



City and County of Swansea

Notice of Meeting

You are invited to attend a Meeting of the

Equalities & Future Generations Policy Development Committee

At: Remotely via Microsoft Teams

On: Tuesday, 21 July 2020

Time: 10.00 am

Chair: Councillor Louise Gibbard

Membership:

Councillors: C Anderson, J A Hale, D W Helliwell, T J Hennegan, P K Jones, M Sherwood, P B Smith, L J Tyler-Lloyd and L V Walton

Watch Online: <https://bit.ly/3iQGRhN>

Agenda

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2 Disclosures of Personal & Prejudicial Interests. www.swansea.gov.uk/disclosureofinterests	
3 Minutes. To approve and sign the Minutes of the previous meeting(s) as a correct record.	1 - 3
4 Update on Co-production. (Verbal)	
5 Human Resources & Organisational Development Update.	4 - 6
6 Discussion on Black Lives Matter Motion. (Verbal)	
7 Workplan 2019/20.	7

Next Meeting: Tuesday, 29 September 2020 at 2.00 pm

A handwritten signature in black ink that reads 'Huw Evans'.

Huw Evans
Head of Democratic Services
Tuesday, 14 July 2020

Contact: Democratic Services - 636923

Agenda Item 3



City and County of Swansea

Minutes of the Equalities & Future Generations Policy Development Committee

Committee Room 5, Guildhall, Swansea

Tuesday, 25 February 2020 at 2.00 pm

Present: Councillor L S Gibbard (Chair) Presided

Councillor(s)

C Anderson
M Sherwood

Councillor(s)

D W Helliwell

Councillor(s)

P K Jones

Officer(s)

Sally-Ann Evans
Kate Jones
Rachel Lewis
Antony Moss
Martin Nicholls
Joanne Portwood

Senior Lawyer
Democratic Services Officer
Project Manager
Energy Manger
Director of Place
Strategy and Policy Officer

Apologies for Absence

Councillor(s): P B Smith, L J Tyler-Lloyd and L V Walton

26 Disclosures of Personal & Prejudicial Interests.

In accordance with the Code of Conduct adopted by the City and County of Swansea, the following interest was declared: -

Councillor M Sherwood – personal – Minute No 28 – Employee of Gower Power.

27 Minutes.

Resolved that the Minutes of the Equalities & Future Generations Policy Development Committee held on 17 December 2019 be approved and signed as a correct record.

28 Energy Strategy Update.

The Director of Place provided a report on 'Energy Strategy Update'. He specifically highlighted the following: -

- Updating the current Energy Strategy
- Key Achievements – LED street lighting, renewable energy schemes, green fleet

- Building energy efficient housing to 'Swansea Standard' at Parc yr Helyg, Birchgrove and Colliers Way 2, Penplas
- Refit low carbon programme
- Solar Farm projects
- Reporting of emissions – scope and standardisation

Questions and discussions focussed on the following: -

- Possible locations for Solar Farm sites – feasibility stage
- Air quality
- Planting trees to assist with carbon limitation
- Inclusion of new Corporate Priority, maintaining and enhancing Swansea's natural resources and biodiversity, in the updated strategy
- Private sector schemes – control and influence
- Local Development Plan Policy
- BREEAM Standard for new schools
- Car Club
- Training on carbon emissions – carbon literacy projects
- District energy
- Partnership with Swansea Environmental Forum to look at engagement
- Sustainable transport

Resolved that the amended Energy Strategy be brought back to the Committee for consideration in April 2020.

29 Feedback from the Workshop - Strategic Equality Plan.

The Chair provided an overview from the workshop held on the Strategic Equality Plan.

The Draft Strategic Equality Plan was open for consultation until 3 March 2020.

There had been positive public engagement in the consultation so far, and there was still time for people to provide their comments.

Resolved that the update be noted.

30 Update on Sustainable Development Policy.

The Chair provided an update on the Sustainable Development Policy.

The draft policy was scheduled to be brought to the Committee in April for consideration.

Resolved that the update be noted

31 Workplan 2019/20.

The Chair presented the Workplan 2019/20.

It was noted that the following items were scheduled for the next meeting: -

- Update on Co-production
- Action Plan update from Human Resources & Organisational Development

A site visit had been arranged for the 17 March 2020 to visit Craig Cefn Parc and Parc yr Helyg.

An update on the Energy Strategy and an update on Sustainable Development Policy be added to the Workplan for April.

Resolved that the updates to the Workplan 2019/20 be noted.

The meeting ended at 3.05 pm

Chair

Agenda Item 5



Report of the Strategic HR & OD Manager

Equalities and Future Generations PDC – 21 July 2020

HR&OD - Update

Purpose:	To report on actions arising from the Equalities & Future Generations PDC.
Report Author:	Adrian Chard, Strategic HR&OD Manager
For Information	

1. Introduction

- 1.1 Following the Equalities & Future Generations PDC meeting of 26th November 2019, a request was made for further information on the following;
- Chwarae Teg Survey Results
 - Council Approach to Recruitment and Attraction

2. Chwarae Teg Survey Results

2.1 Context:

Chwarae Teg is a charity “working in Wales to support the economic development of women as well as working with businesses and organisations to develop and improve working”. They were commissioned to undertake an Employee Engagement Survey to assist the Council with understanding the current status of the organisational culture in response to Equality issues.

