City and County of Swansea

Strategic Equality Plan

2016-2020

Summary Version

If you require this information in another format, e.g. large print, Braille, etc. please contact the Access to Services Team on telephone number 01792 636731, email accesstoservices@swansea.gov.uk or write to Gloucester Room, The Guildhall, Swansea, SA1 4PE
What is the Strategic Equality Plan?
This document is a summary version of the Council’s Strategic Equality Plan. The Plan is for everyone who lives and works in Swansea, as well as visitors to the area. When we talk about protected characteristics we mean:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief/non-belief
- Sex
- Sexual orientation.

Why does the Plan exist?
The Plan exists to meet the requirements of the Equality Act 2010.

Swansea has always had a very diverse community – this is not something new. However, the need to combat discrimination and promote fairness is vital to the wellbeing of everyone, and the Plan aims to help achieve this.

How has the Plan been developed?
The Plan has been developed with the help of colleagues from all Council services and via engagement with a range of community groups, professional organisations and members of the citizen’s panel. Through meetings, informal drop-in sessions and visits to local groups we gathered information and feedback to inform the Plan’s development.

What will happen as a result of the Plan?
All of the Council’s service areas have refreshed their Equality Objectives. Each Objective will have its own specific actions for 2016 - 2020. The current Equality Objectives are:

1. Ensure equality of access to services
2. Undertake a range of work focused on safety, including hate crime, modern slavery, protection of vulnerable people, etc.
3. Develop a whole Council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People’s Rights Scheme
4. Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user’s needs are at the centre of all planning and commissioning activities
5. Improve pupil attainment and continue to close performance gaps
6. Provide equality support for schools
7. Provide opportunities via apprenticeships and work placements
8. Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children
Summary

9. Improve access to public transport by bus for disabled and older people, as well as families with young children
10. Ensure we tackle and alleviate the effects of poverty
11. Ensure consultation and engagement is inclusive and undertake awareness raising activities
12. Work on health and sport initiatives that focus on outcomes for our communities
13. Continue to improve staff and Member awareness of equality and diversity issues

The Council also has a legal duty to continue to undertake Equality Impact Assessments (EIAs). EIAs are a way of examining whether anything the Council does affects any person or groups of persons adversely on the basis of any of the protected characteristics: www.swansea.gov.uk/eia

Who is responsible for delivering the Plan?
All councillors, staff and anyone who works for, or on behalf of the Council.

How will the Plan be monitored?
This will continue to be done annually and a review report will be published. The review report will contain progress updates on all of the Equality Objectives.

Where can I get further information?
For more information on any of the issues covered by this summary, or for information on other issues contained within the full draft Strategic Equality Plan, please visit www.swansea.gov.uk/sep or contact the Access to Services Team:
☎: 01792 636731 (voice)  ⚡: accesstoservices@swansea.gov.uk