

Privileges and Procedures Committee

Diversity Forum

(16th Meeting)

13th March 2025

Part A (Non-Exempt)

All members were present.

Deputy L.K.F. Stephenson of St. Mary, St. Ouen and St. Peter, Chair
Deputy H.L. Jeune of St. John, St. Lawrence and Trinity, Vice Chair
Deputy L.M.C. Doublet of St. Saviour, Vice Chair
Connétable M.O.'D Troy of St. Clement
Deputy H.M. Miles of St. Brelade (for a time)
Deputy M.R. Ferey of St. Saviour
Deputy I. Gardiner of St. Helier North (for a time)
Deputy R.L. Kovacs of St. Saviour (for a time)

In attendance -

T. Oldham, Assistant Greffier, Committees and Panels, States Greffe
J. Hales, Research and Project Officer, States Greffe
C. Fearn, Secretariat Officer, Specialist Secretariat, States Greffe
C. Tucker, Assistant Secretariat Officer, Specialist Secretariat, States Greffe

Note: The Minutes of this meeting comprise Part A only.

Minutes.	A1. The Minutes of the meetings held on 3rd and 13th February 2025, having previously been circulated, were taken as read and were confirmed.
Thank you from the Chair.	A2. The Sub-Committee heard from Deputy L.K.F. Stephenson of St. Mary, St. Ouen and St. Peter, Chair, who extended her thanks to Deputy H.L. Jeune of St. John, St. Lawrence and Trinity, Vice Chair and Deputy L.M.C. Doublet of St. Saviour, Vice Chair for leading the Sub-Committee during her absence on Parental leave.
Actions list and work programme.	A3. The Sub-Committee, with reference to its Minute No. A6 of 13th February 2025, noted the ongoing work programme and actions list. The Sub-Committee noted the ongoing action related to the diversity of recruitment within States-owned bodies and Arm's Length Organisations (ALOs) (Minute No. A7 of 13th February 2025 refers). It was recalled that the Sub-Committee had agreed to request a formal update from Government regarding the action taken to implement the proposals outlined in the report entitled 'Diversity of Public Sector Appointment – Research by the Diversity

Forum' (R.25/2022 refers). The Sub-Committee was informed that Deputy C.S. Alves of St. Helier Central, Assistant Chief Minister, would attend its next scheduled meeting to provide an update on this matter, as a representative of Government with responsibility for diversity, equity and inclusion.

Women for Politics.

A4. The Sub-Committee, with reference to its Minute No. A7 of 13th February 2025, welcomed Mesdames K. Wright, Chair of FREEDA (Free from Domestic Abuse) and founder of the Diversity Network, and L. Cleary, Chair of Women for Politics (WFP), in connexion with the upcoming work of WFP with regard to the diversity of recruitment within States-owned bodies and Arm's Length Organisations (ALOs).

It was recalled that WFP had been re-established by Ms. Wright from the extant Women in Politics Group (WIP), which had been co-founded by Deputy L.M.C. Doublet of St. Saviour, Vice Chair. WIP had played an integral role in achieving diversification in the States Assembly, as well as within States-owned bodies and ALOs. The benefits of such campaign groups were outlined, particularly in relation to encouraging female Islanders to exercise their democratic rights or to stand for election. The Sub-Committee was informed that, following a brief hiatus, the work of WFP was due to resume under the leadership of Ms. Cleary as the appointed Chair. Ms. Cleary, as a Board Member of the Ports of Jersey, Chair of the Treasury Advisory Panel and Director of various private funds, expressed interest in ensuring a diverse representation within the States Assembly and increasing voter engagement across all demographics to enhance diversity, equity and inclusion.

It was noted that WFP's position as an apolitical support system had facilitated the collaboration between female Islanders and politicians, providing mentorship and insight into the roles and responsibilities that female Deputies held in the Assembly. WFP's mentorship approach fostered an open and accessible dialogue to provide support on perceived issues and, subsequently, aimed to enhance the diversity of the States Assembly and amplify the voices of women from diverse backgrounds. The issue of intersectionality was highlighted, and it was noted that WFP aimed to address the imbalance in political engagement in underrepresented groups such as ethnic minorities and those identifying as lesbian, gay, bisexual, transgender and queer or questioning (LGBTQ+). Several barriers which had previously deterred women from standing for election were acknowledged, namely a lack of confidence, fear of failure and a lack of experience in public speaking. Concerns were also raised regarding misogynistic comments on social media platforms and the need for additional support and protection to be provided to ensure the safety and security of candidates.

