

## Equality Impact Assessment (EIA) Report – Appendix B

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 [acesstoservices@swansea.gov.uk](mailto:acesstoservices@swansea.gov.uk).

Where do you work?	
Service Area:	Strategic Delivery Unit
Directorate:	Resources

**(a) This EIA is being completed for a:**

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**(b) Please name and describe here**

Strategic Equality Plan 2020 - 2024

**(c) It was initially screened for relevance to Equality and Diversity on: ADD DATE**

This is Swansea Council's third Strategic Equality Plan each has been screened and a full EIA was prepared.

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

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

**(e) Lead Officer**

**Name Richard  
Rowlands**

**Job title. Strategic Performance Manager**

**Date 10 Feb 2020**

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

**Name: Lee Wenham**

**Date:**

## Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

### What are the aims?

- To ensure the Council meets its legislative requirements under the new Public Sector Equality Duty (Equality Act 2010).
- To set Equality Objectives, which are evidence-based and focused on achieving positive outcomes for the community.
- To demonstrate and further progress our commitment to the diversity agenda.

### Who has responsibility?

All services in executing their service plans, Access to Services Team, Executive Board, Chief Executive, Equality Member Champions, Cabinet, Leader.

### Who are the stakeholders?

Everyone who lives and works in Swansea and utilises Council services, as well as visitors to the area. The Council has legislative duties as an employer as well as a service provider; therefore, the SEP is relevant to staff as well as the wider community.

## 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).....	<input checked="" type="checkbox"/>	Sexual orientation.....	<input checked="" type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment.....	<input checked="" type="checkbox"/>
Any other age group .....	<input checked="" type="checkbox"/>	Welsh language.....	<input checked="" type="checkbox"/>
Disability .....	<input checked="" type="checkbox"/>	Poverty/social exclusion .....	<input checked="" type="checkbox"/>
Race (including refugees) .....	<input checked="" type="checkbox"/>	Carers (including young carers).....	<input checked="" type="checkbox"/>
Asylum seekers.....	<input checked="" type="checkbox"/>	Community cohesion .....	<input checked="" type="checkbox"/>
Gypsies & Travellers.....	<input checked="" type="checkbox"/>	Marriage & civil partnership .....	<input checked="" type="checkbox"/>
Religion or (non-)belief.....	<input checked="" type="checkbox"/>	Pregnancy and maternity.....	<input checked="" type="checkbox"/>
Sex.....	<input checked="" type="checkbox"/>		

**Please provide a snapshot of the information you hold in relation to the protected groups above:**

In terms of the whole population of Swansea, the Council’s Research and Information Unit keep colleagues up to date with statistical/data updates and have developed equality profiles by ward areas to inform service areas.

In addition, an evidence base has been developed to inform the SEP’s development – this has drawn together local information based on each of the protected and other characteristics. The plan also heavily draws the key themes of ‘Is Wales Fairer?’ a report published by the Equality and Human Rights Commission. The report is attached to this EIA as an appendix for information.

Swansea Council; Scrutiny Panel’s Equalities and Future Generations Panel conducted an extensive 18 month inquiry into Equalities ‘How can the Council improve how it is meeting and embedding the requirements under the Equality Act 2010 (Public Sector Equality Duty for Wales 2011)’. This undertook extensive engagement with stakeholders in Swansea including experts as well as groups representing protected and people with lived experience.

Customer monitoring across the Council varies by department – many undertake profiling to inform their services, and where necessary these processes are being updated to reflect the legislative changes contained within the Equality Act 2010.

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

The evidence base which collates up to date information on each of the protected characteristics will be published in full alongside the Strategic Equality Plan.

In addition, we will continue to utilise new information sources to ensure objectives are evidence-based and relevant.

**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)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Thinking about your answers above, please explain in detail why this is the case.**

The Strategic Equality Plan meets a statutory duty under the Equalities Act 2010 and Public Sector Equality Duty. Due to the nature of the SEP, its whole focus is on the promotion of equality and elimination of discrimination. Therefore, its aim is to have a positive impact on all groups – particularly as we have a legal duty to set equality objectives for all protected characteristics. Equality objectives must also be evidence-based and focused on the achievement of real outcomes and results, so there is a real emphasis on making positive changes.

The Welsh Language has been marked as 'positive' as the plan identifies important actions that support the Welsh language. However it should be noted that the Welsh Language is also addressed in greater depth separately via our Welsh Language Scheme.

#### **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?**

For this SEP, we have utilised information collected throughout the life of the previous plan (e.g. service specific feedback). We have drawn on the EHRC 'Is Wales Fairer Report?'

