

# Equalities Impact Assessment Determination for the Seventh Senedd

<b>Name of Policy:</b>	Determination for the Seventh Senedd
<b>Date of Impact Assessment:</b>	Undertaken and updated during 2024-25
<b>Impact Assessment undertaken by:</b>	Daniel Hurford, Clerk to the Board

## Introduction

<b>Purpose of the Policy:</b>
<p>The Determination on Members' Pay and Allowances is a statutory document setting out Members' remuneration and business and staffing support. The Determination is made by the Independent Remuneration Board of the Senedd, which is supported by a secretariat provided by the Senedd Commission.</p> <p>The Board is committed to promoting and supporting diversity and equality and is seeking to reduce barriers that are in the way of Members, potential candidates and Members' support staff being able to fulfil their duties.</p> <p>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.</p> <p>The Board has used the Senedd Commission's EQIA template for the purposes of assessing the Board's policy proposals for the Determination.</p> <p>Given the range of policy proposals and individual 'determinations' included, the EQIA has been grouped into the Determination Chapters, to include specific relevant proposals, as follows:</p> <ul style="list-style-type: none"><li>- Members' remuneration</li><li>- Additional Support</li><li>- Travel</li></ul>

- Overnight Accommodation
- Constituency Office and Engagement
- Staffing Support
- Senedd Group Support

### Who is the Policy aimed at?

Public – potential candidates for election

Members of the Senedd

Support Staff employed by Members of the Senedd and Group Leaders (political groups)

### 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 2024-25, interviews with individual Members (on Member remuneration and staff pay and grading review) with Member representatives as part of the Board's Member Representative Group, and individual Members to test the developing staff pay and grading review)
- Support Staff employed by Members of the Senedd and Group Leaders (political groups) (through meetings/interviews with individual members of staff (to test the developing staff pay and grading review) and with staff and union representatives as part of the Board's Staff Representative Group)
- Senedd Commission officials, notably 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 unions
- Senedd Commission

The Board consultations were published on the Board's website and were sent to a range of stakeholders, including representative equality bodies, however, no responses were received.

The Board asked specific questions during its formal consultation:

- Do you have a view on whether the proposals outlined in this document could have any implications for equality and diversity, in particular for those people who identify with any protected characteristics as defined under the Equality Act 2010?
- Do you have a view on whether the issues you have raised in response to this consultation could have an impact or potential impact on people who identify with protected characteristics as defined under the Equality Act 2010?

<b>Refer to any other evidence identified and used.</b>
See chapters below.

# Members' Remuneration

## Purpose of the Policy Proposals

The Board has a duty to exercise its functions with the aim of providing Members of the Senedd with a level of remuneration that meets specific objectives:

- to fairly reflect the complexity and importance of the functions which they are expected to discharge, and
- not, on financial grounds, to deter persons with the necessary commitment and ability from seeking election to the Senedd

The Board has also agreed the following principles to guide its decisions:

- financial support and remuneration for Members should support the strategic purpose of the Senedd and facilitate the work of its Members;
- decisions must be appropriate within the context of Welsh earnings and the wider financial circumstances of Wales; and
- the system of financial support for Members must be robust, clear, transparent, sustainable, inclusive, and represent value for money for the taxpayer.

## Policy Proposals

- The salary level for Members at the start of the Seventh Senedd will remain at the same level as in 2025/26 and therefore will be £76,380 plus an increase equal to the rate of the ASHE Wales index published in November 2025.
- The ASHE Wales index will be used to determine the annual changes to Members' salaries.
- An additional office holders' salary will be paid to those roles listed in Chapter 3 of the Determination on Members' Pay and Allowances 2025-26.
- The rate of additional office holders' salary will be increased each year in line with ASHE.
- Removal of the lower rate of additional salary for Committee Chairs for the Seventh Senedd.
- Business Committee Members will be paid the rate currently referred to as the Committee Chair (higher) rate.

## Refer to any other evidence identified and used

- [International comparative research on Members' remuneration](#)
- Pay Benchmarking data (supplied via [Brightmine](#))
- Employee Earnings in the UK 2024 ([Office of National Statistics](#))
- [Election 2021: How diverse is the Sixth Senedd?](#) (Senedd Commission, 2021)
- Overview: General Population by Protected Characteristics ([StatsWales, ONS Census 2021](#))

## Potential equality impacts on different equality characteristics

**Age** (Consider younger, older people and people of working age)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
The proposals are based on comparative information and benchmarking, and a Members' salary is set at more than twice the average salary for Wales.
The annual indexation is linked to the increase in average earnings in Wales (ASHE).

**Disability** (Consider sensory impairments, physical impairments, hidden impairments, learning disabilities, mental health issues, long-term health conditions)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Gender Reassignment** (Consider people who intend to undergo, are undergoing or have undergone gender reassignment. Gender reassignment refers to the way in which an individual identifies with their own gender)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Marriage and Civil Partnership** (Consider whether there is any disadvantage for people who are not married / in a civil partnership compared to those who are)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Maternity and Pregnancy** (Consider women who are pregnant, on maternity leave or breastfeeding)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Race or Ethnicity** (People belonging to a minority racial, ethnic or cultural group including ethnic origin, colour, nationality)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Religion or Belief** (Consider people who have a religion or belief, including non-belief, cultural awareness)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sex** (Consider both women and men and any direct or indirect impact because of their sex)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sexual Orientation** (Consider people who are gay, lesbian, bisexual or heterosexual)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

<b>Although not covered under protected characteristics, consider people with caring responsibilities and people from low socio-economic backgrounds.</b>
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The Board's decisions must not, 'on financial grounds, to deter persons with the necessary commitment and ability from seeking election to the Senedd'. The proposals are based on comparative information and benchmarking, and a Members' salary is set at more than twice the average salary for Wales. The annual indexation is linked to the increase in average earnings in Wales (ASHE).

