



JERSEY

COMMONWEALTH PARLIAMENTARY ASSOCIATION GENDER SENSITIVE PARLIAMENT SELF-ASSESSMENT

FINAL REPORT



ABOUT THE CPA

The Commonwealth Parliamentary Association (CPA) connects, develops, promotes and supports parliamentarians and their staff to identify benchmarks of good governance and the implementation of the enduring values of the Commonwealth. The CPA collaborates with parliaments and other organisations, including the intergovernmental community, to achieve its statement of purpose. It brings parliamentarians and parliamentary staff together to exchange ideas among themselves and with experts in various fields, to identify benchmarks of good practices and new policy options they can adopt or adapt in the governance of their societies

ABOUT THE CWP

The Commonwealth Women Parliamentarians (CWP) is the network of women Members of the Commonwealth Parliamentary Association's Parliaments and Legislatures. The CWP network provides a means of capacity-building for women elected to Parliament to be more effective in their roles, improving the awareness and ability of all Parliamentarians, male and female, and encouraging them to include a gender perspective in all aspects of their role - legislation, oversight and representation and helping Parliaments to become gender-sensitive institutions.

ABOUT THE AUTHORS

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FOREWORD FROM THE GREFFIER AND CHAIR OF THE DIVERSITY FORUM

We are pleased to have undertaken a Gender Sensitive Parliament Self-Assessment and acknowledge its recommendations across the four CPA dimensions.

The States Assembly has made significant cultural and formal reforms in recent times, particularly in relation to the increased representation of women in the Assembly, who currently constitute 47 per cent of our Members. Additional work has also been undertaken in relation to virtual participation, which has fostered a culture of flexible working that accommodates the various needs of States Members, especially those with caring responsibilities. However, we acknowledge that more work remains in order to align the States Assembly with the principles of a Gender Sensitive Parliament, which is of utmost importance to the Diversity Forum and the wider Assembly.

We extend our thanks to the CPA and the authors of this report, Ms. Bénite Dibateza and Dr. Jessica. C. Smith.

We have carefully considered all the recommendations to determine how best to implement those that are able to be actioned, so that the States Assembly can continue to improve upon our gender sensitive legislature.



Lisa Hart,
Greffier of the State



Lucy Stephenson, Deputy,
Chair of Diversity Forum

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EXECUTIVE SUMMARY

In 2019, The States Assembly of Jersey's Diversity Forum undertook its own internal gender audit, based on the Inter-Parliamentary Union's 'Plan of Action for Gender Sensitive Parliaments', to "generate further debate amongst States Members and the public about how to ensure that the States Assembly becomes gender-sensitive". Since then, the make-up of Jersey's States Assembly has shifted with women now making up 47% of Members. Several recommendations from the 2019 audit have been institutionalized, moving the Assembly toward greater diversity and gender sensitivity.

The Gender-Sensitive Parliament assessment conducted by the Commonwealth Parliamentary Association from 1 July to 5 July 2024 aims to evaluate developments since 2019. The Gender-Sensitive Parliament assessment conducted by the Commonwealth Parliamentary Association aims to evaluate developments since 2019 and identify areas for further improvement in the formal and informal workings of the States Assembly to fully achieve Gender-Sensitive Parliament (GSP) principles. While the recent election saw an increase in women's descriptive representation, GSP principles emphasize that gender sensitivity goes beyond simply increasing numbers; it involves ensuring the full and meaningful participation of all Members.

Gender-Sensitive Parliament self-assessments have the capacity to enable parliaments to better address the needs of both Members and parliamentary staff. These assessments are crucial not only for those who identify as women but also for individuals from, and who represent, a wide range of historically underrepresented groups. By adhering to the CPA's standards and the four dimensions of Gender Sensitive Parliaments (GSP) outlined in the 2020 CPA Guidelines, these assessments aim to critically examine the governing structures, rules, practices, culture, facilities, and institutional resources of parliaments, with the overarching goal of making these institutions more inclusive and representative.

Since 2019, there have been significant cultural and formal reforms within the Assembly. The assessment revealed that the States Assembly is learning and improving in areas such as childcare and flexible working, training and mentoring, and candidate recruitment. Like many parliaments worldwide, the Jersey States Assembly adapted during the Coronavirus pandemic, transitioning much of its work to virtual platforms. Lessons from this experience¹ have been incorporated into ongoing practices, including virtual participation, which supports a culture of flexible working that accommodates various needs, such as caring responsibilities, illness, and bereavement.

Any progress made must be continually monitored and reviewed to ensure that reforms are not only implemented but are also effective and responsive to the changing political landscape. GSP principles underscore the importance of ongoing evaluation, particularly in light of evolving societal dynamics and political challenges. For instance, recent years have seen increasing concerns about violence against women in politics, particularly online abuse and harassment. This global trend threatens to undermine the progress made toward gender equality in political spaces and highlights the necessity of robust, gender-sensitive policies that protect all Members and staff. During the self-assessment it was often said that Jersey is a 'changing society' and that the States should work towards reflecting that diversity in its staff and elected Members as well as how it operates as both as a democratic institution and a workplace.

¹ See CPA's previous report Effective and Inclusive Parliaments about the experiences of parliaments across the British Isles and Mediterranean Region, <https://www.uk-cpa.org/media/4661/effective-and-inclusive-parliaments-final.pdf>

RECOMMENDATIONS

Despite advancements, more work remains. Those involved in the 2019 audit noted a lack of broader institutional recognition of the original report. For the success of this current report, it is crucial that it be widely circulated, debated, and understood within the States Assembly and by the general public. This ongoing process of monitoring, reviewing, and adapting is central to the principles of a Gender-Sensitive Parliament, ensuring that the States Assembly continues to evolve as an inclusive and supportive environment for all. To ensure that the findings and recommendations of this Report are considered and implemented, this report makes one crucial recommendation:

Recommendation 27:

The Diversity Forum to develop a gender equality plan that should detail efforts and ambitions for each of the four CPA dimensions, indicating which recommendations included in this Report will be prioritised, and in what time frames, and with what reviewing actions in place.

The report's other Recommendations are categorised in accordance with the CPA's 4 dimensions of GSP: (1) Equality of Participation within Parliament; (2) Parliamentary Infrastructure; (3) Parliamentary Culture; and (4) Gender Equality Policy/Women's Substantive Representation. Whilst responsibility lies with the States Assembly to prioritize the recommendations within these dimensions, the recommendations below can be implemented immediately to ensure gender sensitive practices are embedded throughout the practices and work of the institution:

Immediate Recommendations

DIMENSION 1: EQUALITY OF PARTICIPATION WITHIN PARLIAMENT

Recommendation 1:

The Election Observers Sub-Committee, a Sub-Committee of the Privileges and Procedures Committee, ahead of the 2026 election to hold an inquiry on diversity among Connétables to identify what mechanisms are in place to increase the diversity of candidates in future elections.

Recommendation 2:

The Privileges and Procedures Committee recommend that the Jersey Election Authority collates and publishes data on the diversity of States Assembly Members and candidates ahead, during and after all future elections.

Recommendation 3:

The Public Engagement Team to monitor the engagement and results of the '*Plan to Stand*' Campaign, with particular attention to the engagement and experience of underrepresented communities and formalise a commitment to its continuation in subsequent elections.

Recommendation 6:

Greffier to undertake the creation of clearly defined descriptions or outlines for all leadership positions within the States.



Recommendation 7:

Any description of responsibilities for a Chair of a Scrutiny Panel should include a commitment to equality and diversity in the membership of the Panel.

Recommendation 8:

States Greffe Digital and Public Engagement Team to review all role descriptions on the States Assembly website to ensure the use of gender-neutral language.

DIMENSION 2: PARLIAMENTARY INFRASTRUCTURE

Recommendation 9:

The Greffe, in collaboration with Estates staff, establish a designated family room accessible to both Members and staff within Morier House or Chambers. This room should be clearly signposted and equipped with appropriate facilities to support breastfeeding and other caregiving needs.

Recommendation 11:

Privileges and Procedures Committee to propose an amendment to Standing Orders to formalize the process for deciding whether sittings should continue past 5:30 p.m.

Recommendation 13:

States Assembly to conduct an accessibility audit, led by the Diversity Forum, with a concentration on the parliamentary buildings and spaces. The report of the audit and recommendations should be used to support its application for the CPwD Capital Investment Fund in 2025 or 2026.

Recommendation 15:

The States Greffe to collate, analyse, and consider the making public of, available data on the diversity impact of hybrid procedures, specifying differential use by Members of the different ways of virtual working.

Recommendation 17:

Default Members' address on the States Assembly website set to Morier House, Hill Street or an alternative suitable official address and Privileges and Procedures Committee to review the use and publication of personal phone numbers for Members.

Recommendation 18:

Amend Standing Order 128 to require at least one Minister or Assistant Minister in the membership of the Diversity Forum and specify that this Minister must not be the Minister responsible for Equality and Diversity.

Recommendation 19:

Interested Members to complete the CPA Parliamentary Academy course on 'Effective Women's Parliamentary Caucuses' before the end of the Assembly term and have a discussion on how best to proceed to establish the caucus.

DIMENSION 3: PARLIAMENTARY CULTURE

Recommendation 20:

The Privileges and Procedure Committee to have an interim review of the code of conduct to ensure there is an explicit statement or principle that defines bullying and harassment.

Recommendation 23:

The Greffe to include a video on the expected behaviour of Members and Candidates in the 'Plan to Stand' resources.

Recommendation 25:

Continue to provide coaching and counselling services to Members and States Greffe staff, with a committed budget to ensure the sustainability of these services.

Recommendation 26:

Enhance awareness and engagement with the Wellbeing Committee among all staff members by developing and communicating a clear workplan, ensuring that the committee's initiatives and opportunities are accessible to everyone.

DIMENSION 4: GENDER EQUALITY POLICY/WOMEN'S SUBSTANTIVE REPRESENTATION

Recommendation 28:

The Gender Equality Plan from Recommendation 27 should be formally debated in the Chamber.

Recommendation 29:

Staff should be given the opportunity to provide feedback on the Gender Equality Plan from Recommendation 27 through the Wellbeing Committee, with their input relayed to the Senior Leadership Team.

Recommendation 33:

Collect and publicly publish sex disaggregated data on witnesses and experts giving evidence to Committees and Panels.

Future-Focused

Looking toward the longer term, additional recommendations may require further consideration or deliberation before implementation. While these recommendations remain essential, they represent longer-term objectives that need careful planning and sustained effort.



DIMENSION 1: EQUALITY OF PARTICIPATION WITHIN PARLIAMENT

Recommendation 5:

Diversity Forum to propose an amendment to Standing Orders to require that 50% of Scrutiny Panels be chaired by women.

Recommendation 4:

The Privileges and Procedures Committee recommend that the Jersey Election Authority become responsible for the delivery and monitoring of the 'Plan to Stand' campaign.

DIMENSION 2: PARLIAMENTARY INFRASTRUCTURE

Recommendation 10:

Privileges and Procedure Committee to conduct a review of parental leave, including the possible use of proxy voting and a review of the return-to-work experiences of Members and formalise procedures for Members following parental leave.

Recommendation 12:

The Greffe to establish a Chamber Buildings Steering Group which includes both States Assembly and Courts staff to coordinate on the uses and security of the Chambers Building.

Recommendation 14:

Chambers Building Steering Group, when established, to review security provisions of Chamber Buildings and report findings and recommendations to the States Greffe Senior Leadership Team.

Recommendation 16:

States Greffe Office to review current social media processes in place focusing on the involvement and experiences of both staff and Members and learning from international best practice.

DIMENSION 3: PARLIAMENTARY CULTURE

Recommendation 21:

The States Assembly to engage an external gender and inclusion expert to deliver an annual bullying and harassment workshop that is mandatory for both Members and parliamentary staff.

Recommendation 22:

The Greffe to incorporate specific training on bullying and harassment into the training program for new Members and staff in the next parliamentary term.

Recommendation 24:

The Privileges and Procedures Committee (PPC) should review the feasibility of establishing a Code of Conduct for working relationships between Parish and Constituency Volunteers, Elected Members, and States Greffe Staff.

DIMENSION 4: GENDER EQUALITY POLICY/WOMEN'S SUBSTANTIVE REPRESENTATION

Recommendation 30:

The States Greffe to mainstream gender sensitivity training into the training programme for all Members and staff.

Recommendation 31:

States Greffe to monitor, collate, and publish data on training participation and review the training programme annually or at the end of each parliamentary term.

Recommendation 32:

Establish a dedicated stream of scrutiny, either under the Scrutiny Liaison Committee or the proposed Women's Caucus, focused on ensuring equality and diversity in policy.



INTRODUCTION

Gender Sensitive Parliaments:

A Gender Sensitive Parliament is one that is responsive to the “needs and interests of women in its structures, operations, method and work and is a workplace that removes barriers to women’s full participation”². The CPA offer guidelines on how Parliaments may work towards being a gender sensitive institution, beginning with undertaking a gender sensitive self-assessment and then continuing to perform these audits to track and understand progress and continued challenges. Beyond the formal rules that govern a Parliament, and the visible numbers of diverse members, these guidelines allow for institutions to examine their norms, culture, informal practices and behaviour across all aspects of parliamentary work by both elected members, staff and officials. Whilst the focus of these guidelines is gender it is recognised that gender intersects with many other identities, and that the provisions needed to allow for the full participation of all women must also address wider diverse identities.

