



City and County of Swansea

## Minutes of the Equalities & Future Generations Policy Development Committee

Remotely via Microsoft Teams

Tuesday, 21 July 2020 at 10.00 am

**Present:** Councillor L S Gibbard (Chair) Presided

**Councillor(s)**

C Anderson  
T J Hennegan  
L J Tyler-Lloyd

**Councillor(s)**

J A Hale  
P K Jones  
L V Walton

**Councillor(s)**

D W Helliwell  
M Sherwood

**Officer(s)**

Adrian Chard

Kate Jones  
Joanne Portwood  
Jonathan Wills

Strategic Human Resources and Organisational  
Development Manager  
Democratic Services Officer  
Strategy and Policy Officer  
Lead Lawyer

**Also Present**

Councillor Y V Jardine  
Councillor E T Kirchner  
Councillor A Pugh

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### 32 Disclosures of Personal & Prejudicial Interests.

In accordance with the Code of Conduct adopted by the City and County of Swansea, no interests were declared.

### 33 Minutes.

**Resolved** that the Minutes of the Equalities & Future Generations Policy Development Committee held on the 25 February 2020 be approved and signed as a correct record.

### 34 Update on Co-production.

The Strategy & Policy Officer provided an update on Co-production and highlighted the following: -

- Co-production Strategic Framework – distinction between different types of consultation through to co-production
- Training programme

- Review of the Equality Impact Assessment process and developing an Integrated Impact Assessment

Questions and discussions focussed on:

- The use of co-production for the review of the Equality Impact Assessment
- What was included in the training programme and possible timescale for wider roll out
- Difference between different types of consultation – all consultations should be genuine and meaningful
- Meaning and understanding of co-production
- Whether co-production could be incorporated in the Council's Covid-19 Recovery Plan

**Resolved** that:

- 1) The update be noted; and
- 2) The Committee will continue to monitor co-production with regular updates particularly in respect of the Integrated Impact Assessment, the co-production training programme and inclusion of co-production in the Council's Covid-19 recovery plan.

### **35 Human Resources & Organisational Development Update.**

The Strategic Human Resources and Organisational Development Manager presented a report on 'HR & OD Update' which highlighted the following: -

- Chwarae Teg Survey Results - Number of actions around areas of recruitment and selection; performance management; learning and development; rewards and recognition and flexible working
- Promotion of Swansea Council as an employer
- Amendments to the recruitment process to make it more accessible
- Recruitment Attraction Project
- Support to BAME Workforce during Covid-19

Questions and Discussions focussed on the following:

- Cost of Chwarae Teg Survey – Inclusive of a day's consultancy which will focus on Recruitment & Selection
- Request for sight of the survey and report
- Suitability of survey and communication to recipients on aim of the survey
- Extension of partnership working not only with BAME groups but groups that have BAME representatives
- Review of flexible working policy – Health, Safety and Wellbeing of staff working from home
- Staff awareness of policies
- Improvement of workforce data – encouragement and confidence for staff to disclose data
- Review of domestic abuse for staff policy

The Chair thanked the Strategic Human Resources and Organisational Development Manager.

**Resolved** that the update be noted.

### **36 Discussion on Black Lives Matter Motion.**

The Chair referred to the Notice of Motion on Black Lives Matter that was presented to Council on the 2 July 2020.

The Committee agreed to add this item to the workplan, form a working group for this work and co-opt Councillor Yvonne Jardine to the Committee for the purposes of this item.

A discussion ensued, which focussed on the following:

- Scope of the Notice of Motion
- Importance of education and engagement
- Telling Swansea's story
- Considerations of what will make a difference for the future
- Diversity of blue plaques
- Strategy / Criteria for decision making
- Modern slavery

A number of questions had been submitted by members of the public. The Chair outlined the questions for the Committee's consideration. Questions centred around:

- Complaints received
- List of street names, landmarks, monuments to be reviewed
- Potential costs and best allocation of resources
- Categorisation of Black Lives Matter
- Engagement programme / public consultation
- Modern slavery

The Chair confirmed that she would respond formally to the questions submitted, with some questions requiring specific detail being referred to relevant Officers. The Chair noted that this work was in its very early stages and as such a number of questions could not be answered at this stage.

**Resolved** that:

- 1) Black Lives Matter motion be added to the workplan;
- 2) A working group on the Black Lives Matter motion be set up and report back to the Committee; and
- 3) Councillor Yvonne Jardine be co-opted to the Committee during its work on the Black Lives Matter item.

**Note:** Council Procedure Rule 47 "Co-opted Members" states:

"Other than provided to the contrary by statute or in the resolution authorising their

appointment or in respect of appointees to the Standards Committee, persons co-opted to the Council or to a Committee thereof shall while attending meetings be treated in all respects as though they were elected Members of the Committee save that they shall not:

- a) Count towards a quorum;
- b) Vote on any motion authorising the expenditure of money or the incurring of expense by the Council;
- c) Be eligible to serve as a Chair or Vice Chair of any Committee of the Council;
- d) Vote on any motion as to the appointment, promotion, dismissal, salary, superannuation or conditions of service of any person employed by the Council.”

### **37 Workplan 2019/20.**

The Chair presented the Work Plan 2019/20 and noted that the following items were proposed for the next meeting:

- Energy Strategy Update
- Sustainable Development Policy Update
- Feedback on Black Lives Matter Motion

**Resolved** that the Work Plan be updated accordingly.

The meeting ended at 11.45 am

**Chair**