

# Swansea Council Strategic Equality Objectives (Appendix C)

## Engagement Report

March 2020

### 1. Introduction

1.1 Swansea Council has a responsibility under the Equalities Act 2010. The Equality Act 2010 brought together and replaced many existing anti-discrimination laws into a single Act.

This Act places a general duty on the Council to

- (i) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- (ii) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- (iii) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

1.2 The Council is also subject to a specific Public Sector Equality Duty. This requires the Council to:

- To set equality objectives
- To produce and review a Strategic Equality Plan
- To engage with people in relation to the protected characteristics
- To review the Plan and Objectives

Equality Objectives help the Council prioritise areas of inequality requiring urgent action. They are used to form a four year Strategic Equality Plan which is reviewed and reported on annually.

1.3 Protected Characteristics set out in the Equalities Act 2010 include

- Age
- Disability
- Gender Reassignment
- Pregnancy and maternity
- Race
- Religion or belief (or non-belief)
- Marriage and civil partnerships
- Sex
- Sexual Orientation

However in Swansea when addressing equality and diversity issues, we also consider socio-economic disadvantage, the Welsh language and impact on unborn future generations. This ensures a holistic approach to meeting people's needs.

- 1.4 This report aims to detail how Swansea Council worked with, citizens, staff, councillors, subject experts and leaders and those with lived experience to develop a Strategic Equality Plan for Swansea 2020 to 2024. This feedback helps the Council make sure we focus on the right objectives for Swansea. The engagement process starts from the first step of the process so people can really make a difference. The views of our citizens matter and impacted the plan's development at every stage.

## **2. Sources**

- 2.1 We started by drawing together existing evidence, reviewing best practice from across Wales and applying recent learning from Swansea to draft Strategic Equality Objectives. To prepare initial draft equality objectives many sources were taken into account. These included:

- 2.2 **Equality and Human Rights Commission –‘Is Wales Fairer?’ (2018) Report**

This October 2018 Report aimed to assess how Wales was performing on Equality and Human Rights. The report provides valuable data and evidence across six domains including; education, health, living standards; justice and security, work; and participation and compared outcomes for groups in areas such as pay gaps, educational attainment, and experiences of hate crime. It offered a framework for analysis that helped us identify initial draft Strategic Equality Objectives.

- 2.3 **Swansea Council Equalities Scrutiny Inquiry**

This landmark review aimed to understand how the Council could better implement its equalities duties in Swansea. An extensive engagement programme collected evidence between October 2018 and March 2019. The evidence gathering activities undertaken included:

- a. Overview of subject and Q&A with Cabinet Member for Better Communities (People) and Chief Legal Officer
- b. Consideration of relevant key policies, strategies and documentation including Swansea's Equality Plan and the Equality Impact Assessment screening process

- c. Question and Answer session with individual Directors and the Strategic Organisational Development and Human Resources Manager
- d. Departmental staff representatives.
- e. Equality and Human Rights Commission
- f. Equalities Community/Partner Groups including Carers, BME Forum, Young People through the Big Conversation, LGBT Forum, Disability Liaison Group, Joining the Jots Team, Veterans and 50+ Forum
- g. Survey of Council staff.

The Report's recommendations were accepted at Cabinet on October 2019, as a result, it would make sense to consolidate these recommendations within the SEP subject to further engagement. It has been widely suggested by participants that this recent extensive engagement exercise is utilised as a foundation for engagement regarding the Strategic Equality to avoid duplicating information and respect the views so recently expressed by key stakeholders.

### **2.3 Swansea Council's Corporate (Well-being) Plan**

This document sets out Swansea Council's well-being objectives and the steps we will take to achieve them. Many of these steps already address equality and diversity issues.

### **2.4 Swansea Public Services Board Local Well-being Plan**

This document sets out Local Well-being objectives such as Stronger Communities with a sense of Pride and belonging with steps that align with equality and diversity priorities for Swansea.

### **2.5 Previous Strategic Equality Plans and Reviews**

We looked at what worked and what could be improved in previous Strategic Equality Plans and Reviews.

### **2.5 The Well-being of Future Generations Act (Wales) 2015**

Swansea Council applied the sustainable development principle's five ways of working to develop a Strategic Equality Plan that helps create a more equal, prosperous, healthier Swansea of cohesive communities with a vibrant culture and thriving Welsh language.

*Involvement* – We have tried to involve people that reflect the diversity of our community including those with protected characteristics. In particular we have applied the National Principles of Public Engagement and Children’s participation Standards in planning and implementing engagement.

*Integration* - We have avoided unnecessary duplication wherever possible and aimed to integrate and apply the findings and evidence of existing recent equalities work. There is a close correlation between the Council’s Well-being and Equality Objectives. There is close alignment between many of the steps to deliver both the Council’s Well-being and Equality Objectives as we pursue integration, seek to improve well-being and strive towards a more equal Swansea and a more equal Wales.

We have engaged with services across the Council and our partners to best use our skills and relationships to engage with a variety of audiences in different ways. In addition, we have aligned partnership working by involving PSB partners in the engagement process.

*Collaboration* – We have engaged with services across the Council and our partners to best use our skills and relationships to engage with a variety of audiences in different ways.

*Long term* – While the Strategic Equality Plan has a four year focus. It is written taking into account the impact our actions will have on improving life and reducing inequalities experienced by future generations.

*Prevention* – The Strategic Equality Objectives are intended to address priority areas in order to stop inequalities getting worse but also address root cause of unfairness so discrimination and inequity can be avoided in the future.

## **2.6 The Social Services and Well-being Act (2014)**

This legislation seeks to improve the well-being of people who need care and support and carers who need support. The West Glamorgan Regional Partnership’s Area plan and Population Assessment has influenced the development of the Strategic Equality Objectives.

## **2.7 The Foundational Economy Approach**

Swansea Council is committed to exploring opportunities for prosperity offered by the Foundational Economy and ensuring all groups in society benefit from

Wales becoming the first country in the world to embrace the foundational economy approach. This focuses on developing the local provision and procurement of the goods and services that we all need. Swansea is the first local authority in Wales to have successfully bid for Welsh Government's 'Foundational Economy Challenge Fund' to improve local supplier development.

## 2.8 **Swansea Equalities Statistics Review 2020**

Swansea Council's Strategic Delivery Unit has collated an evidence base of statistical information relating to protected characteristics in a Swansea context. The commentary and analysis helps us understand the diversity of Swansea's population, how it has changed and (as far as possible) how it may develop in the future.

## 3. **Methodology**

- 3.1 The engagement and consultation process involved all stakeholders at each stage of the Strategic Equality Plan's development.

### **Stage 1**

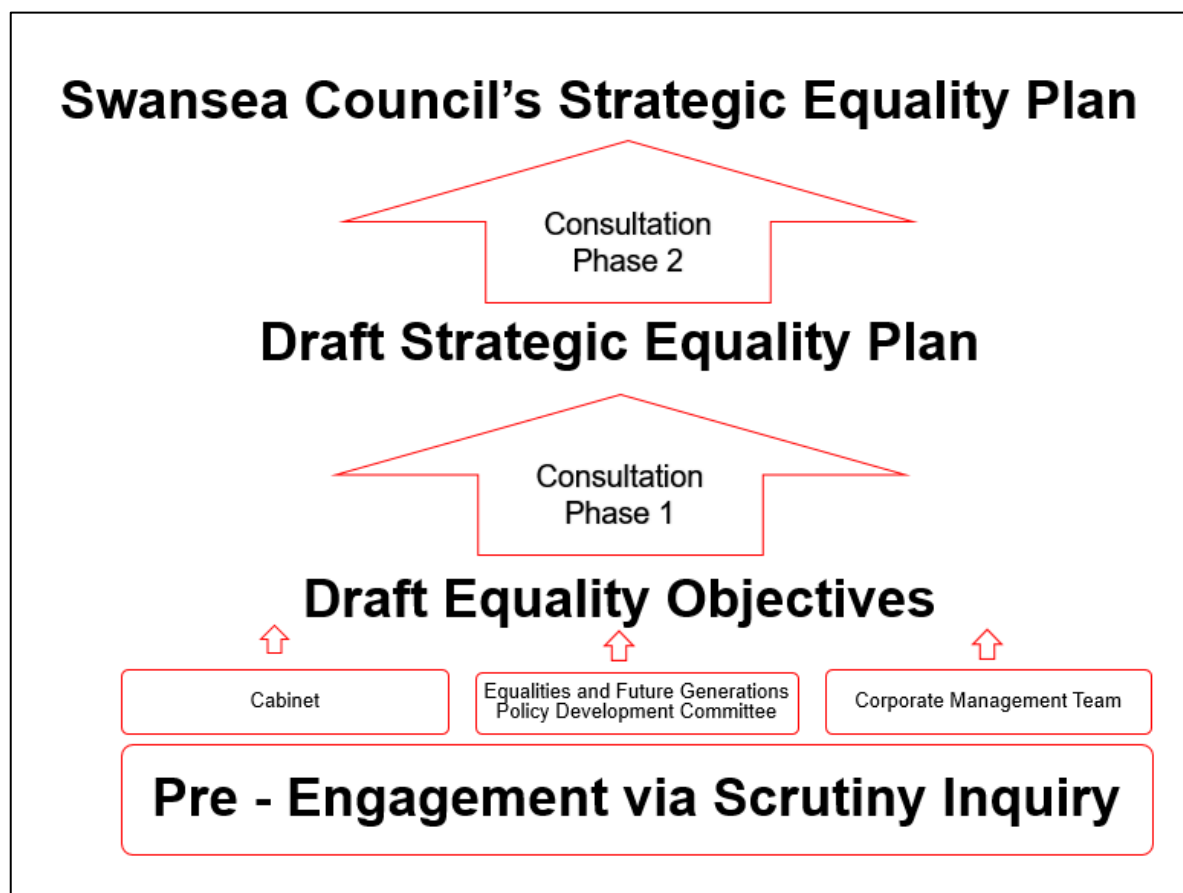
The process used the extensive engagement work undertaken as part of the Equalities Scrutiny Inquiry and its recommendations as a foundation for the involvement process. Pre-engagement evidence was used to draft broad objectives as a starting point for discussion.

### **Stage 2**

The draft Strategic Equality Objectives were shared with the public so they could replace, remove, change and add so we could make sure the right objectives for Swansea were identified. The engagement between 4 November and 6 December 2019 also enabled more detailed information on actions relating to the objectives to be collected so that in line with the National Principles for Public Engagement people could be genuinely involved at the earliest stage and throughout the process.

### **Stage 3**

The information gathered via formal consultation was used to draft the Strategic Equality Objectives and draft Strategic Equality Plan. The document was then open to the public for a further 4 week period so that comments could be taken into account and improvements made.



3.2 A key way we used resources effectively to reach out to different people (including those with protected characteristics) was to tool up our contacts who work with communities and enable them to raise the engagement by ‘piggybacking’ on existing meetings using existing relationships. Our contacts across Swansea Public Services Board were particularly important in ensuring the reach of our engagement activity.

We contacted over 100 intermediaries so that they could encourage their service users, members and staff to respond, these included:

<b>Protected characteristic</b>	<b>Examples of intermediaries contacted</b>
Age	Aging Well-Network Children’s Participation Team Children’s Commissioner’s Office Older People’s Commissioner’s Office
Disability	Disability Liaison Group West Glamorgan People First RNIB
Gender Reassignment	Transform Cymru

Pregnancy and maternity	Early Years Group
Race	EYST
Religion or belief (or non-belief)	Interfaith Forum
Marriage and civil partnerships	Swansea LGBT
Sex	Chwarae Teg
Sexual Orientation	Stonewall Cymru
Socio-economic disadvantage	Poverty Forum Contacts
Welsh language	Welsh Language Champion Network Welsh Language Commissioner's Office
Future Generations	Future Generations Commissioner's Office Swansea Schools

3.3 We offered a wide variety of ways that people could 'have their say' to encourage a diverse response from people to reflect the diversity of our community.

