



Appendix A

Equality Review Report 2022/23 (Year ending March 2023)

Annual Review of Equality and Diversity 2022/23

1. Introduction

This is the City and County of Swansea's Annual Review of Equality and Diversity (ARED) 2022-23. This is our twelfth review under the Public Sector Equality Duty (PSED) and reflects the reporting regulations for Wales, which were introduced in 2011. The Council adopted its Strategic Equality Plan 2020-24 in April 2020 and this is the third year of reviewing this plan. Our Strategic Equality Plan, Easy Read version, Screen Reader version, Engagement Report and Statistical Review are available [here](#)

The review of progress took place between May to July 2023. Services across the Council, were asked to assess the progress they have made in terms of delivering the steps in our Strategic Equality Plan (SEP) 2020-24. They were also asked to review intended outcomes and measures of success. This information provides a framework and an action plan to monitor the delivery of our Strategic Equality Plan (SEP) 2020-24 and our equality objectives.

As we are coming to the end of our current Strategic Equality Plan (SEP) 2020-24, many of the steps have been completed. Other steps need to be reviewed and re-focused in relation to the current context (as they were developed more than four years). Therefore this report also describes progress with equalities related work which were not identified as specific steps within the Strategic Equality Plan (SEP) 2020-24, but nevertheless are key developments in relation to delivering on our equality objectives and meeting the requirements of the Public Sector Equality Duty.

2. Our Corporate Work on Equalities

2.1 The Council's Corporate Plan and Well-being Objectives 2022-23

There is a close correlation between the Council's Strategic Equality Plan 200-24 and equality objectives and the Council's Corporate Plan and Well-being Objectives 2023-28. The Corporate Plan and Well-being Objectives were reviewed and refreshed during 2022-23. There is now closer alignment between many of the steps to deliver both the Council's Equality and Well-being Objectives and the Strategic Equality Plan 2020-24 as we pursue integration, seek to improve well-being and strive towards a more equal Swansea and a more equal Wales. We have strengthened our approach to developing an equality lens for all our core business and decision making through the application of our revised Integrated Impact Assessments (IIAs) to all our decision making and policy development.

Many of the challenges identified in the Council's Corporate Plan 2023-28 related to population changes, economic, social and cultural changes, climate change and nature emergencies, in addition to the longer term impact from Covid-19 – have a potential impact on people with protected characteristics. Research conducted by the Equality and Human Rights Commission into the

impact of the pandemic - How Coronavirus has affected Equality and Human Rights (2020) - concluded that people with disabilities, black and ethnic minority people, people living in poverty, older people, young people and women have experienced the most significant and disproportionate effects from the pandemic. Moreover, the report suggested that the impact of the pandemic has entrenched some existing inequalities and widening others. Therefore a key function of our Strategic Equality Plan 2020-24 was to ensure that the Council was well placed to respond to these challenges and provide high quality services and outcomes for *all* whilst recognising the specific challenges for people and communities with protected characteristics.

2.2 The Strategic Equalities and Future Generations Board

The Strategic Equalities and Future Generations Board (SEFGB) was established in September 2021, in response to one the recommendations from a Scrutiny Inquiry into Equalities. The SEFGB was established to oversee and co-ordinate the Council's obligations under the Equality Act 2010 (Public Sector Equality Duty for Wales 2011) and to provide a corporate focus for equality related issues.

The SEFGB is currently chaired by the Cabinet Member for Culture, Human Rights and Equalities (also the Councillor Champion for LGBT). Membership of the Board includes the Cabinet Member for Well-being (also the Councillor Champion for Health and Well-being), the Councillor Champion for Diversity, the Director of Corporate Services and a range of other Officers across the Council who work on different aspect of equalities and diversity such as community cohesion, access to services recruitment and employment. The SEFGB reports to Corporate Management Team (CMT) and provides an annual written update on its work. The Council's Departmental Equality Representative Group and the Human Rights City Steering Group also reports to the SEFGB.

The SEFGB's current terms of reference are outlined as working to support the implementation of the Council's Strategic Equality Plan (SEP) 2020-24, including the actions and recommendations from Scrutiny Inquiry into Equalities 2019 and the Council's obligations under the Well-being of Future Generations (Wales) Act 2015.

During 2022-23, the SEFGB reviewed the progress made in relation to a number of priorities identified in the SEP 2022-24 including; workforce data, campaigns to celebrate diversity and zero tolerance for discrimination, the Council's Consultation and Engagement strategy, the role of Councillor Champions and developing Swansea as a Human Rights City. The SEFGB also recommended that Council adopt a definition of Islamophobia and work is currently underway in relation to the Council exploring whether it should also adopt a definition of Antisemitism and adopt the Social Model of Disability. Work is also underway in relation to mapping the contribution of services across the Council to the Welsh Government's Anti-Racist Action Plan and the Welsh Government's LGBTQ+ Action Plan.

2.3 Workforce data

We have continued working to improve the equalities data we hold about our workforce and to encourage staff to disclose their personal data relating to their protected characteristics however this has had limited impact as the 2023 data suggests that there has only been a 1% increase in the disclosure rate from the existing workforce and further consideration will need to be given on how to improve this data collation exercise. Oracle Fusion went live in April 2023 and staff who access employee self-serve are now able to update their protected characteristics directly into the system. Challenges remain with those workforce groups who do not have access to employee self-serve and being able to share their data in a confidential way outside of the initial recruitment process.

'Equality in the Workplace' is one of the Council's Workforce Strategy strands and includes five goals to achieve across the lifespan of the 5 year strategy. Equalities training, becoming a Disability Confident Leader organisation, development of recruitment and selection processes to attract applicants from all of our communities, adherence to the Race Equality and LGBTQ+ action plans are all objectives that will be worked on in addition to the data collation exercise.

Training was attended by members of the HR&OD team on the Anti-Racist action plan in October 2023 to assist with supporting the aims of the plan.

Further work is required to build on the foundation established with the cross-departmental workforce equalities group and the promotion of internal networks to those employees who may wish to share their lived experiences and the impact felt in the workplace.

The 2023 data snapshot shows a significant improvement seen in recruitment data as applicants are disclosing their protected characteristics in high numbers. Of 7960 applicants during the year only 133 applicants declined to share their sensitive data and confidence in disclosing has increased given the increase in applications from transgender applicants and those who are content to share their sexual orientation and religion or belief.

2.4 Campaigns to celebrate Swansea's diversity and zero tolerance to discrimination.

During 2022-23, Cultural Services led on a number of campaigns to celebrate Swansea's diversity and zero tolerance for discrimination. We supported a number of Council wide celebrations such as LGBT+ history month (February), Women's History Month (March), St Davids Day (March) Refugee week (June), Swansea Pride (July) and Black History Month (October) in addition to supporting a number of specific service led events. Our galleries, heritage and museum services and libraries, facilitated a range of cultural activities, workshops and events which have promoted and celebrated diversity in Swansea.

