

Diversity and Inclusion:

Annual Report 2025-26

Workforce, Recruitment and Pay Monitoring Report

July 2026



The Welsh Parliament is the democratically elected body that represents the interests of Wales and its people. Commonly known as the Senedd, it makes laws for Wales, agrees Welsh taxes and holds the Welsh Government to account.

An electronic copy of this document can be found on the Senedd website:
www.senedd.wales

Copies of this document can also be obtained in accessible formats including Braille, large print, audio or hard copy from:

Welsh Parliament
Cardiff Bay
CF99 1NS

Tel: **0300 200 6565**

© Senedd Commission Copyright 2026

The text of this document may be reproduced free of charge in any format or medium providing that it is reproduced accurately and not used in a misleading or derogatory context. The material must be acknowledged as copyright of the Senedd Commission and the title of the document specified.

Diversity and Inclusion:

Annual Report 2025-26

Workforce, Recruitment and Pay Monitoring Report

July 2026



Contents

1. Introduction.....	6
Key findings	6
Reporting and comparators	8
Our Values.....	10
2. Senedd Commission workforce data insights.....	12
Staff numbers.....	12
Turnover.....	13
Grievance and Disciplinary Related to Protected Characteristics.....	14
Family leave	14
Training/L&D.....	15
Exit Interview Data.....	15
3. Senedd Commission recruitment data insights	16
Application numbers.....	16
Geographic Diversity of Applicants.....	16
4. Workforce, Recruitment and Equal pay data by protected characteristic.....	19
Age	19
Disability	22
Ethnicity.....	28
Gender Reassignment	33
Religion/Belief	36
Sex.....	39
Sexual Orientation.....	47

Socio-Economic Background	50
5. Actions.....	53
Consolidated action plan.....	53
Appendix A: Approach to Data Collection and Analysis – Workforce and Recruitment	55
Our Approach to Workforce Monitoring	55
Our Approach to Recruitment Data.....	55
Promotion data	55
Privacy	56
Appendix B: Approach to Data Collection and Analysis – Pay Gap Reporting	57
Scope	57
Mean and Median.....	58
Approach to calculations.....	58
Definitions of gender.....	58
Colour ratings	58
Appendix C: Pay Scales by Grade	59

1. Introduction

The Welsh Parliament is the democratically elected body that represents the interests of Wales and its people. Commonly known as the Senedd, it makes laws for Wales, agrees Welsh taxes and holds the Welsh Government to account.

This report sets out an analysis of the diversity profile of our workforce, alongside both internal and external recruitment monitoring data, equal pay and pay gap reporting data. From this information, we are able to examine the diversity profile of our workforce, the people we attract to apply for our jobs, and the candidates who are offered employment with us. This information is also then used to identify whether there are any pay differences or other gaps. We use this analysis to help inform our approach to being an inclusive recruiter and employer, in order to meet the diverse needs of staff and to try to ensure that our workforce is representative of the diversity of the public that we serve.

The preparation and publication of this report meets the public sector duties set out in the Equality Act 2010 (the Act). The report contains analyses of data which accords with the protected characteristics as defined by the Act.

Key findings

Our data shows an overall positive traction with regards to the Senedd Commission's commitment to enhancing diversity and inclusion within its workforce. Key findings are:

Pay

- **For most characteristics there is no significant difference in pay.** The biggest pay difference is between staff identifying as White and any other ethnic group, as well as between Muslim staff and those with other beliefs. However, this is primarily due to lower representation at senior levels and is not due to an endemic difference in equal pay for equal work.
- **Gender Pay Gap:** The median gender pay gap is at 0.0%, meaning men and women are paid equally when looking at the median.
- **Ethnicity Pay Gap:** The mean ethnicity pay gap is 19.85% and the median ethnicity pay gap is 20.1%; whilst these remain high, they

compare favourably to last year where the mean pay gap was 23.2% and the median pay gap was 26.4%.

- **Disability Pay Gap:** The mean disability pay gap stands at 9.82%, while the median pay gap is 4.32%. Both figures have risen compared to the previous year; however, due to the limited size of this cohort, even minor changes can significantly affect these percentages.

Commission Workforce

- **Staff Headcount:** As of 31 March 2025, the Senedd Commission has a total of **539 staff members** (to note interns are not included in these figures).
- **Ethnic Diversity** – There has been another very slight increase in ethnic diversity, with a higher percentage of ethnic minority staff compared to the previous year. 6.1% of our staff identify as being from an ethnic minority, an increase from **5.9%** in 2024-25.
- **Gender Representation:** There is a near equal gender balance across the workforce, with the women: man ratio at **50.6%:49.4%**.
- **Age Distribution:** The largest age group in our workforce continues to be the 41-50 years-old cohort which accounts for 20.2% of our workforce.
- **Disability:** **8.7%** of our staff declared a disability, very slightly increased from 8.5% last year.

Recruitment

- **Age Distribution:**
 - 67.0% of external applications came from people aged 20-39.
 - 66.7% of external job offers were made to people aged 20-39.
 - 68.1% of internal applications came from people aged 30-49.
 - 78.0% of internal job offers were made to people aged 30-49
- **Disability Representation:** The percentage of external disabled applicants has increased from 15.2% in 2025 to 16.8% in 2026. External

job offers have decreased, from 17.6% of offers being made to disabled people in 2025, to 12.8% in 2026.

Internally, applications from disabled candidates have increased, moving from 11.3% in 2025 to 12.6% in 2026. Success for internal disabled candidates has varied, going from 18.8% of internal job offers going to disabled staff in 2024, to 4.2% in 2025, and to 9.8% in 2026.

- **Ethnic Diversity:** Since 2021, there has been an annual increase in the percentage of applications for externally advertised jobs from ethnic minority candidates with the exception of this year; down to 17.8% from 20.2% last year. However, more ethnic minority applicants applied this year (301 applicants) compared to 222 applicants last year. This could be attributed to the overall increase in total applications received.

External job offers to people from an ethnic minority background have increased this year, from 7.8% of job offers in 2025 to 9.0% in 2026.

Internally, the percentage of jobs offered to ethnic minority staff has decreased from 4.2% in 2025 to 0.0% in 2026.

- **Sex:** 42.1% of external applications came from women, and 41.0% of external job offers were made to women.

Internally, 53.8% of applications came from women, and 61.0% of job offers were made to women.

- **Sexual Orientation:** 15.6% of external job applicants identified as LGBTQ+. 7.3% of internal job offers were made to LGBTQ+ people, compared to 0% in 2025.

Reporting and comparators

Within this report, where possible, we have presented our data on a three-year basis to give a richer insight regarding trends and to inform how we address any potential or actual negative trends. Annex A-C gives full detail of methodologies / data used.

The Senedd Commission uses benchmarking and comparative data to understand progress and where more work needs to be done.

We do this in the following ways:

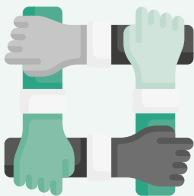
- Benchmark against the Senedd Commission's own workforce, recruitment and pay data on previous reporting years;
- Use the Social Mobility Commission's Toolkit for measuring socio-economic diversity and inclusion;
- Use the latest Census (2021) data. For the purposes of this reporting year, we use data drawn from Census 2021 on a Cardiff and Wales based on people who are economically active and employed in Wales. We will continue to review and if required, adjust our comparators as new data sets emerge.

A note on interpreting our recruitment data tables:

Applied	Shortlisted	Offered
The % of total applications from candidates by characteristic	The % of total invites to interview by characteristic	The % of total job offers by characteristic

Our Values

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



RESPECT

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



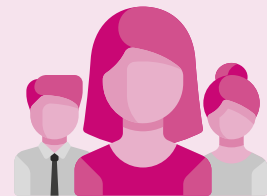
PASSION

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



PRIDE

We embrace innovation and celebrate our achievements together as a team.



WE ARE ONE TEAM

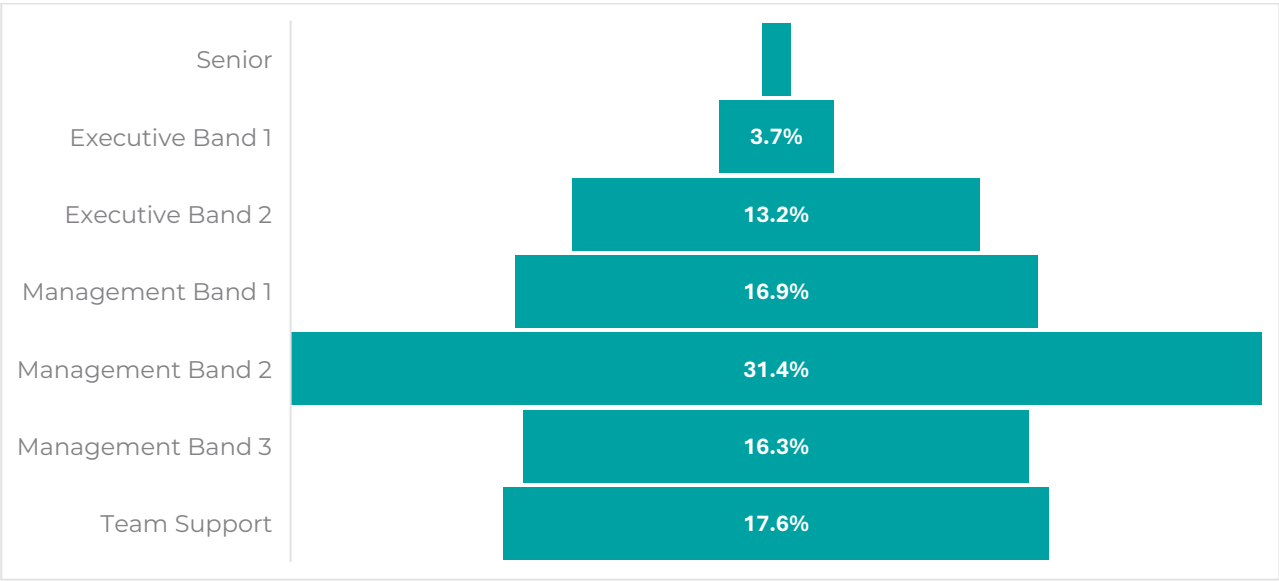
Our Values define what we do and how we do it, and they unite us as a single team.

2. Senedd Commission workforce data insights

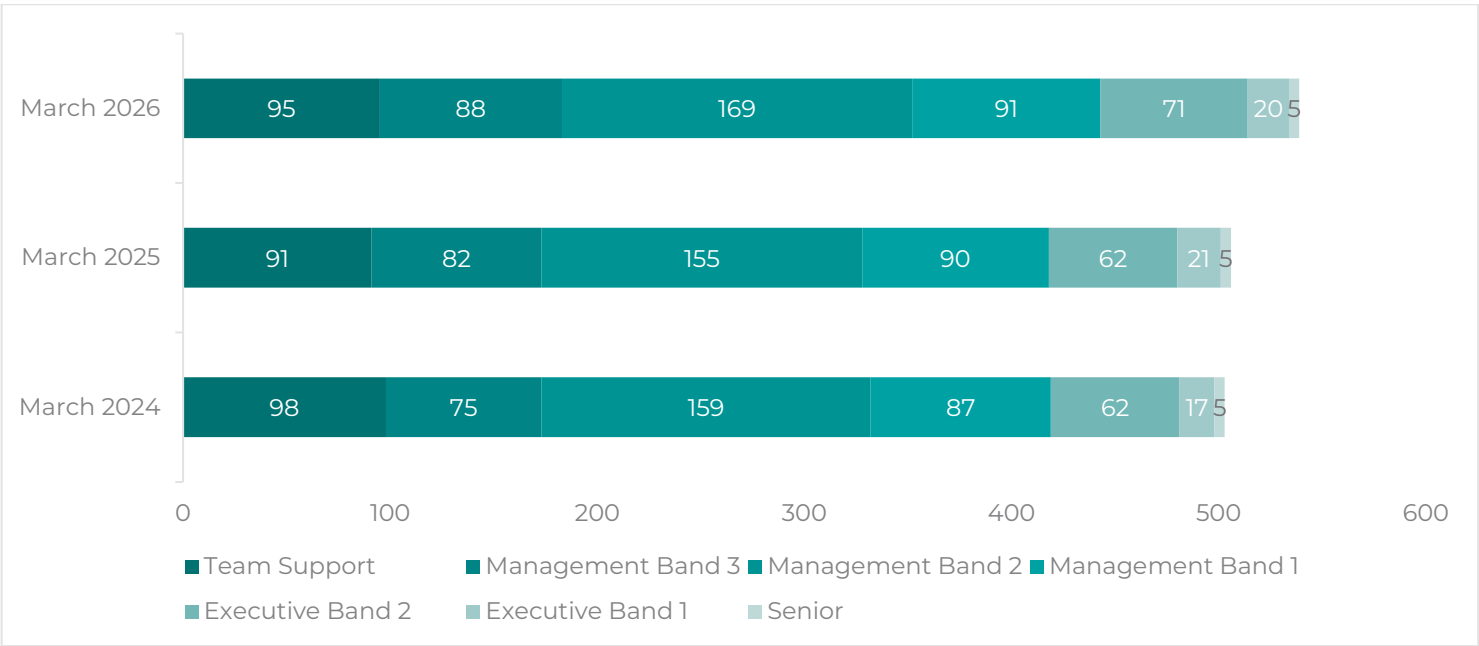
Staff numbers

As at 31 March 2026, there were **539 staff** within the Commission workforce.

Graph 1: Percentage of Staff by Grade / Pay band (as at 31 March 2026)



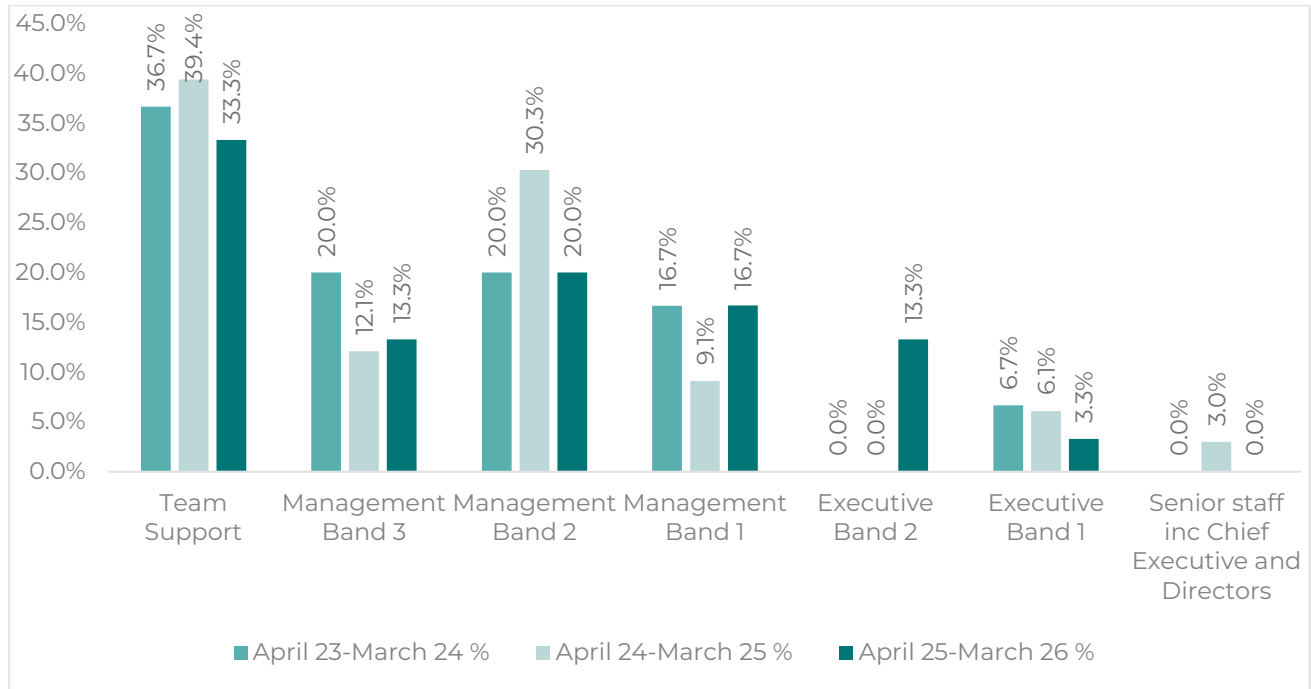
Graph 2: Workforce composition [numbers] by Grade (pay band) comparing 2026, 2025 and 2024 data



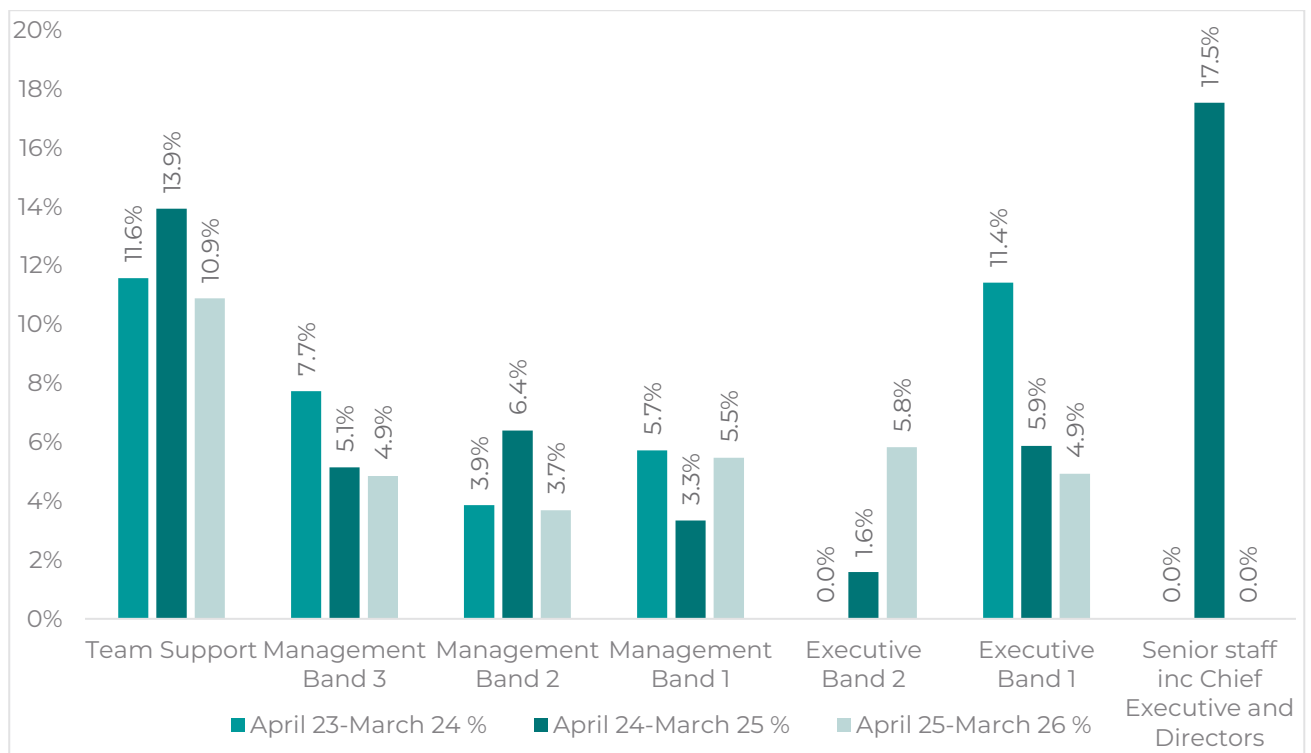
The breakdown of different grades within the workforce has remained stable compared to 2024-25.