Wider policy proposals elsewhere also seek to reduce barriers to participation for people with caring responsibilities and people from low economic backgrounds. While the salary is comparatively high (against the average all Wales salary) and applied consistently, the Board considered whether it could be perceived to disadvantage certain groups — such as younger people, disabled people, or those from lower socio-economic backgrounds — who may have less financial resilience or face higher personal costs. However, costs associated with carrying out the role (such as overnight accommodation, office and staffing costs, childcare, and disability-related support) are met through separate provisions in the Determination. The salary itself is personal income and is not intended to cover these costs. There is no evidence that the salary creates unequal outcomes or acts as a deterrent for any protected group. On this basis, no adverse impact has been identified.

## Does this policy provide an opportunity to advance equality of opportunity and foster good relations between different groups of people?

Yes. The proposals are based on comparative information and benchmarking, and a Members' salary is set at more than twice the average salary for Wales.

The annual indexation is linked to the increase in average earnings in Wales (ASHE).

## Conclusion

### Which option will be pursued?

Implement policy in existing form ☒

Modify policy in some way ☐

Abandon policy/decision ☐

### Give a brief explanation:

The proposals are based on comparative information and benchmarking, and a Members' salary is set at more than twice the average salary for Wales.

The annual indexation is linked to the increase in average earnings in Wales (ASHE).

## Additional Support

### Purpose of the Policy Proposals

The Determination includes several provisions to provide support to Members in response to their personal circumstances or additional needs.

Chapter 3A of the Determination sets out a range of support to Members, including:

- support relating to disabilities (including for Members, their staff or their constituents),
- support for Members with childcare and other caring responsibilities and
- support for Members on parental leave, (including paid time off for parental leave and additional support, which could include an additional member of staff to provide for continuity of a Member's duties (other than formal Senedd business)).

Other support, included in the Determination provides

- additional overnight accommodation costs for Members with caring responsibilities for dependents (paragraph 4.4.3 (h)) and
- travel costs for Members' partners or children when travelling to the Cardiff area (paragraph 5.18).

Since Chapter 3A was introduced at the start of the Sixth Senedd, Senedd business and Members' ways of working have changed fundamentally. Remote and hybrid working have become the norm and are promoted and supported by the Senedd; this means that Members have greater flexibility to better balance or respond to the varied demands of Senedd business and their constituency commitments, as well as their personal needs or family circumstances.

The Determination's provisions can only help to meet some of the needs of Members however, as the Senedd and Senedd Commission also play a crucial role in ensuring business arrangements are 'family friendly', that the parliamentary estate is accessible and the facilities and services are responsive and meet Members' and staff needs.

The Board's consultation specifically sought views on the following questions:

- Should 'additional support' provisions be retained in a separate, specific chapter or mainstreamed throughout the Determination?
- Are the definitions, terminology and provisions included in Chapter 3A appropriate and do they reflect the social model of disability?
- Is the support relating to disabilities sufficient and responsive enough to meet Members, staff and constituents' needs?

### Policy Proposals

- Members may claim up to £350 per dependant per month (up to a maximum of 3 dependents) for costs of care during sitting weeks and recess periods outside of usual working hours, as set out in Standing Orders, and on weekends.



This is an enhancement of the current provision, which relates only to outside of working hours during sitting weeks only.

- Members with caring responsibilities for a dependant normally resident with them in the Cardiff area may claim additional overnight accommodation costs of up to £3,870 per year for the first dependent and up to £1,290 per year per additional dependant (up to a maximum of 2)

This was an enhancement based on revised additional costs of additional accommodation requirements in the Cardiff area.

Both proposals were an enhancement of current provisions to apply to on a per dependants basis, rather than per Member (to reflect that Members may have more than one dependants). The limit on the number of dependants is the same as IPSA's Scheme but is also informed by the UK average family size of 1.74 dependent children (ONS statistics) and taking into account that a Member may have more dependent children and/or an adult dependant. This limit could be exceeded, if necessary, through an application for an exceptional expense claim.

#### Refer to any other evidence identified and used

- [UK Parliamentary comparative research on Members' additional support](#)
- Data on People with caring responsibilities ([ONS Census 2021 \(ONS Families and Households\)](#))
- Online research into costs of child-care in Wales
- Overview: General Population by Protected Characteristics ([StatsWales, ONS Census 2021](#))

## Potential equality impacts on different equality characteristics

**Age** (Consider younger, older people and people of working age)

#### Is there an adverse or the potential for an adverse impact?

Yes ☐ No ☒

#### Please give reasons/justifications:

Policy proposals have a positive impact across all ages, depending on caring responsibilities of Members. The Determination is flexible and Members can submit an exceptional expense application should the proposed additional support not be sufficient to meet a Member's or their dependant's needs.

**Disability** (Consider sensory impairments, physical impairments, hidden impairments, learning disabilities, mental health issues, long-term health conditions)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
<p>Policy proposals have a positive impact for Members who are disabled and may require care support themselves or who care for disabled dependants.</p> <p>The Determination is flexible and the 'Support relating to disabilities' (section 3A.2 of the Determination) may be claimed by any Member for any additional expenses incurred in order to enable the performance of that Member's duties, which reasonably arise due to health conditions or impairments. These expenses may relate to a Member's health or impairments, a member of staff's health or impairments, or to facilitate engagement with disabled constituents. There is no limit on the amount that can be claimed.</p>

**Gender Reassignment** (Consider people who intend to undergo, are undergoing or have undergone gender reassignment. Gender reassignment refers to the way in which an individual identifies with their own gender)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Marriage and Civil Partnership** (Consider whether there is any disadvantage for people who are not married / in a civil partnership compared to those who are)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Maternity and Pregnancy** (Consider women who are pregnant, on maternity leave or breastfeeding)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
Policy proposals have a positive impact for Members who are pregnant or on maternity leave or whose partners are pregnant or on maternity leave.