Ongoing campaign discussions had been held with the States Greffe Digital and Public Engagement Team and Vote.je in order to mitigate these barriers, including a proposed campaign to encourage women to stand for Connétable in each Parish. Further potential areas of work to encourage greater diverse representation within the Parishes were also highlighted, such as the Roads Committees, which often comprised entirely male memberships. The importance of this work was commended and potential collaboration opportunities to ensure the diversification of Jersey's political sphere were noted.

The Sub-Committee thanked Ms. Wright and Ms. Cleary for the update, and they withdrew from the meeting.

Commonwealth Parliamentary

A5. The Sub-Committee, with reference to its Minute No. A4 of 13th February 2025, welcomed Ms. L.-M. Hart, Greffier of the States, and Ms. J. O'Brien, Head of Digital and Public Engagement, States Greffe, to the meeting and considered a report entitled 'Diversity Forum Proposed Actions Plan – Implementation of Commonwealth

Association
Report.

Parliamentary Association Gender Audit Report (2024)'.

It was recalled that the Sub-Committee had previously considered recommendations outlined in the Commonwealth Parliamentary Association's (CPA) Gender Sensitive Parliament Self-Assessment report, which had been completed following an internal Gender Audit undertaken by the Sub-Committee, as previously constituted, in 2019. These recommendations had been discussed in detail and further comments from the Sub-Committee had been communicated to the Greffier of the States on 6th March 2025.

Having considered the recommendations, the following updates were provided by the Greffier of the States –

Recommendation No. 13 – Accessibility Audits of the States Assembly Building

It was recalled that this recommendation had suggested that an accessibility audit of the parliamentary estate be conducted, to be led by the Diversity Forum. It was noted that in succession of the 'States Building Access Audit' completed in 2018 and the 'Accessibility Audit of the States Building', which had been undertaken by Liberate in 2020, minor alterations had been made to the States Building to improve accessibility. However, concerns were raised regarding the practicality of a number of the recommended adaptations which would require major refurbishments to the Grade One Listed building. The Sub-Committee acknowledged the building's constraints and subsequently emphasised that it was vital to ensure that transparency with prospective candidates with disabilities was prioritised. It was proposed that future candidates would be informed of the limitations of the building via 'Plan to Stand' campaign materials, outlining the accommodations that could be made for those who were less physically abled.

The Sub-Committee noted further issues in relation to the safety and security of the States building, including the following matters –

- the requirement to test chair lift equipment during fire drills;
- the shared nature of building with the Courts;
- the presence of cars in the Royal Square;
- the security protocols present at the public entrance, such as the lack of airport style security checks and panic alarms;
- the lack of appropriate lighting in corridors; and
- the open nature of the public gallery as a security threat to Members.

Whilst it was acknowledged that internal doors would be upgraded with pin coded access, in order to mitigate some security concerns, the Sub-Committee would correspond with Mr. S. Cartwright, Chief Officer, Bailiff's Chambers to reiterate the importance of these concerns. Following this, the Sub-Committee noted that it would correspond with the Building Users Steering Group (BUSG) once clarity had been sought. The opportunity for Members to attend a future meeting of the BUSG was also noted.

Turning to the outstanding recommendations, the Greffier of the States provided the following updates –

- the Privileges and Procedures Committee (PPC) was due to discuss the development of a women's caucus for all female States Members;
- discussions would be held with the PPC regarding the formalisation of a family-friendly room and associated signage for dependents visiting States Members in

the building, although security and safeguarding concerns were raised in this connexion;

- quarterly meetings for States Greffe staff had facilitated the discussion of wellbeing issues and a further review of 'Life at the Greffe' would be conducted to ensure that wellbeing matters were considered by the Senior Leadership Team;
- the option to include training undertaken by States Members on the States Assembly website was available and further discussions regarding its implementation were ongoing;
- work was being undertaken by the PPC to define bullying and harassment and would be included in the revised Code of Conduct for Elected Members and accompanying guidance notes, which were being finalised, and further training on bullying and harassment would be provided to all States Members;
- a separate survey would be undertaken, in addition to the candidate nomination form, to allow data on diversity to be gathered from prospective 2026 Election candidates;
- amendments to the Elections (Jersey) Law 2002, to ensure that the home addresses of States Members were not widely available to the public, would be brought forward by the PPC;
- work was being undertaken to ensure gender-neutral language was present on all pages of the States Assembly website;
- a video highlighting the expected behaviour of States Members and candidates was in progress with the Campaign Manager of Vote.je; and,
- the Machinery of Government PPC Sub-Committee was in discussion with Ministerial Officers to define Ministerial roles.

