

Equality Impact Assessment: Addendum Determination for the Seventh Senedd: New policy proposals and drafting changes

February 2026

Introduction

This document provides a focused Equality Impact Assessment (EQIA) addendum to the Board's existing EQIA for the Determination for the Seventh Senedd which informed the Board's initial policy decisions in July 2025.

It considers the equality implications of a limited number of additional policy proposals and the relevant changes arising from the redrafting of the simplified Determination for the Seventh Senedd.

The purpose of this addendum is to identify any new or modified impacts on individuals with protected characteristics, people with caring responsibilities, and those from different socio-economic backgrounds, and to highlight any mitigations as a result.

It will inform the Board's consideration of the final Determination and support compliance with its duties to have due regard to equality and accessibility in its decision-making.

Who is the Policy aimed at?

The Determination is relevant to the:

- Public – understanding what salaries and staffing and business costs are claimable by Members.
- Public - Potential candidates for election
- Members of the Senedd
- Support Staff employed by Members of the Senedd and Group Leaders (political groups)
- Senedd Commission – who is responsible for administering the Determination and publishing claims arising from the Determination.

Who has been involved/or consulted with as part of developing this impact assessment?

Several policy proposals have been shaped by engagement and involvement with:

- Members of the Senedd (through Drop-In sessions during 2024-26, interviews with individual Members and meetings with Member representatives as part of the Board's Member Representative Group, and individual Members)
- Support Staff employed by Members of the Senedd and Group Leaders and with staff and union representatives as part of the Board's Staff Representative Group
- Senedd Commission officials, notably the Members Business Support team, who administer the Determination

The following have been formally consulted on policy proposals:

- Members of the Senedd
- Support Staff employed by Members of the Senedd and Group Leaders (political groups)
- Unite and PCS trade unions
- Senedd Commission
- a range of stakeholders, including representative equality bodies.
- The Board consultation documents were published on the Board's website, promoted via press releases and via X.

Scope

This addendum considers the equality implications of the following areas that have been developed or revised since the original EQIA:

- **Staff secondments** - The draft Determination introduces provision for support staff to be engaged on a secondment basis. This enables individuals to work temporarily in a Member's office while remaining employed by another organisation, subject to the rules and funding arrangements set out in the staffing chapter of the Determination.
- **Additional responsibility payments for support staff** - The draft Determination includes a new mechanism allowing support staff to receive additional payments where they undertake responsibilities beyond those normally associated with their substantive role, within defined criteria and funding limits.
- **Relocation support** - A new provision is introduced to provide financial support for relocation where this is necessary for a support staff member to continue employment with a Member, including provision for temporary additional travel claims where staff are required to travel further as a result of changes in working arrangements and, where posts cannot be retained, the potential use of redundancy provisions. This is intended to support retention.
- **Removal of Option B (expenses relating to a home in the Cardiff area provided at a Member's own expense)** - The draft Determination removes the existing option allowing Members who maintain a home in the Cardiff area at their own expense and who can demonstrate having caring responsibilities for a dependant who is normally resident with them in the Cardiff area may in addition claim up to £1,905 a year to cover the higher cost of suitable accommodation. The revised approach relies on the standard overnight accommodation provisions.
- **Redrafting of the chapter on Additional Support** - Following consultation feedback, the draft Determination retains a standalone chapter setting out support for disability, caring responsibilities and parental leave, rather than integrating these provisions throughout the document. The Additional Support chapter has been redrafted to more clearly reflect the social model of disability and to emphasise the removal of barriers to participation rather than individual deficit.
- **The removal of references to the publication of costs of care** - The draft Determination removes the previous reference to the publication of aggregated and anonymised costs of care. This reflects the Board's position that publication of claims is a matter for the Senedd Commission, while recognising that concerns about publication may deter uptake of support.

All other elements of the Determination, including core decisions on Members' remuneration, staffing budgets and existing support provisions, were assessed in the main EQIA and are not reconsidered here.

The evidence used in this section has been gathered from consultation responses, claims data (where available), and the Board's existing evidence base.

The table below summarises the potential equality impacts, mitigations and monitoring arrangements for each proposal.

Proposal / change	Groups affected	Potential positive impacts & Does this policy provide an opportunity to advance equality of opportunity and foster good relations between different groups of people?	Potential negative impacts	Implement/Modify/Abandon
Staff secondments	All staff, Younger staff; people from under-represented backgrounds; those with caring responsibilities; people unable to commit to permanent relocation	Support for newly elected Members who require immediate, experienced support, widen access to alternative parliamentary roles and staff development/ progression through temporary entry routes; supports flexible career pathways	None identified	<p style="text-align: center;">Implement</p> <p>Arrangements will be underpinned by written agreements between employing Members, clarifying expectations, responsibilities and reporting mechanisms,</p>
Additional responsibility payments	All staff, Part-time staff; job-sharers; staff with caring	Recognises and remunerates additional duties without requiring	None identified	<p style="text-align: center;">Implement</p>

	responsibilities; disabled staff	promotion; may support flexible working patterns and also staff development/progression.		Clear criteria set out in the Determination and advice may be sought from the Senedd Commission.
Relocation support	All staff, but may have an impact on those from lower socio-economic backgrounds; younger staff or those with caring responsibilities who may not be able to travel further distances.	<p>Some financial mitigation to maintaining roles or providing some financial adjustment for members of staff affected by additional travel costs or time; supports geographic and socio-economic diversity in staffing.</p> <p>It is a matter for Members however to consider the individual circumstances of affected employees when considering temporary travel claims/redundancy as a result of relocation.</p>	<p>None identified</p> <p>Members may also consider alternative working arrangements to further mitigate the impact of relocating a staff member's place of work.</p>	<p>Implement</p> <p>Relocation of offices and the adjustments, support and any decision regarding possible redundancy will be a matter for Members as individual employers taking into account the specific personal circumstances of any affected employee and consideration of alternative arrangements.</p>