There are four elements to a gender sensitive parliament, as seen in Figure 1; (i) Equality of Participation within Parliament; (ii) Parliamentary Infrastructure; (iii) Parliamentary Culture; and (iv) Gender Equality Policy/Women’s Substantive Representation.

The CPA provides guidelines based around these four elements to guide Parliaments on the process of becoming a Diversity/Gender Sensitive Parliament (D/GSP) (Figure 1). The guidelines allow for the allocation of responsibility for aspects of reform which is key to ensuring that diversity and gender sensitive practices are embedded in the day-to-day workings of an institution is ensuring there is continued accountability for these practices and clear monitoring of outcomes.

In their seven-step field guide the CPA defines a gender sensitive parliament as one that:

A Gender Sensitive Parliament:

Promotes and achieves equality of women and men across all its bodies and internal structures, and mainstreams gender equality throughout all its work, including the work of the parliamentary administration;

Is founded on gender equality, where women and men have an equal right to participate without discrimination or recrimination;

Fosters an internal culture that respects women’s rights, promotes gender equality, and respects the needs and realities of MPs – men and women – to balance work and family responsibilities;

Responds to the needs and interests of both men and women in its structures, operations, methods, and work, and has no barriers – substantive, structural, or cultural to women’s full participation;

Encourages political parties to take a proactive role in the promotion and achievement of gender equality;

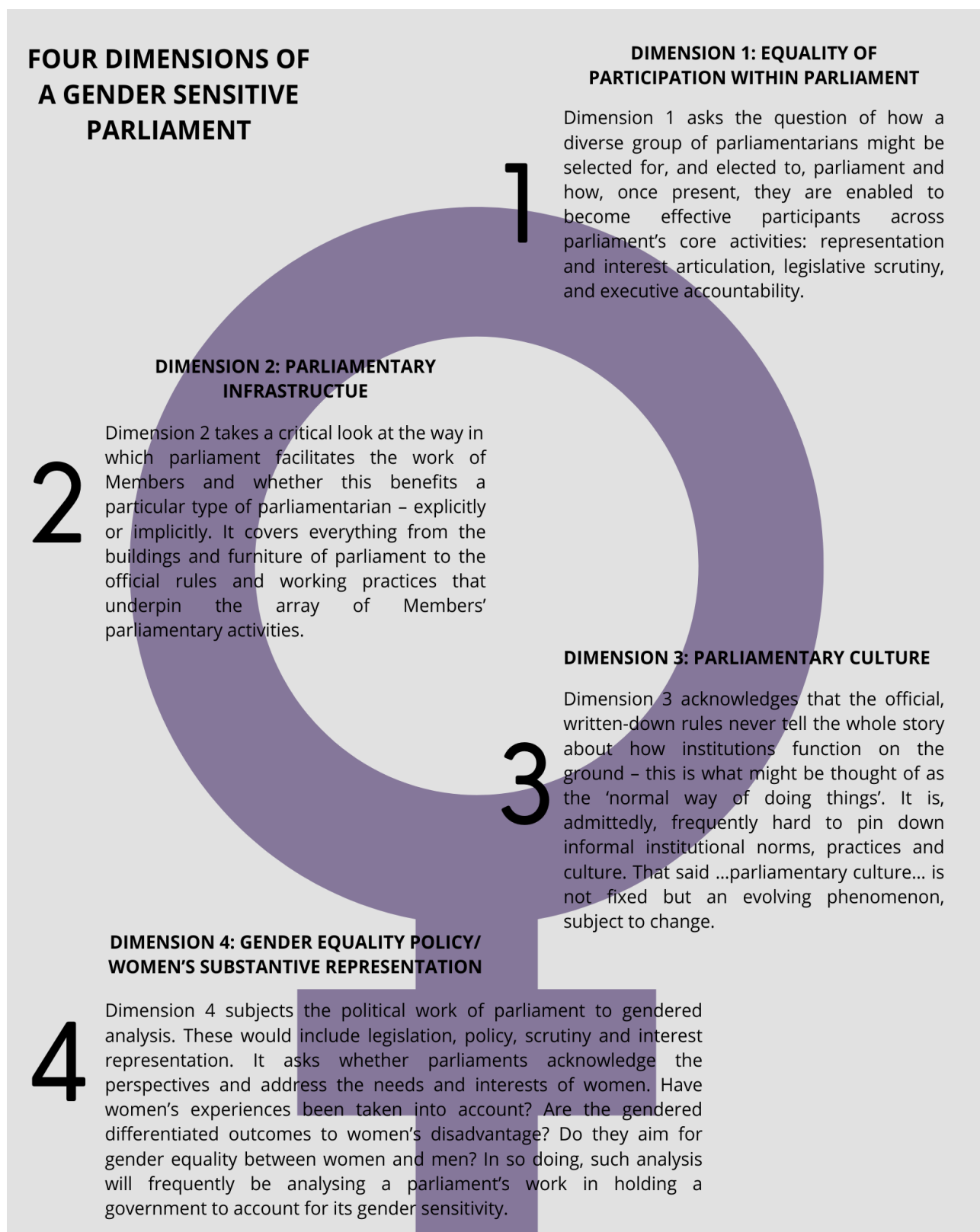
Extends beyond elected members and equips parliamentary staff with the capacity and resources to promote gender equality, and actively encourages the recruitment and retention of women to senior positions, and

Offers a positive example or model to society at large.

(Source: 2022 CPA GSP Field Guide)

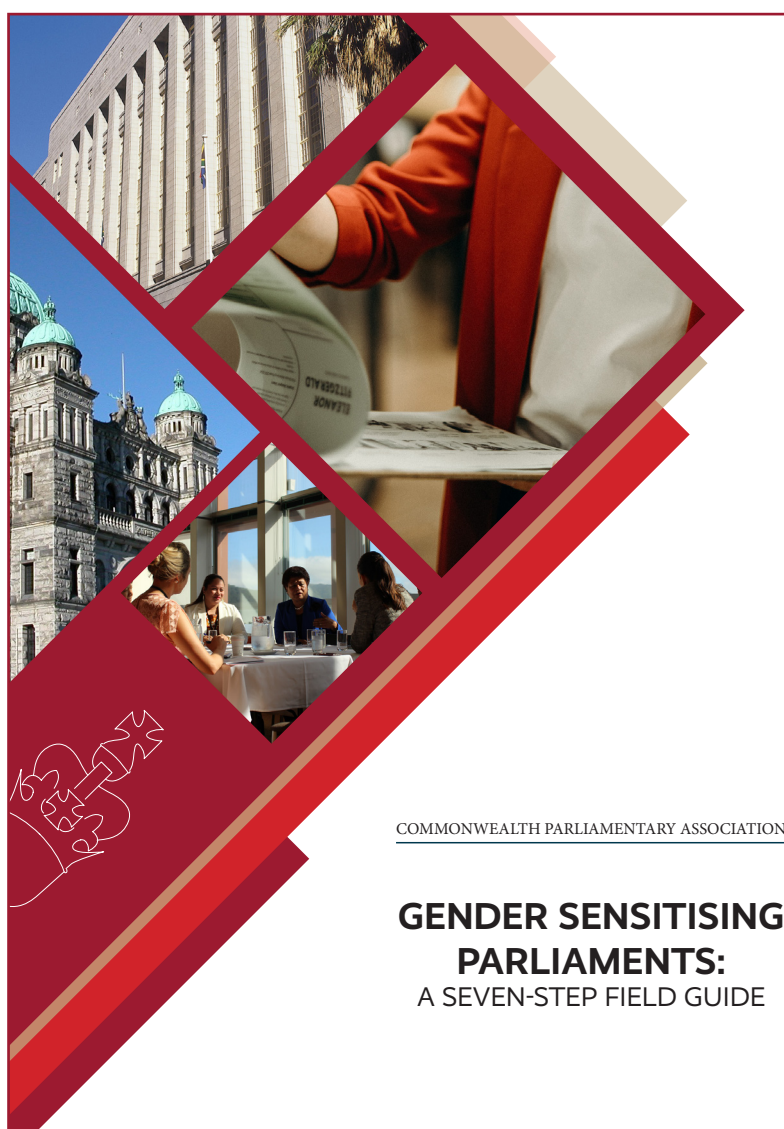
2 See 2020 CWP Gender Sensitising Parliaments Guidelines <https://www.cpahq.org/media/s20j1lws/cwp-gender-sensitizing-guidelines.pdf>

Figure 1. The Four Dimensions of a Gender Sensitive Parliament



The CPA Gender Sensitive Parliaments Guidelines: Standards and a Checklist for Parliamentary Change

The Commonwealth Parliamentary Association provides a 'Gender Sensitive Parliament Field Guide' which provides a checklist for member institutions that are seeking to become gender sensitive. It involves seven steps (Figure 2) through which institutions can create an appropriate workplan to deliver GSP activities.



Step 1: Understanding Gender Sensitivity

Parliaments explore the definition(s) of GSP, why GSP are important, and the various ways in which they can be and have been assessed, using the CPA's GSP Standards and Checklists

Step 2: Embracing Gender Sensitive Parliament Principles

The organisation institutionally and politically commits to embed the principles of a GSP into the parliament's structures, operations, methods, and work.

Step 3: Preparing a Team and Strategy:

Assessors set timelines, objectives, and resource levels for a GSP implementation team which can consist of, for example, an internal team of parliamentary members and researchers and or an external team of academic researchers and organisations.

Step 4: Performing Initial Diagnostics

Assessors explore what gender data are available and what data need to be generated using a customised GSP Checklist to provide a preliminary 'snapshot' by which to assess the parliament's readiness for a full gender sensitive review.

Step 5: Preparing the Review – Collecting Data

Surveys and interviews are developed and tested, then used to collect data. Focus groups and workplace observations of house proceedings, committee work, and use of facility space can also be employed. Data are analysed using statistical, comparative, and multi-year analyses as well as a red-amber-green light (RAG) rating system.

Step 6: Reporting of Findings and Making Recommendations

Gender sensitising reform options are generated using data analyses, presented to stakeholders for comment, then finalised. Details of required resources as well as policy and legislative changes are included in the GSP review, as are key performance indicators and dates for future assessments and reports.

Step 7: Monitoring Progress

Data are collected on a regular basis toward key performance indicators and are reported at regular intervals to track progress over time.



The States Assembly of Jersey self-assessment approached the seven steps in the following ways:

Step 1: Understanding Gender Sensitivity

In 2019 the Diversity Forum conducted its own 'Gender Audit' drawing on the Inter-Parliamentary Union's toolkit for institutions to conduct a review to assess the extent to which they are gender-sensitive and identify priority reforms and actions. The conducting of this audit gave some Members the knowledge and appropriate materials to understand gender-sensitivity.

Step 2: Embracing Gender Sensitive Parliamentary Principles

Following a meeting with the Chair of the Privileges and Procedures Committee and CWP Network Coordinator, Bénite Dibateza on 16 February 2024, the States of Jersey agreed to undertake a gender-sensitive self-assessment according to the Guidelines and Field Guide, updating its progress since the 2019 Gender Audit.

Step 3: Preparing a Team and Strategy

The States Assembly of Jersey, specifically the Chair of the Privileges and Procedures Committee, Chair of the Diversity Forum and the States Greffe met with Bénite Dibateza, CWP Network Coordinator to discuss the aims, stages, method, scope and timeline of the self-assessment. It was agreed that the self-assessment would comprise of both surveys and in-person interviews with both States Staff and Members and in addition to gender, matters related to diversity and inclusion were to also be considered in the delivery of the GSP self-assessment as part of the States Assembly's commitment to championing equality and diversity. Accordingly, this report highlights diversity and inclusion successes, gaps and potential areas of improvement in the Jersey States Assembly.

A service agreement was signed by the Baillif on 7 June 2024 formally committing to undertake the self-assessment.

Step 4: Performing Initial Diagnostics

In-house background research on equality in parliament with a particular focus on women in parliament was conducted by the CWP Network Coordinator. The CWP Network Coordinator CPA Headquarters Secretariat also developed a checklist that was to be completed by the States Assembly and a survey that was to be completed by both Members and staff before proceeding to step 5 of the self-assessment. The checklist and survey were shared with the States Assembly on 30 April 2024. A total of 39 surveys were received by the CPA Headquarters Secretariat.

Step 5: Preparing the review – Collecting data

Attending Jersey States Assembly in-person between 01 July to 5 July 2024, CPA Headquarters Secretariat staff, Ms Bénite Dibateza, CWP Network Coordinator and gender expert Dr Jessica C. Smith, Assistant Professor in Politics at the University of Southampton conducted a series of interviews. These were with ten elected Members (seven women and three men), and ten parliamentary staff (six women and four men). Interviews were also had with representatives from civil society organisations. The interview data, surveys and self-assessment checklist informed the construction of a Red-Amber-Green (RAG) assessment of the Assembly, Table 1 below.

Step 6: Reporting of Findings and Making Recommendations

This report constitutes step 6 of the CPA's 7-step approach to conducting self-assessments. It contains an analysis of the data collected gathered from all previous stages of the self-assessment including SMART (Specific, Measurable, Achievable, Realistic and Time-Bound) recommendations and goals that are achievable, and if implemented would lead to substantive institutional change. It is important to reiterate that the process of engaging in a CPA gender sensitive parliament self-assessment does not instantaneously nor guarantee to make Commonwealth parliaments and legislatures gender sensitive institutions. Reviewing a parliament's gender sensitivity is continuous and goes beyond simply publishing recommendations. It requires ongoing monitoring, reporting, and reviewing, including following up on the implementation status and outcomes of all gender sensitive reforms.