During 2022-23, work continued on the Change Makers project by hosting events, creating exhibitions and producing films, hoardings and other materials. The project included a number of galleries, museums, other organisations and campaign material which championed those working for racial justice and equality, workers, women and LGBTQ+ rights.

Work has also continued on the Fusion programme designed to support people to access cultural activity for well-being and acquire new skills in activities such as film making, creative writing, music making, dance, crafts, animation, heritage, volunteering, exhibitions and visual art. We celebrated the Chinese New Year with a series of workshops with young people from the Chinese community to produce murals for the city centre to celebrate the occasion and produced a City of Sanctuary Film which positively promoted refugees and the communities of Swansea. We have continued to work with the Friends of the Glynn Vivian Art gallery and volunteers to provide Welcome groups and produced hoardings as part of a campaign to welcome refugees.

This year we also developed a draft Illumination Policy for the Guildhall which outlines our approach and process for lighting up the Guildhall to commemorate events and/or to raise awareness of key equality issues and events. Aligned to the Illumination Policy is the development of an equality and diversity calendar which identifies significant equality and diversity events and dates. Work is also underway in relation to the development of a draft Naming Policy which aims to recognise the contribution of key individuals to public life and the diversity within our political, social and cultural heritage and history.

2.5 Consultation and Engagement Strategy

We are continuing to support our commitment to consult and engage residents, employees and other stakeholders and in the development of new policies and our decision making processes. Our revised Consultation and Engagement strategy was adopted by Council this year and work is underway with the Leadership team and senior managers to create a structure for internal and external engagement groups and networks. The strategy provides a framework for the meeting the Council's consultation and engagement requirements and provides guidance on when the Council should consult and engage stakeholders, the level of consultation and engagement required, principles to consider when undertaking consultation and engagement and the use of consultation and engagement results. The strategy has been designed to support, existing statutory and regulatory consultation and engagement processes, long standing consultation and engagement arrangements within service areas and existing partnership arrangements. This year, people have had the opportunity to give their views on a wide range of issues including the Council's Budget, the Council's Corporate Plan and well-being objectives (corporate priorities), Human Rights priorities, and the South West Wales Corporate Joint Committee's Corporate Plan.

During 2022-23, Council also adopted a Public Participation in Democracy strategy. The strategy aims to raise awareness of how to become a Councillor and what being a Councillor entails, how to access information about decisions made by Council (or planned in the near future) and making representations to the Council about a decision before, and after it is made. This year our Democratic Services Team worked with our Partnership and Involvement Team to raise awareness with young people about the new voting entitlement for young people aged 16 yrs living in Wales.

This year the Council procured external support, from CoPro Lab, to build on co-productive approaches employed throughout the pandemic and to develop further internal capacity and capability. The aim of the project was to develop the Council's capability and capacity in relation to co-production. The first phase of the project focused on assessing the Council's existing coproduction capability and experience, through the use of a survey and collection of examples of practice. This process included stakeholder mapping, the recruitment, training nearly 40 co-production champions and initial engagement with the Council's senior leadership. The second phase of the project focused on learning, increasing awareness and building a working knowledge of co-production, skills and networks across the organisation. This phase identified some areas of good practice, in addition to identifying areas for improvement and the need to develop a corporate coproduction and involvement policy. Work on the development of a draft co-production and involvement policy is currently underway and drawing close to a conclusion.

It is anticipated that the policy will identify when and how coproduction and involvement should be used and help Councillors and Officers to determine the most effective ways to coproduce projects ensuring a diversity of people with an interest in the matter are involved. It is also anticipated that the policy will help to embed a culture of coproduction across the organisation and sit alongside practical resources such as good practice examples, a stakeholder map, role descriptors for co-production champions, a co-production network and toolkit, web pages and training.

2.6 Councillor Champions

We have continued to work on clarifying and promoting the role of Councillor Champions, aiming to improve engagement with consultative forms and establish links with the Strategic Equality and Future Generation Board. Councillor Champions exist to provide a voice for traditionally under represented groups or issues, which need to be kept at the forefront of Council business, decision making and policy development. The role and functions of Councillor Champions is incorporated within the Council's constitution.

This year we have been exploring the development of a job description/role profile for the champions and are developing a communications programme to promote equalities related work and events through our press releases, public website and social media. Councillor Champions are continuing to work with, advocate and promote equality issues for groups of people with protected

characteristics. They cover a wide range of equality issues including; Anti-Slavery and Ethical Employment, Carers, Disability and Access to Services, Diversity, LGBT (Lesbian, Gay, Bisexual and Transgender), Women, Domestic Abuse, Health and Well-being, Human Rights, LGBT, Poverty, Religion, Faith and beliefs, Sanctuary and Inclusion, Vulnerable and Older People, Tackling Racism in Schools and Women. A list of Councillor Champions is available [here](#).

2.7 Equality Forums and Networks

We have continued to develop and support a number of internal and external equality forums and networks. Within the Council, a cross-departmental equalities staff group exists to maintain and develop equality links in service areas in order to share good practice, identify areas for development and to provide specific equalities training. The group have received training and information on the Social Model Disability, the use of Easy Read and Plain English/Welsh, Welsh translation guidance and more recently assisted with the implementation of the Human Rights City initiative. This group works under the direction of the SEFGB and the chair of the Board joins the group at the start of each meeting to provide strategic direction and guidance and answers any questions which may arise from members of the group.

Other internal equality and forums include a staff diverse network work and a workforce equalities group. The staff diverse network is facilitated by the Cohesion team and exists to provide a forum for staff with protected characteristics to come together and share experiences and ideas for improvement in relation to promoting diversity and inclusion. Membership is open to any member of staff with one or more protected characteristic and the terms of reference and objectives/priorities for the group are determined by the members of the group. The workforce equalities group was established to implement the equalities strand of the Council's new Workforce and Organisational Development strategy and focuses on inequalities in the workforce, creating solutions to these issues and engaging with the workforce to support the delivery of these solutions.

We also work to support and participate in a range of external equality forums and networks such as the LGBTQ+ forum, the 50+ network and the Disability Liaison group. We have also created be-spoke engagement sessions when the need has arisen. However, we do recognise that there are some gaps with in relation to specific forums and networks e.g. establishing a Women's forum (a specific recommendation from the Scrutiny inquiry into equalities). In addition, we also recognise that there are some issues related to the sustainability of networks and forums and the role of the Council in supporting these. We are currently reviewing our support in line with resources and as we revise our structure and processes to implement our Consultation and Engagement strategy with the Council's Leadership Team.

2.8 Defining Islamophobia and Antisemitism

This year the SEFG Board recommended that Cabinet adopt the All-Party Parliamentary Group (APPG) on British Muslims' definition of Islamophobia. The purpose of adopting the definition was to provide a framework to understand and identify prejudices, including unconscious bias and to build trust within our communities by demonstrating that the Council is committed to tackling Islamophobia. The definition was fully adopted with a notice of motion at full Council and we have revised our guidance on integrated impacts assessments (IIAs) to take this in to account.

