

Diversity and Inclusion Strategy 2022-2026

Summary



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1. Who we are and what we do

The Senedd Commission serves the Senedd to help facilitate its long-term success as a strong, accessible, inclusive, and progressive parliament that delivers effectively for the people of Wales. The Senedd Commission has responsibility for the provision of property, staff, and services to support the Members of the Senedd.

The Commission consists of the Llywydd (Presiding Officer), and four other Members nominated by the main political parties. The colleagues of the Commission are headed by the Chief Executive and Clerk of the Senedd.

Our Values

Our values are at the very core of what we do and are used to shape the decisions we make and how we interact with our customers and each other every day. They are how we build relationships and make the Senedd Commission the best possible place to work.



RESPECT

We are inclusive, kind, and value each other's contributions in delivering excellent services



PASSION

We are purposeful in our support of democracy and pull together to make a difference for the people of Wales



PRIDE

We embrace innovation and celebrate our achievements together as a team

WE ARE **ONE TEAM**

2. Our Priorities

We want to build on our achievements over recent years. Over the next four years we will focus on the four following priorities, where we would like to make quicker progress:

Diversity and Inclusion underpins our everyday activities and strategic planning

Our organisation values diversity and prioritises inclusion, building it into every aspect of our work.

We will:

- Clearly align our strategies to our work programmes
- Support ownership and accountability for delivery of the strategy
- Make better use of our data
- Work with External Partners to keep improving

Values-led leadership and culture

All our colleagues understand their role in advancing inclusion and nurturing an inclusive workplace and parliamentary environment. Senior accountability for delivering this strategy is increased.

We will:

- Develop and equip each other for continued improvement
- Support and encourage a diverse voice

A representative, inclusive place to work

Our workforce reflects the society that the Senedd serves and is representative at all levels in our organisation.

The widest range of people view the Senedd Commission as an attractive, prospective employer offering a unique, rewarding employee experience working at the heart of democracy in Wales.

Our colleagues feel engaged and supported to realise their full potential.

We will:

- Align our strategies to our work programmes using our data
- Learn lessons from new ways of working
- Focus on our Employer Brand to broaden our reach
- Focus on our internal development programmes to drive diversity

An inclusive, accessible Parliament for the people of Wales

The Senedd is an inclusive, accessible Parliament that identifies and removes any barriers that prevents citizens from participating in its work in a way that is meaningful to them.

The work of the Senedd is understood by the people of Wales and how it might impact them and their communities.

We will:

- Support Members of the Senedd to build diversity and inclusion into their work as service providers and employers
- Engage with the widest range of citizens and make the Senedd and its work accessible through different platforms
- Tailor information about the Senedd and its work to reach a range of audiences
- Support Committee Strategic Development to maximise inclusivity

3. Accountability and feedback

At the end of each financial year, we will compile and publish an update on progress in meeting the general public sector equality duties including our objectives, alongside workforce, recruitment and pay diversity monitoring data.

Please do contact us however, if you require any information in another format or have any ideas or suggestions about our strategy.

Get in touch:

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