. In terms of Commission resource planning, as previously noted, if multiple committees consider different elements of in a similar policy area simultaneously, this can create capacity pressures for Senedd Commission officials in providing expertise and support. Conversely, planned and collaborative joint-working can provide additional capacity to scrutinise cross-cutting issues, including Commission staff working flexibly across committees. As previously noted, this makes long-term planning of considerable value to the Senedd Commission in managing and planning its support to committees.

⁵ Business Committee, Business Committee report on revising the remit of the External Affairs and Additional Legislation Committee, [cr-ld10746-e.pdf](#)



The Forum would welcome views on how committees are constituted such as the size of committees, the membership, and the way in which Committee Chairs and membership is allocated.

26. Historically, the Government of Wales Act 2006 contained certain provisions in relation to the membership of committees. Section 29(2)(a) required that, so far as reasonably practicable, the membership of each committee reflected the overall political balance of the (then) National Assembly for Wales. This constraint was repealed by the Wales Act 2017, meaning that the Senedd could determine for itself any principles which should govern committee structures, and gained greater flexibility over the size and composition of committees.
27. The size of committees in each Seneddau is influenced by the political balance within the Senedd, in particular the respective sizes of political groups. There is no definitive 'right' size for a committee. However, committees of four Members have experienced particular logistical challenges, both in terms of quorum and in terms of their capacity to conduct external events. If just one Member of a four person committee is absent for long periods (e.g. due to ill health), this is likely to impact on the ability of the committee to be able to conduct external engagement. On larger committees, Members may also be able to lead on specific pieces of work, and there may be opportunities for rapporteurs and different ways of working that facilitate Member led participation.
28. As noted in the Chairs' Forum consultation, the Sixth Senedd has utilised smaller committees than in previous Seneddau, with a number of four and five Member committees. Although only one committee has been declared as inquorate during the Sixth Senedd, this has only been achieved by start times sometimes being delayed, and business proactively being rescheduled to avoid quorum issues.
29. Membership stability, particularly on a smaller committee, is also a key factor in facilitating a committee's effectiveness, as turnover can challenge continuity, disrupt the development of policy expertise, and necessitate time for new Members to assimilate briefing information and 'get up to speed.' Following significant membership changes, committees have utilised additional strategic planning sessions.
30. It is worth noting that the Standards of Conduct Committee plays a distinctive role in upholding the standards and public trust in the Senedd. Continuity of membership enables Members to develop valuable experience over the course of a term which in turn supports their informed and considered decision-making when addressing complex or sensitive complaints.
31. In considering potential changes to the size of committees, in 2017 the Expert Panel for Assembly Reform noted that:



32. "It is not our role to prescribe how the Assembly should structure itself, whether in terms of the committees it establishes or the office holders it appoints. We are clear, however, that if the Assembly does not exercise restraint—for example in relation to the... number of committees and the size of committees—the additional capacity and the subsequent benefits for the quality and quantity of scrutiny may not be realised, and the rationale which underpins our recommendations will be significantly weakened."⁶

33. As referred to in the Chairs' Forum consultation, the Senedd Commission is currently undertaking a Family Friendly and Inclusive Parliament review. Working with Members, staff, and academics, the review is covering a wide range of issues. This includes representation and participation, practices and culture, public engagement, and outputs (law-making and oversight/scrutiny). A team of independent academics are conducting the review, overseen by a cross-party Board, led by Joyce Watson MS. The review is at a relatively early phase, currently gathering quantitative data about the Senedd (examples at Annex 3), and beginning to build qualitative data. It is anticipated that a report of the Family Friendly and Inclusive Parliament Review will be published in the new year, which can be provided to the Chairs' Forum.

The Forum would like to hear views on your experiences of attending and interacting with committees, including matters such as working in a hybrid way and the ability to engage with the work of the Senedd in your language of choice.

34. The aim of the Official Languages Scheme is to ensure that Members of the Senedd and their support staff are free to undertake their work in their preferred official language. The ability to engage in the language of choice during scrutiny is vital. In meeting the requirements of the Official Languages Scheme, the Senedd Commission will provide services to Members and their support staff by default in their preferred language, and will continuously seek ways of improving the provision and informing witnesses of the bilingual operation of committees prior to committee meetings.

35. The annual report of the Official Languages Scheme for 2024-25 identified that 9% of contributions to Committee proceedings were in Welsh, whereas the percentage for Plenary proceedings was 29%. During a debate on the same report, one Member identified that technology was a potential impediment to contributing in Welsh during committee. TRS are remaining abreast of developments in language technology including interpretation systems. This includes through membership of professional bodies such as Cymdeithas Cyfieithwyr Cymru (the Association of Welsh Translators and Interpreters) and contacts in

⁶ Expert Panel on Assembly Reform, A Parliament that Works for Wales, Para 8.34, **A PARLIAMENT THAT WORKS FOR WALES**



other organisations such as the Chartered Institute of Linguists and the Association of Police and Court Interpreters.

