

Scrutiny Equalities Inquiry Report

For 11 – 18 year olds



Important information!

Swansea Council has **72** locally elected Councillors.

12 of these are **Cabinet Members**. They make all **decisions and policies** for the Council.

The other **60 Councillors** are required to look at and examine the decisions & policies made by Cabinet Members to make sure that the Council is doing the best it can for the people of Swansea.

↳ This is Scrutiny! →

When Councillors look at one topic in detail, we call this a:

Scrutiny Inquiry →

There is also a group of Council staff: **'The Scrutiny Team'** who support the Scrutiny work – They write letters and reports like this one you are reading now.

Swansea Council



Recently they looked at:
How Swansea Council is meeting its duties under the **Equality Act 2010**



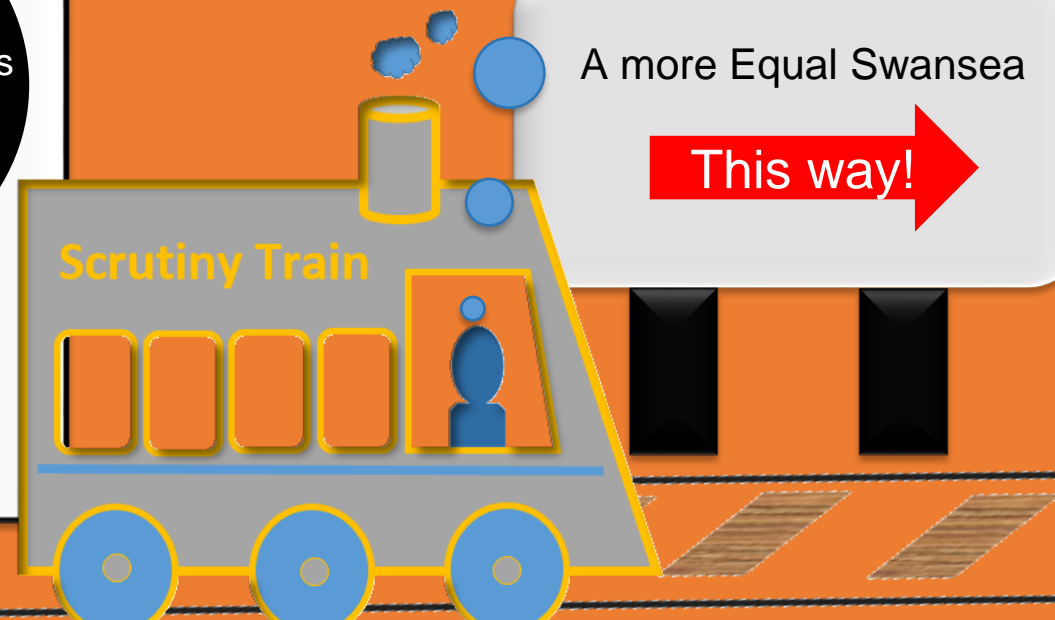
Hop On Board!

We'll take you through this Scrutiny Journey
Make sure you read all the information boards we come across!

A more Equal Swansea

This way! →

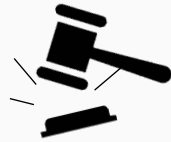
Scrutiny Train





It is against the law to discriminate against anyone because of their **'Protected Characteristics'** – These are:

