

Report of the Head of Communications and Customer Engagement

Engagement and Inclusion Cabinet Advisory Committee - 4 February 2015

ANNUAL EQUALITY AND DIVERSITY REVIEW REPORT 2013-14

Purpose:	To present the Annual Equality and Diversity Review Report for 2013-14 as required by the Public Sector Equality Duty for Wales.
Policy Framework:	Strategic Equality Plan 2012 - 2016
Reason for Decision:	To present the report prior to submission to Cabinet and subsequently to the Equality and Human Rights Commission (as the regulator) and publication on the Council's website (as required by law).
Consultation:	Legal, Finance, Access to Services.
Recommendation(s):	To consider the report prior to submission to Cabinet for approval
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Finance Officer:	Carl Billingsley
Legal Officer:	Tracey Meredith
Access to Services:	Phil Couch

1.0 Introduction

- 1.1 This report is our third review under the Public Sector Equality Duty and reflects the annual reporting regulations for Wales, which were introduced in 2011.
- 1.2 The report contains our second progress report against the Equality Objectives contained within our Strategic Equality Plan (SEP) (www.swansea.gov.uk/sep).
- 1.3 This report also contains details on equality information and employment & training information. Additional information (of relevance to the requirements of the Public Sector Equality Duty) has also been included, outlining work in the following areas:

- Equalities Committee
- Equality Member Champions
- Equality Impact Assessments
- Consultation and engagement
- Harassment and hate incidents
- Regional and partnership work
- Stonewall
- Education and schools
- Work with older people
- Welsh Government Framework for Independent Living
- Working with carers
- United Nations Convention on the Rights of the Child (UNCRC)
- Community cohesion
- Poverty
- Welfare reform
- Domestic abuse
- Business planning
- Training
- Easy-read
- Wales Interpretation and Translation Service (WITS)
- Change Fund
- Children and Young People LGBT funding

It is positive to see the breadth and quantity of additional information we have to report, which further support the delivery and achievement of our Equality Objectives.

The report has 2 appendices:

- Equality Objectives – progress update
 - Employment and Training Information
- Please note that the employment information is slightly limited this year due to changes in the way the data is held. Arrangements have been made to achieve a fuller report for 2015 onwards.

2.0 Equality Objectives – progress update (Appendix 1)

2.1 All service areas have provided updates for the second year of our Equality Objectives. It is positive to see that progress continues to be made against all objectives, with a large number of actions already complete.

Some emerging examples of positive outcomes and good practice include:

- Increased consultation and engagement with equality groups
- Tackling poverty in Swansea training – delivered to 113 people in 2013-14
- Our focus on welfare reform, including the work of the Take-up Team and weekly advice sessions at the Contact Centre – 170 people were assisted via 40 sessions
- The full review of HR policies, which incorporated the EIA process
- A Sign Translate pilot at the Contact Centre, allowing staff to access immediate interpretation in order to assist people whose first language is British Sign Language (BSL)

- Education achievement improvements (including the development of individual learning pathways where appropriate)
- Flying Start – performing above the national average
- A reduction in the time taken to complete the Disabled Facilities Grant (DFG) process
- Continuing work to lower the 6% gender gap in sport participation by children – this figure is already below the Welsh average of 9%
- Launch of the Plus One Scheme at cultural and leisure venues – 2100 people joined in the first 8 months of operation
- Increased take-up of direct Payments, with around 10 new packages every month
- Positive feedback from communities in relation to our burial / cremation arrangements for different religions.

2.2 In terms of the small number of actions that have not progressed in 2013 - 2014, officers have provided details and updated deadlines where appropriate (as is permitted under the regulations). Where actions have needed to be changed or progressed in different ways, this has been highlighted throughout the action plan.

2.3 As we look ahead to 2015, the next annual review will begin the work required to adopt a new SEP by April 2016 (as required by the Public Sector Equality Duty). As always, this work will be done via engagement with colleagues from across the Council.

3.0 Financial Implications

3.1 There are no financial implications associated with this report.

4.0 Legal Implications

4.1 The public sector equality duty was created by the Equality Act 2010 which replaced the various race, disability and gender equality duty legislation. This work is governed by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, which places specific duties on public authorities. The 16 regulations include specific publication requirements for:

- A Strategic Equality Plan (and any revisions)
- Equality Objectives including timescales and actions to be taken
- An annual equality report by 31 March each year
- Equality Impact Assessments
- Any relevant equality information
- Specified employment information, including information on training and pay.

5.0 Equality and Engagement Implications

- 5.1 An EIA screening form has been completed for this report; with the conclusion that a full EIA is not required as this is purely a review of activity and the main policy (our SEP) has already been subject to a full EIA.

Background Papers: None.

Appendices: Equality and Diversity Review 2013/14 (year ending March 2014) Report.