



# **City and County of Swansea**

## **Equality and Diversity Review 2016/17 (Year ending March 2017)**

### **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:  
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SA1 4PE.

## **Introduction**

This is a summary of the City and County of Swansea's Equality and Diversity Review Report for 2016-17. This is our sixth 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 April 2017 and provide a detailed update in the full review report. This is the first update for our 2016-2020 objectives as we adopted a refreshed SEP last year.

## **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 2016-17.

Corporate Services Cabinet Advisory Committee (CAC) – The remit of the CAC (made up of Councillors) is to assist the relevant Cabinet Member as appropriate on matters relating to the Policy Commitments adopted by the Council. The Corporate Services CAC was established in September 2015. A Prevention and Social Care Reform CAC also looks at equality-related issues.

Equality Member Champions - Our Councillor Champions cover a wide range of equality issues in addition to wider themes such as health and wellbeing, carers and domestic abuse. The Champions provide a voice for traditionally under-represented groups or issues, which need to be kept at the forefront of Council business although they may not be the responsibility of any individual or Committee.

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. Our Equality and Engagement protocol (to ensure that EIAs are tracked and monitored through the Council's reporting and decision making process) continues to be very useful in ensuring that equality issues are considered and addressed where needed.

Consultation and engagement – We have continued to develop our relationship with local community groups via, e.g. LGBT (Lesbian, Gay,

Bisexual, Transgender) Forum (run in partnership with South Wales Police), regional BME network (led by Ethnic Youth Support Team (EYST)) and our Disability Liaison Group.

Co-production – This year we have established a Co-production Development Post, based in the third sector. This post has been designed to promote awareness, knowledge and support for the council and third sector of co-production and co-productive practices, particularly within Adult Services.

Hate crime – We have developed a Swansea Hate Crime Stakeholder Action Plan with key partners. To increase the reporting of hate crime, awareness training has been delivered by Victim Support & Swansea Council to partner agencies and Council staff.

Community cohesion – The Welsh Government has agreed to fund the Community Cohesion programme for another year (2017-18). The new programme will focus on key issues, including breaking down barriers to inclusion and integration, providing support and tackling discrimination.

United Nations Convention on the Rights of the Child (UNCRC) - Our Children and Young People's Rights Scheme sets out the arrangements we have to ensure compliance with the due regard duty for embedding the UNCRC into the local authority policy framework. A UNCRC Action plan exists and is based on clearly identified priorities, which encompasses a whole council approach to Children's Rights.

Education and schools – Our work with Show Racism the Red Card has continued in 2016-2017 with 49 workshops delivered in 17 schools across Swansea, engaging over 1200 young people. A tool has been developed and launched to allow schools to record identity-based bullying and harassment. Further work is now planned to further develop the tool and promote its use and value to schools.

Poverty – Tackling Poverty is a corporate priority and one of five key objectives within Swansea's Corporate Plan; the first strategy to address this was written in 2014. The Tackling Poverty Strategy has undergone a review and revised draft Strategy will go out to public consultation in June 2017.

Welfare reform - Following on from previous work to mitigate the negative impact of Welfare Reform, recent activities have included preparation for the roll-out of Universal Credit and ongoing training to raise awareness.

Domestic Abuse – The Domestic Abuse One Stop Shop (OSS) continues to develop its services through a multi-agency approach, with numbers accessing the service reaching over 6000 during its first 18 months of opening. Strategic work has been strengthened by the development of a Domestic Abuse Strategy Group which has the responsibility of ensuring we are complying to the Swansea Domestic abuse strategy and any other related legislation . To reinforce our preventative agenda we have implemented a

Domestic Abuse Hub, a multi-disciplinary team developed to assist and support families with children at the earliest opportunity.

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 also have a SMS text message service for residents.

Change Fund – 16 large and small voluntary organisations were financially supported during 2016-17 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 2016/17.

Work with older people – Work this year has included the review of the Local Service & Healthy City Boards' Ageing Well and Strategy for Older People Action Plan 2015 – 2019. An event to mark UK Day of Older People was held in October as well as an Annual Meeting with Swansea Network 50+ in November 2016. New 50+ web pages have also been developed:  
<http://www.swansea.gov.uk/50plus>

### **Concluding comments**

This annual report has allowed us to assess our progress during the first year of our refreshed SEP. Progress has been made against all of our Equality Objectives and the amount of additional information we have to report over and above our Equality Objectives continues to grow, which is very positive. This demonstrates both our ongoing commitment to the equality agenda and the additional progress that is being made.