

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



**Equality Review Report
2018/19
(Year ending March 2019)**

Equality Review Report 2018/19

1. Introduction

This is the City and County of Swansea's Equality Review Report for 2018-19. This is our eighth review under the Public Sector Equality Duty and reflects the reporting regulations for Wales, which were introduced in 2011.

This report contains details on:

- The third review of progress for our Equality Objectives 2016 – 2020,
- Equality information,
- Employment and training information,
- Additional information relevant to our legislative duties.

2. Reviewing the Equality Objectives

The annual review of progress took place during May – June 2019 and all departments provided details of their progress. All of the information can be found at Appendix 1.

Our refreshed Strategic Equality Plan for 2016 – 2020 was adopted by Council in March 2016. Our [Strategic Equality Plan 2016-20, the summary and easy read versions are here](#).

3. Equality Information

Analysis of equality information has been maintained and developed in the last year, with additional and updated demographic information included on the Council's 'Statistics' web pages where available. This includes local social and demographic data from the Census and other official sources. For example, a new 'Population characteristics' page has been added which includes a summary of recent ONS research containing inter-censual estimates of Swansea's population by ethnicity, country of birth and nationality.

Our local area profiles, which bring together a range of statistical and other information about local areas in Swansea, including data linked to aspects of equalities (where available), were updated in August 2018 and January 2019. Profiles are currently available for the county, the 36 Wards, the local Constituency Areas, Community Areas (as defined in the 2017 Assessment of Local Well-being, as required by the Well-being of Future Generations Act) and Delivery Areas (former Communities First areas). The content and information sources included in the profiles are regularly reviewed, especially ahead of each new set, and the next versions are due to follow later in 2019.

Monitoring and analysis of available statistics around people with protected characteristics also continues to be undertaken for the Welsh Government's Community Cohesion programme. As part of this and to support other tasks

and projects, staff maintain awareness of developments in data and information on protected characteristics.

We continue to use equality information to inform our Equality Impact Assessments (EIAs); this varies according to the EIA subject, relevance and focus.

4. Employment and Training Information

Please see Appendix 2 for this information. In addition, our gender pay gap report has been published. Our [Gender Pay Gap report is available here](#).

5. Additional information

This section briefly details some of our other work relevant to the requirements of the Public Sector Equality Duty during 2018-19.

5.1 Councillor Champions

Councillor Champions are selected by the Leader of the Council. They cover a wide range of equality issues including; Disability and Access to Services, Diversity, LGBT (Lesbian, Gay, Bisexual and Transgender), Sanctuary and Inclusion 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. They make sure that the issue or group that they are championing is taken into account when Council policy is being developed and decisions are made.

[For a full list of Councillor Champions click here](#)

5.2 Scrutiny Inquiry Panel – Equalities

Equalities were identified as an important topic for scrutiny at the Scrutiny Work Planning Conference in June 2018 and was agreed as a topic for in-depth scrutiny by the Scrutiny Programme Committee in July 2018. A Scrutiny Inquiry Panel – Equalities, was established in October 2018. The primary focus for the inquiry was to examine how the Council was meeting and embedding the requirements under the Equality Act 2010 (Public Sector Equality Duty for Wales) and to explore how the Council was meeting its duties in terms of; eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act, advancing equality of opportunity between people who share a protected characteristic and those who do not and fostering good relations between people who share a protected characteristic and those who do not.

Overall, the inquiry concluded that the Council was meeting its duties under the Equality Act 2010 (and the Public Equality Duty for Wales 2011). Many areas of good practice were identified throughout the inquiry, but the Panel also identified a number areas for improvement. The inquiry recommended that improvements should be made in relation to monitoring the national picture and implications for local communities within Swansea, building upon existing work to ensure effective policy, practice and processes are embedded and improve the accessibility of Council services. The inquiry also recommended improving how Councillors and Staff work with, and learn from others and continuing to improve consultation and engagement processes.

A full list of recommendations from the Scrutiny Inquiry Panel including some quick wins, medium term and long term actions can be found in the main report. Our [Scrutiny Panel report into Equalities can be found here](#).

5.3 Equality Impact Assessments (EIA)

EIAs are an integral part of any decision making process and we aim to undertake them as early as possible during any initiative - ideally at its inception. The Council's budget and savings programme are subject to the full EIA process.

We continue to use our comprehensive EIA process, which also takes into account the United Nations Convention on the Rights of the Child (UNCRC), the needs of carers, community cohesion, poverty, social exclusion and Welsh language. Our focus has been on ensuring that the process remains user-friendly, effective and workable for colleagues across the Council. Colleagues have access to a series of on-line tools and guidance from early screening of equality implications to completing a full EIA. The Access to Services Team continue to co-ordinate dedicated EIA support via information, advice and the quality assurance of EIAs.

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..

[All completed EIA reports continue to be published alongside relevant corporate reports here](#).

5.4 Equality Representatives

In order to ensure greater integration on Equalities in core Council business and service delivery, departments now play a much greater role in ensuring the Council meets its duties under the Equality Act. A network of Equality representatives from departments across the Council has been established in order to support and build capacity to integrate work on Equalities. The purpose of this group is to raise awareness of the needs and views of people with protected characteristics within the Council through their service areas

and departments. The group act as a link between their department and Access to Services team to identify any issues with equality issues and support the completion of EIAs. Some members of the group have received equality and diversity training, specific disability awareness training and information on GDPR in relation to equality monitoring. The group have also met with representatives from an organisation which supports Adults with learning disabilities to discuss how to produce Council documents in an Easy Read Format. Swansea Public Service Board, supported by Swansea Council have procured training for staff and key partners on how to produce Easy Read and Plain English versions of documents and reports in January 2019.

5.5 Consultation and Engagement

[Information about our current consultations and engagement methods are available here](#) . Further updates are provided in Appendix 1 We are continuing to support our commitment to consultation by involving residents, other stakeholders and employees in our decision making processes. We continue to apply the Gunning Principles in relation to our overall approach to consultation and a consultation toolkit, a list of frequently asked questions and links to consultation resources. The Access to Services team continues to offer advice and support about consultation conducted by the Council, including support in relation to any equality implications and appropriate consultation with hard to reach groups, including groups with protected characteristics.

During 2018-19, the Council have undertaken a number of formal statutory consultations to seek the views of residents, other stakeholders and staff. For example, extensive consultation has been carried out in relation to the Council's budget and Commissioning Reviews including proposals to remodel Residential Care and Domicillary Care. The Access to Services Team have worked to ensure that consultation materials and methods have been tailored to ensure that the opportunity to take part in the consultation have been accessible and open to all.

A review of the Consultation Strategy and the development of Co-production Strategy are underway, building on good practice and pilots which have already been undertaken in some services. This work is closely aligned with the strategic review of Sustainable Swansea and the new Medium Term Financial Plan.

We have continued to develop our relationship with local community groups:

➤ LGBT Forum

The Swansea Bay LGBT Forum was established in February 2012 and is run by Swansea Council in partnership with South Wales Police. Membership includes employees or volunteers from local and national organisations who represent the interests of LGBT citizens.

Forum members take part in and support annual events such as International Day Against Homophobia and Transphobia (IDAHOT), LGBT History Month and Bi Visibility Day. This year the LGBT forum supported the second Pride event in Swansea which was held in the National Waterfront Museum on 4th May 2019. The Pride parade once again took place but was much bigger and better than the previous year seeing over 1,000 people march through Swansea City Centre. Figures for the National Waterfront showed over 4,710 people came and took part in the celebrations, which included entertainment and information stalls

We have also established a Council Staff LGBT+ Group that meet regularly to provide a peer support network for LGBT+ staff, raise awareness of LGBT+ issues in the workplace and fundraise for LGBT+ charities, including World AIDS Day. The LGBT+ group have held information stands at staff Health and Wellbeing events, while some members of the committee are part of the Council's bully buddy scheme providing dedicated LGBT+ support to those who require it. A number of members have publicised personal profiles on the staff Intranet that tell their experiences of coming out, and being an out LGBT+ person in the workplace.

➤ BME Forum

A regional BME forum was introduced this year. Led by EYST as part of the Welsh Government's Equality and Inclusion Programme. The forum met three times during 2018-19 and discussed issues such as racism affecting Asylum seekers and refugees, school children and labour exploitation of EU migrants. The forum also contributed to a national conference Race, Poverty and Representation 2018.

➤ Disability Liaison Group

The Disability Liaison Group allows for two-way dialogue between the Council and disabled people and/or their organisations. The group is made up of local disabled people and disability organisations as well as Swansea Council for Voluntary Services.

During 2018-19, we have been reviewing the Disability Liaison Group including the membership, terms of reference, code of conduct and encouraging departments to have stronger links to the group through the departmental Equality representatives.

5.6 Co-production

A Corporate Co-Production Strategic Framework is in draft following a development workshop with the Transformation and Future Council Policy Development Committee. The Committee will continue to develop Policy on co-production and make recommendations to Cabinet during 2019-10. This will be aligned with our revised Consultation and Engagement Strategy.

Adult Social Services are continuing to develop its approach to the co-production of services. The Adult Social Work Practice Framework has been developed and co-produced with service users contributing to the amended assessment format and the development of a handbook for service users to prepare potential service users for the assessment and to guide them through the process. A Framework for Supported Living was also co-produced with service users last year and a number of co-produced commissioning projects in Adult Services are in progress. There has been a strong involvement of citizens and service users across commissioning reviews of Learning Disability and Physical Disabilities. Swansea SCVS continues to support a Coproduction network for Swansea which aims to promote co-production awareness, knowledge and support to the Council, health partners, Western Bay, third sector partners and citizens.

5.7 Hate Crime

Hate crime reporting and intelligence at the community level is supported with a partnership approach in place with South Wales Police. The Hate Crime Stakeholder Planning Group meets quarterly and was chaired by the Council, until Victim Support took over the chair June 2019.

We are continuing to implement a Swansea Hate Crime Stakeholder Action Plan with key partners (to link to the Welsh Government's 'Tackling Hate Crime and Incidents: A Framework for Action'). A 'Train the Trainer' course was delivered by Victim Support during 2018-19 and was undertaken by four members of Council staff. A Hate Crime E-learning course has been produced and is currently a mandatory course for all Council staff

The Action Plan is a dynamic document which is maintained by Swansea Council. A Hate Crime awareness week of events is being planned with partners for October 2019

The Council continues to promote Victim Support, the Official National Hate Crime Report and Support Centre for Wales. For more information see [visit the Report Hate website.](#)

5.8 Community Cohesion

We have continued to implement the Welsh Government Community Cohesion programme during 2018-19. The new programme focused on four objectives:

- Work at a strategic level to break down barriers to inclusion and integration across marginalised groups.
- Work at a local level to break down barriers to inclusion and integration for particular groups and communities.
- Supporting migrants, refugees and asylum seekers and host communities during the integration process.
- Tackling discrimination, hostility, tensions and extremism.

Work has been undertaken to engage Councillors, multi-agency staff, volunteers and individuals in countering negative messaging concerning sections of our community. Mythbusting information has been developed and shared to help counter misconceptions. In addition, we have enabled groups to come together such as the Inter-faith Group and supported community events such as Swansea University's the Bigger Picture Festival, and the annual Eid in the Park event.

Our Community Cohesion delivery plan has also incorporated a number new of activities in relation to identifying and mitigating actions related to community tensions about Brexit. We have established a Brexit Steering in order to understand the implications of Brexit for the Council and to ensure that we mitigate risks and are effectively prepared for developments, including community. Work has included gathering information about perceptions of community safety, hate crime and Brexit from an on-line survey.

Community cohesion work to support Gypsy Travellers, Refugees and Asylum Seekers, Modern Day Slavery and Hate Crime has continued. We are continuing to participate in the Home Office's Dovetail pilot. The Local Authority Channel Co-ordinator monitors Counter Terrorism and radicalisation cases and a number of multi-agency interventions are in place. Work has been undertaken to embed the Anti-Slavery Wales Victim Response pathway into the Ethical Care Charter for procurement and we are currently developing a policy statement. Swansea Social Services Strategic Working Group has now developed an internal referral pathway for Modern Day Slavery and training on Modern Day Slavery has been delivered to over 100 people, including the development of a 'Train the Trainer' session. Information sessions on Refugees and Asylum Seekers has been held with Housing, Social Services and Communities for Work staff. Future training is imminently planned for Team Around the Family and Local Area Coordinators.

5.9 United Nations Convention on the Rights of the Child (UNCRC)

We are continuing to embed Children's Rights into key Council policies, plans and practice. During 2018-19 we have continued to incorporate UNCRC standards within the Strategic Equality for Plan for Schools, Child and Family Services Participation Strategy, the Corporate Parenting Strategy, the Early Years Strategy, the Healthy and Sustainable Pre-School Scheme, the Play Sufficiency Assessment, Young People's Service plans and Swansea's Public Service Board's Well-Being Plan.

During 2018-19, projects which received funding from the Children and Young People Fund were required to evidence how children & young people are involved in the planning and delivery of services, in line with the UNCRC. Workforce development opportunities have been offered by the Life Stages Team through Poverty and Prevention, Education and Child and Family Services training programmes. UNCRC training has also been provided to Governors and Councillors. We have also provided bespoke sessions on Human Rights for Young Families and Cultural Services. A number of Officers

have been trained to undertake Rights Respecting Schools Award assessments.

We have continued to disseminate information about the UNCRC through a range of forums, events and projects across Swansea, including the Big Conversation, Pupil Voice Forum, a consultation on services for children whose first language is not English, forums for Children who have experienced care and the Play Sufficiency Assessment. Additionally, specific consultation was undertaken on several new and upgraded play areas, as well as the design of the Dilly Trail and “Dilly Footprints” which is part of the new Kingsway development. We celebrated International Children’s Rights Day in Swansea by presenting our work to over 100 guests from across Wales

5.10 Education and schools

We continued to work with the Show Racism the Red Card programme during 2018-2019 by participating in a number of workshops and events in our schools. The sessions explored various issues around racism, stereotyping, terminology and media influence. Schools from Swansea were also well represented at the annual Show Racism The Red Card Wales creative competition awards. There was a range of categories from clothing design and creative writing to digital media and poster design. This year’s special category saw pupils tasked with designing an anti-racism advert for Show Racism the Red Card which is the UK’s largest anti-racism educational charity.

A number of schools in Swansea have been using My Concern to record instances of safeguarding/well-being concerns. We have promoted the software in order to get an overarching view of all incidents across schools in Swansea. Work has taken place with a group of primary Head Teachers to re-develop My Selfie. My Selfie provides primary pupils with the opportunity to directly feedback on their school life and wellbeing. The website provides sign-posting to well-being and safeguarding resources for pupils of all ages. Key teaching staff at schools can make use of the information to gain a holistic understanding of an individual pupil’s needs and development.

The Welsh Government has consulted on new bullying guidance for all schools in Wales and we are awaiting the final publication of this guidance to improve our recording all incidence of bullying in Swansea schools. In addition we will shortly be consulting on a policy that is concerned with ensuring the inclusion of and raising standards for pupils from minority ethnic backgrounds (including young people from gypsy and traveller community) attending maintained schools in Swansea.

