

Equality Impact Assessment Screening Form

Please ensure that you refer to the Screening Form Guidance while completing this form. If you would like further guidance please contact the Access to Services team (see guidance for details).

Section 1

Which service area and directorate are you from?

Service Area: Cllrs R Stewart, D Hopkins, A Lewis, C Lloyd, J Raynor, M Thomas, E King, L Gibbard, A Pugh, R Francis-Davies, A Stevens, P Matthews, P Lloyd, M Evans, R Smith, M Sherwood, C Evans, C Anderson

Directorate: N/A

Q1(a) WHAT ARE YOU SCREENING FOR RELEVANCE?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

(b) Please name and describe here:

Notice of Motion:

This Council condemns the decision of the Chancellor of the Exchequer, Rishi Sunak, and the UK Government to freeze the pay of 2 million public sector key workers but particularly those employed by Local Council's as announced in the UK Spending Review of the 25th November 2020. The coronavirus pandemic of the last 11 months has seen council workers at the forefront of the coronavirus response, protecting our communities and taking risks on a daily basis. This announcement, which follows over 10 years of austerity, and has already seen a fall in real terms wages, is outrageous. Sections of the Council workforce including Teachers, Refuse Workers, Public Health Officers and many others, have all played their part in the covid response. The promised levelling up of those who work in our Social Care Sector including care home workers, domiciliary care workers and social workers, many of whom have risked their lives while receiving the lowest pay and conditions, has been forgotten even before the pandemic has ended and that is a national disgrace. Claps don't pay bills. People need and deserve decent rates of pay, not a pay cut after many of them have put their lives on the line during the pandemic to keep us all safe. This decision is all the more outrageous given that at the same time as cutting workers wages, spending on the defence budget is to be increased.

Once again it seems that the public sector will take the brunt of a failed economic policy which attacks wages and ability to spend rather than encouraging much needed stimulation of growth and investment which will be crucial to improving the UK economy in the coming months and years. The economic recovery should be for the many and not just the few.

Council asks that:

The Leader of Swansea Council write a letter to the Chancellor of the Exchequer denouncing this announcement in the strongest possible terms and asking him to reconsider this proposal ensuring the public sector is rightly recognised with a decent pay award in 2021/22.

That the Leader of Swansea Council invite Group Leaders to sign the letter and show their support for Key workers

Q2(a) WHAT DOES Q1a RELATE TO?

Direct front line service delivery	Indirect front line service delivery	Indirect back room service delivery
<input type="checkbox"/> (H)	<input type="checkbox"/> (M)	<input checked="" type="checkbox"/> (L)

(b) DO YOUR CUSTOMERS/CLIENTS ACCESS THIS...?

Because they need to	Because they want to	Because it is automatically provided to everyone in Swansea	On an internal basis i.e. Staff
<input type="checkbox"/> (H)	<input type="checkbox"/> (M)	<input type="checkbox"/> (M)	<input checked="" type="checkbox"/> (L)

Q3 WHAT IS THE POTENTIAL IMPACT ON THE FOLLOWING...

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Q4 WHAT ENGAGEMENT / CONSULTATION / CO-PRODUCTIVE APPROACHES WILL YOU UNDERTAKE?

Please provide details below – either of your planned activities or your reasons for not undertaking engagement

Not applicable to Notice of Motions

Q5(a) HOW VISIBLE IS THIS INITIATIVE TO THE GENERAL PUBLIC?

High visibility <input type="checkbox"/> (H)	Medium visibility <input type="checkbox"/> (M)	Low visibility <input checked="" type="checkbox"/> (L)
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(b) WHAT IS THE POTENTIAL RISK TO THE COUNCIL'S REPUTATION?

(Consider the following impacts – legal, financial, political, media, public perception etc...)

High risk	Medium risk	Low risk
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(H)

(M)

(L)

Q6 Will this initiative have an impact (however minor) on any other Council service?

Yes

No

If yes, please provide details below

Q7 HOW DID YOU SCORE?

Please tick the relevant box

**MOSTLY H and/or M → HIGH PRIORITY → EIA to be completed
Please go to Section 2**

**MOSTLY L → LOW PRIORITY / NOT RELEVANT → Do not complete EIA
Please go to Q8 followed by Section 2**

Q8 If you determine that this initiative is not relevant for an EIA report, you must provide a full explanation here. Please ensure that you cover all of the relevant protected groups.

There are no equality implications with regards to this notice of motion.

Section 2

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email – no electronic signatures or paper copies are needed.

Screening completed by:
Name: Rhian Millar
Job title: Access to Services Manager
Date: 02/02/2021
Approval by Head of Service:
Name: Tracey Meredith
Position: Chief Legal Officer
Date: 02/02/2021