

Equality Impact Assessment (EIA) Report

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Access to Services Team (see Guidance for details).

Where do you work?
Service Area: Poverty and Prevention
Directorate: People

(a) This EIA is being completed for a...

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

(b) Please name and describe below...

City & County of Swansea's tackling Poverty Strategy

This contains a strategy document outlining our intentions as a Council in tackling poverty, an action plan, and a performance management framework, along with a Poverty Profile. There are a number of themes in the strategy and action plan which are:

1. Empowering local people
2. Changing cultures
3. Targeting resources

As a council we will be making significant changes to our business to ensure this is not simply another strategy that does not lead to action.

We will:

- Seek to re-direct resources to support this change agenda
- Allocate one of our top managers (Directors) to each of the Target Areas
- Seek to relocate the workforce to the target areas
- Introduce a partnership to better co-ordinate services at a local level
- Introduce high profile opportunities for people who experience poverty to challenge
- Devise more opportunities for local people to have a greater say in what happens in their area/lives.

(c) It was initially screened for relevance to Equality and Diversity on...(24/07/2014)

(d) It was found to be relevant to...

Children/young people (0-18)..... <input checked="" type="checkbox"/>	Religion or (non-)belief <input checked="" type="checkbox"/>
Any other age group (18+)..... <input checked="" type="checkbox"/>	Sex <input checked="" type="checkbox"/>
Disability <input checked="" type="checkbox"/>	Sexual orientation <input type="checkbox"/>
Gender reassignment <input type="checkbox"/>	Welsh language <input checked="" type="checkbox"/>
Marriage & civil partnership..... <input type="checkbox"/>	Poverty/social exclusion <input checked="" type="checkbox"/>
Pregnancy and maternity <input checked="" type="checkbox"/>	Carers (inc. young carers) <input checked="" type="checkbox"/>
Race <input checked="" type="checkbox"/>	Community cohesion <input checked="" type="checkbox"/>

(e) Lead Officer

Name: Sarah Crawley
Job title: Head of Poverty & Prevention

(f) Approved by Head of Service

Name:
Date:

Date : 06/10/2014

Section 1 – Aims (See guidance):

Briefly describe the aims of strategy:

What are the aims?

- The Council is committed to reducing poverty and the impacts of poverty and for everyone to be living and achieving to their full potential.
- To prioritise investment and transformational change in targeted areas of need, whether these are geographical in nature or within specific communities.
- Focussing on three themes:
 - Empowering local people
 - Changing cultures
 - Targeting resources

Who has responsibility?

Cabinet Members:

They are responsible for overseeing the delivery of the tackling poverty strategy for the City & County of Swansea.

Ward Members:

In focussing on areas of need within their wards, and supporting action within these areas. Within their existing role as local community activists/champions.

Executive Board:

Allocation of Directors to each of the main areas of need

Directors and Chief Operating officers have responsibility for key areas in the action plan

To advise on the re-direction of resources, including the location of staff

Heads of Service:

The leadership role within their services and across the Council

Specifically the role of the Head of Poverty & Prevention in delivery – performance monitoring (Measuring success)

To lead on the delivery of a number of the actions stated in the action plan

Local Authority Staff

To understand the contribution they can make and the role that they play within all of their jobs to tackling poverty

Taking part in an all council volunteering programme

Development of poverty champions across the council

Who are the stakeholders?

Stakeholders of this policy are Councillors, members, and officers within the City and County of Swansea. Communities and residents within the City & County of Swansea, including communities of interest and identified areas of need geographically e.g. children, young people, families, carers, BME communities, areas which are high in the Welsh Indices of Multiple Deprivation. Also partner organisations such as ABMU HB, CAB, SCVS etc.

Section 2 - Information about Service Users(See guidance):

Please tick what information you know about your service users and provide details/ evidence of how this information is collected.