Implement and Mitigate

Although removal would have a negative impact on some individuals with some protected characteristics, the Board has to balance the core remuneration principle that there should be 'no personal benefit' in relation to any Determination claims and that 'Members must not make claims that give rise to the perception of an improper, direct or indirect personal financial benefit to a Member or any other person' with other functions as set out in section 3(2) of the Measure. Under the current Option B provisions, a person who owned or contributed to the rental/mortgage costs of a home in the Cardiff area would have been able to claim household costs that they would usually incur and pay for personally in relation to their property. Furthermore, should a Member live in a home in the Cardiff area and share the costs of rent or mortgage with another person (not a dependent family member), that other person would benefit and would have subsidised living costs at their property, which might also be their main residence.

Negative impact for 1 Member who currently claims.

May deter candidates and would reduce the level of support that would otherwise be provided to Members in the Seventh Senedd (some of whom may have caring responsibilities or who are married or in a civil partnership) who have an existing home in Cardiff (at their own expense) or who may choose to establish a home in Cardiff (at their own expense) during the Senedd term.

Clear alignment with the Board's duties relating to probity and that there should be no actual or perceived personal benefit through the Determination.

Simplifies the claims system and aligns support with standard overnight accommodation provisions.

Members with caring responsibilities;
Members who are married/in a civil partnership,
Members with lower financial resilience

Removal of Option B - from the start of the Seventh Senedd, Members will no longer be able to claim for non-rental/capital costs (such as council tax and utilities costs), where they have a home in the Cardiff-area provided at their own expense.

				<p style="text-align: center;">Mitigations:</p> <p>The impact of this proposal would be mitigated given there is continued availability of alternative overnight accommodation support for Members through Option A (rental or hotel accommodation) and the exceptional costs route.</p> <p>Members with caring responsibilities who rent under Option A may be eligible for additional accommodation costs based where their dependent is usually resident with them in Cardiff.</p> <p>Members with caring responsibilities will also be able to claim, where eligible, enhanced support for costs of care in the Seventh Senedd.</p> <p style="text-align: center;">Possible Mitigation:</p> <p>The Board may wish to consider transitional arrangements to mitigate the immediate impacts on any Member who, at the end of the Sixth Senedd, is claiming through Option B.</p>
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<p>Redrafting and simplification of the Additional Support chapter</p>	<p>Disabled Members and staff; Members with caring responsibilities; those who require parental leave, Members who need to make arrangements to support disabled staff or constituents</p>	<p>Improves visibility and clarity of available support; clearer signposting may increase uptake and awareness, particularly for disabled Members and staff, those with caring responsibilities, and new Members.</p>	<p>None identified</p>	<p>Implement</p> <p>Retention of the exceptional costs mechanism to address individual circumstances, supported by clear guidance and communications, including during Member induction.</p> <p>Claims patterns and feedback will be monitored to ensure support remains accessible in practice.</p>
<p>Clearer alignment with the social model of disability</p>	<p>Disabled Members, staff and constituents</p>	<p>Emphasises removal of structural barriers; supports inclusive framing of support provisions</p>	<p>None Identified</p>	<p>Implement</p>
<p>Removal of references in the Determination to publishing 'anonymised and aggregated' claims relating to Chapter 3</p>	<p>Members with caring responsibilities; Members with disabled dependants; disabled Members</p>	<p>N/A</p>	<p>Removal of references in the Determination to publishing 'anonymised and aggregated' claims could undermine the policy intent and deter eligible Members from claiming.</p> <p>Risk of concerns about privacy of Members' personal circumstances</p>	<p>Implement and Mitigate</p> <p>The Senedd Commission has a statutory duty (under section 22(2) of the Government of Wales Act) to publish Members' allowances; the Board does not have the power to direct the Senedd Commission in discharging its duties and has decided to remove all references to the Senedd Commission's duties or processes from the Determination.</p>

<p>(which includes support for disabled Members, costs of care and parental support)</p>			<p>and/or their families' privacy.</p>	<p>Mitigation: The Board writes to inform the Senedd Commission of the Board's approach, noting that the Commission may wish to consider arrangements regarding publication of costs under Chapter 3.</p>
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Overall Assessment

In preparing this addendum, the Board has considered how the proposals may affect people with different protected characteristics, as well as those with caring responsibilities and from different socio-economic backgrounds, and has taken these factors into account in its decision-making.

Several changes are likely to have positive effects on accessibility and participation, particularly for disabled people, carers and those from a different socio-economic background. Where negative implications have been identified, mitigations have been identified either through alternative sources of support, or clear guidance and processes.

The Board will keep the equality implications of these provisions under review during the early stages of the Seventh Senedd, drawing on engagement with Members, support staff and the Senedd Commission.