5.9 Work with Older People

- Live Well, Age Well / Swansea’s Local Wellbeing Plan

We have continued to implement the steps in Swansea's Wellbeing Plan action plan to meet one of our key partnership objectives – Live Well, Age Well and ensure activity is aligned to Ageing Well work. Swansea's Public Services Board have endorsed the principles and actions set out in the Dublin Declaration on Age-Friendly Cities and Communities in Europe and supports the development of a Human Rights City approach in Swansea.

We have continued to raise awareness of the Human Rights Principles for Older Persons and the Human Rights Declaration more broadly. The Ageing Well Engagement Plan has incorporated human rights principles. The review of the 50+ Network to develop a Big Conversation forum for those that are 50+ has enabled us to make explicit links to human rights and ensure that citizens that are 50+ are engaged in a more meaningful mechanisms to have a voice on issues that impact on their lives. The first Big 'Intergenerational' Conversation took place on December 10th 2018 (International Human Rights Day) to launch the start of our intergenerational approach.

Engagement events with our older community members have taken place in relation to what an Age Friendly City looks like for Swansea. Planning colleagues and developers have been provided with advice and resources to ensure City Centre development is considerate of issues relating to Older community members and is accessible to people of all ages. In addition, following feedback from participants at UK Day For Older People which took place on 1st of October 2018, we have developed a Live Well, Age Well Forum, which has identified a number of themes including Digital Inclusion, Health & well-being, Transport & Safety, which are important issues for Older People.

We have continued to work with the Network 50+ and Dementia Friendly Swansea to develop work around Ageing Well. A Health & Well-being Forum was held with a variety of community groups and individual 50+ members. We have also co-produced a Dementia Friendly Action Plan which will be further developed in 2019/20. An action plan and engagement plan has been developed within the Life Stages team setting out priorities for the next three years; this includes promoting Intergenerational projects e.g. the BIG Intergenerational conversation, Dementia Friendly Schools and Dementia Friendly Homes.

5.10 The Well-being of Future Generations

The Well-being of Future Generations Act (Wales) 2015 requires the Council:

“To act in a manner which seeks to ensure the needs of present are met without compromising the ability of future generations to meet their own needs”.

This essentially means actively considering impacts on 'the unborn' when we make decisions across all services. The Council is committed to ensuring our actions contribute as fully as possible to the social, economic, cultural and environmental well-being of Swansea and its residents both now and in the

future. By maximising the Council's contribution to the national well-being goals we create the conditions ensuring greater equality for all.

Swansea's Sustainable Development Policy adopted this central principle in 2012. All departments now take into account (to an increasing degree) the long term impact on future generations when designing, planning and delivering services. We ensure that we adopt the Sustainable Development Principle in everything we do; this includes consideration of the long term.

The five ways of working help us involve people more effectively, focus on prevention and early intervention, align our priorities with other organisations and Council services to achieve better integration, collaborate and work better with partners and focus on the long term outcomes. These behaviours create an enabling environment that supports works towards our strategic equality objectives.

5.11 Poverty

Tackling Poverty continues to be a corporate priority and one of six key objectives within our Corporate Plan. Our Tackling Poverty Strategy continues to support the premise that Tackling Poverty is Everyone's Business. A cross departmental Delivery Plan sets out commitments across the Council ensuring that tackling poverty is everyone's business. Key actions from the Delivery Plan have ensured a cross departmental approach to delivering on utilising the Policy In Practice Data to target appropriate services at households in need or at risk. This approach is further supported through Swansea Council's Poverty Forum and the Swansea Partnership Poverty Forum, promoting the message and developing projects and services that support this principle.

The Swansea Poverty Partnership Forum has met quarterly throughout 2018/19 providing an opportunity for partnership discussion and the sharing of knowledge and best practice. The Forum has considered a number of topics this year including Universal Credit and the predictions made by the Policy In Practice data analysis, Swansea Working, Regional Learning and Skills Partnership and Holiday Hunger. Membership has grown over the previous year with many organisations represented at the forum.

The Financial Inclusion Steering Group has also met quarterly through 2018/19 providing an opportunity for organisations involved in the provision of financial support to network and share good practice. This has been particularly useful during the roll out Universal Credit in Swansea which has dominated the agenda throughout the year. Several pieces of work have been delivered through the group including the production and distribution of the 'Quids In!' guides and the delivery of the Loan Shark Awareness Training to front line staff in Swansea.

The Poverty Reduction Policy Development Committee – a cross party Council committee established to develop new Council policies in relation to reducing poverty - has examined a number of topics during 2018-19 including;

welfare reform, high cost lending, the effectiveness of employability programme such as Swansea Working and Extended Childcare, diverted giving and Extended Childcare and subsequently made Policy recommendations.

Steps have been taken to establish a Swansea Poverty Truth Commission which will bring together key decision makers with people with direct lived experience of poverty. A series of meetings were recently held to explore the interest in developing a Poverty Truth Commission for Swansea. Facilitated by Andrew Grinnell (Leeds Poverty Truth Commission), the three meetings engaged with Civic Leaders, key organisations and people with lived experience of poverty. Preparations are being made for the next step of setting up a 'Start-Up Group' and identifying potential Commissioners.

5.12 Lifelong Learning Service

The Life Long Learning Service (LLS) continues to develop and deliver Essential Skills, digital literacy, family learning and learning for life courses across Swansea. The Service works with partner providers to ensure clear progressive pathways between learning opportunities from engagement to accredited provision and training opportunities are available. The Service has worked with employability partners to develop and deliver a number of bespoke programmes to meet a range of learners' needs and improve employability prospects. These include sector specific accredited courses, accredited training opportunities and intensive employability programmes addressing literacy, numeracy, digital literacy and essential employability skills. Partnership working between providers and employability services continues to strengthen and increase both learning opportunities and employability prospects.

Swansea Learning Festival for 2019 - Unlocking Opportunities - was held between the 1st and 6th April 2019. The event included over 300 free events and catered for a range of interests, ages and abilities. Over 8000 participants took part in the event. Activities included interactive taster sessions, exhibitions, demonstrations, performances, workshops and seminars and a free all-day family event in Castle Square. Areas of learning included art and crafts, health and well being, sports and science, technology and media, poetry, entrepreneurial opportunities, business support and employability skills to name a few. The festival's themes of 'Innovation, Inclusive and Entrepreneurial' were also reflected throughout the celebrations. Events took place in traditional learning venues such as libraries, schools and museums but also in some more unusual locations including the Quadrant shopping centre, Castle Square, Swansea beach and pubs and clubs.

5.13 Welfare Reform

The Welfare Rights Team continues to increase welfare rights awareness and knowledge of the workforce in Swansea. They do this by providing training on a range of welfare benefit issues; an advice line; appointments for appeal representation and complex casework; publications and self-help guides and

policy work. The work of the Welfare Rights Team has resulted in changes at both a national and local level; for example the results of a mini take up of former Incapacity Benefit claimants migrated to Employment and Support Allowance was fed into a national campaign which resulted in the Government agreeing to revise all claimants awards of Contributory Employment and Support Allowance. The result of this take up campaign increased average weekly income by £62.53 and a backdated lump sum payment of £6,089.20 for each of the 17 claimants involved.

The Welfare Rights Team provide appeal representation at both First tier and Upper Tribunal hearings. During 2018-19 a total of 64 appeals were successful in securing rights and entitlements to welfare benefits which raised over £876,200 following appeal representation. It has been estimated that this is worth £3,500,000 to the local economy. The work of the team has in many of the cases prevented eviction proceedings being enforced and has reduced both rent and council tax arrears. This has impacted on all our services, including Child and Family services because the children are no longer at risk. In some cases an award of a Disability Benefit not only increases income but will prevent claimants moving over to Universal Credit in the short term and when they do, they will receive significantly more income going forward. Benefit under-claiming remains a huge issue and households affected by welfare reform are at risk of becoming high demand users of our costly services, where effective income maximisation could de-escalate their issues.

The final 'Policy In Practice' analysis of Swansea's Single Household Benefit Extract took place in September 2018. A Data Sharing Agreement has been written and approved that allows the household level data to be utilised in order to provide offers of support to targeted and selected cohorts. Welsh Government have commissioned Policy In Practice to carry out a Wales wide analysis; Local Authorities across Wales will be required to submit their Single Household Benefit Extract Data for the analysis

5.14 Violence against Women, Domestic Abuse & Sexual Violence

The Violence against Women, Domestic Abuse & Sexual Violence Strategic Partnership Group have reviewed the objectives in the strategy and established actions for 2019/20. These include projects working with young people to ensure they have healthy, safe and equal relationships.

Swansea's Domestic Abuse Hub continues to support children and their families and takes a 'whole family approach' to support. This Hub ensures a more proportionate response and pathway to police PPNs (Public Protection Notices) issued after a police call-out to an incident. As the overwhelming majority of referrals would not necessarily hit the threshold for statutory intervention, the Hub helps to coordinate early intervention, prevention and family support services. This development is enhanced by a Domestic Abuse One-Stop Shop, with open access to anyone (female or male) who has experienced domestic abuse currently or in the past or to anyone looking for information and support.

The Domestic Abuse One Stop Shop (OSS) continues to develop its services through a multi-agency partnership approach. The range of services on offer are 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 are on offer including legal advice, substance misuse and debt advice. The OSS services are monitored by the Partnership Group who aim to provide services that cover a continuum of care from prevention, crisis and after care and are accessible by all members of the community. Work is being started to look at implementing specific support for male victims and those from the LGBT community.

A Swansea and Neath Port Talbot commissioning review of domestic abuse provision is underway aiming to ensure that service delivery models are of good quality, financially sustainable, and meet strategic and legislative requirements. The focus of the review will take into consideration the five ways of working and ensure we develop robust data collection across services to evidence impact and ensure there is a continual understanding of client groups and client need. A working group will establish a training package and timetable for delivery. In 2019/20 a new partnership agreement will be developed with service users to ensure there is an agreed way of working so people can get the right support at the right time, to enable them and their family to feel safe and not afraid, now and in the future.

The Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Partnership held its annual White Ribbon Day event to raise awareness amongst professionals and the public of issues around violence against women. This was supported and attended by MPs, Councillors, the Swans, Ospreys and a range of public services

5.15 Easy read

Last year we published our annual review in three formats:

- full report
- summary
- easy-read.

We will do the same this year to ensure the information is accessible as possible.

5.16 Wales Interpretation & Translation Service (WITS)

As a result of our membership of the WITS partnership, we have a co-ordinated approach to all interpretation and translation, including telephone and face-to-face provision. This does not include in-house Welsh-English translation through our translation unit.

The top five languages requested in 2018 – 2019 were:

1. Arabic
2. Polish
3. Kurdish (Sorani)
4. Bengali

5. Romanian

5.17 Website

To help us make the Swansea Council website accessible, Digital Services uses the Web Content Accessibility Guidelines (WCAG) 2.1. These guidelines explain how to make web content more accessible for people with disabilities, and user friendly for everyone.

The guidelines have three levels of accessibility (A, AA and AAA) and level AA is the target for the Swansea Council website. We aim to ensure that the site is free of jargon, uses simple, plain English and Welsh, is easy to search and presents information in a logical order. The Web Team provides support to web editors and written guidance via the staff portal (Staffnet) to encourage clearly written, consistent pages. Following on from the work done by Swansea Public Service Board on how to produce Easy Read and Plain English versions of documents, there is now information on Staffnet to which staff can refer.

Digital Services promotes [free computer and tablet courses for beginners](#) in Swansea, which are planned and supported by the Digital Inclusion Co-ordinator and delivered by Lifelong Learning tutors. The courses provide a basic introduction to using a device and accessing the internet and provides information on how to keep personal and financial data safe. An important part of the course is teaching attendees how to access money saving deals that are only available online, for example switching energy provider, which supports the Council's anti-poverty agenda. In 2018/2019 there were 454 course attendees, exceeding the target of 440. At present the risk of digital exclusion in Swansea is considered to be low.

The Web Team also helps to promote equality campaigns across the council, including Hate Crime Awareness Week and elements of Community Cohesion. Extensive support was given to the first Swansea Learning Festival with promotion through online advertising as well as facilitating the bookings for various sessions. The Local Well-being Plan pages were developed and promoted both externally and to staff, and the Live Well / Age Well pages were updated. Regular newsletters have been designed and sent on the Ageing Well team's behalf.

Digital Services and Transformation teams undertook a considerable amount of work to ensure the whole council and all the systems used to store data was fully prepared for GDPR in the build up to 24 May 2018. This involved working with all sections of the council to ensure there was a central record of how and where personal and sensitive personal data was collected and to make it clear to service users why their information is taken and how it is used. This is done at the point of data capture and informs them of their rights. The privacy policy was updated and accessible information about [privacy rights for children and young people](#) which complies with GDPR and also helps to support the work done on [children and young people's rights](#) within the council.

Staff from Digital Services also continued to work with Communications and Trading Standards to raise awareness to staff and Swansea residents about the [dangers of scams](#) (including updates on current scams operating in Swansea). Information and regular updates from the Information Security Officer is provided for staff on how to protect their own data and those of our service users both online and offline.

Planning started for a new council website and an EIA screening was submitted in March 2019. A full EIA will be completed and the Web Manager is working with Access to Services to ensure the Disability Liaison group is consulted to provide advice and guidance.