Work is currently underway in relation to the Council adopting a definition of Antisemitism and taking a notice of motion to Council. Research has been undertaken in relation to how other Councils have adopted the full definition with examples and how this can be adopted by the Council.

2.9 Protected Characteristics: Language and Identity

The equalities workforce group identified a number of recommendations in relation to how the Council refer to people with protected characteristics. Initial work is underway in relation to the development of corporate standards and a glossary for internal communication. Suggestions included the production of a draft document and consulting with stake holders to agree an "in-house" style. Aligned to this area of work, the SEFGB have also been working to promote Welsh Government's recommendation not use "BAME" as a catch-all acronym and to specify reference to specific ethnic minority groups where possible, or use the full term "Black and Minority Ethnic".

2.10 The Social Model of Disability.

Work is also underway in relation to exploring the Social Model of Disability and whether the Council can adopt the principles within the model and incorporate these within our policies, procedures and processes. Welsh Government reaffirmed their commitment to the Social Model of Disability in 2021 and established a Disability Taskforce to produce a series of recommendations for Welsh Government and Local Authorities. It is anticipated that our work in this area will put us in a strong position to respond to these recommendations when they are published in early 2024.

We are also looking to pursue Disability Confident Leader status in the Disability Confident employer scheme. This year we have held discussions with other public sector organisations e.g. the DVLA, who have already achieved the status. We are in the early stages of exploring the requirements and understanding our current offer in terms of the accessibility of our physical buildings/workplace and our recruitment and HR policies and procedures, before working on a submission.

2.11 Anti-Racist Wales Action Plan (ARWAP)

The ARWAP was published in the summer 2022 and we have undertaken some initial work in relation to identifying specific actions for the Local Authority and discussing the expectations with the Head of Welsh Government's Implementation Team. We are currently mapping what our services are currently doing in relation to specific actions within the plan. Working with the WLGA and Show Racism the Red Card, we have supported both Councillors and Officers to take up training in relation to the ARWAP on topics such as Equality Act (2010), anti-racism, recruitment, retention, and positive action.

2.12 LGBTQ+ Action Plan for Wales

Welsh Government published the LGBTQ+ Action Plan for Wales in January 2023. Although the majority of the actions are pitched at a national level for Welsh Government, these actions will also have an impact on the way in which the Council operates, makes decisions and develops new policies. We are currently working with Heads of Services in order to promote awareness of the plan and to identify existing activity and planned work in relation to the actions contained within the plan. We are also planning to review the terms of reference and membership of the Council's LGBTQ+ Forum (with participation from South Wales Police) and plan to use the Welsh Government's LGBTQ+ action plan as a new focus for priority actions.

2.13 Swansea Human Rights City

Swansea declared Human Rights City status at an event in December 2022, after 18 months of preparatory work. Prior to the declaration, a Human Rights City steering group was established to lead and oversee the development of the work. The steering group was chaired by the Cabinet Member for Equalities and Culture and membership consisted of representatives from different service areas across the Council, South Wales Police, the Probation Service, Mid and West Wales Fire and Rescue Service, Swansea University, Swansea Bay University Health Board, University of Wales Trinity St David, Natural Resource Wales and Swansea's Co-production Network.

Following a series of engagement events and a city wide survey in October 2021, a number of priorities were identified to provide focus for our Human Rights work. The priorities include; tackling poverty, supporting vulnerable children and families, tackling discrimination, domestic violence and abuse and raising awareness of Human Rights across the city. Work to date has included mapping existing policies and programmes under each of these priorities, further engagement with partners and stakeholders and the development of a guide for organisations – A Human Rights Approach and a Rights in Your Pocket guide. A large scale engagement event was held in June 2023 which brought together a range of stakeholders to identify and develop actions to address the priorities within our action plan and to share good practice.

Our commitment to Swansea being a Human Rights City is shared by our partners and it has been identified as a specific step within Swansea's Public Services Board Wellbeing plan. This year we commissioned the British Institute of Human Rights to provide training to more than 60 senior managers and policy officers and Councillors in Swansea Council and representatives from our PSB partner organisations. We are also in the early stages of developing a Human Rights Stakeholder Panel to act as a 'critical friend' to the Council and its partners by contributing their expertise and experience from an independent perspective.

2.14 Integrated Impact Assessments (IIA)

We continue to use equality information to inform our key decision making and policy development process. Integrated Impact Assessments (IIAs) are an integral part of any decision making process and we work to encourage them be undertaken as early as possible during any initiative - ideally at its inception. Our IIA process takes into account key issues and priorities, such as poverty and social exclusion, community cohesion, carers and the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language. Our revised Integrated Impact Assessment (IIA) process now takes into account considerations in relation to the Socio-economic duty, Islamophobia and Human Rights. Our Access to Services Team have continued to provide dedicated support for our IIA process by providing timely information, guidance and support. The Team also continues to monitor and quality assures all completed IIAs. There have been some early initial discussions with colleagues in other Local Authorities and the WLGA about the benefits of moving IIAs into a digital format.

2.15 Implementation of the Socio-economic duty

This year we have continued to embed the Socio-economic duty into all our decision making and policy development by incorporating this consideration into our IIA process. All senior managers within the Council and members of Swansea's Public Services Board have received the training on the implications and implementation of the Socio-economic duty. The requirements of the duty have also been incorporated within mandatory equalities training for all staff within the Council. There is no specific reporting requirement with the Socio-economic duty, although we continue to monitor the Socio-economic duty through the IIA process and all full reports are passed to the Poverty and Prevention team for their expert advice and feedback.

2.16 Local Data and Information

We are continuing to build upon our knowledge of people with protected characteristics living in Swansea and are working towards an update of the detailed Equalities Statistics Review last undertaken in January 2020, which will inform the Council's next Strategic Equality Plan. This year we have continued to review and develop demographic information included on the Council's 'Statistics' web pages.

By May 2022, we also updated our evidence base by reviewing relevant data sources and key statistics around social, economic, environmental and cultural well-being as part of Swansea Public Service Board's Assessment of Local Well-being. This assessment provided the evidence base for the later Local Well-being Plan.

The initial 2021 Census results were published by ONS in June 2022, followed by a phased release of a vast range of data on population and household characteristics – for both individual topics and multi-variate statistics. The Census provides a comprehensive, once a decade update to our evidence base around equalities and protected characteristics, including statistics for local areas within the county.

Some of the initial 2021 Census results for Swansea related to equalities are as follows:

- Despite a small overall fall in Swansea's total population, the proportion of people identifying their ethnic group as non-white increased from 6% in 2011 (around 14,300 people) to 8.6% in 2021 (20,400).
- The largest non-white ethnic group in Swansea in 2021 was 'Indian' (around 2,900 people or 1.2% of the total population) with 'Other Asian', 'Caribbean' and 'Bangladeshi' groups also each above 2,000 people.
- 41% of Swansea's residents aged 16+ (81,400 people) are married or in a registered civil partnership, an overall reduction of around 5,400 since 2011.
- 41% of Swansea residents (around 98,500) stated Christian as their religion in 2021, around 14 percentage points lower than in 2011. 47% stated they had no religion, up from 34% in 2011. The largest minority religion in Swansea is Muslim (around 7,700 people or 3.2%).
- Voluntary questions on sexual orientation and gender identity were asked in the Census for the first time in 2021. In Swansea, around 6,700 (3.4% of people aged 16+) identified with an LGB+ orientation.