Step 7: Monitoring Progress

Step 7 comes after the completion of the report and the institutions action in response to the report. Some of the recommendations included specifically relate to this step in the importance of continually monitoring, reporting and reviewing the GSP agenda.

Table 1: Jersey States Assembly CPA Gender Sensitive Parliament Self-Assessment RAG Analysis

Dimension Name	Criteria	Green	Amber	Red
1. Equality of Participation within Parliament	Number of Women Members of the Assembly	Green		
	Diversity of Members of the Assembly		Amber	
	Women Members in Leadership Positions		Amber	
	Women's Membership in Committees	Green		
2. Parliamentary Infrastructure	Child Care & Child Friendly Provisions		Amber	
	Maternity & Parental Leave		Amber	
	Calendar & Sitting Hours	Green		
	Parliamentary Buildings & Spaces			Red
	Virtual Participation	Green		
	Equalities & Diversity Body (Policy)		Amber	
	Equalities & Diversity Body (Institutional)		Amber	
	Standing Order Review	Green		
3. Parliamentary Culture	Codes of Conduct/Behavioural Policies		Amber	
	Culture		Amber	
	House Commitment & Action Plan			Red
4. Gender Equality Policy/ Women's Sub- stantive Representation	Gender Mainstreaming			Red
	Training		Amber	
	Committee Witnesses		Amber	
	Gender Expertise (in-house and/or external)			Red
	Relationship with Civil Society Organisations		Amber	



Dimension 1: Equality of Participation within Parliament

Number of Women in the States Assembly

Jersey has made progress in recent years on women's descriptive representation. In the most recent election in 2022, there was an increase in the number of women elected to the States Assembly with 9 more women joining totalling 23 women. At the time of the self-assessment, 19 women compared to 18 men are elected Deputies bringing the number of women near parity with men as 47% of all Assembly members are women and 51% of Deputies.³ In the previous session, when the 2019 Gender Audit was conducted during the time the voting system instituted the position of Senators., there was a total of 14 women in the Assembly (8 Deputies, 3 Senators and 3 Connétables) compared to 35 men (21 Deputies, 5 Senators and 9 Connétables).⁴

Table 2. Women's Representation in the States Assembly

Election	Total Number Members of Assembly	Total Number of Women	Number of Deputies	Number of Women Deputies	Total % of Women in Assembly	Total % of Women Deputies in Assembly
2022	49	23	37	19	47%	51%
2018	49	14	29	8	29%	31%
2014	49	12	29	8	24%	31%

Table 3. Women Connétables of the States Assembly in the last three elections

Election	Total Number Members of Assembly	Total Number of Women	Number of Connétables	Number of Women Connétables	Total % of Women in Assembly	Total % of Women Connétables in Assembly
2022	49	23	12	2	47%	16%
2018	49	14	12	3	29%	25%
2014	49	12	12	3	24%	25%

This report agrees with the recommendation from the Election Observation and therefore advises that the Assembly must recognise the crucial role it has in advancing diversity among those who are elected as Connétables within their Parish. The Assembly must deepen its effort to ensure that greater consideration is given to diversity in the positions of Connétable to meet the CPA GSP standard that requires Commonwealth Parliaments to ensure that "gendered barriers to participation have been removed".⁵

³ <https://www.bbc.co.uk/news/world-europe-jersey-61905216>

⁴ <https://www.vote.je/previous-elections/2018-election/2018-candidates/>

⁵ <https://www.cpahq.org/media/s20jllws/cwp-gender-sensitizing-guidelines.pdf>

Figure 3. Women Members of Parliaments in the British Isles and Mediterranean Region

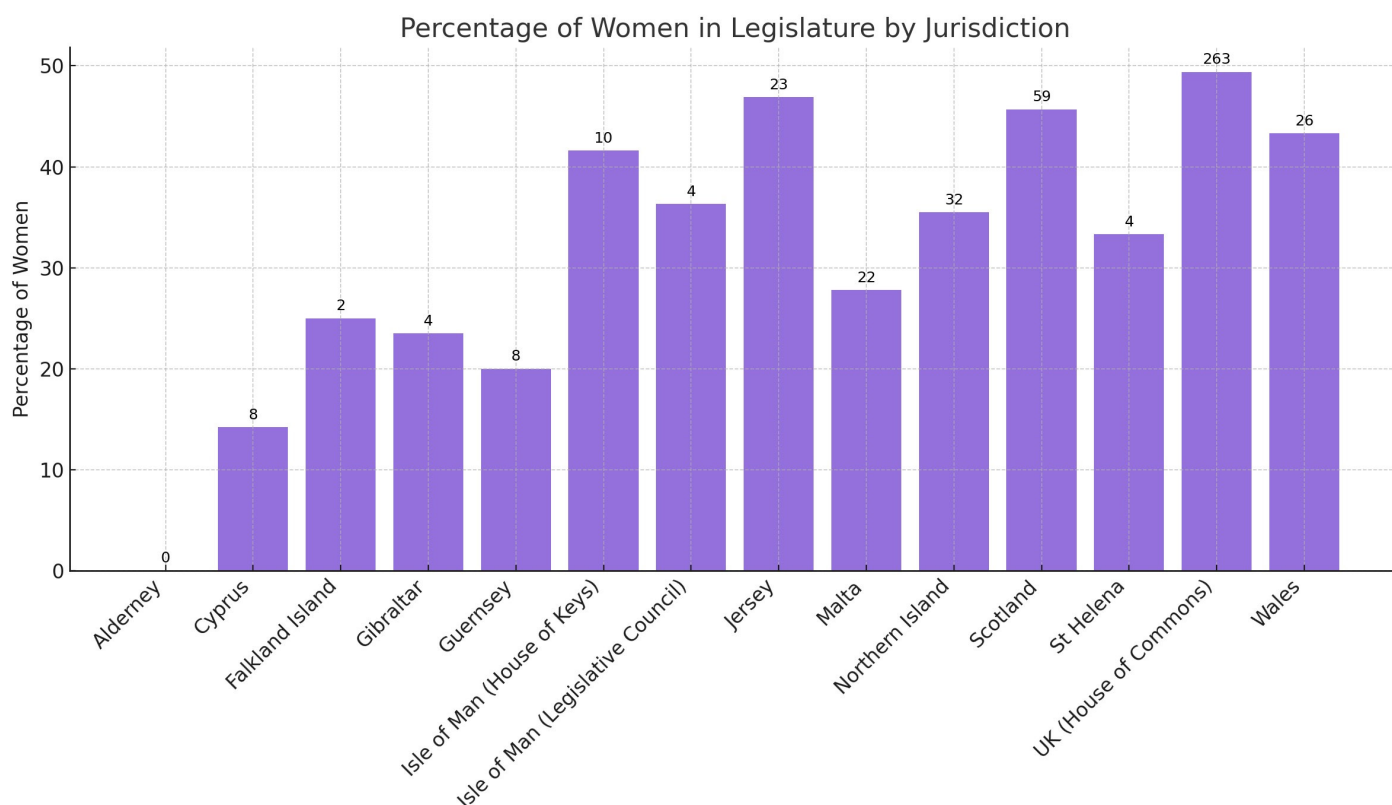


Table 2 shows that the States of Jersey since the last election has met the Commonwealth target of having no less than 30 per cent women in political and decision-making positions.⁶ Recently, the States also appointed its first woman Chief Minister. Compared to other legislatures in the British Isles and Mediterranean Region, Jersey has the highest percentage of women MPs (Figure 3).

Whilst the Assembly should be applauded for the increased number of women Deputies over the years, the self-assessment revealed that whilst representation of women is strongest amongst Deputies, amongst Connétables only 2 out of the 12 Connétables are women. Data gathered on the number of women Connétables in Table 3 from the past three general elections reveal that the Assembly has had no more than 3 women in a session elected into the Assembly as Connétables.^{7 8 9} The Comité des Connétables state that Connétables are the head of a Civil Parish and historically have been regarded as the “Father of the Parish” ... and is called upon to make him/herself available to all parishioners on any matter of collective or individual concern to them” and “are Members of the States by virtue of their office”.¹⁰ The 2019 audit report stated that due to the “closed nature of the parish system – it is easier to be elected if you are ‘in the know’ with the parish” which makes it difficult for women and persons from minority groups to be elected as Connétables.¹¹ Also crucial to note is the report of the CPA British Islands and Mediterranean Region (BIMR) Election Observation Mission to the Jersey General Elections in June 2022 which highlighted that all uncontested seats were for a Connétable seat, with 8 out of 12 Connétables elected unopposed (67%) only two of which were women. The report also recommended that “In order to consolidate and improve upon the success of the number of women elected... measures to strengthen women’s participation in elections could be considered, especially in elections for Connétables, in line with international good practice”.¹²

Recommendation 1:

The Election Observers Sub-Committee, a Sub-Committee of the Privileges and Procedures Committee, ahead of the 2026 election to hold an inquiry on diversity among Connétables to identify what mechanisms are in place to increase the diversity of candidates in future elections.

- 6 https://www.justice.gov.za/docs/other-docs/2005_GenderPoA20052015.pdf
- 7 <https://www.vote.je/previous-elections/2018-election/2018-candidates/2018-connetables/>
- 8 <https://www.vote.je/previous-elections/2014-election/2014-candidates/2014-connetables/>
- 9 <https://www.vote.je/previous-elections/2011-election/>
- 10 <https://comite.je/parish-officers/>
- 11 [https://statesassembly.gov.je/assemblyreports/2019/r.96-2019\(re-issue\).pdf](https://statesassembly.gov.je/assemblyreports/2019/r.96-2019(re-issue).pdf)
- 12 <https://www.uk-cpa.org/media/4901/final-report-2022-jersey-eom.pdf>



Diversity of Staff

Within the Senior Leadership Team of the States Assembly Greffe staff there is gender parity, and the office of the Clerk of the Parliament (the Greffier) is currently held by a woman, for the first time. More widely, there is gender diversity within the States Assembly staff, although officially data is not actively collated and published.

Diversity of Members

In speaking to both Members and staff within the Assembly there is a clear awareness that the demographics of Jersey have changed in recent years and the make-up of the Assembly needs to reflect this better. In the 2021 Census, 25% of Jersey residents identified as an ethnicity that was not Jersey or British, with 9.4% identifying as Portuguese/Madeiran, 1.9% Asian and 0.9% Black. Whilst some progress has been made, it is notable that many identities remain underrepresented and there is a lack of data on mapping this underrepresentation in both candidates and Members. It was only in the most recent 2022 election, that the first Black African Member and first Romanian Member were elected¹³ and the first Member of Portuguese heritage was elected in 2018. On many identities, there is no data on Members, for instance who identify as LGBT or with a disability. Formal, regular collection and making public data on the diversity of candidates and members is vital for transparency, to help forefront the issue of representation and is a key component of GSP.

Recommendation 2:

The Privileges and Procedures Committee recommend that the Jersey Election Authority collates and publishes data on the diversity of States Assembly Members and candidates ahead, during and after all future elections.



¹³ <https://statesassembly.gov.je/SiteCollectionDocuments/Election%20%2722%20Campaign%20Report%20-%20FINAL%2023%20November%202022.pdf>

In the 2019 Gender Audit, the Diversity Forum identified a series of possible issues in the recruitment of women, and some men, particularly minoritised men, to office (Box 1.1).

Box 1.1. Obstacles to Diverse Political Recruitment, Diversity Forum 2019 Audit

1. Unconscious bias: people tend to think of men as leaders
2. Low turnout and obstacles to voting
3. Cost of standing for election
4. Lack of support when it comes to campaigning and, especially, taking part in hustings, and varying levels of confidence about standing for election
5. Public criticism of politicians and the stress this can cause
6. Public criticism specifically of women, for example suggesting that female politicians should not take time away from work or change their working patterns to have children
7. Absence of childcare options for States Members
8. Long working hours culture in the Assembly and the public's perception that States Members should always be present for debates in the Chamber, no matter what
9. The closed nature of the parish system – it is easier to be elected if you are 'in the know' with the parish. The timing of parish meetings, which tend to be in the evening, is not helpful to people with young families.
10. A perception amongst some people that a 'businessman' is the ideal member of the States

Since the 2019 audit, the States Assembly and States Greffe have prioritised increasing the diversity of candidates, for instance by allocating significant resources into public engagement efforts targeted at hard-to-reach groups who may not traditionally have engaged with the States Assembly. Work on increasing representation has focused on the 'supply side' of political recruitment, which is measures which target the social and economic barriers that prevent more diverse candidates from putting themselves forward for (s)election.¹⁴ In the build-up to the most recent election in 2022, the States Assembly and States Greffe, in part building on the Diversity Forum's work, began a concerted public campaign to encourage more diverse members of society to stand for election with a concentration on hard-to-reach groups. Building on this experience, the ' ' campaign has begun in the run-up to the 2026 election. The campaign tackles barriers (1), (2) and (4) by 'demystifying' the job of being, and becoming, a States Member and presenting a more diverse view of who can become a States Member. The programme aims to target hard-to-reach communities for instance in its contact with community organisations and leaders and the translations of key materials. A review of the success of the campaign after the next election will allow the States to understand the outcomes of the campaign and how to ensure its effectiveness in continuing elections.