Turnover

Graph 3: Turnover by grade – as a proportion of the total turnover



Graph 4 – turnover % within grades



Turnover across three year period

April 2023-March 2024	April 2024-March 2025	April 2025-March 2026
6.0%	6.5%	5.7%

Over the past three years, overall staff turnover has remained broadly stable, and compares favourably to the average Civil Service turnover of 7.1% for 2024/25¹. The highest turnover continues to be at Team Support, which is twice as high as other grades (figures at a Senior level are skewed due to the small number within this cohort).

Overall, these figures suggest that many staff choose to remain with the organisation. We value the ongoing contribution of our staff and the commitment they bring to service delivery and contribution to organisational memory. Our future goals include promoting inclusive career development, enhancing internal mobility, and ensuring retention without compromising growth or diversity at senior levels.

Grievance and Disciplinary Related to Protected Characteristics

In this reporting period, we received two formal complaints relating to a protected characteristic and the relevant HR procedures were followed.

Family leave

Maternity leave

Twenty women were on maternity leave during this reporting period. Eleven women returned from maternity leave during this reporting year, three of whom changed their work pattern.

Co-Parental/Paternity Leave

Seven partners took co-parental / paternity leave, and none changed their work pattern on their return to work.

¹ [Statistical bulletin - Civil Service Statistics: 2025 - GOV.UK](#)

Shared Parental Leave

Three members of staff took shared parental leave during this period.

Training/L&D

Currently, we do not gather data for training (or application for training) in a manner which we can analyse by protected characteristic. However, we are in the process of developing an LMS for implementation in 2027, and this will give us the ability to report on this in the future.

Exit Interview Data

When staff leave the Senedd Commission they are invited to undertake an optional exit interview using set questions. We encourage staff to undertake the interview and offer to discuss any issues raised. We use the insights from this activity to better understand reasons for our turnover rates and identify whether we need to take any action.

Between 1 April 2025 and 31 March 2026, 32 people left the Senedd Commission. Of these, 8 leavers undertook a formal exit interview. We measure the following demographics of leavers: age, ethnic group; sexual orientation; disability and religious beliefs. In order to protect individuals' privacy, we have not broken this down further for the purposes of this report.

We will continue to promote the use of exit interviews and monitor our leavers' exit data and act on insights where required to make improvements to policies or identify where interventions are needed, which include but is not limited to e.g. learning and development for line managers, policy design, workforce planning, job design and reviewing the labour market landscape.

3. Senedd Commission recruitment data insights

Application numbers

	Number of applications for posts advertised externally	Number of campaigns advertised externally		Number of applications for posts advertised internally	Number of campaigns advertised internally
2025-26	1687	57*		119	46
2024-25	1098	40**		97	36
2023-24	718	34		57	27

* In this reporting year, one additional senior vacancy campaign was outsourced to our executive search partner making the total number of externally advertised schemes 58; however, the total is set as 57 for the purposes of this report.

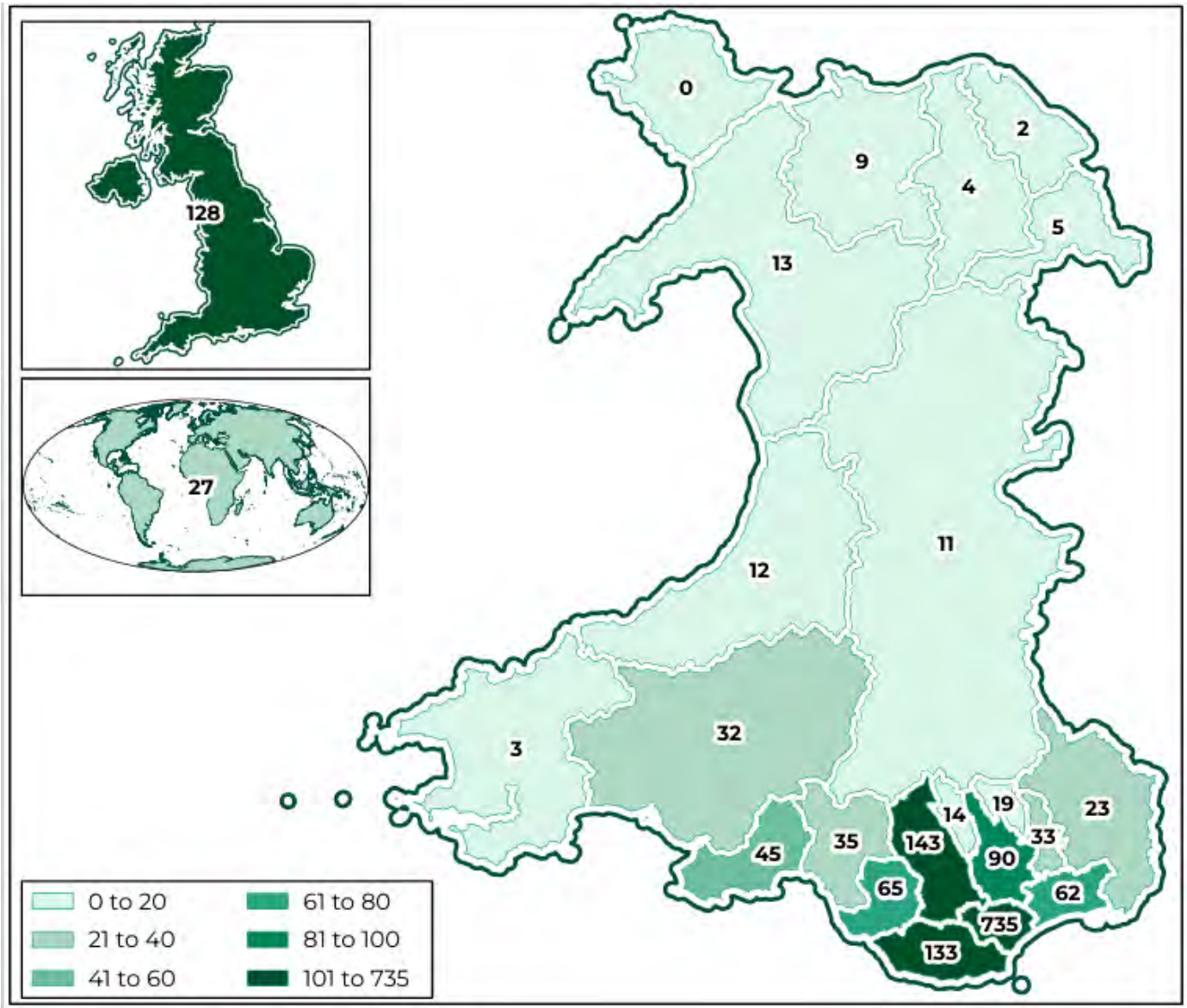
**In this reporting year, one additional senior vacancy campaign was outsourced to our executive search partner making the total number of externally advertised schemes 41; however, the total is set as 40 for the purposes of this report.

Geographic Diversity of Applicants

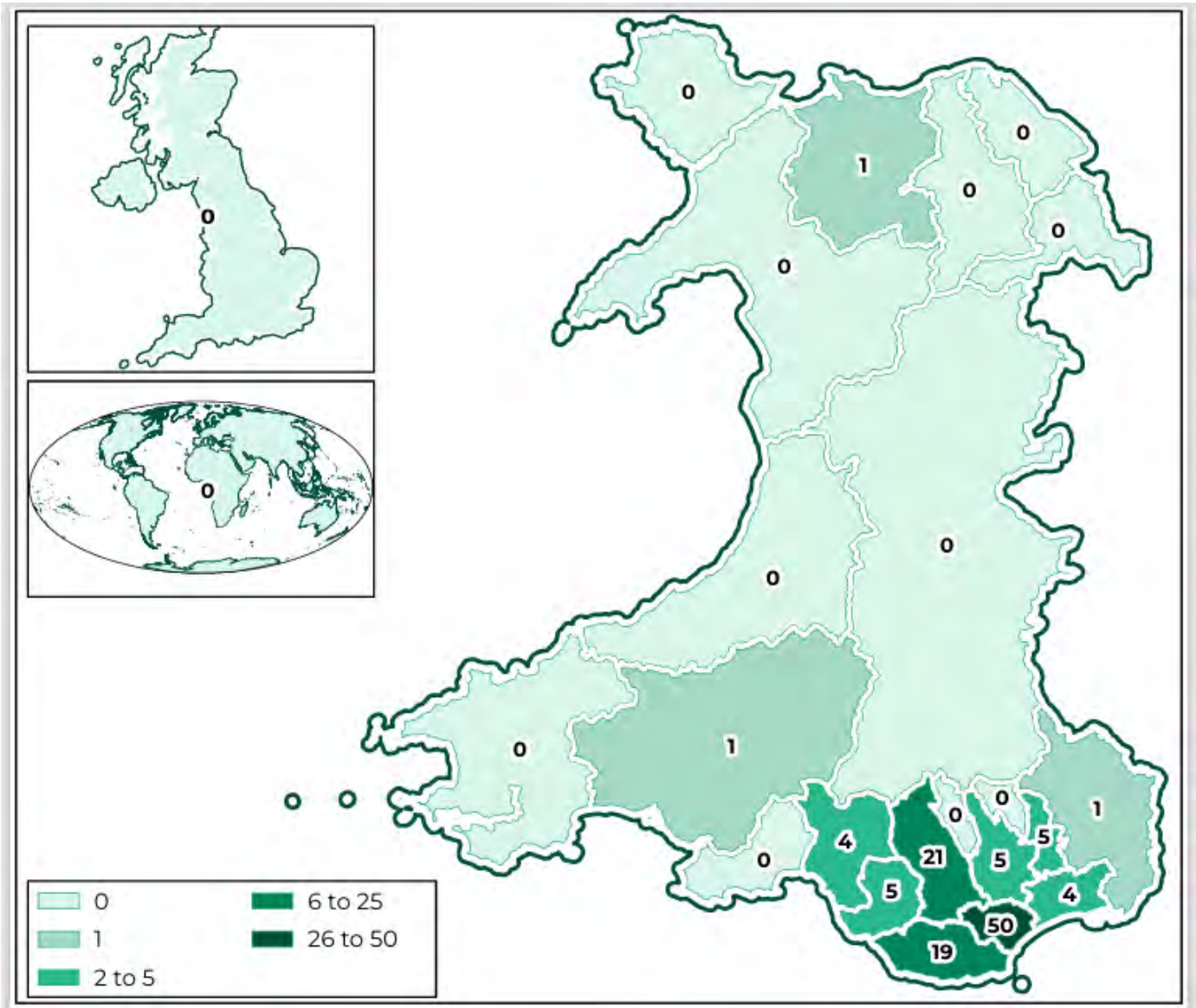
Since the reporting year 2021-22, we have collected location data to gain insight as to where our candidates were based geographically. Hybrid working and other flexible working arrangements are utilised by many UK employers and worldwide. This means that potential candidates have more choice as to how, where and when they work. The purpose of gathering this data is twofold: to understand how (geographically) diverse our workforce and talent pipeline are,

and also to assist us when identifying suitable benchmarks for our recruitment and workforce data.

Map 1: External Applicants by Geographic Location 2025-2026



Map 2: Internal Applicants by Geographic Location 2025-2026



Analysis:

As with previous reporting years, it is encouraging to see the diversity of external applications from across Wales, the UK and overseas. The majority of applicants for both externally advertised jobs and internally advertised jobs were domiciled in South East Wales.

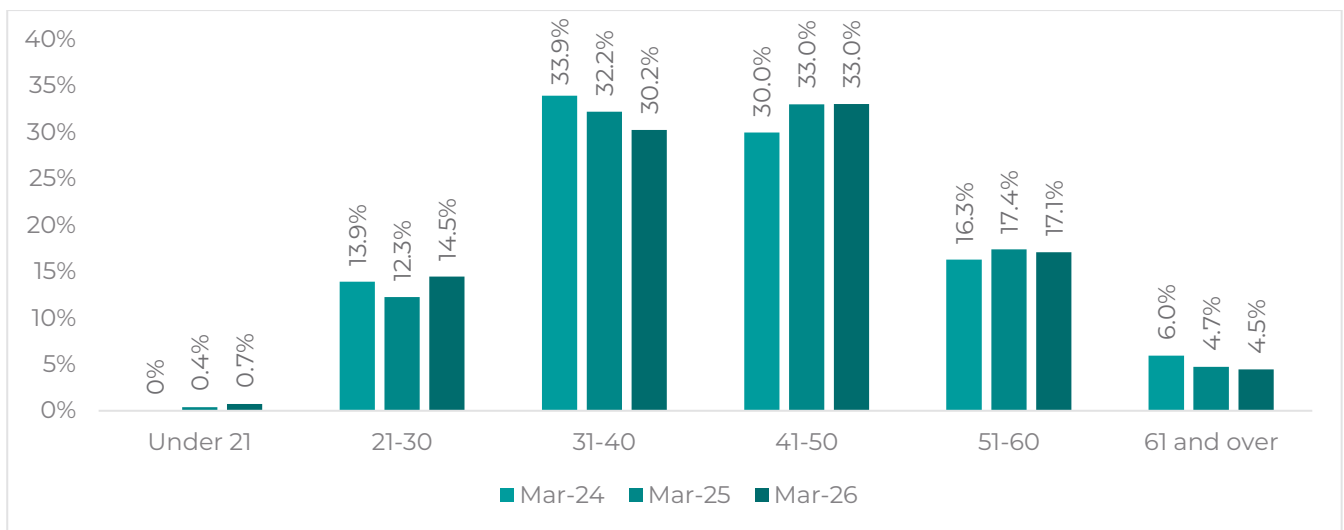
We will continue to build on this data set year-on-year data geographic to better understand our reach both in terms of attraction and as a prospective employer.