Mechanisms employed included:

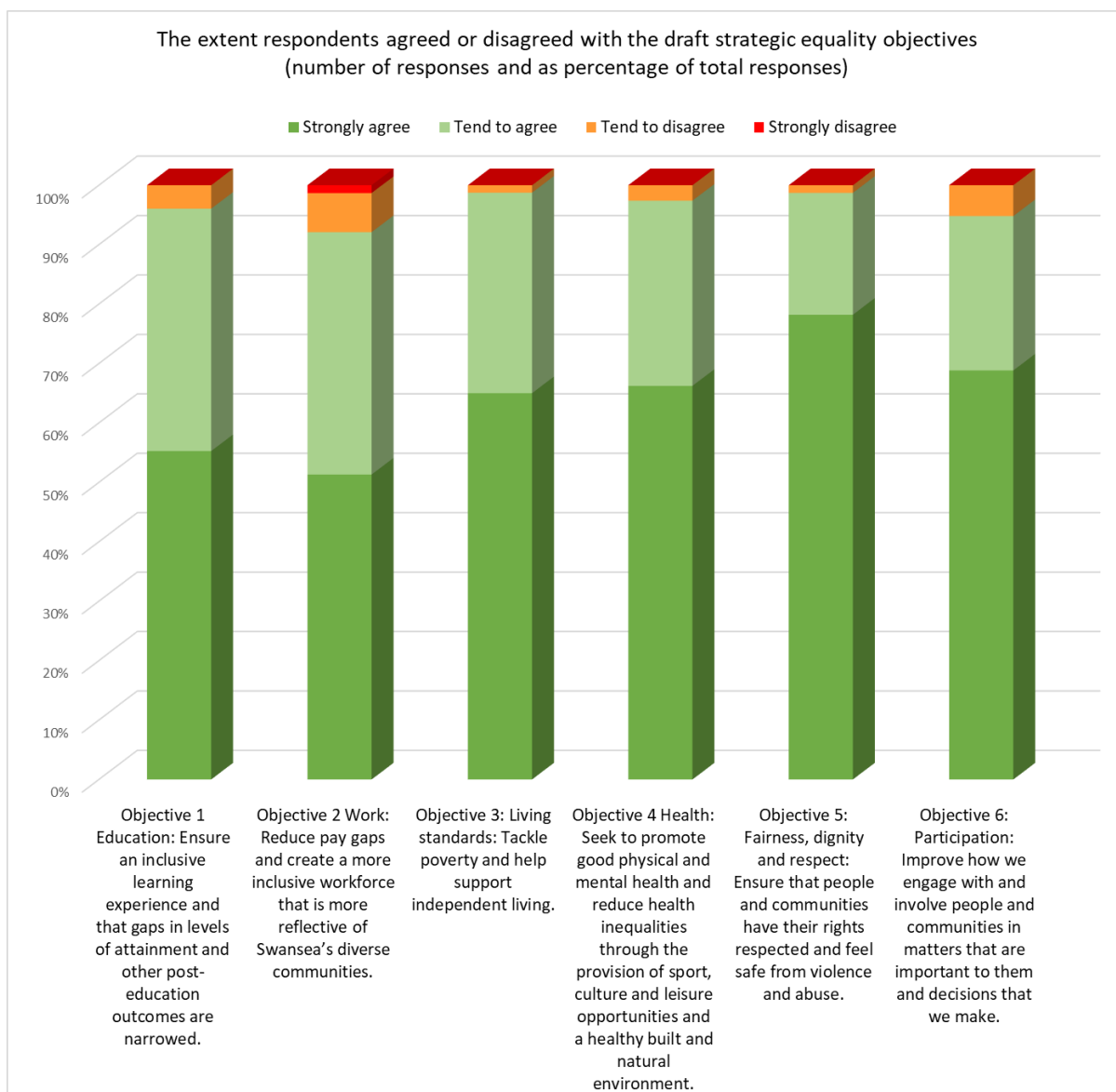
- A 'train the trainer' style workshop to enable advocates to promote discussion and participation with people, groups and communities they represent, serve and work with. This was a well-attended session and included councillors.
- Working with Councillors to ensure they were fully briefed and able to encourage their constituents to respond and raise the topic as an item at any community meetings they attended. The Equalities and Future Generations Policy Development Committee helped shape the Equality Objectives and Strategic Equality Plan. All councillors were sent a link to the questionnaire and some participated in the 'train the trainer' event.
- Working with the Councils Equality Representatives Network to ensure all council services were actively engaged and encouraged service users to share their views.
- The Council's Disability Liaison Group and LGBT group also gave members opportunities to raise their views.
- Providing advocates with Resources and Materials included a presentation and tools that could be adapted for use in meetings etc. promotional materials and suggested activities.

- Three sessions were arranged for the public to ask questions and record their views at Swansea Central Library and the rurally located Clydach Library. This included access to paper, oral and digital mechanisms to record views with 1-2-1 support available from staff where required.
- Events included promotional activity at a Hate Crime Awareness Week Event at Swansea Waterfront Museum. Over 100 children shared their views at Swansea's UNCRC Ten Year Celebration Event where an activity stand encouraged pupils to give their views. West Glamorgan People First also created opportunities for their members to share their views at their events.
- Social media (Facebook and Twitter) was used to promote engagement activity and resources.
- Have Your Say - Council's consultation webpage, this page hosted an online questionnaire in a range of languages and formats.
- Hard copies of the consultation were available in libraries across Swansea and civic centres to include those for whom digital exclusion is an issue.
- Easy Read and Screen Reader Friendly versions of our consultation ensured that a wider variety of people were able to give their views.
- Translation of our consultation into Welsh, Albanian, Arabic, Urdu, Farsi, Mandarin and Tigrinya made participation accessible to a wider group of people.

#### **4. Consultation Phase 1 Questionnaire Responses**

- 4.1 In total, 104 responses were received commenting on the Strategic Equality Objectives. 87 of these responses were received online. While 17 responses were collected via West Glamorgan People First in Easy Read paper format.
- 4.2 Analysis of the online questionnaire found that on average 90% of respondents strongly agreed or tended to agree with the draft Strategic Equality Objectives. (It should be noted not all respondents answered all questions).





### 4.3 Key themes responding to request for actions and comments relating to Objective 1

**Education:** Ensure an inclusive learning experience and that gaps in levels of attainment and other post-education outcomes are narrowed.

#### Apprenticeships / vocational and lifelong learning

- Apprenticeships,
- Vocational qualifications
- Include an all-age focus on learning.
- Lifelong learning.
- Vocational qualifications

### **Funding / SEN Funding and support**

- Adequate funding for SEN / ethnic minority teaching support.
- WG Funding to support objectives
- Better funding and training for teachers to spot children's needs earlier.
- No education cuts
- Avoid school closures

### **Pupil support**

- Adequate pupil support for those who need it.
- More teachers.
- Further support for LAC children.

### **Tackling Poverty**

- Less restrictive uniform policies to help poor parents.
- Support families to feed their children (FSM) during school holidays.
- Reduced poverty

### **No positive discrimination**

- No positive discrimination.
- Avoid disadvantaging the majority of pupils at the expense of benefiting a few.

## **4.4 Key themes responding to request for actions and comments relating to Objective 2**

**Work:** Reduce pay gaps and create a more inclusive workforce that is more reflective of Swansea's diverse communities.

### **Recruitment and workforce diversity**

- Seek a commitment from employers for positive discrimination
- Set commitments and targets on workforce diversity and report progress – seek a commitment from employers to do similar
- Encourage blind recruitment practices.
- Review recruitment strategy.
- Workforce needs to reflect the diversity of the community and targets for this need to be set.
- Elected members and senior managers also need to be representative.
- Lower barriers to employment based on protected characteristics
- Better measurement of workforce characteristics.
- Promote equality forums
- Employ people based on ability.

### **Work-life balance**

- More flexible working.
- Better work-life balance.

### **Pay and wages**

- Better pay and training for lower paid staff
- Review pay and development opportunities.
- Set appropriate pay grades for similar work
- Pay should be based on the work done and what can be afforded.
- Pay disabled people on the NEAT team the minimum wage.

### **Training and work experience**

- Consider internal secondments first before external recruitment
- Consider offering paid work experience.
- Managers needing to listen to their staff
- Support to access training
- Provide training and improve staff communication to all staff.
- Need to improve the quality of teaching

### **Employment and work**

- Promote the development of social enterprises to tender for Council work.
- Increase economic development and tackle poverty.
- Provide job opportunities
- Providing work incentives

### **Mental health / staff support**

- Mental health / well-being support for staff.
- Support staff returning to work from sickness / disability.

### **Gender inequality / pay gaps**

- Tackle gender inequality.
- Address the gender pay gap
- Reduce pay gaps.

## **4.5 Key themes responding to request for actions and comments relating to Objective 3**

**Living standards:** Tackle poverty and help support independent living.

### **Supporting carers**

- Better understanding of the role carers play

- Support carers.
- Review the current charging policy for social services support – impact on unpaid carers.

### **Tackling Poverty**

- Tackle poverty and alignment to the Tackling Poverty Strategy.
- Tackle in-work poverty
- Tackle child poverty
- Raising awareness about poverty
- Improve pay.
- Attract well-paid jobs
- Tackle welfare fraud and ensure it provides a basic standard of living.
- Reduce the cost of public transport
- Pilot a universal basic income. Improve education

### **Tackling homelessness**

- Tackle homelessness and lack of housing
- Tackle anti-social behaviour from tenants

### **Community engagement and capacity building**

- Support the Foundational economy.
- Development bank to support community / co-operative enterprises.
- Using planning to ensure sufficient community services.
- Better community engagement in decision-making
- Increased community recreation and development

### **Support for independent living**

- More supported living accommodation
- Provide support to ensure independent living
- Provide support to ensure independent living, especially those who need more care
- Support people with learning disabilities to be independent.
- Team around the Family approach
- Provide assurances that supported living is safe.
- People making a contribution to the help and support they receive
- Accessible buildings
- Tackle the loneliness affecting older people

#### **4.6 Key themes responding to request for actions and comments relating to Objective 4**

**Health:** Seek to promote good physical and mental health and reduce health inequalities through the provision of sport, culture and leisure opportunities and a healthy built and natural environment.

##### **Improving mental health support**

- More mental health support.
- Improve mental health in the workplace.
- Improve mental health provision
- Improve mental health and well-being.
- Addressing mental health issues, particularly in young people

##### **Inclusion in leisure opportunities**

- Opportunities / childcare for mothers with young children to do sport.
- Promote culturally sensitive services to bring people from different backgrounds together
- Promote active lifestyles from an early age.
- A source of information on different sports / leisure.
- Consider inclusion for people with disabilities, mental health issues and carers.
- Have warm swimming pool water in at least one place, e.g. for people with disabilities.

##### **Affordable leisure**

- More sporting / leisure offers for people on low incomes.
- More affordable leisure facilities
- Affordable access to leisure
- More free community events.
- Free youth facilities
- Keep facilities and promote a balanced lifestyle.

##### **Community well-being**

- Environmental education in schools.
- Reusing and reducing waste.
- Growing more food locally.
- Good housing
- The council as an enabler for communities to develop opportunities themselves.
- No sales of playing fields.
- Use planning to block fast food outlets.
- More indoor exercise facilities and exercise equipment in public places.

- Close pubs early.
- More education on healthy living.
- Improved and cheaper public transport
- Make parks and open spaces safer.
- More volunteer opportunities at leisure facilities
- Better housing and living standards.

### **Investing in leisure**

- More funding for leisure services
- Invest in outdoor facilities
- Invest in the natural environment and facilities
- More investment in green spaces.
- Stop staff reductions

### **4.7 Key themes responding to request for actions and comments relating to Objective 5.**

**Fairness, dignity and respect:** Ensure that people and communities have their rights respected and feel safe from violence and abuse.

### **Prevention**

- Preventative services, such as Play and Youth Services
- Youth clubs and activities
- Prevention
- Information, advice and assistance
- Education for people of all ages

### **Community Cohesion and Human Rights**

- Community cohesion
- Education and community events
- Human Rights
- Events and community cohesion
- Religious tolerance
- British values
- Brexit and impact on community cohesion
- Show how all departments are contributing to the UNCRC and other commitments

### **Community Safety**

- More Police funding
- Reopen youth clubs
- More Police
- More Policing

- Deal with drugs
- Neighbourhood Watch
- Tackling crime and making young people more resilient.
- Deal with tenancy complaints
- Work to tackle domestic violence

### **Organisational commitment**

- Trade Union recognition
- Staff training
- A visible organisational commitment to inclusion
- Gender equality

## **4.8 Key themes responding to request for actions and comments relating to Objective 6.**

**Participation:** Improve how we engage with and involve people and communities in matters that are important to them and decisions that we make.

### **Co-production**

- Co-production
- Increase co-production and provide staff training on it

### **Involving young people**

- More involvement for disabled children
- Involve young people more
- Refer to participation standards in the Strategic Equality Plan

### **Community engagement**

- Community engagement in decision making
- Elected Members to lead on community engagement and consultation
- Improve engagement
- Different means of Community engagement
- More awareness raising to encourage engagement
- Cost of engagement not worth the gain
- Community engagement
- Run regular surveys for the public
- Need feedback from consultations
- Translations in other languages
- Make decisions and stand by them
- Use a variety of different media to engage

## **Staff volunteering**

- Staff paid volunteering with third sector
- Paid staff volunteering
- Staff empowerment

### **4.9 Summary of Responses to Actions**

This feedback in response to the question ‘What actions do you think we need to take to deliver this objective in Swansea?’ has been used to identify the steps and will be taken in to account by services when developing and delivering action plans.