The self-assessment also revealed that increases have also come from the Reform Jersey party which has been active in its efforts to diversify its candidates, with activities such as training and mentoring of possible candidates as well as more grassroots support. As political parties in Jersey continue to develop, all parties' candidate programmes and selection processes should embed equality and diversity within their practices and in any monitoring and data collection of candidate diversity.

Recommendation 3:

The Public Engagement Team to monitor the engagement and results of the '*Plan to Stand*' Campaign, with particular attention to the engagement and experience of underrepresented communities and formalise a commitment to its continuation in subsequent elections.

¹⁴ Norris, P. and Lovenduski, J. (1995) *Political Recruitment: Gender, Race and Class in the British Parliament*. Cambridge: Cambridge University Press.



It remains the case, as identified in the 2019 audit, that there are no specific mechanisms to guarantee a certain number of women. The Diversity Forum in its 2019 report discussed the options of measures to require equal numbers of men and women for certain offices (at the time the office of Senator was considered but this office no longer exists), job sharing and requiring gender balance in multi-member seats. These options have not been subject to further discussion or review after the Audit.

While the ‘*Plan to Stand*’ Campaign and other informal efforts to increase diversity have been executed effectively, there are challenges in the current structure where the States Greffe staff oversee both recruitment and campaign elements. This arrangement can lead to conflicts of interest, particularly when incumbent Members are running for re-election or when relationships transition from candidate to Member. In the long term, it might be beneficial to consider transferring the ‘*Plan to Stand*’ campaign to an independent body, such as the Jersey Electoral Authority.

Recommendation 4:

The Privileges and Procedures Committee recommend that the Jersey Election Authority become responsible for the delivery and monitoring of the ‘*Plan to Stand*’ campaign.

The self-assessment identified a longer-term issue in increasing diversity in candidates is the requirement of British citizenship to stand for office. Whilst this report does not make a specific recommendation on continued discussions and efforts on political recruitment, the States Assembly may wish to bring it under consideration in the near future. As most candidates are independent, there is also a lack of funding for candidates which can act as a barrier to diverse recruitment. Any review of the ‘*Plan to Stand*’ campaign should consider the issue of campaign funding.

Many interviewees identified a barrier to facilitating diverse representation within the States Assembly is a lack of public engagement and participation in Island politics, and this is higher amongst certain groups. It was said if Jersey could mobilise “young people and minorities” the Assembly would look different. Public education and engagement form a key strand of work within the States Assembly for example in the communication strategies for the Greffe’s Digital and Public Engagement Team and the Political Awareness and Education Subcommittee. ‘Inclusivity’ is a guiding principle in the States’ Digital and Public Engagement Strategy which recognises the importance of the accessibility of communication to overcome barriers to access and the diversity of the States Assembly to ensure all demographic groups feel represented. The embedding of inclusivity and accessibility in public engagement strategies and a focus on its importance helps to address some of the barriers identified in the 2019 gender audit regarding the public perception of the Assembly, turnout and confidence in standing.

Women in Leadership Positions

In the leadership of the States Assembly, women are well represented in committee positions and leadership but remain underrepresented in Presiding Officer roles. In the 2019 gender audit, it was noted that 3 out of the 5 scrutiny panels were chaired by women, in 2024 we see similar numbers with now 5 out of 6 scrutiny panels being chaired by women.

Table 4. Women in Leadership Positions

Position	Men	Women
Members of Assembly	26	23
Presiding Officer	1	0
Deputy Presiding Officer	1	0
Committee Chairs	1	5
Party Leaders/Leaders of Party Caucuses	2	0
Clerk	0	1
Parliamentary Staff Senior Leadership Team	3	3

The 2019 Gender Audit considered the introduction of a formal requirement for all panels and committees to comprise of both men and women. Currently, there are no established rules governing gender representation in the leadership or membership of committees. Instead, the Assembly relies on informal commitments to diversity made by Chairs and Assembly Members. Although women have been well represented as Chairs of Scrutiny panels during this parliamentary session (Table 4) and in the previous session, only one panel was chaired by a woman after the 2014 election.¹⁵ The institutionalization of such rules would embed diversity into the structural framework of leadership, ensuring the continuity of these commitments across different leadership tenures and governance periods. This approach would help to reinforce the achievements made in gender representation and prevent potential backsliding in future sessions.

Recommendation 5:

Diversity Forum to propose an amendment to Standing Orders to require that 50% of Scrutiny Panels be chaired by women.

To further enhance diversity in leadership roles, the development of formalized job descriptions outlining specific responsibilities should be considered. These descriptions, which were identified as lacking in the 2019 Audit, could serve as a critical tool in individuals' decision-making processes, particularly post-election, when roles are being assigned. The absence of such descriptions has been recognized as a barrier to women considering leadership positions. As noted by an interviewee, clearly defined responsibilities can act as a role model in themselves, encouraging individuals to recognize their ability to fulfil the key elements of the role. Additionally, these descriptions can facilitate clearer relationships between Members and staff, clarifying the support available to Members in various roles. These descriptions should detail the responsibilities and expectations associated with each role, providing a structured framework that can guide both current and prospective office holders, these include leadership roles such as Chairs of Scrutiny panels but also other roles such as being a representative of international parliamentary groups.

Recommendation 6:

Greffier to undertake the creation of clearly defined descriptions or outlines for all leadership positions within the States.

Recommendation 7:

Any description of responsibilities for a Chair of a Scrutiny Panel should include a commitment to equality and diversity in the membership of the Panel.

To date, Jersey has only had one woman Chief Minister. The States of Jersey includes the ex officio Members of the Bailiff, Deputy Bailiff, the Attorney General, the Solicitor General, the Dean and the Lieutenant-Governor. As the 2019 Gender Audit identified, only one of these positions—the Solicitor General, from 1994 to 2008—has been held by a woman. Nor has there yet to be a female Bailiff or Deputy Bailiff. It was shared in an interview that there is an assumption that in order to become a Bailiff, an individual would have to “go through the ranks” of Solicitor General, Attorney General, Deputy Bailiff and then Bailiff which is the route that many Bailiffs have taken. Whilst it is recognised that these positions are Crown Appointments and non-elected office holders, attention should be given to how the historic gendered image and style of the Bailiff could perpetuate gender bias and stereotypes about who is viewed as an authoritative person and capable of holding the position.

It should be noted that on the Jersey Government website, the Bailiff role is described using exclusively male pronouns, it could be considered to change this to gender-neutral language.

Recommendation 8:

States Greffe Digital and Public Engagement Team to review all role descriptions on the States Assembly website to ensure the use of gender-neutral language.

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[https://statesassembly.gov.je/assemblyreports/2019/r.96-2019\(re-issue\).pdf](https://statesassembly.gov.je/assemblyreports/2019/r.96-2019(re-issue).pdf)



Since the 2019 Gender Audit, there has been progress within the Council of Ministers, particularly in the representation of women among Assistant Ministers, where women now comprise 50% of these roles compared to none in 2019. However, within the Council of Ministers, the gender balance remains skewed, with only four women serving alongside eight men, excluding the Chief Minister. Despite these advancements, there are still no formalized, institutional rules ensuring gender balance in these positions. The 2019 Gender Audit suggested that future considerations might include making it mandatory for the Chief Minister to appoint both a male and female Assistant Minister.

Currently, there is no dedicated ministerial portfolio for women's issues within the government. The Equality and Diversity Portfolio is presently managed as part of the broader responsibilities of one of the Assistant Ministers, rather than as a standalone role.¹⁶



¹⁶ <https://statesassembly.gov.je/assemblyreports/2024/r.118-2024.pdf>

Dimension 2: Parliamentary Infrastructure

Child Care & Child-Friendly Provisions

The self-assessment highlighted the considerable progress the States Assembly has made towards becoming a more family-friendly institution. Following the 2019 Gender Audit, amendments were made to the Standing Orders, allowing Members to be excused from duties for childcare reasons.¹⁷ Survey responses and interviews indicate that Members and staff appreciate the Assembly's flexibility and its evolving family-friendly workplace practices. The Assembly has notably become more accommodating of caring responsibilities, particularly in the wake of the COVID-19 pandemic and the introduction of virtual participation. In addition to these structural changes, smaller adjustments have also contributed to the development of a more open culture regarding family-friendly practices. For example, there have been instances where Members have requested, and been permitted, to bring children and partners to events such as Liberation Day, acknowledging that these are national holidays when children are not in school. However, it is important to note that some of these practices remain informal and ad hoc, dependent on the prevailing culture and leadership rather than being systematically institutionalized.

Historically, there has been an informal 'family room' within the Chamber building, intended for Members to breastfeed or use as a waiting area for Members' families. However, the room also served as a break room for Members, which diluted its intended purpose. The self-assessment revealed that some Members, including those with caring responsibilities, were unaware of the existence or availability of this space, as were some staff members. Although designating a dedicated family room within the Chamber building may be challenging due to the building's multi-use nature, it is recommended that a permanent, clearly signposted family room be established within Morier House or the Chambers. This room should be accessible to both staff and Members who wish to use it, properly labelled to ensure all Members and officials understand its purpose and new Members should be informed of its availability during their induction. It should not be a multipurpose room beyond its purpose as a family room. For example, the Parliament of New South Wales in Australia became an accredited Breastfeeding Friendly Workplace in 2007. It offers breastfeeding facilities to support employees who breastfeed to balance their personal and professional responsibilities. In May 2017, the Parliament appointed and fully equipped a Parents Room for working parents that provides a quiet space for individuals to care for their babies and children.¹⁸ Similar, following complaints about discrimination in the workplace, the Cyprus House of Representatives now 'tangibly shows' its sensitivity toward breastfeeding mothers by opening a breastfeeding room in April 2024 in the parliamentary building that provides privacy and is fully equipped to meet the needs of staff and visitors who may use it.^{19 20 21}

Recommendation 9:

The Greffe, in collaboration with Estates staff, establish a designated family room accessible to both Members and staff within Morier House or Chambers. This room should be clearly signposted and equipped with appropriate facilities to support breastfeeding and other caregiving needs.

A gap persists in the formal provision of childcare facilities within the States Assembly, which impacts the institution's alignment with gender-sensitive guidelines. Acknowledging Jersey's status as a smaller state institution, the establishment of full-time childcare services may not be practical or feasible. However, the consideration of more flexible, 'ad hoc' childcare solutions, such as the provision of a creche or partnerships with external local providers, could be beneficial for Members, staff, and visitors. The 2019 Gender Audit highlighted this issue, recommending that the Diversity Forum explore various models of childcare provision utilized by other parliamentary bodies and local businesses. Revisiting this recommendation could provide valuable insights into developing a tailored approach to childcare support within the Assembly.

¹⁷ Standing Order 53(4)

¹⁸ <https://www.breastfeeding.asn.au/breastfeeding-friendly-workplaces/accredited-workplaces/parliament-nsw>

¹⁹ <https://in-cyprus.philenews.com/local/parliament-opens-breastfeeding-room-for-employees-and-visitors/>

²⁰ <https://cyprus-mail.com/2024/02/29/parliament-urged-to-establish-breastfeeding-regulations/>

²¹ <https://cyprus-mail.com/2024/04/18/parliament-opens-lactation-room-for-working-mothers/>



The self-assessment identified the absence of formal rules regarding breastfeeding or the presence of infants in the Chamber. This matter is currently left to the discretion of Members, to be addressed as situations arise. While Standing Order 53(2) allows Members to be excused from the Chamber for breastfeeding breaks, the lack of formalization in this area presents a gap in adherence to Gender Sensitive Parliament (GSP) principles.

The 2019 Gender Audit highlighted job sharing as a potential strategy to increase the number of women elected, by promoting more family-friendly working practices for members. However, the self-assessment revealed that there has been little further discussion on this option since the audit. The self-assessment also noted that a culture of flexible working exists among Greffier staff, where arrangements are typically negotiated informally between line managers and their teams. While this approach generally functions well, it may be beneficial to develop a more formalized and transparent set of options for reference. This would clarify what staff can request from their managers and what managers are empowered to facilitate, thereby fostering more equal and open working relationships.

Maternity & Parental Leave

Following the 2019 Gender Audit, Members are now permitted to be excused from their duties for childcare, including parental leave, under Standing Order 53(2). This provision allows Members to be excused from sittings for up to 26 weeks, with the flexibility to attend sittings within this period and still be excused from subsequent ones. The self-assessment found that while there is informal provision for parental leave cover—such as other Members in multi-member districts handling casework—there remains no provision for proxy voting. In the survey, a majority of respondents (22 out of 37), including both staff and Members, expressed support for the formal adoption of a proxy voting policy. This policy would enable Members absent from the Assembly due to reasons such as baby leave or illness to have another Member cast a vote on their behalf.²² The Privileges and Procedures Committee should undertake a review of the potential implementation of proxy voting within the States Assembly, exploring the feasibility, benefits, and challenges of allowing Members to designate a proxy to vote on their behalf during periods of absence, such as parental leave or illness. The review can draw on the experience of other jurisdictions use of this tool, such as the States of Guernsey and the Parliament of the United Kingdom.