4. Workforce, Recruitment and Equal pay data by protected characteristic

Age

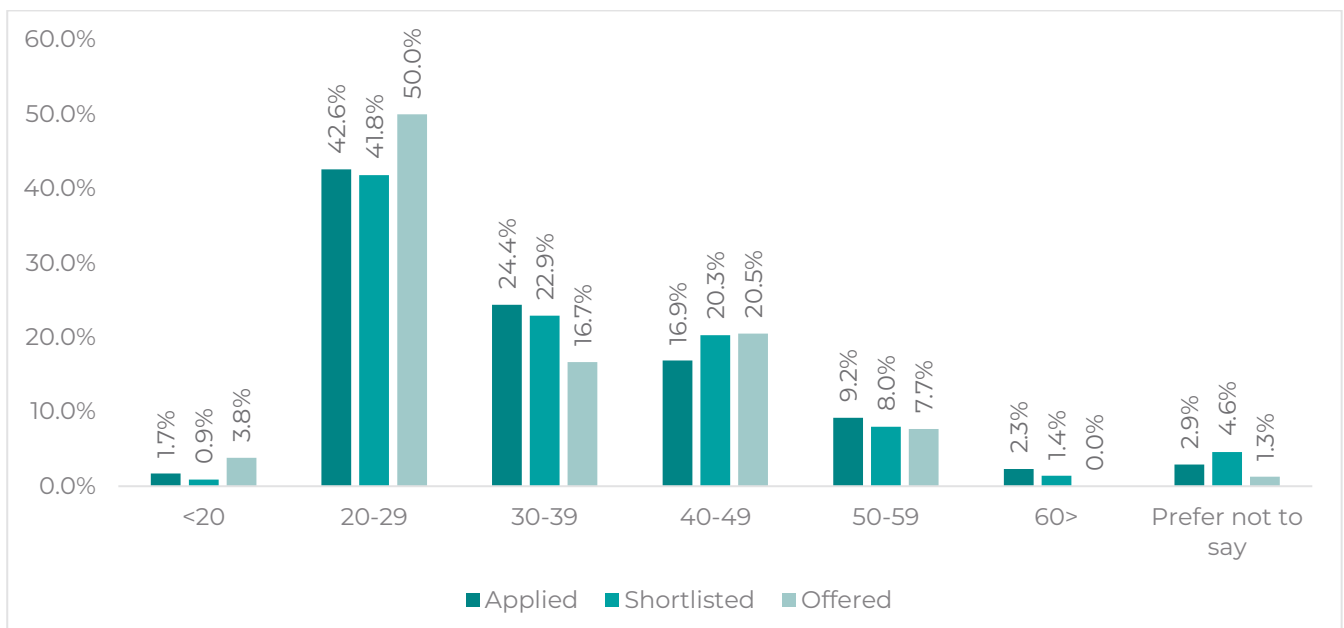
Workforce representation

Graph 5: Workforce Composition by Age comparing 2024, 2025 and 2026 data



Recruitment

Graph 6: External Recruitment by Age, 2025 -2026



Graph 7: Internal Recruitment by Age, 2025 -2026



Equal Pay

Group 1	Group 2	Median / Mean	2025-26- % more Group 1 are paid than Group 2 *	2024-25- % more Group 1 are paid than Group 2 *	Pay difference change since last year Δ
			FTE Total salary		
All other ages (87.6%)	46-50 -12.40%	Median:	-9.19%	-8.42%	^
		Mean:	-15.97%	-13.80%	^
	51-55 -12.40%	Median:	-17.85%	51-55 was not a higher paid group in 2024-25	NA
		Mean:	-20.98%		NA

Age: Analysis

The Senedd Commission has a multi-generational workforce and welcomes applications from all age groups. The largest age group in our workforce is the 41-45 years-old cohort. The average age of Senedd Commission employees remains the same as the last two years, at 42, slightly younger than the Civil Service average of 44.

As the previous reporting year, for externally advertised jobs, the 20-29 age group has the highest number of applications (42.6% of total applications for 2025-26) and correspondingly, the highest number of offers across the age groups (50.0% of total applications).

For internally advertised jobs, the 30-39 had the highest number of applications (37.8% of total applications). The 30-39 and 40-49 age groups had the majority of offers across the age groups (78.0% of total applications).

The most highly paid group is the 51-55 cohort, however this is due to the higher proportion of higher paid grades within this age group.

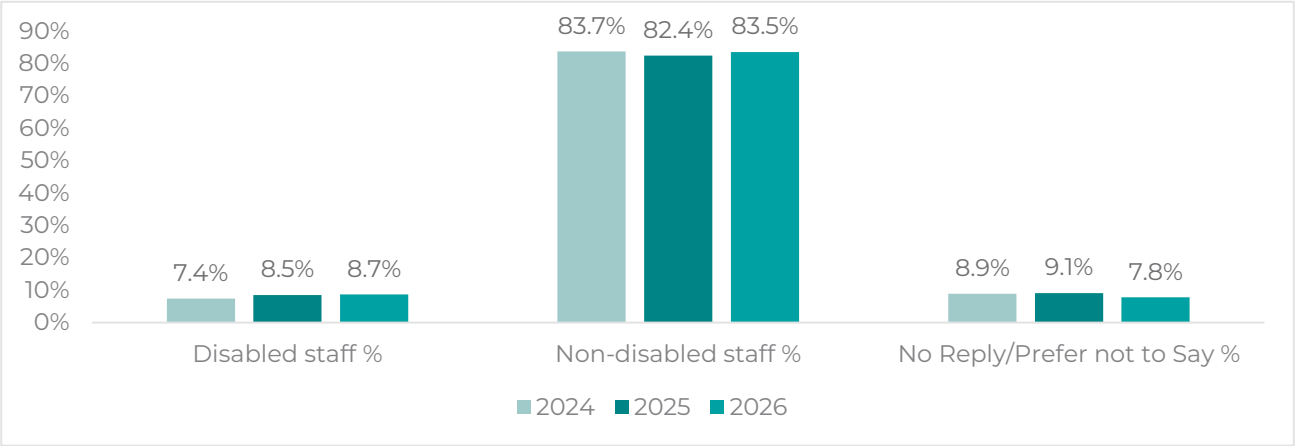
Disability

Workforce representation

Disclosure rate: 92.2%

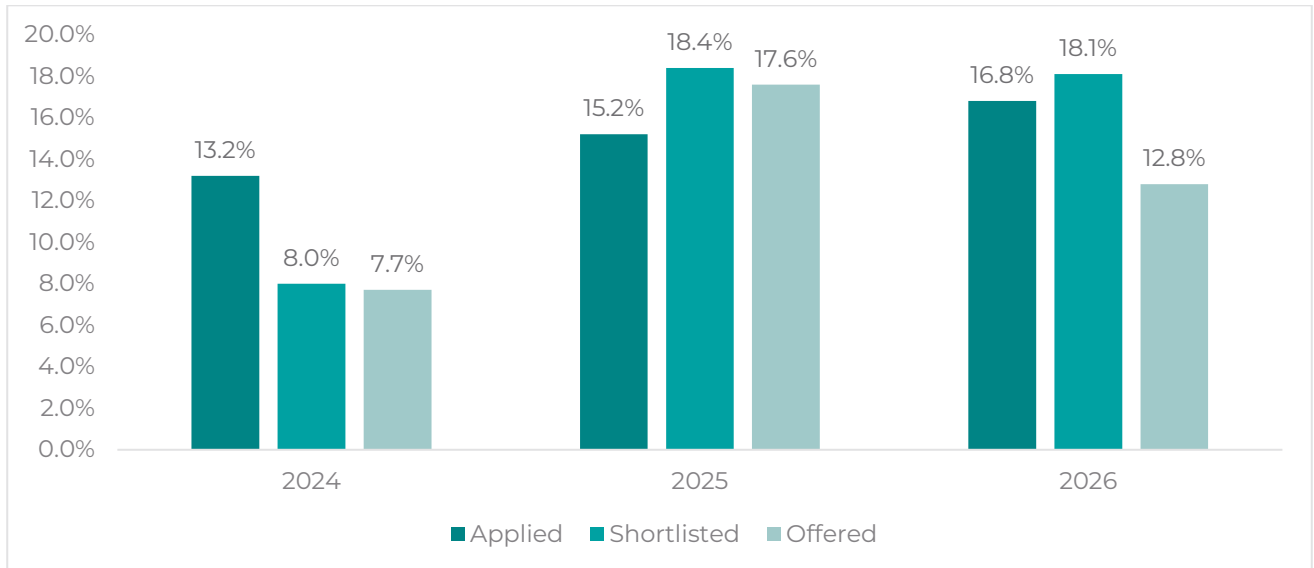
It should be noted that the Commission works in line with the UK Government Statistical Service (GSS) definition of “disabled”. However, with regards to the data analysed, employees / applicants were asked to self-identify whether they have a disability, and no objective assessment against the definition above has been applied to the for the purposes of this report.

Graph 8: Workforce Composition by Disability (employees self-reporting they consider themselves as disabled) comparing 2024, 2025 and 2026 data.

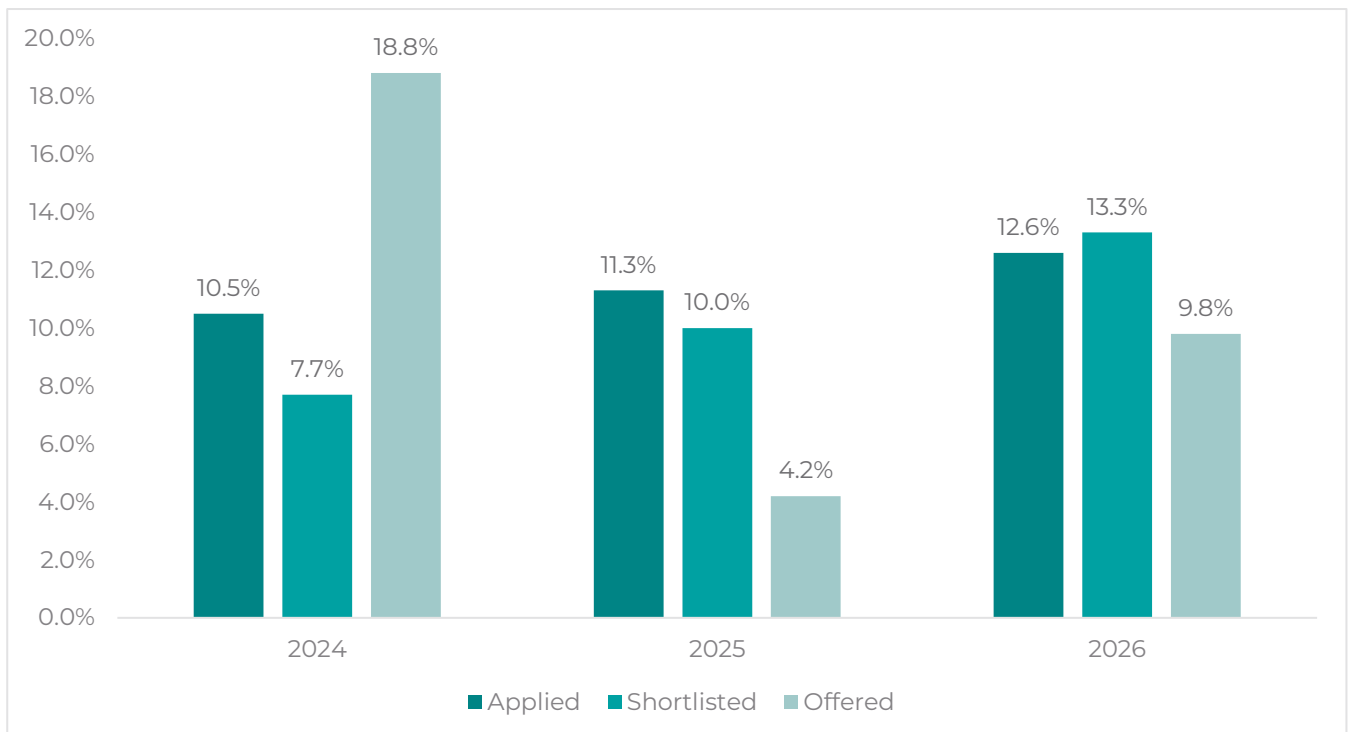


Recruitment

Graph 9: External Recruitment – Disability, comparing data for 2023-2024, 2024-2025 and 2025-2026



Graph 10: Internal Recruitment – Disability, comparing data for 2023-2024, 2024-2025 and 2025-2026



Promotions (based on internal staff disclosure of protected characteristics)

	Percentage of people in our workforce	Percentage of promotions where the applicant had the this protected characteristic (2025-26)	Percentage of promotions where the applicant had the this protected characteristic (2024-25)
Disabled people	8.7%	11.8%	5.9%

Equal Pay

Group 1	Group 2	Median / Mean	2025-26 - % more Group 1 are paid than Group 2 *	2024-25 - % more Group 1 are paid than Group 2 *	Pay difference change since last year Δ
			FTE Total salary		
Staff who don't identify with a disability	Staff who identify with a disability	Median:	7.12%	0.00%	^
		Mean:	9.88%	6.46%	^

Disability Pay Gap

The Disability Pay Gap measures the difference in pay between all employees who have identified as having a disability, and those employees who have identified as not having a disability. The Commission reports the Disability Pay Gap against the same measures as those for the Gender Pay Gap.

This data is based on the number of staff who declared their disability status as at 31 March 2026. It should be noted that, the Disability Pay Gap is based on 92.2% of the workforce due to the need to exclude the 41 people who have not declared disability status. Staff not currently on payroll due to working less than a full month (for example someone who has resigned mid-month), inward secondments or career breaks were excluded from the analysis (further information in Appendix B: Approach to Data Collection and Analysis – Pay Gap Reporting).

Identify as having a disability: **46**

Identify as not having a disability: **439**

Not declared: **41**

Hourly Pay

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Mean Disability Pay Gap	-2.87%	1.28%	4.17%	5.97%	9.82%
Median Disability Pay Gap	0.00%	0.00%	0.00%	0.00%	4.32%

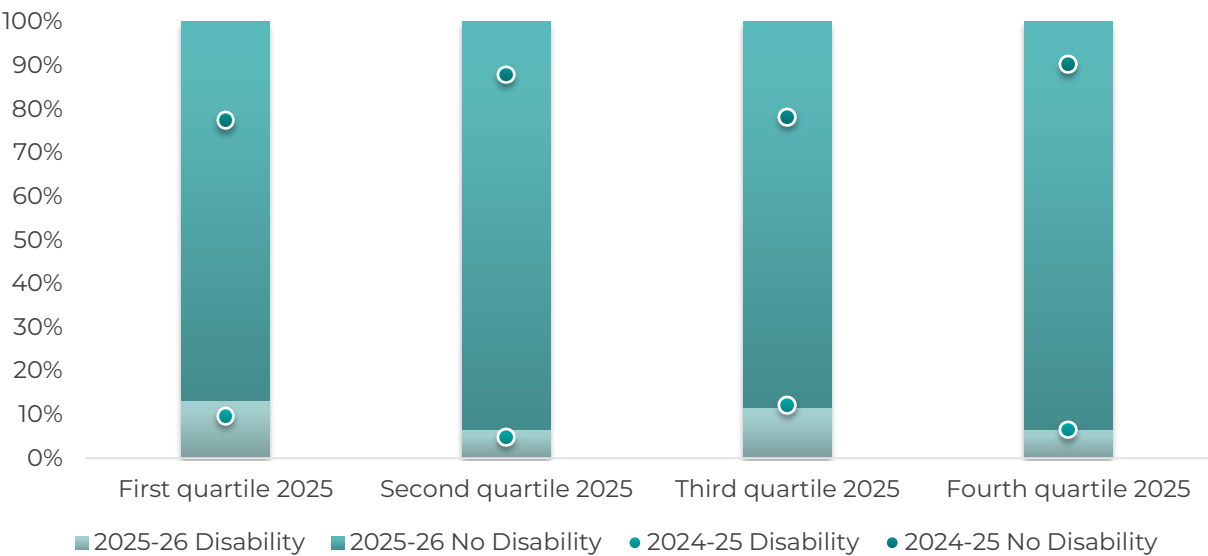
Bonus Pay

We do not pay bonuses to any of our employees.

Quartiles

Each quartile represents one quarter of employees working for the Senedd Commission when ordered from lowest to highest paid.

Graph 11: Proportion of Staff identifying with a Disability and Staff identifying as not having a disability in Each Pay Quartile (No reply excluded from total)



Disability: Analysis

The percentage of staff declaring a disability has remained broadly the same since the last reporting period, with the declaration increasing slightly from 90.9% last year.

We will continue to encourage all staff who consider themselves as disabled to record their disability status on our HR system, as we believe that many people with hidden disabilities, such as mental ill health, learning disabilities and other long term health conditions, who could identify with the definition of disability, are not reflected in this data. We have in place a Wellbeing Strategy which outlines our commitment to mental health, physical wellbeing, financial wellbeing and social wellbeing.

Since 2024-25, there continues to be an upward trend in the percentage of applications received from candidates declaring a disability for both internally and externally advertised jobs.

12.8% of external job offers and 9.8% of internal job offers were made to people who declared a disability.

There has been an decrease in the percentage of external jobs offered to disabled candidates in this reporting year at 12.8%, compared with 17.6% in the last reporting year. There has been an increase in the percentage of internal

jobs offered to disabled candidates in this reporting year at 9.8%, compared with 4.2% in the last reporting year. 4.6% of external applicants (78 people) opted to prefer not to say/disclose their disability status. 10.9% of internal applicants (13 people) opted to prefer not to say/disclose their disability status.

The 2021 census states that 11.2% of people in Wales and 10.8% of people in Cardiff who are economically active and employed identified as being disabled compared to 8.7% of Senedd staff.

This year there has been an increase in the disability pay gap. The median pay gap remains small at 4.32%, with the mean showing a 9.82% difference, which still compares favourably to the UK average of 12.7%². This can be attributed to the change in representation across grades; as shown in the quartiles, the percentage of people with a disability in the first quartile has increased. This is due to a higher number of people with a disability in Team Support / EO pay bands; last year this was 15 people (34.8% of people with a disability); this year it is 20 people (42.6% of people with a disability). No-one at G6 or senior grades has declared a disability.

