

# Welsh Language Impact Assessment Determination for the Seventh Senedd

<b>Name of Policy:</b>	Determination for the Seventh Senedd
<b>Date of Impact Assessment:</b>	March 2026

## Introduction:

The Determination is made by the Independent Remuneration Board of the Senedd, which is supported by a secretariat provided by the Senedd Commission. The Determination sets out the salaries, staffing and business costs for Members of the Senedd.

The Board's functions and powers are set out under sections 20, 22, 24, 53 and 54 of the [Government of Wales Act 2006](#) and section 3 of the [National Assembly for Wales \(Remuneration\) Measure 2010](#). These powers can be summarised as making provision for the payment of salaries, pensions, gratuities or allowances to Members of the Senedd.

The Measure states that the Board must exercise its functions with a view to achieving the objectives of

- (a) providing Members of the Senedd with a level of remuneration which—
  - (i) fairly reflects the complexity and importance of the functions which they are expected to discharge, and

(ii) does not, on financial grounds, deter persons with the necessary commitment and ability from seeking election to the Senedd,

(b) providing Members of the Senedd with resources which are adequate to enable them to exercise their functions as Members of the Senedd, and

(c) ensuring probity, accountability, value for money and transparency with respect to the expenditure of public funds.

## The Board and the Welsh Language

The Board is not subject to Welsh Language Standards, the Board is however committed to conforming with the [Senedd Commission's Official Languages Scheme](#). The Board therefore publishes all documentation and general correspondence bilingually, and corresponds and responds in Welsh where requested, and considers simultaneous interpretation for certain meetings.

As the Board is not subject to the Welsh Language Standards it is not required to undertake a Welsh Language Impact Assessment but has undertaken an assessment as good practice and to consider the implications of its policy proposals on the Welsh Language.

### **Welsh Language Impact Assessment: Approach**

As the Board is not subject to Welsh Language Standards, a bespoke Impact Assessment was designed to ensure due consideration of the Senedd Commission's Scheme requirements, specifically the Policy Making section in chapter 8, as this most closely aligned with the need to assess the Board's policy-making process and proposals:

- 1. Both official languages must be treated equally;*
- 2. The right to use either official language; and*

The following additional criterion was also considered, as this is typically included within public sector organisations' Welsh Language Standards:

- 3. Opportunities to promote the Welsh language.*

The Board also notes that the Senedd Commission's Official Languages Scheme places the following duties on Members:

*10. Duties of Members of the Senedd*

*10.1 Any materials (including headed paper, business cards, surgery notices, reports and websites) that are funded by the Senedd Commission or the Remuneration Board must be produced bilingually.*

Members must also follow the [Rules and Guidance on the Use of Senedd Resources](#) which reinforces the duties set out in the Official Languages Scheme, noting:

*Rule 9 – Official Languages Scheme*

*Communication and engagement activity using Commission resources must be comply with the Official Languages Scheme.*

### **Purpose and focus of the Welsh Language Impact Assessment**

The Determination includes several Chapters and the Board has set out several revised or new policy proposals for commencement from the start of the Seventh Senedd.

Given the range of policy proposals and individual 'determinations' included, the focus of this Impact Assessment is on the following matters which have most relevance to the Senedd Commission's Scheme requirements and the use of Welsh language by Members, their staff and with the general public:

- General drafting of the Determination
- Constituency Work (Chapter 6), relating to Members' engagement with the constituents
- Employment of Members' and Group Leaders' Staff (Chapters 7 and 8)

The Official Languages Scheme of the Senedd relates to use of Welsh language within the parliamentary setting.

## 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.

## Purpose of the Policy Proposals

### General Drafting of the Determination

The Board's aim has been to create a clearer, more accessible document — one that is easier to read, interpret and apply in practice for Members, their staff and the Senedd Commission. In clarifying and simplifying the Determination, the Board also aims to make the arrangements for Members' pay, staffing and business support more accessible and transparent to the public.

Simplification of the Determination has been a key Board objective and one of the Board's core thematic reviews during its past term. The Simplification review has sought to ensure that the Determination for the Seventh Senedd is clearer and easier to read and understand, aiming to aid administration and interpretation, and has sought to identify:

- Controls that may be unduly restrictive or unnecessary;
- Material that would benefit from re-drafting;
- Potentially redundant provisions;
- Duplication and superfluous wording;
- Wording which describes a process or function carried out by the Commission, and;
- Wording which is better suited to another part of the Determination for clarity.