Included in this review could also be an examination of the return-to-work experiences and procedures for Members following periods of leave, notably parental leave. The self-assessment identified an informal culture of support for Members returning to work after the 26-week parental leave period. This support includes the option of hybrid participation, allowing Members greater flexibility in how they attend meetings and engage in scrutiny work. Whilst, again, the culture is felt to be supportive a review of these return-to-work experiences and procedures for Members who have taken parental leave would be beneficial. This review should focus on identifying best practices, potential gaps, and opportunities for formalizing support mechanisms, ensuring a smooth and inclusive transition back to parliamentary duties.

Recommendation 10:

Privileges and Procedure Committee to conduct a review of parental leave, including the possible use of proxy voting and a review of the return-to-work experiences of Members and formalise procedures for Members following parental Leave.

Calendar and Sitting Hours

The self-assessment noted that the Assembly does not convene during school holidays, and late-night sittings are uncommon. Following a recommendation from the 2019 Gender Audit, it has become customary for the Bailiff to ask the Assembly by the Midday adjournment whether or not to continue sitting beyond 5:30 p.m., allowing Members with caring responsibilities time to make necessary arrangements. However, this practice is not codified in the Standing Orders, and there is no standardized wording for how the question is presented to the Chamber. Formalizing this rule within the Standing Orders, with consideration of the use of neutral and consistent language, would ensure uniform application and clarity.

Recommendation 11:

Privileges and Procedures Committee to propose an amendment to Standing Orders to formalize the process for deciding whether sittings should continue past 5:30 p.m.

²² 6 out of the 8 Members who completed the self-assessment survey agreed with proxy voting.

Parliamentary Buildings and Spaces

The 2019 Gender Audit included a formal review of the States Assembly's facilities, such as washrooms, artwork, and social spaces. Since the audit, several recommendations have been implemented, including renaming the common rooms after prominent Jersey women and the purchase or commissioning of artwork by female artists for the States building.

However, the self-assessment raised concerns regarding the security, accessibility, and functionality of the States Buildings. A key issue is that the Chambers building is a shared space between the Courts and the States Assembly, leading to potential security breaches when individuals from the court access areas reserved for Assembly Members. This overlap has also caused misunderstandings regarding the use of specific facilities, such as the previously instated informal 'family room'.

A Chamber Buildings Steering Group or Committee could be established to review current uses of the building, coordinate shared spaces, and facilitate communication between the Courts and the States Assembly on any changes affecting the building's use.

Recommendation 12:

The Greffe to establish a Chamber Buildings Steering Group which includes both States Assembly and Courts staff to coordinate on the uses and security of the Chambers Building.

At present, there is no disability access to the Chamber for Members or to the public viewing gallery for visitors. Similar accessibility issues have been identified in the new Hill Street Offices for Members. While there is widespread awareness of these issues among States Assembly Members and staff, addressing these issues is a significant challenge hindered by capacity and financial constraints. It is recommended that the Assembly conducts an accessibility audit. This audit should thoroughly review the accessibility of building spaces with a focus on the possibility of interim solutions including requesting funding through the Commonwealth Parliamentarians with Disabilities (CPwD) Capital Investment Fund to implement some of the identified changes to the building. The Diversity Forum should request regular updates on the progress of this audit including the implementation of its recommendations to ensure that the necessary improvements are being made. An example to draw from would be from the Tynwald, the Parliament of the Isle of Man, who made several changes to the physical infrastructure of its Parliament building which included installing a ramp at the public entrance to the Parliament building and adding power-assisted systems to three toilet doors.²³ The audit and building work was part-funded by the CPA's CPwD network via its Capital Investment Fund, a reserve of funding available to Commonwealth Parliaments to support accessibility initiatives.

Recommendation 13:

States Assembly to conduct an accessibility audit, led by the Diversity Forum, with a concentration on the parliamentary buildings and spaces. The report of the audit and recommendations should be used to support its application for the CPwD Capital Investment Fund in 2025 or 2026.

The self-assessment also highlighted significant concerns regarding the security of Members. Although Jersey has traditionally been a safe environment, there is increasing awareness of the risks politicians face globally, including rising instances of online violence and the findings of the recent report by the Taskforce on Violence Against Women and Girls on the issue of violence against women and girls in Jersey.²⁴ Several interviewees pointed out 'it only takes one instance'. The States Building, while needing to remain open to the public in certain areas, must also be a secure workplace for both Members and staff. Currently, zoned areas restrict access to certain spaces for security purposes, but public areas like the viewing gallery lack sufficient security measures, such as 'airport-style' scanning machines.

Recommendation 14:

Chambers Building Steering Group, when established, to review security provisions of Chamber Buildings and report findings and recommendations to the States Greffe Senior Leadership Team.

²³ <https://www.cpahq.org/knowledge-centre/blogs/accessibility-audit-isle-of-man-case-study/>

²⁴ <https://www.gov.je/SiteCollectionDocuments/Caring%20and%20support/VAWG%20Taskforce%20Report.pdf>



Virtual Participation

The self-assessment highlighted notable benefits from the continued use of online participation in States Assembly activities following the COVID-19 pandemic. Virtual participation has provided enhanced flexibility for Members and staff, accommodating those with caring responsibilities, illness, or bereavement. The pandemic experience has fostered a shift towards a more adaptable and empathetic culture around work/life balance. Virtual tools for Members have also been utilised to enable the participation of Members temporarily physically unable to enter the Chamber due to circumstances such as an injury. While this approach serves as a temporary measure, it does not address the long-term accessibility issues nor substitute for the lack of disability access as previously discussed.

As for many Parliaments, these reforms were brought in ad hoc in an immediate response to the pandemic and have since been maintained in various forms (see [CPA's Effective and Inclusive Parliaments Report](#)). Current guidance on the criteria for virtual participation remains ambiguous, which has prompted discussions within the States Assembly. The Privileges and Procedures Committee is working to refine the guidelines on online participation. A formal debate to clarify these rules could help in establishing clear and equitable standards. It is essential to preserve virtual participation to uphold Gender-Sensitive Parliament (GSP) guidelines and avoid reverting to previous inequalities that might restrict constituents' right to representation and the full participation of all elected Members. Ongoing monitoring and review of these mechanisms are crucial to assess their impact on diversity and effectiveness.

Recommendation 15:

The States Greffe to collate, analyse, and consider the making public of, available data on the diversity impact of hybrid procedures, specifying differential use by Members of the different ways of virtual working.

Public and Media Engagement

Violence against politicians, particularly those from minoritized and underrepresented communities, poses an ongoing threat in modern democracies, with online platforms often serving as the primary battleground. Amnesty International reports that women politicians are 27 times more likely to experience online abuse than their male counterparts, with those from marginalized or minority communities facing even greater disproportionate targeting²⁵. Jersey is not immune to this trend, as the self-assessment identified instances of harassment and violence directed at both Members and staff, occurring both online and in person.

Social media is a significant arena where much of this abuse transpires. The self-assessment revealed that within the States Assembly, there exists a supportive community among Members and staff in addressing these issues, including assistance with reporting incidents to the police when necessary. While there are established community guidelines for the use of social media within the States Assembly, which the Communications Team is experienced in applying, the approach to handling individual cases can sometimes rely on informal discussions and personal judgments. Attitudes towards such abuse vary among Members, leading to inconsistencies in how these situations are managed.

Box 2.1 identifies several international toolkits and best practices that the States Assembly can draw on as it continues to address the issue of violence and harassment, both in person and online. These resources offer a range of strategies and tools that can be adapted to Jersey's specific needs and context.²⁶ A multifaceted approach is needed to tackle the complex issue of violence and harassment.

Recommendation 16:

States Greffe Office to review current social media processes in place focusing on the involvement and experiences of both staff and Members and learning from international best practice.

²⁵ <https://www.uk-cpa.org/news-and-views/online-violence-against-women-parliamentarians-hinders-democracy-and-all-parliamentarians-are-responsible-for-addressing-it>

²⁶ Adapted from a guide by the Local Government Association which gives a comprehensive overview of many best practices <https://www.local.gov.uk/publications/improving-digital-citizenship-research-and-good-practice#new-approaches-and-best-practice>

The self-assessment highlighted security concerns regarding the display of Members' personal addresses and phone numbers on the States Assembly website. While the accessibility of representatives is a cornerstone of democratic engagement, the safety and security of Members must be prioritized. With the development of a new constituency support team and the extension of offices to Hill Street, there are now alternative postal addresses which can be utilized. These official addresses should become the standard, with personal addresses only disclosed at the discretion of the Member. It is also recommended that the Privileges and Procedures Committee (PPC) review the current practices surrounding the use and publication of Members' personal phone numbers to ensure that Members' privacy and security are adequately protected.

Box 2.1 International Toolkits and Examples for Tackling Harassment and Violence

1. *Technological Solutions:* One innovative approach is the use of AI tools which combat harassment in real time. For example, the bot '[ParityBOT](#)' identifies and responds to problematic tweets about candidates with positive messages meaning it both monitors counterbalances abuse. The tool has been deployed in various contexts, including the 2019 federal election in Canada, the 2019 Alberta election and the 2020 national.
2. *Training and Resources:* International parliamentary organizations and campaign groups provide a wealth of resources that can be used for training and to help define harassment and violence. For example, the [CWP's Anti-Harassment Policy Guidelines](#) offer comprehensive guidance on creating a harassment-free environment, while [Glitch's Toolkit for Women in Public Life](#) provides practical tips for women navigating public roles, particularly in the face of online abuse.
3. *International Best Practices:* Lessons can be learned from international examples of best practice, even though they may need to be adapted to the Jersey context and available resources. Notable examples include the establishment of designated units, agencies, or individuals responsible for online safety. For instance, [NetSafe](#) in New Zealand operates as a compliance and mediation agency focused on online harm, while Australia's [eSafety Commissioner](#) is tasked with protecting citizens from online risks and promoting safe online practices.

Recommendation 17:

Default Members' address on the States Assembly website set to Morier House, Hill Street or an alternative suitable official address and Privileges and Procedures Committee to review the use and publication of personal phone numbers for Members.

Staff safety should also form part of any review of the security of current working practices, especially given the creation of the new constituency support team. There is currently no formalised rule about the conduct between staff, Members and the public for instance when staff aid Members in community engagement events. Informal rules provide for the safety of staff at the moment, for instance that two members of staff should always be present when working with the public or Members off-site (see Recommendation 24 under Dimension 3).

Additionally, the newly established Wellbeing Committee could play a vital role in supporting staff, particularly in managing the emotional toll of monitoring social media for abuse and when staff members are also directly targeted. There is counselling available for staff which the Wellbeing Committee can point staff towards. The Committee could provide a dedicated space for staff to discuss these experiences, remind staff of the available support services and a platform for staff to submit proposals to the Senior Leadership Team for any additional support mechanisms needed.

Equality & Diversity Body (Institutional)

In 2023, the Diversity Forum was made a permanent sub-committee of the Privileges and Procedures Committee. Its remit clearly designates responsibility for equality and diversity in the workings, outcomes and makeup of the States Assembly (Box 2.2).



Box 2.2 Remit of the Diversity Forum in Standing Order 128 Privileges and Procedures Committee

A sub-committee, the membership of which is representative of the diversity of the States Assembly –

- a. to ensure that the Assembly's framework of rules and the support and facilities available for States Members encourage the development of a diverse and inclusive Assembly;
- b. to work to increase the diversity of candidates standing for election to the Assembly, by identifying and addressing the principal barriers to achieving diversity and providing candidates with assistance to stand;
- c. to work with the Council of Ministers to promote and remove barriers to inclusion and equal opportunity for all.

Concerning its permanent function and as was done in 2019, the Diversity Forum should institute and review all recommendations of this report (see Recommendation 27). It is also a timely moment for the Forum to consider its role and responsibilities. At present, the Diversity Forum does not have any formalised rules about membership beyond being 'representative of the diversity of the States Assembly'. To enhance the Forum's effectiveness and align it with its third aim outlined in Box 2.2, it is proposed that at least one member of the Council of Ministers be included on the committee. This inclusion would mirror the requirement of the Privileges and Procedures Committee, which mandates the participation of at least two Ministers or Assistant Ministers, thereby fostering a strong link between the government and the legislature and reinforcing a commitment to gender-sensitive practices, diversity, and inclusion. To maintain the Forum's distinct role from scrutiny functions, it should be considered that the Minister or Assistant Minister selected for this role is not the government official responsible for equality and diversity.

Recommendation 18:

Amend Standing Order 128 to require at least one Minister or Assistant Minister in the membership of the Diversity Forum and specify that this Minister must not be the Minister responsible for Equality and Diversity.

The self-assessment revealed that there is currently no women's caucus within the Assembly. However, some women Members have initiated preliminary discussions about establishing one. To support and advance these efforts, it is recommended that Members complete the CPA Parliamentary Academy course on 'Effective Women's Parliamentary Caucuses', which could provide valuable guidance and structure for the formation and operation of a women's caucus.

Recommendation 19:

Interested Members to complete the CPA Parliamentary Academy course on 'Effective Women's Parliamentary Caucuses' before the end of the Assembly term and have a discussion on how best to proceed to establish the caucus.

Accessibility of Rules and Norms

Interviews highlighted that Jersey is making commendable strides in making parliamentary processes and norms more accessible. Ongoing efforts include translating key information about the States Assembly, its operations, and how to run for office into various languages spoken by the population. The States Greffe is actively working to address neurodiversity as a potential accessibility barrier in parliamentary life. It would be beneficial to include a review of these initiatives as part of the accessibility audit recommended earlier, ensuring that all aspects of accessibility are comprehensively addressed.