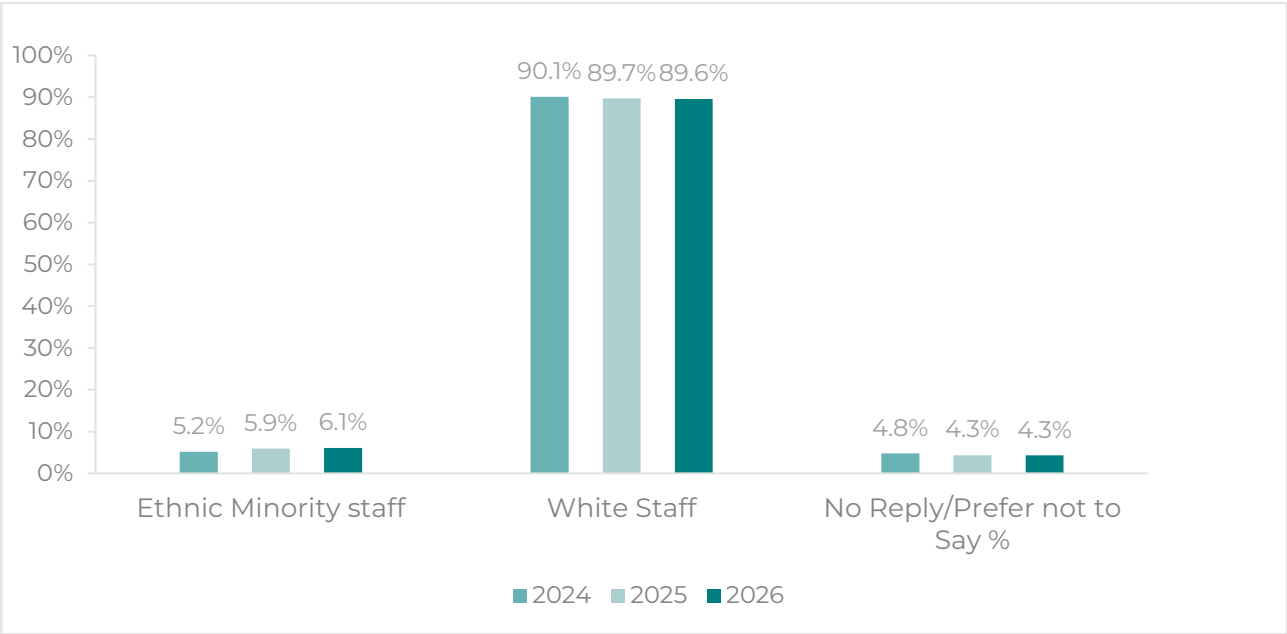
However, it should be noted that due to the small numbers of staff identifying as having a disability, even small changes to our staffing profile will have an impact on the pay gap.

² Disability pay gaps in the UK - Office for National Statistics

Ethnicity

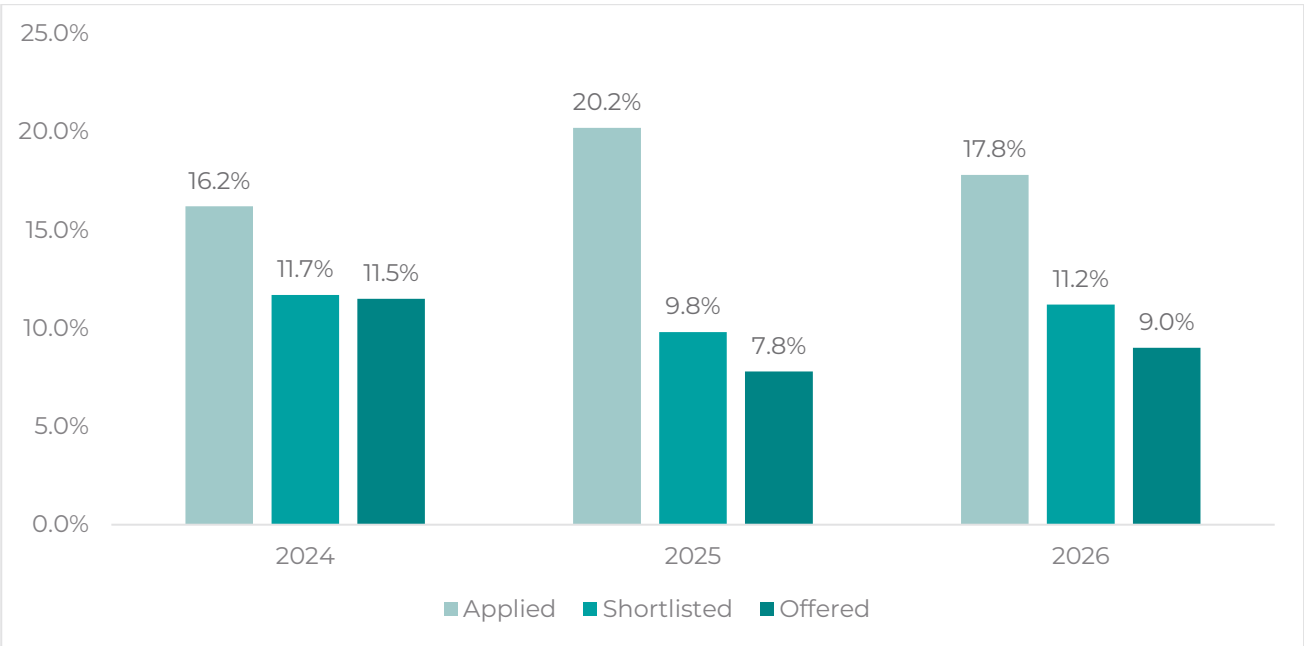
Workforce representation

Graph 12: Workforce Composition by Ethnicity comparing 2024, 2025 and 2026 data. Disclosure rate: 95.7%

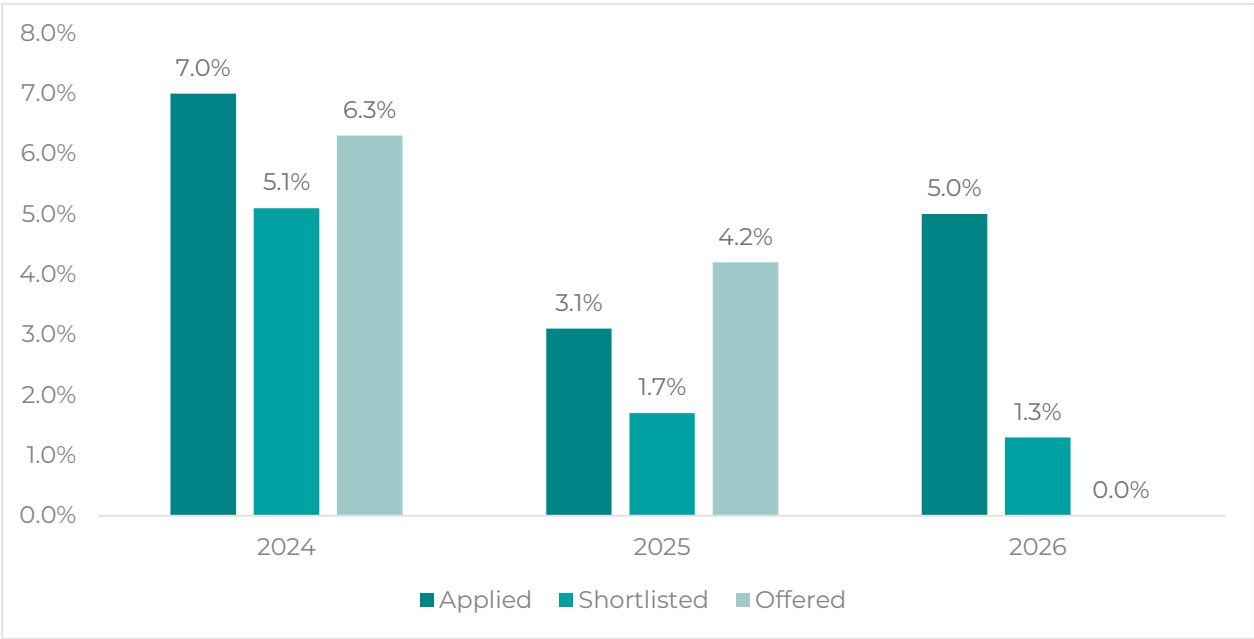


Recruitment

Graph 13: External Recruitment – Ethnicity, comparing data for 2023-2024, 2024-2025 and 2025-2026



Graph 14: Internal Recruitment – Ethnicity comparing data for 2023-24, 2024-25 and 2025-26



Promotions (based on internal staff disclosure of protected characteristics)

	Percentage of people in our workforce	Percentage of promotions where the applicant had this protected characteristic (2025-26)	Percentage of promotions where the applicant had this protected characteristic (2024-25)
Ethnic Minority	6.1	3.9	2.0

Equal Pay

Group 1	Group 2	Median / Mean	2025-26- % more Group 1 are paid than Group 2 *	2024-25- % more Group 1 are paid than Group 2 *	Pay difference change since last year Δ
			FTE Total salary		
Staff identifying as White	Ethnic Minority staff	Median:	20.17%	25.27%	✓
		Mean:	20.13%	23.94%	✓

Pay gap

This analysis is based on the number of staff who declared their ethnicity as at 31 March 2026. It should be noted that compared to the Gender Pay Gap, which has been produced based on 100% of the workforce, the Ethnicity Pay Gap is based on 96% of the workforce, due to the need to exclude 22 people who have not declared ethnicity. Staff not currently on payroll due to working less than a full month (for example someone who has resigned mid-month), inward secondments or career breaks were excluded from the analysis (further information in Appendix B: Approach to Data Collection and Analysis – Pay Gap Reporting).

White: **473**

Ethnic minority: **31**

Not declared: **22**

We have voluntarily published our Ethnicity Pay Gap information since 2019. The Ethnicity Pay Gap measures the difference in pay between all employees who have identified as ethnic minority employees and those who employees who have identified as White in the Commission's workforce. The Commission reports the Ethnicity Pay Gap against the same measures as those for the Gender Pay Gap. This has been produced in line with the **Ethnicity pay reporting: guidance for employers - GOV.UK (www.gov.uk)**

Hourly Pay

	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Mean Ethnicity Pay Gap	28.10%	26.10%	23.50%	23.20%	18.20%	19.85%
Median Ethnicity Pay Gap	38.90%	35.80%	23.60%	26.44%	20.10%	20.17%

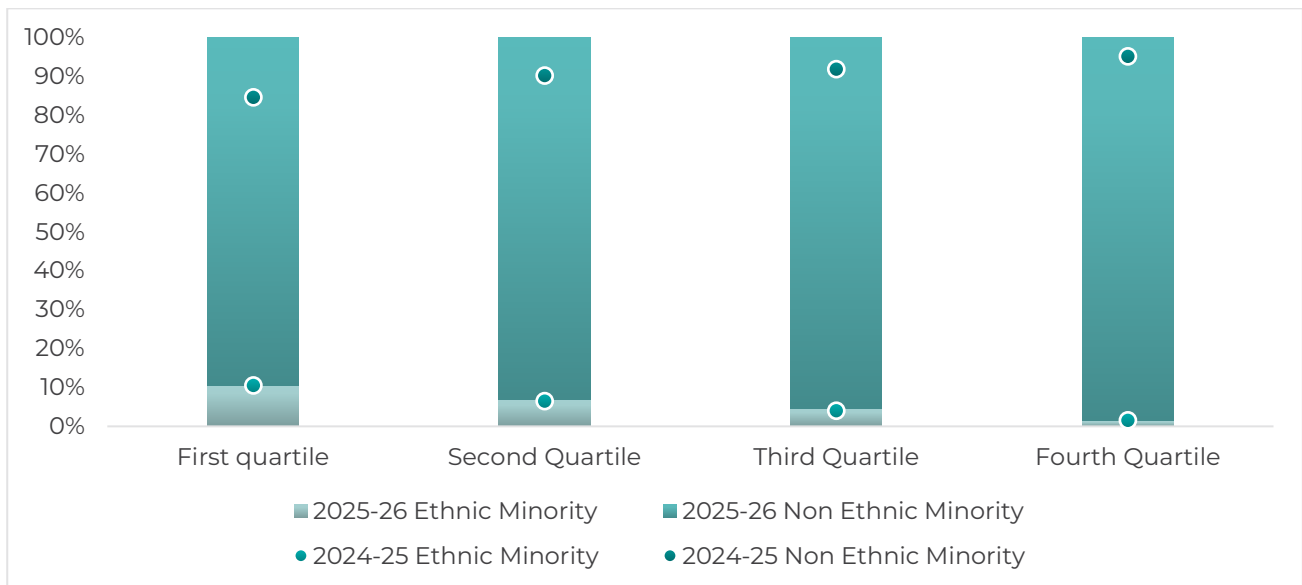
Bonus Pay

We do not pay bonuses to any of our employees.

Quartiles

Each quartile represents one quarter of employees working for the Senedd Commission when ordered from lowest to highest paid.

Graph 15: Proportion of Ethnic Minority Employees and White Employees in Each Pay Quartile (Those not declared excluded from total)



Ethnicity: Analysis

The percentage of staff from an ethnic minority, as well as the disclosure rate, has remained broadly the same.

The 2021 census states that 5.1% of people in Wales and 15.7% of people in Cardiff who are economically active and employed identified as being from an ethnic minority community compared to 6.1% of Senedd staff

66.7% of our staff who identify as from an ethnic minority background (are employed in the first two pay bands (TS /EO grades). It is important to note that the sample size is very small, so the data is sensitive to changes even when a single person joins or leaves the organisation.

9.0% of external job offers were made to ethnic minority candidates. No internal job offers were made this year to candidates who identified as ethnic minority. This compares to the 2021 Census data which states that 15.7% of people in Cardiff and 5.1% of people in Wales identify as being from an ethnic minority.

The Senedd Commission has a key performance stretch indicator to demonstrate a year-on-year increase in the number of applications received from ethnic minority applicants. Since 2021, there has been an annual increase in the percentage of applications for externally advertised jobs from ethnic minority candidates, with the exception of this year; down to 17.8% from 20.2% last year. However, more ethnic minority applicants applied this year (301 applicants) compared to 222 applicants last year. This could be attributed to the overall increase in total applications.

The number of applications for internal roles from ethnic minority colleagues increased from 3.1% (3 people) last year to 5.0% (6 people) this year. We will continue to monitor our conversion rates from shortlist to offer for ethnic minority candidates for both external and internal candidates, examining the campaigns through the types of roles, grades and processes involved.

3.1% of external applicants (52 people) opted to prefer not to say/disclose their ethnicity status. 2.5% of internal applicants (3 people) opted to prefer not to say/disclose their ethnicity status.

Data insights from this annual reporting cycle will inform our approach to workforce and talent planning; a talent strategy will be developed which is a commitment in the Senedd Commission's People and Culture Strategy. These

activities will contribute to our efforts to address under-representation of ethnic minority colleagues at decision-making level through actively supporting and developing the talent of existing ethnic minority colleagues. The Senedd Commission is committed to the development of our existing ethnic minority workforce and attracting the widest pool of talent via our attraction activities.

As with previous years, the Commission continues to have an ethnicity pay gap for both the mean and median. However, caution is needed when reviewing this pay gap due to the small numbers of staff declaring themselves to be of an ethnic minority; consequently minor changes in this group can have a big impact. The number of staff declaring themselves to be of an ethnic minority this year has very slightly increased from 28 last year to 31 this year.

The main reasons for the ethnicity pay gap overall continue to be:

- A limited number of ethnic minority staff employed by the Commission as an overall percentage of the overall workforce; and
- The uneven distribution of ethnic minority staff who are mainly employed at lower bands of the pay scale. Work continues to address this and the change in representation across the quartiles demonstrates this is starting to have an impact.

For ethnicity, as with previous years, rather than an endemic difference in equal pay for equal work, the pay differences are largely down to: a) a low percentage within the overall workforce of Ethnic Minority staff (5.9%), and b) lower representation at more senior levels of the organisation.

Gender Reassignment

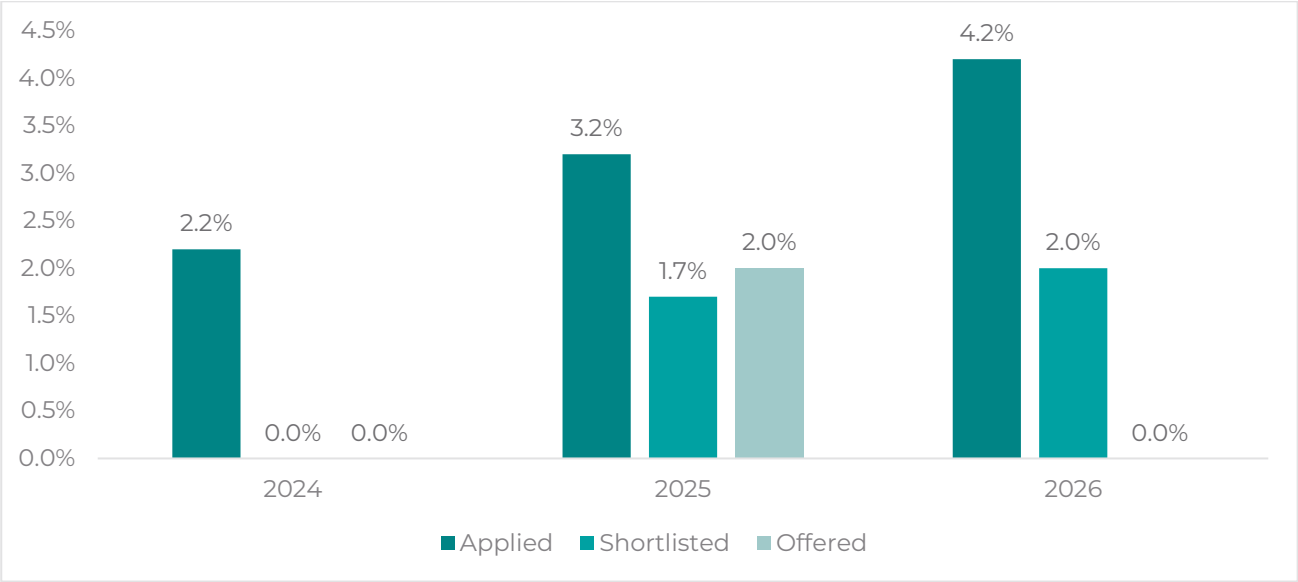
Workforce representation

This year, 0.2% of Senedd Commission staff used our HR system to self-declare as trans. Our definition of trans includes anyone whose gender identity does not align with the gender that they were assigned at birth.