### **4.10 Other Equality Objectives for Swansea**

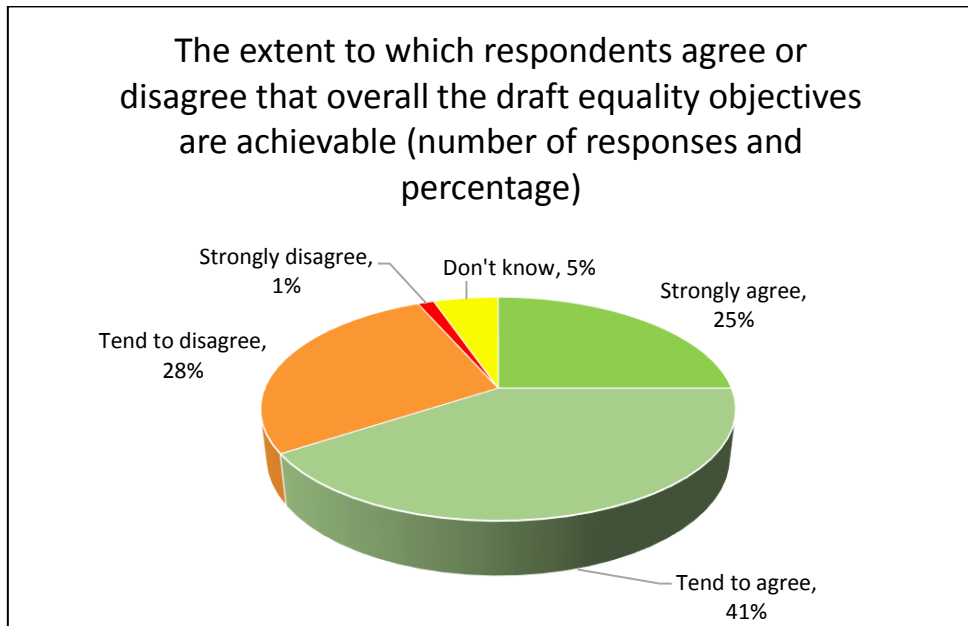
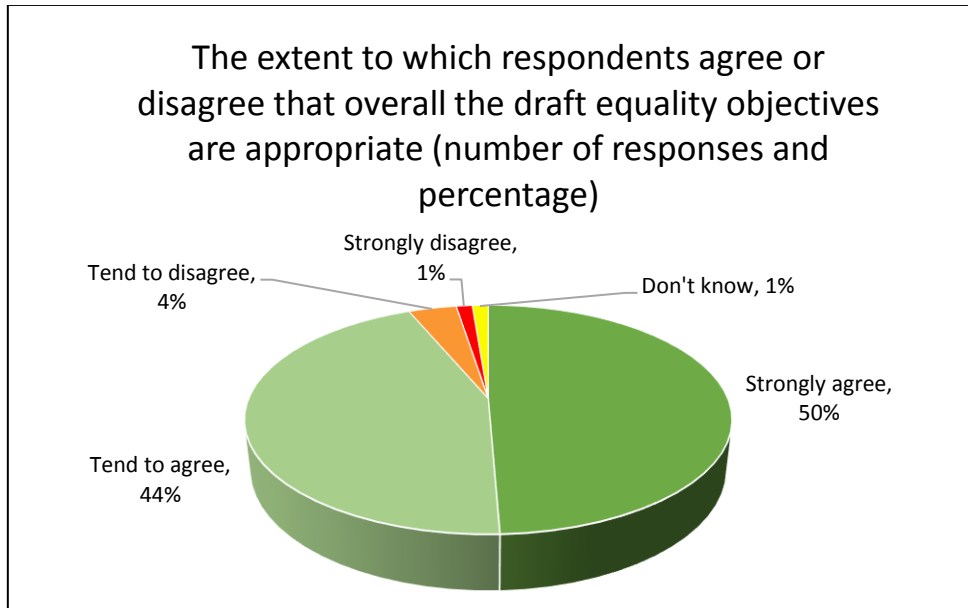
Respondents were asked if ‘there is anything else you feel should be an equality objective for Swansea?’ 16 responses were submitted which made a range of suggestions that included specific focus on:

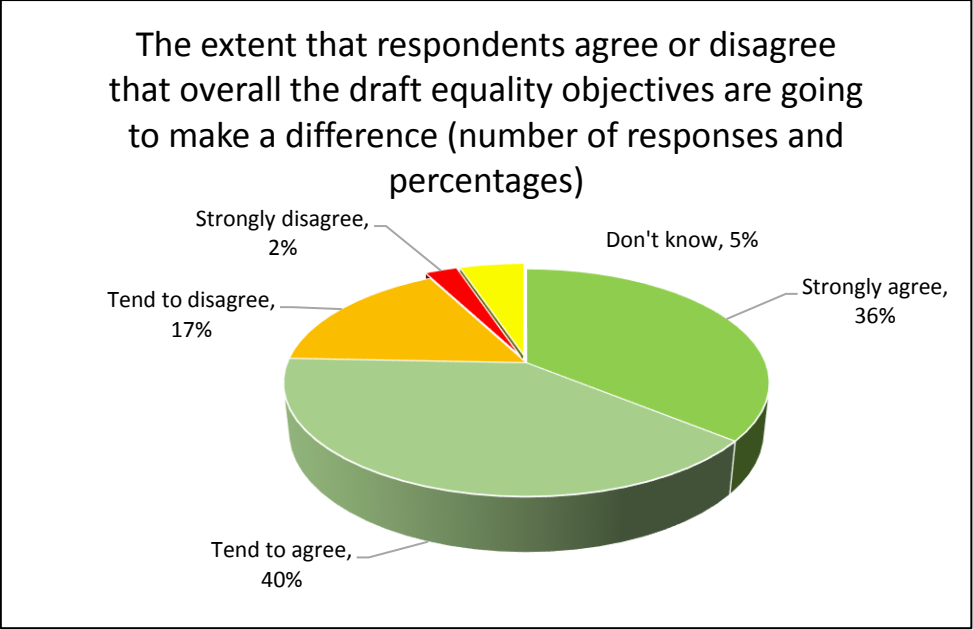
- Better physical accessibility
- Making linkages to safeguarding explicit
- Good governance
- Improving diverse participation (staff and councillors)
- A focus on discrimination and hate crime
- UNCRC
- Natural environment
- Welsh language
- Equality of opportunity for all
- Preventative services.

All comments have been assessed to ensure they are either addressed via the final Strategic Equality Objectives, are used to develop steps or impact the development of actions by services where appropriate.



**4.11 The Extent to which the Strategic Equality Objectives are Achievable, Appropriate and Make a Difference.**



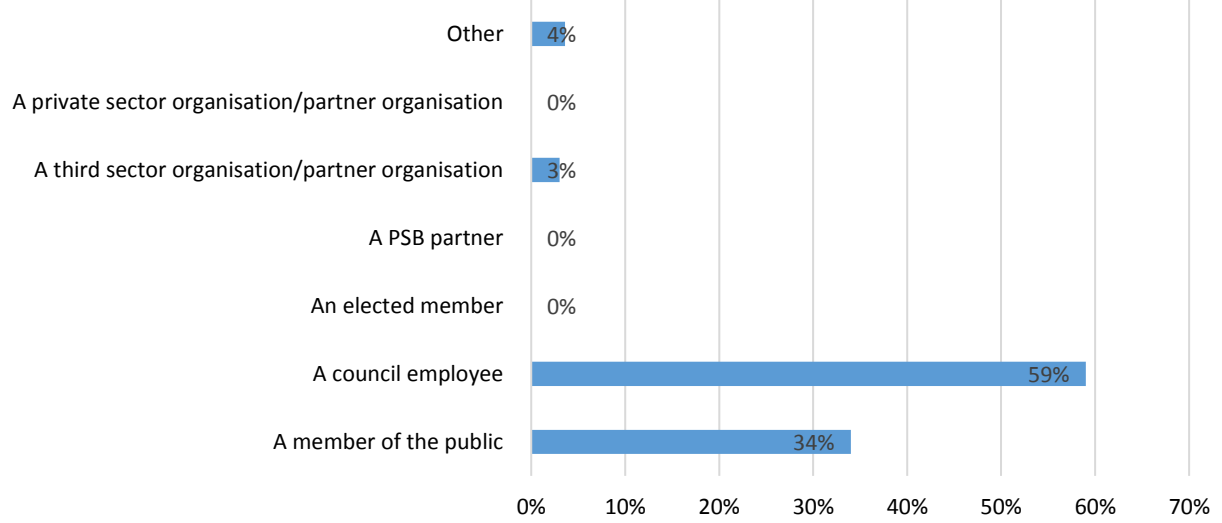


Over 76% of respondents agreed that overall the draft equality objectives would make a difference. It was reassuring that 94% of respondents agreed that the draft equality objectives were appropriate. Incorporating the consultation feedback should improve the achievability and extent that the final Strategic Equality Plan makes a difference.

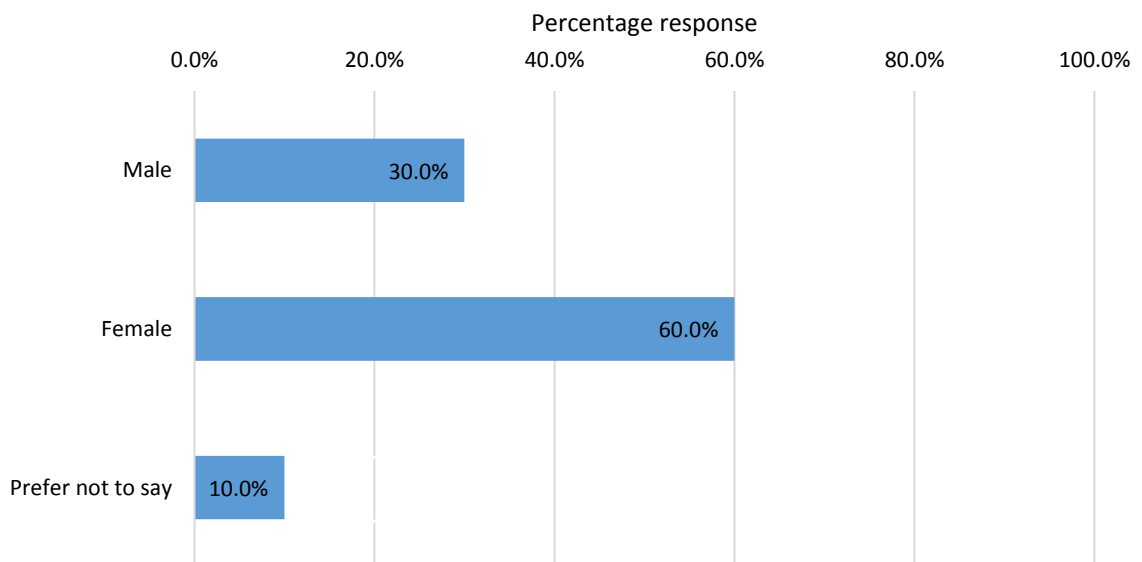
**4.12 Respondent Profile**

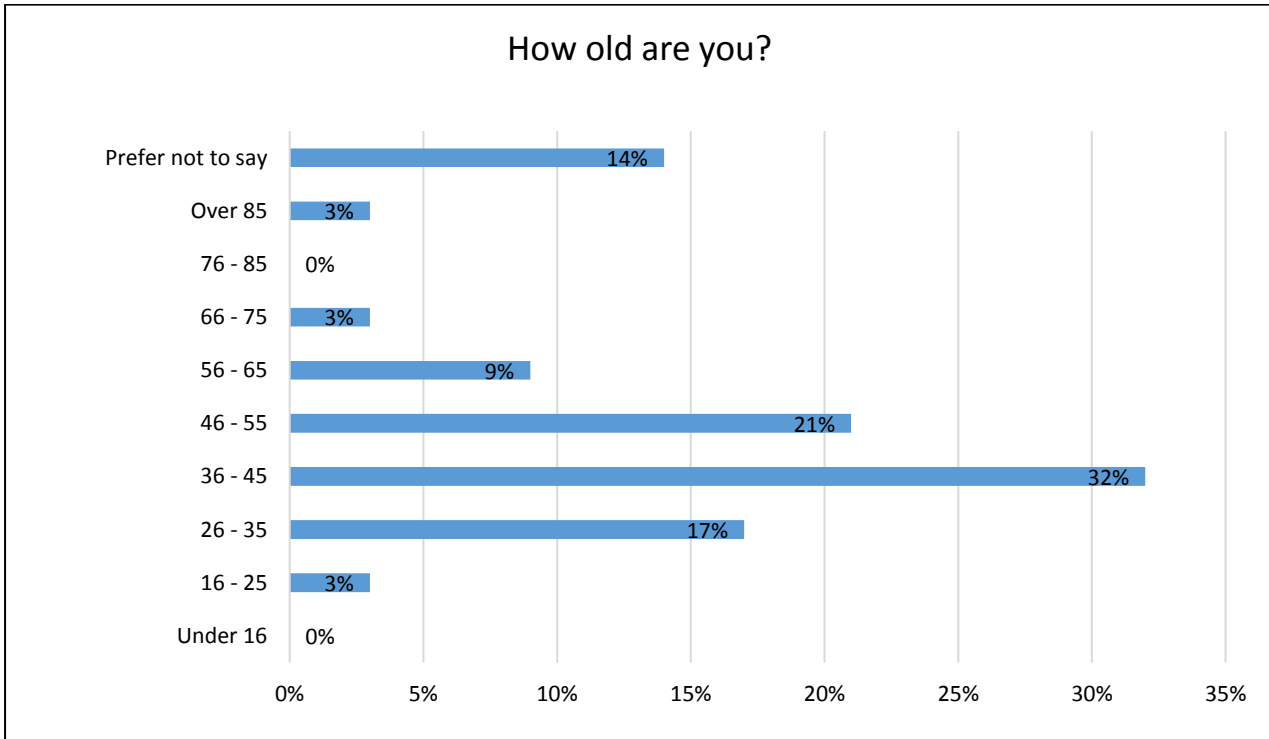
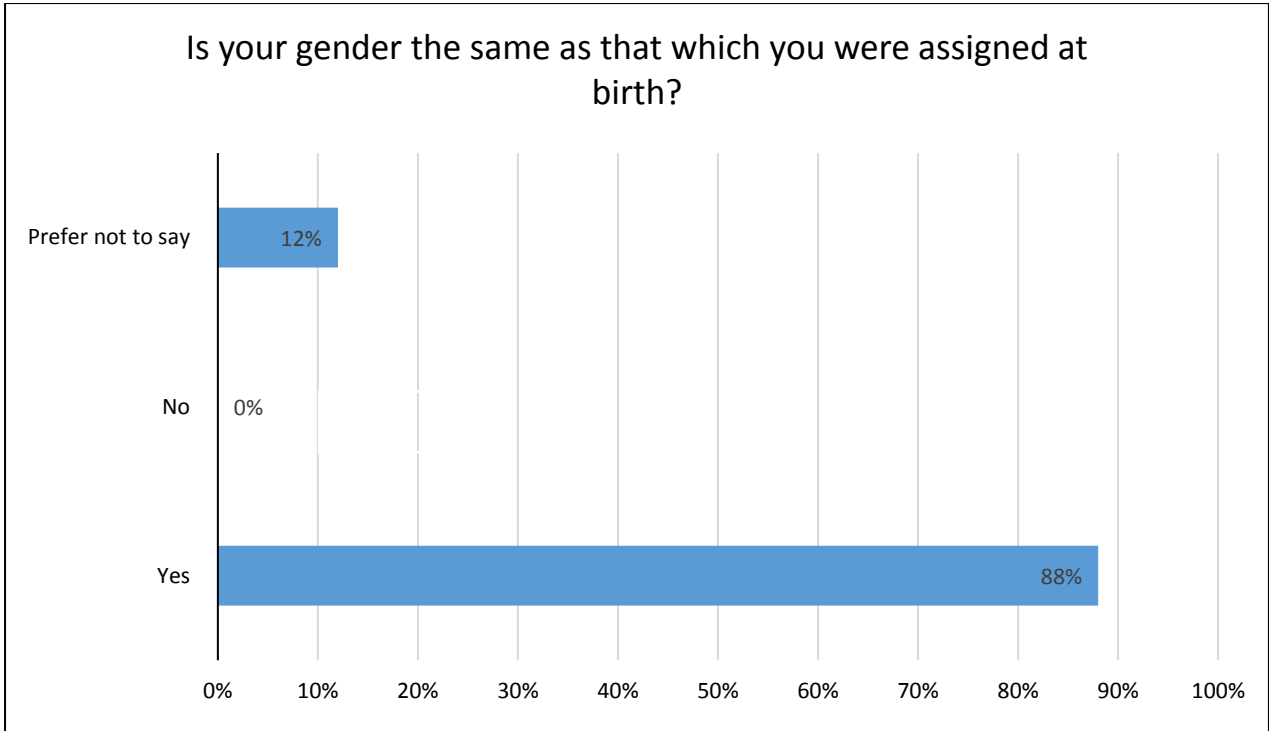
The tables below demonstrate the profile of respondents in particular by protected characteristic.