36. The Commissioner with responsibility for the Official Languages Scheme attended the Chair's Forum in July 2024 to discuss how to support and increase the use of Welsh in committees, including the role which Chairs can play as champions for bilingualism.
37. At the start of the next Senedd, the Commission will:
 - provide briefings to individual committee chairs about good practice around chairing bilingual meetings;
 - continue to consider the staffing allocation of committees that have bilingual chairs or chairs who specifically state they want to work through the medium of Welsh.
38. The Senedd Commission intends to gather further feedback, opinions and satisfaction levels from Members and their support staff about the Official Languages Scheme via an e-mail survey during November – December 2025.
39. In terms of the accessibility of committee's work, the Chair's Forum may wish to consider good practice guidance in relation to the accessibility of reports. In terms of reports, easy-reads and other accessible formats enable the Commission to meet its equality and inclusion responsibilities, however, considerations such as the length and language of any report can make it more user-friendly and helps with public engagement.
40. The Chair's Forum may also wish to consider whether any improvements could be made to Standing Order 17.42 which enables committees to meet in private, to provide further clarity to the public who are following proceedings.
41. As noted above, the Commission is also subject to welcome robust scrutiny by committees. Within the Commission, the boundaries of the respective roles which our staff undertake (staff supporting the scrutiny function, and staff supporting the Commission to provide evidence) is respected.

The Forum would also welcome examples of committee scrutiny or work which you consider has been effective or was not as effective and any suggestions for how effectiveness could be improved.

42. A number of previous Commissions and reviews have considered the effectiveness of Senedd committees. In 2004, the Richard Commission recommended that Members should sit on just one major subject committee in order to develop subject expertise and facilitate better scrutiny. Similarly, in evidence to the Expert Panel on Assembly Reform in 2017, Lord Lisvane commented that "being a member of more than one committee dilutes the effort and knowledge, and reduces effectiveness."⁷

⁷ Written submission to the Expert Panel, Lord Lisvane, [ep03-lord-lisvane.docx](#)



43. In May 2021, Professor Diana Stribu identified a range of conditions for effective Committees, including:
- Streamlining and strengthening accountability lines;
 - Ensuring stability in committees' membership;
 - Experimenting with various approaches to widen participation and engagement;
 - Making lived experience central to committees' approach to evidence;
 - Making diversity monitoring common practice;
 - Soliciting regular formal feedback from those who engage in committees' work formally or informally; and
 - Using the full range of committees' powers to demand improvement from the Welsh Government.⁸
44. Committees have flexibly deployed a range of evidence-gathering methods, including use of empirical analyses; stronger links with academics through the Senedd Research Knowledge Exchange Unit and development of committee Areas of Research Interest into specific topics under scrutiny; site visits and cross-committee collaboration.
45. The Senedd Commission is also considering and piloting how new tools and technologies, such as Artificial Intelligence, can contribute to committee effectiveness, and the risks and challenges that may arise from such.
46. While it is not for the Commission to comment on the political outcomes of scrutiny, the following are specific examples of where Commission officials have facilitated different ways of working which has contributed to effective scrutiny:
- PAPAC's work on the Welsh Government's Ministerial Code, as it included constructive engagement with the Welsh Government, including at officials' level, and led to a tangible output (the First Minister implemented the Committee's suggestions in the revised code).
 - CCWLSIR's inquiry into funding cuts for sport and culture, where Senedd Research conducted empirical analysis showing Wales ranked among the lowest in Europe for per capita funding. This evidence strengthened scrutiny and increased funding was made in the draft budget.
 - LGH's work on Gypsy and Traveller site provision, in which the Committee engaged directly with a marginalised community through flexible evidence-gathering methods, and site visits.

⁸ Power, Influence and Impact of Senedd Committees, Prof. Diana Stirbu, R1-R7, [Microsoft Word - Report_Draft_V.03.docx](#)



- CYPE’s novel approach to scrutiny of the implementation of key education legislation passed in the Fifth Senedd (ALN Act, and Curriculum Act), with regular “check-ins” involving refreshed consultation pushes, school visits, oral evidence sessions with stakeholders, and engagement with the relevant Government minister.
- Use of varied tools for engaging with a wide diversity of stakeholders and gathering evidence. For example, in considering Gynaecological cancers the Health and Social Care Committee utilised video evidence, which was particularly effective in engaging with stakeholders. Similarly, LGH have supported inclusive practices during formal evidence sessions including enabling a non-verbal witness to contribute via Zoom chat.
- CYPE’s establishment of an Online Advisory Panel on its work looking at whether disabled children and young people have equal access to education and childcare. This group consisted of parents, carers and young people who directly informed the latter stages of the inquiry, including: lines of questioning to three Welsh Government Ministers; identifying key issues; suggesting possible recommendations, and providing feedback on the Welsh Government’s response to the report.
- Cross-committee collaboration, as seen in the joint scrutiny of the Review of the Trade and Cooperation Agreement by four Senedd committees.
- Publishing information in a way that improves accessibility and public engagement. For example, ESJ Committee have published content in easy read formats, British Sign Language consultations, and summary versions of reports, often in response to identified audience needs. CYPE Committee have also published content in different formats, including video.