The 2021 Census states that 0.5% of people who are economically active and employed in Cardiff and 0.3% of people in Wales identify as a gender that is different to that which they were assigned at birth, compared to 0.2% of Senedd Commission staff.

Recruitment

Graph 16: External Recruitment – Trans applicants comparing data for 2023-24, 2024-25 and 2025-26



Graph 17: Internal Recruitment – Trans applicants comparing data for 2023-24, 2024-25 and 2025-26



Equal Pay

Due to the minor numbers declaring themselves as trans, it is not possible to make any meaningful assessment of this.

Gender Reassignment: Analysis

This year, no job offers were made to applicants for externally advertised jobs who identified as trans compared with last year where 2.0% of total job offers were made to trans applicants.

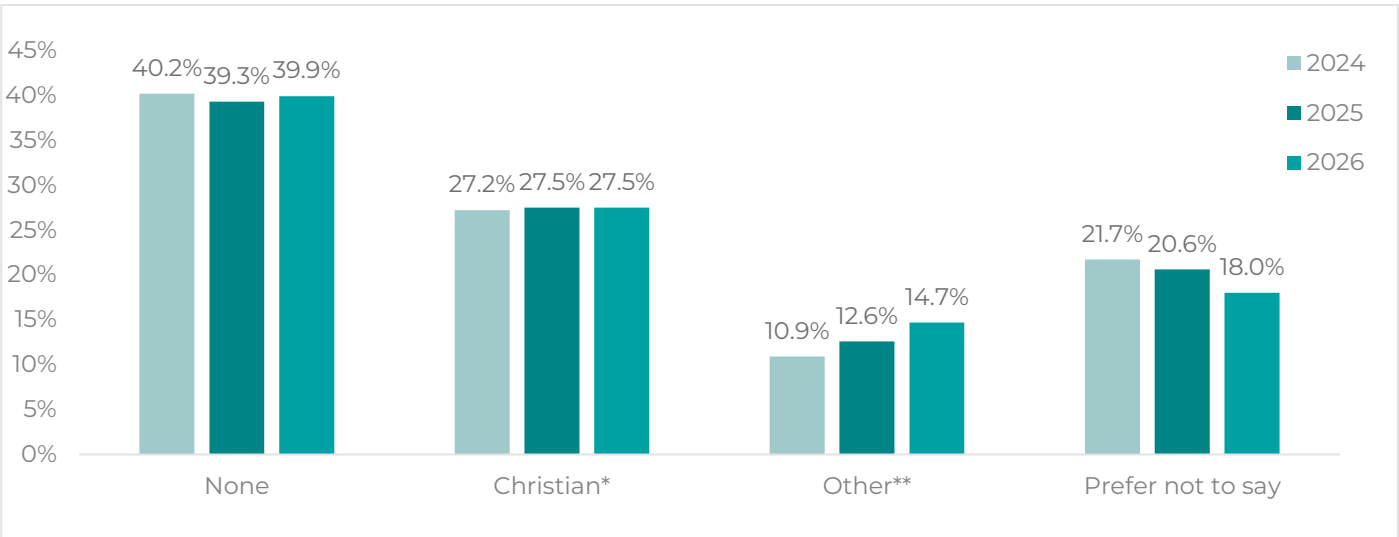
2.4% of job offers which were internally advertised were made to applicants who identified as trans compared with 4.2% of job offers in the last reporting year. This compares to 0.5% of people in Cardiff and 0.3% of people who are economically active and employed in Wales who identified as such in the 2021 Census.

5.2% of external applicants (88 people) opted to prefer not to say / disclose their gender identity status, while 3.4% of internal applicants (4 people) opted to prefer not to say / disclose their gender identity status.

Religion/Belief

Workforce representation

Graph 18: Workforce Composition by Religion / Belief comparing 2024, 2025 and 2026 data. Disclosure rate: 82.0%

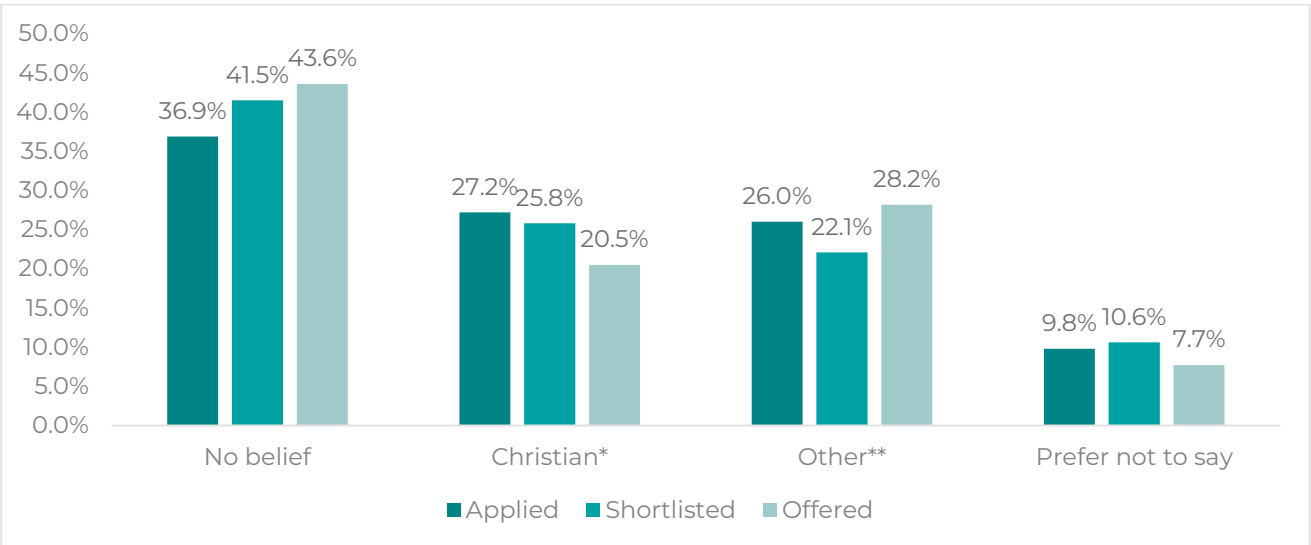


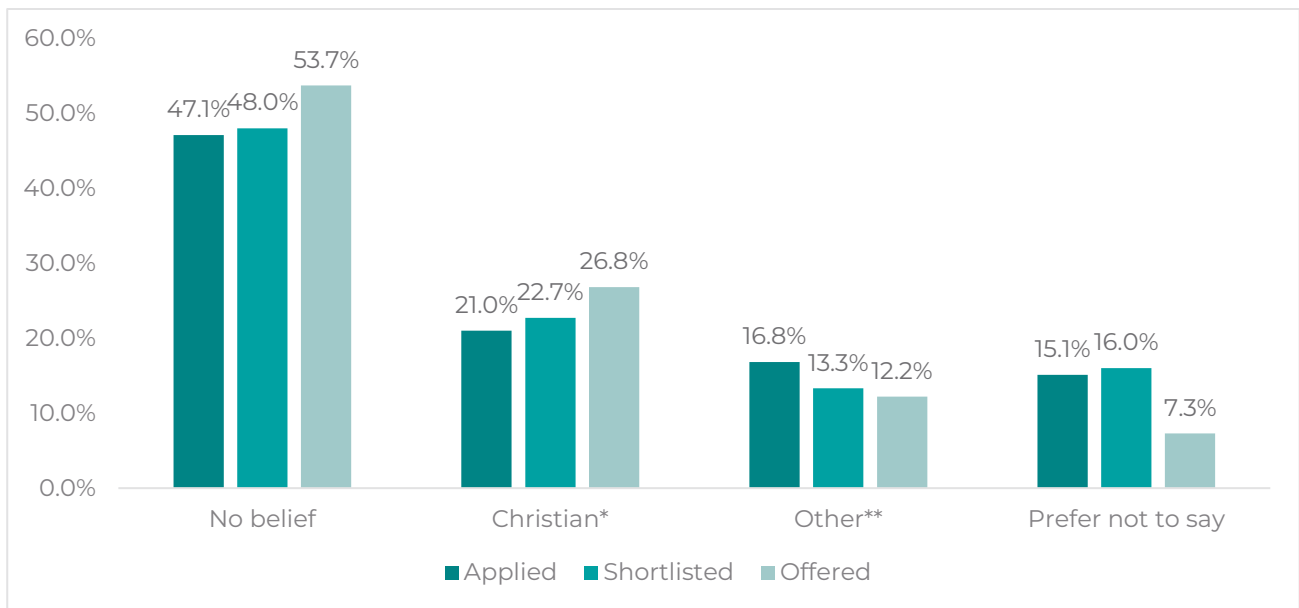
*CHRISTIAN - Christian, Roman Catholic, Church in Wales, Church of England, Baptist, Methodist

**OTHER - Agnostic, Atheist, Hindu, Muslim, Buddhist, Zoroastrian

Recruitment

Graph 19: External Recruitment – Religion and Belief 2025-2026



Graph 20: Internal Recruitment – Religion and Belief, 2025-2026**Equal Pay**

Group 1	Group 2	Median / Mean	2025-26 - % more Group 1 are paid than Group 2 *	2024-25 - % more Group 1 are paid than Group 2 *	Pay difference change since last year Δ
			FTE Total salary		
Agnostic/ Atheist/ Christian/ None/Other	Muslim	Median:	29.32%	45.01%	✓
		Mean:	25.02%	34.38%	✓

Religion/belief: Analysis

This year the declaration rate has increased by 2.1% to 82%, however is still lower than we would wish it to be. We will continue to encourage staff annually to update their personal information on our HR system.

It is difficult to draw any conclusions from this data set other than it could demonstrate a diversity of religious belief (including non-belief) in our workforce. We are a faith-friendly workplace, and we have flexible working arrangements in place for staff who wish to observe prayer and/or religious events and holidays. We also have three on-site quiet rooms for staff and visitors to use for prayer, meditation or as a space to get the peace and privacy that they need.

For external job offers in the current reporting year, 43.6% of offers were made to candidates who declared that they had no religious belief, compared to 45.1% last year. 48.7% of offers were made to candidates who expressed their religion as Christian or other religion / belief.

Job offers made to people who identify as Christian constitute 20.5% of total job offers for external schemes and 26.8% of total job offers for internal schemes. 37.5% of respondents to the 2021 census who are economically active and employed identified as Christian in Cardiff and 41.0% in Wales. 28.2% of external job offers were made to people who identified as having a religion / belief different to Christianity and 12.2% of internal job offers. This compares to the 2021 Census which shows that 9.2% of respondents in Cardiff and 3.0% of respondents in Wales who are economically active and employed identify with a religion / belief other than Christianity.

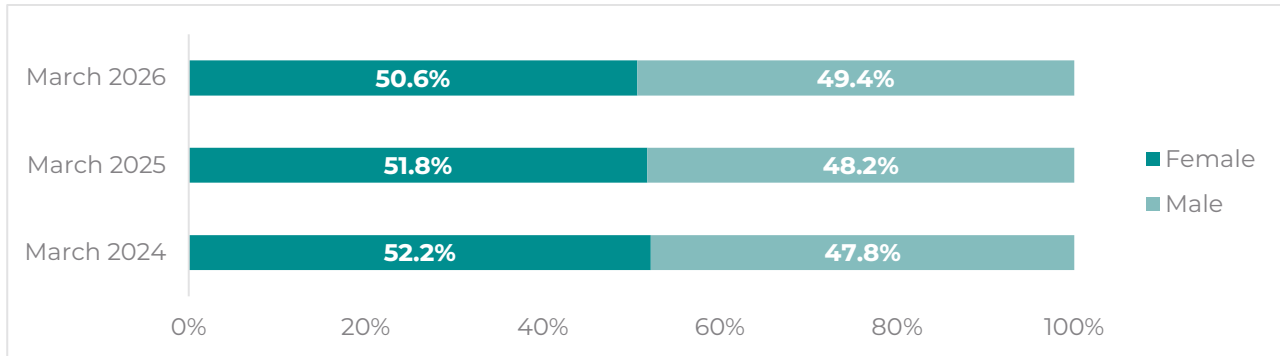
For internal job offers, 53.7% of total offers were made to candidates who declared that they had no religious belief with another 39.0% of job offers being made to candidates who expressed their religion as Christian or other religion / belief.

For Religion/Belief, again the overall low numbers of Muslim staff (2.2% of the workforce), mean that caution is needed when considering any implications for equal pay. The majority of staff identifying as Muslim are in the lowest pay band (Team Support) and when analysing pay for Muslim staff at Team Support Level compared to non-Muslim staff, there is no significant pay difference within the grade.

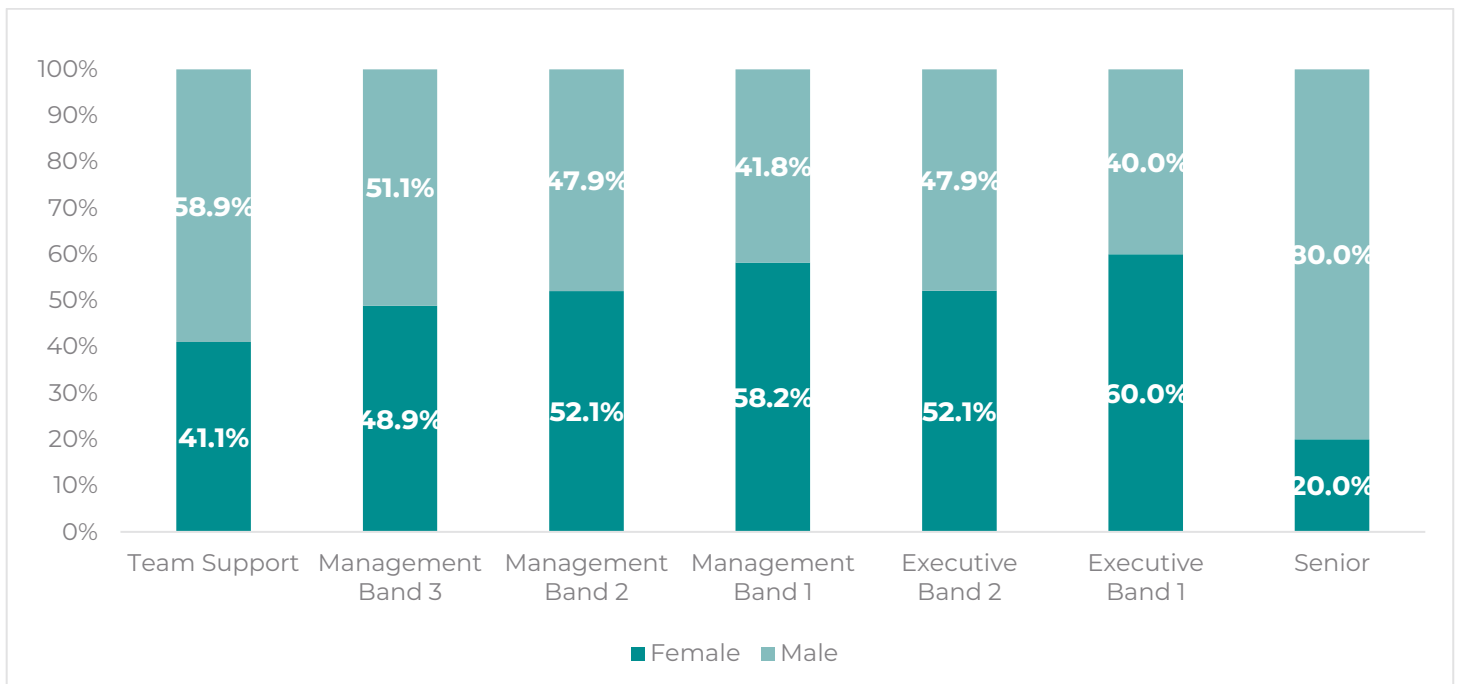
Sex

Workforce representation

Graph 21: Workforce Composition by Sex comparing 2024, 2025 and 2026 data



Graph 22: Distribution across grades:

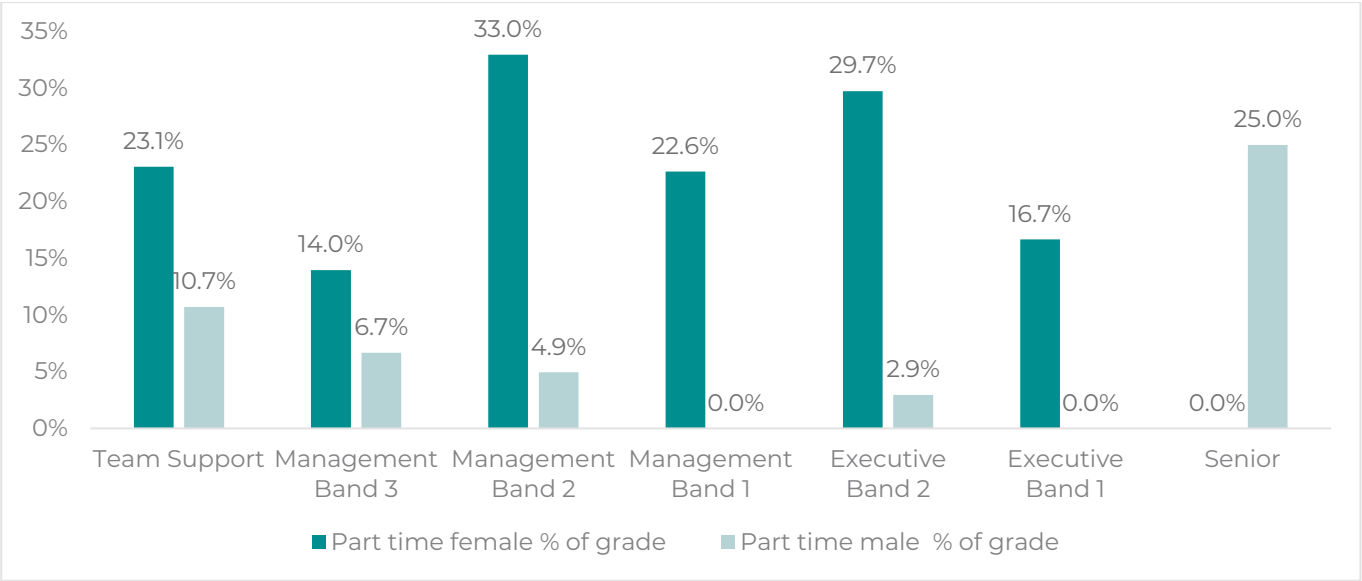


We also have no staff identifying as non-binary on the employee self-service system.