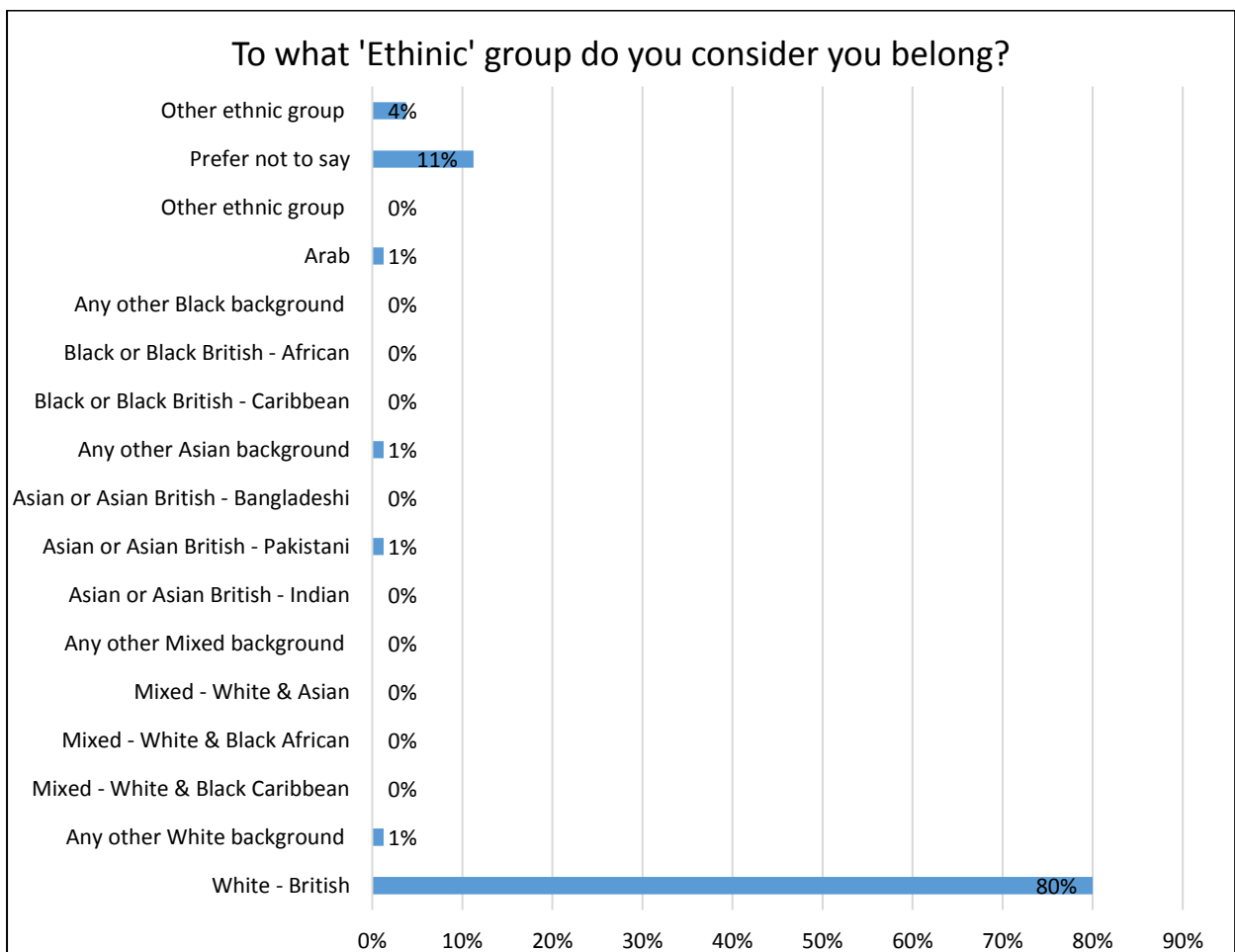
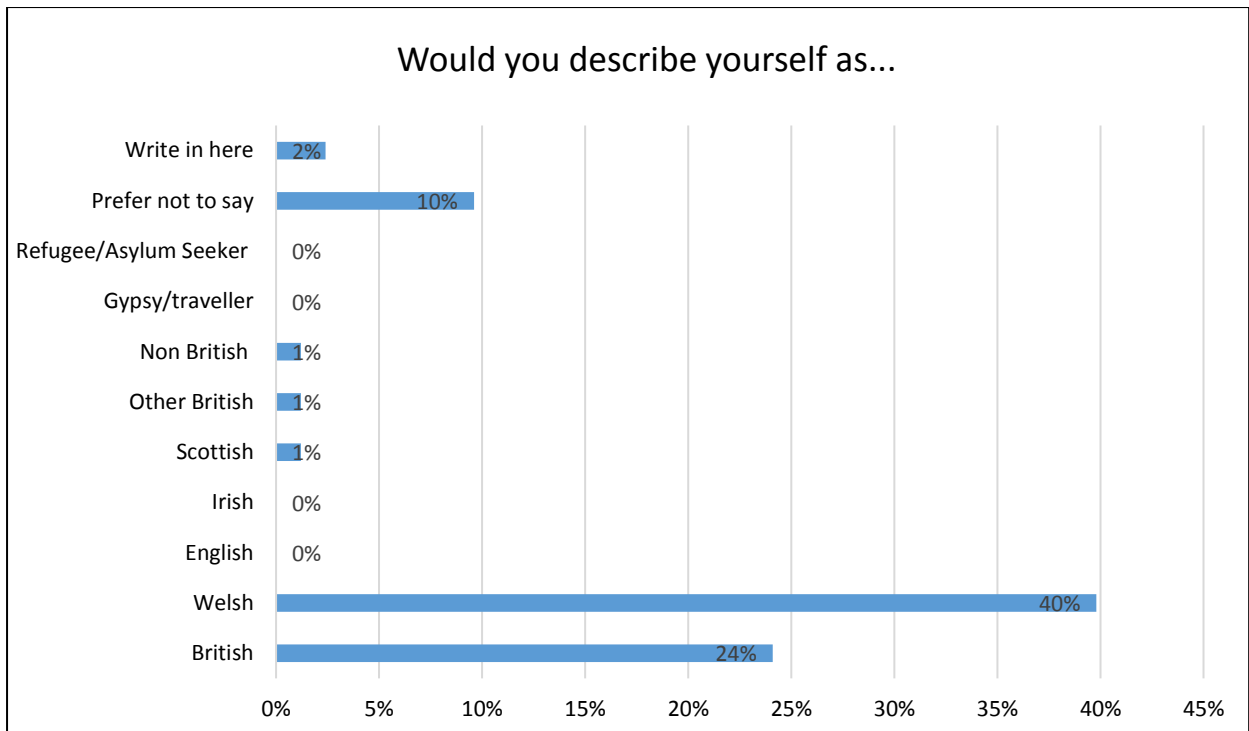
### Questionnaire respondents identified as completing the questionnaire as...

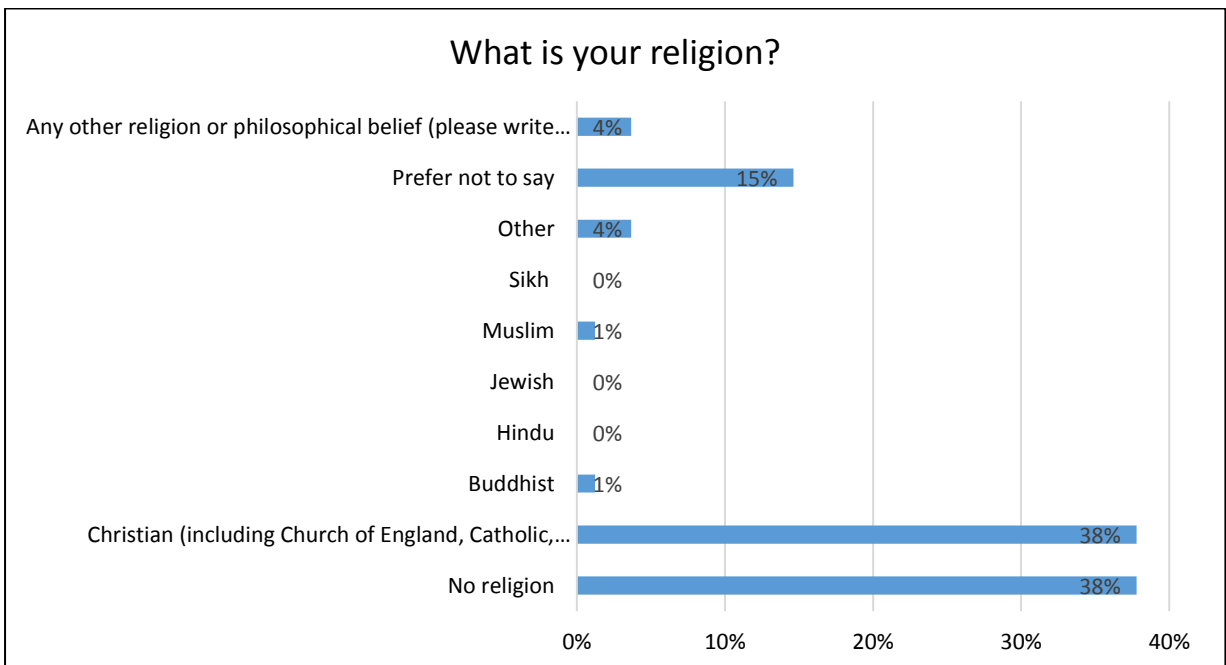
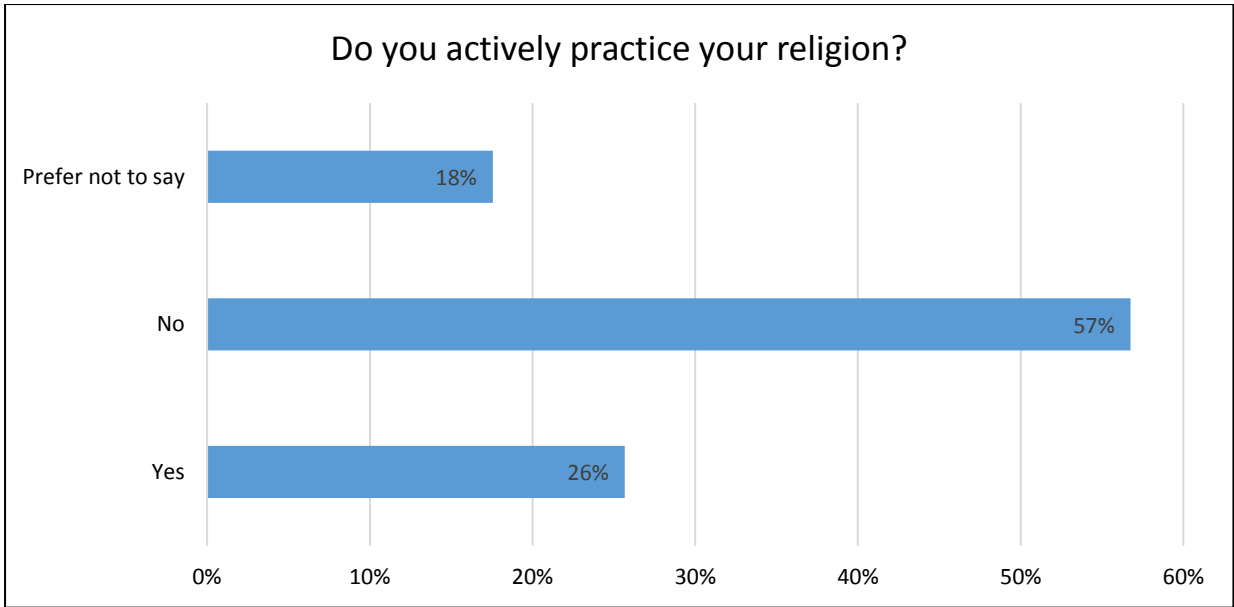


