

Mae'r ddogfen hefyd ar gael yn Gymraeg.  
This document is also available in Welsh.

# **City and County of Swansea**

## **Equality and Diversity Review 2012/13 (Year ending March 2013)**

### **Report – Summary Version**

If you require this information in a different format, please contact [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk), telephone 01792 636731 or write to:  
Equality Officer, Room 2.5.2, Civic Centre, Oystermouth Road, Swansea SA1 3SN.



## **Introduction**

This is a summary of the City and County of Swansea's Equality and Diversity Review Report for 2012-13. This is our second review under the new Public Sector Equality Duty and reflects the reporting regulations for Wales, which were introduced in 2011. You can view the full review report at [www.swansea.gov.uk/equality](http://www.swansea.gov.uk/equality).

## **Reviewing our Equality Objectives**

We reviewed progress against all of our Equality Objectives (contained within our Strategic Equality Plan [www.swansea.gov.uk/sep](http://www.swansea.gov.uk/sep)) in May 2013 and provide a detailed update in the full review report.

## **Equality Information**

We continue to use equality information, e.g. to inform Equality Impact Assessments and events such as a seminar to look at the links between inequality and poverty.

## **Employment and Training Information**

The information currently held on the workforce can be found in the full review report. A workforce profile survey took place in early 2013. Further work is required to undertake a more detailed analysis in terms of any action we need to plan for the future, but the initial information is positive with an adequate response rate for our first survey of this kind.

## **Additional information**

This section briefly details some of our other work (relevant to the requirements of the Public Sector Equality Duty) during 2012-13.

Equalities Committee - An Equalities Committee was set up in 2012. The Committee is made up of Councillors, meets monthly and will undertake its first annual review in May 2013.

Equality Member Champions - Member Champions make sure that the issue or group they are championing is taken into account when Council policy is developed and decisions are made. Our Administration has appointed a number of Elected Member Champions who cover all of the Equality Act's protected characteristics (as well as wider themes such as health and wellbeing, carers and domestic abuse).

Equality Impact Assessments (EIAs) – We are updating our EIA process to ensure it is as comprehensive and effective as possible. We continue to publish all EIA reports at [www.swansea.gov.uk/eia](http://www.swansea.gov.uk/eia) as well as our budget EIA work.

Consultation and engagement – We have a new Consultation and Engagement Strategy in place and have continued to develop our relationship with local community groups via, for example, the BME (Black Minority Ethnic) Forum and LGBT (Lesbian, Gay, Bisexual, Transgender) Forum. Both are run in partnership with South Wales Police.

Harassment and hate incidents – Our Harassment and Hate Incidents Reporting Procedure continues to be used and we work closely with colleagues in both South Wales Police and Resilience. We have also focussed on disability hate crime in particular and will shortly begin work on a Hate Crime Strategy in partnership with South Wales Police.

Regional and partnership work – We continue to work with other public sector organisations via our Regional Equality Group, as well as other activities such as those already mentioned.

Rainbow Mark accreditation and Stonewall – We are now members of Stonewall's Diversity Champions programme as the Rainbow Mark accreditation has ceased to exist due to the closure of the LGBT Excellence Centre.

Work with older people – Work this year has included events, forums, a newsletter, consultation activities and partnership work – looking at issues such as health, social care and wellbeing, advocacy, intergenerational work and the Welsh Government's Third Phase of the Strategy for Older People.

Ageing Well in Wales Programme – We have been involved in 3 national workshops and 2 events about the Ageing Well in Wales Programme.

Community cohesion – The local delivery plan for Community Cohesion has been drafted with arrangements in place to ensure progress and monitoring.

Poverty – Tackling poverty is a key priority for the Council. The Chief Executive chairs a Poverty Forum, which works on key themes including income & debt, supporting families, worklessness, educational attainment and health inequalities.

Welfare reform – Current activities to mitigate the negative impact of welfare reform include staff training, multi-agency working and awareness raising campaigns.

Monitoring in schools – Work is underway on developing a simple and effective monitoring process for schools to record identity-based bullying and harassment.

Business planning – The Council's business planning process continues to incorporate equality, diversity and social inclusion issues.

Training – The opportunities made available to staff this year have included deaf awareness, a British Sign Language (BSL) taster session and hate crime training.

Easy-read – We will be publishing our annual review in an easy-read format again this year.

Wales Interpretation and Translation Service (WITS) – We have a co-ordinated approach to all interpretation and translation. After an increasing number of interpretation and translation requests following our joining the WITS partnership, the frequency with which we contact WITS has stabilised and is fairly constant throughout the year.

Work is underway on arranging an Interpreter Now pilot for our Contact Centre, where people whose first language is BSL will be able to access immediate interpretation via a web-link.

Change Fund – 22 large and small voluntary organisations were financially supported during 2012-13 through grants to deliver services and projects across Swansea.

Children and Young People LGBT Funding – grants have been awarded to two organisations to work jointly on a pilot service for LGBT young people aged 13 – 25.

### **Concluding comments**

We have made progress against our Equality Objectives this year (which can be viewed in the full review report) and are positive about the amount of additional information we have to report.

Whilst we are positive about our progress to date, we know there is always more work to do and look forward to the challenges of the year ahead.