Dimension 3: Parliamentary Culture

Code of Conduct/Behaviour Policies

The self-assessment highlighted a shared understanding among Members and staff of the various codes of conduct governing (i) elected Members, (ii) the relationship between States Members and States Greffe employees, and (iii) Ministers and Assistant Ministers. Recent use of these codes and the publication of the Commissioner for Standards judgements have underscored their value. Many Members and staff have found the codes instrumental in facilitating both formal and informal discussions about working relationships across different levels of the institution.

The self-assessment interviews and surveys revealed an awareness of the complex hierarchies that exist within the Assembly and the unique challenges these hierarchies present. While the code of conduct for elected Members emphasizes that *“Elected members should at all times treat other members of the States, officers, and members of the public with respect and courtesy and without malice,”* and the code governing the relationship between States Members and States Greffe employees states, *“Employees and Elected members should be able to conduct their work without fear of aggressive, abusive, or inappropriate behaviour in the workplace,”* there is currently no specific policy or process addressing harassment and bullying and these definitions are open to wide interpretation.

Bullying and harassment have been revealed to be a common culture and normalised in many Parliaments; to name a few the UK Parliament, the Australian Parliament and the Senedd have all faced bullying and harassment scandals. [The Jenkins Report](#), which revealed a culture of bullying in Australian Commonwealth parliamentary workplaces, found 37 per cent of people currently in parliamentary workplaces had experienced bullying. Smaller jurisdictions have also undertaken reviews of these experiences, for example New South Wales.²⁷ To align Jersey's codes of conduct with global best practices, it is recommended that specific definitions and policies be developed to address bullying and harassment. This should encompass interactions among Members, between Members and staff, and within staff ranks, ensuring a safe and respectful working environment for all. Any policy review and implementation can draw on the aforementioned international experiences and examples, as well as the tools for harassment and violence in Box 2.1.

Recommendation 20:

The Privileges and Procedure Committee to have an interim review of the code of conduct to ensure there is an explicit statement or principle that defines bullying and harassment.

As part of the expanded training program for Ministers and States Greffe staff developed in this parliamentary session, it is recommended that a specific course addressing bullying and sexual harassment be included. By investing in such training, the Assembly demonstrates its commitment to equipping Members and staff with the tools necessary to perform their roles effectively, thereby fostering a safer and more respectful working environment. For example, in the Scottish Parliament an [external consultant](#) provided equality and diversity training and specific harassment and bullying training for 600 staff with positive effects as the number of staff saying in confidential surveys, they had experienced bullying reduced.²⁸ The same consultancy also designed and delivered training on Bullying Harassment and Sexual Misconduct for the UK Parliament, including all staff, MPs, Members of the House of Lords and external contractors.²⁹ As political parties in Jersey continue to evolve, it is crucial that they prioritize the creation of safe political spaces. Party Leaders should also commit to ensuring that their Members and candidates complete this training.

²⁷ <https://www.parliament.nsw.gov.au/about/Documents/Independent%20Broderick%20Report.pdf>

²⁸ <https://shorturl.at/Z1tUY>

²⁹ <https://shorturl.at/Ss8Om>



Recommendation 21:

The States Assembly to engage an external gender and inclusion expert to deliver an annual bullying and harassment workshop that is mandatory for both Members and parliamentary staff.

Recommendation 22:

The Greffe to incorporate specific training on bullying and harassment into the training program for new Members and staff in the next parliamentary term.

Recommendation 23:

The Greffe to include a video on the expected behaviour of Members and Candidates in the 'Plan to Stand' resources.

To ensure the effectiveness of this training, it is essential to monitor both its uptake and the frequency of bullying and harassment reports over time. This approach will allow the Assembly to assess the training's impact and provide valuable data to guide and enhance ongoing efforts to address these issues.

The self-assessment identified a further gap in the existing codes of conduct concerning interactions between parish volunteers, Elected States Members, and Greffe staff. Currently, there is no formal code of conduct governing these relationships, leaving this area of interaction unregulated and potentially vulnerable to incidents of harassment or the creation of unsafe environments.

Recommendation 24:

The Privileges and Procedures Committee (PPC) should review the feasibility of establishing a Code of Conduct for working relationships between Parish and Constituency Volunteers, Elected Members, and States Greffe Staff.

Culture

The self-assessment revealed that cultural shifts within the Assembly have led to a more inclusive environment over time, there was an idea the machinery of the Assembly was "learning". Whilst there were mixed experiences of the culture of debates, interviews with Members and staff also highlighted some underlying issues, such as comments or jokes that can make women and minoritized groups feel uncomfortable. Additionally, recent political upheavals, including the vote of no confidence, have occasionally contributed to a more aggressive atmosphere during Chamber debates. It is important that the institutional environment is one where everyone feels they have a right to be present in parliamentary spaces, both Members and staff.

The States Greffe has made significant strides in supporting Members by offering counselling and coaching services to help them navigate the more challenging aspects of their roles. A notable number of Members have utilized these services thus underscoring their value and need. Within the States Greffe staff there is an understanding of the difficulties of elected office, especially as experienced by those from underrepresented groups.

Recommendation 25:

Continue to provide coaching and counselling services to Members and States Greffe staff, with a committed budget to ensure the sustainability of these services.

Similar positive shifts have been observed in how staff are supported within the Assembly, although tensions between staff and Members persist at times. As highlighted earlier, the code of conduct has facilitated both formal and informal means of addressing these issues. The States Greffe Senior Leadership Team has established a Wellbeing Committee, equipped with a designated budget, to provide wellbeing and social activities. The committee also offers a space for staff to raise issues and engage in discussions without the presence of senior managers, allowing for their views to be heard and fed back to leadership. However, it is essential to ensure that all staff are both aware of and actively engaged with the committee, as interviews revealed that some staff members were not

fully engaged or aware of its activities.

Recommendation 26:

Enhance awareness and engagement with the Wellbeing Committee among all staff members by developing and communicating a clear workplan, ensuring that the committee's initiatives and opportunities are accessible to everyone.

House Commitment and Action Plan

The States Assembly should consider developing and publicly sharing a formal commitment to gender equality, inclusion, and diversity. This could take the form of a statement or a video message, effectively communicating the Assembly's dedication to these values. Such a public declaration would not only highlight the Assembly's ongoing efforts to promote gender equality, diversity, and inclusion in the workplace but also support initiatives like the '*Plan to Stand*' programme, which aims to encourage broader community engagement with the States. This gesture would serve as a symbolic tool, helping to strengthen the Assembly's relationship with citizens and build trust with key stakeholders.

Recommendation 27:

The Diversity Forum to develop a gender equality plan that should detail efforts and ambitions for each of the four CPA dimensions, indicating which recommendations included in this Report will be prioritised, and in what time frames, and with what reviewing actions in place.



Dimension 4: Gender Equality Policy/Women's Substantive Representation

Gender Mainstreaming

To demonstrate an institutional commitment to GSP principles, the Gender Equality Plan (Recommendation 27), developed by the Diversity Forum, should be debated in the Chamber by all Members. This debate will ensure that all Members are fully aware of the commitments and responsibilities outlined in the plan. The report should also be circulated to staff, as promoting a GSP agenda involves embedding diversity throughout the States Assembly, both as a workplace and as a democratic institution. Staff should be given the opportunity to provide feedback on the report through the Wellbeing Committee, ensuring their voices contribute to the Assembly's ongoing diversity efforts.

Recommendation 28:

The Gender Equality Plan from Recommendation 27 should be formally debated in the Chamber.

Recommendation 29:

Staff should be given the opportunity to provide feedback on the Gender Equality Plan from Recommendation 27 through the Wellbeing Committee, with their input relayed to the Senior Leadership Team.

Training

The self-assessment revealed a marked increase in the attention given to training programmes available for both new and returning Members, emphasizing the significance of initiatives like the 'Negotiating for Success in Politics' programme. These training programmes are valuable in a system where there is an absence of traditional party training grounds meaning many Members are new to politics when they take office. Additionally, expanding training opportunities for staff has been recognized as essential. Moving forward, it is critical to integrate gender sensitivity training into the core training curriculum for all Members and staff, ensuring that gender considerations are mainstreamed across all aspects of parliamentary work. Gender budgeting serves as a prime example of such training. Gender budgeting is the analysis of any public expenditure from a gendered perspective, asking questions on the short- and medium-term consequences of the gender distribution of resources.³⁰

Regular monitoring and review of these training programmes are necessary to guarantee their effectiveness. While making participation in training mandatory for Members may not be practical, fostering a culture of continuous learning and encouraging and facilitating maximum participation is vital, for example by offering multiple times and dates for training and ongoing access to training materials. Transparency and accountability can be promoted by collecting and publicly sharing data on training attendance.

Recommendation 30:

The States Greffe to mainstream gender sensitivity training into the training programme for all Members and staff.

Recommendation 31:

States Greffe to monitor, collate, and publish data on training participation and review the training programme annually or at the end of each parliamentary term.

Gender Expertise

Currently, there is no formal gender expertise embedded within the scrutiny and evidence-gathering functions of the States Assembly, either externally or internally. As a sub-committee of the Privileges and Procedures Committee, the Diversity Forum does not have a scrutiny function. It is essential to establish a dedicated stream of scrutiny within the Assembly that focuses on diversity and equality. This responsibility could be undertaken by the Scrutiny Liaison Committee or integrated into the remit of the proposed Women's Caucus. Allocating a specific budget within the wider budget for external consultants to hire external gender and equality experts to review and advise on the Assembly's scrutiny and policy work would ensure that gender considerations are thoroughly integrated into the legislative process.

Recommendation 32:

Establish a dedicated stream of scrutiny, either under the Scrutiny Liaison Committee or the proposed Women's Caucus, focused on ensuring equality and diversity in policy.

This scrutiny stream should consider Jersey's status as a signatory to the UN Convention for the Elimination of all forms of Discrimination Against Women and Girls (CEDAW), following the 2019 Gender Audit. Evaluating how new and existing policies align with this convention is vital for maintaining a gender-sensitive parliamentary (GSP) framework. The 2019 did suggest that *"it could be made a requirement for any Member (or any Minister) lodging a proposition to provide a statement of the effects of the proposition on men and women"* but recognised the considerable thought and planning needed in order for the statements to be meaningful. This recommendation has not been revisited and it remains that any institutionalisation of this requirement would involve considerable planning but is a crucial point for further consideration.

Additionally, there is no permanent Women and Equalities Minister; instead, the Equality and Diversity portfolio is under the Chief Minister and is currently managed by an Assistant Minister.

Relationship with Civil society

The self-assessment interviews highlighted various efforts and informal relationships with civil society groups, such as community outreach during the 'Plan to Stand' campaign. These relationships should be continued and expanded to increase diverse engagement in the Assembly. For instance, organizations like the Jersey Community Trust, local Chambers of Commerce and Liberate were mentioned as key partners. Formalizing these outreach efforts to engage with a broader spectrum of civil society groups for evidence and consultation would be beneficial. Moreover, current efforts to diversify the pool of experts and witnesses who provide evidence to the Assembly should be enhanced by systematically collecting and publishing data on the diversity of these individuals



Graphic from the 'Plan to Stand' Campaign



Conclusion

The Jersey States Assembly has made commendable progress toward becoming a more gender-sensitive institution since the 2019 Gender Audit. The increased representation of women in the Assembly and the implementation of policies that support work-life balance and diversity in candidate recruitment are significant achievements. However, this report underscores that the journey toward a fully gender-sensitive parliament is ongoing and requires sustained effort.

There remain critical areas for improvement, particularly in formalizing diversity in leadership roles and ensuring that all reforms are effectively implemented and monitored. The recommendations outlined in this report provide a roadmap for the States Assembly to continue its evolution into a more inclusive and representative body on the four dimensions of a Gender Sensitive Parliament.

1. Equality of Participation Within Parliament

Jersey has made significant progress in recent years on the number of women Deputies elected to the States Assembly as well as the numbers of women holding leadership positions within the Assembly, notably achieving near gender parity following the 2022 election, with 47% of the Assembly and 51% of Deputies being women. These changes have come about with considerable efforts from the States Assembly and Greffe as resources have been allocated to public campaigns engaging hard to reach groups and the 'Plan to Stand' campaign aiming to increase the diversity of those who stand for election. However, challenges remain in certain roles, such as Connétables, where only 2 out of 12 are women, and in ex-Officio members where only one woman has ever held one of these offices. Despite efforts and progress made, barriers to more diverse political recruitment persist. Recommendations include improving diversity data collection, monitoring public engagement efforts, introducing job descriptions for Assembly positions and formalizing gender balance rules for scrutiny panels to further embed diversity within the Assembly's structure.

2. Parliamentary Infrastructure

Jersey has made progress on this aspect of GSP since the 2019 Gender Audit in the increased support for staff and Members with childcare responsibilities, most notably with the change to allow Members to be excused for reasons of childcare, and improved support for virtual and hybrid participation post-COVID-19. Members and Staff alike noted in the interviews an improved approach to work/life balance and recognition of caring responsibilities. However, gaps remain in formalizing childcare facilities, the accessibility of the Chamber, and security measures in Assembly buildings. This assessment emphasises the need for further changes such as establishing a formal 'Family Room', considering the use of proxy voting for Members on parental leave and conducting an accessibility audit. There have been welcome changes to the Assembly buildings and spaces since the 2019 audit including the renaming of rooms and reviewing artwork. Further challenges persist on accessibility and security particularly in the shared spaces of the Chambers building. There is a recognition within the Assembly that across the globe violence and abuse of politicians is a concern. The assessment's recommendations consider how the Assembly may enhance public and media engagement strategies to address online abuse as well as review and manage the Assembly buildings' security provisions in place.