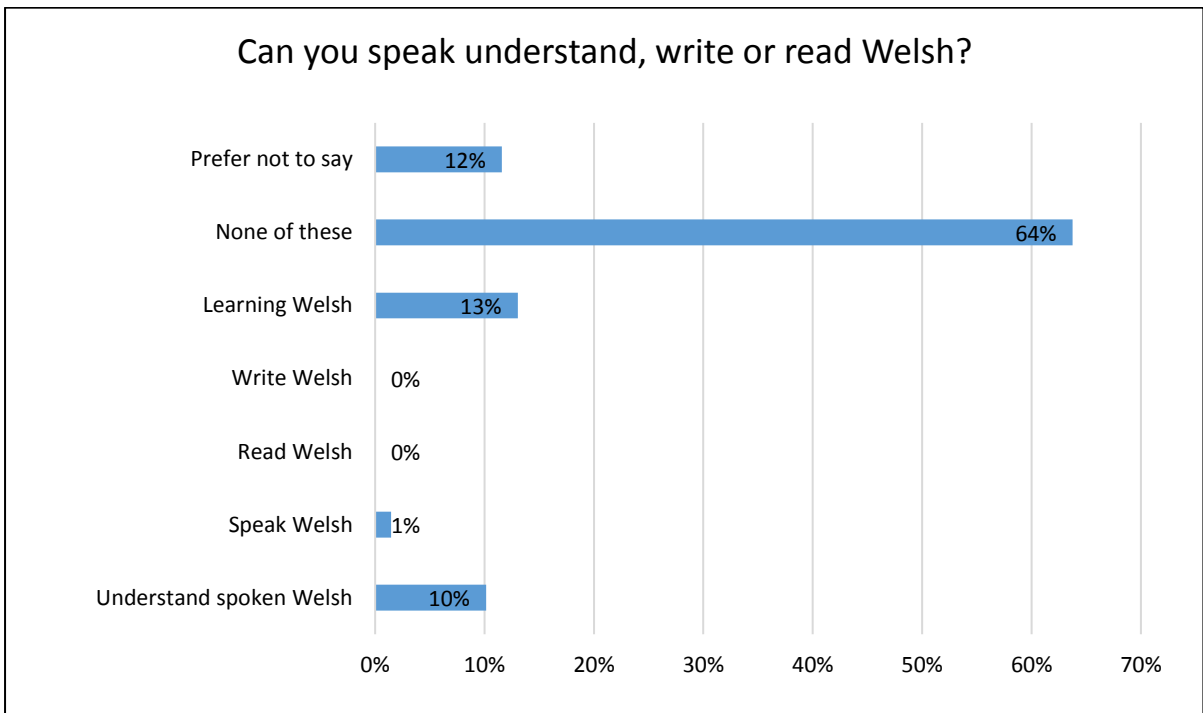
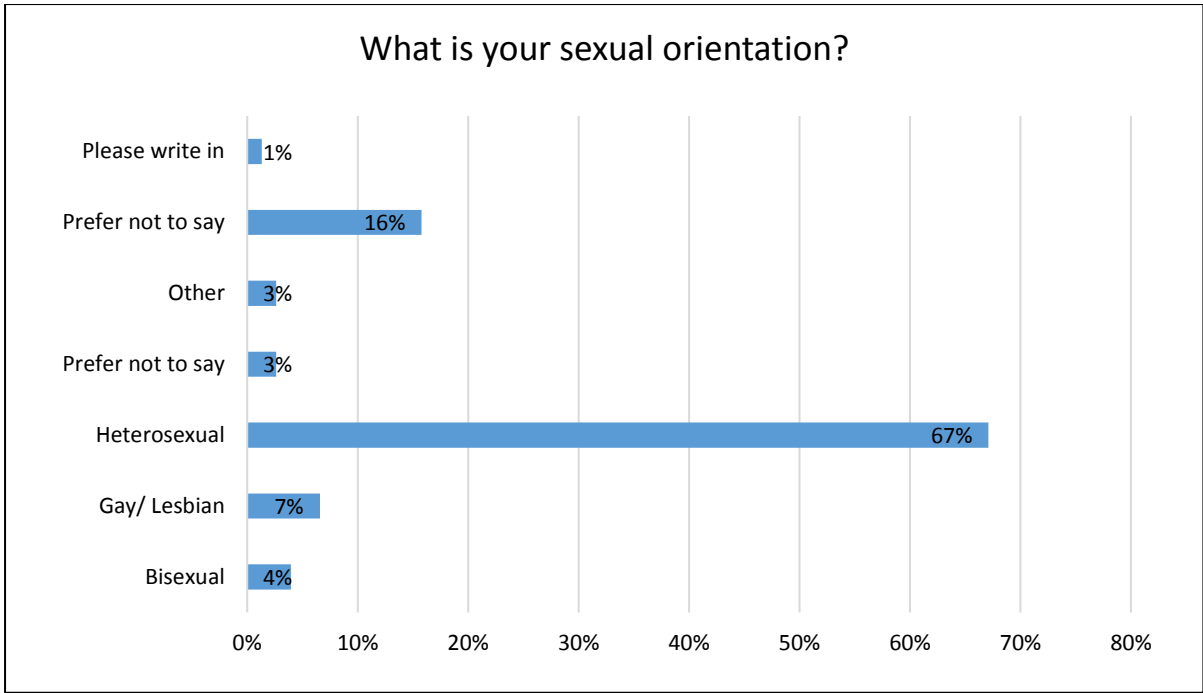
### Are you?

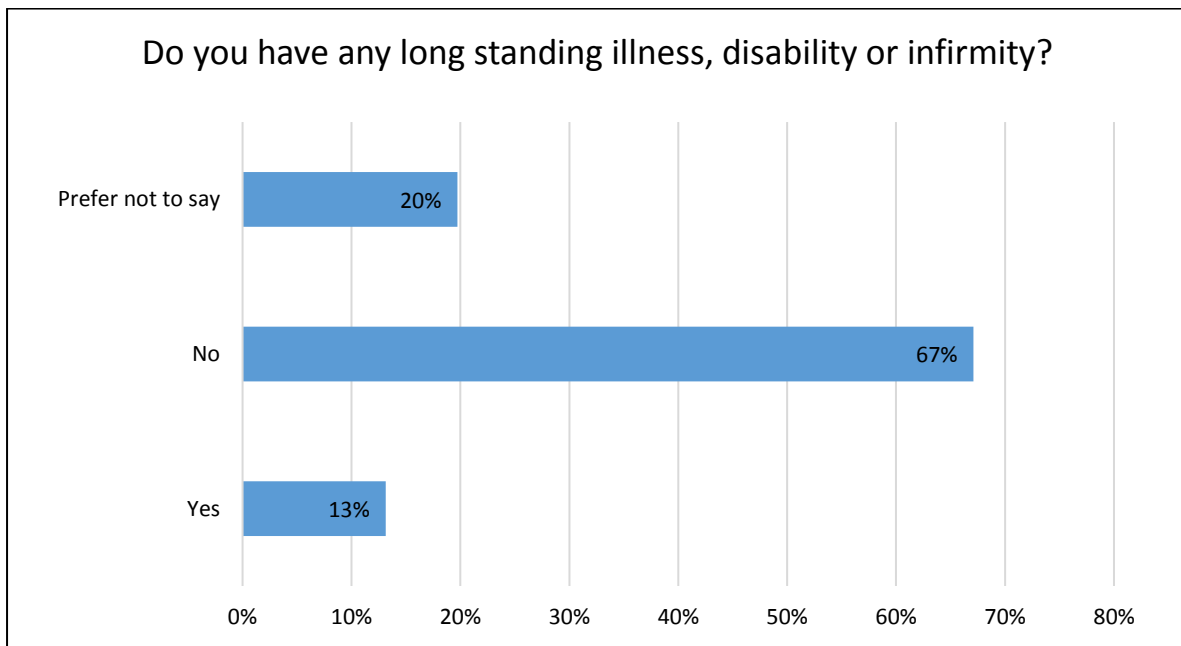
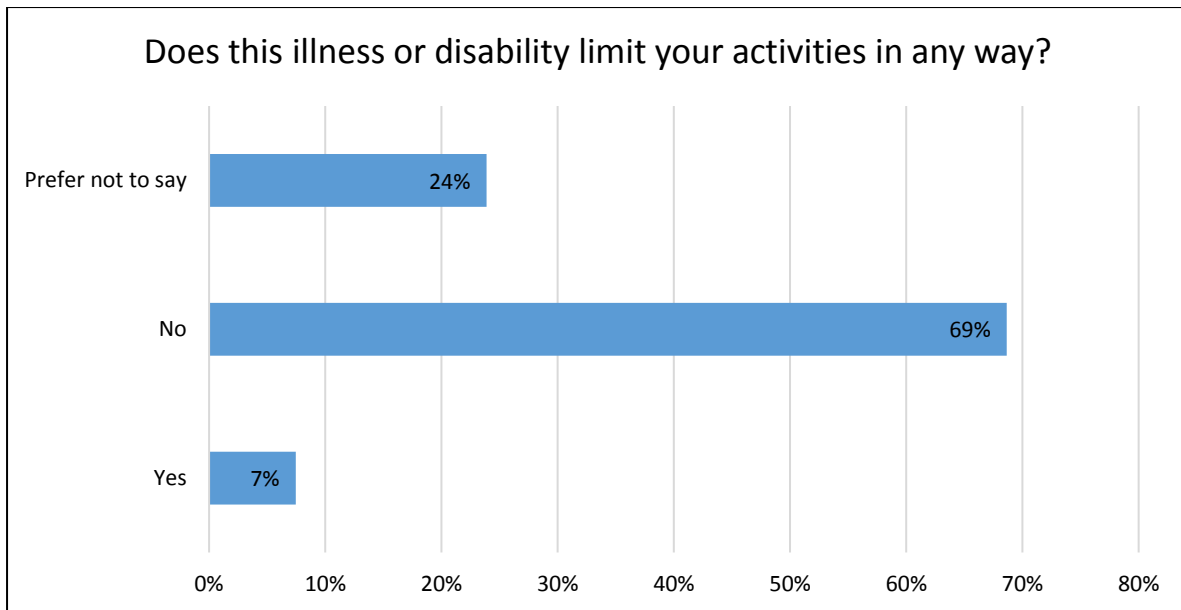












## 5. Consultation Phase 1 Specific Feedback

### 5.1 Easy Read Responses

A significant number of responses using the Easy Read resources were received via West Glamorgan People First and Your Voice Advocacy (17 questionnaires in total).



All of these responses agreed with the draft Equality Objectives apart from significant concerns tending to and strongly disagreeing with Objective 3: Living Standards – Tackling poverty and help support independent living. This concern centred around fears of isolation and insufficient funding and the limited capacity of some vulnerable people. “Some people should not and cannot live alone, even with help”.

It was agreed unanimously that collectively the draft Strategic Equality Objectives were the right ones for Swansea and with the exception of one ‘don’t know’ it was agreed that they could be achieved. However while it was agreed that the draft Strategic Equality Objectives could make a difference, this was caveated with the observation that this assumed funds were allocated and implementation was correct.

Actions suggested included the key themes:

### **Objective 1 – Education**

- Improvements to the physical accessibility of schools
- Increased investment in more help and support (teaching assistants, etc)
- Training in identification of hidden disabilities
- Increased use of Easy Read formats at all levels of education
- Stopping bullying
- Faster diagnosis to enable support at the earliest stage

### **Objective 2 - Work**

- Educate employers that all people have something to offer
- Improved access to public transport and support workers
- Work shadowing and placements for people with disabilities
- Support for learning disabilities in workplaces

### **Objective 3 - Living Standards**

- Loneliness can be a problem
- More access to suitable accommodation adapted for people’s needs
- Empty houses should be used for the homeless
- Help with direct payments and how to deal with finances
- Promote independent living skills and provide support where appropriate
- Not everyone can or should live on their own

### **Objective 4 – Health**

- Make sure culture and sport is accessible and affordable

- Opportunities for sport and culture should be physically accessible and by public transport
- More support and facilities for people with physical and learning disabilities (e.g. hoists, trained staff)
- Promote healthy activities and how people can participate
- Healthy food in canteens etc.

### **Objective 5 – Justice and Personal Safety**

- More police, PSCOs, help centres
- More dropped kerbs in pavements
- More support workers
- Educate people how they should be treated and where to get help
- More coproduction

### **Objective 6 - Participation**

- Provide interpreters
- More support workers to help with transportation to events
- More funding for 'nothing for us' without us groups
- More community centres and places to meet and discuss
- Widely advertise opportunities
- Improve physical accessibility of buildings

### **Suggestions for additional Strategic Equality Objectives included**

- More accessibility for wheelchairs in all places
- More events for disabled people
- More work for people with disability

## **5.2 UNCRC Event Feedback from Under 16's**

Over 130 ideas, comments and actions were collected at the United Nations Convention of the Rights of the Child Celebration event at Swansea Waterfront attended by Swansea schools and colleges.

The key themes identified from the English, Welsh and pictorial feedback are summarised below.