6. Concluding comments

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

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Poverty & Prevention	Equality Objective 1 – Ensure equality of access to services	Develop arrangements with the Corporate Complaints Team to ensure accessible mechanisms for addressing any issues arising in relation to children’s rights in Swansea (including signposting to advocates and providing feedback)	Jane Whitmore	<i>Process map in place. Work to be carried out with Equality Champions to review mechanisms for raising issues in relation to due regard to UNCR.</i>
Poverty & Prevention	Equality Objective 1 – Ensure equality of access to services	Continue facilitation of Play Access Group and BME Family and Play Group	Jane Whitmore	<i>The Play Access Group continued to meet bi-monthly throughout 2018/19 with a cross-cutting cohort of parent/carers and representative organisations, feeding into the overall Play Network (and accordingly to the CYP Board). The Play Access Group ensured issues affecting access to play for those with disabilities and their families was fed into Swansea’s Play Sufficiency Assessment submitted on 31st March 2019. Capacity issues have meant that the BAME Family & Play workstream hasn’t formally met during the year, but issues affecting access to play by minority groups remains a key subject at the Play Network and the circulation list is consulted on play sufficiency.</i>
Poverty & Prevention	Equality Objective 1 – Ensure equality of access to services	Provide a range of services through the Families First programme targeted at families with disabled children	Jane Whitmore	<i>During 18/19 Families first funded the following disability related projects: 1. Support for families with preschool children who have an emerging or diagnosed disability. Delivered through Stepping stones. 2. Hollistic family support and an advocacy service centred around ALN and education, provided by SNAP. 3. Life skills and family support for young people with very challenging behaviour and high end disability via the Local Aid Buddies project. 4. Early Language Development support via the Early Interventions internal team</i>
Poverty & Prevention	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Develop a Hate Crime Strategy Increase understanding of hate crime and awareness of how to report it amongst staff and key partners	Jane Whitmore	<i>In progress: • Swansea Hate Crime Stakeholder Action Plan established and is a dynamic document maintained by Swansea Council • HC Stakeholder Planning Group meets quarterly, chaired by Council for 2 and half years, Victim Support taken over chair June 2019 • HC E-learning course is being accessed by staff as a mandatory course • Train the Trainer course delivered by Victim Support undertaken by 4 members of Council staff - delivery co-ordinated by Victim Support. • HC awareness week events being planned with partners (Oct 2019) • Victim Support take the lead on this agenda as commissioned by Welsh Government.</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Poverty & Prevention	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Maintain a framework for the delivery of Prevent interventions and support to vulnerable individuals at risk of or being drawn into violent and/or non-violent extremism.	Jane Whitmore	<p><i>In progress:</i></p> <ul style="list-style-type: none"> • <i>Participating in the Home Office Dovetail pilot</i> • <i>Local Authority Channel Co-ordinator managing Counter Terrorism and radicalisation case load</i> • <i>Community Integration and Partnership Manager chairs Channel Panel</i> • <i>Multi-agency Channel Panel meets monthly to discuss cases.</i> • <i>Interventions in place for current cases.</i> • <i>Prevent Action Plan 2017-20 established and maintained.</i> • <i>Community Co-ordinator Counter Extremism vacancy being filled, Summer 2019</i>
Poverty & Prevention	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Increase awareness amongst staff and partner organisations on modern slavery and how to signpost victims	Jane Whitmore	<ul style="list-style-type: none"> • <i>Assisted colleagues in Swansea Procurement team to embed the Anti-Slavery Wales Victim Response pathway into the Ethical Care Charter for procurement. Currently assisting colleagues with the policy statement.</i> • <i>Swansea Social Services Strategic Working Group has now developed the internal referral pathway, and this will be presented to the next Western Bay Anti-Slavery Forum.</i> • <i>The Coordinator supported the Anti-Slavery Train the Trainer session, 7 people from Western Bay area attended the session.</i> • <i>Anti-Slavery Awareness training - 109 people attended these sessions.</i> • <i>The Swansea Anti-slavery first responder session in March was delivered to Swansea Social work colleagues. 12 people attended this session.</i> • <i>The Cohesion Coordinator currently providing the secretariat to the Western Bay Anti-Slavery Forum.</i>
Poverty & Prevention	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Continue role of BME Family and Play Group within cross-sector Play Network in relation to hate crime awareness and understanding of modern slavery	Jane Whitmore	<p><i>There was no specific training or awareness relating to this area delivered via the Play Network or Early Years during 2018/19 as it has been provided in recent years.</i></p>
Poverty & Prevention	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Establish a working group to explore opportunities in relation to confidence and safety in getting around the City and County of Swansea	Jane Whitmore	No change

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Poverty & Prevention	Equality Objective 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	Increase knowledge and understanding of the UNCRC by ensuring all staff attend/participate in the UNCRC corporate training	Jane Whitmore	<p><i>Funded projects supported by the CYP Fund are required to evidence how children & young people are involved in the planning and delivery of services, in line with the UNCRC</i></p> <p><i>Workforce development opportunities offered by Life Stages Team through Poverty and Prevention, Education and Child and Family Services training programmes.</i></p> <ul style="list-style-type: none"> <i>• UNCRC training provided to Governors and Councillors and bespoke sessions include human rights sessions for Young Families and Rights in cultural services.</i>
Poverty & Prevention	Equality Objective 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	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity	Jane Whitmore	<p><i>In addition to a range of examples of where Children's Rights have been central to our work, a significant success for awareness of children's rights has been with the 'Dilly Footprints' work that will form a key part of the new Kingsway development. With the intention of highlighting the city centre as belonging to children & young people just as much as adults, Dilly footprints will be embedded into paving slabs along the streets, with an additional awareness campaign which got underway in 2018/19, to promote children's rights. Dilly Dragon, the rights mascot is disseminated by teams to raise awareness of the UNCRC and the Council's commitment through the Children's Rights Scheme. This is done in a number of ways: a Dilly flag flies during planned periods from the Civic Centre Building. #DillyDragon #DdraigDilly is linked to the Corporate Facebook and Twitter</i></p>

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Poverty & Prevention	Equality Objective 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	Ensure quality opportunities for Children & Young People's voice in policy/service developments that affect them	Jane Whitmore	<p>UNCRC due regard information is disseminated by The Children's Play Team at every opportunity to support awareness and responsibility across departments and members. Different forums, events and projects across Swansea through Big Conversations – open, safe and fun ways for children and young people to be heard:</p> <ul style="list-style-type: none"> • Big Conversation Forum – 539 11-18 year olds explored topics including extremism, gender equality and Swansea Council's Budget. • Pupil Voice Forum – 165 children and young people aged 7-18 took part in the Pupil Voice Forum. Topics included Identity and Equality, The Future of Education in Swansea (Abertawe 2025) and a consultation on services for children whose first language is not English • Forums for Children who have experienced care – 67 children took part in forums to let us know what is important for children in care and those who have been, and have now left. • School Visits – 617 children worked with through visits to schools, to school councils and other school clubs. <p>The 2019 Play Sufficiency Assessment was submitted in March 2019 and incorporated the views of over 600 children & young people. Additionally, specific consultation was undertaken on several new and upgraded play areas, as well as the design of the Dilly Trail (detailed above).</p>
Poverty & Prevention	Equality Objective 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	Continue to embed Children's Rights in all practice and procedures within the department and with partner commissioned organisations	Jane Whitmore	<p>Continued incorporation of UNCRC standards in the following;</p> <ul style="list-style-type: none"> • Strategic Equality plans in schools • Child and Family Services Participation Strategy • School Council Audit • Corporate Parenting Strategy • The Early Years Strategy • Our approaches to school readiness in Childcare settings • Healthy and Sustainable Pre-School Scheme • Play Sufficiency Assessment • Young People's Service plans • Child and Family Service's Participation and Children's Rights Plan • Swansea's Public Service Board's Wellbeing Plan <p>On International Children's Rights Day, children and adults in Swansea presented their success to over 100 guests from across Wales</p> <p>A new contract to embed and sustain the Rights Respecting Schools Award at a cost that is free to Schools in Swansea is progressing. A number of internal staff have been trained to undertake assessments on behalf of the Council. This will begin in Summer 2019.</p>

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Poverty & Prevention	Equality Objective 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	Raise awareness of “Big Conversation Mechanisms”, ensuring children & young people have an understanding of a variety of opportunities to have their voice heard	Jane Whitmore	<i>This year has seen the first Big Conversations for children aged 7-10, and also Intergenerational Big Conversation for people across the life stages to come together to have their voices heard.</i>
Poverty & Prevention	Equality Objective 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	Develop a communication strategy and campaign plan with key objectives to be delivered across the whole of Swansea	Jane Whitmore	<i>Gender equality continues to feature within discussions through the Big Conversation for Primary & Secondary school aged children. The Equalities Scrutiny Enquiry saw councillors participate in Big Conversations across the age range and gender equality with regards to service provision, sports and within our schools featured heavily in the discussions.</i>
Poverty & Prevention	Equality Objective 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	Establish a working group to explore issues around gender stereotyping	Jane Whitmore	<i>Dilly Dragon, the rights mascot is disseminated by teams to raise awareness of the UNCRC and the Council’s commitment through the Children’s Rights Scheme. This is done in a number of ways: a Dilly flag flies during planned periods from the Civic Centre Building</i>
Poverty & Prevention	Equality Objective 5 – Improve pupil attainment and continue to close performance gaps	Reduce inequalities in school readiness	Jane Whitmore	<i>The Flying Start Programme continued to operate with the Foundation Phase Profile adapted for pre-school children and the Wellcomm speech and language screening tool rolled out across all childcare settings. Further development of the Best Start Campaign through Social media, posters and events. Consolidation of the Jig-so Project supporting young parents during their child’s 1st 1000 Days. Collaboration with the Health Board and Public Health Wales to facilitate a 1st 1000 Days multi-agency event to inform a new action plan.</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Through the Families First and Flying Start programmes, deliver a range of services to children, young people and their families to improve outcomes, through interventions such as Parenting, Language and Play etc	Jane Whitmore	<p><i>Families First continues to develop new and initiative ways to deliver services to children, young people and their families.</i></p> <p><i>In 2018/19 Families First engaged with 5,328 cases, comprised of 10,780 individuals</i></p> <p><i>Flying Start continues to provide the Best Start in life for children in our most deprived areas.</i></p> <p><i>In 2018/19 2925 children benefitted from the Flying Start programme. The childcare attendance average was 79%.</i></p>
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Promote and provide a range of upskilling opportunities on a multi-agency basis in order to achieve quality services through the workforce development approach. This will include training on Motivational interviewing, Team Around the Family (TAF), Solutions Focused Thinking, etc.	Jane Whitmore	<p><i>1,014 training places filled covering 20 different subject matters.</i></p>
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Identify those young people who are most at risk of becoming NEET (not in employment, education or training) and provide them (and their families) with the personal support they require to remain engaged with education, employment and training	Jane Whitmore	<p><i>Regular meetings take place between, schools, careers, evolve and partner organisations to regularly track those at risk during year 11. This information is used to broker the most appropriate support for each individual. The attached provides an overview of the most recent review of data by area, school and level of need.</i></p>
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Continued use of Child Poverty Impact Assessments (CPIAs) for Play	Jane Whitmore	<p><i>No change</i></p>
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Food Poverty Community Interest Company: Create a food enterprise to tackle food poverty and feed people well in Swansea	Jane Whitmore	<p><i>No change</i></p>

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Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Deliver a range of services through the, Communities for Work Plus and Communities for Work Programmes, and through the effective allocation of the Legacy Fund that support people and families in our most deprived communities to improve their opportunities and reach their potential	Amy Hawkins	<i>The Communities for Work, Communities for Work Plus and Legacy fund provision is now fully implemented and is operational in delivery areas across Swansea. The Swansea Working approach has also been implemented with closer links and a single referral point being key objectives achieved in the first year.</i>
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	New action added for 2018 Lifelong Learning Service: Provide a wide range of high quality accredited and non-accredited Adult Education provision throughout Swansea, supporting learners to improve and enhance their employment skills and prospects through various learning opportunities	Amy Hawkins	<i>The Lifelong Learning Service continues to develop and deliver Essential Skills, digital literacy, family learning and learning for life courses across Swansea. The Service works with partner providers to ensure clear progressive pathways between learning opportunities from engagement to accredited provision and training opportunities are available. The Service has worked with employability partners to develop and deliver a number of bespoke programmes to meet a range of learners' needs and improve employability prospects. These include sector specific accredited courses, accredited training opportunities and intensive employability programmes addressing literacy, numeracy, digital literacy and essential employability skills. Partnership working between providers and employability services continues to strengthen and increase both learning opportunities and employability prospects.</i>
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	New action added for 2018 Ensure the adoption, delivery and effective monitoring and reporting of the Council's Poverty Strategy and Prevention Strategy	Amy Hawkins	<i>In progress: Swansea's Tackling Poverty Strategy continues to support the premise that Tackling Poverty is Everyone's Business. Key actions from the Delivery Plan have ensured a cross departmental approach to delivering on utilising the Policy In Practice Data to target appropriate services at households in need or at risk. Steps have been taken to establish a Swansea Poverty Truth Commission which will bring together key decision makers with people with direct lived experience of poverty. A mid-term review is planned of the Delivery Plan during 19/20.</i>
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Provide a welfare rights training programme to support staff from Swansea Council and partner organisations to negotiate the significant changes to the benefits system resulting from Welfare Reform	Amy Hawkins	<i>In progress: The Welfare Rights Training Programme delivered training to 219 participants. The 19/20 Training Programme has been planned and the initial courses have been advertised.</i>