**Race or Ethnicity** (People belonging to a minority racial, ethnic or cultural group including ethnic origin, colour, nationality)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Religion or Belief** (Consider people who have a religion or belief, including non-belief, cultural awareness)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sex** (Consider both women and men and any direct or indirect impact because of their sex)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sexual Orientation** (Consider people who are gay, lesbian, bisexual or heterosexual)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Although not covered under protected characteristics, consider people with caring responsibilities and people from low socio-economic backgrounds.**

The policy proposals are specifically designed to have a positive impact on people with caring responsibilities. The Determination is flexible and Members can submit an exceptional expense application should the proposed additional support not be sufficient to meet a Member's or their dependant's needs.

## Does this policy provide an opportunity to advance equality of opportunity and foster good relations between different groups of people?

Yes. The proposals and existing provisions in the Determination are designed to reduce barriers and advance equality of opportunity, encourage participation as a Senedd Member or in Senedd business, for different groups of people.

## Conclusion

Which option will be pursued?	
Implement policy in existing form	<input checked="" type="checkbox"/>
Modify policy in some way	<input type="checkbox"/>
Abandon policy/decision	<input type="checkbox"/>
Give a brief explanation:	
<p>The policy proposals are specifically designed to have a positive impact on people with caring responsibilities.</p> <p>While the EQIA considers each protected characteristic individually, some Members may experience overlapping or complex needs — for example, they or their depends may be disabled combined with caring responsibilities. The Determination provides wider support a Member's specific personal needs (or those of a dependent) through 'support for disabilities' in Chapter 3A. The Determination is flexible and Members can submit an exceptional expense application should the proposed additional support not be sufficient to meet a Member's or their dependant's needs.</p> <p>The exceptional expense process is available to all Members and, while uptake has been minimal to date, there is no indication that it is inaccessible or inconsistently applied. This may reflect a lack of need, but continued communication will help ensure Members remain aware of how and when it can be used.</p> <p>The EQIA has also considered whether the cap of three dependants for caring support could disproportionately affect Members from larger families or certain cultural backgrounds where multi-generational or extensive caring responsibilities are more common. Whilst the cap is based on the IPSA model and UK average family size, the Determination includes a safeguard whereby Members with needs that exceed the cap can apply for support through the exceptional expense process. This flexibility helps ensure that no group is disadvantaged by the standard provision.</p>	

## Travel

### Purpose of the Policy Proposals

Members can claim reimbursement for their own domestic and international travel expenses, staff travel costs and their family members' costs through the Determination.

The Board has identified a number of areas where these provisions can be simplified, and these proposals reflect those findings.

### Policy Proposals

- Remove the limit on the number of journeys a Member can claim via central funds for staff travel to Cardiff from the constituency.
- Extend the limit on the number of journeys Members are able to claim for family members travelling to Cardiff from the constituency from 12 per Member, to 12 per dependent.

This proposal was originally to remove the limit on number of journeys, however, the Board regarded that a limit remained appropriate (as spouses and dependents may also travel with the Member), however the limit was extended from a per Member to a broader, per dependent basis (in addition to 'partner and children' as currently set out).

- Removal of the requirement to present a business case for international journeys and to publish a report on the journey after it has been undertaken. Members remain accountable to the people of Wales via the publication of their expenses

### Refer to any other evidence identified and used

- [UK Parliamentary comparative research on Members' travel](#)
- Overview: General Population by Protected Characteristics ([StatsWales, ONS Census](#)
- [2021](#))

## Potential equality impacts on different equality characteristics

**Age** (Consider younger, older people and people of working age)

### Is there an adverse or the potential for an adverse impact?

Yes ☐ No ☒

**Please give reasons/justifications:**

Policy proposals have a positive impact across all ages for eligible dependents or partners, particularly younger people (under 18) or 'working age' Members who are responsible for dependents.

**Disability** (Consider sensory impairments, physical impairments, hidden impairments, learning disabilities, mental health issues, long-term health conditions)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
Policy proposals have a positive impact as a definition of an 'adult dependent' will be incorporated, replacing the original eligibility of only 'partners and children'.
The Determination provides wider support a Member's specific personal needs (or those of a dependent) through 'support for disabilities' in Chapter 3A.

**Gender Reassignment** (Consider people who intend to undergo, are undergoing or have undergone gender reassignment. Gender reassignment refers to the way in which an individual identifies with their own gender)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Marriage and Civil Partnership** (Consider whether there is any disadvantage for people who are not married / in a civil partnership compared to those who are)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
The policy proposals have a positive impact for Members who are married or in a civil partnership (and their partners), as the number of eligible journeys are extended.

**Maternity and Pregnancy** (Consider women who are pregnant, on maternity leave or breastfeeding)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>

Policy proposals have a positive impact for Members who are pregnant or on maternity leave or whose partners are pregnant or on maternity leave, as the number of eligible journeys are extended.