Children/young people (0-18).....	<input checked="" type="checkbox"/>	Carers (inc. young carers)	<input checked="" type="checkbox"/>
Any other age group (18+)	<input checked="" type="checkbox"/>	Race	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or (non-)belief	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex	<input type="checkbox"/>
Marriage & civil partnership.....	<input type="checkbox"/>	Sexual orientation.....	<input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	Welsh language.....	<input type="checkbox"/>

What information do you know about your service users and how is this information collected?

In terms of the whole population of Swansea, the Council's Research and Information Unit keep colleagues up to date with statistical/data updates and have developed equality profiles by ward areas to inform service areas.

Customer monitoring across the Council varies by department – many undertake profiling to inform their services, and where necessary these processes are being updated to reflect the legislative changes contained within the Equality Act 2010.

The latest estimate of the population of the City and County of Swansea stands at 240,000 (Mid-Year Estimate, 2013). Swansea now has the second highest population of the 22 Welsh Unitary Authorities, representing almost 8% of the total population of Wales (3,082,400).

Specific information is collected on the income of families across Swansea. The WIMD (Welsh Indices of Multiple Deprivation) evidences the most deprived areas of Swansea.

The Poverty Profile focuses in on themes and statistics for residents in relation to these e.g. teenage pregnancy rates, inequalities across the city in people living with chronic ill health etc.

There are particularly high poverty levels recognised among Asylum Seekers and Refugees, carers, and disabled people.

Also experienced by low income families/households and those claiming out of work benefits.

The Council runs a number of tackling poverty programmes funded by Welsh Government which measure and record feedback from participants and service users e.g. Flying Start, Communities First etc. The is collected through evaluations, feedback forms and equalities monitoring information within programmes, projects and for individuals.

Any Actions Required?

- Not applicable

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Children/young people (0-18)	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group (18+)	➔ <input checked="" 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"/>
Gender reassignment	➔ <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"/>
Race	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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"/>
Welsh language	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thinking about your answers above, please explain in detail why this is the case?

- Children and young people are often the passive recipients of poverty and social exclusion. This strategy looks to involve them in addressing these issues and being part of the solutions
- The strategy will continue to support and expand on the support to children and young people eligible for Free School Meals, aiming to narrow the gap between them and non-FSM pupils.
- The actions outline in the action plan will have an impact on and involve people living in areas of need, and within communities of interest. Therefore there will be active targeting of those people over 18, and under 18 experiencing poverty.
- If the strategy is successful there should be a positive impact felt by those who are disabled due to improvements in access to services, life chances, and involvement in community based activities including learning programmes.
- There are a number of characteristics which the strategy will not have any impact on which are related to gender reassignment, marriage and civil partnership, pregnancy and maternity – as these services are already being supported through existing programmes and activities.
- BME groups and Asylum Seekers and Refugees often experience greater levels of poverty, and are less involved in services. Equalities monitoring data will continue to be used within service areas to target activity where it is most needed.
- Sex, sexual orientation, welsh language, and religion are likely to be unaffected by the strategy as these are commonly not factors which affect poverty levels.
- Carers are more likely to be experiencing poverty due to their inability to work, or only being able to work limited hours in low paid jobs. Carers needs are identified through the carers strategy, but will also be picked up through focussed work in areas with higher numbers of registered carers.

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support your view? Please provide details below.

A public consultation took place on the strategy, action plan, performance framework, and poverty profile between mid-august and the end of September 2014. This gathered a number of views regarding the strategy not stating specifically how it was going to support refugees and asylum seekers, disabled people, and older people. Changes have been made to the strategy document as a result.

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge).

- Not applicable

Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

(Please see guidance for definitions on the above)

Please explain any possible impact on each of the above.

Foster good relationships between different groups:

The strategy focuses on the role of people experiencing poverty and their empowerment and involvement in the solutions, at a local and City & County wide level.

Elimination of discrimination, harassment and victimisation

The strategy and action plan should assist in the reduction of discrimination against people who are experiencing poverty within the City & County of Swansea, by highlighting their experiences and circumstances and raising people's appreciation and understanding of the difficulties many people are facing.

