

**Manon Antoniazzi**

Prif Weithredwr a Chlerc y Senedd  
Chief Executive and Clerk of the Senedd

27 January 2026

Mark Isherwood MS  
Chair of Public Accounts and Public Administration Committee  
Senedd Cymru

Dear Mark,

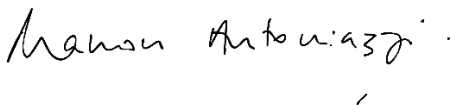
**Public Accounts and Public Administration Committee Report on the Scrutiny of Accounts 2024-25.**

I am writing in response to the Public Accounts and Public Administration Committee report on the Scrutiny of Accounts 2024-25. I would like to thank the Committee for its scrutiny.

The Commission notes the views and comments of the Committee along with your recommendations concerning the Commission. We have addressed these in the attached Annex. If you would like any further information on any matter covered in the Annex, please do not hesitate to let me know.

I would like to take this opportunity to assure the Committee that we remain as committed as ever to providing greater clarity and assurance through external scrutiny and audit as well as through our internal governance framework. The Commission's approach is always to try to operate with openness, transparency and clarity.

Yours sincerely,





**Manon Antoniazzi**  
**Prif Weithredwr a Chlerc y Senedd / Chief Executive and Clerk of the Senedd**



Croesewir gohebiaeth yn Gymraeg neu'n Saesneg. We welcome correspondence in Welsh or English



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## Annex 1

### Public Accounts and Public Administration Committee Report on the Scrutiny of Accounts 2024-25

**Recommendation 1.** The Senedd Commission should provide further information on how their Carbon Neutral Strategy will change after Senedd Reform to meet the challenge faced by a significant increase in Members and officials.

Accepted.

We had planned a mid-term review of the Carbon Strategy, not just to reflect an expanded Senedd, but also to reflect changing attitudes and technologies since it was first published. We will conduct this review in 2026 and update the Strategy, both in light of Senedd Reform and a decision on the Bay32 accommodation project. We will be sure to involve Members in this process and inform the Committee of the outcome.

**Recommendation 2.** The Commission should share with the Committee any internal reviews that have taken place to assess the impact on the Commission's ongoing carbon emissions prior to the election.

Accepted.

We will conduct a review of the Carbon Neutral Strategy in 2026 as planned, to reflect the larger Senedd and the outcome of the Bay32 procurement process. We will be happy to share the outcome of this with the Committee.

**Recommendation 3.** The Senedd Commission should inform this Committee (or its successor) on any changes to their carbon emission target (currently KPI 14) and include further detail on how any new target is calculated.

Accepted.

We will be sure to discuss the review process with the Committee and any revised targets resulting from an updated Carbon Neutral Strategy, before making them part of our public reporting.

**Recommendation 4.** The Senedd Commission should provide an update on any monitoring work being done to better understand why an increase in applications from candidates from ethnic minority backgrounds is not resulting in a commensurate increase in appointments. These updates should be provided ahead of annual accounts scrutiny and include information on any substantive actions being taken by the Commission.



Accepted.

The Commission continues to monitor conversion rates from application to offer for ethnic minority candidates (and those from other protected characteristics). The Commission will provide an update its monitoring work, findings and actions ahead of annual accounts scrutiny.

**Recommendation 5. The Senedd Commission's recruitment processes should be reviewed to better understand whether they provide the reasonable adjustments required by neurodivergent candidates. This review should seek the views of neurodivergent candidates and appointees, to ensure the lived experience of that cohort is reflected fully.**

Accepted.

The Commission is undertaking a comprehensive review of recruitment processes that includes reasonable adjustments for neurodivergent candidates and all other disabilities.

In line with our legal duties under the Equality Act 2010, the Commission is also strengthening procedures to proactively identify and remove barriers for disabled and neurodivergent individuals at all stages of employment, including recruitment. Recent internal reviews have highlighted the need for clearer processes, better communication, and centralised funding for adjustments to avoid delays and inconsistency. As part of our action plan, we are:

- Centralising the budget for reasonable adjustments within HR to ensure timely provision and remove financial barriers.
- Enhancing training and awareness for recruiting managers about legal obligations and best practice.
- Improving communication and stakeholder engagement, including Occupational Health and HR, to ensure adjustments are identified and implemented effectively.
- Developing a more proactive approach to providing ergonomic equipment and assistive technologies.

Progress will be monitored by a newly-formed Reasonable Adjustments Steering Group.

**Conclusion 1. The Committee will include a recommendation in its Legacy Report asking our successor Committee to monitor the Commission's spending with Welsh suppliers.**

Noted.