### **Objective 1 – Education**

- No gender stereotyping in sporting activities
- More funding resources for schools

- Listening, sharing and caring

## **Objective 2 - Work**

- -

## **Objective 3 - Living Standards**

- Helping the homeless
- Having safe, caring and secure families
- Making places more accessible and making it easier for people (especially disabled and older people) to get around
- People with disabilities (including hidden disabilities) should have equal opportunities
- Helping people with disabilities

## **Objective 4 – Health**

- Protecting trees and the environment
- Needing to keep fit and healthy

## **Objective 5 – Justice and Personal Safety**

- No Bullying and racism

## **Objective 6 - Participation**

- Everyone should be given a voice and respected
- Stop Brexit
- More involvement from young people, e.g. youth council

## **6. Consultation Phase 2**

### **6.1 Responses**

A final consultation was undertaken between 7<sup>th</sup> February and 3<sup>rd</sup> March 2020, on the Draft Strategic Equality Plan and Equality Objectives Consultation. This consultation was the final stage of an extensive engagement process and aimed to ensure that the final presentation of content provided by our citizens, services and experts satisfied stakeholder needs. In total, 142 responses were received relating to the whole process. The full Strategic Equality Plan draft or Easy Read version had been read by 84% of respondents.

A presentation was made to the Disability Liaison Group on 7 February 2020 to introduce the final stage of consultation. Many of the DLG members had taken

part in the earlier stages of engagement . This invited feedback via a workshop and answered questions from the group. Key issues raised are included below.

## 6.2 Comments relating to draft Steps within the Equality Objectives

The Single Equality Plan was considered to cover all the issues required by 66% of respondents. Eight respondents detailed issues they felt should be covered by the plan which included the UNESCO Learning City status, plans to overcome language barriers, poverty faced by Asylum seekers, homelessness, modern day slavery, historic institutional racism, protection of religious freedom, dominance of the car and anticipatory duties within the Equality Act 2010.

## 6.3 Key themes relating to Objective 1

**Education:** Ensure an inclusive learning experience and that gaps in levels of attainment and other post-education outcomes are narrowed.

- 4Site Learning programme
- Adult learning for non-English speakers & ESOL
- Lifelong learning & Education for leisure
- Invest in special needs
- Fit for purpose schools that meet children's needs
- Combat prejudice about hidden disabilities in schools
- Take an intersectional whole person approach rather than label kids
- Concern over mixed ability classes
- Reflect new curriculum emphasis

## 6.4 Key themes relating to Objective 2

**Work:** Reduce pay gaps and create a more inclusive workforce that is more reflective of Swansea's diverse communities.

- Help all people gain skills to work
- Support all protected characteristics in recruitment
- Training for employees
- wage increases
- work with other employers
- disabled people not included in NEET figures
- Supported apprentices

## 6.5 Key themes relating to Objective 3

**Living standards:** Tackle poverty and help support independent living.

- Link between disability and poverty
- Reduce rents
- Protection for private tenants
- Low cost activities to combat loneliness
- Local housing rather than student accommodation
- Support Asylum seeker campaigns
- Ensure homes have suitable playspace indoor and outdoors.

## 6.6 Key themes relating to Objective 4

**Health:** Seek to promote good physical and mental health and reduce health inequalities through the provision of sport, culture and leisure opportunities and a healthy built and natural environment.

- Improve parks and green space
- Avoid over commercialisation of public 'free' areas
- Improve pedestrian experience
- Affordable leisure opportunities for all
- Provision for 12-18 group including young disabled people
- Occupational therapy focused on older people

## 6.7 Key themes relating to Objective 5.

**Fairness, dignity and respect:** Ensure that people and communities have their rights respected and feel safe from violence and abuse.

- Apply to all
- Tackle hate crime
- Respect of religion
- Embed in schools
- UN Disability Rights Charter

## 6.8 Key themes relating to Objective 6.

**Participation:** Improve how we engage with and involve people and communities in matters that are important to them and decisions that we make.

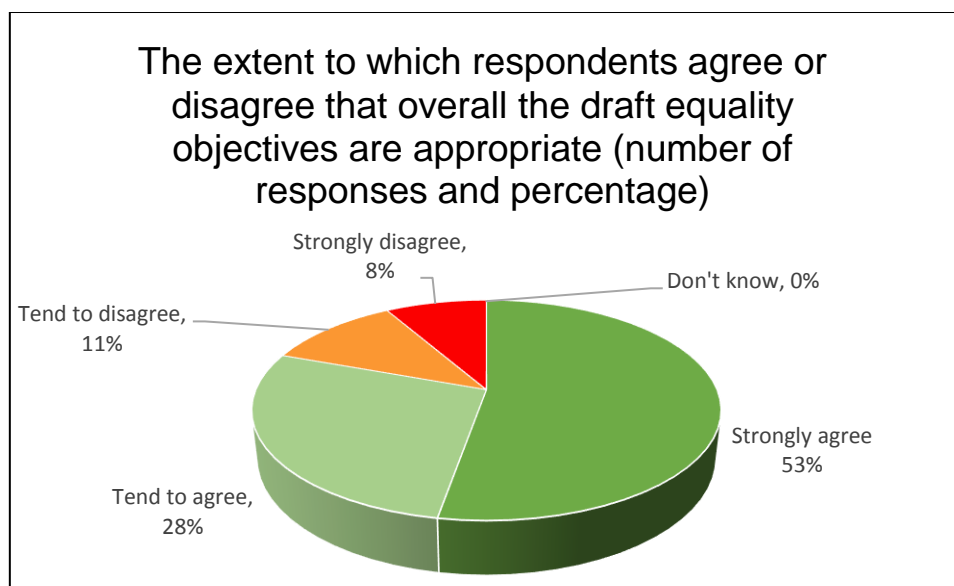
- Learning culture in UNESCO Learning City
- Capacity for consultation
- Overcome lack of confidence, literacy learning styles as barriers
- Appropriate English and Welsh
- Invite all to join an engagement database
- Avoid Nimbyism
- More time could be given for consultation
- View people as assets

## 6.10 Additional Comments on the Draft Equality Plan

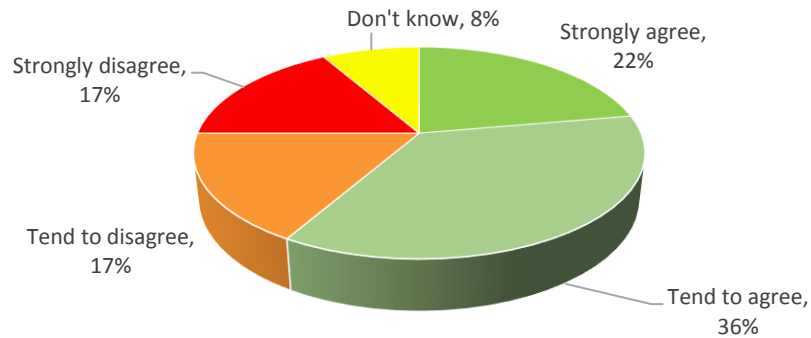
Respondents were asked if they had 'any additional comments on the Strategic Equality Plan?' 13 responses were submitted which made a range of suggestions that included specific focus on:

- The need for a summary/Easy Read version
- A long term approach to engagement
- Working with representative groups via channels like the BAME Hub
- Adpting a multi lingual approach at all stages of consultation
- Concern the Plan is strategic rather than operational
- Addressing Homelessness, modern day slavery and substance misuse

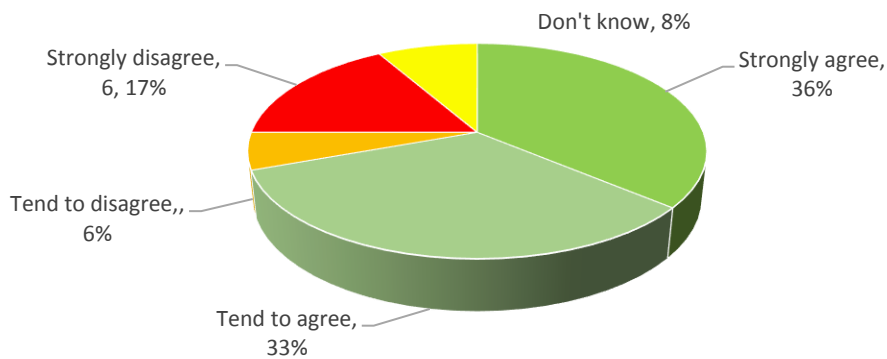
## 6.11 The Extent to which the Strategic Equality Objectives are Achievable, Appropriate and Make a Difference.



The extent to which respondents agree or disagree that overall the draft equality objectives are achievable (number of responses and percentage)



The extent that respondents agree or disagree that overall the draft equality objectives are going to make a difference (number of responses and percentages)



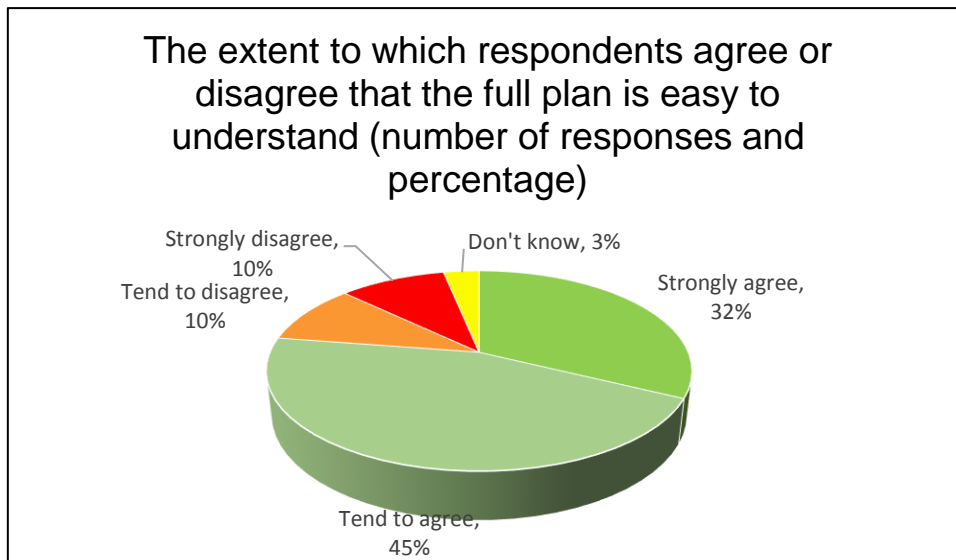
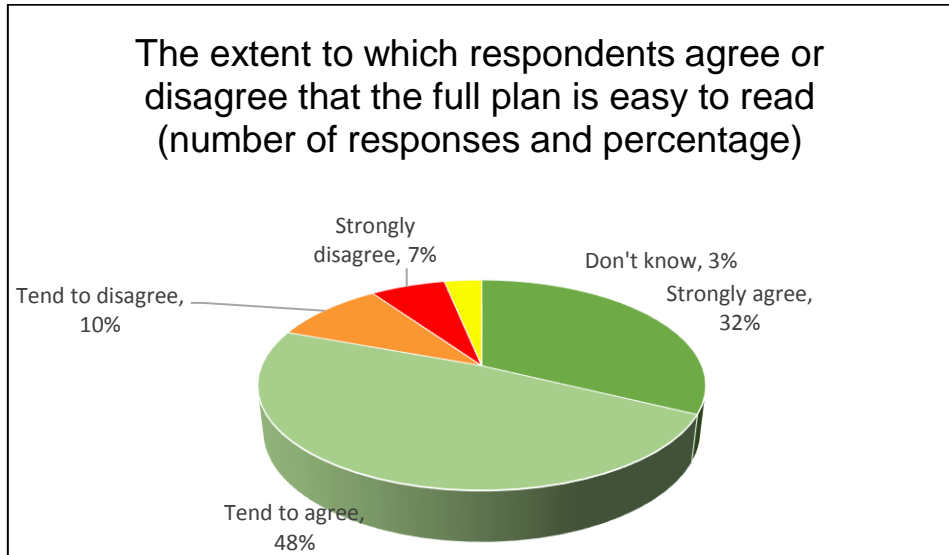
The questionnaire found 81% of respondents agreed that the draft equality objectives were appropriate. In response to concerns raised by 34% of respondents over achievability, a Next Steps section has been included in the final version of the plan. This sets out how the plan is to be implemented and monitored. It was agreed that overall the draft equality objectives would make a difference for the people of Swansea by 69% of respondents.