Working patterns:

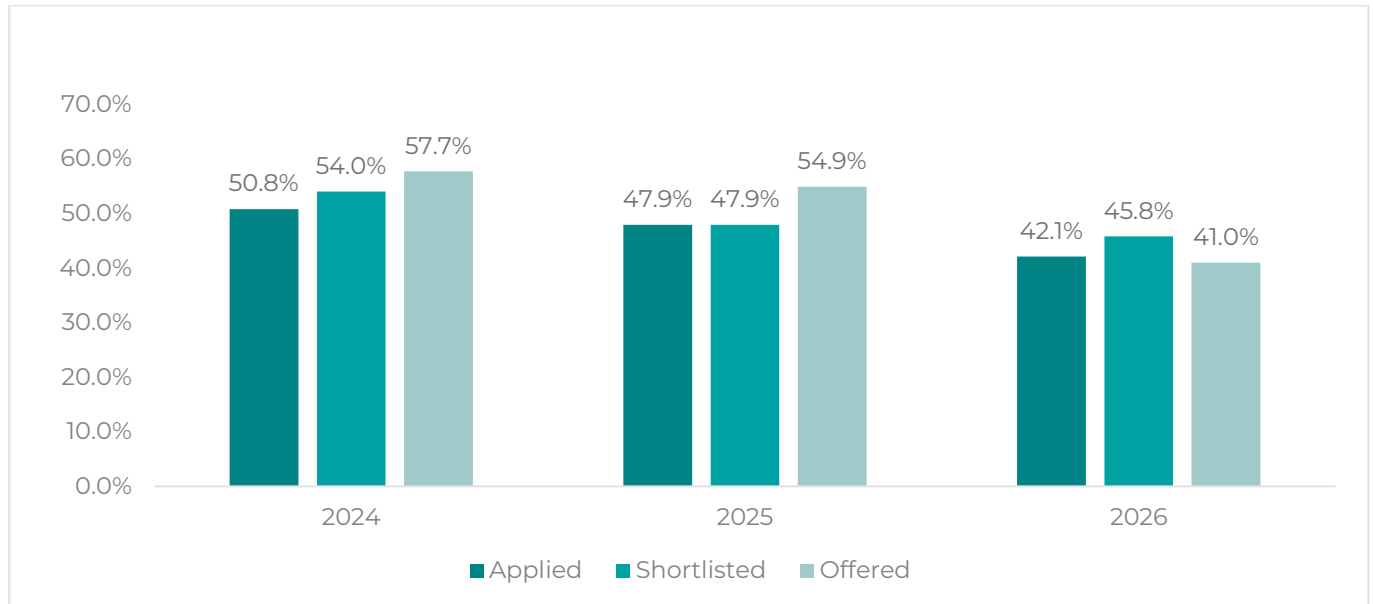
	Women		Men	
	Full-time	Part-time	Full-time	Part-time
Commission	74.7%	25.3%	94.4%	5.6%
2021 census – Cardiff	59%	41.0%	78.9%	21.1%
2021 census - Wales	56.5%	43.5%	82.8%	17.2%

Graph 23: Percentage of Women and Men, per grade, working less than full time hours (as at 31 March 2026)

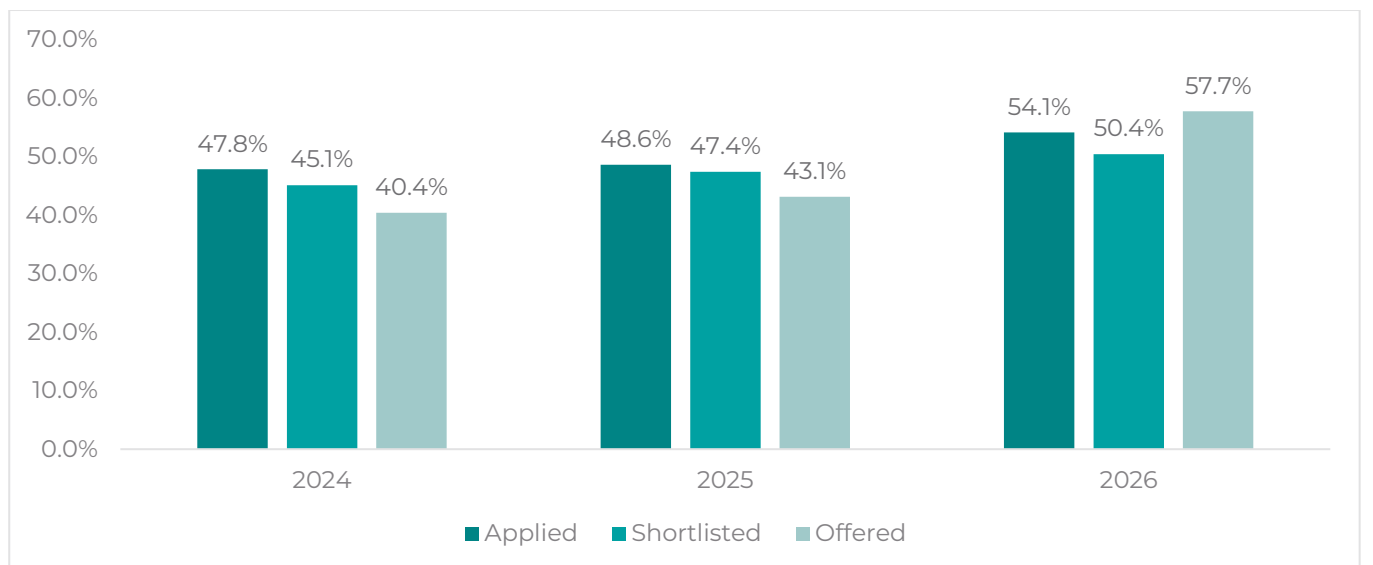


Recruitment

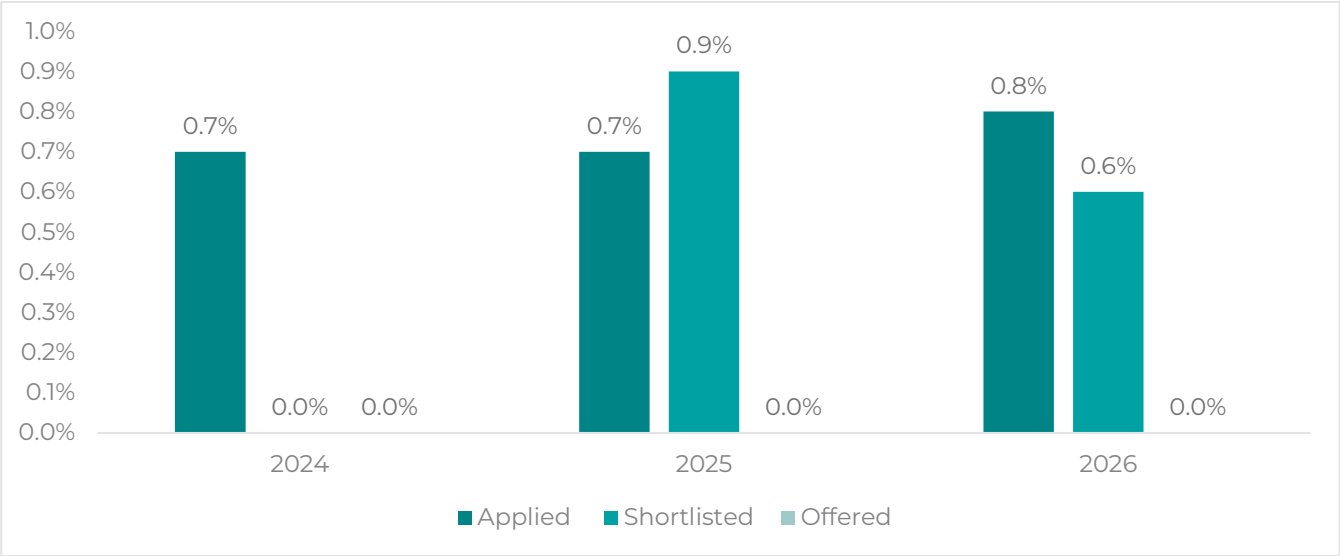
Graph 24: External Recruitment – Sex (women) comparing data for 2023-2024, 2024-2025 and 2025-2026



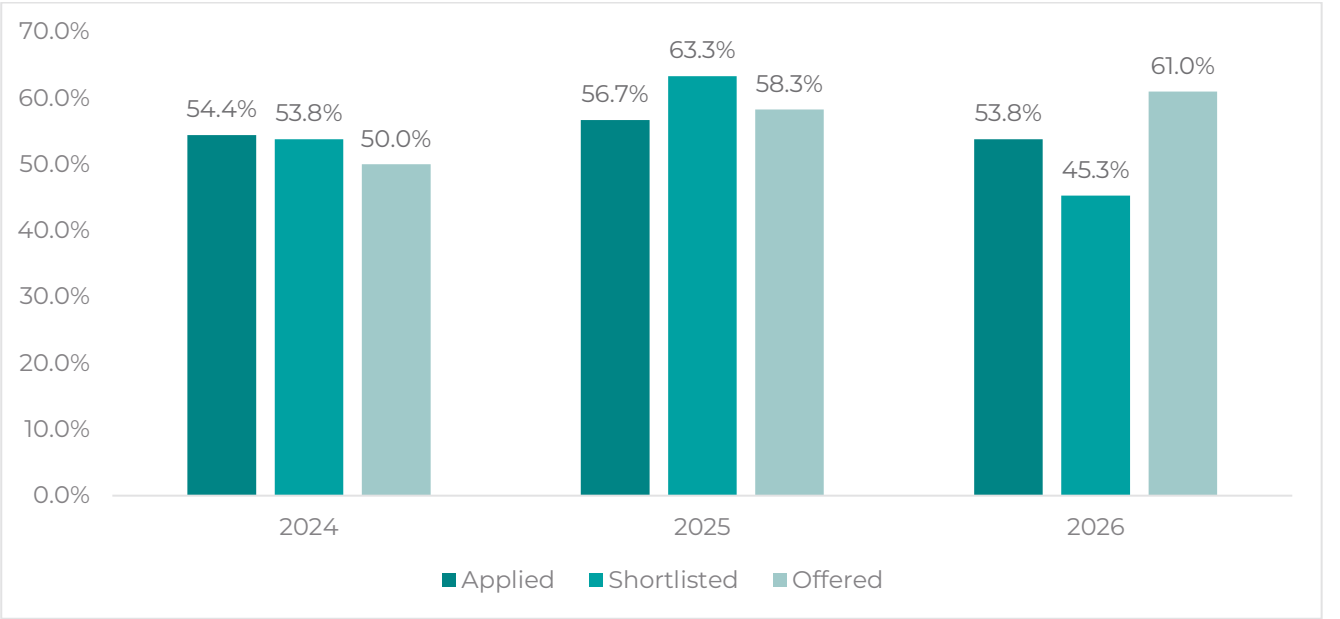
Graph 25: External Recruitment – Sex (men) comparing data for 2023-2024, 2024-2025 and 2025-2026



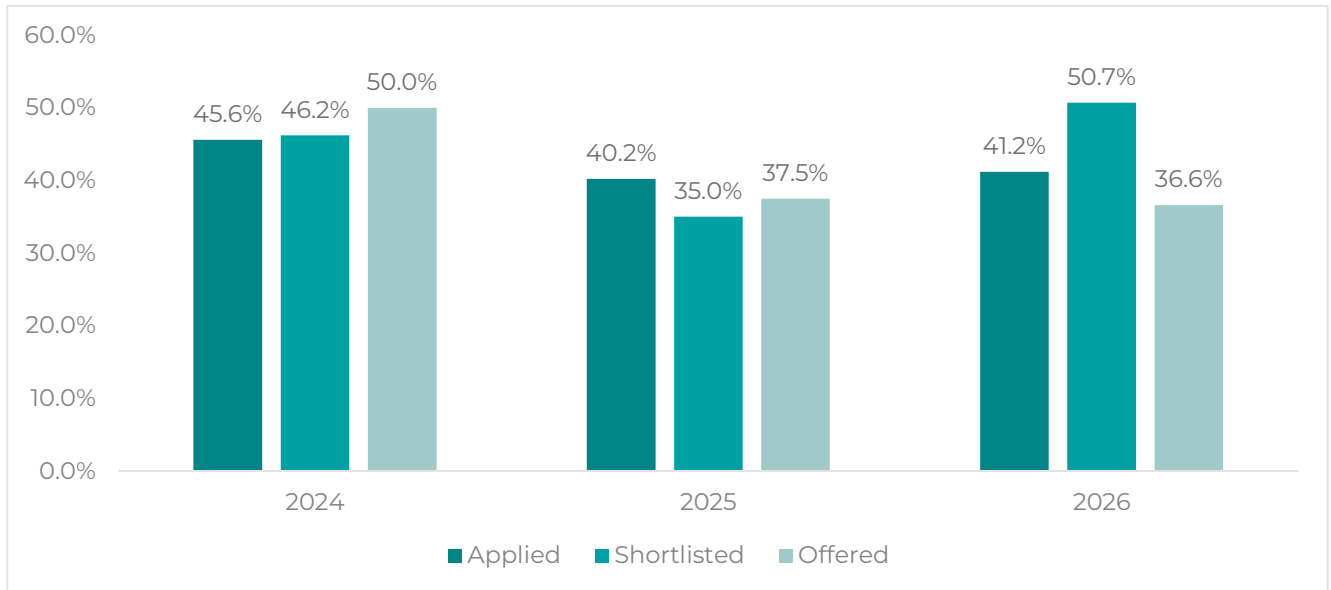
Graph 26: External Recruitment – Sex (non-binary and other candidates) comparing data for 2023-2024, 2024-2025 and 2025-2026



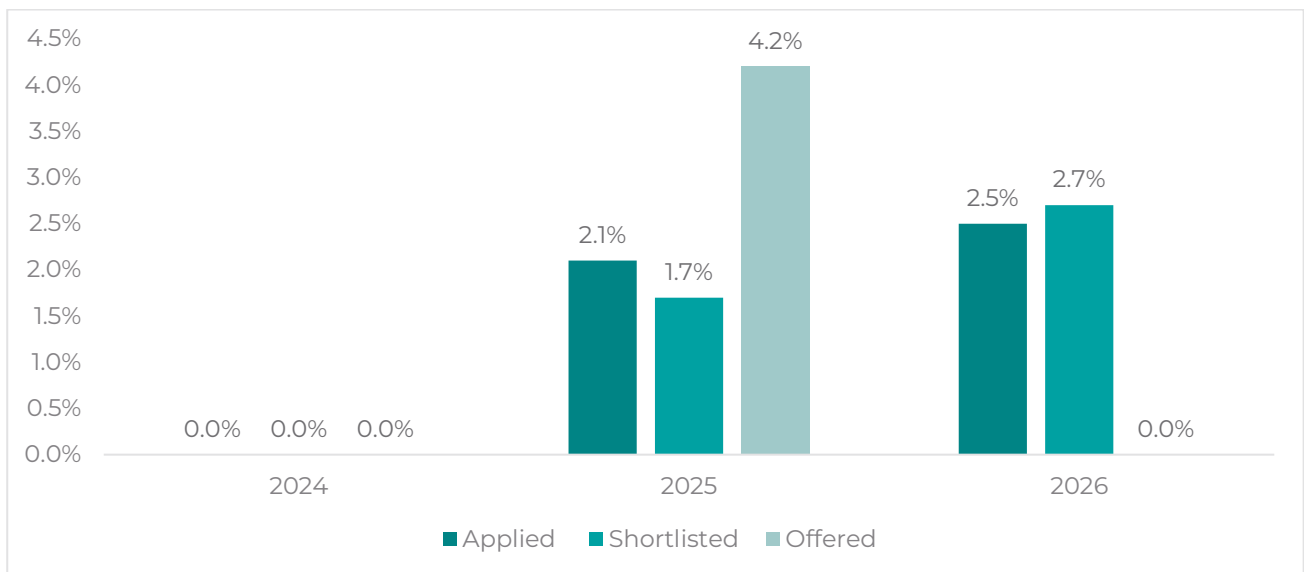
Graph 27: Internal Recruitment – Sex (women) comparing data for 2023-2024, 2024-2025 and 2025-2026



Graph 28: Internal Recruitment – Sex (men) comparing data for 2023-2024, 2024-2025 and 2025-2026



Graph 29: Internal Recruitment – Sex (non-binary and other candidates) comparing data for 2023-2024, 2024-2025 and 2025-2026



Promotions (based on internal staff disclosure of protected characteristics)

	Percentage of people in our workforce	Percentage of promotions where the applicant had this protected characteristic (2025-26)	Percentage of promotions where the applicant had this protected characteristic (2024-25)
Sex (women)	50.6	39.2	51

Equal pay

Group 1	Group 2	Median / Mean	2025-26- % more Group 1 are paid than Group 2 *	2024-25- % more Group 1 are paid than Group 2 *	Pay difference change since last year Δ
			FTE Total salary		
Men	Women	Median:	0.00%	0.00%	=
		Mean:	-3.70%	-3.00%	^

Pay Gap

The Gender Pay Gap is the percentage difference between the average (mean and median) earnings of men and women across a workforce. It is different to equal pay, which considers the pay of men and women doing the same for equal or similar work. Instead, it is the difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority or type of work. This is produced in line with the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**.