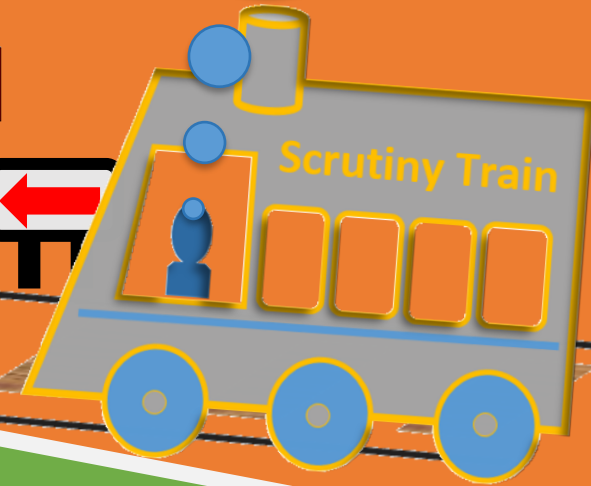
- Age
- Gender reassignment
- Being Married or in a Civil Partnership
- Being Pregnant or on Maternity Leave
- Disability
- Race (including colour, nationality, ethnic or national origin)
- Religion or Belief
- Sex
- Sexual orientation



The Equality Act 2010 is a law that was put in place to legally protect people from discrimination in the workplace and in wider society. It sets out the different ways in which it's unlawful to treat someone.

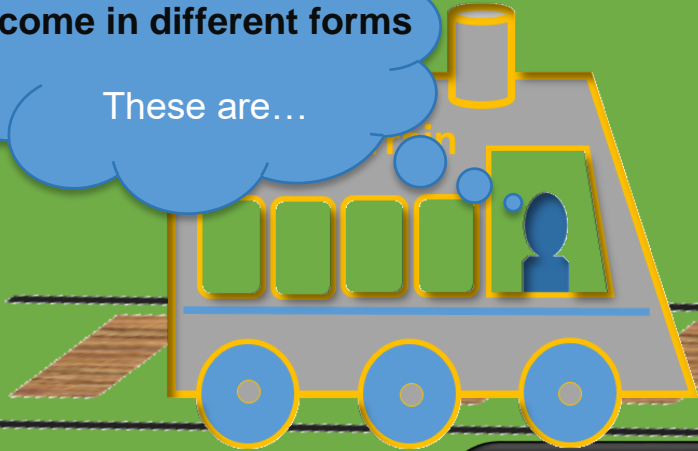


Firstly
What is the Equality Act???
...It's a LAW!



Discrimination can come in different forms

These are...



✗ Direct discrimination
Treating someone with a protected characteristic less favourably than others

✗ Indirect discrimination
Putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage

✗ Harassment
Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them

✗ Victimisation
Treating someone unfairly because they've complained about discrimination or harassment

Interesting Fact!

All letters and reports and details of all the meetings held by this Scrutiny Panel are published on the Council's website!

The councillors concluded:

Overall the council is doing well to eliminate discrimination but the Scrutiny Enquiry Panel also found some areas where the Council could do better.

Things to improve include:



Scrutiny Inquiry Panels look at one topic in detail for 6-9 months and develop a report with evidence and ideas to improve the Council's services.

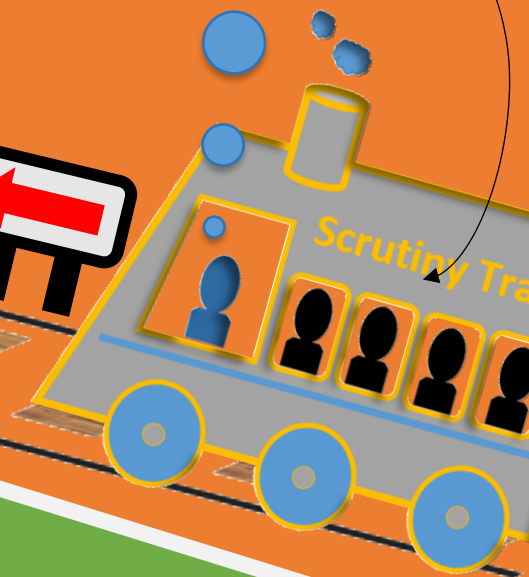
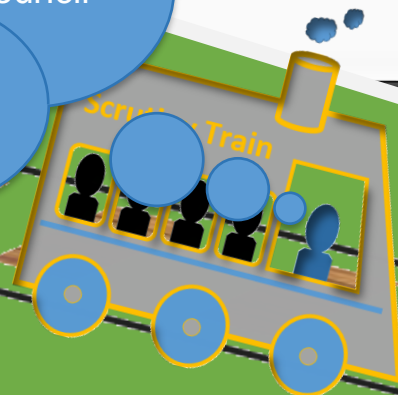
The Scrutiny Councillors gathered information, held discussions with different organisations and residents of Swansea to investigate how Swansea Council is meeting its duties under the Equality Act 2010.

