

Panel Ymchwilio Craffu - Cydraddoldebau

Lleoliad: Committee Room 3A - Neuadd y Ddinas, Abertawe

Dyddiad: Dydd Iau, 31 Ionawr 2019

Amser: 10.30 am

Cynullydd: Y Cynghorydd Louise Gibbard

Aelodaeth:

Cynghorwyr: V M Evans, T J Hennegan, Y V Jardine, S M Jones, L R Jones,
E T Kirchner, H M Morris, S Pritchard a/ac Dr G Calder

Agenda

Rhif y Dudalen.

- | | | |
|----------|--|--------------|
| 1 | Ymddiheuriadau am absenoldeb | |
| 2 | Disclosure of Personal or Prejudicial Interests
www.swansea.gov.uk/disclosuresofinterest | |
| 3 | 10.30am Cynrychiolwyr Staff Cydraddoldeb Adrannol - cyfarfod bwrdd crwn | 1 - 2 |
| 4 | 11.30am Cydraddoldebau - Cyfarwyddiaeth Addysg | 3 - 4 |
| 5 | Rhaglen Waith | 5 |

Cyfarfod nesaf: Dydd Mercher, 13 Chwefror 2019 ar 10.30 am



Huw Evans

Pennaeth Gwasanaethau Democrataidd

Date 6 February 2019

Cyswllt: Michelle Roberts, Scrutiny Officer

Agenda Item 3

Staff Equality Representatives Session

Staff Equality Representatives Session (31 January 2019) 1 hour session at the Panel meeting

Questions for Staff Departmental Representatives

- a) Why did you decide to become a Staff Equality Representative?
- b) What is the role of a Staff Departmental Representative?
- c) Do you feel confident in this role?
- d) Have you had adequate training/development to assist you with this role?
- e) Who do you contact if you have any queries or require advice about this role or something you are being asked to do?
- f) What do you see as the potential challenges for this role?
- g) Do you think this role has scope for improvement? How?
- h) How involved have you been so far in equalities related matters in your department?
- i) Are you aware of who the relevant Councillor Champions are? Have you ever contacted them/ worked with them on any issues?
- j) Do you believe Swansea Council is committed to ensuring staff and service users are treated with equal dignity and respect?
- k) To what extent do you believe the Council takes equality and diversity issues seriously?
- l) Do you believe there is real commitment to continuing to improve performance on equality and diversity at Swansea Council?
- m) Do you have any suggestions about anything that you believe would lead to a more inclusive environment?
- n) What steps do you think the organisation could take to promote equality of opportunity and increasingly reflect society's diversity?

Agenda Item 4

Equalities Scrutiny Inquiry Panel 26 November 2018

Education Directorate

Invited to attend this session:

Nick Williams (Director Education)

Background/context to questions

The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not

The key question for the inquiry is '*How effectively is the Council meeting and embedding the requirements under the Equality Act 2010 (Public Sector Equality Duty for Wales)*'.

Questions sent in advance of the meeting

- a) In your opinion whose responsibility is it to implement and embed equalities in the organisation?
- b) How do you ensure a consistent approach to the completion and the quality of Equality Impact Assessments within your directorate?
- c) Do you have staff who are specifically trained on the procedures and the practice of EIAs? Who in your directorate monitors these for quality?
- d) How do you ensure equalities are embedded in everything that is done within your directorate? What does this involve?
- e) Who are the key influencers with regards to equality in your directorate? For example Cabinet Member, Equality Champions (councillor and/or staff)
- f) What training plan do you have relating to equalities matters? How are staff training needs assessed in relation to these training needs?
- g) What changes will you need to make in your directorate to address the requirements/duties under the Equalities Act (public sector duty) and Future Generations Act, social service and wellbeing act etc. in order to fulfil those your directorates equality duties.
- h) What is your directorate doing to identify and remove any barriers to accessing services?
- i) How do you work with equality organisations, services users and other key partners to deliver your services in line with equalities legislation for example through co-production?
- j) Can you take the panel through those aspects in the Equality Plan that relate to your Directorate in particular the attached objectives as shown in the recently published [Equality Review Report 2017/2018](#)? Those aspects of the Equality Plan detailed as actions for Education Directorate are as follows:

Equality Objective 3 - Develop a whole council approach the UNCRC on the Rights of the Child, to meet our commitments contained within the Children and Young People's Rights Scheme (All Departments()).

Equality Objective 5 – Improve pupil attainment and continue to close performance gaps

Equality Objective 6 – Provide equality support for schools.

Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues (All departments)

Equality Objective 14 – Comply with the Procurement and Assessment of Impact regulations set out in the equality act 2010 (All Departments)

Agenda Item 5

Scrutiny Inquiry into Equalities Timetable of Work

When / Where	What / Who
*Pre Inquiry Working Group 1 11 Oct 2018	<ul style="list-style-type: none"> Overview of subject area (Cabinet member and lead officer) Planning the Inquiry: panel discuss the key question, lines of inquiry and evidence gathering required
Evidence gathering phase	
*Session 2 24 Oct 2018 at 10.30am (235)	<ul style="list-style-type: none"> Agree Terms of Reference and programme of work Look at the latest Swansea Equalities Plan (including Action Plan) in detail with Richard Rowlands Look at the Equality Impact Assessment screening process and documentation with Rhian Millar
*Session 3 8 Nov 2018	Q&A session Director of Resources and Human Resources.
Session 4 15 Jan 19 - 9.30am	Network 50+ Forum focus group meeting - Item on the Agenda for panel to discuss equalities issues with Forum (Discovery Room, Central Library, Civic Centre)
Session 5 18 Jan 19 - 9.30am	Workshop with young people 11-18 years old at the Big Conversation Event (will be one hour session, time TBC)
*Session 6 21 Jan 19 (CR3a) 10.30am	<ol style="list-style-type: none"> 10.30 Q&A session Director of Place 11.15 Q&A session Director of Social Services (Include Co-production in Social Services)
Session 7 23 Jan 2019 1.30pm	LGBT Forum meeting – Item on their Agenda Venue: Waterfront Museum
*Session 8 31 Jan 2019 (CR3a) 10.30am	<ol style="list-style-type: none"> 10.30 Departmental Equality Representatives 11.30 Q&A session Director of Education
Session 9 13 Feb 2019 10.30am	Carers (1 hour focus group) (At Swansea Carers Centre)
Session 10 21 Feb 18 at 2pm	Disability Forum meeting – Item on their Agenda (Purple Room, Civic Centre)
*Session 11 11 Mar 2019 9.30am (CR3a)	9.30am Joining the Dots Team Consultation 10.30am Equality and Human Rights Commission – Ruth Coombs, Head in Wales
Session 12 27 Mar 2019 – 10.30am	EYST BME Forum meeting – Item on their Agenda
Session 13 Date TBA	Veterans
Finalising Inquiry phase	
*11 April 2019	<ul style="list-style-type: none"> Review and discuss staff survey outcomes Start to draw together evidence and discuss emerging themes arising from the inquiry
*TBA	<ul style="list-style-type: none"> Draft Final Report (once discussed and agreed, can then be scheduled for Scrutiny Programme Committee then next available Cabinet)

*public panel meetings