



AC(4)2012(6) Paper 4 part 1

Date: 12 July 2012

Time: 10:30–12:30

Venue: Presiding Officer's Office

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Annual Equality Report 2011–12

1.0 Purpose and summary

1.1 Each year, the Assembly Commission produces an Annual Equality Report which provides an update on progress made on actions set out in the Equality Scheme 2008–2012. This Report covers work that staff of the Assembly Commission have undertaken to promote equality from January 2011 to March 2012. It is the final Report of our Equality Scheme 2008–2012.

2.0 Recommendations

2.1 Members of the Assembly Commission are invited to review and approve the draft Report for publication.

3.0 Discussion

3.1 This Report identifies achievements made during the past year, highlighting case studies and examples of our work. This Report builds upon the equality information that we published in January 2012 with the addition of information and statistics on recruitment, grievances, complaints, maternity, part time working, and an update on the actions laid out in the Scheme.

3.2 Highlights of our work during 2011–12 include:

- Promoting democratic engagement through our 'Vote 2011' campaign by producing information in a range of accessible formats;
- Developing the way we engage with the diverse people of Wales. We have continued to welcome a wide range of visitors to the Assembly and have increased our work with diverse community groups and third sector organisations across Wales;

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- Supporting our staff networks to play an active role in impact assessing our policies;
- Being ranked 20th in Stonewall’s Workplace Equality Index 2012;
- Supporting staff members to learn British Sign Language (BSL);
- Hosting a wide range of events and exhibitions by diverse groups, including events to mark Black History Month, International Women’s Day, World Mental Health Day and the launch of Diverse Cymru.
- Developing a range of factsheets to inform Members of their responsibilities as employers and service providers under the Equality Act 2010.

3.3 The Equality Team have worked with colleagues across the organisation to record progress on our actions. Managers in each service area have provided evidence for the Report and the action plan update.

3.4 Following the Commission’s approval, the Report will be published on our website, in line with our duties under the Equality Act.

3.5 Our new scheme was published in April 2012 and progress on this will be reported in April 2013.