**Race or Ethnicity** (People belonging to a minority racial, ethnic or cultural group including ethnic origin, colour, nationality)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Religion or Belief** (Consider people who have a religion or belief, including non-belief, cultural awareness)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sex** (Consider both women and men and any direct or indirect impact because of their sex)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sexual Orientation** (Consider people who are gay, lesbian, bisexual or heterosexual)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Although not covered under protected characteristics, consider people with caring responsibilities and people from low socio-economic backgrounds.**

The policy proposals are specifically designed to have a positive impact on Members with caring responsibilities, as the limit is now extended to apply on a per dependent basis, rather than a per

Member. The Determination is flexible and Members can submit an exceptional expense application should the proposed additional support not be sufficient to meet a Member's or their dependant's needs.

## Does this policy provide an opportunity to advance equality of opportunity and foster good relations between different groups of people?

Yes. The policy proposals are specifically designed to have a positive impact on Members with caring responsibilities and their dependents, as the limit is now extended to apply on a per dependent basis, rather than a per Member.

## Conclusion

<b>Which option will be pursued?</b>
Implement policy in existing form <input type="checkbox"/>
Modify policy in some way <input checked="" type="checkbox"/>
Abandon policy/decision <input type="checkbox"/>
<b>Give a brief explanation:</b>
<p>The Board originally proposed to remove the limit on journeys for family members. Consultation feedback noted that the definition of family members was broad and should refer to partners and dependants as was the case elsewhere in the Determination. Another consultation response argued the limit should be retained and suggested the Board should look at practice elsewhere. 43.</p> <p>The retention of a limit of 12 journeys may limit the extent of the positive impact on some Members or their families. The limit of 12 journeys been retained but has been extended to apply on a per dependant basis (an extended definition compared to the status quo, to include adult dependants as well as dependants under the age of 18 years) and will be applied on a dependant rather than a per Member basis (i.e. previously a limit of 12 single journeys were claimable by a Member and the proposals extend that provision to dependents, e.g. should a Member have a partner and three children, a total of 48 journeys may be claimable).</p> <p>The Board has noted that Members' historical claims have been low and no Member has needed to claim the full limit of 12 family journeys in a year, however, the personal circumstances and protected characteristics of future Members or their families are not known at this stage.</p> <p>Should a Member's personal circumstances or protected characteristics mean that the increased limit is insufficient, additional discretion and flexibility is provided through the exceptional expense process set out in the Determination.</p>



# Overnight Accommodation

## Purpose of the Policy Proposals

Members are currently able to claim 'residential accommodation expenditure' for the reimbursement of costs associated with overnight accommodation in the Cardiff area when Members stay away from home on parliamentary business. This entitlement is based on the distance of their main residence from Cardiff Bay. The distance from Cardiff Bay is current split up into Inner, Intermediate and Outer Areas, based on the Senedd constituencies. As the Senedd constituencies will change for the Seventh Senedd, the Board has had to redefine the areas of eligibility for overnight accommodation.

## Policy Proposals

- Two areas of eligibility for overnight accommodation in the Seventh Senedd Determination: Inner and Outer areas only (replacing the three area model currently in place). Members' eligibility for overnight accommodation is based on the constituency in which they have registered a main residence.
- All Members with a main residence in the Inner Area are provided with an overnight budget equivalent to 6 nights' overnight accommodation.

The Board has introduced this as a 'pilot' in 2025-26.

The Determination also provides Board with discretion to respond flexibly to meet an individual Member's specific personal needs (of those of a dependant) through 'support for disabilities' in Chapter 3A or the exceptional expense process, if the provisions in the Determination were not sufficiently responsive. Furthermore, the Board is enhancing the provision for additional overnight accommodation for Outer area Members who care for a dependant normally resident with them in Cardiff.

## Refer to any other evidence identified and used

- [UK Parliamentary comparative research on Members' overnight accommodation](#)
- Overview: General Population by Protected Characteristics ([StatsWales, ONS Census 2021](#))

## Potential equality impacts on different equality characteristics

**Age** (Consider younger, older people and people of working age)

**Is there an adverse or the potential for an adverse impact?**

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>	

**Disability** (Consider sensory impairments, physical impairments, hidden impairments, learning disabilities, mental health issues, long-term health conditions)

<b>Is there an adverse or the potential for an adverse impact?</b>	
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>	
<p>The additional provision for Inner area Members has a positive impact for all Members' generally, and for disabled Members, given the potential demands of travelling home late in the evening or early in the morning for Senedd business during a demanding schedule.</p> <p>The Determination also provides Board with discretion to respond flexibly to meet an individual Member's specific personal needs (of those of a dependant) through 'support for disabilities' in Chapter 3A or the exceptional expense process, if the provisions in the Determination were not sufficiently responsive. Furthermore, the Board is enhancing the provision for additional overnight accommodation for Outer area Members who care for a dependant normally resident with them in Cardiff.</p>	

**Gender Reassignment** (Consider people who intend to undergo, are undergoing or have undergone gender reassignment. Gender reassignment refers to the way in which an individual identifies with their own gender)

<b>Is there an adverse or the potential for an adverse impact?</b>	
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>	
See above.	

**Marriage and Civil Partnership** (Consider whether there is any disadvantage for people who are not married / in a civil partnership compared to those who are)

<b>Is there an adverse or the potential for an adverse impact?</b>	
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>	
See above	

**Maternity and Pregnancy** (Consider women who are pregnant, on maternity leave or breastfeeding)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
<p>Policy proposals have a positive impact for Members who are pregnant or on maternity leave or whose partners are pregnant or on maternity leave, given the potential demands of travelling home late in the evening or early in the morning for Senedd business during a demanding schedule.</p> <p>The Determination also provides Board with discretion to respond flexibly to meet an individual Member's specific personal needs (of those of a dependant) through 'support for disabilities' in Chapter 3A or the exceptional expense process, if the provisions in the Determination were not sufficiently responsive. Furthermore, the Board is enhancing the provision for additional overnight accommodation for Outer area Members who care for a dependant normally resident with them in Cardiff.</p>

**Race or Ethnicity** (People belonging to a minority racial, ethnic or cultural group including ethnic origin, colour, nationality)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Religion or Belief** (Consider people who have a religion or belief, including non-belief, cultural awareness)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sex** (Consider both women and men and any direct or indirect impact because of their sex)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sexual Orientation** (Consider people who are gay, lesbian, bisexual or heterosexual)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

<b>Although not covered under protected characteristics, consider people with caring responsibilities and people from low socio-economic backgrounds.</b>
N/A

## Does this policy provide an opportunity to advance equality of opportunity and foster good relations between different groups of people?

