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## **Swansea Council**

# **Equality and Diversity Review 2017/18 (Year ending March 2018)**

## **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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## **Introduction**

This is a summary of the City and County of Swansea's Equality and Diversity Review Report for 2017-18. This is our seventh 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 2018 and provide a detailed update in the full review report. This is the second update for our 2016-2020 objectives as we adopted a refreshed SEP in 2016.

## **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 2017-18.

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 launched a Co-production network for Swansea in May 2018, following on from the launch of a Regional C-production network in March. We are continuing to apply a co-productive approach to

procurement processes and have used co-production to develop specifications for Independent Professional Advocacy, Supported Living, a reviews of Direct Payments and the development of an Adult Services Practice Framework.

Hate crime – We are continuing to implement a Swansea Hate Crime Stakeholder Action Plan with partners. The Council's Hate Crime E-Learning course has been reviewed and is now a mandatory course for all Council staff. To increase the reporting of hate crime, awareness raising training has also been delivered by the Council and Victim Support to its partners. The Council has continued to promote Victim Support, the Official National Hate Crime Report and the Support Centre for Wales.

Community cohesion – The Welsh Government has agreed to fund the Community Cohesion programme for another year (2018-19). The new programme will focus on key issues, including breaking down barriers to inclusion and integration, providing support, tackling discrimination and extremism.

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 – Over half of Swansea's schools have used "My Concern" to record all instances of safeguarding/well-being concerns. The safeguarding software eliminates the need for paper-based files, by monitoring and managing all well-being concerns of the children and young people.

Poverty – Tackling Poverty is a corporate priority and one of five key objectives within Swansea's Corporate Plan; A revised Tackling Poverty Strategy for Swansea "Working towards prosperity for all" was published in 2018 that accompanies Swansea Council's first Prevention Strategy for Swansea, also published in 2018.

Welfare reform - Following on from previous work to mitigate the negative impact of Welfare Reform, the Welfare Rights Team have continued to provide support and advice about benefits to individuals. The team have also delivered a range of training courses focusing on the main welfare benefits to staff of the Local Authority, partner agencies and other organisations.

Domestic Abuse – The Domestic Abuse One Stop Shop (OSS) has continued to develop its services through a multi-agency partnership approach. The range of services offered were across the continuum of need, from crisis drop-in through to the Freedom Programme, Nurturing Programme, and coffee and crafts sessions. Surgeries on a range of issues - including legal advice, substance misuse and debt advice – were also provided. To reinforce our

preventative agenda we have also implemented the Domestic Abuse Hub, following the Council's Domestic Abuse review - part of a Council review of Family Support services through the Sustainable Swansea programme.

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 2017-18 through grants to deliver services and projects across Swansea. In 2018 a Third Sector Compact Agreement was refreshed outlining how Swansea Council and the sector will work together in the future.

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. Grants were awarded to two organisations to work jointly to provide the pilot service. This service has been successful and will be reviewed in 2018.

Work with older people – Swansea's Wellbeing Plan was agreed in May 2018, Live Well, Age Well was agreed as one of four key objectives for partners to focus on. The Ageing Well work will be aligned with work in the Local Wellbeing Action Plan. An Ageing Well Engagement Event was held in April 2017 to promote services and information and to gather views about what Ageing Well means to people as well as what an Age Friendly City centre would look like. Over 200 people attended and over 60 people gave their views. An event to mark UK Day of Older People was also held in October 2017 at the Grand Theatre Studio and over 200 people attended with over 40 exhibitors

### **Concluding comments**

This annual report has allowed us to assess our progress during the second 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.