More detailed analysis of 2021 Census statistics related to protected characteristics will be included in the Equalities Statistics Review document later in 2023.

We have also reviewed our local area profiles, which bring together a range of statistical and other information about local areas in Swansea, including data linked to aspects of equalities. Profiles are currently available for the county, our 32 Wards (as amended by the recent ward boundaries review implemented for the May 2022 council elections) and the three current local Constituency Areas. These profiles also include ward data from the 2021 Census published in early 2023.

2.17 Accessible Information

During 2022-23, we continued to develop and improve the Council's website. The website framework and templates have been updated in line with the new standards of the WCAG 2.2 accessibility guidance. The accessible and bi-lingual booking system has been used successfully for 18 months. Work is underway to convert inaccessible PDFs to web pages for accessibility, with several hundred already completed. Further advice for staff on accessibility has been added to Staffnet, as well as the ongoing promotion of equality issues for staff and the public.

We have also undertaken significant work relating to the Warm Spaces initiative, developing information about the cost of living information on the website, free bus and free / low cost events, alongside Period Dignity grant forms and information on where to access supplies. This year we developed a comprehensive system to efficiently manage and distribute the cost of living grant and have made 127,971 payments to individuals, distributing over £14 million pounds to those in need in our communities to date.

We have continued to provide a co-ordinated approach to all interpretation and translation, including telephone and face-to-face provision through our memberships of the Wales Interpretation and Translation Service. This does not include in-house Welsh-English translation through our translation unit. As a result of our membership of the WITS partnership, we have a co-ordinated approach to all interpretation and translation, including telephone and face-to-face provision.

Swansea Council remains committed to the Welsh Language Standards. Our Welsh Language Standards Report 2022-23 outlines how we have met these standards and contains examples and highlights of new projects and activities. This report also includes work or actions as a result of any feedback, investigations, or monitoring work by the Commissioner, or as a result of complaints received directly from the public.

3. Progress with other steps within the SEP 2020-24

Much of the progress made in terms of delivering the steps within the Strategic Equality Plan 2020-24 has already been highlighted in this report. However, the remainder of the report describes some of the progress made in relation to other steps which have not been previously mentioned;

3.1 Domestic Violence

This year we continued to work in partnership with the SBUH, specialist partners from statutory and non-statutory organisations to raise awareness around Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV). This shared responsibility enabled us to meet our objectives ensuring effective, timely interventions and support.

Crisis intervention remained a priority, with demand for the IDVA service reaching unprecedented numbers. We received 2,056 referrals from Apr-22 - Mar-23, offering support, safeguarding and Court assistance to those subject to the Criminal and Civil justice system.

In line with the National Training Framework 1,225 staff have completed the Group 1 VAWDASV online training. Ask and Act Group 2 training has been delivered to over 60 staff and 7 for Group 3. Subsequently, there is more awareness around VAWDASV and staff are more confident and knowledgeable of the pathways to ensure safeguarding and support.

Our White Ribbon Day campaign was very successful we worked in partnership with Swansea University raising awareness across Swansea to end Violence against Women's and Girls. Around 40 Sports teams in the Swansea University dedicated a pledge. A promotional stand in the lobby of the Guildhall raised awareness and many men and women signed a pledge in support of the campaign. In partnership with Swansea Mosque the Friday Prayer Sermon focused on raising awareness of domestic violence in the Muslim community. This campaign reached a wide demographic across Swansea.

Welsh Women's Aid were commissioned to raise awareness of VAWDASV through their Change That Last programme. The Ask Me community based programme aimed at raising awareness, support and signposting trained 117 individuals with 3,998 pieces of literature distributed which reached 13,747 individuals. A total of 67 received the Trusted Professionals training and are now better equipped to provide safety advice and support.

Through our Community and Engagement Group, we published and shared all government Campaigns and information around VAWDASV with all relevant partners.

3.2 Hate Crime

Our Hate Crime Stakeholder Action Plan' continues to be managed and monitored through the Hate Crime Stakeholder Group and the Safer Swansea Partnership Steering Group. We continued to support a range of activities during the Hate Crime Awareness Week 2022, e.g. a film and food night held at Dyfatty Units for residents, screening a film with a strong anti-discrimination message followed by conversation and signposting on Hate Crime. In February 2023, 22 partners took part in an information session delivered by Victim Support, on how to create safe online spaces and safely report hateful language. Further Hate Crime Awareness session has been scheduled for HCAW 2023. Between April 2022 to May 2023, 103 members of staff have completed the HC e-learning on the Council portal.

3.3 Educational Attainment – Narrowing the Gap

The Welsh Government have discontinued the national data collections for baseline assessment, end of foundation phase teacher assessments and end

of key stage 2 teacher assessments in line with the Curriculum for Wales. There is currently no alternative performance data collected or analysed for these primary age groups. End of key stage 3 teacher assessment data collection has resumed since the pandemic, and limited analysis is available for 2022 (but not at a Local Authority or school level). This data collection is due to end in 2024 once the new curriculum applies to pupils in year 9. In 2022, 78% of pupils nationally attained the KS3 Core Subject Indicator, with the Swansea result being similar at 77.5%.

Due to the pandemic, national results at key stage 4 have not been calculated by the Welsh Government, but will resume in 2023. Grade distributions per subject are available for 2022 based on the JCQ analysis, and Swansea results compare favourably in most subject areas. Local analysis of Swansea results shows good performance overall, although some gaps were seen for boys compared to girls, Looked After Children (LAC) compared to non-LAC and Free School Meals (FSM) compared to non-FSM. Black and Minority Ethnic pupils had point scores which were generally higher than White British pupils. These gaps were also typical of the pre-pandemic situation.

3.4 Overcoming Barriers to Employment

During 2022-23 the employment programmes under Tackling Poverty supported 391 participants into employment. 3295 citizens have accessed employment support via a single access point and signposted to appropriate support. Over 30 sector specific/employer/information and advice recruitment days were delivered by the EEO and Engagement team during the last year with over 800 vacancies sourced. We supported the delivery of the first multi placement, multi discipline scheme with the Swansea Bay Health board was developed with 50 placements available.