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Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	New action added for 2018 Provide a specialist advice line service to support staff of Swansea Council and partner organisations negotiate the welfare benefit system to ensure that clients are receiving their correct entitlement.	Amy Hawkins	<i>In progress: The Welfare Rights advice line runs three days a week – Monday, Wednesday and Friday. The queries on the advice line have become more complex due to the significant changes within welfare reform, including Universal Credit and right to reside cases. The team have also opened up an advice email advice - this is currently being monitored</i>
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	New action added for 2018 Appeal Representation at both first tier and Upper Tribunal hearings	Amy Hawkins	<p><i>Appeal outcomes:</i> Successful = 64 Withdrawn = 4 Unsuccessful = 3</p> <p><i>Money raised from appeal representation:</i> £876,206.23</p>
Poverty & Prevention	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Ensure that the Big Conversation continues to encompass a range of mechanisms that aim to facilitate the widest possible participation of all children and young people	Jane Whitmore	<p><i>The Big Conversation continues to expand and different forums, events and projects across Swansea through Big Conversations – open, safe and fun ways for children and young people to be heard:</i></p> <ul style="list-style-type: none"> <i>• Big Conversation Forum – 539 11-18 year olds explored topics including extremism, gender equality and Swansea Council’s Budget.</i> <i>• Pupil Voice Forum – 165 children and young people aged 7-18 took part in the Pupil Voice Forum. Topics included Identity and Equality, The Future of Education in Swansea (Abertawe 2025) and a consultation on services for children whose first language is not English</i> <i>• Forums for Children who have experienced care – 67 children took part in forums to let us know what is important for children in care and those who have been, and have now left.</i> <i>• School Visits – 617 children worked with through visits to schools, to school councils and other school clubs.</i> <p><i>The Big Conversation has also successfully been delivered with primary school aged children as well as intergenerational opportunities for people aged 7+ in 2019 and will continue in 2019/20.</i></p>
Poverty & Prevention	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Continue a range of inclusive play specific consultation with identified groups and individuals. Undertake specific consultation with key groups with protected characteristics as part of the 2016/19 Play Sufficiency Assessment	Jane Whitmore	<i>A Parent Carer Forum has been commissioned in Swansea and this mechanism will support much of the on-going consultation and engagement of parent carers on a wider range of subject matters. Through the Big Conversation, the Life Stages Team continue to explore opportunities to engage with more vulnerable cyp and make existing mechanisms accessible to all and this includes STF units and Special Schools etc.</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Poverty & Prevention	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Engage with traveller communities via Play on Wheels mobile play	Jane Whitmore	<i>Play on Wheels attended sessions at the Morganite site during Q1, however a decision was made for the team not to return for the time being due to a concern on site that impacted upon the very important relationship between the team and the community. It is hoped to return once this has been resolved.</i>
Poverty & Prevention	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Ensure a wide range of engagement by local people, including the most marginalised members of the community, in the Communities First (CF) Programme. Activities will include information sharing, active participation, collaboration and partnership working between individuals and organisations, and empowering local people	Jane Whitmore	<i>Consultation and engagement is a key theme of all Children's and Community grant delivery.</i>
Poverty & Prevention	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Ensure that the relevant aspects of the Ageing Well Plan are embedded within these Equality Objectives from 2017 onwards	Jane Whitmore	<i>The Life Stages Team have continued to raise awareness of the Human Rights Principles for Older Persons and the Human Rights Declaration more broadly. The Ageing Well Engagement Plan has incorporated Human Rights principles. The review of the 50+ Network to develop a more Big Conversation like forum for those that are 50+ has enabled us to make explicit links to human rights and ensure that citizens that are 50+ are engaged in a more meaningful mechanism to have a voice on issues that impact on their lives.</i>
Poverty & Prevention	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Deliver appropriate and suitable levels of training on the UNCRC & Children's Rights	Jane Whitmore	<i>Ongoing bespoke workforce development opportunities including: sessions to develop understanding of rights for young families in cultural services and for those championing participation of children who are care experienced. 2019 has seen progress toward a programme of workforce development that explores rights across the life stages, exploring children's human rights in line with other human rights declarations.</i>
Poverty & Prevention	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Re-circulate the staff survey first completed in 2014 to all staff and Councillors to measure knowledge and understanding of children's rights and the UNCRC	Jane Whitmore	<i>Work continues across the Directorates to ensure there is increased knowledge and understanding of Rights based practice.</i>
Poverty & Prevention	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Deliver Asylum Seeker and Refugee Awareness Training to enable staff to understand issues facing asylum seekers and refugees and make services more accessible and welcoming	Jane Whitmore	<i>In progress: This year information sessions have been held with Housing, Social Services and Communities for Work staff. Future training is imminently planned for Team Around the Family and Local Area Coordinators</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Poverty & Prevention	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Develop and disseminate information on Swansea’s migrant communities for staff and elected Members	Jane Whitmore	<i>In progress: Relevant and current information passed on to elected members (including Cabinet members), and staff as required and appropriate. This includes information on the EU settlement Scheme and the Windrush Scheme.</i>
Poverty & Prevention	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Deliver awareness events and Workshop to Raise Awareness of Prevent (WRAP) Training to appropriate frontline staff and Elected Members	Jane Whitmore	<i>In progress: In this reporting period, April 18 – March 19 • 233 individuals (including staff from Schools, Housing Services, Gwalia, Coastal, Evolve, Social Service and Environmental Health) received Prevent awareness training • 145 members of staff completed the mandatory Prevent e-learning course (these figures are up to Dec '18 as now unable to access the figures as the Home Office has closed access to the portal)</i>
Communications and Customer Engagement	Equality Objective 1 – Ensure equality of access to services	Introduce a new British Sign Language service at the Contact Centre	Julie Nicholas-Humphries	<i>Complete: The Council now use existing internal resources to deliver a British Sign Language Service with two officers available at Level 1 BSL and three officers available at Level 2 BSL. We also have access to higher level resource as required through our partnership with the Welsh Interpretation & Translation Service and residents can request a preferred translator if they are available.</i>
Communications and Customer Engagement	Equality Objective 1 – Ensure equality of access to services	Introduce a SMS texting service for residents	Julie Nicholas-Humphries	<i>Complete: Service in place with 546 texts received between April 2017-March 2018 (SMS: 07919 626434)</i>
Communications and Customer Engagement	Equality Objective 1 – Ensure equality of access to services	Provide additional support to Contact Centre customers by having staff positioned at the entrance to assist as needed	Julie Nicholas-Humphries	<i>Complete: The Council continues to have ‘floor walkers’ at the entrance of the Civic Centre to assist with resident with their queries or make payments at the payment kiosks.</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	<p>Continue programme of equality engagement with key forums and groups including: Disability Liaison Group, BME Forum, LGBT Forum and 50+ Network</p> <p>Continue to support equality-related events in association with these forums and groups</p> <p>Improve engagement with local disability groups via the Disability Liaison Group (DLG)</p>	Tracey Meredith/Jane Whitmore	<p><i>The work of the LGBT forum has continued and the group met four times over this period. The forum continues to support events such as Swansea Pride and LGBT History Month. There is a West Wales Regional BME forum which we are members of, although meetings have been quiet this year. We have been reviewing the Disability Liaison Group including the membership, terms of reference, code of conduct and encouraging departments to have stronger links to the group through the departmental equality reps.</i></p>
Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	<p>Review the City and County of Swansea Local Service Board & Healthy City Board Ageing Well and Strategy for Older People Action Plan 2015 – 2019</p> <p>Include work with Swansea Network 50+ and other relevant engagement mechanisms / methods with older people in the annual review</p>	Jane Whitmore	<p><i>A Health & Well-being Forum was held with a variety of community groups and individual 50+ members. Report findings from the Health & Well-being Forum were circulated to relevant internal colleagues and external organisation across the local authority area. We continue to work with a variety of community groups, engaging through the newly formed "Live Well, Age Well Forums.</i></p>
Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Organise an event to include an Annual Meeting of Swansea Network 50+ and a public event to mark UK Day of Older People	Jane Whitmore	<p><i>As a result of feedback from participants at UK Day For Older People which took place on 1st of October 2018, the Life Stages Team have progressed a Live Well, Age Well Forum, which has focussed on prioritise identified for exploration and discussion as matters that are important to those ageing well within Swansea and. Forum themes inc. Digital Inclusion, Health & well-being, Transport & Safety.</i></p>
Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Continue to provide and promote service-specific equality training / information where needed	Lee Wenham	<p><i>Communications: The Communications team helps promote equality issues via our internal Communications platforms to all staff and training opportunities are promoted and discussed within the team</i></p>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Continue to operate the Equality Impact Assessment (EIA) process across the organisation	Tracey Meredith	<i>In progress: This process continues to be applied to the subject of all Corporate Reports submitted to Corporate Briefing, Cabinet and Council (as well as other Committees). It is also applied to the budget setting process, major projects as well as all commissioning reviews.</i>
Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Continue to quality assure completed EIA screenings and reports, providing feedback to departments	Tracey Meredith	<i>In progress: Officers are supported by the Access to Services Team via meetings, initial informal feedback and bespoke team sessions on request. The EIA quality assurance process includes officers with expertise in equality, children's rights, poverty, Welsh language, consultation and engagement</i>
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Develop a Rents Strategy. Part of this strategy will ensure that the arrears recovery process is easy to understand and takes account of customer needs, particularly those who may be vulnerable	Mark Wade	<i>Resourcing the Rents Strategy has been difficult particularly due to the demands of dealing with Universal Credit. Delivering the Rents Strategy is a key priority for the Rents Team, it is anticipated that it will be completed by December 2019</i>
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Continue with programme of customer access audits of Housing and Public Protection services to ensure that services are accessible to everyone	Mark Wade	<i>The next round of customer access audits will be completed by November 2019.</i>
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Incorporate all relevant equality issues into the new Local Housing Strategy (LHS)	Mark Wade	<i>Latest LHS will be under development shortly and will be published in 2020. There will be a dedicated equalities chapter as per previous strategies.</i>
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Raise awareness of the availability of Disabled Facilities Grants (DFGs) particularly in terms of disabled children and young people	Mark Wade	<i>Ongoing promotion of these services.</i>
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Produce a strategy as part of the More Homes project for using Housing Revenue Account resources to provide more Council Housing, which will help meet the needs of a diverse community	Mark Wade	<i>Cabinet approved the Housing Revenue Account Development Plan in February 2019. This sets out the programme to develop over 140 new homes up to 2022. Following on from the first Passivhaus pilot at Colliers way, the second phase of the More Homes project is underway with development commencing at a further 2 sites at Parc Y Helyg and Colliers Way Phase 2. As part of this phase, 34 new homes will be built as 'Homes as Power Stations' using funds from a £1.5m Innovative Housing Programme grant from the Welsh Government. The homes will have innovative features such as solar panels and battery storage and will be built to DQR (Development Quality Requirements.)</i>

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Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Provide burial/cremation arrangements in line with the requirements of Swansea's diverse community	Mark Wade	Ongoing, there is minimal demand.
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Develop protocol for inspection of dwellings proposed to be used to accommodate asylum seekers	Mark Wade	Ongoing
Housing & Public Health	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Review the Statement of Policy for Licensing in respect of alcohol, entertainments and late night refreshment, taking particular account of the need to ensure protection of children	Mark Wade	Policy adopted by Council July 2018. Next full review is due in July 2023. The Special Policy, which is contained within the main policy is due for review in July 2021.
Housing & Public Health	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Review the Council's policy in respect of gambling, taking particular account of the need to ensure protection of children and vulnerable people	Mark Wade	The Policy was adopted by Council in 2018. The next review is due January 2022.
Housing & Public Health	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Raise awareness of doorstep crime and scams to prevent people becoming victims	Mark Wade	Ongoing, periodic awareness campaigns undertaken.
Housing & Public Health	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Provide training and raise awareness with support agencies in identifying scams	Mark Wade	Ongoing
Housing & Public Health	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Implement an updated Local Tenant Participation Strategy (LTPS) 2015-18	Mark Wade	The new TP Strategy 2019-2021 will be published in September 2019 and launched with tenant groups.

