



Llywodraeth Cymru  
Welsh Government

Ein cyf/Our ref JH/PO/595/25

John Griffiths MS  
Local Government and Housing Committee

19 November 2025

Dear John,

My Cabinet colleague, the Cabinet Secretary for Housing and Local Government, attended the meeting of the Local Government and Housing Committee on 5 November, and committed to reporting back to the Committee on my discussions with Senedd political parties on 7 November.

I was pleased to be able to attend the quarterly Senedd Political Party Panel meeting, facilitated by the Electoral Commission, on 7 November, to talk specifically about our groundbreaking [Diversity and Inclusion guidance](#) for registered political parties, published by the Welsh Government in March.

I highlighted to parties present at the meeting what I had set out in my earlier letter to them, in particular that we are at a key milestone in terms of the guidance's strong recommendation that political parties publish their Diversity and Inclusion Strategies for Welsh elections **at least six months before the Senedd election in 2026**. Please find enclosed a copy of my letter to registered political parties.

Although not all parties represented in the Senedd were present at the meeting on 7 November, it was positive to hear from Plaid Cymru that the party's D&I Strategy was in development.

I also used the opportunity of the meeting to share with parties the action we are taking, as a government, to promote diversity in our political institutions through a range of different measures, which will complement the work being taken forward by political parties in response to the guidance. I encouraged parties to signpost their candidates to these various programmes so that they may access the support which is available.

I have invited all parties to provide feedback on the Diversity and Inclusion guidance and to keep us informed of progress so that we can continue to develop and improve the guidance in order to ensure that it provides the best support possible to political parties.

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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.

We will continue to monitor progress and intend to review the guidance in advance of the local government elections in 2027.

Yours sincerely,

A handwritten signature in black ink that reads "Jane Hutt". The signature is written in a cursive style with a long horizontal stroke above the first letter "J".

**Jane Hutt AS/MS**

Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y Trefnydd a'r Prif Chwip  
Cabinet Secretary for Social Justice, Trefnydd and Chief Whip

Jane Hutt AS/MS  
Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y  
Trefnydd a'r Prif Chwip  
Cabinet Secretary for Social Justice, Trefnydd and Chief Whip



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Ein cyf/Our ref JH/PO/518/25

22 October 2025

Dear all,

On 31 March, I published the Welsh Government's [diversity and inclusion guidance](#) for political parties in Wales. This followed a period of public consultation, and I am grateful to political parties for their contribution to that process, including the ideas that were shared with us on how the guidance could be improved and strengthened.

The purpose of our guidance is to support you, as political parties, to strengthen diversity and inclusion in Welsh elections through strategy, data and voluntary measures, including improving women's representation. Alongside this, the Diverse5050 Coalition has published its [Diverse and Equal Representation Toolkit](#), which provides further practical support to parties working to improve diversity and inclusion.

The Welsh Government guidance is a key part of our preparations for Senedd Reform and builds on many discussions we've had in the Senedd about the importance of ensuring our democratic institutions truly reflect and represent the people of Wales. Political parties play a vital role in this – by attracting, selecting and supporting candidates whose lived experiences and perspectives embody the rich diversity of our communities.

For many of you, your selection processes for the 2026 Senedd election will be well advanced and I very much hope that you have already taken on board the guidance in respect of ensuring that candidates for the next Senedd election reflect the diversity of our communities here in Wales. Parts 1 and 3 of the guidance should be particularly helpful to you in this respect.

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I wanted to write to you at this precise moment in time because we are approaching a key milestone in terms of political parties demonstrating their commitment to diversity and inclusion in Welsh elections through publication of Diversity and Inclusion Strategies. Part 1 of the guidance supports you, as parties, to develop and review these strategies, informed by the data available to you on the diversity of your candidates in Welsh elections. These strategies should be published at least six months before the 2026 Senedd election and is a valuable opportunity to showcase the work being done to build a Senedd that reflects the people it serves. I look forward to seeing your Diversity and Inclusion Strategies published prominently in line with the Welsh Government guidance.

Similarly, I look forward to seeing parties publishing diversity information on Senedd candidates shortly after the 2026 election, in accordance with Part 2 of the guidance.

I recognise the crucial role political parties play in advancing this agenda but acknowledge that there is an important role for government too in removing some of the barriers we know many people face in terms of political participation.

To that end, we are currently piloting a *Candidate Diversity Grant* scheme, which provides £200,000 of funding each year to organisations supporting candidates from underrepresented groups to stand in forthcoming national and local elections.

Working with Disability Wales, we also fund the Access to Politics Grassroots Network and are pleased to have launched the *Access to Elected Office Fund*, which opened for applications in September. The fund supports disabled candidates standing in the Senedd 2026 and 2027 Local Government elections with additional costs associated with standing for election, such as BSL interpreters, personal assistants, accessible transport and assistive technology.

We know that many people in Wales face significant barriers to political engagement and there is no one simple solution to tackling these. Instead, it is a matter of us all making a contribution where we can. Our recent research into the [Socio-Economic Influences of Democratic Participation in Wales](#) identified the following key challenges:

- Lack of early education in politics and limited exposure to public life.
- Opaque party selection procedures and complex electoral regulations.
- Limited access to influential political networks and time constraints for campaigning.
- Financial insecurity, especially for candidates who lose their seats.
- Discrimination and hostility, particularly affecting individuals from minority backgrounds or with protected characteristics.

Against these challenges, I look forward to working together to build a more representative and resilient Senedd that truly reflects the people and character of Wales.

I very much hope this guidance is helpful and supports you with the development of your Diversity and Inclusion Strategies. The publication of these strategies in prominent locations, including on your website, will assist in demonstrating your commitment to making real progress in increasing diversity in democracy. I would also like to invite you to share your published strategies with the Welsh Government by emailing [SeneddReform@gov.wales](mailto:SeneddReform@gov.wales). This would be helpful to us for the purpose of following developments in response to the guidance and to inform future work to continuously improve the guidance.

Yours sincerely,

A handwritten signature in black ink that reads "Jane Hutt". The signature is written in a cursive style with a long horizontal stroke at the top.

**Jane Hutt AS/MS**

Ysgrifennydd y Cabinet dros Gyfiawnder Cymdeithasol, y Trefnydd a'r Prif Chwip  
Cabinet Secretary for Social Justice, Trefnydd and Chief Whip