3.5 Preventative and Family Support Services

Work around development of prevention and early help is progressing well., building on the excellent response to the pandemic. Such innovative work has presented further opportunities for change and improvement particularly in respect of citizens, families and carer's direct access to information, and support to improve their wellbeing. Our multi agency approach to Information, Advice and Assistance whether accessed directly, via Early Help or at the social services front door is available on the Council's public website. In 2022-23 family support interventions were delivered through Families First include; Early Help Hubs, Homestart , Play Leisure Opportunities Library, Local Aid Buddies, Stepping Stones EYST – Family Link, Family Centres and counselling services. During 2022-23 Families First had 11,609 beneficiaries.

3.6 Regional Carers Strategy

Swansea Social Services has been actively involved in the development of a Regional Carers Strategy recently launched by West Glamorgan Carers Partnership Board. This joined up strategy shapes how we are going to not only improve the support available to carers; it centres on the lived

experiences of carers and their own wellbeing. Swansea Parent Carer forum listens to and feeds the voice of parent carers into decision making and are now central to coproducing better outcomes for children with complex needs and their families. The group sits on working groups with the Local Authority, Health Board and West Glamorgan Regional Partnership. They also arrange training for other parent carers.

3.7 Our Recruitment and Selection Policy.

This year we have built on the work undertaken with a Recruitment Specialist to identify potential actions the Council could take to improve its approach to recruitment and ensure that the Council is a fair, inclusive and a diverse employer. This now forms part of our Workforce and Organisational Development Strategy 2022-27 which was adopted by Council. We have been developing and implementing our approach through our workforce equalities group and identifying areas for improvement by working with groups of people with protected characteristics such as the Disability Liaison group

3.8 Equalities Training

We have reviewed and developed our Equalities training module and developed a new Recruitment and Selection module which aims to ensure that Recruiting Managers consider all equality considerations during the recruitment process. Members of the workforce equalities group made a significant contribution to the content of the training. We have also reviewed how we progress equalities training to non IT staff users. In addition, we have also promoted workshops on 'Unconscious Bias and Cultural Competency' for our staff and explored how to highlight diversity in Council events, news and communications and how to make best use of diverse job boards and provided further training to our Staff Equalities network to promote their understanding of equalities issues.

We are planning to launch a publicity and communications plan in 2023-24 which aims to encourage Equality training completion, prioritising the manager unit. This year we also delivered a presentation on Unconscious Bias at a conference for Social Services, to care home managers and representatives from other Local Authorities. The session was well received and have shared resources by L&D practitioners from other Local Authorities. A recorded training session on unconscious bias is available to staff via the Let's Talk programme and an eLearning module on Unconscious Bias (not mandatory) is available to all staff.

3.9 Children and Young People

The Children's Rights Scheme has been redeveloped and refreshed, ensuring that it complements the 'Right Way', a principled approach that is being embedded nationally. This plan incorporates National Principles for a Rights Based Approach to Children, and takes account of extensive work with several hundred children, young people and practitioners on what a new Scheme should look like. The Children's Rights Scheme and Plan on a page

has been circulated to all schools and partner organisations. The action plan works through the identified priorities from children and young people and informs the wider "Human Rights City" work which is also now framed around the "Right Way" model which means that there is easy transition between the UNCRC and broader Human Rights in Swansea when services and organisations are bench marking and setting action that goes across all ages.

3.10 Older People

In June 2021 we put in place measures to support the development and implementation of Swansea's Strategy for an Ageing Society and to identify areas of need within the Ageing Well agenda. Consultation with Older People (aged 50 yrs+) identified the following priorities; transport, social isolation, active ageing, services, digital equality, information and communication and improving Swansea. We also reviewed our Ageing Well Steering Group to support partnership working and the wellbeing of Older people (aged 50+) and extended the reach of our membership to include individuals aged 50+, community groups that support people aged 50+, Members of the Public Services Board, representatives from the Third Sector and partner organisations.

This year the "Partnership & Involvement Team" have recruited a dedicated "Older Person's Partnership & Involvement Officer" who's remit and purpose is to embed the UN Principles for Older Persons and ensure effective and inclusive mechanisms are in place to enable the participation and engagement of citizens aged 50+ yrs, in all decisions that affect their lives and ensure their views are heard and listened to. The newly appointed officer will work with citizens to consult on and co-produce a renewed forum/mechanisms to ensure the widest involvement of citizens in decisions that impact on their lives and bring decision makers and citizens together to work co-productively on fit for purpose service delivery in Swansea.

4. Case Studies: Examples of our Equalities work

This section of the report outlines a number of case studies across Swansea which demonstrates the range of different ways in which we are embedding equalities issues across the Council in terms of both policy and practice.

Case Study 1: International Women's Day (March 2023)

To celebrate and promote International Women's Day in March 2023, the Council celebrated women's achievements and raised awareness about discrimination and the action being taken to drive gender parity for International Women's Day. Throughout March the city's library service highlighted stories of female empowerment for Women's History Month. It also shared its Super Swansea Women digital display championing trailblazing Swansea women who made their mark in a wide variety of fields from science and industry to politics, the arts and sport over the last 200 years.

The Glynn Vivian Art Gallery showcased some female artists with 'Women in Nature' a collection of works by artists whose work depicts nature in many different forms. West Glamorgan Archives highlighted often unseen images and stories of local women, shining a spotlight on the diversity of experience women have experienced in Swansea over the years.

Swansea Council's Councillor Champion for Women, Louise Gibbard, said:

"The Council is using today to reflect on this year's theme of 'Embrace Equity', which is especially important following our declaration of being a Human Rights City. With stories about this continuing to dominate the media, we are restating our ongoing commitment to stamping out violence against women, domestic abuse and sexual violence in all its forms, and providing support for all of its victims."

"As a large organisation, we value our staff who work tirelessly to keep Swansea going. Around 8,000 staff, including school employees, are women and actions are in place to try to eradicate the gender pay gap, provide support through the menopause and help for anyone needing to flee domestic abuse amongst other things."

"Tonight we will be lighting up the Guildhall both to mark International Women's Day but also to champion Pension Justice for Swansea Women who continue to fight against the injustice dealt to 50s born women over changes to their pensions. As a Council we are also proud to be part of Welsh Government's vision for a Period Proud Wales, working closely with our schools, venues and community groups across the city to provide free menstrual products to all who need them so that periods don't hold anyone back from living their lives to the full."

Case Study 2: Holocaust Day (January 2023)

The Council marked Holocaust Memorial Day with a ceremony at the Guildhall which involved pupils from six schools across Swansea, civic leaders and members of faith communities.

Pupils from Ysgol Bryn Tawe, Bishop Gore, Pentrehafod, Gowerton, Olchfa and Penllergaer Primary School took part in the commemoration of those who have lost their lives in acts of genocide. The theme for this year was Ordinary People - reflecting on how ordinary people were perpetrators, bystanders, rescuers, witnesses and victims of the Nazi Holocaust in Germany and of the genocides that took place in countries such as Cambodia, Rwanda, Bosnia and Darfur.

The pupils were joined by Swansea Council's Deputy Leader Andrea Lewis, the Lord Mayor of Swansea Mike Day and the Council's Human Rights Champion Louise Gibbard. Chief Inspector Declan Cahill of South Wales Police read the Pan Wales Pledge while Norma Glass, MBE, a leading light in Swansea's Jewish community, closed proceedings.