This analysis is based on 526 staff (263 women and 263 men) who were employed by the Senedd Commission on 31 March 2026. Staff not currently on payroll due to working less than a full month (for example someone who has resigned mid-month), inward secondments or career breaks were excluded from the analysis.

Hourly Pay

	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Mean Gender Pay Gap	-5.30%	-6.50%	-4.80%	-5.33%	-3.94%	-4.25%
Median Gender Pay Gap	-9.80%	-9.75%	0.00%	0.00%	0.00%	0.00%

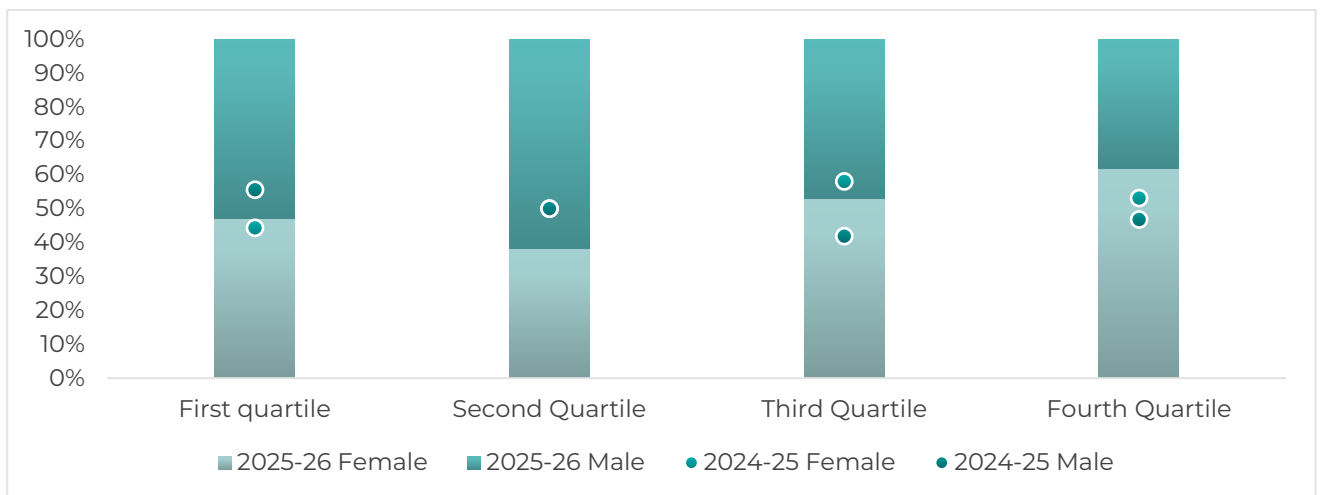
Bonus Pay

We do not pay bonuses to any of our employees.

Proportion of Women and Men in Each Pay Quartile

Each quartile represents one quarter of employees working for the Senedd Commission when ordered from lowest to highest paid.

Graph 30: Proportion of Women and Men in Each Pay Quartile



Sex: Analysis

The 2021 census states that women constitute 48% of people who are economically active and employed in Wales and in Cardiff, compared to 50.6% of Senedd Commission staff.

Women are much more likely to work part time than men (25.3% (69 women) compared to 5.6% (15 men)). This has broadly remained the same over the last few years. These figures are below both the Cardiff and Wales rates, according to the 2021 census. However, our staff use several flexible working options such as compressed hours, term time working and working from home. Anecdotally, we are aware that many members of staff, including men at senior level, utilise flexible working options.

41.0% of external jobs and 61.0% of internal jobs were offered to women. 57.7% of external jobs and of 36.6% of internal jobs were offered to men.

3.0% of external applicants (50 people) opted to prefer not to say/disclose their gender, while 2.5% of internal applicants (3 people) opted to prefer not to say/disclose their gender.

With regards to non-binary and other candidates, this reporting year, there were no conversions for externally-advertised jobs from interview to job offer for non-binary and other candidates.

The median pay gap between men and women has remained at 0% for the fourth year in a row. The mean pay gap continues to be an inverse pay gap in favour of women, and although this has increased very slightly to -4.25%, this continues the overall trend over time of a reduction in the gender pay gap.

The reduction in the pay gap this year can be seen most clearly when comparing the percentage of women and men across the different percentiles. Whilst the first and fourth quartiles have remained fairly consistent against last year, the second quartile now is a 50/50 split between men and women (last year there were more women than men in that quartile (54.5% / 45.5%)), and there has been an increase in the number of women at the third quartile, where women now account for 58.1% of that quartile (last year it was 54.0% women and 46.0% men).

According to the ONS, as at April 2024, the UK median gender pay gap for all employees (full time and part time) was 13.1%, down from 14.2% in April 2023-3. This demonstrates that the Commission compares very favourably to other UK organisations.

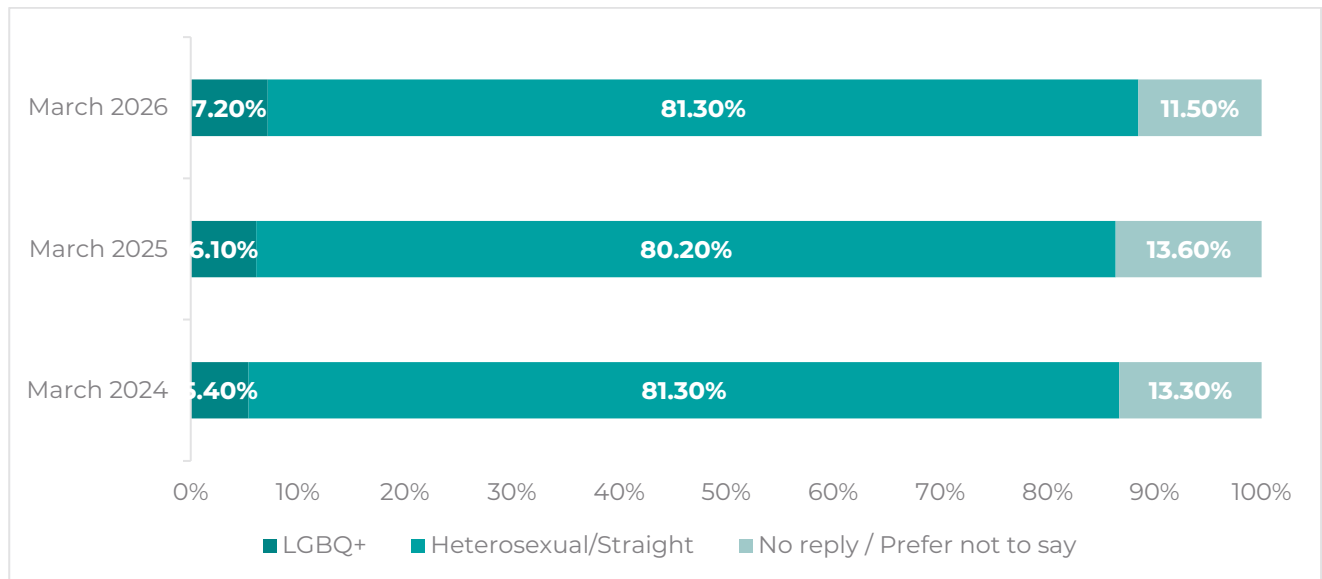
³ Gender pay gap in the UK - Office for National Statistics

Sexual Orientation

Workforce representation

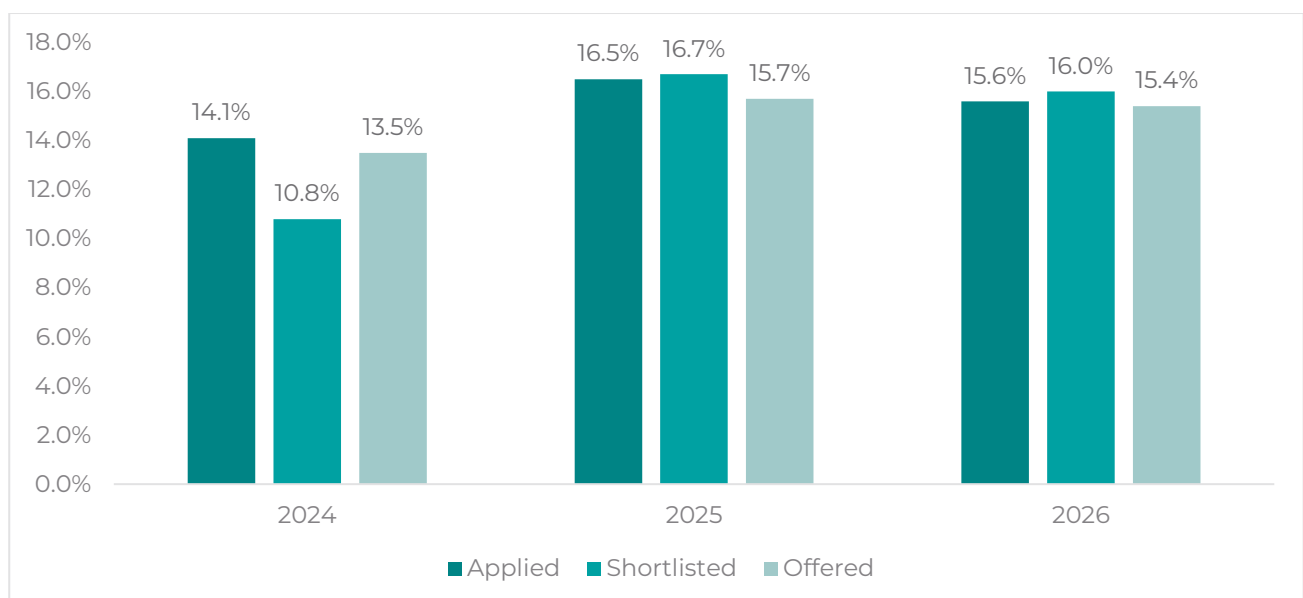
Declaration rate: 88.5%

Graph 31: Workforce Composition by Sexual Orientation comparing 2024, 2025 and 2026 data.

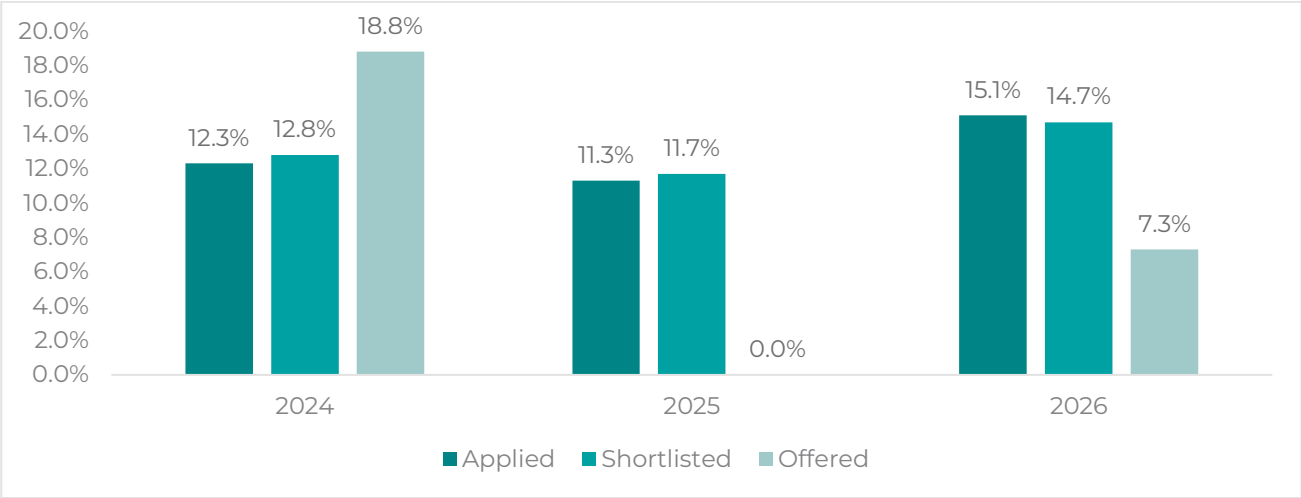


Recruitment

Graph 32: External Recruitment – LGBQ+ comparing data for 2023-24, 2024-25 and 2025-26



Graph 33: Internal Recruitment – LGBTQ+ comparing data for 2023-24, 2024-25 and 2025-26



Promotions (based on internal staff disclosure of protected characteristics)

	Percentage of people in our workforce	Percentage of promotions where the applicant had this protected characteristic (2025-26)	Percentage of promotions where the applicant had this protected characteristic (2024-25)
Sexual Orientation (LGBQ+)	7.2	11.8	5.9

Equal Pay

Group 1	Group 2	Median / Mean	2025-26- % more Group 1 are paid than Group 2 *	2024-25- % more Group 1 are paid than Group 2 *	Pay difference change since last year Δ
			FTE Total salary		
Non-LGBQ+ staff	LGBQ+ staff	Median:	16.18%	0.00%	^
		Mean:	9.64%	4.58%	^

Sexual orientation: Analysis

The number of staff who identify as Lesbian, Gay, Bisexual or other minority Sexual Orientation (LGBQ+) has increased again. In 2023, 4.7% of the workforce identified as LBQ+; this year that is 7.2%. There has also been an increase in the disclosure rate over that time; taken together, this suggests an increase in confidence in staff being able to openly identify as LGBQ+. Analysis of the data shows that there is a relatively even distribution of LGBQ+ staff across our pay bands.

15.4% of total job offers went to external LGBQ+ applicants. 7.3% of total internal job offers were made to colleagues who identified as LGBQ+. This data compares to the 2021 Census which shows that 5.6% of people who are economically active and employed in Cardiff and 3.1% of people in Wales identify as LGBQ+.

8.7% of external applicants (146 people) opted to prefer not to say/disclose their sexual orientation status. in Wales identify as LGBQ+. 5.9% of internal applicants (7 people) opted to prefer not to say/disclose their sexual orientation status.

Equal Pay Analysis: The increase difference for sexual orientation is due to a) a higher declaration rate b) a greater proportion of the additional declarations at the lower 3 pay bands.