Respondents explained that they disagreed with these statements for reasons that include,

- austerity
- high costs and low budgets
- capacity and resource availability
- lack of actions or SMART targets
- slow pace of change tackling poverty over 60 years

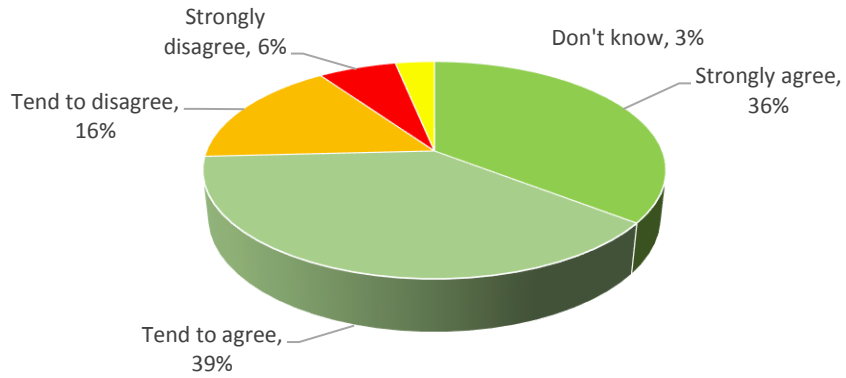
- perceived unfairnesses
- limited support for languages other than English and Welsh

**6.13 The extent to which the Strategic Equality Plan is easy to read, understand, is well laid out, informative and an appropriate length.**

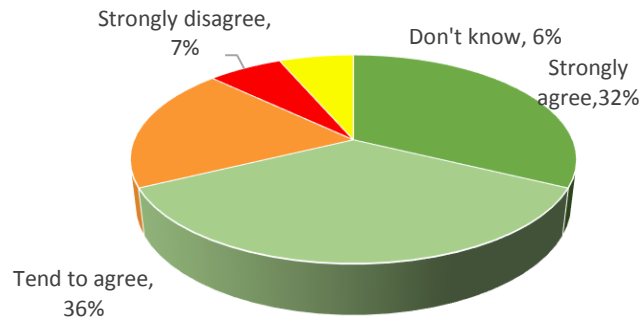




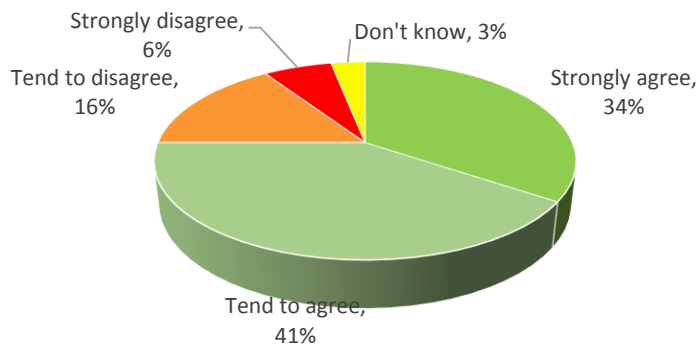
The extent that respondents agree or disagree that the plan is well laid out (number of responses and percentages)



The extent to which respondents agree or disagree that the full plan is an appropriate length (number of responses and percentage)

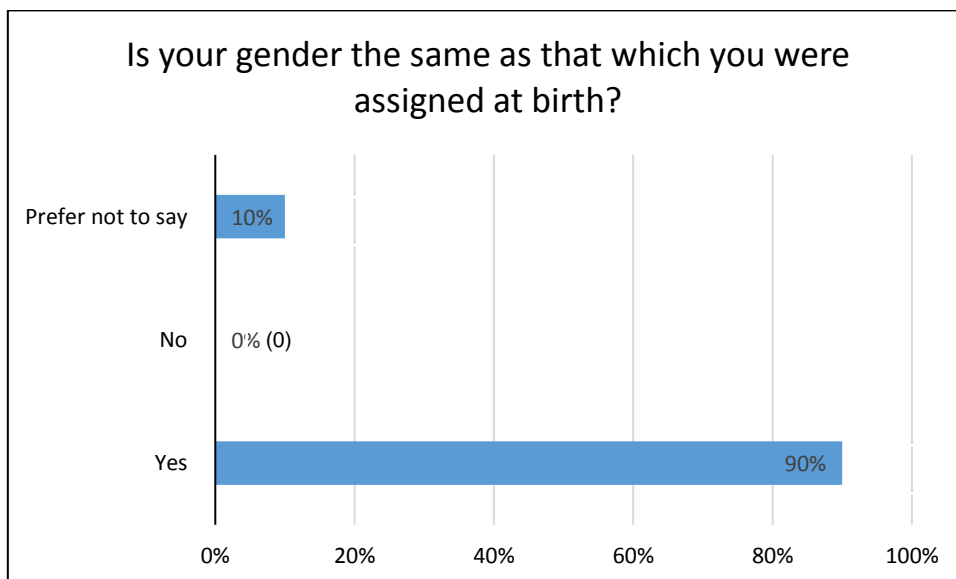
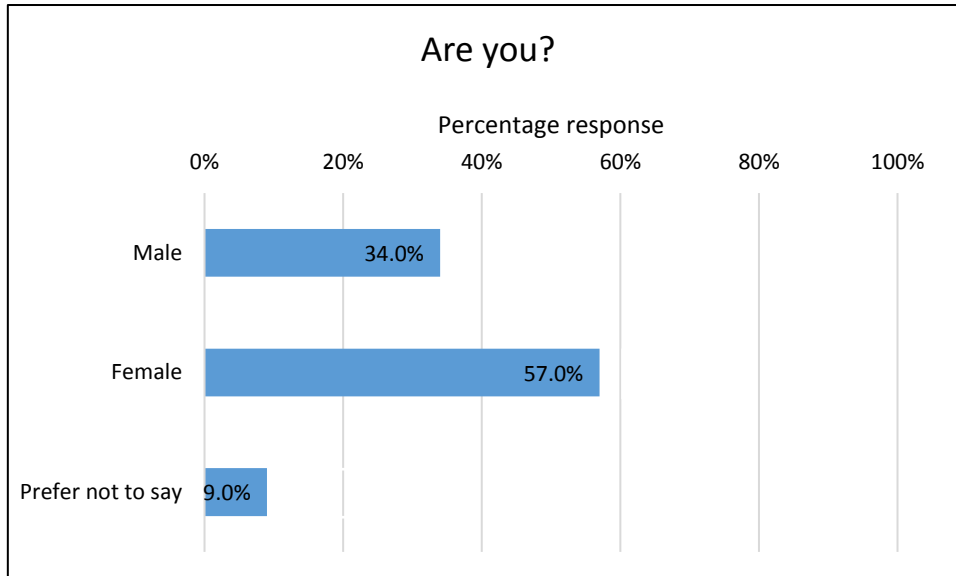


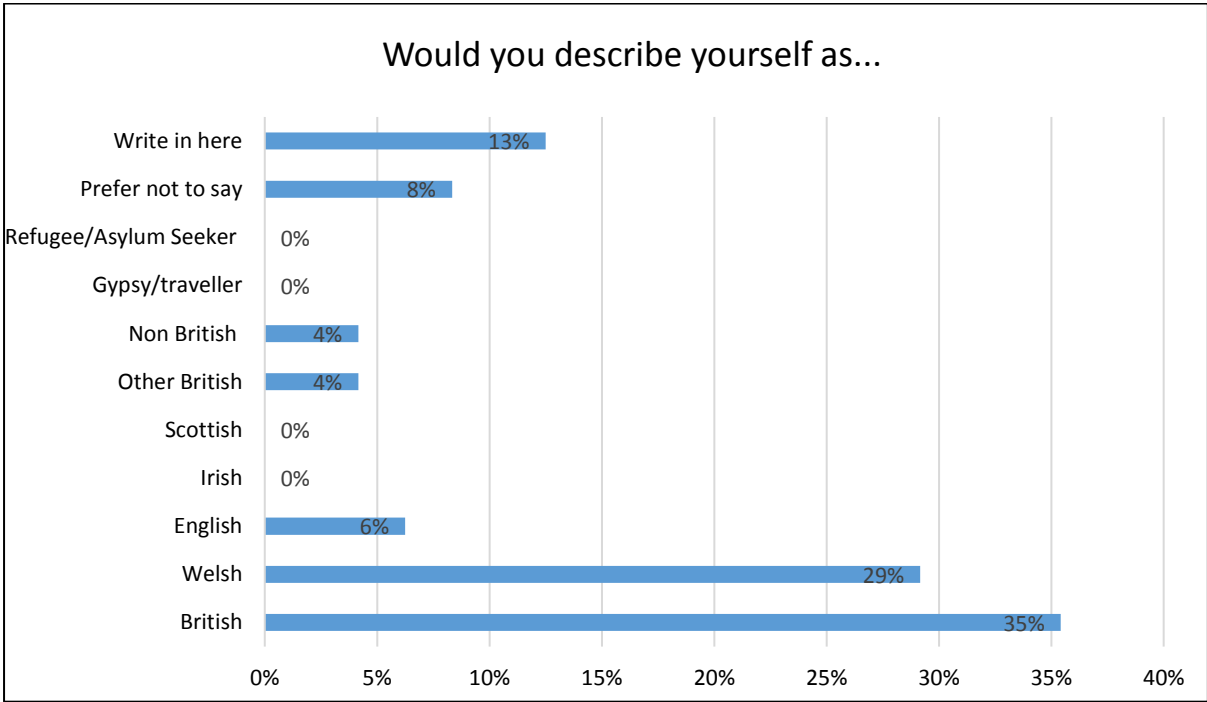
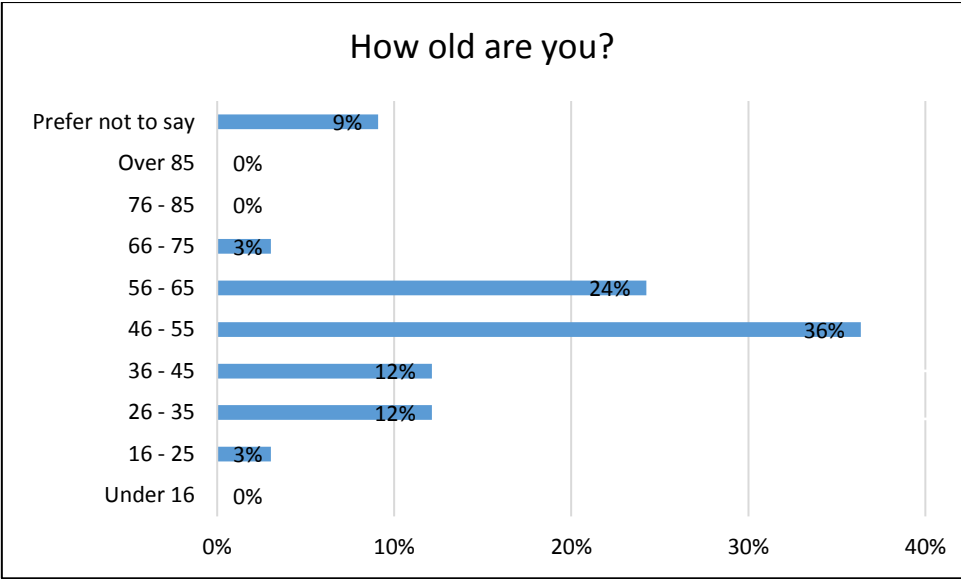
The extent to which respondents agree or disagree that the full plan is informative (number of responses and percentage)



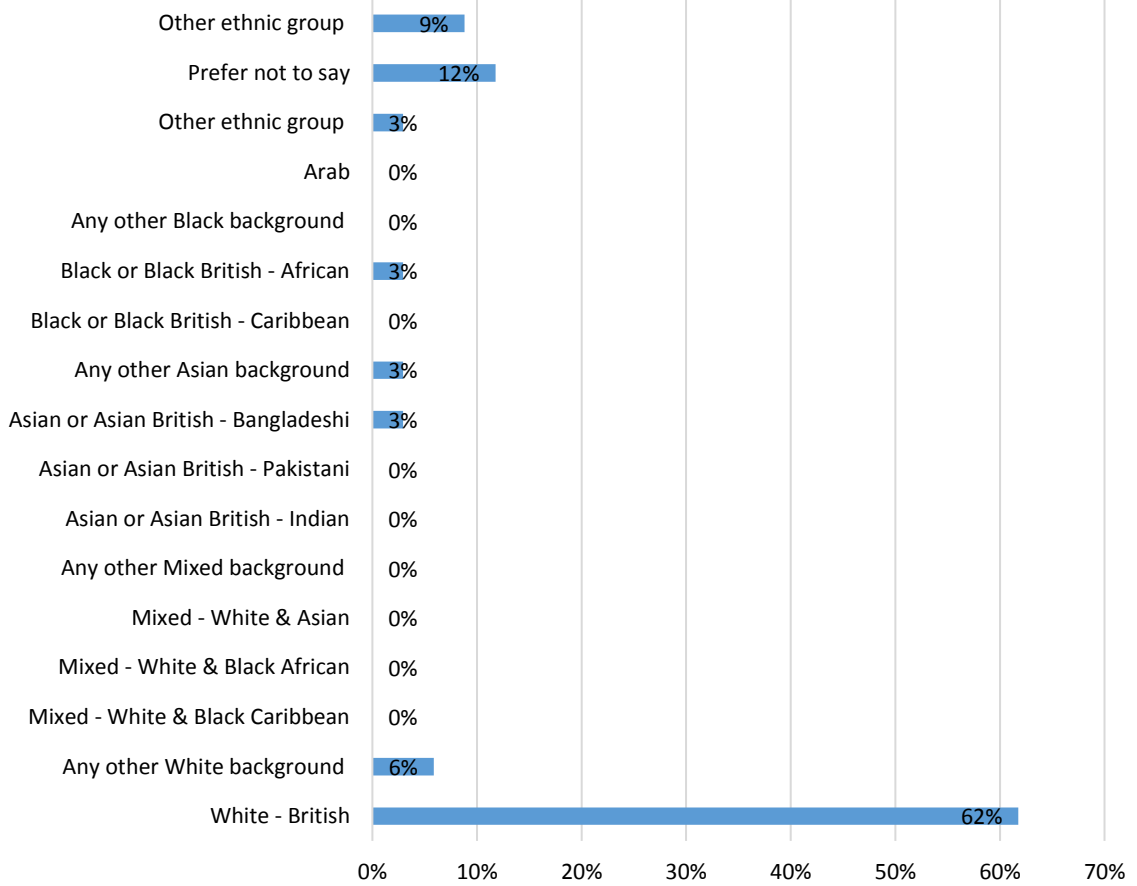
## 6.12 Respondent Profile

The tables below demonstrate the profile of respondents in particular by protected characteristic.

