

Please ensure that you refer to the Screening Form Guidance while completing this form.

Which service area and directorate are you from?

Service Area: Access to Services

Directorate: Corporate Services

Q1 (a) What are you screening for relevance?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Board, which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- Other

(b) Please name and fully describe initiative here:

To adopt a Human Rights and Strategic Equality Plan containing the Council’s Human Rights Equality Objectives for 2024/28

Swansea is a Human Rights City. This is the first time we have combined our Strategic Equality Plan (SEP) with our Human Rights commitments. This plan will outline how we will continue to meet our commitments to human rights and equality, and how we will meet our legal obligations within the Equality Act 2010 and the Public Sector Equality Duty.

Work commenced in 2023/24 on the Council’s Human Rights and Equality Objectives and Plan for 2020/24. The development of the objectives and the final plan is overseen by the Council’s Strategic Equality and Future Generations Board. The purpose of the Board is to provide strategic oversight for the Council’s responsibilities under the Public Sector Equality Duty and the Well-being and Future Generations Act.

Six Objectives were identified following the review of information and evidence and after engagement with the public and stakeholders:

Tackling Poverty: Working together to address the causes and effect of poverty on people and communities, eradicating inequalities for those who are affected by poverty.

Vulnerable Children and Families: Understanding what matters to children and families and working together to find creative solutions.

Tackling Discrimination: Reduce inequalities and barriers that exist within our communities and services.

Domestic Abuse and Violence: We want everyone who lives in Swansea to be safe, happy and healthy. We want them to be free from all types of abuse.

Equality and Human Rights: To work with our partners to create and embrace a vision of a vibrant, diverse, fair and safe city where everyone counts.

Workforce: To be an inclusive and diverse workforce.

The Human Rights and Strategic Equality Plan will be supported by an action plan which will detail how we will deliver each objective and accompanying commitments within the plan.

This action plan is still in development and will be completed following the adoption of the plan. This is to ensure that all engagement and consultation is fully considered to inform the actions. reviewed and agreed by the Strategic Board and published on our website by the end of April. Each action will be subject to its own integrated assessment process.

A brief summary of the Human Rights and Strategic Equality Plan:

- Section 1 - outlines the purpose of the plan and how we became a Human Rights City.
- Section 2 - describes the legislative context and how we meet our obligations under the Equality Act 2010 and our human rights principled approach.
- Section 3 - contains a summary of the demographic profile of Swansea based on the latest available information.
- Section 4 - describes how we developed our Human Rights and Equality Objectives,
- Section 5 – outlines our Human Rights and Strategic Equality Objectives 2024-28, including the commitments the council will make to deliver them.
- Section 6 – describes the way we will monitor and evaluate progress of the plan and the importance of Integrated Impact Assessments (IIAs).

Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)

	High Impact		Medium Impact		Low Impact		Needs further Investigation	No Impact
	+	-	+	-	+	-		
Children/young people (0-18)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q3 What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches?
Please provide details below – either of your activities or your reasons for not undertaking involvement**

The engagement and consultation process involved all stakeholders in the Plan's development.

Stage 1: Early Engagement and evidence

We asked the two following questions as part of our extensive early engagement;

- What do you think are the most significant inequality issues which affect people in Swansea ?
- What actions do you think the Council can take to address significant inequality issues in Swansea ?

We held a number of engagement sessions online and published a survey, in order to gather people's thoughts on the above questions. These questions were also included within our wider Residents survey. We visited a number of existing networks and forums across the city, including the Council's LGBTQ+ forum, Disability Liaison Group and asylum seekers and refugee groups. See Engagement report for full details Appendix C.

We looked at recent engagement and consultations that have happened in Swansea Council relating to equality and diversity. They have been used to inform this plan, including Swansea's Human Rights Engagement Report (2022), the Council's Corporate Plan – consultation results (2023) and the Residents Survey (2024).

We also looked at the evidence provided by 'Is Wales Fairer?' 2023 report by the Equality and Human Rights Commission Wales, and the Census data 2021.

Stage 2 – Consultation on draft Human Rights and Equality Objectives

The draft Objectives were shared with the public and with stakeholders so they could replace, remove, change and add so we could make sure the right objectives for Swansea were identified. The engagement also enabled more detailed information on actions relating to the objectives to be collected so that in line with the National Principles for Public Engagement people could be genuinely involved at the earliest stage and throughout the process. This consultation is still ongoing at the time of writing this report.

The outcomes of this consultation were largely positive and supported our draft objectives. Comments received will also be used for continues action plan development and will be review by the Strategic Board.

Q4 Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative:

- a) Overall does the initiative support our Corporate Plan's Well-being Objectives when considered together?

Yes

No

- b) Does the initiative consider maximising contribution to each of the seven national well-being goals?

Yes

No

c) Does the initiative apply each of the five ways of working?

Yes

No

d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?

Yes

No

Q5 What is the potential risk of the initiative? (*Consider the following impacts – equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...*)

High risk

Medium risk

Low risk

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

Yes

No

If yes, please provide details below

All departments responsible for plans delivery

Q7 Will this initiative result in any changes needed to the external or internal website?

Yes

No

If yes, please provide details below

Plan will be uploaded onto our website

Q8 Does the initiative involve changes to the way you process the personal data of Council staff or service users, for example the purchase of new customer management software?

Yes

No

If your answer is yes, you should also screen the initiative for any implications regarding privacy and other GDPR rights and consider whether you need to amend your entry in the Council's Information Asset Register. Please use the following link to the online screening form for a Data Protection Impact Assessment <https://staffnet.swansea.gov.uk/dpiascreeing>

For more about the Information Asset Register, please see <https://staffnet.swansea.gov.uk/informationassetregister>

Q9 What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?

(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)

Given the nature of this plan the overall impact on people and communities is positive. The objectives and commitments within the plan were directly informed from engagement with our communities and deliver on issues that matter to them. The positive impacts will be most seen within the delivery of our action plan. Each action will be subject to its own IIA process.

Outcome of Screening

Q9 Please describe the outcome of your screening using the headings below:

- **Summary of impacts identified and mitigation needed (Q2)**
- **Summary of involvement (Q3)**
- **WFG considerations (Q4)**
- **Any risks identified (Q5)**
- **Cumulative impact (Q9)**

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(NB: This summary paragraph should be used in the **‘Integrated Assessment Implications’** section of corporate report)

Full IIA to be completed

Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

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.

Screening completed by:
Name: Rhian Millar
Job title: Access to Services Manager
Date: 21/2/24
Approval by Head of Service:
Name: Lee Wenham
Position: Head of Communications and Marketing
Date: 21/2/24

Please return the completed form to accesstoservices@swansea.gov.uk