Underlying principles and controls in the Determination have also been reviewed, and, in some areas, the Board has sought to provide Members with greater flexibility to determine how they manage their resources in order to meet their or their constituents' needs or their preferred ways of working, whilst retaining a balance of accountability and commitment to value for money for the taxpayer.

### Constituency Work (Chapter 6), relating to Members' engagement with the public

The purpose of Chapter 6 of the Determination is to allow Members to claim for costs that relate to working in, and representing, their constituencies. It includes engagement with constituents, support for research and policy development, and costs relating to premises used for carrying out Senedd duties (i.e. constituency premises) where Members choose to have them.

## Employment of Staff (Chapters 7 and 8)

The Determination, through Chapter 7, allows Members to claim for the costs of employing support staff. It also provides Members with a framework within which support staff must be employed if their salaries, and associated employment, travel and subsistence costs and entitlements, are to be funded under this Determination.

Chapter 8 provides Senedd Groups with resources for central administration and coordination, support for scrutiny, research and policy development related to Members' duties, communications support, pastoral and wellbeing support, equipment and services. This includes costs relating to staffing, travel, externally commissioned services, as well as operating a group office.

## Evidence and data

The Annual Population Survey (published 16 April 2025) estimates that 27.4% of people aged three years and over in Wales are able to speak Welsh, equivalent to approximately 843,500 individuals. Welsh language ability is unevenly distributed across Wales, meaning that demand for Welsh-medium engagement is likely to vary between local authorities and constituencies. For example, the 2021 Census recorded 55.3% Welsh speakers in Gwynedd compared with 4.7% in Blaenau Gwent, a difference of 50.6 percentage points.

The Board does not collect Welsh language data relating to Members or their staff as this is not a requirement on the Board. Based on the Senedd Commission's Official Languages Scheme Annual Report 2023–24, internal workforce data indicate that 43% of Senedd Commission staff have high or fluent Welsh language ability. A further 305 staff report basic to intermediate skills, while 23% have courtesy-level Welsh and 4% report no Welsh language skills.

**Will the proposed action affect any or all of the following?**

	Do the proposals have any positive, negative or neutral impacts?	Describe why they will have a positive/negative or neutral impact on the Welsh language.	What evidence do you have to support this view?	What action(s) can be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>Both official languages are treated equally (Consistent with Official Language Scheme)</b></p>	<p>Neutral-Positive</p>	<p>The Determination sets a framework of resources to provide Members' with adequate support and does not change the Senedd's Official Languages Scheme requirements.</p> <p>Materials funded through Senedd Commission or Board resources must be produced bilingually, and translation services are provided centrally by the Senedd Commission. Additional financial resources for translation or production of translated material, where required, are provided through the Determination.</p>	<p><b>Members' existing duties</b> The Senedd's Official Languages Scheme requires that materials funded by the Senedd Commission or the Board are produced bilingually, and the Senedd Commission meets the costs of translation.</p> <p>The Determination does not alter these arrangements. Existing Senedd Commission systems therefore ensure parity between Welsh and English in funded outputs.</p> <p><b>Translation support</b> Constituency text translation is provided through a centrally funded Senedd Commission service with fixed turnaround times,</p>	<p>The revised Determination includes references to the Rules on the Use of Senedd Resources. The draft Chapter 6 Constituency Work specifically includes references in a footnote to Rule 7 – Equal treatment of constituents in using Commission resources and Rule 8 – Communication and engagement with constituents using Commission resources.</p> <p><b>This reference could be extended to include: Rule 9 – Official Languages and reference to Members' duties under Standard 10 of</b></p>

