

Equalities Scrutiny Inquiry Panel

Terms of Reference

Inquiry Key Question

The primary focus for the inquiry is to look at equalities in Swansea. The key question, therefore, is:

'How effectively is the Council meeting and embedding the requirements under the Equality Act 2010 (Public Sector Equality Duty for Wales)?'

The inquiry will look in particular at how council is meeting its duties under the Equality Act 2010. The Council is subject to the 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 Panel will also bear in mind the Wellbeing and Future Generations Act (Wales) 2015, in particular the wellbeing objective: *A more equal Wales - A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic circumstances).*

Reasons for carrying out this piece of work

Councillors, as part of this inquiry want to:

- Ensure that the Council is meeting its duties under the Equality Act 2010 (Public Sector Equality Duty for Wales)?
- Ensure that there is the staff knowledge, skills and capacity to enable the Council to meet the duty.
- Actively promote a positive attitude to equalities in Swansea.

Lines of Inquiry

The inquiry will look in particular at how equality issues are considered in the provision of council services and during development and changes to those services. It will also consider what the Council does well and what can be improved. This will include the following key lines of inquiry:

- a) **Role:** What is the councils role under the Equality Act 2010 (Public Sector Equality Duty for Wales) and how well is the Council meeting and embedding that duty.
- b) **Skills and ability:** Do council staff have the necessary skills, training and capacity to ensure the Council is meeting this duty.
- c) **Culture:** Is there a positive attitude and a commitment to ensuring equity across the organisation.
- d) **Systems/processes and consistency of approach:** Are there effective and efficient systems/practices/processes in place across the Council to enable meeting of the duty? Are Council Officers consistently applying these practices?

- e) **Partnership working:** how we are working with local communities, the voluntary sector and others to help and embed the requirements.
- f) **Measuring success:** How is the Council measuring how it is meeting and embedding the duty?

Intended Impact and Contribution

This inquiry intends to support the work of the Council by:

- Providing a councillor perspective on the issue
- Providing evidenced proposals to Cabinet that will lead to more effective services
- Gaining the views of the public, stakeholders, community groups and staff
- Considering and concluding on recommendations from national reports, legislation /directives and there implications for Swansea
- Identification of good practice/research elsewhere and whether there is any learning for Swansea's approach
- Increased councillor understanding about equalities
- Greater public awareness of work in relation to equalities

Membership of the Scrutiny Panel

Cllr Louise Gibbard (Convener)
Cllr Mo Sykes
Cllr Lesley Walton
Cllr Sam Pritchard
Cllr Erika Kirchner
Cllr Mandy Evans
Cllr Terry Hennegan
Cllr Wendy Fitzgerald
Cllr Hazel Morris
Cllr Yvonne Jardine

Key Officer Contact for the Inquiry

Tracey Meredith, Head of Legal, Democratic Services and Governance Unit

Scrutiny Officer supporting the Inquiry

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Scrutiny Inquiry into Equalities Timetable of Work

When / Where	What / Who
Pre Inquiry Working Group 11 Oct 2018	<ul style="list-style-type: none"> • Overview of subject area (Cabinet member and lead officer) • Planning the Inquiry: panel discuss the key question, lines of inquiry and evidence gathering required
Survey by panel and background information to be sent to the panel throughout inquiry <ul style="list-style-type: none"> • Short survey for equalities groups/partners organisations, staff? • Any legislation, relevant directives/announcements and other useful relevant evidence • Good practice examples Swansea and elsewhere 	
Evidence gathering phase	
Session 1 24 Oct 2018 at 10.30am (235)	<ul style="list-style-type: none"> • Agree Terms of Reference, programme of work and consultation plan • Look at the latest Swansea Equalities Plan (including Action Plan) in detail with Richard Rowlands • Look at the Equality Impact Assessment screening process and documentation with Rhian Millar
Session 2 8 Nov 2018 10.30am (CR5)	Q&A session Director of Resources and Human Resources. <i>To discuss equalities aspects within their remit including: how progressing with their Equalities Objectives, embedding of duties, staff knowledge, training, co-production plus any relevant performance data</i>
Session 3 26 Nov 2018 10.30am (CR5)	Q&A sessions: 1. Director of Education 2. Director of Place <i>To discuss equalities aspects within their remit including: how progressing with their Equalities Objectives, embedding of duties, staff knowledge, training, co-production plus any relevant performance data</i>
Session 4 30 Nov 2018 10.30am (CR5)	Q&A session Director of Social Services <i>To discuss equalities aspects within their remit including: how progressing with their Equalities Objectives, embedding of duties, staff knowledge, training, co-production plus any relevant performance data</i> Include Co-production in Social Services
Session 5/6/7 21 Jan 19, 31 Jan 19, 21 Feb 18 TBA	3 sessions to speak to interested people/groups including for example: <ul style="list-style-type: none"> • Councillor Champions/ Departmental/staff Champions/Trade Unions • Equalities and Human Rights Commission/relevant Commissioners etc. • Equalities Community, partner groups and organisations
Session 7 11 Mar 2019 10.30am (CR3a)	Review and discuss consultation outcomes including any surveys/consultation carried out by the panel and any relevant survey results already available from within Council
Finalising Inquiry phase	
Session 8 Mar 2019	<ul style="list-style-type: none"> • Findings Report - Start to draw together evidence and discuss emerging themes arising from the inquiry. (Start to put together final report for SPC and then Cabinet).