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Housing & Public Health	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Continue to work in partnership with the Youth Inclusion Team, to encourage participation of young people in housing matters (with the aim of setting up a group exclusively for young people and encouraging them to join other groups)	Mark Wade	<i>Big Conversation housing session took place in March 2019 on homelessness issues, future session planned for WHQS environmental improvements later this year. A council housing facebook group has been established. We hope to increase the membership during 2019 with the aim of engaging with younger people and other harder to reach groups.</i>
Housing & Public Health	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Promote and raise awareness of the availability of: <input type="checkbox"/> Same Sex Marriage into the Civil Marriage ceremony and the legal process which enables couples who have previously entered into Civil Partnerships to convert them into marriage	Mark Wade	<i>Ongoing and regularly monitored.</i>
Housing & Public Health	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Deliver a Tobacco Action Plan for Swansea, which will concentrate on areas identified in local needs assessments and mapping exercises	Mark Wade	<i>Continuing investigations being undertaken to deal with the illicit supply of tobacco in the Swansea area in conjunction with HMRC / partners.</i>
Housing & Public Health	New*** Equality Objective 1 – Ensure equality of access to services	Ensure that the Homelessness Strategy reduces homelessness and improves access to the service by implementing a range of actions over the life time of the strategy 2018-2022	Mark Wade	<i>New Action for 2018-19</i>
Legal & Dem Services	Equality Objective 1 – Ensure equality of access to services	Continue to review Polling Stations; seeking to improve them to ensure a positive experience for the voter	Tracey Meredith Huw Evans Rhian Millar	<i>The Review for 2019 has just been completed. It was presented to Council in April 2019. Some comments were received and we are looking at following up any suggestions, in order to improve access wherever possible.</i>
Legal & Dem Services	Equality Objective 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	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity	Tracey Meredith Huw Evans Rhian Millar	<i>In progress: Children's rights continue to be considered as part of the report clearance cycle and during the decision making process. Impact assessments will include any relevant considerations.</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Legal & Dem Services	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	To provide 6 monthly updates on legal section of intranet site as to case law dealing with equality issues	<i>Tracey Meredith Huw Evans Rhian Millar</i>	<i>Regular bulletins are produced by the legal department relating to equality issues/considerations and published on internal website.</i>
Cultural Services	Equality Objective 1 – Ensure equality of access to services	Continue project in libraries to introduce or improve the computer skills of people of all ages	<i>Tracey McNulty</i>	<i>Swansea Libraries are in the process of rolling out access to Learn My Way a free digital tool to support improved digital literacy and provided by the Good things foundation. This will see all libraries registered to enable access to a new digital learning tool. The service is continuing to promote its growing digital resources which makes access to online information and reading materials more accessible. It supports this with e-resources workshops across libraries delivered by library staff.</i>
Cultural Services	Equality Objective 1 – Ensure equality of access to services	Consider sourcing and implementation of additional/improved visual impairment computer aids in libraries	<i>Tracey McNulty</i>	<i>The improvement to libraries hardware continue this year and we are working closely with IT to install currently purchased improved hardware and to replace additional to ensure Windows 10 compliance on the public network. This will also allow us to evaluate alternative accessibility tools to improve accessibility in libraries. The CodeClub at the Central Library continue to grow providing opportunities for young people to learn coding skills outside of the school environment in a structures way. We are shortly to become a centre for the Assisted Digital Service for UK Visa applications.</i>
Cultural Services	Equality Objective 1 – Ensure equality of access to services	Continue variety of activities that takes Swansea Museum to older people and groups	<i>Tracey McNulty</i>	<i>We offer volunteering opportunities at Swansea Museum, at the moment we have 20. Most of whom are Retirees. This provides opportunity to socialise whilst developing new skill and knowledge. We also continue to provide outreach talks to the county of Swansea with 320 attending in 2019 so far, with groups such in Killay Libraries & St Davids Church in Morrison participating.</i>
Cultural Services	Equality Objective 1 – Ensure equality of access to services	Explore the history and heritage of the LGBT community as an option for the Museum programme	<i>Tracey McNulty</i>	<i>We have explored diversifying collections to better represent LGBT community. Museum has held a collecting Stall at Pride event and held an exhibition highlighting the relevant collections we hold for the Pride celebrations</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Cultural Services	Equality Objective 1 – Ensure equality of access to services	Undertake a range of equality-focused activities at the Glynn Vivian, working with groups such as children & young people, disabled people, BME and LGBT communities	Tracey McNulty	<p><i>Our dynamic Exhibitions programmes includes work by emerging and established artists based in Swansea and Wales, together with internationally renowned artists. N. S. Harsha is an Indian artist whose work featured in the Gallery during summer 2018. As part of the exhibition, schools from Castle ward; St, Helen's, Sandfields, Login Fach and Hafod Primaries, as well as Step Ahead Pupil Referral Unit, worked with the Gallery's learning team to make work for an exhibition called 'The Future'. In Autumn 2018, we displayed the incredible work by Yinka Shonibare, End of Empire, to coincide with Black History month. In Spring 2019 Phytopia included work by International Artists from China, Israel, France and Taiwan and the celebrated British artist, Derek Jarman. India Wales, a joint initiative between Wales Arts International and the British Council that supports artistic collaboration and exchange between creative professionals and arts organisations in Wales and India. As part of the programme supporting the exhibition by N.S. Harsha, Glynn Vivian hosted several events including A Feast of Words – poetry and writing event, Rangoli community workshop and Mindfulness workshop with Neeta Madahar.</i></p>
				<p><i>(continued). Our Artists in Residence in 2018/2019 included Shiraz Bayjoo, Nazma Botanica, Durre Shahwar, all of whom are from BAME backgrounds Our learning programmes have continued in 2018/2019 with activities for key targeted and core community groups and individuals.including;</i></p> <ul style="list-style-type: none"> <i>• Art Babas Pre-school & Early years children.</i> <i>• Young Art Force Young NEETS (not in education, employment to training).</i> <i>• Wednesday Adult Workshops (55+).</i> <i>• Welcome group - Refugee's and Asylum Seekers.</i> <i>• Alternative Art School Adults with additional and special needs.</i> <i>• RNIB art class Monthly art classes for adults with visual impairments</i> <i>• Glynn Vivian at Night In February 2019, celebration LGBT+ History month with a late night Gallery opening</i> <i>• Pride Workshops - Family Fun Days Holiday workshops to make banners, placards and flags for Swansea Pride 2019.</i> <i>• Gwanwyn Festival Worked with Gwanwyn Festival on an intergenerational/ cross community Festival day.</i> <i>• Sensory Art Backpacks Our Gallery trails and backpacks include sensory toys and resources for visitors with autism</i> <i>• Family Film Club Autism friendly film screenings.</i> <i>• Training with Engage Cymru Dementia Awareness.</i> <i>• Additional film screening Ad hoc screenings for BAME women, LGBTQ+, adults and young people</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Cultural Services	Equality Objective 1 – Ensure equality of access to services	<p>Continue to deliver Dylan Thomas Centre Heritage Lottery Fund Project Activity Plan</p> <p>Action amendment for 2018 onwards: Following completion of the Dylan Thomas Centre's successful HLF project (ended March 18), continue to build on and deliver the range of equality-focused activities developed throughout the project, in line with Corporate Priorities.</p>	Tracey McNulty	<p><i>In Progress</i> Following completion of the Dylan Thomas Centre's successful HLF project (ended March 18), we continue to build on and deliver the range of equality-focused activities developed throughout the project, in line with Corporate Priorities, and despite reduced resource. Running 'Literature and Trauma' workshops for refugees and asylum seekers and help develop further opportunities for the group, such as readings for Refugee Week and at other venues. Transport costs and children's activities are provided to ensure as many people as possible are able to attend. Continue to run and develop free family learning opportunities on every day of the school holidays during operating hours, including a programme of tutor-led workshops. All sessions are accessible and open to all, with range of activities provided to appeal to different ages and abilities Continue to develop and expand free Young Writers Squad workshops for children and young people across Swansea. From one Squad for 11-16 year olds, we now have two Squads for 11-16 year olds and one for 8-11 year olds. We are also trialling off-site writing workshops in libraries such as Morriston.</p>
				<p><i>(continued)</i> Continue to host free community creative writing sessions in partnership with Fusion and Swansea University. Continue working with Swansea People First – a user-led group for people with a learning disability. Member of 4-Site programme delivering workshops for schools across Swansea, including free sessions for SEN . Reminiscence Box sessions available: boxes are themed to Dylan's work, eg 'Dylan's Swansea', 'A Child's Christmas in Wales', 'Holiday Memory' and also work well with school groups as well as with older people in the community. Continue to make our bilingual Dylan Thomas Exhibition even more accessible to groups, including easy read guide produced in partnership with Swansea People First. Continue to develop partnerships with other venues to target resources effectively and develop and share audiences. Continue to work with Fusion and Pilot Cities to develop Diversity Pledge. Continue providing staff training to ensure each visitor is welcomed warmly and confidently: courses already completed include Autism Friendly, Refugees Welcome, Dementia Friendly, Human Rights, Safeguarding Adults and Children. Age Friendly standards achieved, to sit alongside Family Arts Standards award. Esmée Fairbairn funding secured to deliver a three year learning and outreach programme on and off site, focusing on target areas, due to commence later this year.</p>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Cultural Services	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Raise awareness of Cultural Services and identify any barriers to participation via engagement with key equality groups	Tracey McNulty	<p>Cultural Services/Pilot Cities- Diversity Pledge <i>As part of the Pilot Cities programme, Cultural Services is drawing up a diversity pledge. The pledge enshrines the principle that access to and participation in culture is a fundamental human right, not a privilege. The pledge will incorporate aims and objectives relating to: relationships, communications and participation; creative process and programming; audience, ticketing, welcoming and access; and organisational culture, governance, recruitment and representation to ensure a diverse range of cultural activity that represents and meets the needs of all sectors of the community, taking steps to satisfy the needs of people with protected characteristics as well as those living at economic disadvantage where these are different from the needs of other people. Fusion has supported this area of work by consulting with local people from a variety of age groups, working in partnership with the Life Stages Partnership, visiting other cities to gain knowledge and insight from best practice and putting on pilot projects which embed the aims of the pledge group.</i></p>
				<p><i>(continued) Libraries: Swansea Libraries provide venues for many organisations. Often these are hard to reach groups such as Swansea Association for independent living, Swansea Lip Reading Group, Swansea Hard of hearing group. Libraries are challenged to reach out to hard to reach groups and we are asked to demonstrate examples of this when reporting on the Welsh Public Library Standards. One particular example is an event organised by Oystermouth Library with Whitestone Primary School and a group of children with learning difficulties. The visit involved story reading and activities and an introduction to e-resources that were suitable for the children to access.</i></p> <p><i>Swansea Museum: Crossing Borders. Project led by RCC with partner support from AFC, YMCA and Swansea Museum.</i></p> <p><i>HLF funded and exploring music, dance and identity. Number of visits to the museum looking at the heritage side and oral history. The project includes accredited training on composition skills and will culminate with recording a song at Rockfield Studios on Saturday 9th June and a Grand Finale the following Saturday. Due to space the final event will take place at the National waterfront. An exhibition on the project will be exhibited at the Museum during Black History Month in October.</i></p>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
				<p><i>(continued) First Waves Project in partnership with Parliament and RCC celebrating the 50th anniversary of the 1968 discrimination act. Artist Scarlett Crawford was commissioned by Parliament to work with 6 groups across the UK. The workshops were run at Swansea Museum in July 2018 and apparently were the most diverse group across the country. The work of the Swansea group was displayed in October and November before being transported for the full exhibition at the Palace of Westminster early 2019. Suffrage: As part of Take Over the Museum Day, Lougher Brownies worked with the museum to explore the 100th anniversary of Women's Suffrage. Over a few sessions, one of which at the museum where they considered slogans and create their own banner. The Brownies also achieved their Suffrage badge. Fusion Project: The Fusion Programme aims to engage with people from across the city from a broad range of ages, backgrounds and situations, many of whom don't currently engage with cultural venues or activities.</i></p>
				<p><i>(continued) New activity, partnerships and venues include; Halloween Cinema and free cinema screenings and craft sessions to Clase, North Penlan, Morrison and St Phillips Community centres. Adult Animation at the Glynn Vivian – in the Glynn Vivian for unemployed adults from across the city to learn digital skills and team work. 50 years of Music – a diverse group of volunteers supporting a film making project where participants learn skills in photography and film making including. Music for Wellbeing – free sessions in partnership with the Stroke Association and Swansea Music Hub. Creative Writing Club – Free open access monthly writing sessions for adults of any background and experience. In partnership with the Dylan Thomas Centre and Swansea Uni. 50 Years of St Helen's Road – A project in partnership with St Helen's Primary School (where over 20 languages are spoken), local residents and Elysium Artists. Fusion was able to apply for ACW monies to deliver the artistic element of the project. In partnership with DTC, free classes for wellbeing and creative expression. Sport & Health: BME Sports Forum and work of the BME sports officer, Women and Girls Forum and targeted women and and INSPORT integrated sport programme. Our Streetgames/doorstep sport programme agreed with Streetgames UK, delivered in targeted area of poverty.Cultural & Digital Hub working with Race Council Cymru and 15 partners.</i></p>
Cultural Services	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Ensure that relevant equality issues are considered when revising leisure centre (and other venue) timetables	Tracey McNulty	<p><i>Leisure Centres are now operated by Freedom Leisure following the Commissioning process. Equalities issues formed part of the contract and will continue to do so.</i></p>
Cultural Services	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Develop Inclusive Futures Programme working on disability sport programmes events and legacy	Tracey McNulty	<p><i>As previously stated, the inclusive futures process has been taken on by Disability Sport Wales and in Swansea has become part of the Disability Sports Officers role through links to generic volunteering and the Young Ambassadors Project.</i></p>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Cultural Services	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Continue rollout of InSport to target partners and voluntary organisations to encourage integration of disabled people into mainstream sport clubs through national governing body of sport pathways	<i>Tracey McNulty</i>	<i>We achieved Bronze level accreditation via application and presentation to the disability sports wales board. We are now compiling the requirements for the silver accreditation level which we hope to achieve this financial year (2019-20)</i>
Cultural Services	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Increase opportunities for young people to participate in after-school (extra-curricular) sporting opportunities	<i>Tracey McNulty</i>	<i>As previously stated, this is a fundamental part of the sport and health services delivery plan and is measured both internally and externally against a set of outcomes agreed with key funding partners and linked to Swansea Councils priorities connected to the Well Being of Future Generations Act. Targets and outcomes are measure quantitatively both internally and externally and through the collection of "snapshots" showing outcomes directly contributing to WBFGA and Sustainable Swansea priorities</i>
Cultural Services	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Continue to take steps to further reduce the gender gap in participation in sport and physical activity	<i>Tracey McNulty</i>	<i>Us girls continues to be delivered as part of our equality programme. Team members have also developed a women and girls sports forum with representatives from a wide range of sporting and community agencies including education, clubs, governing bodies, facilities management and local authority. We have also secured additional funding from sport Wales for specific women and girls sports initiatives for the financial year 2019-20. We have a full development plan agreed with sport wales for this work stream</i>
Highways & Transportation	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Undertake Safer Routes in Communities (SRIC) project with schools	<i>Lee Davies Gill Walters Stuart Davies</i>	<i>Funding secured for the Clydach Safe Routes in Communities project for 2019/2020</i>
Highways & Transportation	Equality Objective 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	Increase knowledge and understanding of the UNCRC by ensuring all staff attend/participate in the UNCRC corporate training	<i>Lee Davies Gill Walters Stuart Davies</i>	<i>Staff access training online or by attending face to face sessions. Further 'face to face' sessions are being planned for this year.</i>

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Highways & Transportation	Equality Objective 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	Promote and raise awareness of the UNCRC by embedding children’s rights within day to day practice and utilising the Children’s Rights logo in all promotional activity	Lee Davies Gill Walters Stuart Davies	<i>Safe Routes in Communities schemes continue to be delivered.</i>
Highways & Transportation	Equality Objective 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	Ensure quality opportunities for Children & Young People’s voice in policy/service developments that affect them	Lee Davies Gill Walters Stuart Davies	<i>This was successful. The same approach is being adopted for future SRIC bids.</i>
Highways & Transportation	Equality Objective 8 - Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children	Implement the Pavements for People Policy	Lee Davies Gill Walters Stuart Davies	<i>The Council continues to maintain the standards set out in the policy.</i>
Highways & Transportation	Equality Objective 8 - Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children	Review accessibility of street furniture, e.g. seating	Lee Davies Gill Walters Stuart Davies	<i>Maintenance: React to issues as reported.</i>
Highways & Transportation	Equality Objective 8 - Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children	Installation of dropped kerbs to assist access where needed	Lee Davies Gill Walters Stuart Davies	<i>No change.</i>
Highways & Transportation	Equality Objective 8 - Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children	Consider equality issues when designing highway and traffic schemes	Lee Davies Gill Walters Stuart Davies	<i>No change.</i>

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Highways & Transportation	Equality Objective 8 - Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children	Provide permits for qualifying care organisations and carers to park within residents parking bays	Lee Davies Gill Walters Stuart Davies	Where staff are attending a genuine emergency, without a designated permit, then any subsequent appeals against a parking fine will be looked at sympathetically.
Highways & Transportation	Equality Objective 9 - Improve access to public transport by bus for disabled and older people, as well as families with young children	Promote the RNIB REACT system for visually impaired people at the Bus Station The system gives audio messages about the services at each departure bay and provides a wayfinding tool in association with the tactile strip through the concourse	Lee Davies Gill Walters Stuart Davies	Transportation Officers have researched potential alternative provisions. A preliminary meeting and a feasibility study may start during Q1 of 2019/20 to explore the potential for implementation.
Highways & Transportation	Equality Objective 9 - Improve access to public transport by bus for disabled and older people, as well as families with young children	Continue to implement programme to provide raised kerbs at bus stops to allow easy access for all passengers. Continued engagement with disability groups	Lee Davies Gill Walters Stuart Davies	No change.
Highways & Transportation	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Continue to provide and promote service-specific equality training / information where needed	Lee Davies Gill Walters Stuart Davies	The H & T Equalities Representative regularly attends the corporate 'Equalities Rep' meetings and training sessions. They provide guidance and advise as and when required.
Child & Family	Equality Objective 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	Increase knowledge and understanding of the UNCRC by ensuring all staff attend/participate in the UNCRC corporate training		Participation work is being led by the Children's Rights and Participation officer for the service. This links in with the work ongoing on the UNCRC which is being led by Jane Whitmore
Child & Family	Equality Objective 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	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity		This is achieved in day to day practice via the SOS Practice framework.