Most importantly the Equalities and Future Generations Committee's extensive 2018 and 2019 inquiry was based on extensive engagement and research. This included People with lived experience and groups representing protected characteristics.

We have also held informal drop-in sessions, collected feedback via on-line surveys and email, face-to-face meetings and involved people at Equality events including Hate Crime Awareness Week Event and UNCRC Anniversary Celebration. All of the information gathered will be used by services to improve actions in their service plans and delivery relating to Equalities. Further information on this engagement can be identified in the Engagement Report which will be published alongside the Strategic Equality Plan.

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

The feedback received from our engagement work has been summarised and is detailed in our Engagement Plan.

**How have you changed your initiative as a result?**

The engagement activities have been iterative from the earliest stage of planning rather than via a traditional consultation at the end of the process. This included pre-engagement work via the Equalities Scrutiny Inquiry. A consultation on the Equality Objectives and a consultation on the Strategic Equality Plan which was written based on this feedback.

Much of the consultation engagement reiterated the feedback received via the Scrutiny Inquiry and vindicated the adoption of the Scrutiny Inquiry Recommendations within the Steps of the Strategic Equality Plan.

However it should be noted much of the specific feedback received was service specific or action related rather than strategic. As a result the information will be used by services help them to implement the Strategic Equality Plan rather than appear explicitly in the high level plan. Many changes have been to better reflect engagement feedback which can be seen in the evolution of the Plan.

**Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.):**

In future, we will review how we can further integrate the input of stakeholders into the development of the Strategic Equality Plan.

We will ensure feedback is provided to those who participated in the engagement process.

**Section 5 – Other impacts:**

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

<b>Foster good relations between different groups</b>	<b>Advance equality of opportunity between different groups</b>
<b>Elimination of discrimination, harassment and victimisation</b>	<b>Reduction of social exclusion and poverty</b>

**Please explain any possible impact on each of the above.**

The whole essence of equality legislation (and therefore the SEP) is to address these impacts and have a positive effect. The Plan will be developed with the help of our services links across different communities and in collaboration with colleagues from across the Council and the Equality Representatives.

**What work have you already done to improve any of the above?**

- We have linked the SEP to key Council activities such as UNCRC and children's rights and tackling poverty.
- We have worked via services to reach people representative of both our communities and the protected characteristics covered by the legislation.
- We have undertaken a series of engagement activities to ensure as many people as possible are given the opportunity to have their say on both the Plan and Equality Objectives.
- Equalities is included in new service planning templates so it is fully integrated in the way we do business.

**Is the initiative likely to impact on Community Cohesion? Please provide details.**

By its very nature, we would hope that the equality objectives would have a positive impact, particularly as community cohesion is explicitly included.

**How does the initiative support Welsh speakers and encourage use of Welsh?**

While the Strategic Equality Plan does not relate to Welsh Language legislation, we have engaged with Welsh speakers during its development. Many of the Steps relate directly to the promotion and support of the Welsh language. The SEP is published in 3 different versions bilingually – the full plan plus easy-read versions.

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

Continue to seek out opportunities for meeting individuals/groups/colleagues to ensure ongoing communication and opportunities for feedback.

**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.**

**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 consultation included engagement with over 100 children at the UNCRC Anniversary event. The SEP as with all Swansea Council Plans addresses article 3 of UNCRC. The SEP is a key mechanism by which UNCRC will continue to be embedded in Council services via the Steps and reported via the annual review of the plan's implementation.

**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:** Legislation requires that the Plan is reviewed on an annual basis and progress towards the Equality objectives is reported.

**Actions:** An annual review of the Strategic Equality Plan will report on the Plan's implementation.

## **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 – [acesstoservices@swansea.gov.uk](mailto:acesstoservices@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
Publish supplementary report on evidence base. Utilise new information sources to ensure objectives are evidence-based and relevant.	Strategic Delivery Unit's Research Team	May 2020 Then on-going updates to Evidence base underpinning the Plan	The supplementary Report will be published alongside the Plan. New information sources will be utilised as they become available.	
Ensure feedback is provided to those who participated in the engagement process	Strategic Delivery Unit	May 2020	We will publish an Engagement Report alongside the SEP and distribute to all those who left contact details	
Continue to seek out opportunities for meeting individuals/groups/colleagues to ensure ongoing communication and opportunities for feedback.	Access to Services Via the Equality representatives and service based contacts with individuals/groups/colleagues	2024	Access to services records	
Annual review reports	Strategic Delivery Unit	Annually	Publication	

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