



# **City and County of Swansea**

## **Equality and Diversity Review 2014/15 (Year ending March 2015)**

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

### **Report – Summary Version**

If you require this information in a different format, please contact [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk), telephone 01792 636731 or write to:  
Equality Officer, Gloucester Room, Guildhall, Swansea  
SA1 4PE.

## **Introduction**

This is a summary of the City and County of Swansea's Equality and Diversity Review Report for 2014-15. This is our fourth review under the Public Sector Equality Duty and reflects the reporting regulations for Wales, which were introduced in 2011. You can view the full review report at <http://www.swansea.gov.uk/sep>.

## **Reviewing our Equality Objectives**

We reviewed progress against all of our Equality Objectives (contained within our Strategic Equality Plan <http://www.swansea.gov.uk/sep>) in April 2015 and provide a detailed update in the full review report.

## **Equality Information**

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

## **Employment and Training Information**

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

## **Additional information**

This section briefly details some of our other work (relevant to the requirements of the Public Sector Equality Duty) during 2014-15.

Engagement and Inclusion Cabinet Advisory Committee (CAC) – This CAC replaced the Equalities Committee in 2014. The CAC is made up of Councillors and assists the relevant Cabinet Member on matters relating to the Council's Policy Commitments.

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

Equality Impact Assessments (EIAs) – We have updated our EIA process to incorporate Children's Rights. We continue to publish all EIA reports at [www.swansea.gov.uk/eia](http://www.swansea.gov.uk/eia) as well as our budget EIA work. The EIA process is now part of the Council's reporting and decision making process.

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

Hate crime – Following a review of our work around hate crime, we adopted a new national reporting process administered by Victim Support.

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

Stonewall – Stonewall Cymru is an all-Wales charity that aims to achieve legal equality and social justice for lesbian, gay and bisexual (LGB) people across Wales. We are now part of a regional membership of the Education Champions programme, so that schools will benefit from Stonewall's support and training.

Education and schools – We are nearing completion on a system for schools to monitor identity-based bullying and harassment.

Work with older people – Work this year has included consultation activities, events, a newsletter and specific work based on arts and older people. In September 2014, Council endorsed becoming a Dementia Supportive Community.

Welsh Government Framework for Independent Living - Local Service Boards received correspondence from Welsh Government about this framework, asking for details of work in relation to the key themes. We contributed to the local response and this was followed by a positive meeting with colleagues from Welsh Government and Disability Wales.

United Nations Convention on the Rights of the Child (UNCRC) - In September 2013, we became the first local authority to adopt a 'due regard' duty in relation to children's rights. We have since developed a Children & Young People's Rights Scheme, which was launched in November 2014.

Community cohesion – The local delivery plan for Community Cohesion has been updated in line with work undertaken by Welsh Government. Our arrangements to ensure progress and monitoring continue.

Poverty – Tackling poverty continues to be a key priority for the Council and a Tackling Poverty Strategy was adopted by Council on 4th November 2014.

Welfare reform - Our current focus is specifically on ensuring that we (and our partner organisations) are ready for the national roll out of Universal Credit.

Domestic Abuse – Swansea's Domestic Abuse One Stop Shop opened in March 2015 and has been utilised by both the public and professionals. We continue to focus on work around our White Ribbon Town Award for our achievements in our multi-agency work in ending violence against women in all its forms.

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

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

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

Wales Interpretation and Translation Service (WITS) – We have a co-ordinated approach to all interpretation and translation. Work has continued on a Sign Translate pilot for our Contact Centre, where people whose first language is British Sign Language (BSL) will be able to access immediate interpretation via a web-link. Initial feedback has been very positive.

Change Fund – 17 large and small voluntary organisations were financially supported during 2014-15 through grants to deliver services and projects across Swansea.

Children and Young People LGBT Funding – Grant funding was made available from April 2013 for up to one year to provide a pilot support service to LGBT young people aged 13 to 25. This pilot continued in 2014/15.

### **Concluding comments**

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

As we focus on the final year of this Plan, we will be developing a refreshed SEP in preparation for 2016, containing new and/or continuing Equality Objectives.