Advance equality of opportunity between different groups

The strategy and action plan looks to involve all areas of the city and county and all groups. Supporting those experiencing poverty to have a voice and influence decisions that affect them.

Reduction of social exclusion and poverty

The whole strategy is focussed on reducing poverty and social exclusion and its adverse impacts. The action plan focusses on empowering local people, and staff, changing cultures internally within the Council and within communities, and targeting resources for those who are experiencing poverty and social exclusion from society and services.

What work have you already done to improve any of the above?

This is a list offering a range of examples; it is not exhaustive or fully comprehensive.

- The creation of the Poverty & Prevention Service bringing together the Council's tackling poverty programmes for children in their early years, families and communities.
- The Council already implements a Community Cohesion Delivery plan which includes work on Communities First offering activities which people from multiple different groups and backgrounds access.
- Tackling poverty training for staff and managers
- Benefits training for staff
- The provision of a welfare rights service
- Supporting community events and activities within Communities First, and through third sector funding and support.
- Welfare reform mitigation – working group, identification of those affected by Bedroom tax
- Parenting programmes
- Family Information service
- Targeted and universal youth work provision
- Team Around the Family programme
- Engagement with families through family centres
- Tackling high interest lenders
- Grow local grants, and food audits

Is the initiative likely to impact on Community Cohesion (see the guidance for more information)?

Yes this is about need being in any community, or area and not labelling people with a negative perspective. All activities will include people from multiple backgrounds and in multiple situations, e.g. staff volunteering programme focussed on areas of need in the city will open up the eyes of some staff.

How will the initiative meet the needs of Welsh speakers and learners?

Any community based activity or published information will be translated into Welsh Medium.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

- Not applicable

Section 5 - United Nations Convention on the Rights of the Child (UNCRC):

In this section, we need to consider whether the initiative has any direct or indirect impact on children. Many initiatives have an indirect impact on children and you will need to consider whether the impact is positive or negative in relation to both children's rights and their best interests

Click here (*add hyperlink*) to read the UNCRC guidance before completing this section.

Will the initiative have any impact (direct or indirect) on children and young people?

It is anticipated that the Poverty Strategy will have the following impact on children and young people: -

- Increased numbers of children and young people participating in community led activities
- The number of departments/service areas understanding the impacts of poverty on children and young people, and their role in its mitigation and reduction will increase.
- Attainment, attendance and well-being outcomes for children and young people in Swansea will be improved as a result
- Family income levels should be improved as a result
- Aspirations and opportunities for children and young people should grow through their involvement in delivering the strategy
- Children and young peoples will have a more enhanced moral understanding and positive attitudes toward diversity in society and the reduction of prejudice;
- Children and young people becoming more involved in decision making.

Is the initiative designed / planned in the best interests of children and young people? The strategy is not designed specifically with children and young people in mind. It is designed for the whole population to engage in, including the critical role children and young people play within schools, communities, their families and the life of Swansea.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

- Not applicable

Section 6 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor this function, service, policy, procedure, strategy, plan or project:

Monitoring arrangements:


The Tackling Poverty strategy has a performance management framework which focusses on the delivery of a number of key areas e.g. lowering teenage conception rates

Actions: not applicable

Section 7 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

- Outcome 1: Continue the initiative...
Outcome 2: Adjust the initiative...
Outcome 3: Justify the initiative...
Outcome 4: Stop and remove the initiative...

<input checked="" type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	

For outcome 3, detail the justification for proceeding here:

Section 8 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Forward this EIA report and action plan to the Access to Services Team for feedback and approval – accesstoservices@swansea.gov.uk
2. Make any necessary amendments/additions.
3. Provide the final version of this report to the team for publication, including email approval of the EIA from your Head of Service. The EIA will be published on the Council's website - this is a legal requirement.

Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress

* Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).