N/A
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## Conclusion

<b>Which option will be pursued?</b>
Implement policy in existing form <input checked="" type="checkbox"/>
Modify policy in some way <input type="checkbox"/>
Abandon policy/decision <input type="checkbox"/>
<b>Give a brief explanation:</b>
<p>The Board originally consulted on two models for eligibility: a travel to work model and a geographical constituency based model, as present. The Board sought views on both and noted that a travel to work model ‘..can be seen as fairer and more flexible and responsive to Members’ needs’. Following the consultation, the Board confirmed it was minded to implement the revised constituency based model, as the majority of consultation responses expressed a preference for this model, noting it was more transparent, less susceptible to challenge and easier to administer. In borderline cases, Members may apply to the Members’ Business Support Team for their main homes to be deemed located in a different area where the Member believes this would be reasonable.</p> <p>The additional provision for Inner area Members has a positive impact for all Members’ generally, and for Members with protected characteristics of disability, pregnancy or maternity, given the potential demands of travelling home late in the evening or early in the morning for Senedd business during a demanding schedule.</p>

The Board intends to review the level of provision following the pilot in 2025-26, and aims to collect and analyse equalities data as part of that process. This will help assess whether the provision is being used equitably across different protected characteristics and ensure that any future revisions are evidence-based, proportionate, and responsive to Members' needs.

The Determination also provides Board with discretion to respond flexibly to meet an individual Member's specific personal needs (of those of a dependant) through 'support for disabilities' in Chapter 3A or the exceptional expense process, if the provisions in the Determination were not sufficiently responsive. Furthermore, the Board is enhancing the provision for additional overnight accommodation for Outer area Members who care for a dependant normally resident with them in Cardiff.

# Constituency Office and Engagement

## Purpose of the Policy Proposals

The Determination provides that Members may be reimbursed for reasonable costs relating to the running of an office and engaging with constituents, known as the Office and Constituent Liaison Fund (OCLF), to assist them with their duties as elected representatives.

The Board is proposing limited changes to what will, from the Seventh Senedd, be called the Constituency Office and Engagement Budget. The following policy proposals have however been assessed given their potential implications for people with protected characteristics.

## Policy Proposals

Removal of the principles relating to office provision, which includes: "Accessible: offices should be accessible spaces for all those who need to use them"

## Refer to any other evidence identified and used

- [Office and Communication Funding International Comparison](#)
- [Full report: Evidence Paper - OCLF Expenditure in the 6th Senedd](#)
- Overview: General Population by Protected Characteristics ([StatsWales, ONS Census 2021](#))

## Potential equality impacts on different equality characteristics

**Age** (Consider younger, older people and people of working age)

**Is there an adverse or the potential for an adverse impact?**

Yes ☐ No ☒

**Please give reasons/justifications:**

**Disability** (Consider sensory impairments, physical impairments, hidden impairments, learning disabilities, mental health issues, long-term health conditions)

**Is there an adverse or the potential for an adverse impact?**

Yes ☒ No ☐

**Please give reasons/justifications:**

The proposal to remove the principles on office accommodation includes the removal of the principle of accessibility. This may be deemed a negative impact in terms of ensuring disabled people are able to fully access constituency offices. However, Members are subject to separate statutory duties in respect of equalities and must therefore ensure their offices are accessible for their staff or the public, should their office be a 'public' facing premises. These principles therefore duplicate separate statutory duties.

'Office Start Up' Guidance to be issued to Members by the Senedd Commission will set out a 'check-list' of matters for Members to consider when choosing and setting up an office, including their specific duties regarding accessibility. As such it is considered that safeguards are in place to ensure that offices leased by Members using Determination funds provide full access for disabled people.

The Determination also provides Board with discretion to respond flexibly to meet an individual Member's specific personal needs (of those of a dependant) through 'support for disabilities' in Chapter 3A or the exceptional expense process, if the provisions in the Determination were not sufficiently responsive.

**Gender Reassignment** (Consider people who intend to undergo, are undergoing or have undergone gender reassignment. Gender reassignment refers to the way in which an individual identifies with their own gender)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Marriage and Civil Partnership** (Consider whether there is any disadvantage for people who are not married / in a civil partnership compared to those who are)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above

**Maternity and Pregnancy** (Consider women who are pregnant, on maternity leave or breastfeeding)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>

See above

**Race or Ethnicity** (People belonging to a minority racial, ethnic or cultural group including ethnic origin, colour, nationality)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Religion or Belief** (Consider people who have a religion or belief, including non-belief, cultural awareness)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sex** (Consider both women and men and any direct or indirect impact because of their sex)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sexual Orientation** (Consider people who are gay, lesbian, bisexual or heterosexual)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Although not covered under protected characteristics, consider people with caring responsibilities and people from low socio-economic backgrounds.**

N/A



## Does this policy provide an opportunity to advance equality of opportunity and foster good relations between different groups of people?