Cllr Lewis said:

"Just last month Swansea was declared Wales' first Human Rights City and it is vital that we here in Swansea do not forget The Holocaust and other acts of genocide which have cast a dark shadow on humanity."

"It is through events such as Holocaust Memorial Day we remember and challenge ourselves to stand-up against such tyranny to prevent it from taking hold again."

Cllr Day said:

"January 27 marks the day in 1945 when Auschwitz, the Nazi death camp in Poland, was liberated and the remaining prisoners set free.

"It is an important day across the globe to remember all those who have suffered and died due to acts of genocide. We want a strong message to go out which we hope is listened to and that is we never want such atrocities to be repeated. World leaders must do all they can to achieve this."

Cllr Gibbard added:

"After several years where we have staged our commemoration remotely due to the pandemic I was very honoured to attend the Guildhall and join with others for this important day of reflection and remembrance."

Case Study 3: Swansea Council's Refugee Resettlement Team

Swansea Council's Refugee Resettlement Team have worked to help ensure Ukrainian refugees were as much as possible settled into life in the city and could access a range of services including schools, work, training and volunteering placements. The Team also signposted to other sources of third sector run community support and drop in events. More than 150 households in Swansea have sponsored refugees who have been forced to flee the conflict in their homeland so that women, children and families have safe and suitable accommodation.

The Council recognised the challenges that sponsors faced financially with the rise in cost of living and increased thank you payments to £500 per month. Around 40 schools across the city have welcomed 140 Ukrainian children between them into their classes and have helped them to settle. The Ethnic Minorities and Youth Support Team (EYST) were commissioned to support Ukrainian arrivals and a Ukrainian translator was available at the Employment Hub in the Quadrant Shopping Centre. Since July last year, more than 120 adult Ukrainian refugees received employability support from the Council's employability service Swansea Working and Communities for Work. Libraries have provided books, children's stories, internet access, invitations to events such as song and rhyme sessions and co-ordinated information about online resources useful to Ukrainian refugees.

One Ukrainian refugee who arrived in Swansea with her two young daughters said she would be forever grateful to her sponsors and the people of Swansea for the welcome she has received. She said:

"The girls quickly adapted to a new peaceful life without sirens and explosions and began to sleep peacefully. I could not have thought that people would be so kind to us and support me and my daughters so much. They opened not only their homes to us, but also their hearts."

Swansea Council Cabinet Member for Well-being Alyson Pugh said:

"I'm very proud of Swansea and the response from our city to those fleeing the invasion of their country and the unnecessary death, misery and suffering it has brought over the last 12 months."

"Swansea has lived up to its title of a City of Sanctuary and to the recognition of being the first Human Rights City in Wales."

"We will continue our proud history of welcoming people of different nationalities, ethnicities and religions as well as those fleeing war and persecution."

Case Study 4: Disabilities – Changing Places

This year we have fitted out two additional fully accessible 'Changing Places' toilet facilities in Swansea and the Gower. The latest installation of these specialised facilities at Knab Rock in Mumbles and at Rhossili, ensures that people with multiple and complex disabilities can have access to the beach and enjoy a comfortable visit. The installation of the additional Changing Places facilities is part of our ongoing work to improve public toilets all across the city. The latest work now means there are three of these facilities along the Swansea coastline and an additional six facilities located at different venues within the city centre. Changing Places facilities include vital equipment to support those with specific disabilities, including height adjustable benches and washing equipment, a ceiling hoist system and adequate space to accommodate support assistants. The Council, along with support from the Welsh Government, has invested almost £190,000 (Brilliant Basics 2022) installing the equipment.

Cyril Anderson, Cabinet Member for Community, said:

"I can't emphasise how important it is that we have these type of facilities in our city, especially at our beaches."

"While many people with certain disabilities can access standard toilets we provide, there are many across the UK who are living with more complex issues who require support, such as those with spinal injuries, people living with a stroke or those with profound and multiple learning disabilities. These facilities allow their needs to be met with the level of dignity that most people take for granted."

"These new facilities at Knab Rock and Rhossili ensure that our beautiful coastline is more accessible to all our visitors and enhances Swansea, and Wales as a visitor destination."

"I'm thrilled we have been able to install the new Changing Places toilets and increase the choices for people that need them. This has been made possible with support from the Welsh Government who provided a grant from their Brilliant Basics programme."

The improvements have been completed following the adoption of the Council's Public Toilets strategy. The strategy has sought to invest heavily in existing toilets throughout Swansea and has led to major improvements city-wide. More than £300,000 has been spent on toilet facilities and the latest to benefit from the work include the toilet block at Port Eynon, which has been repainted and retiled throughout.

Case Study 5: Older People

The Council's Partnership and Involvement Team have created a number of opportunities for people aged 50+ to participate in a range of community based social activities. Through social events, meet ups and a weekly newsletter, the team work to provide information and support access to learning opportunities, transport, health, welfare benefits, housing, volunteering, community activities and promote a wide range of things to do and see across the county for people aged 50+.

The team also organise specific weekly events for people aged 50+ including a weekly walk around Swansea Marina followed by coffee and chat, a Monday meet up at the National Water Front museum with guest speakers, discounted cinema screenings, ten-pin bowling, one-off day trips and a newly launched Ageing Well Choir. Last year the team organised an Aging Well beach festival which was attended by 100s of people and included live music and other live performances and provided a range of taster sessions, beach games and mobile information stands.

In addition to social activities and events, the Team also promotes information and supports access to free courses and events to promote well-being and aging well such as developing a positive mindset, coaching, developing, maintaining functional strength and mobility and walking. The Team also promotes information about activities, events and courses in the city centre and across different communities across Swansea including specific events aimed at people aged 50+ with protected characteristics.

Swansea Council Cabinet Member for Community Support, Hayley Gwilliam, said:

"My heart is just bursting hearing how something so seemingly simple as a group walk and coffee can have such a meaningful and positive impact on people's lives."

"Our partnership and involvement team, working with partners, have developed a really full and varied programme of activities and events and these are being added to all the time."

"If you've not signed up to the newsletter I'd encourage you do so to keep up to date with all the fantastic opportunities on offer."

"We want older people to be healthy, to be safe inside and outside the home, to enjoy life, to have a voice and make a positive contribution to help improve Swansea."

Case Study 6: LGBTQ+ History Month / Sadie's Butterflies

This year a networking event celebrating LGBTQ+ History Month took place at the National Waterfront Museum in Swansea. The event was organised by Sadie's Butterflies (a self-help group, supporting not only the trans community but the wider LGBTQ+I community including friends, family and allies) with support from Swansea Council and other partners).

The aim of the event was to celebrate LGBTQ+ History Month for a day and learn about the trans community, celebrating being trans and to understand people's experiences of being trans. This event was open to all and was designed as opportunity to help promote understanding between members of the public and the transgender community.

