



City and County of Swansea

Notes of the **Scrutiny Inquiry Panel - Equalities**

Committee Room 3A - Guildhall, Swansea

Thursday, 31 January 2019 at 10.30 am

Present: Councillor L S Gibbard (Chair) Presided

Councillor(s)

Y V Jardine
S Pritchard

Councillor(s)

S M Jones

Councillor(s)

L R Jones

Other(s)

16 Staff Equality Representatives
2 Members of the public
Rhodri Jones, Education
Michelle Roberts, Scrutiny Officer

1 Disclosure of Personal or Prejudicial Interests

None

2 10.30am Departmental Equality Staff Representatives - roundtable meeting

The Panel met with 16 staff equality representatives at a roundtable meeting to discuss a set of questions that were circulated prior to the meeting. These included (full notes will be available in the findings report at the end of the Inquiry)

1. Why did you decide to become a staff equality representative?
2. What does the role involve?
3. Do you feel confident in the role?
4. Have you had adequate training/development to assist you with this role?
5. Who do you contact if you have any queries or require advice about this role or something you are being asked to do?
6. What do you see as the potential challenges for this role?
7. Do you think this role has scope for improvement? How?
8. Are you aware of who the relevant Councillor Champions are? Have you ever contacted them and/or worked with them on issues?
9. Do you believe Swansea Council takes equality and diversity issues seriously?
10. Do you have any suggestions about anything that you believe would lead to a more inclusive environment?
11. What steps do you think the organisation could take to promote equality of opportunity and increasingly reflect society's diversity?

3 11.30am Q&A Session with Director of Education

The Panel met with the Head of the Stakeholder Engagement Unit Rhodri Jones to discuss the equalities aspects within the Education Directorate. The aspects were discussed (full notes will be available in the findings report at the end of the Inquiry)

- In your opinion whose responsibility is it to implement and embed equalities in the organisation?
- How do you ensure a consistent approach to the completion and the quality of Equality Impact Assessments within your directorate?
- Do you have staff who are specifically trained on the procedures and the practice of EIAs? Who in your directorate monitors these for quality?
- How do you ensure equalities are embedded in everything that is done within your directorate? What does this involve?
- Who are the key influencers with regards to equality in your directorate? For example Cabinet Member, Equality Champions (councillor and/or staff)
- What training plan do you have relating to equalities matters? How are staff training needs assessed in relation to these training needs?
- 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.
- What is your directorate doing to identify and remove any barriers to accessing services?
- 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?
- 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

4 Work Programme

Received by the panel

The meeting ended at 12.20 pm