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Child & Family	Equality Objective 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	Ensure quality opportunities for Children & Young People's voice in policy/service developments that affect them		<i>This is ongoing through our participation offer to children and young people which is reported to SMT and Corporate Parenting Board on a quarterly basis</i>
Child & Family	Equality Objective 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	Further develop our front door service in accordance with the Social Services and Wellbeing (Wales) Act to enable equitable access to information, advice and assistance about statutory services and the preventative sector		<i>Integrated IAA pilot established in November 2018 for a period of 12 months</i>
Child & Family	Equality Objective 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	Develop a service for perpetrators of domestic abuse including 1:1 and group work, informed by service user feedback, which supports the work already being undertaken with women and children where domestic violence is a feature in their lives		<i>Complete: Completed in 2016 with the development of the DV Hub</i>
Child & Family	Equality Objective 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	Implement the Active Offer of Advocacy Arrangement to help ensure children and young people have access to additional support to have a voice in the decisions that affect them		<i>Complete: In place as of April 2017</i>
Child & Family	Equality Objective 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	Develop and implement Looked After Children Review arrangements, which enable children and young people to lead on their reviews		<i>This is ongoing through our participation offer to children and young people which is reported to SMT and Corporate Parenting Board on a quarterly basis</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Child & Family	Equality Objective 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	Further develop and implement the Signs of Safety Methodology within Social Work Teams. This is a strengths based model which promotes the voice of the child, includes their family and wider networks in safety planning and is focused on outcomes		Complete: SOS implementation strategy in place and reviewed annually. Recent review, April 2018, by WBCSB acknowledged the impact of SOS in this area.
Child & Family	Equality Objective 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	Develop a Child Disability Strategy consulting with children, young people, families, multiagency partners and the third sector to ensure that disabled children and their families can access a range of provision across the continuum of need – accessing the right opportunity/service from the right place at the right time		The local offer sub group which includes representatives from Adult Services, Education, the third sector, parent/carers as well as CFS has been established. The aim of this group is to produce a local offer for children with a disability in Swansea. Current priorities are around a better understanding and mapping of provision for transition periods
Child & Family	Equality Objective 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	Develop a leaving care service in partnership with a third sector provider. Final 'shape' of the new service to be informed by partners and young people's views		Completed in 2016
Child & Family	Equality Objective 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	Develop a comprehensive support and review framework for all individuals awarded a Special Guardianship order. Services to include training opportunities for carers, groups for young people and general advice and assistance via a dedicated team		Completed in 2016

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Child & Family	Equality Objective 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	In accordance with the Social Services and Wellbeing (Wales) Act, develop policy and procedures for a Swansea "When I'm Ready" scheme in line with Welsh Government Guidance. This will enable more young people to remain with their foster carers beyond the age of eighteen and until they are ready for independence		<i>Completed in 2016</i>
Child & Family	Equality Objective 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	Develop an updated Disability Strategy for Children in accordance with the Social Services (Wales) Act. This will include greater involvement of parents and carers in Care planning via the increased use of Direct Payment packages		<i>Complete: Completed in 2016</i>
Child & Family	Equality Objective 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	Further establish Social Services involvement in the provision of support for children who require therapeutic support by <ul style="list-style-type: none"> • continued and active membership by the Head of Service of Child and Family in the Mental Health Planning Group • developing packages of therapeutic support for children, families and significant adults from the recently established Internal Therapy Team 		<i>Completed. In addition a regional MAPPS service with Clinical Psychology support has been established to provide support to children with complex needs.</i>
Adult Services	Equality Objective 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	Further develop safeguarding measures for vulnerable adults in a safer, personal and more timely way	<i>Lucy Friday, Amanda Williams & Jessica Fitzpatrick</i>	<i>In progress: Some changes made but work in progress to further improve approach and deal with safeguarding issues in a timely manner and ensure that the approach to safeguarding is as robust as possible. A revised SW structure for various teams in Dept is being progressed and staff/TUs to be consulted as necessary with the aim that changes will be implemented by approx. June 2020</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Adult Services	Equality Objective 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	Improve the deprivation of liberty and safeguarding (DOLS) processes	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<i>In progress:</i> Some changes made but work in progress to further improve. A revised SW structure for various teams in Dept is being progressed and staff/TUs to be consulted as necessary with the aim that changes will be implemented by approx. June 2020
Adult Services	Equality Objective 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	Review integration with health in the three community hubs	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<i>In progress:</i> Considerable work has been done to strengthen the role of the multi-disciplinary team of social workers, Occupational Therapists, Physiotherapists and the third sector at the Common Access Point as well as within the Integrated community Hubs. Expansion of this team has also included the addition of Dementia support and Community Psychiatric interventions. More work in progress to further improve through analysis of outcomes and impact. In addition maximisation of resource across the community Integrated Hubs and the practical implementation of the Practice Framework and 'doing what matters' agenda is being supported through a review of the SW structure for various teams across Adult Services - staff/TUs to be consulted and engaged throughout with the aim that changes will be implemented by approx. June 2020
Adult Service	Equality Objective 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	Continue to transform adult service in order to ensure a citizen directed service	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<i>In Progress.</i> A Co-production Strategy and implementation plan has been co-produced and is currently in draft format. Next steps are to agree the strategy, launch and begin implementation in the summer. • Adult Services Practice Framework has now been developed and training is now being delivered to the teams. This is encouraging social work practitioners and those responsible for assessment to take a more person-centred, outcome focussed approach. A practice handbook has been developed and is due to be implemented. Collaborative comms - is being rolled out across relevant workforce All the team leaders and senior practitioners to be mentors to influence change in teams, working with Social Care Wales, to link mentors nationally to learn from best practice elsewhere. Supervision template also in progress so that the collaborative comms language runs through this template, • We continue to develop our in-house service provision in line with the wishes and needs of those we work with. A number of co-produced commissioning projects are in progress.

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Adult Service	Equality Objective 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	Further review Commissioning Plans for Adult Services	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	Commissioning Reviews across the service are in various stages of progress. Preferred options for both Domiciliary care, the internal provision of residential and day services submitted and approved for 'roll out' - full engagement and consultation with citizens and staffing throughout Citizens engaged and actively involved in recommissioning of Domiciliary care helping to inform and shape provider criteria Strong involvement of citizens and service users across commissioning review of Learning Disability, physical disability. Person centred approach supported through the development of wider systems and support processes
Adult Service	Equality Objective 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	Web pages updated as appropriate to improve access to information, assistance and advice	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	In progress: This continues to be work in progress in line with the requirements surrounding Information, Advice and Assistance contained in the Social Services and Wellbeing Act. Limitations due to the central resource in supporting preventative information sharing via public website but work ongoing to improve and better manage how public communications and engagement are shared.
Adult Service	Equality Objective 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	Develop Adult Social Work practice framework. This approach needs to be strength based and outcome focused, to promote the voice of service users, their families and the wider community	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	We held a co-production session in February 2019 where citizens worked with us to establish a set of guiding principles governing 'what a good assessment looks like' which will be used in developing the new assessment format and assessment practice. We also co-produced a draft handbook for service users and carers to guide and prepare them for the assessment. Next steps include producing a final handbook and ensuring the principles that were co-produced influence the assessment format and practice.
Adult Service	Equality Objective 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	Further develop our front door service in accordance with The Social Services and Wellbeing (Wales) Act to enable ease of access to information, advice and assistance and also preventative services	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	In progress: some changes made but work in progress to further improve . A revised SW structure for various teams in Dept is being progressed and staff/TUs to be consulted as necessary with the aim that changes will be implemented by approx. June 2020 • All Information and Advice Assistants trained to provide information, advice and assistance as well as signpost people to preventative services. • A full Multi-Disciplinary Team is now in place at the Common Access Point to offer information and advice. • A common approach to Information, Advice and Assistance has been developed across Social Services so there is consistency of approach.

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Adult Services	Equality Objective 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	Ensure current assessment tool is compliant in accordance with Welsh Government recommendations in preparation for the implementation of The Social Services and Wellbeing (Wales) Act	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	We held a co-production session in February 2019 where citizens worked with us to establish a set of guiding principles governing 'what a good assessment looks like' which will be used in developing the new assessment format and assessment practice. We also co-produced a draft handbook for service users and carers to guide and prepare them for the assessment. Next steps include producing a final handbook and ensuring the principles that were co-produced influence the assessment format and practice.
Adult Services	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Continue to provide and promote service-specific equality training / information where needed	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	In Progress Adult Services has developed a Training Needs Analysis which will inform an all Adult Services Workforce Development Plan, to date has this work has involved identifying mandatory training for all AS and C & F roles and is to identify any skills gaps.. Equality Training will form part of this.
Education	Equality Objective 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	Increase knowledge and understanding of the UNCRC by ensuring all staff attend/participate in the UNCRC corporate training	Rhodri Jones Mark Sheridan Helen Morgan- Rees Brian Roles	All staff continue to be encouraged to complete the online UNCRC corporate training.
Education	Equality Objective 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	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity	Rhodri Jones Mark Sheridan Helen Morgan- Rees Brian Roles	The Education Department promotes and raises awareness of the UNCRC at every opportunity
Education	Equality Objective 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	Ensure quality opportunities for Children & Young People's voice in policy/service developments that affect them	Rhodri Jones Mark Sheridan Helen Morgan- Rees Brian Roles	The Education Directorate ensures that the voice of children and young people is heard with all major policy and service development by utilising the Big Conversation, School Councils and pupil specific consultation meetings.

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Education	Equality Objective 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	Children and young people from ethnic minority backgrounds continue to achieve at least as well as their peers at end of Key Stage 4 (KS4)	Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles	<i>In progress: 67.1% in 2018 compared to 59.4% for other pupils</i>
Education	Equality Objective 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	Learners from Asian / Bangladeshi backgrounds achieve at least as well as their peers at end of Key Stage 4	Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles	<i>In progress: Asian: 74.7% in 2018 compared to 59.4% for other pupils. Bangladeshi: 63.8% compared to 59.4% for other pupils</i>
Education	Equality Objective 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	Maintain improving trends in assessment of boys and girls at Key Stage 2 (KS2) and Key Stage 3 (KS3)	Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles	<i>In progress: KS2: In 2018 the gender gap widened slightly and is the largest for 5 years.. KS3: 2018 gender gap is slightly smaller than 2017 but 5 year widening trend remains.</i>
Education	Equality Objective 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	Close the performance gap between boys and girls	Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles	<i>In progress: KS2: gender gap -4.1% in 2017 increase to -7.8% in 2018.</i>
Education	Equality Objective 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	Close the performance gap between pupils who receive free school meals (FSM) and those who don’t	Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles	<i>In progress: KS2: FSM gap has widened to 20.3% below non-FSM in 2018. KS3: Upward trend for FSM pupils continues, but the gap remains at 17.8% below non-FSM.</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Education	Equality Objective 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	Reduce inequalities in school readiness	Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles	<p><i>In Progress: Flying Start programme continued to operate with the Foundation Phase Profile (FPP) adapted for pre-school children and the Wellcomm Speech and language tool. Focus this year has been on data & moderation of the FPP, ensuring it has been consistently applied across settings. Links have been made with Education to allow analysis of FPP for Flying Start Children throughout their Education. 29% of children reaching or exceeding their speech and language milestones on childcare entry (screened via WellComm) 61% of children reaching or exceeding their speech and language milestones on childcare exit (screened via WellComm), 45% of children achieving 'Gold' in Personal & Social Development on childcare Entry (assessed via FPP), 72% of children achieving 'Gold' in Personal & Social Development on childcare Exit (assessed via FPP). Jigso continues to work with some of our most vulnerable families, In 2018 Jigso won Reducing Inequality Award, Royal College of Midwifery. In 2017/18 Jigso 344 families supported 53% of parents who completed an ACEs questionnaire had experienced 4+ ACEs (Welsh Average 14%). A Cost Avoidance analysis showed Jigso interventions potentially saved £8,783 per case. Best Start Social Media reach was over 175,000 during 18/19. Several Best Start engagement events were undertaken with the emphasis on promotion of key Best Start messages. First 1,000 days event undertaken November 2017 with the collaborative focus and emphasis continuing via events and conferences.</i></p>
Education	Equality Objective 6 - Provide equality support for schools	Continue progressive improvement to access to infrastructure in schools	Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles	<p><i>In progress: The Council's 21st Century Schools Programme (Band B) is progressing well with a number of projects due to start on various sites in the near future. This will continue the progressive improvement to access to infrastructure in schools</i></p>
Education	Equality Objective 6 - Provide equality support for schools	Young people from Gypsy and Traveller communities are offered appropriate access to secondary education and support in engaging with those opportunities	Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles	<p><i>We will shortly be consulting on a policy that is concerned with ensuring the inclusion of and raising standards for pupils from minority ethnic backgrounds (including young people from gypsy and traveller community) attending maintained schools in Swansea.</i></p>
Education	Equality Objective 6 - Provide equality support for schools	Launch tool for Recording of Identity Based Bullying across all schools	Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles	<p><i>The Welsh Government has consulted on new bullying guidance for all schools in Wales - we await the final publication of this guidance before deciding on a way forward for recording all incidence of bullying in Swansea schools.</i></p>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Education	Equality Objective 6 - Provide equality support for schools	Review guidance to schools on Strategic Equality Plans and present update to Headteachers at a termly meeting and via the schools newsletter	<i>Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles</i>	<i>Complete</i>
Education	Equality Objective 6 - Provide equality support for schools	Continue the contractual agreement with UNICEF UK to embed the Rights Respecting Schools Award in all schools in Swansea	<i>Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles</i>	<i>Complete</i>
Education	Equality Objective 6 - Provide equality support for schools	Ensure schools are protecting children and young people from being drawn into terrorism by having robust safeguarding policies in place to identify children at risk, and intervening/supporting them as appropriate	<i>Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles</i>	<i>Complete</i>
Education	Equality Objective 6 - Provide equality support for schools	Ensure schools are directed to relevant Welsh Government guidance so this can be practiced in schools, for example: provision of counselling, specific equality-related advice and information and any relevant training for school staff, pupils and governing bodies	<i>Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles</i>	<i>Further work is planned in 2019/2020.</i>
Education	Equality Objective 6 - Provide equality support for schools	Develop and publish Transgender Guidance for schools	<i>Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles</i>	<i>Complete</i>
Education	Equality Objective 6 - Provide equality support for schools	Stonewall training offered to all schools via Education through Regional Working (ERW)	<i>Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles</i>	<i>Complete</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Education	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Continue to provide and promote service-specific equality training / information where needed	Rhodri Jones Mark Sheridan Helen Morgan-Rees Brian Roles	All staff are required to complete the online corporate equalities training module
CBS	Equality Objective 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	Increase knowledge and understanding of the UNCRC by ensuring all staff attend/participate in the UNCRC corporate training	Emma Lewis	Safeguarding training delivered at all inductions for new employees, we are on e of the few departments with 100% completion of training.
CBS	Equality Objective 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	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity	Emma Lewis	Safeguarding remains a regular topic with updates added frequently.
CBS	Equality Objective 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	Ensure quality opportunities for Children & Young People's voice in policy/service developments that affect them	Emma Lewis	EIA's completed for major projects, impact on future generations always considered.
CBS	Equality Objective 7 - Provide opportunities via apprenticeships and work placements	Work experience placements – provide quality opportunities to students to experience the real workplace. Enable a student to understand and develop the necessary skills to equip them for their chosen career path	Emma Lewis	We continue to offer work placements for school leavers which has proven to be popular in all areas of Swansea.