N/A

## Conclusion

Which option will be pursued?	
Implement policy in existing form	<input checked="" type="checkbox"/>
Modify policy in some way	<input type="checkbox"/>
Abandon policy/decision	<input type="checkbox"/>
Give a brief explanation:	
<p>The proposal to remove the principles on office accommodation includes the removal of the principle of accessibility. This may be deemed a negative impact in terms of ensuring disabled people are able to fully access constituency offices. However, Members are subject to separate statutory duties in respect of equalities and must therefore ensure their offices are accessible for their staff or the public, should their office be a 'public' facing premises. These principles therefore duplicate separate statutory duties.</p> <p>The EQIA recognises that the removal of an explicit reference to accessibility could be perceived as deprioritising the issue — particularly by disabled constituents or staff. To ensure that the expectation remains visible, the Office Start-Up guidance issued by the Senedd Commission will explicitly include accessibility considerations.</p> <p>'Office Start Up' Guidance to be issued to Members by the Senedd Commission will set out a 'check-list' of matters for Members to consider when choosing and setting up an office, including their specific duties regarding accessibility. As such it is considered that safeguards are in place to ensure that offices leased by Members using Determination funds provide full access for disabled people.</p> <p>The Determination also provides the Board with discretion to respond flexibly to meet an individual Member's specific personal needs (of those of a dependant) through 'support for disabilities' in Chapter 3A or the exceptional expense process, if the provisions in the Determination were not sufficiently responsive.</p>	

## Purpose of the Policy Proposals

Financial provisions to meet the staffing support costs incurred by Members are set out in Chapters 7 and 8 of the Determination. Chapter 7 includes provisions for the staffing support costs incurred by individual Members. Chapter 8 includes provisions for financial support to political groups which may be used for the purpose of employing staff to support groups' work in the Senedd.

As well as paying for the salaries of the staff employed by them Members and Group Leaders must meet other costs associated with being an employer from their staffing budget, for example any overtime payments and travel expenses to be made to staff, where applicable.

During the course of this Senedd the Board has undertaken a review of the staffing support for Members, in response to representations made by Members and Support Staff. The review has focused on the pay and grading framework for support staff with the aim of ensuring the salaries payable to support staff fairly reflect their level of responsibility and the complexity of the work undertaken, whilst also ensuring consistency of approach by Members in terms of the grading of job roles. The Board commissioned one of the UK's leading pay and grading consultancies, Beamans, to undertake a review of the current pay and grading framework for support staff.

## Policy Proposals

### Introduce a new Job Family framework

Four job families have been identified which reflect the type of work typically undertaken by support staff – Communications, Policy and Research, Casework and Business Management & Administration at four bands at which staff are employed – Senior Advisor, Band 1, Band 2 and Band 3. The job families model provides a clear structure for career progression. A member of staff in a particular job family will have clarity on the competencies and skills needed at the various job grades within that family, thereby providing a path for personal development. The framework

- enables Members and Groups to provide fair pay for Senedd Member Support and Group Staff
- takes into account the roles and responsibilities of Members' Staff and Group Staff in the context of similar roles in UK Parliaments, the Senedd Commission and suitable public and private sector comparators in the wider employment market in Wales;
- considers the skills required and range of roles that may be required to support Members of the Senedd and Political Groups in the Seventh Senedd, given changes in ways of working and the reform of the Senedd;
- supports Members and Groups to encourage diversity amongst Senedd Member Support and Group Staff;

- enables Members to recruit and retain staff with the necessary experience, knowledge and skills;
- considers opportunities to simplify the current framework in order to develop a simpler Determination, providing an appropriate balance between achieving value for money for taxpayers and flexibility for Members.
- *Consultation feedback from political groups (representing Members) and trade unions has been positive and there are no negative equality implications of the proposals, which are designed to provide greater clarity, consistency and fairness of role classification and grading.*

**Introduce new salary ranges for support staff to take effect at the beginning of the Seventh Senedd**

**Pay protection of 2 years will be offered to staff members currently employed at the Band 3 salary maximum and who remain on Band 3 for the Seventh Senedd**

**Current Pay Scales**

Band	Pay Point 1	Pay Point 2	Pay Point 3	Pay Point 4	Pay Point 5
<b>Chief of Staff</b>	£47,557	£49,960	£52,488	£55,143	£57,941
<b>Senior Advisor</b>	£43,296	£45,478	£47,778	£50,190	£52,737
<b>Band 1</b>	£32,351	£35,187	£38,290	£41,677	£45,380
<b>Band 2</b>	£27,722	£30,426	£33,411	£36,219	£40,321
<b>Band 3</b>	£25,167	£27,064	£29,110	£31,319	£33,706

**Proposed New Pay Scales**

Level	Pay Point 1	Pay Point 2	Pay Point 3	Pay Point 4
<b>Chief of Staff</b>	£48,987	£53,652	£58,317	£62,982
<b>Senior Adviser</b>	£41,055	£44,965	£48,874	£52,784
<b>Band 1</b>	£37,583	£41,163	£44,743	£48,322
<b>Band 2</b>	£31,802	£34,831	£37,859	£40,887
<b>Band 3</b>	£25,211	£28,812	£32,414	N/A

- **Removal of the Homeworking Allowance from the start of the Seventh Senedd.**

The EQIA focuses on the impact of the proposed new pay scales and removal of homeworking allowance.

