

Report of the Cabinet Member for Transformation and Performance

Cabinet - 20 October 2016

EQUALITY REVIEW REPORT 2015-16

Purpose:	To present the Annual Equality Review Report for 2015-16 as required by the Public Sector Equality Duty for Wales.
Policy Framework:	Strategic Equality Plan 2012 – 2016
Reason for Decision:	To present the review report for approval prior to submission to the Equality and Human Rights Commission (as the regulator) and publication on the Council's website (as required by law).
Recommendation(s):	That Cabinet approves the report content for publication and submission to the regulator.
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Legal Officer:	Tracey Meredith
Access to Services Officer:	Phil Couch

1.0 Introduction

1.1 This report is our final review of the Strategic Equality Plan 2012 – 2016, following adoption of a refreshed Plan in March 2016. The refreshed Plan can be viewed, along with all previous annual review reports, at www.swansea.gov.uk/sep. We will be undertaking an extended annual review for 2016-2017 in order to address any gaps identified via national evidence reports and ensure continuity in terms of any previous objectives that require review or re-visit.

2.0 Review

2.1 This is our fifth review under the Public Sector Equality Duty and reflects the annual reporting regulations for Wales, which were introduced in 2011.

2.2 The report contains our final progress report against the Equality Objectives contained within our Strategic Equality Plan (SEP) 2012 – 2016.

2.3 This report also contains details on equality information and employment and training information. Additional information (of relevance to the requirements of the Public Sector Equality Duty) has also been included, outlining work in areas including:

- Equality Impact Assessments
- Consultation and engagement
- Hate crime
- Education and schools
- Children's Rights
- Work with older people
- Community cohesion
- Poverty
- Welfare reform
- Interpretation and Translation
- Change Fund

The report has 2 appendices:

- Equality Objectives – progress update
- Employment and Training Information

3.0 Key Achievements

3.1 It is positive to see the breadth and quantity of additional information we have to report, which further supports the delivery and achievement of our Equality Objectives. All service areas have provided final updates to bring the four-year SEP cycle to a close. It is positive to see that progress continues to be made against all objectives, with a large number of actions now complete and many continuing into 2016 – 2020.

3.2 Some of the key achievements include:

- The integration of the Council's due regard duty to Children's Rights into our Equality Impact Assessment process and refreshed Strategic Equality Plan for 2016-2020
- The introduction of the Domestic Abuse One Stop Shop (OSS). This continues to be key to our multi-agency, partnership delivery of domestic abuse services. During its first year of opening (2015-16) we had just over 5000 visits to access the variety of services on offer.
- The Housing Service was awarded the Welsh Housing Management Standard for tackling anti-social behaviour in 2013
- The increase in take-up of Direct Payments
- The work of sports development, with a focus on inclusion and numerous equality issues, including disability, the gender gap in participation, etc.
- The continued improvements in attainment within Education, particularly in relation to the gender gap between boys and girls, as well as some of our BME pupils
- The growth and success of our LGBT Forum and engagement with this community
- The continued work and focus on support for those affected by Welfare Reform.

4.0 Financial Implications

4.1 There are no financial implications associated with this report.

5.0 Legal Implications

5.1 This work is governed by the Equality Act 2010, (Statutory Duties) (Wales) Regulations 2011, which places specific duties on public authorities.

6.0 Equality and Engagement Implications

6.1 An EIA screening form has been completed for the review report; with the conclusion that a full EIA is not required as this is purely a review of activity. The previous SEP was subject to a full EIA at the time of development – this has been updated in order to reflect the 2016 – 2020 content.

Background Papers & Appendices:

Equality Review 2015/16 (year ending March 2016) Report