

Official Languages Scheme - Equality Impact Assessment

7 August 2017

Request for Information.

Thank you for your request received on 14 July in which you asked:

- 1. To receive a full copy of the 'Equalities Impact Assessment' which supported the Welsh Assembly Commission's recent decision to require all staff at the assembly to "have a level of basic Welsh understanding". This is reported to apply to all new staff from 2018 and to all staff seeking internal promotion from this date.*
- 2. To receive a breakdown of the numbers of staff at each grade, employed by the Assembly, who are identified as speaking Welsh (at whatever level of competence).*

Please find our response to your questions below.

- 1. To receive a full copy of the 'Equalities Impact Assessment' which supported the Welsh Assembly Commission's recent decision to require all staff at the assembly to "have a level of basic Welsh understanding". This is reported to apply to all new staff from 2018 and to all staff seeking internal promotion from this date.*

A copy of the Equality Impact Assessment (EQIA) undertaken in relation to the Assembly Commission's Official Languages Scheme has recently been published on the Assembly Commission's [Diversity and Inclusion webpages](#). Preparing an EQIA was an integral part of the planning and development of the new Official Languages Scheme. The document sets out a number of risks and mitigations identified to ensure that the themes for improvement in the scheme do not adversely affect the wider community. It has been independently verified by an external equalities organisation.

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2. To receive a breakdown of the numbers of staff at each grade, employed by the Assembly, who are identified as speaking Welsh (at whatever level of competence).

We do not hold the requested information on language skills levels by grade. However, the Assembly Commission conducted a language skills audit in 2015. 374 members of staff completed the survey, and of those who completed the survey, 291 indicated that they have a level of spoken Welsh ranging from 'a little' to 'fluent'.

Your request has been considered according to the principles set out in the Code of Practice on Public Access to Information. The code is published on our website at http://www.assemblywales.org/abthome/about_us-commission_assembly_administration/abt-foi/abt-foi-cop-pub.htm

If you have any questions regarding this response please contact me. If you feel you have cause for complaint, please follow the guidance at the end of this letter.

Yours sincerely

**Freedom of Information Manager
National Assembly for Wales**

Cause for concern or complaint with your FOI response?

If you believe that I have not applied the Code correctly or have not followed the relevant laws, you may make a formal complaint to the Chief Executive and Clerk at the National Assembly for Wales, Cardiff Bay. Details of the Assembly's complaints principles are set out in the Code of Practice on Complaints available on the Internet at <http://www.assembly.wales/en/help/contact-the-assembly/con-complaint/Pages/con-complaint-procedure.aspx>. Please advise me if you wish to receive a printed copy.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF