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.

Please refer to the 'EIA Report Form Guidance' while completing this form. If you need further support please contact accesstoservices@swansea.gov.uk.

Where do you work?
Service Area: Adult Prosperity and Well Being
Directorate: Poverty and Prevention

(a)   This EIA is being completed for a:

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
☐	☐	☐	☐	☐	☒

(b)   Please name and <u>describe</u> here:

Development of a Swansea Poverty Truth Commission

Poverty Truth Commissions bring together key decision makers with those living at the sharp end of poverty to work together towards overcoming poverty, ensuring that those affected by decisions are central to decision making. Poverty will only be truly addressed when those who experience it first-hand are at the heart of the process.

In the Tackling Poverty Scrutiny Inquiry Panel report: Action, partnership, participation: How can the Council's Tackling Poverty Strategy be improved? February 2017, establishing a Swansea Poverty Truth Commission is a principle recommendation. This recommendation has subsequently been incorporated into Swansea's current revised Tackling Poverty Strategy.

The Council's Poverty Reduction Policy Development Committee (PDC) recommended to advocate the development of proposals and next steps to developing the commission. This would primarily be to continue working with representatives of 'Poverty Truth Commission UK Development' and 'Leeds Poverty Truth Commission' who, in their roles, support the development of Truth Commissions across the UK. Initial meetings with them and key representatives from civic leaders, grass roots organisations and people with direct lived experience of poverty have established the level of interest and offers of support in developing a Swansea Poverty Truth Commission.

A Swansea Poverty Truth Commission would not be directed or owned by the Council or another organisation. A Commission is made up of key representatives that hold power in relevant organisations and members of the public with direct, lived experience of poverty. During the commission, no member would hold any more power than another. Relationships between commissioners are developed over time, stories are shared, solutions discussed and a set of particular issues are identified to be worked on together in a given timescale.

The role of the Council at this stage is to act as the facilitator to scope and develop the interest and start up processes required to develop the proposal further.

(c)   It was initially screened for relevance to Equality and Diversity on: 15/08/18 and this Full EIA was updated 17/05/19

(d) **It was found to be relevant to…**

Children/young people (0-18)....................	☒	Sexual orientation.......................................	☒
Older people (50+)...................................	☒	Gender reassignment	☒
Any other age group	☒	Welsh language..	☒
Disability	☒	Poverty/social exclusion	☒
Race (including refugees)	☒	Carers (including young carers)...................	☒
Asylum seekers.......................................	☒	Community cohesion	☒
Gypsies & Travellers...............................	☒	Marriage & civil partnership	☒
Religion or (non-)belief............................	☒	Pregnancy and maternity.............................	☒
Sex..	☒		

(e) **Lead Officer**

Name: Anthony Richards
Job title: P&P Strategy Development Manager

Date: 17/05/19

(f) **Approved by Head of Service**

Name: David Howes
Date: 22/05/19

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims?

The aim of establishing a Swansea Poverty Truth Commission would be to bring together Swansea's key decision makers with those living at the sharp end of poverty to work together towards overcoming poverty in Swansea; ensuring that those affected by decisions are central to decision-making.

Poverty Truth Commissions recognise that we cannot hope to understand, let alone address the causes and symptoms of poverty fully unless we involve the experts. In this context, the experts are those who have a direct experience of poverty; living with the reality day in and day out. Real progress towards overcoming poverty will be made when those who experience poverty are central to the development, delivery and evaluation of solutions.

PTCs aim to give a face to the facts. This is done by creating safe spaces for 'Community Commissioners' (those with direct experience of poverty), to tell their stories, build relationships with each other and also during the commission process with the 'Civic and Business Commissioners'. It is vital that trust is gained through the building of human relationships in order that people can really listen and be valued, it is then that poverty can be truly addressed. In this manner, opportunities are provided for those making and influencing decisions to listen, stereotypes are left at the door, power imbalances addressed so that commissioners can work effectively together. PTCs deepen understanding of the emotive and difficult sides of poverty, improve perceptions, and leads to better decision-making by the areas leaders across business, public and voluntary sectors. The impact of PTCs' work can be seen at the individual, organisational, policy and wider societal level.

The Poverty Truth Commission Model

The PTC model has a clear trajectory:

- **Establishing whether there is commitment and enthusiasm locally for a PTC**. (Completed 26th February 2019)

- **Establishing a Start-up Group** – Made up of a small group of people who are committed to establishing a Swansea PTC. This Team has a clearly defined role, it is a task and finish group and will cease to exist when the PTC is launched. Part of this group's role is recruiting a staff delivery team which will facilitate the Commission itself and identifying and engaging 'Civic and Business' Commissioners. Membership should ideally include; public sector, business, third sector and faith sector and those with lived experience of poverty.

- **Setting in place the Staff Delivery team** who will initially recruit and build relationships between Community Commissioners and later between Community Commissioners and Civic/Business Commissioners. The staff team have three main responsibilities – convening, facilitation and support.

- **Invitation and Public Launch of the Commission** - A high profile launch would then be held where the Community Commissioners present their stories. The public as a whole are invited to the launch. Senior city leaders invite key figures within the Civic, Business, Third and Faith Sectors. The event will be the first time both sets of commissioners meet.

- **The Commission** – Initially the full Commission meet monthly to build relationships and increased shared understanding. Through these meetings the Commission identifies particular issues to work on together within a limited timescale (12-18 months). Programmes for these meetings are developed by the staff team who are responsible for co-ordinating and facilitating them. Once the Commission has identified its priorities (usually three key issues) they split into sub-groups who then meet monthly to work on the issues

identified.

- **Communication and Embedding** – The Commission reports on its work both through a second large public gathering and a short, accessible report highlighting what has been learned, what the commission has done, what individual commissioners aim to do, as well as a small number of policy and practice recommendations it is making. Although this reporting is important, the key thing is what commissioners **do** together rather than simply what they **say** need to be done, a PTC is not a 'talking shop'.

Following the recommendations of the Poverty Strategy Scrutiny Inquiry, seeking to establish a Swansea Poverty Truth Commission has been incorporated into Swansea Council's current Poverty Strategy. Swansea Council's Poverty Reduction Development Committee (PDC) also recommended and advocated the development of proposals of the next steps.

It is important to note that Poverty Truth Commissions need to remain independent so as to be able to offer a critique for all with a responsibility for contributing to tackling poverty. Therefore, the Council at this early stage is only acting as an instigator, liaising with Poverty Truth Commission UK Development and Leeds Poverty Truth Commission representatives who are providing guidance and support so that we might benefit from their experiences and expertise. An established Swansea Poverty Truth Commission would not be directed by or owned by any single organisation including the Council.

Who has responsibility?
The Tackling Poverty Service will facilitate the development of the initiative. Monitoring and review will be undertaken both by the Swansea Poverty Truth Commission and the governance structure for the delivery of the Tackling Poverty Strategy.

Who are the stakeholders?
The stakeholders are:
1) People with direct lived experience of poverty.
2) Organisations that provide support for people with direct lived experience of poverty (Swansea Council for Voluntary Services, Citizens Advice, Crisis, Coastal Housing, Family Housing, Pobl/Gwalia, Swansea City of Sanctuary, Action For Children, YMCA, Swansea Women's Aid Swansea Carers Centre, Swansea Young Single Homeless Project, Swansea Disability Forum, Foodbanks etc.
3) Those in positions of influence (Civic Leaders - Swansea Council, Senior Public Sector Leaders – Department for Work and Pensions, NHS / Health Board, Police, Public Service Board, Senior Business Leaders, Senior Faith Leaders).

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

Please tick which areas you have information on, in terms of service users:

Children/young people (0-18)	☒	Sexual orientation	☒
Older people (50+)	☒	Gender reassignment	☐
Any other age group	☒	Welsh language	☒
Disability	☒	Poverty/social exclusion	☒
Race (including refugees)	☒	Carers (including young carers)	☒
Asylum seekers	☒	Community cohesion	☐
Gypsies & Travellers	☒	Marriage & civil partnership	☒
Religion or (non-)belief	☒	Pregnancy and maternity	☐
Sex	☒		

Please provide a snapshot of the information you hold in relation to the protected groups above:
Examples include:
The 📄Swansea Profile (PDF, 886KB) provides a demographic and socio-economic overview of the City & County of Swansea, including a summary of Swansea's population, information on population characteristics and recent change, together with background information on a range of matters including health and the economy.

The 📄Swansea Economic Profile (PDF, 240KB) provides a statistical overview of Swansea's labour market and economy which brings together recent published data from various official sources:

The Ward Profiles bring together a range of key statistical and other information about each ward or electoral division in Swansea, including the most recent (2014) local rankings from the Welsh Index of Multiple Deprivation (Welsh Government),

Employment: 2017 estimates on a workplace basis via ONS' Business Register and Employment Survey (BRES), an annual business survey which collects employment information.

Workforce qualifications: annual APS estimates (for 2018) showing the educational attainment of the working age (16-64) population, by NVQ level.

Unemployment: local and national data on the claimant count - claimants of Jobseekers Allowance plus claimants of Universal Credit who are required to seek work (as at March 2019) - and the latest quarterly model-based unemployment estimates (for the period ending December 2018).

Gross Disposable Household Income (GDHI): 2016 data for Swansea released by ONS in May 2018, including GDHI per head figures, recent trends (2011-2016) and equivalent regional and national data.

Earnings: results from the ONS Annual Survey of Hours and Earnings (ASHE) - gross median full-time weekly and annual earnings of employees in employment as at 6th Feb 2019.

Proportion of jobs paid below the Living Wage - The Office of National Statistics reports on the proportion of jobs paid at below the Living Wage rate; drawn from the Annual Survey of Hours and Earnings, it relates to jobs in Swansea, not workers resident in Swansea.

Welsh Index of Multiple Deprivation (WIMD) is the Welsh Government's official measure of relative deprivation for small areas in Wales. It is designed to identify those small areas where there are the highest concentrations of several different types of deprivation. As such, WIMD is a measure of multiple deprivation that is both an area-based measure and a measure of relative deprivation.

Households Below Average Income statistics (last updated 16 March 2019) - provide statistics and commentary on living standards in UK households, as determined by disposable income. They include the number and percentage of people living in low-income households, and changes in income patterns over time.

2011 Census – Office for National Statistics

Policy In Practice research 'The cumulative impact of welfare reform in Swansea' (September 2018)
This report sets out the findings of an analysis of the impact of welfare reform in Swansea carried out by Policy in Practice and commissioned by City and County of Swansea Council (CCSC). Single Household Benefit Extract (SHBE) data for the month of September 2018, which contains

information on every household in Swansea receiving Housing Benefit, was analysed to examine the impact of the main welfare reforms that have already taken place; those yet to be implemented; the mitigation measures put in place by the government; and the cumulative impact of all these on individual, low-income households in Swansea.

The **One Swansea Strategic Needs Assessment (SNA), fourth edition** was published in December 2015. Considering all of the relevant data available when it was produced, and in recognition of the changing context in which we operate, locally and nationally, the SNA is a key document for understanding our current position in relation to the causes and effects of poverty and the drivers towards prosperity and well-being. Data, commentary and analysis are offered under all six Population Outcomes which the Council, along with Public Service partners has committed to striving towards:

Careers Wales provide monthly figure regarding the number of young people who are NEET under 18 in the Swansea area this is provided to the Poverty & Prevention Service, particularly to the Young People Services section – as part of the Youth Progression & Engagement Framework. The Young People Services work with NEETS at Tier 1 and Tier 2 on Careers Wales 5 tier ladder any work done with referrals is tracked.

In addressing 'making poverty everyone's business' the revised Tackling Poverty Strategy has been developed of cross Directorate actions, each directorate would also have a range of data available specific to its service area.

Any actions required, e.g. to fill information gaps?

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

Please consider the possible impact on the different protected characteristics.

	Positive	Negative	Neutral	Needs further investigation
Children/young people (0-18)	☒	☐	☐	☐
Older people (50+)	☒	☐	☐	☐
Any other age group	☒	☐	☐	☐
Disability	☒	☐	☐	☐
Race (including refugees)	☒	☐	☐	☐
Asylum seekers	☒	☐	☐	☐
Gypsies & travellers	☒	☐	☐	☐
Religion or (non-)belief	☐	☐	☒	☐
Sex	☐	☐	☒	☐
Sexual Orientation	☐	☐	☒	☐
Gender reassignment	☐	☐	☒	☐
Welsh Language	☐	☐	☒	☐
Poverty/social exclusion	☒	☐	☐	☐
Carers (inc. young carers)	☒	☐	☐	☐
Community cohesion	☒	☐	☐	☐
Marriage & civil partnership	☐	☐	☒	☐
Pregnancy and maternity	☒	☐	☐	☐

Thinking about your answers above, please explain in detail why this is the case.
Establishing a Swansea Poverty Truth Commission would result in a positive impact for people experiencing or at risk of experiencing poverty. The Commission will provide the opportunity for people experiencing poverty every day to discuss the issues of their choice with key decision makers and people in positions of power. The issues that the Commission focuses on would be worked through in collaboration to understand fully and find workable solutions.

PTCs offer an opportunity for more meaningful participation, this is more than just having a conversation with people, and is framed around an action based structure. PTCs give people greater opportunities to influence decisions through participative and direct democracy rather than formal consultation exercises, focus groups.

As part of the start-up process, the Start-up Group will consider inclusion and involvement from people from protected characteristic groups. Community Commissioners are drawn from across the locality and from a range of experience, age, race, disability and gender backgrounds that are broadly representative of the demographics of the area. The process used for identifying and recruiting people who experience poverty to participate as Community Commissioners allows for contact to be made with those who are not 'the usual suspects' or simply easiest to reach in terms of participation.

Section 4 - Engagement:

Please consider all of your engagement activities here, e.g. participation, consultation, involvement, co-productive approaches, etc.

What engagement has been undertaken to support your view? How did you ensure this was accessible to all?

A series of meetings were set up with key stakeholders on the 26th of February 2019. The aim of these meetings was for stakeholders to find out more about how Poverty Truth Commissions' work, what they do, ask questions and explore whether there would be interest in, and enthusiasm for, developing a similar process in Swansea. The meetings, attended by 64 representatives across the city were led and facilitated by Andrew Grinnell (Leeds Poverty Truth Commission) who, in partnership with JRF, have been supporting the development of PTCs across the UK. The outcomes of these meetings are detailed on pg. 10 of this EIA.

The first meeting involved key figures in the Public Sector (which included members of Swansea Public Services Board), Registered Social Landlords and Civic leaders.

The second meeting involved key organisations and individuals working at a grassroots level with people experiencing poverty.

The third meeting with a group of people with direct lived experience of poverty.

Every attempt was made to ensure as broad a representation as possible from the locality and from a range of experience, age, race, disability and gender backgrounds.

At the early stage of the process the Council has acted as an instigator, liaising with Poverty Truth Commission UK Development and Leeds Poverty Truth Commission representatives who have offered to provide continued guidance and support so that we might benefit from their experiences and expertise.

The development of a Swansea Poverty Truth Commission would provide the forum to put people with direct lived experience of poverty at the heart of the decision making process. The maxim of a Truth Commission is 'Nothing about us, without us, is for us'.

Working with advisors from the 'Poverty Truth Commission UK Development' and 'Leeds Poverty Truth Commission', the next steps would follow an established route (outlined in Section 1 of this EIA).

Once up and running, the Commission would become a significant voice to represent the views and opinions and recommendations of those experiencing poverty.

The proposal to develop a Swansea Poverty Truth Commission was recommended by the Poverty Strategy Scrutiny Inquiry – Action, partnership, participation: How can the Council's Tackling Poverty Strategy be improved? This recommendation was subsequently incorporated into Swansea's current revised Tackling Poverty Strategy.

The Council's Poverty Reduction Policy Development Committee (PDC) recommended to advocate the development of proposals and next steps to developing the commission

What did your engagement activities tell you? What feedback have you received?

Consultation to date with Poverty Truth Commission UK Development and Leeds Poverty Truth Commission has established the recommended process for establishing a Poverty Truth Commission in Swansea.

As outlined above, a series of meetings were set up with key stakeholders on the 26th of February 2019. The first meeting involved key figures in the Public Sector (which included members of Swansea Public Services Board), Registered Social Landlords and Civic leaders. Interest, enthusiasm and backing for developing a Swansea PTC led to:

- A number of post-meeting offers of contributions in terms of financing the running/staff costs of a Commission, including a significant offer from one partner of £20,000.
- Three offers to host the Commission.
- Offers to participate in a Start-up group / to become a 'Civic/Business Commissioner'.
- Various other offers in terms of resources, staff time, meeting space, hosting meetings etc.

The second meeting involved key organisations and individuals working at a grassroots level with people experiencing poverty:

- Overall, a broad sense of support for the idea of a PTC was conveyed and strong commitments to be involved.
- Officers also received positive feedback post event, and expressions of support going forward, from individuals and organisations who were unable to attend at that time.

The third meeting with a group of people with direct lived experience of poverty
- This was a dynamic and candid session
- There was unanimous agreement from the group that Swansea should have its own Poverty Truth Commission and a desire to be involved.

How have you changed your initiative as a result?
Listening to the experts in the field and learning from good practice examples from around the UK has informed the development process from the outset.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.):
The process to establishing a Poverty Truth Commission is largely about ongoing consultation and engagement with stakeholders. The Commission itself facilitates engagement between commissioners.

Section 5 – Other impacts:

Please consider how the initiative might address the following issues - see the specific Section 5 Guidance

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 explain any possible impact on each of the above.
Poverty Truth Commissions foster good relations between different groups by investing the time to facilitate the development of relations between commissioners at the start of the commission. This is a critical part of the development process.

The impact of a successful Poverty Truth Commission would support equality of opportunity between groups, particularly for those experiencing poverty. Through commissioners taking action, the barriers to opportunity caused by poverty will be reduced or removed.

Poverty Truth Commissions by their very nature, challenge the stigmas of poverty and contribute to the elimination of discrimination, harassment and victimisation.

The development of a Swansea Poverty Truth Commission will specifically focus on reducing social exclusion and poverty in Swansea.

What work have you already done to improve any of the above?
The development of the revised Tackling Poverty Strategy underwent an extensive consultation process. This particular action from the Strategy will directly involve people who experience poverty in discussions and developing actions that will mitigate the impacts of poverty and shape future policy and decision making.

Is the initiative likely to impact on Community Cohesion? Please provide details.
The development of a Poverty Truth Commission in Swansea would support community cohesion by giving people the opportunity to have a voice and take part in meaningful conversation with decision makers and people in positions of power.

How does the initiative support Welsh speakers and encourage use of Welsh?
Welsh language speakers will not be treated any less favourably than English or any other language. The use of the Welsh language will be encouraged through the promotion of the Welsh Language Standards, although, a Poverty Truth Commission would not be owned nor directed by the Council. As a stakeholder we would promote the use of the Welsh Language and equal opportunity to use Welsh in their activities.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).
To continue with the initiative with support from Poverty Truth Commission UK Development and Leeds Poverty Truth Commission to apply good practice to the development phases of the initiative.

Section 6 - United Nations Convention on the Rights of the Child (UNCRC):

Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children's rights and their best interests. Please read the UNCRC guidance before completing this section.

Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)? If not, please briefly explain your answer here and proceed to Section 7.

Establishing a Swansea Poverty Truth Commission will have a positive impact on children and young people across this age group, including disabled children, those living in poverty or from BME communities. Involvement in the Commission and actions that support families will ensure that children/young people are not disadvantaged by poverty in their early years, when achieving and attaining standards and wellbeing in education, go on to get good jobs and a decent standard of living and are given a voice in relation to decision making which affects them. (UNCRC – Article 12 –'Your right to say what you think should happen and be listened to.'/ Article 27 –'Your right to a good standard of living.' / Article 28 – 'Your right to learn and to go to school.'/ Article 29 – 'Your right to become the best that you can be.')

All initiatives must be designed / planned in the best interests of children and young people.

Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

Please explain how you meet this requirement:

The involvement of children and young people will be fully considered during the 'start-up' phase. Where the Poverty Truth Commission identifies a direct impact on children and young people then involvement of children and young people on an equal level will form part of the commission process. (In line with our commitment to the UNCRC Due Regard Duty and Children's Rights Scheme in Swansea).

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

Section 7 - Monitoring arrangements:

Please explain the monitoring arrangements for this initiative:

Monitoring arrangements:

Facilitation of the development of the Swansea Poverty Truth Commission will be led by the Tackling Poverty Service.

The Poverty Truth Commission would be independent and not owned or directed by any single organisation so as to be able to offer a critique for all with a responsibility for contributing to tackling poverty.

Actions:

Section 8 – Outcomes:

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

Outcome 1: Continue the initiative – no concern ☒

Outcome 2: Adjust the initiative – low level of concern ☐

Outcome 3:Justify the initiative – moderate level of concern ☐

Outcome 4: Stop and refer the initiative – high level of concern. ☐

For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

Section 9 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. **Send 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.**

EIA 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
If approved, proceed with establishing a Start-up Group to catalyse a Swansea Poverty Truth Commission	Tackling Poverty Service	July 2019	Start-up group established	

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