



# Diversity and inclusion in political parties

What do you think about our guide to support parties to be more diverse?



This document was written by the **Welsh Government**. It is an easy read version of ‘**Consultation on Diversity and Inclusion Guidance for Registered Political Parties**’.

November 2024

# How to use this document



This is an Easy Read document. You may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 29**.

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

**Website:** [www.gov.wales/diversity-and-inclusion-guidance-for-registered-political-parties](http://www.gov.wales/diversity-and-inclusion-guidance-for-registered-political-parties)

**Email:** [seneddreform@gov.wales](mailto:seneddreform@gov.wales)



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# About the diversity and inclusion guide for political parties



A new law has come out called the **Elections and Elected Bodies (Wales) Act 2024**.



Part of this is about Welsh Ministers giving guidance to **political parties** in Wales about **diversity** and **inclusion**.



A **political party** is a group of people who have similar ideas about how to run a country.



**Diversity** means people are not all the same. People come from different backgrounds, make different choices and have different needs.



**Inclusion** means anyone can take part and has a fair chance.

This would include:



- Making plans about **diversity** and **inclusion** for all Welsh elections.



- **Publishing** information about **diversity** to do with:

- Senedd election **candidates**,
- and elected Members of the Senedd.



**Publishing** means sharing information with the public.



A **candidate** is a person who stands for election, they ask people to vote for them.



- Thinking about how the Senedd should be **gender balanced**. This means having more women in the Senedd, as women make up half the population of Wales.



You can find the full Easy Read version of the guide here: [www.gov.wales/diversity-and-inclusion-guidance-for-registered-political-parties](http://www.gov.wales/diversity-and-inclusion-guidance-for-registered-political-parties)



**We want to know what you think about the guide.** Please read the guide then answer the questions in this response form.



We will listen to people's views and then **publish** the final guide before **1 May 2025**.

# Why are we making this guidance?



We want to make sure people from all parts of society are seen and heard. Some groups get left out, because of:

- Age.
- Disability.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation - who you are attracted to.
- **Trans status or history** (including **gender reassignment**) - this is about how someone identifies their gender to be and is different from birth.
- Where they are from, and what chances were available in your area to get good services, education and employment.
- Health conditions.
- Previous political experience.
- Caring responsibilities.
- Parental responsibility.
- Language.



The guidance asks **political parties** to think about these groups when:

- making plans,
- and collecting **diversity** information.



It is really important that **political parties** represent all the people of Wales.



This means **political parties** should include people from these groups.



People from these groups often find it harder to stand in elections. Because of things like:

- Being treated unfairly.
- Not being supported.





The guide supports **political parties** to make sure people from these groups can be fully involved.



Changes have been made to the voting system to elect Members to the Senedd. These will take place from 2026.



Under the new system there will be better chances for **political parties** to put forward **diverse candidates**.



At the moment, there is not a standard way of collecting **diversity** information about:

- Senedd **candidates**,
- or Members of the Senedd.



We think **political parties** need to collect and share more information.

# More about the guide



The guide is split into 3 parts.



## Part 1

This is about supporting **political parties** to make plans about **diversity** and **inclusion** for all Welsh elections.

They should think about things like:



- Learning from different groups of people, and from research and reports. To help put a plan together.



- Looking at **diversity** and **inclusion** within the party now.



- Making sure the ways they work and recruit **candidates** are **inclusive**.

The differences these things can make:



- Show a **political party's** commitment to **diversity**.



- Show they are responsible.



- Show they understand the needs of more people.



- Improve the workplace.



- Show strong values.



## Part 2

This is about collecting and **publishing diversity** information about Senedd election **candidates**.



The guide talks about how to collect information about **candidates**.



It also gives a survey **political parties** can use to collect the information they need.



## Part 3

This section is about how to make the **Senedd gender balanced**. This means having more women in the Senedd as women make up half the population of Wales.



It also talks about the benefits of doing this.



It says how **political parties** should think about how to increase the numbers of women.

# Questions



We would like to know what you think about the guide. Please answer these questions and return them by **7 January 2025**.

Get in touch at [seneddreform@gov.wales](mailto:seneddreform@gov.wales) by **20 November 2024** if you would like to be part of a consultation event about this guide.

## Questions about Part 1



**1. On page 13 we talked about the groups of people we think need to be included more.**

**What are your views on this list?**



**2. On pages 14 to 21 we talked about the actions parties could take to improve diversity and inclusion. For example, to make plans based on research.**

**Do you agree with these actions?**

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree



**Please tell us why you agree or disagree in the box below.**



**3. Is there anything else political parties should do to improve diversity and inclusion?**



## Questions about Part 2



**4. On page 22 we talked about collecting information through a survey.**

**A template survey can be found in the Guide on page 27.**

**What do you think about the template survey?**



**5. Do you think the guide will help political parties to collect and publish diversity information?**

**Please tell us why you think this.**

## Questions about part 3



**6. Do you think the guide will help political parties have more women candidates?**

**Please tell us why you think this.**



**7. Do you think there is anything else they can do to improve this?**

## Welsh language questions



**8. Do you think the guide would have any effects on the Welsh language?**



**9. What could be done to improve the guide to make sure the Welsh language is treated fairly to the English language? Or have positive effects on the Welsh language?**

## Anything else



**10. Is there anything else you would like to say about the guide?**

## About you



**Name:**



**Who you work for, if you are answering for an organisation:**



**Are you or your organisation based in Wales?**

Yes

No



We will make a report about people's answers.



We will **publish** it on the internet.



If you do not want your name to be included, please tick here:



# How to respond

You can:



- Fill in our online form: <https://www.gov.wales/diversity-and-inclusion-guidance-for-registered-political-parties>



- Download, fill in our response form and email to: [Seneddreform@gov.wales](mailto:Seneddreform@gov.wales)

Please write '**diversity guidance consultation**' in the subject line.



- Download, fill in our response form, print it and post to:

Diversity guidance consultation

Senedd Reform Division

Welsh Government

Cathays Park

Cardiff

CF10 3NQ



We use your information by following a law called **UK General Data Protection Regulation (UK GDPR)**.



Our staff will be able to see your answers.



Sometimes we ask other organisations to help us understand people's answers. They may see your information too.



We normally publish a report showing the kinds of things people said.



Sometimes this means people's personal details are included. Please tell us if you do not want your personal information included.



If you are in our report the information could be available for a long time.



But information that is not published is only kept for 3 years.

The data protection laws give you the right to:



- Know what information we have about you and how you can see it.
- Make us change any mistakes in the information about you.
- Ask us not to use the information in some cases.
- Ask us to delete the information we have about you in some cases.
- Move the information about you somewhere else in some cases.
- Complain to the Information Commissioner's Office.

If you would like to know more about how your information is kept and used please contact us at:



Data Protection Officer  
Welsh Government  
Cathays Park  
Cardiff  
CF10 3NQ



**Email:** [DataProtectionOfficer@gov.wales](mailto:DataProtectionOfficer@gov.wales)



You can also contact the Information  
Commissioner's Office:  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF



**Tel:** 01625 545745 or 0303 123 1113



**Website:** <https://ico.org.uk>

# Hard words

## Candidate

A candidate is a person who stands for election, they ask people to vote for them.

## Diversity

Diversity means people are not all the same. People come from different backgrounds, make different choices and have different needs.

## Inclusion

Inclusion means anyone can take part and has a fair chance.

## Political party

A political party is a group of people who have similar ideas about how to run a country.

## Publishing

Publishing means sharing information with the public.