They undertook an organisation-wide survey to gain an understanding of how our Equality Strategy and policies are being implemented in practice. They focussed on four themes: unconscious bias, flexible working, HR policies and Recruitment and Selection practices and refer to this as the ‘Fair Play Employer Journey’.

2.2 Survey implementation and Findings

Chwarae Teg worked closely with HR&OD to gain a breadth and depth of understanding of what we are doing as a Council to address our obligations with regard to the Public Sector Equality Duty, however, there is a particular emphasis for Chwarae Teg on gender inequality, and this is borne out by the questions that were included in the survey and the information provided in their final report.

2.3 Key information from the findings:

- There was a 9% return from the workforce a total of 942 participants, as follows:
 - o Responses: 37% male, 61% female, 2% prefer not to say (PNS)
 - o 67 responses from senior managers/HOS/Directors
 - o 108 responses from middle managers
 - o 126 responses from team leads
 - o 80% of employees were full time, 20% part time
 - o 65% of employees had over 10 years' length of service
- Most of the responses were from employees in Housing and PP, and Social Services
- Nearly 50% of respondents have caring responsibilities outside work

The Chwarae Teg report provides national data on how Wales is undertaking work to bring Gender Equality and in particular Gender Pay equality into alignment. However, as their report demonstrates, there is a way to go. Swansea Council's unique gender split makes comparisons with other Local Authorities difficult as we embrace the part time / flexible working ethic and have done for over 10 years. As a result we have 75% of the workforce are female, and 70% of the workforce work part time. Other Councils are closer to the 60/40% range.

Swansea Council's work on equality already being undertaken resulted in the Fair Play Silver Award from Chwarae Teg, and recognises *"a significant achievement and demonstrates the business commitment to making a difference to the recruitment, retention and progression of women working and contribution to broader efforts to close the gender pay gap and ensure the Welsh economy reaps the benefits of gender equality"*.

2.4 Recommendations

Chwarae Teg has stated that its aim is to support Swansea Council to 'embed inclusive working practices to support the recruitment, retention and progressions on working women', thus the plan is to focus on diversity in recruitment and selection; manage flexible working consistently, and overall focus on consistency.

As a result, and in line with the agreed arrangement with Chwarae Teg assistance has been offered to review our Recruitment and Selection approach. Due to COVID-19 that has been put on hold with the intention to take place in the Autumn in line with approach referred to in Section 3 below.

3. Recruitment Attraction Project

In 2019 a Project Group was established to consider ways of better attracting candidates into roles from across all communities in Swansea and to help support the Council's "Employee Value Proposition.

This group has identified been successful in identifying better use of social media to advertise and promote jobs and careers in the Council.

The group has also identified improvements to be made in the application process to support accessibility in applying for jobs. Due to COVID and other work priorities, progression has been delayed until the Autumn 2020 when work will re-commence with ICT to implement a new streamlined and simplified approach.

In addition links will be developed with representatives from the BAME and disabled communities to identify ways in which we can reach out and promote jobs and careers in the Council.

4. Support to BAME Workforce during COVID-19

In addition to the above, I believe it is it is worth referencing the work that has been undertaken to support workers in the Council during COVID-19 by;

- Directly contacting individual BAME workers, in confidence, offering them support.
- Working with Trade Unions, developing a specific risk assessment for BAME workers, recognising the impact that COVID-19 has had on that community. That assessment has been shared across all Welsh Local Authorities as an example of good practice.

Adrian Chard
Strategic HR & OD Manager
10th July 2020

Report of the Chair

Equalities & Future Generations Policy Development Committee

Workplan for 2019/20

Meeting Date	Agenda items and Format
27 August 2019	<ul style="list-style-type: none"> • Work Plan 2019/20 (Discussion)
24 September 2019	<ul style="list-style-type: none"> • Consultation and Engagement Strategy 2020/23 • Co-production Strategic Framework
22 October 2019	<ul style="list-style-type: none"> • Presentation on Climate Emergency Actions and Climate Charter • Strategic Equality Plan Working Group
26 November 2019	<ul style="list-style-type: none"> • Gender Pay Gap Report – Action Plan Update • Human Resources & Organisation Development Report – Presentation • Update on Co-production
17 December 2019	<ul style="list-style-type: none"> • Update on progress to Council Notice of Motion relating to Climate Change Emergency • Sustainable Development Policy
28 January 2020	<ul style="list-style-type: none"> • CANCELLED (Workshop held - listed below)
25 February 2020	<ul style="list-style-type: none"> • Energy Strategy Update • Feedback from Workshop on the Strategic Equality Plan. (Verbal) • Update on Sustainable Development Policy. (Verbal)
24 March 2020	<ul style="list-style-type: none"> • CANCELLED
28 April 2020	<ul style="list-style-type: none"> • CANCELLED
21 July 20	<ul style="list-style-type: none"> • Update on Co-production • Human Resources & Organisational Development Update • Discussion on Black Lives Matter Motion
To be re-scheduled	<ul style="list-style-type: none"> • Energy Strategy Update • Sustainable Development Policy Update

Workshops	
28 January 2020	Strategic Equality Plan