47. Specific measures have also been undertaken by individual committees to facilitate the tone and dynamics of meetings. For example PAPAC has held weekly pre-meetings on Monday afternoons to receive briefings from Audit Wales and/or the Senedd Research Service, enabling Members to ask questions ahead of their committee meeting and develop a greater understanding of subjects. Members were also able to allocate questions, form a dynamic outside of formal committee meetings, and collaborate in questioning witnesses.

48. In terms of strategic planning, the initial Local Government and Housing Committee and Health and Social Care strategic planning sessions set a strategic direction for the Sixth Senedd, ensuring that all subsequent policy inquiries aligned with agreed priorities. The Children, Young People and Education Committee (CYPE) has likewise continued to use the



strategic priorities to test against each potential future inquiry against, with officials using a template to do this, which then forms part of the papers for the Committee.

49. Joint committee scrutiny sessions have been pursued during this term, however practical constraints can significantly affect their ability to do so. For example, the Culture, Communications, Welsh Language, Sport, and International Relations Committee (CCWLSIR) encountered difficulties when scrutinising the Welsh Language and Education Bill, with the committee timetable posing a barrier to effective scrutiny. The lead Committee met at the same time as CCWLSIR, creating barriers for CCWLSIR members to take up the opportunity to join CYPE Committee.
50. From its own perspective as a recipient of committee scrutiny, Senedd Commission officials have found it beneficial to provide detailed information to committees in advance (e.g. Bills, budget decisions, etc.) to provide Members with an understanding and context in which to direct their scrutiny. The provision of such information does itself have resource implications, and the Chair's Forum could potentially consider whether any efficiencies could be rendered in relation to committees' requests for written notes or data presented in a particular fashion.
51. Finally, it is worth noting that the Chair's Forum is an informal forum, and not required by Standing Orders. However, it has proved its value during the course of this Senedd, in establishing consistency of practice, enabling a voice for committees to engage with Welsh Government collectively. It has a valuable role to play in maintaining consistent standards across committees, and sharing good practice (or peer support) to support positive committee culture in the Senedd. It is also a helpful forum for the Senedd Commission (and Business Committee) to discuss issues of common procedural or practical interest to all committees: for example, the Commission's support to committees in relation to public communications and engagement, and use of the Welsh language, Research Service support, and in maintaining oversight of diversity and inclusion matters and recent engagement on the legislative review. The Chair's Forum may wish to consider whether it should be a required Forum in Standing Orders.



Annex 2: The key responsibilities of committee chairs

- Set the strategic direction of the committee and ensure the transparent prioritisation of its activity so as to deliver a balanced, comprehensive and effective programme of legislative, policy and financial scrutiny;
- Maximise the relevance and influence of the committee whilst maintaining its clear independence from the Welsh Government;
- Act impartially at all times, decisively, fairly and in a manner that maintains the confidence of the committee;
- Command the confidence of Members, witnesses and the public at large through knowledge of the subject matter of the committee's remit; demonstration of effective legislative, policy and financial scrutiny techniques; maintenance of order; and the application of all relevant legal and procedural requirements on the committee;
- Secure the commitment and engagement of all committee members and build cross-party consensus wherever possible;
- Build the culture and skills mix within the committee required to maximise its effectiveness as a scrutiny body;
- Ensure that the committee receives the expert advice, information and other support it requires to fulfil its objectives effectively;
- Drive the delivery of all aspects of the committee's work with pace and quality;
- Represent the committee publicly, in the media and in formal Senedd business; and
- Ensure critical analysis and evaluation of the committee's work and drive innovation in its operation so as to increase effectiveness, public engagement and impact.



Annex 3: Quantitative data gathered to inform Family Friendly and Inclusive Parliament Review

1. Observable data has been gathered that indicates that as of 7 October 2026, Senedd Committees have the following gender balances:

	Female	Male
CYPE	50%	50%
CCEI	83%	17%
CCWSIR	33%	67%
ETRA	33%	67%
ESJ	67%	33%
Finance	25%	75%
HSC	33%	67%
LJC	0%	100%
LGH	33%	67%
PAPA	20%	80%

2. However, as of yet, the data pool is not of sufficient statistical significance to draw conclusions.
3. Consideration will also be given in the review to evidence diversity monitoring previously undertaken by the Senedd Commission. For example, in responses to a voluntary anonymous survey sent to people who, between 26 September 2022 and



30 April 2023 either gave oral evidence, submitted written evidence to a committee consultation, or took part in committee-commissioned informal engagement activity,⁹ the following genders of evidence contributors were identified:

	Female	Male	Prefer not to say
CYPE	71%	29%	0%
CCEI	27%	73%	0%
CCWSIR	42%	58%	0%
ETRA	31%	69%	0%
ESJ	70%	30%	0%
Finance	64%	36%	0%
HSC	74%	26%	0%
LJC	31%	69%	0%
LGH	57%	40-45%	0-5%
PAPA	33%	67%	0%
Not sure	80%	20%	0%

⁹ Overall, 369 responses were received; an overall response rate of 41 per cent. Senedd Commission, Evidence diversity monitoring Pilot 2: detailed findings, December 2023, pages 87-88.