The event included a range of information stalls throughout the day, live music and performances, guest speakers, film screenings and an opportunity to socialise and meet new people in a safe and welcoming environment.

Elliott King, Swansea Council's Cabinet Member for Culture and Equalities, said:

"I'm delighted that Swansea Council is working with others in the city to mark LGBT History Month."

"Swansea is a place of equality and diversity. It's essential that we support diversity and that we increase the visibility of lesbian, gay, bisexual and transgender people, their history, lives, experiences and contribution to society."

Case Study 7: Racism Awareness in Schools

This year we commissioned DARPL (Diversity and Anti-Racism Professional Learning) to provide training on raising awareness and promoting diversity for school governors. DARPL aims to support Leaders, teachers, wider school staff and learners at the start of their whole-school approaches to ensure Black, Asian and Minority Ethnic contributions and presence are embedded and sustained within the New Curriculum for Wales. This is a key initiative which underpins the delivery of the Welsh Government's Anti-Racist Wales Action Plan which calls for zero tolerance of racism.

Around 90 school governors from across Swansea took part in an event to develop their understanding of anti-racism and to support schools with being equitable spaces for all learners. The event was designed to help governors support schools to create diverse and inclusive environments and to develop an understanding and appreciation of cultural awareness, diversity and inclusion. The training event included a number of workshops, Q&A sessions and gave governors the opportunity to reflect on the needs of their schools.

Among the speakers at the event was Rachel Clarke, the granddaughter of Betty Campbell who was Wales' first black head teacher and a prominent community leader. The event was the first event of its kind in Wales

Swansea's Director of Education, Helen Morgan-Rees, said:

"School governors play a vital role in supporting our schools and we run regular events and training in Swansea."

"As Wales' first Human Rights City I was very pleased that we were able to offer this event to our school governors."

"It was a really helpful and informative day and those who attended will be going back to their schools to share their learning with colleagues."

Case Study 8: Promoting the use of the Welsh Language

A comprehensive school in Swansea was the first in the region to earn a gold award for encouraging pupils, staff and the wider community to speak Welsh more. Gowerton Comprehensive achieved the gold Siarter Iaith award which is a Welsh Government initiative to inspire children and young people to use Welsh in all aspects of their lives. The initiative extends to all members of the school community including the school council, learners, workforce, parents, carers, governors and the wider community.

The school has made the Welsh language an integral part of every department and for every member of staff. The school has made strong links with the local community, local businesses and the primary school cluster schools, as well as supporting other secondary schools across Swansea. It has brought cluster schools together to showcase school Eisteddfod performances and share their talents. Headteacher Kathleen Lawlor said:

"Achieving the gold award recognises the real impact, hard work and the dedication of the whole school, parents and the community to promote the Welsh language."

"We are incredibly proud to have been awarded gold and thank everyone inside and outside the school for the part they have played."

"The development of the Welsh language in the Gowerton is a whole school strategy and the passion and dedication of all the senior leaders and of course the Welsh Crew must be celebrated."

Swansea Council is supporting all schools to increase the social use of Welsh by children and young people using Siarter Iaith as part of its Welsh in Education Strategic Plan. The council has committed to support all Welsh-medium schools to reach at least the Siarter Iaith Silver award and all English-medium schools to reach at least the Siarter Iaith Bronze award during the lifetime of the plan.

Swansea Council's Cabinet Member for Education and Learning, Robert Smith, said:

"I'd like to congratulate Gowerton Comprehensive on the gold award which is an outstanding achievement.

"In Swansea we are committed to growing the number of Welsh speakers and increasing the use of Welsh in our communities. Gowerton is a shining example of how we can do this."

Case Study 9: Inclusive Play Areas

This year we have continued to upgrade our play areas and make them more inclusive. New communication boards for children and adults who use sign language are going to be installed in all of Swansea's play areas. They will complement symbol-based boards that are also being installed to assist people of all ages who need additional communication support, giving them the opportunity to be understood and to express themselves. The aim is to make the play areas as accessible and welcoming as possible to all that use them.

The Council is currently investing £7m in upgrading and improving all council-owned play areas. Garnswllt is one of 50 play areas to have been completed so far, after a local family got in touch with the council after seeing the communication boards to ask if something similar could be developed for children who use sign language. Drawing on the expertise of groups and organisations that support deaf people the new bi-lingual boards using British Sign Language have been developed and the first has been installed in Garnswllt.

Hayley Gwilliam, Swansea Council's Cabinet Member of Supporting Communities, said:

"These boards will allow children and adults who need support communicating or those who are deaf the opportunity to understand and express themselves while using our play areas.

"The family that approached us welcomed the communication board that was installed when the play area was upgraded but said it did not meet the need of their child who uses sign language so I'm pleased that by working with partners we've been able to address this."

"We want all children and their families that use our play areas to feel part of the community and to feel included."

Swansea Council's Cabinet Member for Investment, Regeneration and Tourism, Robert Francis-Davies, said:

"We made our commitment to invest so heavily in play areas because we saw just how important they were to young families and children as a free place to go as we all emerged from the pandemic.

"It is very important to us that all families feel the play areas are there for them and the communication boards are a great idea to support people who are unable to use spoken words because communicating their wants and needs can be really challenging, especially in a busy environment like our play areas."

Case Study 10 Schools of Sanctuary

This year, St Helen's Primary, Christchurch Primary and Bishop Vaughan Comprehensive School have all been awarded Schools of Sanctuary status. Pupils and staff representing schools in Swansea attended a ceremony to recognise the work they have undertaken in relation to creating a safe, inclusive and welcoming culture for all, including asylum seekers and refugees. Each school has adopted a different approach in the practical application of becoming a school of sanctuary to meet the needs of their individual school. Although all are united by demonstrating that they are committed to being safe and welcoming places for those seeking sanctuary with an equal opportunity to feel welcome be a part of inclusive and safe environments

The four schools join Hafod, Brynmill, Waun Wen, Terrace Rd who achieved the status last year and Pentrehafod who were reaccredited as a School of Sanctuary having been the first school in Wales to attain the award more than ten years ago.

Swansea Council's Cabinet Member for Education and Learning, Robert Smith, said:

"I'd like to congratulate the three new schools who have achieved Schools of Sanctuary status and also to commend those that continue to hold the title.

"This week is Refugee Week - an international celebration of the contributions, creativity and resilience of refugees and people seeking sanctuary - and Friday's event at the Swansea Arena was a very fitting precursor."

"To obtain Schools of Sanctuary Status then each school must be able to demonstrate that they are committed to creating a safe and inclusive culture of welcome that benefits everybody, including anyone in their community seeking sanctuary and to share their values and activities with their local communities.

"They also need to show that they help their students, staff and wider community learn about what it means to be seeking sanctuary and the issues surrounding forced migration.

"I'm very proud that in Swansea - Wales' first City of Sanctuary and the first Human Rights City -we have a growing list of schools achieving this accreditation."