Refer to any other evidence identified and used
<ul style="list-style-type: none"> <li>• Pay Benchmarking data (supplied via <a href="#">Brightmine</a>)</li> <li>• EQIA Survey of Support staff employed by Members and Groups - response rate of 56 out of 270 members of staff (21% response rate)</li> <li>• <a href="#">Evidence Paper - Staffing Support for Members of the Senedd</a></li> <li>• Comparisons of Jobs with UK Parliament (<a href="#">page 80 Part Two Consultation</a>)</li> <li>• Employee Earnings in the UK 2024 (<a href="#">Office of National Statistics</a>)</li> <li>• Overview: General Population by Protected Characteristics (<a href="#">StatsWales, ONS Census 2021</a>)</li> </ul>

## Potential equality impacts on different equality characteristics

**Age** (Consider younger, older people and people of working age)

<b>Is there an adverse or the potential for an adverse impact?</b>	
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>	
The proposals for new pay scales and the removal of homeworking allowance impact staff across all ages, although all are 'working age'.	

**Disability** (Consider sensory impairments, physical impairments, hidden impairments, learning disabilities, mental health issues, long-term health conditions)

<b>Is there an adverse or the potential for an adverse impact?</b>	
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<b>Please give reasons/justifications:</b>	
<p>The pay revision proposals are generally positive (with a higher maximum salary) for the majority of employees. Proposals to reduce the Band 3 maximum pay point may have an adverse impact on disabled people, as the staff survey indicates that 5 of the 9 Band 3 responders were disabled. There are 60 Band 3 members of staff (at March 2025) as this represents a small sample, extrapolating the ONS data for the proportion of the economically active and employed population who are disabled (11.2%) would mean c7 Band 3 staff were disabled.</p> <p>60 members of staff currently (at March 2025) are employed at Band 3 and c30 will have reached the band maximum by end of 6<sup>th</sup> Senedd and c30 staff will not have reached the band maximum, so will see their maximum progression reduced; given Member and staff turnover at the election, it is anticipated that c39 staff will return on Band 3 and c20 will be at the maximum pay point.</p> <p>The homeworking allowance provision was introduced during the Covid-19 pandemic to meet the specific circumstances and needs of employees at the time; the public health and employment circumstances have changed since then and staff are no longer required to work from home. The</p>	

Board's proposals to remove the provision are consistent with other public sector organisations who removed the provision of homeworking allowance several years ago.

Proposals to remove homeworking allowance will have an adverse impact for recipients across all protected characteristics, however, 2 of the 15 staff survey respondents (13%) who currently claim homeworking allowance were disabled (this is similar to the ONS data for proportion of working age population (or 'economically active') who are disabled at 11%. Total claimants of homeworking allowance varies monthly averaging at 61 per month (since 2024), which would indicate c8 disabled members of staff would be negatively affected. Staff will still be able to work from home or 'hybrid', depending on their employing Members priorities and policies.

Total claimants of homeworking allowance varies monthly averaging at 61 per month (since 2024) out of 270 staff (21%).

Affected individuals and their employing Members would have 12 months' notice to make any necessary adjustments and some affected staff may be eligible for the HRMC's 'working from home' tax relief.

The Board recognises that Members and staff may continue to prefer to work flexibility and encourage hybrid working, which has several benefits in terms of work life balance and greater flexibility for Members or their families.

**Gender Reassignment** (Consider people who intend to undergo, are undergoing or have undergone gender reassignment. Gender reassignment refers to the way in which an individual identifies with their own gender)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Marriage and Civil Partnership** (Consider whether there is any disadvantage for people who are not married / in a civil partnership compared to those who are)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above

**Maternity and Pregnancy** (Consider women who are pregnant, on maternity leave or breastfeeding)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

<b>Please give reasons/justifications:</b>
Proposals to remove homeworking allowance will have an adverse impact for recipients across all protected characteristics. No data was provided in the staff survey relating to Members who are pregnant or who were on maternity leave, the removal of the policy may impact on pregnant women however, staff on maternity leave would not be claiming the allowance. Staff will still be able to work from home or 'hybrid', depending on their employing Members priorities and policies. Total claimants of homeworking allowance varies monthly averaging at 61 per month (since 2024) out of 270 staff (21%).

**Race or Ethnicity** (People belonging to a minority racial, ethnic or cultural group including ethnic origin, colour, nationality)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Religion or Belief** (Consider people who have a religion or belief, including non-belief, cultural awareness)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please give reasons/justifications:</b>
See above.

**Sex** (Consider both women and men and any direct or indirect impact because of their sex)

<b>Is there an adverse or the potential for an adverse impact?</b>
Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
<b>Please give reasons/justifications:</b>
<p>A majority of staff will be positively impacted by the Board's proposals to increase the highest pay points for Bands 2, 1, Senior Advisor and Chief of Staff and the staffing data indicates approximately 56% of employees across these bands are female.</p> <p>Employees on Band 3 however will be negatively affected, given the proposed reduction in the highest pay point. The data received (particularly when compared to data for the general working population), indicate that a significant proportion of staff employed at Band 3 are female; all 9 of the survey responses from Band 3 staff were women. 60 members of staff currently (at March 2025) are employed at Band 3 and c30 will have reached the band maximum by end of 6<sup>th</sup> Senedd and c30 staff will not have reached the band maximum, so will see their maximum progression reduced;</p>

given Member and staff turnover at the election, it is anticipated that c39 staff will return on Band 3 and c20 will be at the maximum pay point.

It is the Board's view that the proposed changes to support staff pay-bands are necessary in order to achieve the aims of introducing a new pay and grading framework and specific proposals have been informed by evidence through pay-benchmarking. Potentially affected staff have been consulted through the Part Two process and staffing and trade union representatives were provided with an embargoed briefing on the implications of the proposals.

Despite the reduction in maximum salary level, as Band 3 includes three pay points rather than the current five, Band 3 staff will progress through the pay points to the maximum more quickly, during a two year period rather than the current 4 year period and will receive larger annual pay increases/increments than the current framework.

