

National Assembly for Wales

Annual Equality Report 2013-2014

Summary

We strive to be an organisation with equality at our heart and will continue with our commitment to be an exemplar parliamentary organisation, employer and provider of services to the public.

Our Annual Equality Report 2013-2014 includes an update on our priorities, the publication and analysis of staff monitoring and recruitment data, and an Equal Pay Analysis.

Our full Annual Equality Report is available at:
www.assemblywales.org/equalities

Highlights of the year include:

- Developing the Presiding Officer’s Women in Public Life campaign to increase the participation of women in public roles;
- Undertaking a consultation on the way that we engage young people in the work of the Assembly;
- Continuing to promote equality to Assembly Members, our staff and the public;
- Welcoming a diverse range of visitors to our estate for tours, and an array of events and exhibitions;
- Increasing our engagement work with people across Wales, in a variety of ways;
- Receiving external recognition of our commitment to fully supporting our staff and fostering an inclusive working environment:
 - **Investors in People Gold Standard** - the highest recognition of our commitment to our staff.
 - Top employer for **working families**.
 - **The Times Top 50 Employers for Women**.
 - **Action on Hearing Loss’s Charter Mark** which demonstrates that we are

Glossary of terms

National Assembly for Wales – comprised of 60 Assembly Members who are elected to represent the people of Wales, to make laws for Wales and to hold the Welsh Government to account.

Assembly Member – elected politicians that make up the National Assembly for Wales. The 60 Members represent the different areas of Wales.

National Assembly for Wales Commission (Assembly Commission) – the body which provides property, staff and services to support the Assembly Members. The Commission is chaired by the Presiding Officer and four other Members nominated by the main political parties. The Commission has responsibilities as an employer and as an organisation that supports Assembly Members and interacts with the public. The services the Commission offer to the public include welcoming visitors to the Assembly estate, providing information to people and visiting schools and community groups across Wales.

Presiding Officer – the Assembly Member nominated by the main political parties to chair Plenary debates and to represent the National Assembly for Wales both in the UK and internationally.

Assembly Business – the work undertaken by Assembly Members in the National Assembly for Wales, including plenary debates, committees and constituency work.



committed to meeting the needs of staff and service users who are deaf or have a hearing loss.

- Top gay-friendly Public Sector Employer in Wales, and ranked number 11 in **Stonewall's UK Workplace Equality Index 2014**.
- Recruiting a Coordinator to take forward our work to encourage more Black and Minority Ethnic (BME) people to apply for work at the Assembly and to support the development of our BME staff.
- Promoting and celebrating a range of equality events including International Day Against Homophobia and Transphobia; Gypsy, Roma, Traveller History Month; Black History Month; International Day of Disabled People; Lesbian, Gay, Bisexual, Trans History Month; and International Women's Day.
- Increasing the accessibility of First Minister's Questions (FMQs). In addition to providing a subtitled version of FMQs we have also worked with S4C to pilot the provision of British Sign Language (BSL) interpretation for FMQs. From September 2014, all FMQs will be archived and available within 24 hours on our YouTube channel with subtitles and BSL interpretation.
- Encouraging more women to consider giving evidence to committees. In response to the low numbers of women giving evidence to the Enterprise and Business Committee we worked with Chwarae Teg to identify and train nine women to increase their confidence and raise awareness about giving evidence.

Going forward

- We will continue to reach out to people across Wales in innovative ways, to raise the profile of the Assembly, to encourage participation in our work, and to implement our Youth Engagement Action Plan and Women in Public Life campaign.
- We will continue to make information about the Assembly as clear and accessible as possible and will continue working to make it easier for the people of Wales to engage with and influence the work of the Assembly.
- We are working with the National Autistic Society to achieve accreditation as an autism-friendly service provider.
- We will introduce refresher training in British Sign Language Interpretation and Deaf awareness for staff that have identified a training need.
- We will develop a Mental Health Workplace Policy for staff
- We will encourage staff to update their personal equality data on our HR/Payroll system and we will be exploring ways in which we can reduce the number of 'no replies' on recruitment application forms.
- We will promote online equality training to Assembly Members relating to their obligations under the Equality Act 2010.
- We will look at how we can take forward lessons learned from expert witness training.
- We will pilot our new Equality Impact Assessment tool from Summer 2014.



Contact us

If you require a copy of this report summary in an alternative format please contact the Equality and Access team:

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