Scrutiny Councillors also went to speak to young people at the Big Conversation Events earlier this year to get their views.



For this Scrutiny Inquiry:

A group of Councillors got together and formed a Scrutiny Inquiry Panel



✓ Keeping a close eye on what is happening throughout the UK and how this impacts us in Swansea

✓ Continuing to build upon the commitment to equality and diversity that is already in place within the Council

✓ Make sure there are policies, practices and processes in place that meet the Equalities Duty of the Council

✓ Ensure council services are more accessible to everyone

✓ Improve how we work with and learn from others

✓ Protecting future generations

Interesting Fact!

The Scrutiny Team write a [monthly Newsletter](#) – You can keep updated with the work of Scrutiny by subscribing to this, click [here](#).

These are the list of recommendations the Scrutiny Councillors presented to the Cabinet Members:



Scrutiny Councillors give recommendations for improvements to the Cabinet Members.

Cabinet Members will look at these suggestions and see if they can take any on board.

Off to see the Cabinet Members!

The Scrutiny Councillors asked the Cabinet Members to consider some recommendations

Cabinet
This way!

More Recommendations
This way!

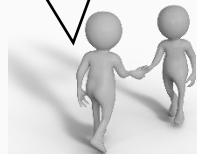
1. Develop a new Equality Plan – With the help of different groups of people in Swansea



3. Put together an Equality Group for Swansea Council

2. Review the way Swansea Council Employs People, Urgently!

You're hired!



4. Lead positive campaigns celebrating Swansea's diversity and zero tolerance for discrimination – use the Swansea 50th Year as a City Anniversary to launch this as an ongoing process



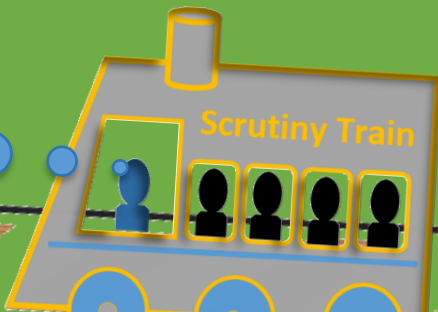
5. Complete a plan to look after Carers in Swansea, Urgently!



6. Ensure all Swansea Council Staff are well trained to treat others equally



.. more recommendations



7. Ensure more of the Council's services & documents are accessible to different people

8. Make it easier for everyone in Swansea to share their views of the Council's Services

10. Work with teachers and learners to tackle issues in schools around gender stereotyping – especially in sport activities



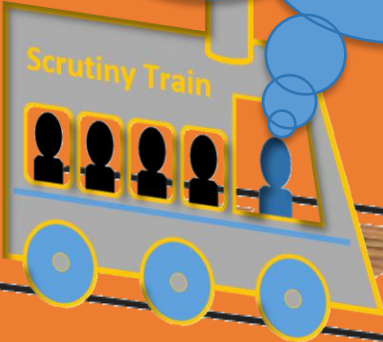
9. Councillors should increase their engagement with equality groups

11. Find different ways to offer jobs to disabled people



This is our last stop!
If you would like any further information on this Scrutiny Inquiry or any other work of the Scrutiny Councillors, then please contact us...

i The Scrutiny Councillors will now wait to see which of the recommendations the Cabinet Members will take on board.
They will re-visit this Inquiry again in 1 year to see what progress has been made.



This train terminates here

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