Having considered the recommendations, it was agreed that further updates in this connexion would be considered as a standing item on future Sub-Committee meeting agendas.

The Sub-Committee thanked the Greffier of the States and Ms. O'Brien for the update and they withdrew from the meeting.

Actions:

Task Owner	Action
RPO	To draft correspondence to Mr. S. Cartwright, Chief Officer, Bailiff's Chambers to reiterate concerns in connexion with the accessibility of the States building.
ASO	To include a standing item on future Agendas to receive updates on the progress of the CPA recommendations.
GOS	To discuss the formal provision of a family-friendly room and possible associated signage with the PPC.

Access-
ibility of the
States
Building:
oral
question.

A6. The Sub-Committee, with reference to its Minute No. A5 of 13th February 2025, noted the response of Connétable A.N. Jehan of St. John, Minister for Infrastructure, to an oral question posed by Deputy H.M. Miles of St. Brelade in the States Assembly sitting of 25th February 2025, in connexion with the accessibility of the States Assembly Building (OQ.37/2025 refers).

The Sub-Committee recalled that Deputy Miles had enquired whether the necessary

work was being carried out in the States building to ensure compliance with disability legislation and whether such work was being prioritised. The Minister had acknowledged the requirement for the States building to be accessible, particularly to mitigate the risk of deterring less physically abled candidates from participating in the upcoming 2026 Election. Whilst the Minister concurred that accessibility was of the utmost importance, the financial and logistical challenges in achieving this were highlighted.

It was recalled that officers from Jersey Property Holdings (JPH) had met with the Sub-Committee on 13th February 2025 to discuss this matter further and had undertaken to produce a report which would prioritise key recommendations to improve the compliance of the building. The report would also clarify the remit of recommendations, as to whether they were the responsibility of the landlord or the tenant, and highlight additional barriers to certain recommendations, such as a requirement for planning permission. It was noted that the report had not yet been received from JPH and that the agreed 4-week timeline had elapsed. The Sub-Committee requested that the matter be followed up with JPH.

Actions

Owner	Action
RPO	To contact JPH in connexion with the building compliance report.

Government
Diversity,
Equity and
Inclusion:
update.

A7. The Sub-Committee, with reference to its Minute No. A3 of 13th February 2025, received an oral update from Deputy M.R. Ferey of St. Saviour, Assistant Chief Minister, in connexion with the ongoing work of Government regarding diversity, equity and inclusion (DEI).

The Sub-Committee recalled that Deputy Ferey would provide an update on behalf of Government in relation to ongoing DEI matters at each meeting.

It was noted that the 2025 People Services Business Plan (the Plan) sought to create a supportive work environment by prioritising strong leadership and trust across the Government of Jersey. In particular, the Plan aimed to build a culture of trust to facilitate staff in speaking up against injustices and DEI matters. It was envisaged that this would be achieved via the implementation of Human Resources policies which fostered a culture of trust and aligned with the Codes of Practice and organisational values. Regular reviews and the implementation of feedback was also proposed to ensure that the Plan adapted to the changing needs of Government employees. Further mandatory training modules and performance objectives to promote DEI initiatives were outlined. The modules aimed to ensure behaviours across each Department would reflect the overarching DEI aims of the Government of Jersey.

The Sub-Committee was advised that the Inspiring Women into Leadership and Learning (IWILL) Government of Jersey network sought to establish a third cohort to participate in the Board Apprentice Scheme. The scheme, which was open to female candidates across the Government of Jersey, provided women within the organisation with experience and training in relation to Board Member activities. The Sub-Committee noted the importance of this scheme in increasing female representation on Boards, particularly in connexion with the role of Chair. It was proposed that any interested female States Members would contact Deputy Ferey to register their interest.

The Sub-Committee thanked Deputy Ferey for the update.

Date of next
meeting.

A8. The Sub-Committee noted that its next scheduled meeting was due to be held on 15th May 2025, from 10.00 am to 12.00 pm, in the Blampied Room.