

Equalities Scrutiny Inquiry Panel

21 January 2019

Social Services Directorate

Invited to attend this session:

Dave Howes (Director Social Services)

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? Can you provide us with more information on co-production activity within Social Services?
- 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 with actions directly listed for social services directorate are as follows:

Equality Objective 1 – Ensure equality of access to services

- Poverty and Prevention

Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism

- Poverty and Prevention

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.

- Corporate Actions
- Poverty and Prevention

Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child and Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities.

- Child and Family Services
- Adult Services

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

- Poverty and Prevention

Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty

- Poverty and Prevention

Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities

- Poverty and Prevention

Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues

- Poverty and Prevention
- All Departments

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

- All Departments