

# Equalities Scrutiny Inquiry Panel

## Terms of Reference

### Inquiry Key Question

The primary focus for the inquiry is to look at equalities in Swansea. The key question, therefore, is:

***'How effectively is the Council meeting and embedding the requirements under the Equality Act 2010 (Public Sector Equality Duty for Wales)?'***

The inquiry will look in particular at how council is meeting its duties under the Equality Act 2010. 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 Panel will also bear in mind the Wellbeing and Future Generations Act (Wales) 2015, in particular the wellbeing objective: *A more equal Wales - A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic circumstances).*

### Reasons for carrying out this piece of work

Councillors, as part of this inquiry want to:

- Ensure that the Council is meeting its duties under the Equality Act 2010 (Public Sector Equality Duty for Wales)?
- Ensure that there is the staff knowledge, skills and capacity to enable the Council to meet the duty.
- Actively promote a positive attitude to equalities in Swansea.

### Lines of Inquiry

The inquiry will look in particular at how equality issues are considered in the provision of council services and during development and changes to those services. It will also consider what the Council does well and what can be improved. This will include the following key lines of inquiry:

- a) **Role:** What is the councils role under the Equality Act 2010 (Public Sector Equality Duty for Wales) and how well is the Council meeting and embedding that duty.
- b) **Skills and ability:** Do council staff have the necessary skills, training and capacity to ensure the Council is meeting this duty.
- c) **Culture:** Is there a positive attitude and a commitment to ensuring equity across the organisation.
- d) **Systems/processes and consistency of approach:** Are there effective and efficient systems/practices/processes in place across the Council to enable meeting of the duty? Are Council Officers consistently applying these practices?

- e) **Partnership working:** how we are working with local communities, the voluntary sector and others to help and embed the requirements.
- f) **Measuring success:** How is the Council measuring how it is meeting and embedding the duty?

### **Intended Impact and Contribution**

This inquiry intends to support the work of the Council by:

- Providing a councillor perspective on the issue
- Providing evidenced proposals to Cabinet that will lead to more effective services
- Gaining the views of the public, stakeholders, community groups and staff
- Considering and concluding on recommendations from national reports, legislation /directives and there implications for Swansea
- Identification of good practice/research elsewhere and whether there is any learning for Swansea's approach
- Increased councillor understanding about equalities
- Greater public awareness of work in relation to equalities

### **Membership of the Scrutiny Panel**

Cllr Louise Gibbard (Convener)  
Cllr Susan Jones  
Cllr Lesley Walton  
Cllr Sam Pritchard  
Cllr Erika Kirchner  
Cllr Mandy Evans  
Cllr Terry Hennegan  
Cllr Lyndon Jones  
Cllr Hazel Morris  
Cllr Yvonne Jardine

### **Key Officer Contact for the Inquiry**

Tracey Meredith, Head of Legal, Democratic Services and Governance Unit

### **Scrutiny Officer supporting the Inquiry**

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