



City and County of Swansea

Equality and Diversity Review 2015/16 (Year ending March 2016)

Report – Summary Version

If you require this information in a different format, please contact accesstoservices@swansea.gov.uk, telephone 01792 636731 or write to:
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Introduction

This is a summary of the City and County of Swansea's Equality and Diversity Review Report for 2015-16. This is our fifth review under the Public Sector Equality Duty and reflects the reporting regulations for Wales, which were introduced in 2011. You can view the full review report at <http://www.swansea.gov.uk/sep>.

Reviewing our Equality Objectives

We reviewed progress against all of our Equality Objectives (contained within our Strategic Equality Plan (SEP) <http://www.swansea.gov.uk/sep>) in May 2016 and provide a detailed update in the full review report. This is the final update for our 2012-2016 objectives as we have now adopted a refreshed SEP for 2016-2020.

Equality Information

We continue to use equality information to inform our work, e.g. in Equality Impact Assessments, specific surveys and needs assessment work.

Employment and Training Information

The information currently held on the workforce can be found in the full review report.

Additional information

This section briefly details some of our other work (relevant to the requirements of the Public Sector Equality Duty) during 2015-16.

Corporate Services Cabinet Advisory Committee (CAC) – This CAC replaced the Engagement and Inclusion CAC in 2015. A Prevention and Social Care Reform CAC was also established, and this also looks at equality-related issues. The CAC is made up of Councillors and assists the relevant Cabinet Member on matters relating to the Council's Policy Commitments.

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 continue to use our expanded EIA process, which includes the United Nations Convention on the Rights of the Child (UNCRC), carers, community cohesion, poverty, social exclusion and Welsh language. We continue to publish all EIA reports at www.swansea.gov.uk/eia as well as our budget EIA work. Our Equality and Engagement protocol continues to ensure that EIAs are tracked and monitored through the Council's reporting and decision making process.

Consultation and engagement – We have continued to develop our relationship with local community groups via, e.g. the BME (Black Minority Ethnic) Forum and LGBT (Lesbian, Gay, Bisexual, Transgender) Forum. Both

are run in partnership with South Wales Police. We also facilitate a Disability Liaison Group.

Hate crime – The Community Cohesion National Delivery Plan 2014-16 has a specific outcome on hate crime. To meet this objective, the Council has developed a local Hate Crime Action Plan with key partners

Community cohesion – Swansea is developing a new local Community Cohesion Delivery Plan for 2016-17 to show our contribution towards the delivery of the National Action Plan.

United Nations Convention on the Rights of the Child (UNCRC) - Since September 2013, when we became the first local authority to adopt a 'due regard' duty in relation to children's rights, we have developed a Children & Young People's Rights Scheme. A 2015-16 UNCRC Action plan has been developed which is based on clearly identified priorities for the year and which encompasses a whole council approach to Children's Rights.

Education and schools – Our regional school improvement partner ERW continue to work with Stonewall to provide Train the Trainer events for schools. A tool has been developed and launched to allow schools to record identity-based bullying and harassment. Our work with Show Racism the Red Card continues.

Poverty – Tackling poverty continues to be a key priority for the Council with the Poverty strategy being implemented through key themes. Over 40% of the actions in the tackling poverty action plan have been started with many of them being continuously developed and some having been delivered.

Welfare reform - Following on from previous work to mitigate the negative impact of Welfare Reform current activities have included an Action Plan to ensure readiness for Universal Credit and appropriate support to claimants

Domestic Abuse –The Domestic Abuse One Stop Shop (OSS) continues to be key to our multi-agency, partnership delivery of domestic abuse services. During its first year of opening (2015-16) we had just over 5000 visits to access the variety of services on offer. Strategic work has included looking at the potential impact of the duties included in the Violence against Women, Domestic Abuse & Sexual Violence (Wales) Act 2015. Awareness raising and the preventative agenda continue to be a focus.

Training – Some of the training activities accessed by Members and Officers this year has included awareness raising on anti-slavery / human trafficking, hate crime and gypsy travellers.

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. We will shortly have a SMS text message service for residents.

Change Fund – 16 large and small voluntary organisations were financially supported during 2015-16 through grants to deliver services and projects across Swansea.

Children and Young People LGBT Funding – Grant funding was made available from April 2013 for up to one year to provide a pilot support service to LGBT young people aged 13 to 25. This pilot continued in 2015/16.

Work with older people – Work this year has included the development of a Swansea Local Service Board & Healthy City Board Ageing Well Action Plan and an event to mark UK Day of Older People.

Concluding comments

This annual report has allowed us to assess our progress during the final year of our first SEP. Progress has continued to be made against the Equality Objectives and the amount of additional information we have to report over and above our Equality Objectives is positive. This demonstrates both our ongoing commitment to the equality agenda and the additional progress that is being made.

As we close this 4-year SEP cycle, we look ahead to our refreshed Equality Objectives for 2016 – 2020, where our work will continue with some of our objectives continuing and others just beginning.