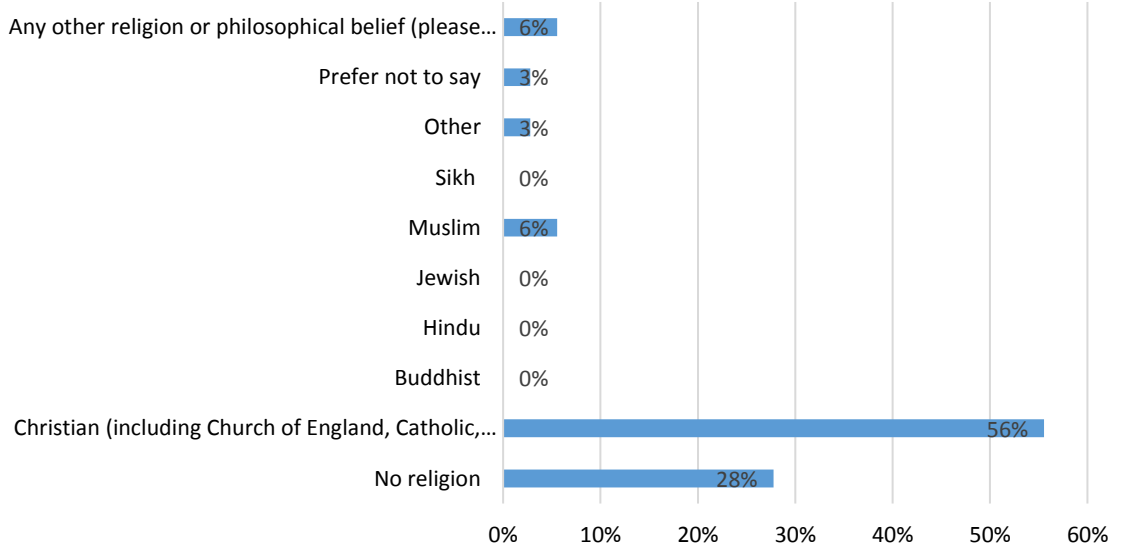


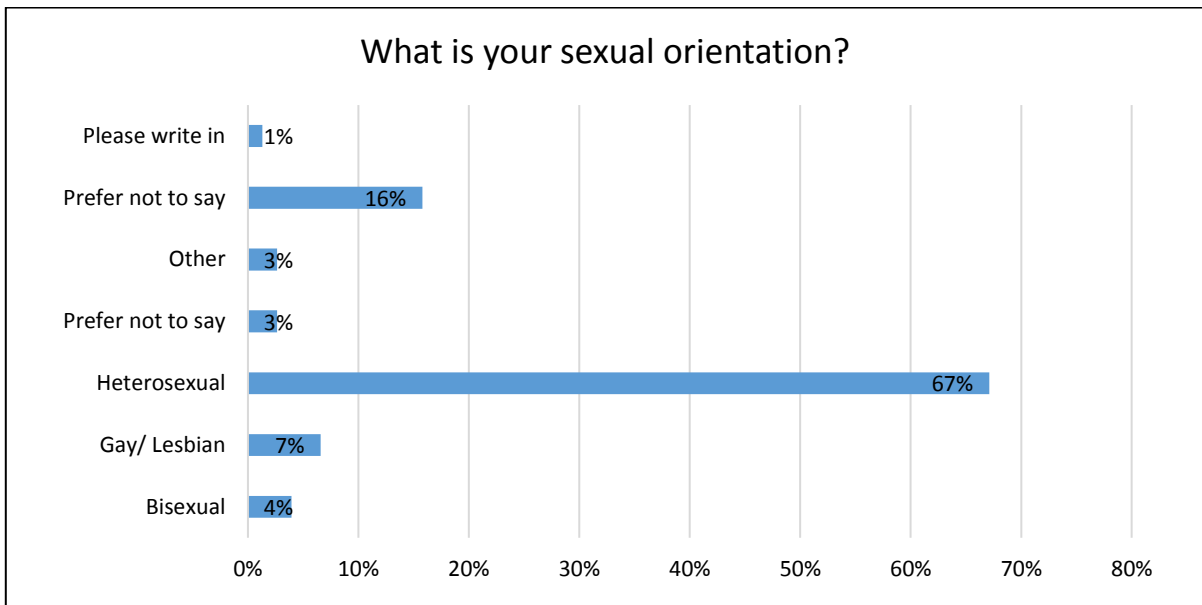
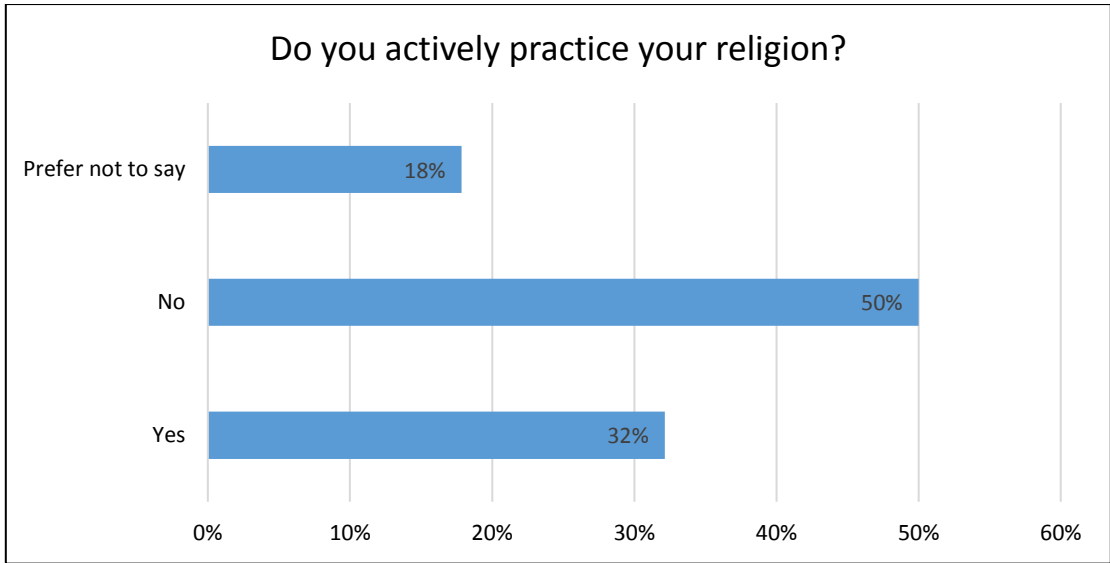


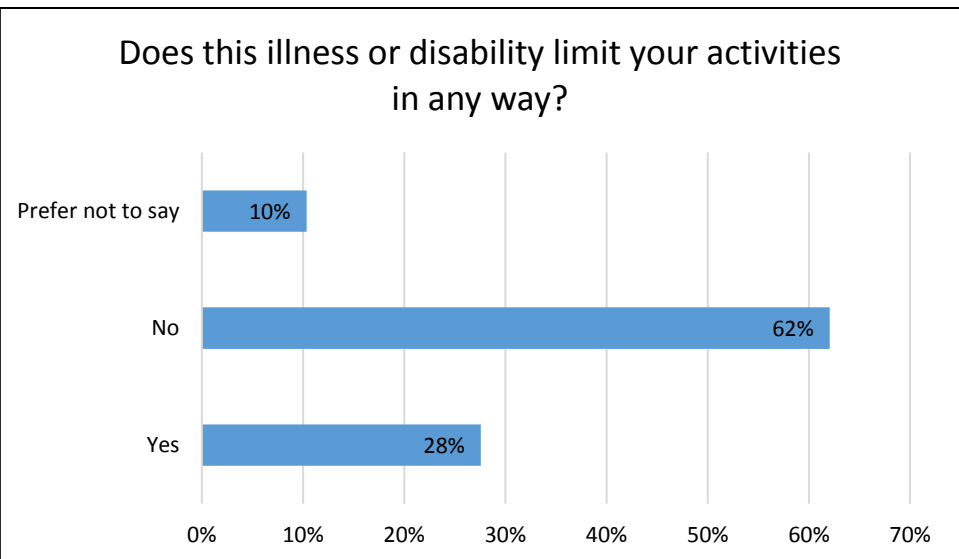
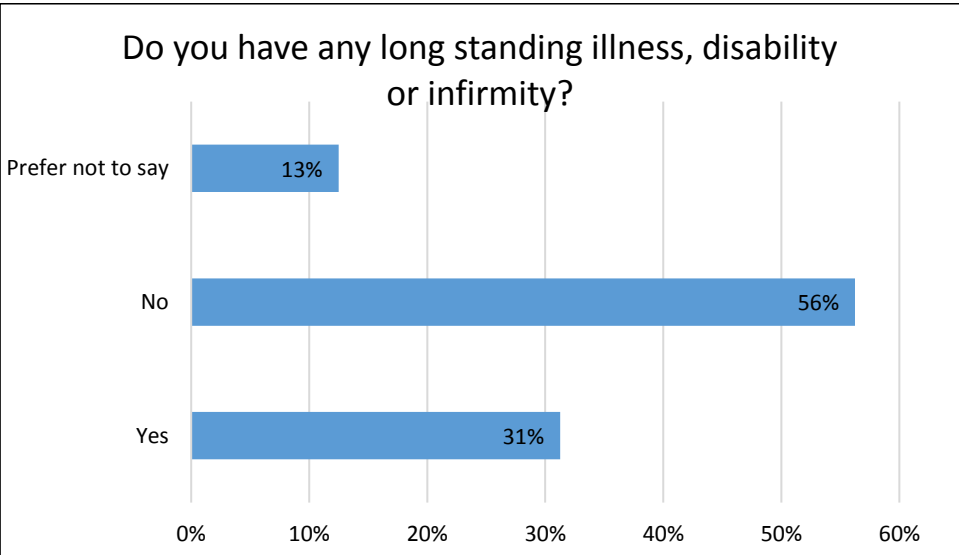
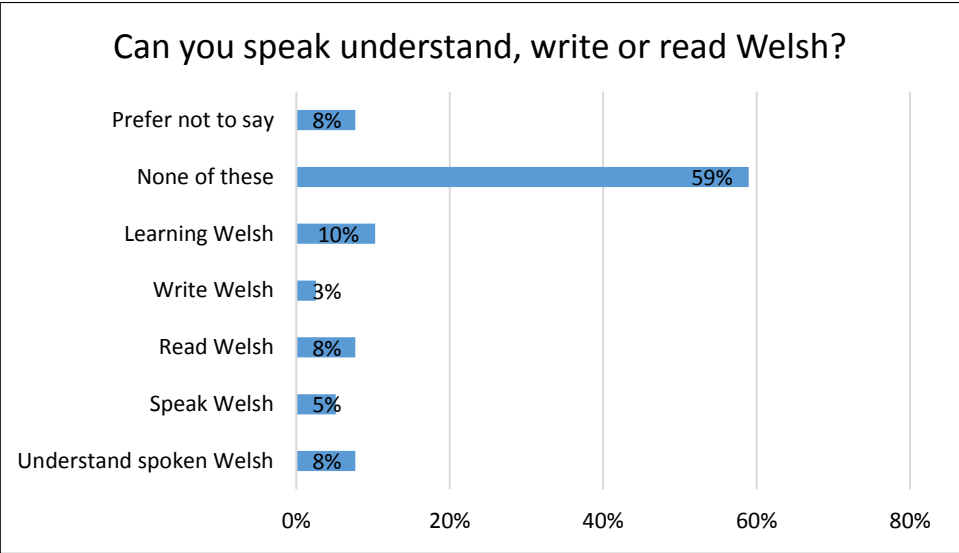
### To what 'Ethnic' group do you consider you belong?



### What is your religion?







### 6.13 Our Response

Many changes have been made as a result of feedback relating to the Strategic Equality Plan. We are grateful and value the opinion of everyone who has helped improve the Plan.

In addition to specific feedback on the objectives and steps, several key themes were common to many responses regarding the objectives and their draft steps.

- Many of the comments raised excellent points but were action orientated and operational rather than strategic in nature. As a result, these comments will be shared with the council services implementing the Strategic Equality Plan so they can be considered as service level actions and influence the planning of service delivery.
- A large number of comments referenced areas partially or entirely beyond the scope of the Strategic Equality Plan. Many issues such as national austerity are beyond the remit of the plan, other areas where equality is important are also driven by other policies, strategies, plans and legislation eg public transport.
- It was also common that suggestions were already covered elsewhere within the Strategic Equality Plan at high level in keeping with the strategic nature of the plan (although perhaps not in the detail or section of preference).
- Some issues raised relating to the broader structure of the Plan were considered in depth at the first Phase of consultation. While there are positive features recommending the adoption of alternative approaches to the selection of Strategic Equality Objectives, the structure adopted satisfies the majority of respondents and expectations set out in formal guidance. In particular, the adoption of the EHRC 'Is Wales Fairer' approach was challenged for example in order to place greater emphasis on rights, access and safety by highlighting them as specific objectives. This approach along with other suggestions has merit and was explored, however on balance it was felt delivery of the objectives could be best achieved via the EHRC format with close link to corporate and service planning.
- There are other areas where the agenda is developing and is likely to gain momentum and clarity over the next four years eg a Human Rights City approach, new curriculum. The importance of such areas is recognised but is not addressed in depth within the 2020 Plan although it is expected that implementation plans at service level and the Annual Review will address emerging priorities.
- Some comments related to regional and partnership working, this is important and collaboration and integration are key ways of working adopted by the

Council. However this plan is primarily focused on corporate cross council actions that underpin regional and partnership working. Swansea Council embraces its role as a community leader in promoting equality but specific programmes, projects etc are detailed at an operational rather than at this strategic level.

- The iterative engagement approach is positive in ensuring a genuine, blank page approach to writing this document and engaging citizens from the earliest part of the process. However, the three stage approach could be confusing for citizens. we have learned many lessons about ways to improve engagement as a result of the process from optimising the use of translations to the timing of engagement opportunities.