The Board has considered mitigations for those negatively affected staff who will be on the highest pay point of Band 3 at the end of this term; they will have received 12 months' notice of the potential detriment plus a further 24 months of pay protection under the Board's proposals. Employing Members would be responsible for making the final decision on grading of roles including whether current Band 3 roles remain on Band 3 into the Seventh Senedd.

The Board has considered the implications that the removal of the Homeworking Allowance may disproportionately affect female support staff. This proposal has been subject to two consultations, during the Part Two process and during the 2024-25 annual review.

Total claimants of homeworking allowance varies monthly averaging at 61 per month (since 2024) out of 270 staff (21%).

The homeworking allowance provision was introduced during the Covid-19 pandemic to meet the specific circumstances and needs of employees at the time; the public health and employment circumstances have changed since then and staff are no longer required to work from home. The Board's proposals to remove the provision are consistent with other public sector organisations who removed the provision of homeworking allowance several years ago. Affected individuals and their employing Members would have 12 months' notice to make any necessary adjustments and some affected staff may be eligible for the HRMC's 'working from home' tax relief.

The Board recognises that Members and staff may continue to prefer to work flexibility and encourage hybrid working, which has several benefits in terms of work life balance and greater flexibility for Members or their families.

**Sexual Orientation** (Consider people who are gay, lesbian, bisexual or heterosexual)

**Is there an adverse or the potential for an adverse impact?**

Yes ☐ No ☒

**Please give reasons/justifications:**

See above.

<b>Although not covered under protected characteristics, consider people with caring responsibilities and people from low socio-economic backgrounds.</b>
<p>The Board's proposals for reducing the maximum pay point of Band 3 and removal of homeworking allowance will impact on Members with caring responsibilities or people from low socio-economic backgrounds.</p> <p>The proposals are informed by evidence (benchmarking of comparative roles) and practice elsewhere (removal of homeworking allowance); mitigations have been put in place, including pay protection of 2 years for Band 3 at Pay Point 5 at the end of the Sixth Senedd term whose salaries will reduce.</p>

## Does this policy provide an opportunity to advance equality of opportunity and foster good relations between different groups of people?

N/A
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## Conclusion

<b>Which option will be pursued?</b>
Implement policy in existing form <input checked="" type="checkbox"/>
Modify policy in some way <input type="checkbox"/>
Abandon policy/decision <input type="checkbox"/>
<b>Give a brief explanation:</b>
<p>A majority of staff will be positively impacted by the Board's proposals to increase the highest pay points for Bands 2, 1, Senior Advisor and Chief of Staff and the staffing data indicates approximately 56% of employees across these bands are female.</p> <p>Employees on Band 3 however will be negatively affected, given the proposed reduction in the highest pay point. Despite the low response rate to the staff survey — with only 56 responses from around 270 staff — the EQIA draws on multiple sources to support its conclusions. This includes ONS labour market data, pay benchmarking exercises, and engagement with trade union and staff representatives. No contradictory evidence emerged during the consultation process. Compared to data for the general working population, the received data indicates that a significant proportion of staff employed at Band 3 are female and that some of those employed at this band are disabled. While the survey findings alone do not provide a complete picture, the broader evidence base helps validate the conclusions drawn, and the mitigations proposed are considered sufficient to address any potential adverse impacts.</p> <p>It is the Board's view that the proposed changes to support staff pay-bands are necessary in order to achieve the aims of introducing a new pay and grading framework and specific proposals have been informed by evidence through pay-benchmarking. Potentially affected staff have been</p>



consulted through the Part Two process and staffing and trade union representatives were provided with an embargoed briefing on the implications of the proposals.

Despite the reduction in maximum salary level, as Band 3 includes three pay points rather than the current five, Band 3 staff will progress through the pay points to the maximum more quickly, during a two year period rather than the current 4 year period and will receive larger annual pay increases/increments than the current framework.

The Board has considered mitigations for those negatively affected staff who will be on the highest pay point of Band 3 at the end of this term; they have received 12 months' notice of the potential detriment plus a further 24 months of pay protection under the Board's proposals. Employing Members would be responsible for making the final decision on grading of roles including whether current Band 3 roles remain on Band 3 into the Seventh Senedd.

The Board has considered the implications that the removal of the Homeworking Allowance may disproportionately affect female support staff and some carers and disabled support staff will also be affected. This proposal has been subject to two consultations, during the Part Two process and during the 2024-25 annual review.

The Board recognises that Members and staff may prefer to work flexibility and encourage hybrid working, which has several benefits in terms of work life balance and greater flexibility for Members or their families who have the following protected characteristics: disability and pregnancy and maternity.

The homeworking allowance provision was introduced during the Covid-19 pandemic to meet the specific circumstances and needs of employees at the time; the public health and employment circumstances have changed since then and staff are no longer required to work from home. The Board's proposals to remove the provision are consistent with other public sector organisations who removed the provision of homeworking allowance several years ago. Affected individuals and their employing Members would have 12 months' notice to make any necessary adjustments and some affected staff may be eligible for the HRMC's 'working from home' tax relief.

## Senedd Group Support

### Purpose of the Policy Proposals

The Determination provides for Support for Political Parties. This exists to support political groups in the undertaking of their work in the Senedd. It cannot be used for party political activity and is only payable in respect of costs which are incurred by Members wholly, exclusively and necessarily for the purpose of the performance of their duties as Members.

The Board has proposed renaming the support 'Senedd Group Support', setting out a clarified purpose and new formula for distribution.

The Board's policy proposals do not have significant equalities implications, other than proposed changes to staff pay and grading and homeworking allowance. The equality impact assessment of these proposals are set out in the Staffing Support section above.