

The Senedd Commission

Our Diversity and Inclusion plan for 2022 to 2026



This document was written by the **Welsh Parliament**. It is an easy read version of '**Summary of the Senedd Commission – Diversity and Inclusion Strategy 2022-2026**.'

November 2022

How to use this document



This is an easy read document. But you may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what all the words in blue mean on **page 15**.



Where the document says **we**, this means **Welsh Parliament**. For more information contact:

Website: <https://senedd.wales>

E-mail: Contact@senedd.wales

Phone: 0300 200 6565



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Introduction



The **Senedd Commission** is a group of people who work together to oversee the work of the **Senedd**.



The **Senedd** is the Welsh Parliament.

The Senedd represents the interests of Wales and its people, it:



- makes laws for Wales



- agrees what taxes should be in Wales



- and makes sure the Welsh Government is doing its job properly.

The Senedd Commission works to:



- Help make the Senedd a strong and forward-thinking parliament.



- Help make the Senedd **accessible** and **inclusive**.

Accessible means everyone can find, get or use something and is able to take part.

Inclusive means everyone can be involved, and everyone has a fair chance.



- Manage Senedd staff, property and services.



The Senedd Commission is made up of:

- the **Presiding Officer** – the person in charge
- and 4 members from different political parties.



This document is about how we will work to make sure the Senedd is **diverse** and includes all people.



Diversity means people are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.

Our Values



Values are the things we believe in that are important to us. They help guide how we behave and work.

Our values are:



Respect. We are kind. We include everyone. We value people.



Passion. We support **democracy**.
Democracy means people's right to choose their leaders to run the government by free and fair elections. We want to make a difference for the people of Wales.



Pride. We try new things. We celebrate our achievements.

Our Goals

Over the next 4 years we will focus on 4 goals.

Goal 1. Make sure our work and plans support **diversity** and **inclusion**

What we will do:



- We will write plans to make our work **diverse** and **inclusive**.



- We will check that the plan is being used and is working.



- We will make better use of the information we collect.



- We will work with other partner organisations to keep improving.

Goal 2. Improve leadership and how we work



We want **leaders** and board members to really believe in **inclusion**.



We will train **leaders** and members about fairness and how important it is to include people.

What we will do:



- We will train people about fairness and including people in the work we do.



- We will support and encourage people from **diverse** backgrounds to have a say in the work we do.

Goal 3. Make our workplace diverse and inclusive



We want to have staff from different backgrounds, with different abilities and views.

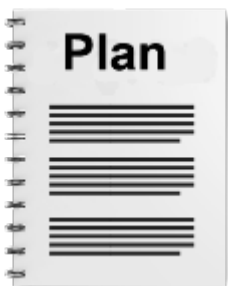


We want more people to know about the Senedd Commission and our values.



We want our staff to get support to do their best and feel valued.

What we will do:



- We will learn from the information we collect and to make sure we have a plan for working fairly in the future.



- We will learn lessons from new ways of working.



- We will make sure more people know about the Senedd Commission and what we do.



- We will improve how we work to increase **diversity**.

Goal 4. Make the Senedd more inclusive and accessible



We want to make the Senedd **inclusive** and **accessible**. We want people who need extra support to be able to take part in our work.



We want people to understand how the work of the Senedd might affect them and their communities.

What we will do:



- We will support Members of the Senedd to work in a way that will include more people from **diverse** backgrounds.



- We will work with more **diverse** groups of people. Make the Senedd more **accessible** in different ways.



- We will write information about the Senedd in different ways to meet people's different needs.



- We will support the committee who write plans to be fair and **inclusive**.

What happens next



We will write a report every year about equality. It will include:

- our aims for equality
- who our staff are
- how we find and hire new staff
- how are staff are paid and if this is fair.



If you need information in a different way, or if you have any ideas to add to our plan, you can contact us:



Email: diversity@senedd.wales



Facebook:
www.facebook.com/seneddwales



Twitter:
<https://twitter.com/SeneddWales>



Instagram:
<https://www.instagram.com/senedd/>

Hard words

Accessible

Accessible means everyone can find, get or use something and is able to take part.

Diversity

Diversity means people are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.

Inclusive

Inclusive means everyone can be involved, and everyone has a fair chance.