Socio-Economic Background

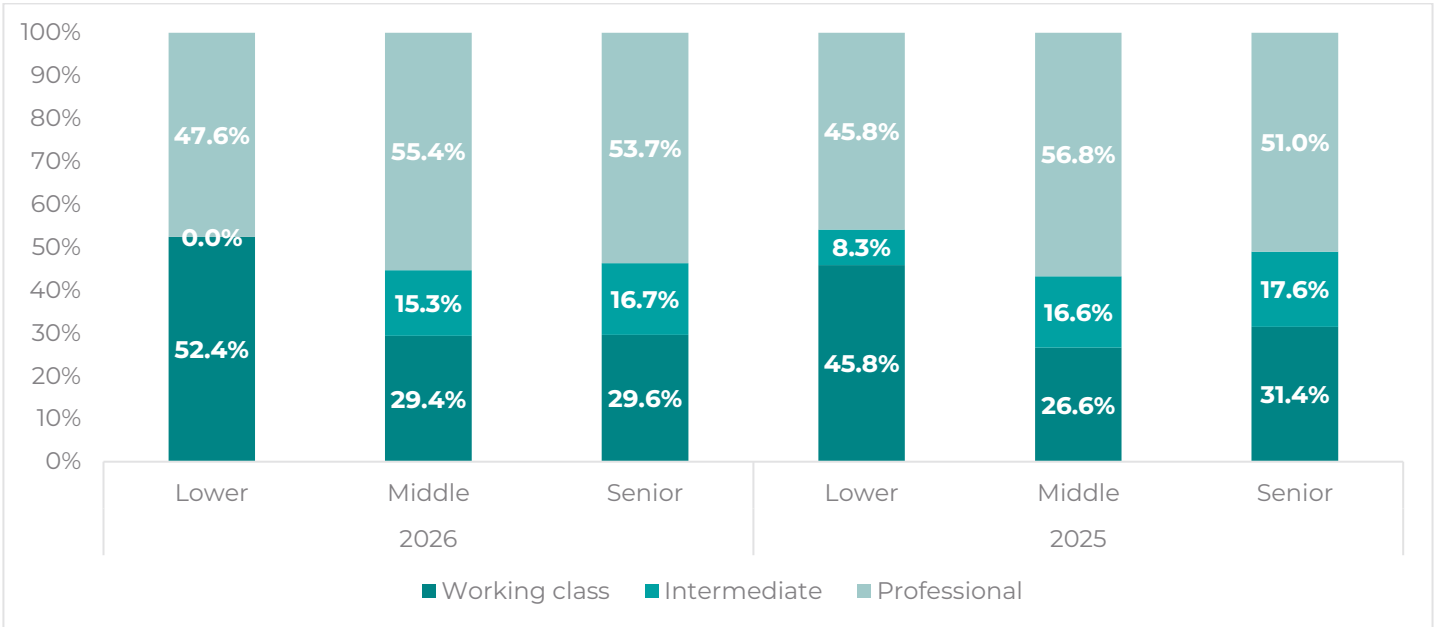
Workforce representation

Declaration rate: 50.1%

Workforce Composition by Socio-Economic Background, comparing data from 2023, 2024, 2025 and 2026 when asked “What was the occupation of your main household earner when you were aged about 14?”

	National Benchmarks ⁴	Senedd Commission (2026)	Senedd Commission (2025)	Senedd Commission (2024)
Professional backgrounds	37%	54%	55%	55%
Intermediate backgrounds	24%	14%	16%	13%
Working class backgrounds	39%	31%	30%	32%

Graph 34: Grade and socio-economic background

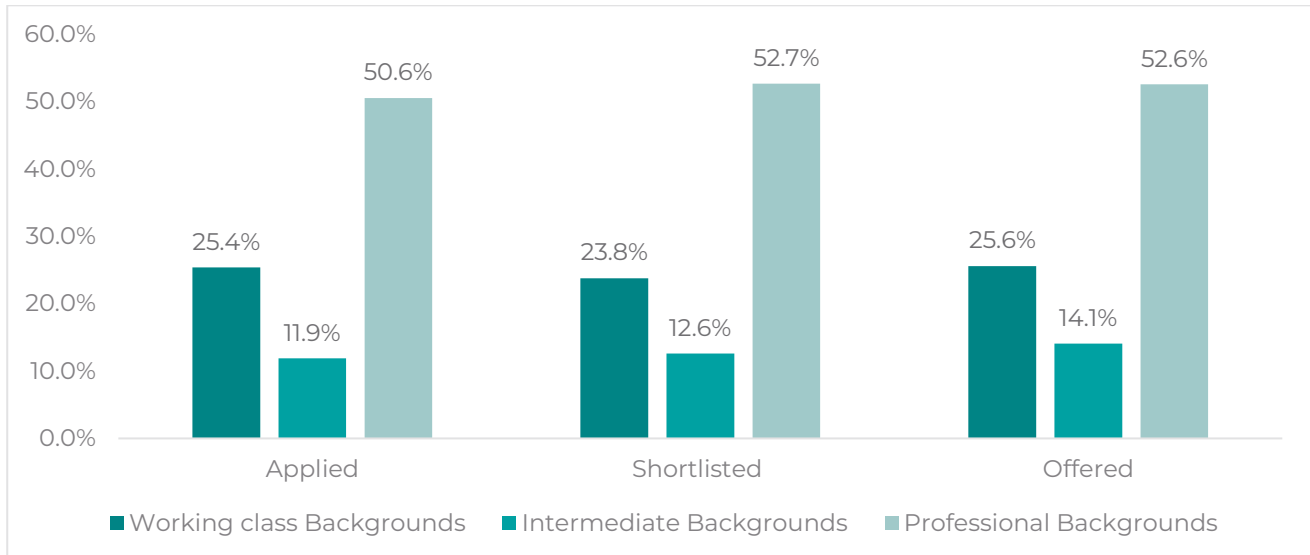


Lower: TS | Middle: M3, M2 and M1 | Senior: E2, E1 and Senior

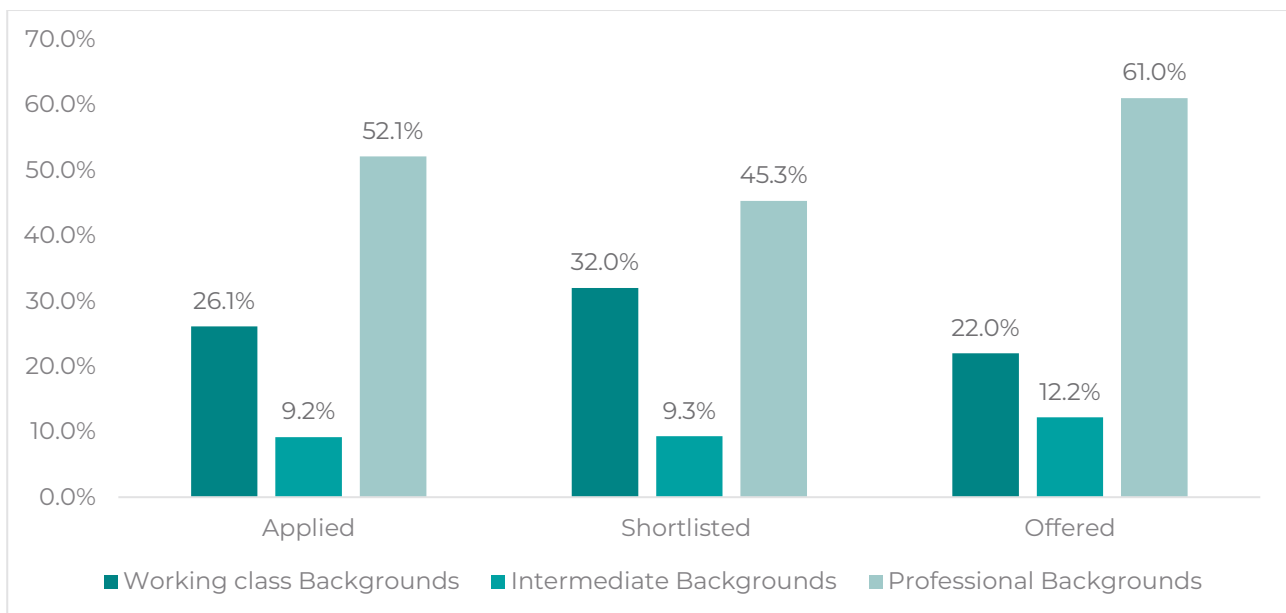
⁴ Socio-economic diversity and inclusion - Employers' toolkit: Cross-industry edition - July 2021 (socialmobility.independent-commission.uk)

Recruitment

Graph 35: External Recruitment by Socio-economic background, 2025-2026



Graph 36: Internal Recruitment by Socio-economic background, 2025-2026



Socio-Economic Background: Analysis

This is the fourth year that we have collated data and reported on the socio-economic background of our workforce. As with the collection and analysis of recruitment data, we have utilised the Social Mobility Commission's Toolkit for Employers using the toolkit's questions and guidance. In order to maximise

responses, a series of communications to staff were issued to provide information and reassurance as to the purpose of collecting and use of this data. We will continue to encourage our staff to update these details on our self-service HR system. A total of 267 of staff (50.1%) staff disclosed their socio-economic background, compared to 262 (51.6%) in 2024. We continue to encourage our staff to declare to generate a richer data set.

As last year, external candidates from professional backgrounds were the dominant socio-economic group, exceeding the national benchmark (37%) at application, shortlist and offer stages, with 52.6% of total job offers going to candidates from a professional background.

Our data for job offers to external candidates from an intermediate background (14.5% of total job offers were made to candidates from an intermediate background) is below the national benchmark of 24%. Our data for candidates from working class backgrounds is below the national benchmark (39%) for each stage of the recruitment process but sees 25.6% of job offers being made to applicants from a working class background.

From the data collected and as the last reporting year, internal applicants from a professional background are the dominant socio-economic group with the percentage of applications, invites to interview and job offers (61.0%) exceeding the national benchmark of 37%. Candidates from working class backgrounds were offered 22.0% of total jobs offered compared with 12.2% for intermediate backgrounds. Our workforce monitoring data for this reporting years shows that 54% of our workforce is from a professional socio-economic background.

5. Actions

Consolidated action plan

In our consolidated action plan for our workforce, recruitment and pay data analyses, we have set out the key steps we will take in 2026-27 in relation to equality of opportunity across our workforce and job applicants, in order to meet the Commission's public sector equality duty ("PSED") to: (a) eliminate discrimination and other conduct prohibited by the Equality Act 2010; (b) advance equality of opportunity between persons of different protected characteristics; and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. In addition to the PSED requirements, we also wish to advance opportunities for people from lower socio-economic backgrounds, for example with the appointment of a Social Mobility Champion from a member of the Executive Board.

These actions align to and support those identified in the People and Culture Strategy and are either planned or ongoing:

- Design mandatory Inclusive Workplaces training module to complement mandatory Dignity and Respect training previously rolled out;
- Review the workplace equality networks to identify maximise engagement and effectiveness;
- As part of the Senedd Commission's Medium-Term Resourcing Framework, implement the Workforce Plan which includes designing a talent management strategy which supports the development of our existing and future workforce;
- Continue to monitor conversion rates across the protected characteristics for internal and external campaigns of all candidates and make any required changes to processes;
- Pilot different advertising strategies through targeted outreach and link employer brand with communications and engagement activities where required;
- Monitor diversity of hiring panels and increase the number and diversity of panel members;

- Consider opportunities through the Ways of Working programme to continue to champion and drive diversity and inclusion, including geographical location of staff and applicants;
- Continue to encourage staff to self-report against protected characteristics and socio economic status; and
- Conduct an Equality Impact Assessment for pay discussions and settlements reached for the 2027 and onwards pay framework.

Appendix A: Approach to Data Collection and Analysis – Workforce and Recruitment

Our Approach to Workforce Monitoring

Our workforce data is collated via our HR Payroll system and relates to staff directly employed by the Senedd Commission. The workforce data presented in this report is as of 31 March 2026. One of our identified ongoing actions is to further increase the number of staff who self-identify their diversity characteristics and update them on our HR Payroll system. We include declaration rates alongside our workforce data.

Our Approach to Recruitment Data

Recruitment data is collated using our applicant tracking system for both internal and external recruitment schemes. We track the success rates of applicants throughout the recruitment process at application, shortlist and job offer stage.

The recruitment data presented in this report covers applications submitted to both internal and external recruitment schemes during the reporting period of 1 April 2025 to 31 March 2026 for the last three years for comparison purposes. As such, this includes applications which were submitted during the 2025-26 reporting period where the appointment was not made until after 1 April 2026. This report reflects each application's progress on the 31 March 2026. If an application was received prior to 31 March but not progressed further until after 1 April, this will not be captured in this reporting year. The external recruitment data includes Senedd Commission staff who applied for vacancies which were advertised externally.

The internal recruitment data covers schemes that closed between 1 April and 31 March for the last three years for comparison and includes all internal schemes, whether temporary or permanent.

Promotion data

Where promotion tables are included, this data is for existing staff based on the monitoring data held on the employee self-service system. Where internal applicants did not disclose monitoring data through the recruitment process,

there may be some differences in internal promotion monitoring data versus recruitment monitoring data.

Privacy

Raw data is only seen by a small number of key staff in the HR Team and is held securely on a confidential basis and in line with data protection legislation. In terms of our workforce data and its presentation, where there are small numbers of staff, we have merged certain categories within the tables to ensure that individuals' privacy is protected and in line with data protection legislation. We have the following privacy notice to detail how we collect, use and store data from our applicants: **Recruitment of Commission Staff Privacy Notice**

We also have an internal privacy notice in place which details how we collect, use and store data from our workforce.

Appendix B: Approach to Data Collection and Analysis – Pay Gap Reporting

Scope

Due to some differences in which Equal Pay audits and Pay Gaps are reported, there are some differences in scope between these. The below table summarises these:

	Equal Pay Audit	Gender/Ethnicity Pay Gap
Period of time taken into account	31 March 2026 only	1-31 March 2026
Definition of pay	Full Time Equivalent Salary including allowances ("Total pay")	Actual salary for the whole of March (which may be pro-rated for Part Time staff) after salary sacrifice deductions (except childcare vouchers) and including allowances
Headcount	539	526
All staff on perm/temp contracts employed on 31 March were included except:	Internal secondments and staff currently on career breaks or anyone not on a pay band	Internal secondments and staff currently on career breaks or anyone not on a pay band Anyone who has worked less than a full month (for example leavers or people on long term leave)
Information source	HR/Payroll IT System	

Mean and Median

Throughout the report, the information used looks at both the 'mean' (average) and the 'median' (middle) pay. This allows us to have due consideration for the average pay for the different groups, but also use the median calculations to identify areas where the mean may have skewed the overall data. Mean is the average hourly rate of pay, calculated by adding the total hourly pay rate for all employees then dividing that figure by the number of employees.

To calculate the median, the pay rates for all employees are arranged in order from lowest to highest. The median is the hourly rate which appears exactly in the middle, in line with the Gender Pay Gap reporting website.

Approach to calculations

Throughout the report, calculations have been made to one decimal place, and rounded up accordingly. In some cases, this does mean that due to rounding the total does not equal exactly 100%.

Definitions of gender

The gender pay gap regulations do not define the terms 'men' and 'women'⁵. In this report, gender has been reported based on information employees provided for payroll / HMRC purposes and cross checked against gender identity.

Colour ratings

* Green = <10% / Amber = >10%, <25% / Red = >25%

Δ Green = Reduced, or remained the same where no pay difference / Amber = Remained the same where still a pay difference, or increased by less than 1% /

Red = Increased by over 1%

† Does not total 100% of workforce as some staff have not specified

‡ A negative number means Group 2 are paid more than Group 1

⁵ <https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/preparing-your-data>

Appendix C: Pay Scales by Grade

The pay scales in the table below show the pay scales applicable for 2025-26.

It should be noted that:

The first point of the Team Support grade was uplifted on 1/11/25 to account for an increase in the Real Living Wage

Bands within the pay scales are designed to be relatively short to minimise any likelihood of pay discrimination;

We use minimal allowances, reducing the potential for pay differentials;

We do not pay bonuses to any of our employees;

The usual practice is for new starters to begin on minimum pay point, and any differences to this have to go through an objective approval process;

Trade Union Side are involved in pay reviews and negotiations, with current pay arrangements in place till 31 March 2027 and informed by the Annual Survey of Hours and Earnings (ASHE) index; and Diversity and Inclusion: Equal Pay Audit, Gender, Ethnicity and Disability Pay Gap Reporting; and

We use the Cabinet Office's Job Evaluation Grading System (JEGS) system for most grades, and the Cabinet Office's Job Evaluation Senior Posts (JESP) system for Director level and above.

		01/04/2025
Team Support	1	£25,725 (£25,878 as at 1/11/25)
	2	£27,563
	3	£29,400
M3 (EO)	1	£30,870
	2	£32,414
	3	£34,035
	4	£35,736
M2 (HEO)	1	£37,523
	2	£39,399

		01/04/2025
	3	£41,580
	4	£44,766
M1 (SEO)	1	£47,254
	2	£49,286
	3	£51,319
	4	£56,632
E2 (Grade 7)	1	£61,176
	2	£63,817
	3	£66,460
	4	£73,351
E1 (Grade 6)	1	£77,018
	2	£78,603
	3	£81,729
	4	£90,068
EB		£94,572
S3	1	£94,465
	2	£98,441
	3	£102,534
	4	£106,801
	5	£111,247
	6	£120,511
S2	1	£117,918
	2	£122,836
	3	£127,965
	4	£133,310
	5	£138,881
	6	£150,484
S1	1	£150,742
	2	£157,054

		01/04/2025
	3	£163,632
	4	£170,490
	5	£184,768



to
sent
ne in
es

CYMRU

**Yn falch o
gynrychioli
pawb yng
Nghymru**

#PRIDECYMRU





Senedd Cymru
Welsh Parliament

www.senedd.cymru | www.senedd.wales