3. Parliamentary Culture

The assessment found that the Code of Conducts which govern various roles and relationships within the Assembly are well understood by Members and staff and that many have found them instrumental in facilitating both formal and informal discussions about working relationships across different levels of the institution. A gap identified in these current codes of conduct was a lack of a policy or processes which specifically address bullying and harassment, issues which many Parliaments have recently found to be prevalent in their institutions. Recommendations highlight the importance of formal definitions to address bullying and harassment and recommends training for both members and staff. The States Assembly is now a more inclusive environment, and the interviews revealed a sense that the Assembly was 'learning', although issues remain, particularly for women and minority groups. Impressive steps have been made in supporting Members and staff by offering counselling and coaching services with a notable number aware of, and utilizing, these services. Recommendations include extending and reviewing codes of conduct and continuing current staff and Member support through counselling and wellbeing programmes. The assessment advocates for more structured initiatives to foster a safe, respectful, and diverse working environment.

4. Gender Equality Policy/Women's Substantive Representation

There has been a notable increase in the provision of training programmes for both new and returning Assembly Members, as well as ensuring similar opportunities are available to staff. To meet GSP principles recommendations include the mainstreaming of gender sensitivity into these training programmes and the continual monitoring and reviewing of the programmes. The assessment focuses on promoting gender equality within the States Assembly by recommending the formal adoption of a Gender Equality Plan, to be debated in the Chamber and feedback on by staff and embedding gender expertise into the scrutiny functions of the Assembly. It stresses the need for transparent reporting on participation, and formalized relationships with civil society groups to increase diversity in consultations.

As Jersey's society continues to change, it is imperative that the Assembly not only reflects this diversity but also leads by example in promoting gender sensitivity. By adopting the recommendations of this report, the States Assembly can ensure that it remains responsive to the needs of all its Members and continues to progress toward being a truly gender-sensitive parliament.



APPENDIX 1

Consolidated List of Recommendations

Recommendation 1:

The Election Observers Sub-Committee, a Sub-Committee of the Privileges and Procedures Committee, ahead of the 2026 election to hold an inquiry on diversity among Connétables to identify what mechanisms are in place to increase the diversity of candidates in future elections.

Recommendation 2:

The Privileges and Procedures Committee recommend that the Jersey Election Authority collates and publishes data on the diversity of States Assembly Members and candidates ahead, during and after all future elections.

Recommendation 3:

The Public Engagement Team to monitor the engagement and results of the '*Plan to Stand*' Campaign, with particular attention to the engagement and experience of underrepresented communities and formalise a commitment to its continuation in subsequent elections.

Recommendation 4:

The Privileges and Procedures Committee recommend that the Jersey Election Authority become responsible for the delivery and monitoring of the '*Plan to Stand*' campaign.

Recommendation 5:

Diversity Forum to propose an amendment to Standing Orders to require that 50% of Scrutiny Panels be chaired by women.

Recommendation 6:

Greffier to undertake the creation of clearly defined descriptions or outlines for all leadership positions within the States.

Recommendation 7:

Any description of responsibilities for a Chair of a Scrutiny Panel should include a commitment to equality and diversity in the membership of the Panel.

Recommendation 8:

States Greffe Digital and Public Engagement Team to review all role descriptions on the States Assembly website to ensure the use of gender-neutral language.

Recommendation 9:

The Greffe, in collaboration with Estates staff, establish a designated family room accessible to both Members and staff within Morier House or Chambers. This room should be clearly signposted and equipped with appropriate facilities to support breastfeeding and other caregiving needs.

Recommendation 10:

Privileges and Procedure Committee to conduct a review of parental leave, including the possible use of proxy voting and a review of the return-to-work experiences of Members and formalise procedures for Members following parental Leave.

Recommendation 11:

Privileges and Procedures Committee to propose an amendment to Standing Orders to formalize the process for deciding whether sittings should continue past 5:30 p.m.

Recommendation 12:

The Greffe to establish a Chamber Buildings Steering Group which includes both States Assembly and Courts staff to coordinate on the uses and security of the Chambers Building.

Recommendation 13:

States Assembly to conduct an accessibility audit, led by the Diversity Forum, with a concentration on the parliamentary buildings and spaces. The report of the audit and recommendations should be used to support its application for the CPwD Capital Investment Fund in 2025 or 2026.

Recommendation 14:

Chambers Building Steering Group, when established, to review security provisions of Chamber Buildings and report findings and recommendations to the States Greffe Senior Leadership Team.

Recommendation 15:

The States Greffe to collate, analyse, and consider the making public of, available data on the diversity impact of hybrid procedures, specifying differential use by Members of the different ways of virtual working.

Recommendation 16:

States Greffe Office to review current social media processes in place focusing on the involvement and experiences of both staff and Members and learning from international best practice.

Recommendation 17:

Default Members' address on the States Assembly website set to Morier House, Hill Street or an alternative suitable official address and Privileges and Procedures Committee to review the use and publication of personal phone numbers for Members.

Recommendation 18:

Amend Standing Order 128 to require at least one Minister or Assistant Minister in the membership of the Diversity Forum and specify that this Minister must not be the Minister responsible for Equality and Diversity.

Recommendation 19:

Interested Members to complete the CPA Parliamentary Academy course on 'Effective Women's Parliamentary Caucuses' before the end of the Assembly term and have a discussion on how best to proceed to establish the caucus.

Recommendation 20:

The Privileges and Procedure Committee to have an interim review of the code of conduct to ensure there is an explicit statement or principle that defines bullying and harassment.

Recommendation 21:

The States Assembly to engage an external gender and inclusion expert to deliver an annual bullying and harassment workshop that is mandatory for both Members and parliamentary staff.

Recommendation 22:

The Greffe to incorporate specific training on bullying and harassment into the training program for new Members and staff in the next parliamentary term.

Recommendation 23:

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Recommendation 24:

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Recommendation 25:

Continue to provide coaching and counselling services to Members and States Greffe staff, with a committed budget to ensure the sustainability of these services.

Recommendation 26:

Enhance awareness and engagement with the Wellbeing Committee among all staff members by developing and communicating a clear workplan, ensuring that the committee's initiatives and opportunities are accessible to everyone.

Recommendation 27:

The Diversity Forum to develop a gender equality plan that should detail efforts and ambitions for each of the four CPA dimensions, indicating which recommendations included in this Report will be prioritised, and in what time frames, and with what reviewing actions in place.

Recommendation 28:

The Gender Equality Plan from Recommendation 27 should be formally debated in the Chamber.

Recommendation 29:

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Recommendation 30:

The States Greffe to mainstream gender sensitivity training into the training programme for all Members and staff.

Recommendation 31:

States Greffe to monitor, collate, and publish data on training participation and review the training programme annually or at the end of each parliamentary term.

Recommendation 32:

Establish a dedicated stream of scrutiny, either under the Scrutiny Liaison Committee or the proposed Women's Caucus, focused on ensuring equality and diversity in policy.

Recommendation 33:

Collect and publicly publish sex disaggregated data on witnesses and experts giving evidence to Committees and Panels.

APPENDIX 2

Gender Sensitive Parliament Self-Assessment Checklist State Assembly of Jersey

About the Checklist

This checklist is to be completed by the State Assembly, in collaboration with the Commonwealth Parliamentary Association Headquarters Secretariat, and is intended to allow for the gathering of quantitative data in advance of the in-person component of the Audit, which shall in turn look to gather more qualitative information.

The Assembly is invited to advise the Headquarters Secretariat where it feels a more substantive conversation would be preferable to conforming to the confines of the question as formatted below.

1. What is the gender composition of the parliament and its leadership? Please provide responses as either a number or as a percentage.

	Men	Women	Other
Members of Parliament			
Presiding Officer			
Deputy Presiding Officer			
Committee Chairs			
Party Leaders/Leaders of Party Caucuses			
Clerk			
Other leadership positions (please specify)			

2. How are Committee Chairs chosen? (Please Tick)

Nominated and elected by the Committee	
Nominated by the majority/ruling party and endorsed by the Committee	
Other (please specify)	



3. Please indicate if there are any formal rules requiring a set level of women's participation as Committee Chairs or Committee Members and, if so, what percentage this rule is set at.

	Yes	No	Percentage
Rules setting level of women's participation as Committee Members			
Rule setting level of women's participation as Committee Chairs			
Please elaborate on the rule if/where one exists			

4. What is the gender composition of parliamentary committees?

Name of Committee	Women	Men	Other
Rule setting level of women's participation as Committee Chairs			
Please elaborate on the rule if/where one exists			

5. Do parliamentary sitting times accommodate the needs of parliamentarians with parental, family, or caring responsibilities? (Please tick all that apply)

	Yes	No	Debated but not adopted
Night sittings discontinued			
Sittings aligned with school calendar			
Other (please specify):			

6. Please indicate if any of the facilities below are provided on the Parliamentary site.

	Yes	No
Full time childcare facilities providing permanent care (sometimes referred to as a nursery). If 'yes', how many spaces? Write in:		
Ad hoc childcare facilities providing care (sometimes referred to as a crèche). If 'yes', how many spaces? Write in:		
A Pharmacy		
Gender neutral washroom(s)		
Menstrual product dispensary machines		
Breast-feeding/Infant feeding rooms		
Family room		
Any others - please write in, for example, parking spots for pregnant women, infants in the House/legislature floor allowed (strangers on the floor), a bus system:		
Comments:		

7. Is breastfeeding formally permitted in the following areas?

	Yes	No
The Chamber		
Committees		
Special women's, family and/or infant-feeding rooms		
Comments:		

8. Does your Parliament have an institutional 'gender equality plan'?

Note: this might be phrased in terms of 'gender sensitivity', 'gender equality', 'gender mainstreaming', amongst other terms.

	Yes	No
Comments:		

9. Does your Parliament's 'gender equality plan' address any of the following?

If you answered 'yes' to question 8 (your Parliament has an institutional gender equality plan) please answer. If you answered 'no' to question 8, please skip this question and proceed to question 10.

	Yes	No
The procedures of the House		
The culture of the House		
Parliamentary facilities (infrastructure)		
The 'political work' (or 'outputs') of Parliament, such as legislation, scrutiny of Government, representation of interests etc.		
Comments:		

10. Does your Parliament have any of the following 'gendered parliamentary bodies'?

	Yes	No
A formal parliamentary Women's Caucus, in receipt of parliamentary resources		
A formal Women's Committee, in receipt of parliamentary resources		
An informal Parliamentary Women's Caucus, or Network, without parliamentary resources		
Formal, party-specific Women's Networks or organizations		
Informal, party specific Women's Networks or organizations		
Other – please write in		
Comments:		



11. If your Parliament has a formal Women's Committee, what are the roles within its official remit?	
Please select all that apply from the listed roles below:	
	Tick Box
Scrutinize the work ('outputs') of Parliament, e.g., laws, scrutiny, representation	
Monitor and evaluate Parliament as a gender sensitive institution	
Hold to account the responsible Government Minister/Department dealing with women's issues/ gender equality	
Other - please write in	
Comments:	

12. Has your Parliament undertaken a 'gender-based review' of any of the following?			
If 'yes', please indicate the year in which the last (most recent) review was conducted.			
	Yes	No	Not Applicable
Electoral law			
Standing Orders			
Parliamentary Behavioural Codes of Conduct			
Informal norms & conventions, e.g., the use of masculine language			
The Parliamentary dress code			
Facilities (e.g., washrooms, artwork, social spaces, and other amenities).			
Sexual harassment and bullying (whether from MPs and/or fellow parliamentary workers)			
Violence against women in politics' (whomever it is from, i.e., including the public and online)			
Whether rules and/or laws regarding Parliamentary privilege/immunity can be used by parliamentarians to protect a parliamentary accused of harassment or violence			
Human Resources Complaints			
Non-disclosure Agreements			
Existing Gender Equality Legislation			
Members' pay and expenses schemes			
Provision for Members childcare costs			
The Parliamentary gender pay gap for Members			
The Parliamentary gender pay gap for parliamentary staff			
The Parliamentary gender pay gap for Members' staff			
Parliamentary sitting hours (in relation to availability of childcare)			
Other – please write in			
Comments:			

13. Does the Constitutional Law or an equivalent legal framework directly refer to gender equality in political representation? If 'yes', please specify:		
	Yes	No
Comments:		

14. For each of the activities listed below please indicate whether your Parliament (1) collects and (2) publishes (makes publicly available) sex/gender & diversity (ethnicity) disaggregated data, & LGBTQ+ people.		
Select all that apply:		
	Parliament collects sex/gender data	Parliament publishes sex/gender data
Members' participation in Plenary Debates		
Members' participation in formal 'question time'		
Members' participation in Committee proceedings		
Members' participation in delegation travel		
Members in leadership positions in the Parliament		
Parliamentary staff (Clerks, officials, other workers), in leadership positions		
Parliamentary staff participation in Members' delegation travel		
Witnesses coming before Committees		
External 'specialist advisers' attached to Committees		
The gender pay gap amongst Members		
The gender pay gap amongst parliamentary staff		
The gender pay gap amongst Members' staff		
Rates of promotion of women members (e.g., women members assigned additional roles such as House Leaders, Whips, Committee Chairs etc.,)		
Rates of promotion for women clerks/officials, & other non-partisan staff		
The percentage of women journalists amongst media personnel given privileged access to the Parliament (sometimes called 'press gallery members'/lobby journalists)		
Other (please specify):		



15. Please indicate below if your Parliament has consulted with any of the below about gender equality/gender sensitising parliamentary issues in the last three years?