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
CBS	Equality Objective 7 - Provide opportunities via apprenticeships and work placements	Ensure that all future recruitment within CB&PS continues to be undertaken within the realms of the Equality Act 2010; paying particular attention to the apprenticeship recruitment programme. Further develop links with external groups/organisations to enable wider awareness of the initiative and support CB&PS. The continuation of the apprenticeship programme is dependent on future budget approval	<i>Emma Lewis</i>	<i>No further action to date.</i>
CBS	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Review current consultation with local access groups to improve physical access to buildings and services	<i>Emma Lewis</i>	
Economic Regeneration and Planning	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Focus on engagement arrangements and methods with equality groups to ensure inclusivity and help improve the delivery of ongoing work programmes	<i>Phil Holmes</i>	<i>In progress: Significant further engagement undertaken as part of the planning application process for the Swansea Central scheme and sub contractor engagement in the pre-construction process. The LDP has been adopted following a final round of consultation.</i>
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Provide support for Universal Credit (UC) applicants by providing two digital self-serve zones in the Contact Centre, as UC is an on-line application. Our customer service team will provide digital support, assistance with making on-line applications and UC advice and information to customers. A Personal Budgeting Support service has also been arranged for appropriate UC customers	<i>Ben Smith</i>	<i>The digital zones are still available for clients to make their claim for Universal Credit, however, the support we have provided has been very minimal. We will continue to provide some basic assistance however from April 2019 responsibility for assistance with making Universal Credit claims has been transferred from the local authority to CAB along with the funding for that service.</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Provide a dedicated take-up advice line and email address to offer welfare advice to customers, which includes advice on how to claim Housing Benefit (HB), Council Tax Reduction (CTR), Discretionary Housing Payment (DHP) and help and advice on welfare reform changes and other welfare benefits	Ben Smith	<i>This service remains as-is from April 2019</i>
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Proactively support all HB cases affected by the Benefit Cap	Ben Smith	<i>This service remains as-is from April 2019</i>
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Work with other organisations such as Age Cymru, Swansea Carers' Centre and DWP Visiting Team to provide advice and guidance on Benefits, Council Tax Reduction and Council Tax discount schemes	Ben Smith	<i>This service remains as-is from April 2019, however, we now advise customers needing support to make UC claims to visit CAB who have contracted to provide this service from 01/04/19.</i>
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Work with Foodbanks such as the Swansea Foodbank (where we are the highest distribution agent), Eastside Foodbank and the Swansea Mosque Foodbank. For all foodbanks we will act as a referring agent and provide welfare benefit advice to the foodbanks to assist customers in food crisis	Ben Smith	<i>This service remains as-is for 2019</i>
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Provide advice to parents and schools on Free School Meals (FSM) and Uniform Grant queries	Ben Smith	<i>This service remains as-is for 2019</i>
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Provide advice and information to customers on a range of assistance available, e.g. Warm Home Discount, Welsh Water Assist, Healthy Start Vouchers, Discretionary Assistance Fund, Passport to Leisure, etc.	Ben Smith	<i>From 12/06/19 Benefits staff will manage the administration and delivery of the Passport to Leisure scheme on behalf of Cultural Services. This service will primarily be for on-line applications however, face to face applications can be taken by the Benefits Customer Services team. We continue to provide advice and signposting as previously for other discounts that may be available.</i>
HR&OD	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Regularly review training material to ensure it is up-to-date and covers emerging work areas e.g. age-friendly communities, dementia, UNCRC, etc	Adrian Chard Linda Phillips Cath Bell	<i>CSE has recently been reviewed and this training is now online Otherwise no change to 2018 comments</i>

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019
HR&OD	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Ensure that all school based staff and teachers have access to appropriate equality-related awareness raising training	Adrian Chard Linda Phillips Cath Bell	No Change to 2018 comments
HR&OD	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Develop a suite of e-learning courses on a modular basis to cover subject areas such as dementia, hate crime, trafficking etc.	Adrian Chard Linda Phillips Cath Bell	Hate Crime is now available on Learning Pool – Currently updating the formatting but the content will remain unchanged Otherwise – no change to 2018 comments
HR&OD	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Regularly review Corporate Induction to ensure training is up-to-date and covers emerging work areas e.g. age-friendly communities, dementia, UNCRC, etc.	Adrian Chard Linda Phillips Cath Bell	Corporate Induction training is currently being reviewed A proposed face to face Corporate Induction day is in the design phase and will be available in due course
HR&OD	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Ensure that monitoring of corporate training is carried out to reflect accurately the attendance on all corporate training courses	Adrian Chard Linda Phillips Cath Bell	No Change.
Commercial Services	Equality Objective 14 - Comply with the Procurement and Assessment of Impact regulations set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011	When procuring works, goods or services, we will have due regard to whether it would be appropriate: • for the Pre-Qualification and/or award criteria for that contract to include considerations to help meet the general duty • to stipulate conditions relating to the performance of the contract to help meet the three aims of the general duty	Chris Williams	This is part of business as usual for Procurement. We have signed up to the Welsh Governments Ethical Employment in the Supply Chains Code of Practice.

Equalities Data report – Year end 31 March 2019

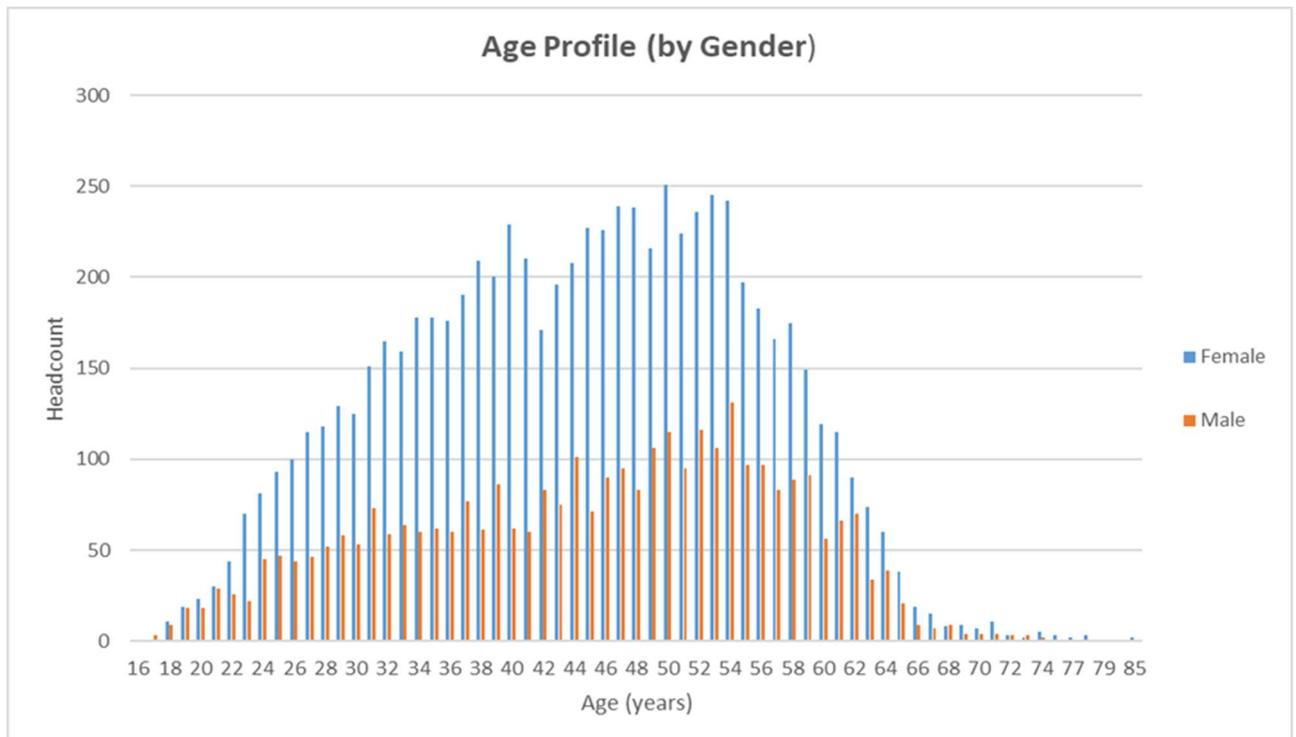
The system used to collect employment and training data continues to be updated to close gaps and provide more detailed and relevant information. In addition, employees are not required to provide information; work is ongoing to encourage employees to update their details.

Note: Data includes all school staff including teachers

Workforce Profile – Gender and Working pattern

Count of User Employee Person Type	Gender		
	Female	Male	Grand Total
Employment category			
Permanent - full time	2006	2308	4314
Permanent - job share	70	6	76
Permanent - part time	2776	339	3115
Temporary - full time	561	367	928
Temporary - job share	5	1	6
Temporary - part time	1960	229	2189
Grand Total	7378	3250	10628

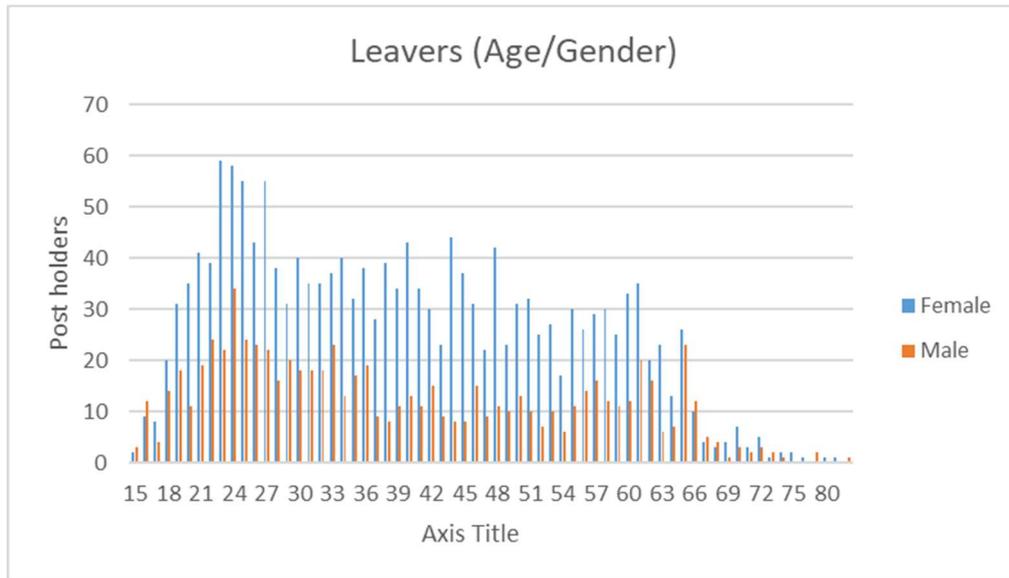
Age Profile by Gender



Leavers by Gender

Count of Employee Number	Gender		
Termination Reason	Female	Male	Grand Total
Deceased	7	2	9
Dismissed - Absence		1	1
Dismissed - Capability		1	1
Dismissed - Gross Misconduct	2	5	7
Dismissed - Health Capability	18	7	25
Dismissed - Misconduct	1		1
Dismissed - Other		1	1
Dismissed - Probation	4	2	6
End of Apprenticeship	1	2	3
End of Fixed-Term Contract	73	32	105
End of Temporary Contract	161	97	258
End of Traineeship	1		1
ERVR - Early Retirement/Voluntary Redundancy	12	4	16
Frustration of Contract	4	2	6
Gross Misconduct	1		1
Other	41	18	59
Promotion	1		1
Redundancy	27	8	35
Redundancy - Compulsory	27	9	36
Resigned	408	149	557
Resigned - Whilst Under Investigation	2	1	3
Resigned 55+	15	33	48
Resigned 60+	8	2	10
Retirement	8		8
Retirement - Early	17	5	22
Retirement - ERVR (Teachers)	8	2	10
Retirement - Ill Health	18	12	30
Retirement 65+	4	5	9
TUPE Transfer	82	84	166
Voluntary Redundancy	74	20	94
Grand Total	1025	504	1529

Leavers by Age / Gender



Protected Characteristics (Total headcount at time of download = 10634)

Disability Declaration

Count of Assignment Number	
Disability	Total
No	627
Undeclared	9958
Yes	49
Grand Total	10634

Ethnicity Declaration

Count of Assignment Number		
Ethnic Origin	Total	% of workforce
Asian or Asian British - Any Other	*	
Asian or Asian British – Bangladeshi	*	
Asian or Asian British – Chinese	*	
Asian or Asian British – Indian	*	
Asian or Asian British – Pakistani	*	
Black or Black British - African	*	

Black or Black British - Any Other	*	
Black or Black British - Caribbean	*	
Mixed - Any Other	*	
Mixed - White and Asian	*	
Mixed - White and Black African	*	
Mixed - White and Black Caribbean	*	
Undeclared	8794	82%
Other Ethnic Group	*	
Prefer not to say	*	
White - Any Other	56	0.5%
White – British	1844	17.5%
Grand Total	10634	

*Numbers too small to report

Marital Status

Marital Status	Total	% Workforce
Civil Partnership	39	0.4%
Divorced	396	3.7%
Formally in Civil Partnership now legally dissolved	1	0.0%
Legally Separated	20	0.2%
Living with Partner (not married or in civil partnership)	193	1.8%
Married	5046	47.5%
Undeclared	1048	9.9%
Partner	49	0.5%
Prefer not to say	14	0.1%
Separated – but still legally in Civil Partnership	2	0.0%
Separated – but still legally married	37	0.3%
Single	3747	35.2%
Widowed	42	0.4%
Grand Total	10634	

Sexual Orientation

Headcount		
	Total	%Workforce
Bisexual	10	0.1%
Gay/Lesbian	31	0.3%
Heterosexual/Straight	1441	13.6%
Undeclared	9126	85.8%
Prefer not to say	26	0.2%
Grand Total	10634	

Gender reassignment

Headcount

Q5 Gender Same as Birth	Total
No	*
Undeclared	84%
Prefer not to say	*
Yes	15%
Grand Total	10634

" Numbers too small to report (less than 0.1%)