5. Impact of the SEP 2022-23

5.1 Overall this year we have continued to make good progress in the delivering of our strategic equality objectives and our Strategic Equality Plan. Our Strategic Equalities and Future Generations Board have continued to provide strategic direction and oversee the implementation of our plan.

5.1.2 Out of the 65 steps contained within the SEP 2020-24, good progress has been made with implementing the majority of the steps (85%) during 2022-23. In terms of progress during 2022-23:

- 3% ($n=2$) of the steps have been completed,
- 82% ($n=54$) of the steps are ongoing - good progress has been made,
- 11% ($n=7$) of the steps - limited progress has been made,
- 3% ($n=2$) of the steps – significant delay to delivery.

5.1.3 Out of those steps where limited progress has been made, progress has to some extent been determined by wider societal and economic factors outside the direct control of the Council for example. For example, the increase in the number of young people who are NEET (not in education, employment or training) and the number of people preventing themselves as homeless and applications for social housing are reflective of national trends and not indicative of the quality of local services. Similarly, other steps where progress has been limited such as - supporting improvements to access public transport by bus for disabled people - have also been constrained by factors outside the direct control of the Council and a lack of national investment in public transport.

5.1.4 There are however 3 steps where limited progress has been made and where is potential for further gains. These steps relate to collecting better data on our workforce in relation to protected characteristics, ensuring full coverage of our equality forums such as establishing a Women's and Inter-Faith Consultative Forum and the development more easy read and plain English/Welsh resources. Although work has started in these areas, the pace of delivery and gaps in provision remain areas for future improvement.

5.1.5 Here is a summary of some of our successes and their impact and some of the challenges that we need to address in the year ahead.

5.1.6 Successes – and what this meant.

- We have revised our IIA's to help assess all our decision making and policy development. This has strengthened our approach to applying an equality lens to all our core business and decision making.
- There is closer alignment between many of the steps to deliver both the Council's Equality and Well-being Objectives. This Improves

integration between the Council's key priorities and plans in order to improve well-being and strive towards a more equal Swansea.

- Established a Strategic Equalities and Future Generations Board (SEFGB) in September 2021. This now oversees and co-ordinates the Council's obligations under the Equality Act and Duty and provides a corporate focus on equality related issues.
- We supported several Council wide celebrations such as LGBT+ history month and Women's History Month, developed a City of Sanctuary Film and continued to work with the Friends of the Glynn Vivian Art gallery and volunteers. These campaigns celebrated Swansea's diversity and zero tolerance of discrimination and positively promoted and was part of a campaign to welcome refugees.
- Work continued on the Fusion programme. This supported people to access cultural activity for well-being and acquire new skills in activities such as film making, creative writing, music making, dance, crafts, animation, heritage, volunteering, exhibitions and visual art.
- A revised Consultation and Engagement strategy was adopted by Council. This year, people have had the opportunity to give their views on a wide range of issues including the Council's Budget, the Council's Corporate Plan, Human Rights priorities, and the Southwest Wales Corporate Joint Committee's Corporate Plan.
- The Council adopted a Public Participation in Democracy strategy. This year our Democratic Services Team worked with our Partnership and Involvement Team to raise awareness with young people about the new voting entitlement for young people aged 16 years living in Wales.
- The Council procured external support from CoPro Lab to build on co-productive approaches employed throughout the pandemic and to develop further internal capacity and capability. This will help to embed a culture of coproduction across the organisation and sit alongside practical resources, such as good practice examples.
- Council adopted the All-Party Parliamentary Group (APPG) on British Muslims' definition of Islamophobia. The purpose is to provide a framework to understand and identify prejudices, including unconscious bias, and to build trust within our communities by demonstrating that the Council is committed to tackling Islamophobia.
- Swansea declared Human Rights City status. The ultimate vision is to incorporate human rights into policy, practice and local life, raising awareness of the good stories as well as highlighting areas that need improving.
- The Council continued to work in partnership with the Health Board and partners to raise awareness around Violence against Women,

Domestic Abuse and Sexual Violence (VAWDASV). This shared responsibility enabled us to meet our objectives ensuring effective, timely interventions and support.

Crisis intervention remained a priority, receiving 2,056 referrals from April 22 to March 23, offering support, safeguarding and Court assistance to those subject to the Criminal and Civil justice system.

- National educational results at key stage 4 have not been calculated by the Welsh Government but will resume in 2023. Grade distributions per subject are available for 2022. Local analysis of Swansea results shows good performance overall that compare favourably.
- Employment programmes continued to support people in work. 3295 citizens have accessed employment support via a single access point and signposted to appropriate support. 391 participants were supported into employment. Over 30 sector specific/employer/information and advice recruitment days were delivered by the Council during the last year with over 800 vacancies sourced. We supported the delivery of the first multi placement, multi discipline scheme with the Swansea Bay Health board was developed with 50 placements available.
- Work on the development of prevention and early help through family support interventions progressed well. During 2022-23 the Families First programme had 11,609 beneficiaries.
- The Council has reviewed and developed its Equalities training module and developed a new Recruitment and Selection module. The purpose is to ensure that recruiting managers consider all equality considerations during the recruitment process.
- A 2023 data snapshot shows a significant improvement in recruitment data as applicants are disclosing their protected characteristics in high numbers. Of 7960 applicants during the year only 133 applicants declined to share their sensitive data.

5.1.7 Challenges and work underway in the next 12 months.

- We continued working to improve the equalities data we hold about our workforce and to encourage staff to disclose their personal data relating to their protected characteristics. This had limited impact as the 2023 data suggests that there has only been a 1% increase in the disclosure rate from the existing workforce and further consideration will need to be given on how to improve this data collation exercise.
- We recognise that there are some gaps in relation to specific forums and networks e.g. establishing a Women's forum (a specific recommendation from the Scrutiny inquiry into equalities). In addition, we also recognise that there are some issues related to the sustainability of networks and forums and the role of the Council in

supporting these. We are currently reviewing our support in line with resources and as we revise our structure and processes to implement our Consultation and Engagement strategy with the Council's Leadership Team.

- Some gaps at key stage 4 based on 2022 educational analysis were seen for boys compared to girls, Looked After Children (LAC) compared to non-LAC and Free School Meals (FSM) compared to non-FSM. Black and Minority Ethnic pupils had point scores which were generally higher than White British pupils. These gaps were also typical of the pre-pandemic situation.
- Work is currently underway in relation to the Council adopting a definition of Antisemitism. Work is also underway in relation to exploring the Social Model of Disability and whether the Council can adopt the principles within the model and incorporate these within our policies, procedures and processes. We are also looking to pursue Disability Confident Leader status in the Disability Confident employer scheme.
- Work continues mapping what our services are currently doing in relation to specific actions within the Anti-racist Wales Action Plan and LGBTQ+ Action Plan for Wales.
- We are planning to launch a publicity and communications plan in 2023-24 which aims to further encourage Equality training completion, prioritising managers within the Council.