	Yes	No
Members, former Members, other elected officials		
Members' Staff		
Parliamentary Staff		
No consultation has taken place		
Comments:		

16. Please indicate if your Parliament has consulted with any of the below to identify the specific needs of parents in the last three years?

	Yes	No
Members, former Members, other elected officials		
Members' Staff		
Parliamentary Staff		
No consultation has taken place		
Comments:		

17. Please indicate if your Parliament has consulted with any of the below regarding violence against women in politics in the last three years?

	Yes	No
Members, former Members, other elected officials		
Members' Staff		
Parliamentary Staff		
No consultation has taken place		
Comments:		

18. For whom in Parliament is 'job sharing' [where two staff share the job] permitted?

Please select all that apply.

	Tick Box
Members	
Members' Staff	
Parliamentary Staff	
Other	
No job sharing is permitted	
Comments:	

19. Please indicate whether there is gender expertise (gender equality experts present, and gender equality policies in place) in the following parliamentary departments and services.

If 'no', leave unchecked.

	Gender Equality Experts present	Gender Equality Policies in place
The Clerks' Dept (i.e., the administrative department supporting Committees)		
Parliamentary outreach teams		
Parliamentary education teams		
The Digital Service		
Social media teams		
Security teams		
The Human Resources team		
Other (please specify):		

20. How often does your parliament provide sex/gender disaggregated data relating to policy?

	Tick Box
Always	
Often	
Rarely	
Never	
Comments:	

21. Please indicate below the nature of the relationships your Parliament has with the following groups.

Please select all links that apply for each group. If there are 'no relationships', leave unchecked

	Formal	Informal	Permanent	Ad hoc	In Person/ Oral	Written Communication
Academic gender experts						
Women's movement/ civil society representatives/groups						
Women in the media/ social media						
Other- please write in						
Comments:						



22. Is Government policy and legislation reviewed with regard to:				
	Yes	No	Don't Know	If 'yes' specify
Gender equality impacts				
Gender budgeting				
Compatibility with obligations under relevant international conventions, e.g., CEDAW, UNDHR, International Covenant on Civil and Political Rights, and International Covenant on Economic and Social Rights.				
Comments:				

23. Please indicate below the training your Parliament provides			
Please select all that apply			
	MPs	Parliamentary Staff	Does not provide this training
Gender equality			
Gender mainstreaming			
Gender budgeting			
Sexual harassment and bullying			
Leadership			
None of the above			
Comments:			

24. Please indicate if any of the following provisions exist to support the participation of women standing as candidates for your Parliament.		
If 'yes', please specify in the comments section.		
	Yes	No
Electoral Law requirement		
Party Regulation requirement		
Legislative quota		
Party quota		
Extra funding (monetary)		
Extra support (non-monetary, e.g., additional election broadcasts)		
Employment leave (either paid or unpaid) for candidates during election campaigns		
Comments:		

25. What kind of provisions are made for Members and Staff who have just had children? Please indicate for each whether there is no provision, the same provision as national law, or Parliament-specific provision.			
	No provision	Same as national or provincial/state/territorial law – please write in details	Parliament specific – please write in details
Maternity Leave for Members			
Paternity Leave for Members			
Parental Leave for Members			
Maternity Leave for Staff			
Paternity Leave for Staff			
Parental Leave for Staff			
Other – please write in			
Comments:			

26. Please indicate the kind of provisions which are made for Members on maternity, paternity, or parental leave for each of the following types of work.				
	Proxy vote	Surrogate Member	Other arrangement	No arrangement
How is Members' voting 'covered' during maternity/paternity/parental leave absences?				
How is Members' committee work 'covered' during maternity/paternity/parental leave absences?				
Comments:				

27. Are provisions made for the cost of childcare for Members? If yes, please add details about these provisions.		
	Yes	No
Details:		
Comments:		



28. In your Parliament, please indicate if the listed behavioural codes exist to govern the relations between Members, between Members and parliamentary staff, and between Members and their staff.

If they do, please provide details in the space below

	Between Members	Between Members & Parliamentary staff	Between Members & their staff
A behavioural code of conduct that refers to sexist language and sexist behaviour			
A Parliamentary sexual harassment code of conduct or policy			
Details:			
Comments:			

29. Please indicate if your parliament makes provisions for the following?

	Yes	No
Members' video/teleconferencing		
Members' electronic voting		
Other – please write in:		
If 'yes' to any of the above, please write in the details:		
If 'yes' to any of the above, did your Parliament collect data on gender/sex participation rates?		
Please use this space to include any other information you think might be relevant for understanding gender sensitivity in your parliament (there is no word limit):		

APPENDIX 3

Gender Sensitive Parliament Self-Assessment Survey State Assembly of Jersey

About this survey

This survey is intended to help gather data on the experiences of both Members of the State Assembly and Parliamentary staff and should complement both the Gender Audit Checklist and the in-person component of the Gender Audit.

All responses to this survey shall be treated as strictly confidential and respondents are welcome to complete this anonymously and the CPA Headquarters Secretariat can provide the necessary mechanisms for anonymous submission. The survey design takes a participant-led approach and provides space for participants to share their experiences only should they so wish.

Please indicate if you are an elected Member or an appointed Member, or if you are Parliamentary Staff or Party Staff (select one) (logic applied):

Appointed Member	
Elected Member	
Parliamentary Staff	
Party Staff	

Role/Position in Parliament *

Background Information

1. Is this your (select one): (For Staff, 'How many years have you been employed – write in bottom row')

First term	
Second term	
Third term or more	

2. How likely or unlikely are you to recommend this job to someone else? (select one):

For Staff, the question is the same)

Very unlikely	
Somewhat unlikely	
Neither likely nor Unlikely	
Somewhat likely	
Very likely	



3. How likely are you to stand in the next election? (select one):**(For Staff: 'How likely are you to be with your current employer in three years from now?')**

Very unlikely	
Somewhat unlikely	
Neither likely nor Unlikely	
Somewhat likely	
Very likely	

4. Which of the following reasons are most important in your decision to stand or to not stand in the next election? Please select all that apply:**(For Staff: Which of the following reasons are most important in your decision to remain with your current employer over the next three years'**

Childcare availability	
Eldercare availability	
Parental leave availability	
Level of Remuneration	
Number of legislative sitting days	
Number of legislative sitting hours per day	
Competing employment opportunities	
Promotion	
Required travel	
Ability to have your voice 'heard'	
Plans to retire	
Ability to influence policy	
Worried about losing the next election	
Behaviour of members and staff	
Personal safety considerations	
Harassment	
Other (please specify):	

5. Which of the following reasons are least important in your decision to stand or to not stand in the next election? Please select all that apply:

(For Staff: Which of the following reasons are least important in your decision to remain with your current employer over the next three years'

Childcare availability	
Eldercare availability	
Parental leave availability	
Level of Remuneration	
Number of legislative sitting days	
Number of legislative sitting hours per day	
Competing employment opportunities	
Promotion	
Required travel	
Ability to have your voice 'heard'	
Plans to retire	
Ability to influence policy	
Worried about losing the next election	
Behaviour of members and staff	
Personal safety considerations	
Harassment	
Other (please specify):	

Your Experiences

6. Has a member ever done the following? (select all that apply):

(For Staff, the question is the same)

Intimidated you	
Bullied you	
Harassed you	
Heckled you (Members only)	
Other – please provide further detail:	



7. Has member of <u>parliamentary staff</u> ever done the following? (select all that apply):	
(For Staff, the question is the same)	
Intimidated you	
Bullied you	
Harassed you	
Other – please provide further detail:	

8. In undertaking your parliamentary role, have you experienced any of the following by members of the public (select all that apply):		
(For Staff, the question is the same)		
	Yes	No
Physical threats or abuse		
Unwanted approaches		
Followed by someone		
Had office or property damaged		
Received harassing, abusive, or intimidating letters, calls, or emails		
Targeted by harassing, abusive, or intimidating social media posts		
Other, please write in:		

9. Have you ever had a reason to <u>bring forth a complaint</u> to the house leader or party whip about a colleague's behaviour (e.g., intimidation, bullying, harassment) directed at you or at someone else? (select one):	
(For Staff, the question is the same, but in relation to your respective manager or in-house human resources professional)	
Yes	
No	
If yes, please provide details if you wish:	

10. Do you agree or disagree with the following statement: "Governments should ensure the proportion of cabinet positions secured by women matches the women's proportion of the general population"

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

11. Do you agree or disagree with the following statement: "Governments should bring in legislation to ensure the proportion of seats secured by women matches women's proportion of the general population"

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

12. Do you agree or disagree with the following statement: "Political parties should bring in rules to ensure the proportion of candidacies secured by women matches women's proportion of the general population"

Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

13. Please indicate with which one approach to legislative sittings you most strongly agree

	Yes	No
Our legislature should move fully online whereby members and/or staff attend all meetings virtually		
Our legislature should the hybrid model whereby members and/or staff attend meetings in person or virtually		
Our legislature should be fully in-person whereby all meetings are face-to-face		

**14. Which of the following policies do you most agree with
Please select all that apply**

For Staff, the question is the same

	Yes	No
No heckling		
No banging on chamber desks		
Predictable, set sitting schedule		
No night sittings		
Updated and inclusive dress code allowing for contemporary and professional attire		
No formal dress code		
Allowing infants on the floor of the legislature		
Other – please write in:		



15. Which of the following policies do you most disagree with
Please select all that apply

For Staff, the question is the same

	Yes	No
No heckling		
No banging on chamber desks		
Predictable, set sitting schedule		
No night sittings		
Updated and inclusive dress code allowing for contemporary and professional attire		
No formal dress code		
Allowing infants on the floor of the legislature		
Other – please write in:		

18. Which, if any, of the below ‘virtual parliament’ measures do you make use of?:

	Yes	No
Remote (virtual) participation in <u>Chamber debates</u>		
Remote (virtual) participation in <u>oral questions</u>		
Remote (virtual) participation in select <u>committee meetings</u>		
Remote (electronic) <u>voting</u>		
Other - please provide details of any other measures implemented in response to the pandemic		

17. Which of the following measures do you most strongly support, if any?
Please select all that apply:

	Yes	No
Remote (virtual) participation in <u>Chamber debates</u>		
Remote (virtual) participation in <u>oral questions</u>		
Remote (virtual) participation in select <u>committee meetings</u>		
Remote (electronic) <u>voting</u>		
Online <u>submission of questions</u>		
Advanced notice of questions and statements		
Paired voting - an informal arrangement between the government & opposition parties whereby one member is designated by the party whip to abstain from voting when a member from another party needs to be absent from the chamber because of, for example, childbirth, childcare, eldercare, or illness		
Proxy voting (a formal agreement whereby members absent from parliament because of, for example, reason of baby leave, or illness can get another member to cast a vote on their behalf)		
Other (please specify)		

18. Which of the following measures do you most strongly oppose, if any?
Please select all that apply:

	Yes	No
Remote (virtual) participation in <u>Chamber debates</u>		
Remote (virtual) participation in <u>oral questions</u>		
Remote (virtual) participation in select <u>committee meetings</u>		
Remote (electronic) <u>voting</u>		
Online <u>submission of questions</u>		
Advanced notice of questions and statements		
Paired voting - an informal arrangement between the government & opposition parties whereby one member is designated by the party whip to abstain from voting when a member from another party needs to be absent from the chamber because of, for example, childbirth, childcare, eldercare, or illness		
Proxy voting (a formal agreement whereby members absent from parliament because of, for example, reason of baby leave, or illness can get another member to cast a vote on their behalf)		
Other (please specify)		



Demographics (all questions in this section the same for members and staff)

19. Please indicate the gender with which you identify (select one):	
Female	
Male	
Non-binary	
Prefer not to say	
Or please specify your gender:	

20. Do you identify as being a part of the LGBTQ2S+ community? (select one):	
Yes	
No	
Prefer not to say	

21. Please indicate your marital status (select one):	
Never legally married	
Legally married (and not separated)	
Common-law (living together but not legally married)	
Separated, but still legally married	
Divorced	
Widowed	
Prefer not to say	

22. Do you identify as a person living with a disability? (select one):	
Yes	
No	
Prefer not to say	

23. Please indicate the highest level of education you've completed (select one):	
Did not complete high school	
High school or equivalent	
Apprenticeship or trades certificate/diploma	
University or college certificate/ diploma below a bachelor level	
Bachelor's Degree	
Degree in medicine, dentistry, veterinary medicine, optometry	
Master's Degree	
Earned Doctorate (e.g., PhD)	
Prefer not to say	
Other, please specify (write in):	

24. Do you have <u>eldercare</u> or <u>childcare</u> responsibilities? (select all that apply):	
Yes	
No	
Prefer not to say	

Additional survey comments: please use this space to write any other experiences or observations during your time as an elected member that you think may be valuable to understanding the institution as a workplace.





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