Maternity and Pregnancy

Maternity = 1.7% workforce

Pregnancy = data unavailable

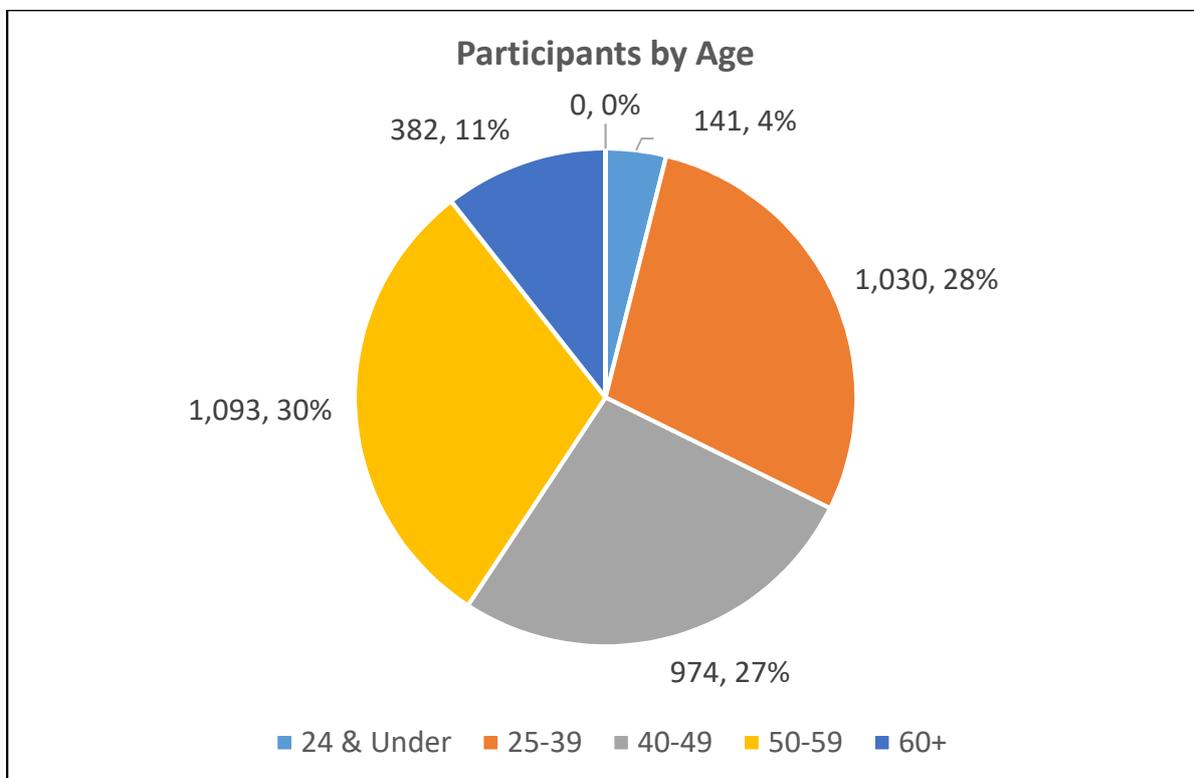
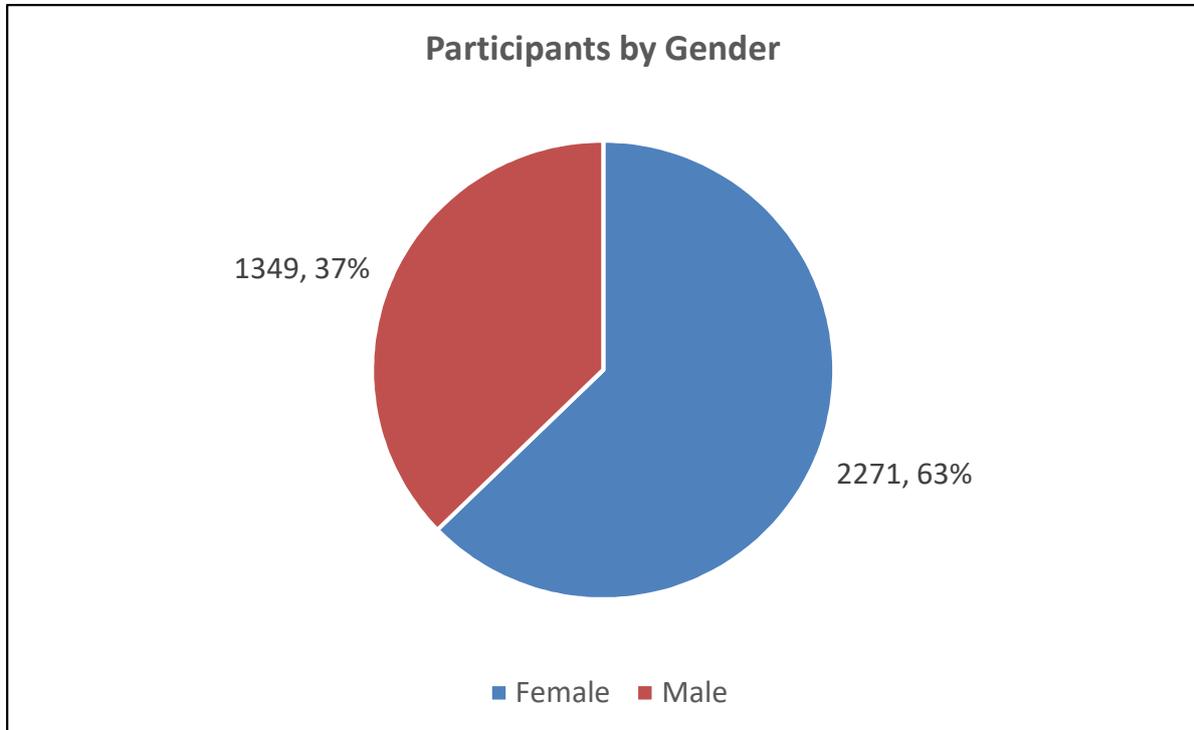
Religion

Count of Person Name		
Q8 Religion	Total	%
Buddhist	*	
Christian	766	7%
Hindu	*	
Muslim	*	
No Religion or belief	646	6%
Undeclared	9118	86%
Other	46	
Prefer not to say	37	
Sikh	*	
Grand Total	10634	

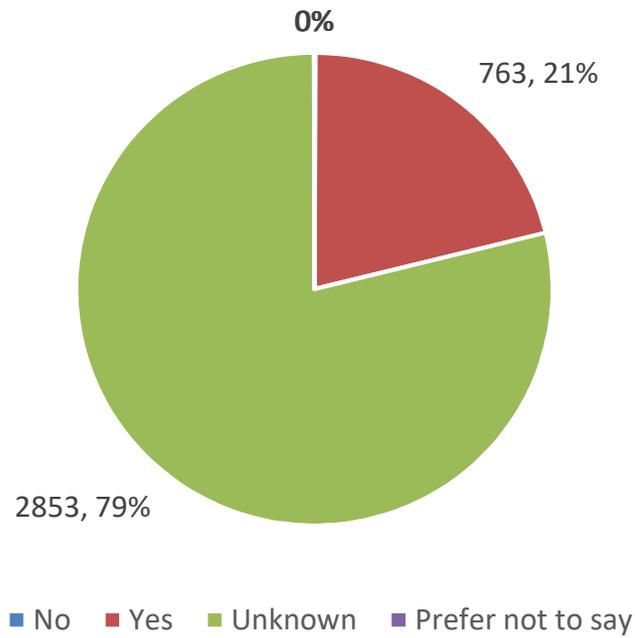
* Numbers too small to report (less than 0.1%)

Training information collected 2018-19

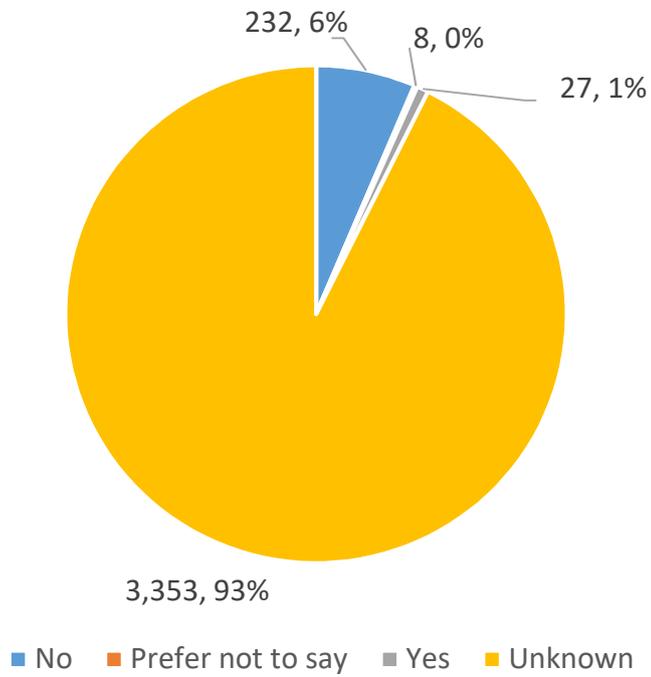
The information below relates to some of protected characteristics of employees who undertook training during 201-19. Employees were not required to provide this information but work is ongoing to encourage employees to provide the information.

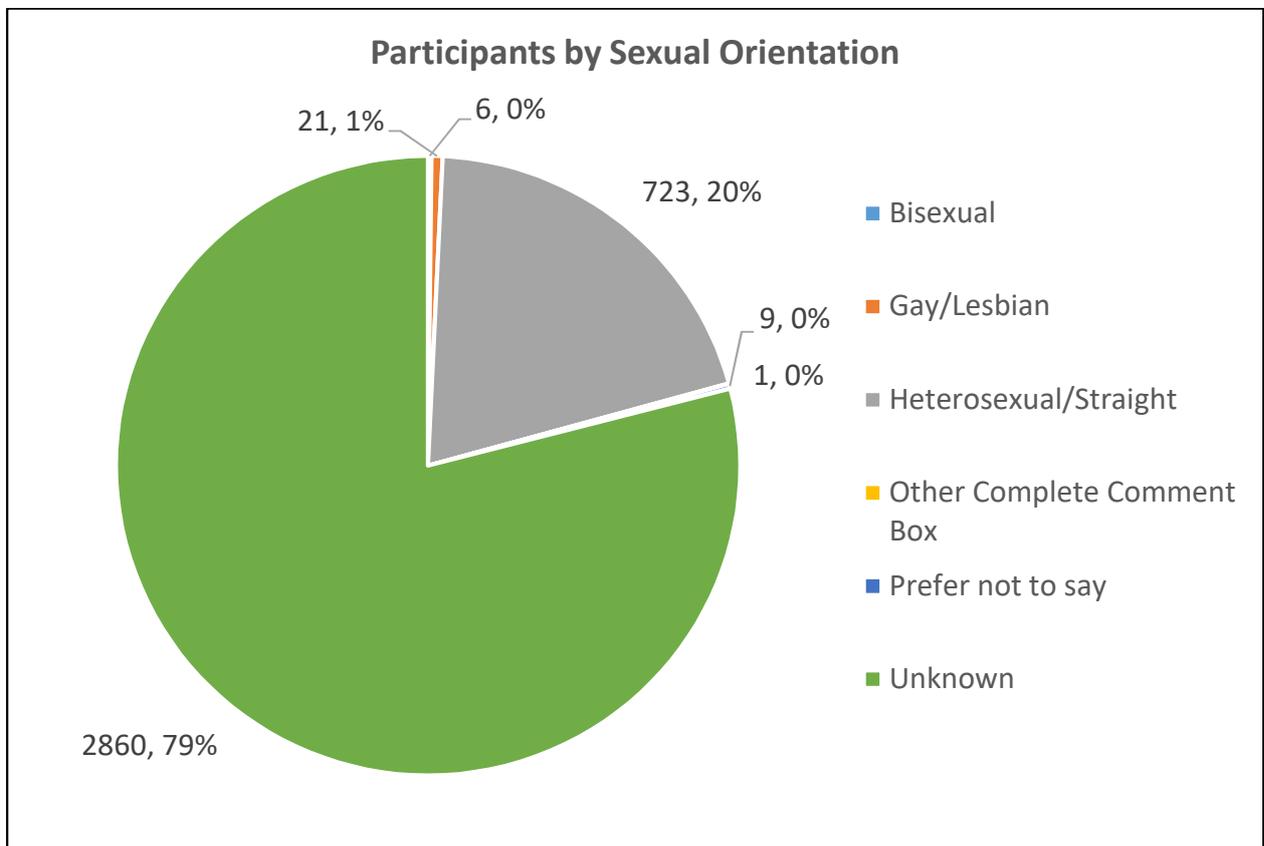
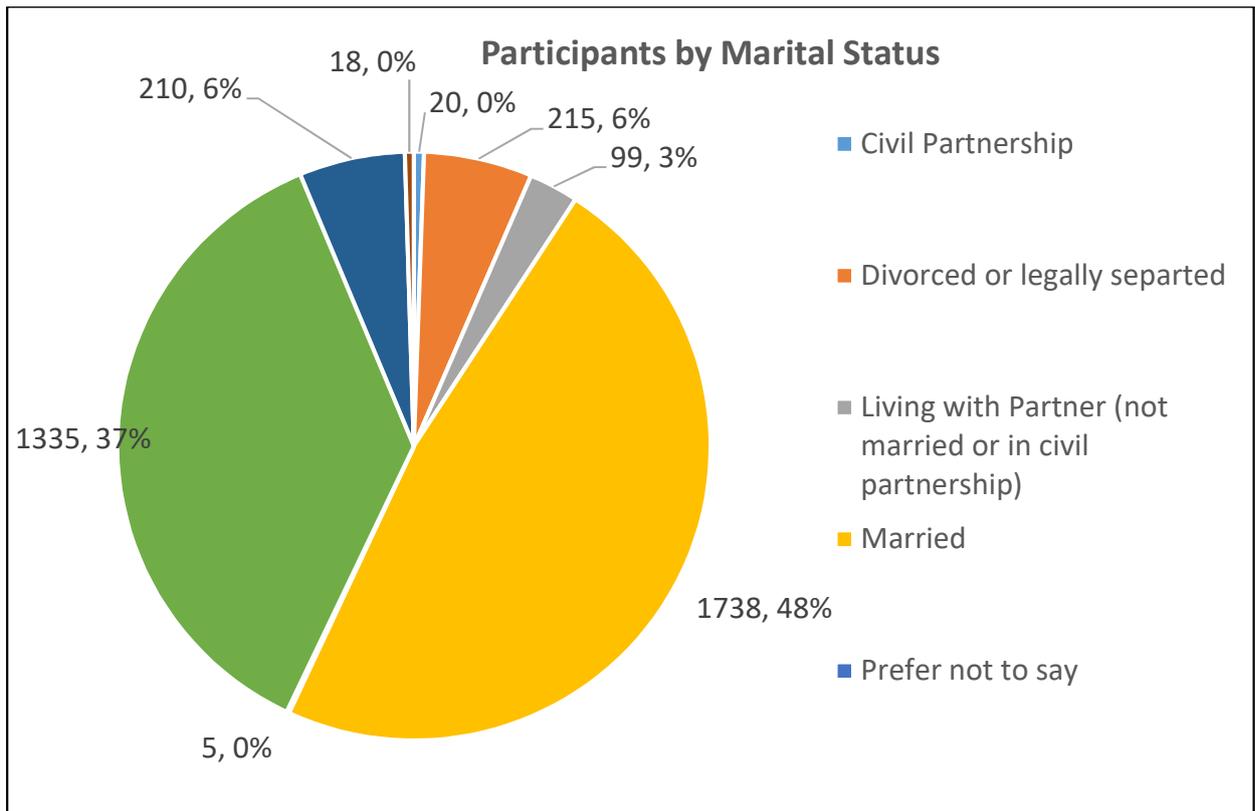


Participants by Gender as Born Re-assignment

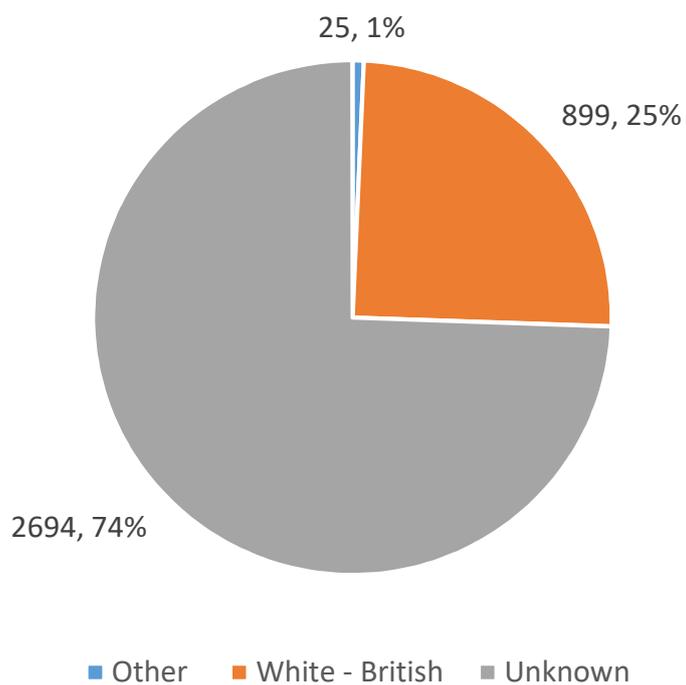


Participants by Disability





Participants by Ethnic Origin



Participants by Nationality