			<p>meaning Members do not normally need to claim translation costs through the Determination.</p> <p><b>Welsh Language Training</b> Members and Support staff are offered Welsh language training by the Senedd Commission during working hours.</p> <p><b>Determination Support</b> Members can claim for the printing/publication of bilingual materials through the Determination.</p> <p>Members can claim for interpretation costs through the Determination (through Constituency Work budget) and may also claim for bilingual signage through the Office Start-up and Refresh budgets.</p>	<p><b>the Official Languages Scheme in the final Determination for the Seventh Senedd</b>, as this would refer to the status of the Welsh language and remind Members of their duties.</p>
<p><b>Opportunities and right for persons to use either official language (Consistent with Official Languages Scheme)</b></p> <p>e.g. Members, support</p>	<p>Neutral</p>	<p>The Determination does not affect the right of individuals to use Welsh or English when engaging with Members or their staff. Language choice within the Senedd and in constituency work is determined by Members,</p>	<p><b>Translation Support</b> The Senedd Commission's Official Languages Scheme ensures bilingual materials and centrally funded translation services.</p>	<p><b>This is a matter for the Senedd Commission</b> who already provide guidance, training and translation support/costs.</p>

<p>staff, Commission staff and constituents</p>		<p>guided by the Senedd Official Languages Scheme.</p> <p>Evidence shows that Welsh-speaking staff are present in several Members' offices, although coverage is uneven and based on self-reported ability.</p> <p>The proposals do not change staffing structures, recruitment practices, or service delivery models that would affect language choice.</p> <p>Provision for bilingual materials, signage, and communication is supported through Senedd Commission systems, while the Determination permits claims for certain costs such as interpretation where required. These arrangements remain unchanged.</p>	<p><b>Welsh Language Training</b> Members and Support staff are offered Welsh language training by the Senedd Commission during working hours.</p> <p><b>Determination Support</b> Members can claim for interpretation costs through the Determination (through Constituency Work budget) and may also claim for bilingual signage through the Office Start-up and Refresh budgets.</p> <p>Analysis of Member claims indicates that translation costs are rarely claimed through the Determination and, where present, relate mainly to interpretation rather than written translation, reflecting the availability of centrally funded Commission services.</p>	<p><b>As part of the Simplification agenda, the Board has removed all references to Senedd Commission policies or guidance from the Determination.</b></p>
<p><b>Opportunities to promote the Welsh language (Consistent</b></p>	<p>Neutral</p>	<p>The Board provides the financial framework that enables Members to employ staff and engage with constituents, which can support Welsh-medium engagement</p>	<p><b>Statutory Limitations</b> The Board is not subject to Welsh Language Standards and does not have the power to place Welsh</p>	<p>The insertion of reference to considering Welsh language skills when classifying job roles in</p>

<p><b>with public bodies Standards)</b></p> <p>e.g. Members, support staff, Commission staff and constituents</p>		<p>where there is local demand or where it is the Member's working preference. In setting that framework, it specifies relevant employment criteria to ensure value for money and consistency of salaries and terms and conditions for support staff.</p> <p>The Board is introducing a Job Classification Framework from the start of the Seventh Senedd, which is a grading framework. Welsh language considerations and proficiency may apply across all grades and are determined through recruitment practices rather than pay structures.</p> <p>The Board does not have powers to place specific Welsh language requirements or Standards on Members, as these fall outside the Board's remit.</p> <p>Members are individual employers and have the flexibility to determine their staffing structure, the roles required and any expertise or skills, including Welsh language proficiency of support staff.</p>	<p>language requirements or standards on Members.</p> <p>The Job Classification Framework is a grading framework (and Welsh language skills would not be a material factor in assessing grades or salaries, but could be applicable to all roles); Senedd Commission produced recruitment guidance (which may reference the Senedd Commission's own language skills matrix or alternative skills frameworks) provides a more effective approach to encouraging Members to consider the Welsh language skills of staff.</p> <p><b>Translation Support</b> The Senedd Commission's Official Languages Scheme requires bilingual materials and provides translation and interpretation services.</p> <p><b>Determination Support</b> While the Board cannot set Welsh language</p>	<p>the Job Classification Framework as 'good practice' has been identified as an option – however, Members are required to comply with the Job Classification Framework (as part of the Determination) in order to claim staffing costs and therefore <b>such an insertion could be interpreted as a requirement, which would be beyond the competence of the Board. This approach has therefore been discounted.</b></p> <p>The Senedd Commission may wish to consider referencing the approach to assessing skills for roles and the availability of Welsh language training for staff within the template job descriptions and Recruitment Guidance</p>
---	--	--	---	--

			requirements for staff roles, the Determination provides the financial framework that enables Members to recruit staff with Welsh language skills where this aligns with their business needs.	for Members. <b>The Board will write to the Senedd Commission to note these matters.</b>
--	--	--	--	--