

## Equalities Scrutiny Inquiry Panel 8 November 2018

### Resources Directorate including Human Resources

#### ***Invited to attend this session:***

Cllr Clive Lloyd (Cabinet Member for Business Transformation and Performance)  
Sarah Caulkin (Acting Director Resources)  
Adrian Chard (Strategic Human Resources & Organisational Development Manager)

#### ***Background/context to questions***

The Council is subject to the Equality Act 2010 (Public Sector Equality Duty Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not

The key questions for the inquiry is *'how effectively is the Council meeting and embedding the requirements under the Equality Act 2010 (Public Sector Equality Duty for Wales)'*.

#### **Questions sent in advance of the meeting**

##### ***Resources Department related questions***

- a) In your opinion whose responsibility is it to implement and embed equalities in the organisation?
- b) How do you ensure a consistent approach to the completion and the quality of Equality Impact Assessments within your directorate?
- c) Do you have staff who are specifically trained on the procedures and the practice of EIAs? Who in your directorate monitors these for quality?
- d) How do you ensure equalities are embedded in everything that is done within your directorate? What does this involve?
- e) Who are the key influencers with regards to equality in your directorate? For example Cabinet Member, Equality Champions (councillor and/or staff)
- f) What training plan do you have relating to equalities matters? How are staff training needs assessed in relation to these training needs?
- g) What further changes will you need to make in your directorate to address the requirements/duties under the Equalities Act (public sector duty) and Future Generations Act, social service and wellbeing act etc. in order to fulfil those your directorates equality duties.
- h) What is your directorate doing to identify and remove any barriers to accessing services?
- i) How do you work with equality organisations, services users and other key partners to deliver your services in line with equalities legislation for example through co-production?

### ***Human Resources specific questions***

- j) How meaningful is the data produced for the Equality Review, how do you use this data or other important Human Resources related data to identify any issues and to drive improvement within the organisation in relation to equality matters?
- k) What Equalities training is offered to staff corporately?
- l) Does equalities training form part of staff induction?
- m) What support and assistance is available to staff who make or have made a grievance that relates to a protected characteristic.
- n) Do we collect data on the number of grievances raised by staff relating to their protected characteristics?
- o) What does the council do to make employment within Swansea council accessible to, for example, people with a disability, requirements that relate to religious belief or staff that speak through medium of Welsh.
- p) What is being done to address the Gender Pay Gap?

### ***Swansea's Equality Plan and Resources Directorate***

- q) Can you take the panel through those aspects in the Equality Plan that relate to your Directorate in particular the objectives as shown in the recently published [Equality Review Report 2017/2018](#)? Ones attributed directly to the Resources Directorate include:

#### Equality Objective 1 – Ensure equality of access to services

- Communications and Customer Engagement
- Legal and Democratic Services

#### Equality Objective 3 - Develop a whole council approach the UNCRC on the Rights of the Child, to meet our commitments contained within the Children and Young People's Rights Scheme.

- Corporate Actions

#### Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty

- Finance and Delivery

#### Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities

- Communications and Customer Engagement.

#### Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues

- HR & OD
- Legal and Democratic Services
- All Departments

#### Equality Objective 14 – Comply with the Procurement and Assessment of Impact regulations set out in the equality act 2010

- All Departments