

CITY & COUNTY OF SWANSEA

Cabinet – 17 March 2015

APPENDICES INDEX

AGENDA

9.b	Admission Arrangements 2016/2017.	1 - 38
11.a	Quarter 3 2014/15 Performance Monitoring Report.	39 - 123
13.a	Annual Equality and Diversity Review Report 2013-14.	124 - 182

Admission Arrangements 2016/2017 (Nursery classes based at Local Authority schools)

Initial Placement, Parental Preference and Transfer Requests

The Local Authority, the LA, is the admitting authority for all community schools in the area.

Admission to Nursery classes

Each child about to commence part time education at a nursery class based at a LA school will be invited to apply for a place at the catchment school maintained by the LA.

Parents can either apply in writing for a place at the catchment school or express a preference for a placement at an alternative school. Requests for a preferred placement will be granted unless to do so would prejudice the provision of efficient education or the efficient use of resources.

Those parents who express a preference in writing by 4th March 2016 for a place at any school will be given priority over those who have not.

(a) Admission Limits – Community Schools

All schools must admit up to their Admission Number in the year of entry. In the year of entry a child will normally be refused a place once the Admission Number has been reached. There is **no right of appeal** following the refusal of an application for a place in a nursery class.

The number of nursery places available may differ to the Admission Number for the rest of the year groups within a school (Reception – Year 6)

(b) Admission Criteria – Community Schools

If more applications have been received for any school than there are places available, the following order of priority will apply:

1. Children who are in the care of the Local Authority (LA) i.e. Looked After Children (LAC), or previously looked after*.
2. Children who live within the school's defined catchment area. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
3. Children who have a brother or sister of statutory school age attending the school at the date of their admission***. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
4. Other children for whom a place has been requested for whom criteria 1 to 3 above do not apply. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.

*Previously looked after children: looked after children who cease to be so because they were adopted or became subject to a residence order, or special guardianship order immediately following having been looked after.

** The measurements will be taken from outside the entrance to the property (house or flat) to the nearest official school entrance. A computer programme is used when undertaking the measurement.

*** A brother or sister will be defined as a natural or legally adopted child of either parent living at the same address. In any circumstances in which there is one place available and the next eligible children are twins/triplets then the LA will admit both/all children.

Note that schools have a duty to admit children with a Statement of Special Educational Needs who have been placed in a school by the LA and these pupils are counted towards the number admitted up to the Admission Number unless they are placed in a Special Teaching Facility with planned places.

Requests for admission to voluntary aided schools will be determined by reference to admission criteria set by the governing body. The governing bodies of voluntary aided schools are responsible for determining their own admission arrangements.

Requests for children to transfer between schools at periods other than the normal transfer age will be determined by applying the above admission criteria.

(c) Admission Procedures – Nursery places in Community Schools

Parents will be asked to apply in writing, for a place for their child at the catchment school or to state a preference for an alternative placement using the admissions form.

Requests for admission will be granted provided there are places available. Where admission requests exceed the number of places available, places will be allocated in accordance with the LA's admission criteria.

Children attending the nursery class of a school will not have an automatic right of admission to full time education at the same school. Parents will need to apply for a place along with other applicants at the appropriate time.

Requests for admission to the relevant age group i.e. the age group at which children are normally admitted to the school submitted on or before the administrative closing date 4th March 2016 will be processed collectively and places allocated according to the above admission criteria. In this respect, no advantage shall be gained from the early submission of an admission request. Requests submitted after the closing date will be processed upon receipt.

Admissions will not be determined on the basis of selection criteria involving the sitting of tests, viewing of school reports, or interviewing pupils with or without parents for the purpose of assessing ability or aptitude.

Parents who have applied by the 4th March 2016 will be advised where they have been allocated a place by the 23rd April 2016.

Waiting Lists

For all admissions, where parents/carers are refused a place for their child/children they are automatically placed on the waiting list. Pupils names will remain on the waiting list for the whole academic year and will only be removed if a parent confirms in writing that they no longer wish their child/rens' name to remain on the waiting list. If a place becomes available it will be allocated by the LA in accordance with the admissions criteria.

The LA will be under no duty to comply with preference expressed otherwise than in accordance with its arrangements.

NB: The admissions criteria do not apply to pupils for whom the LA holds a Statement of Special Educational Needs although the rights of parents to be involved in the placement of their child are protected in law. The LA in consultation with parents and schools will determine the school at which education is to be provided. The LA reserves the right to name a school which is not the catchment area school.

Note: During this period the Local Authority (LA) may undertake a consultation to propose changes to a number of catchment areas.

ADMISSION ARRANGEMENTS 2016/2017 (Primary)

Initial Placement, Parental Preference and Transfer Requests

The Local Authority, the LA, is the admitting authority for all community schools in the area.

Admission to Primary Community Schools

Each child about to commence full time education will be invited to apply for a place at the catchment school maintained by the LA.

Parents can either apply on line or in writing for a place at the catchment school or express a preference for a placement at an alternative school. Requests for a preferred placement will be granted unless to do so would:

- prejudice the provision of efficient education or the efficient use of resources, and
- for voluntary aided schools, be incompatible with the admission arrangement agreed between the Governing Body and the LA.

Those parents who express a preference on line or in writing for a place at any school will be given priority over those who have not.

(a) Admission Limits – Community Schools

All schools must admit up to their Admission Number in the year of entry (ie. Reception in Primary schools). In the year of entry a child will be refused a place once the Admission Number has been reached. Parents who are refused a place at the school must be given right of appeal.

The Admission Number applies to all year groups.

(b) Admission Criteria – Community Schools

If more applications have been received for any school than there are places available, the following order of priority will apply:

1. Children who are in the care of the Local Authority i.e. Looked After Children (LAC), or are previously looked after*.
2. Children who live within the school's defined catchment area. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
3. Children who have a brother or sister of statutory school age attending the school at the date of their admission.*** If there are more applications than places, the places will be allocated in

distance order with those living nearest (shortest available walking route) receiving priority**.

4. Other children for whom a place has been requested for whom criteria 1 to 4 above do not apply. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**

*Previously looked after children: looked after children who cease to be so because they were adopted or became subject to a residence order, or special guardianship order immediately following having been looked after.

**The measurements will be taken from outside the entrance to the property (house or flat) to the nearest official school entrance. A computer programme is used when undertaking the measurement.

***A brother or sister will be defined as a natural or legally adopted child of either parent living at the same address. In any circumstances in which there is one place available and the next eligible children are twins/triplets then the LA will admit both/all children.

Requests for children to transfer between schools at periods other than the normal transfer age will be determined by applying the above admission criteria.

The LA **will not** provide transport or make any contribution towards transport costs for children admitted from outside the school's defined catchment area. However, if the catchment area school is full in the year group, transport will be provided to the next nearest school with room if that school is more than 2 miles from home.

Children who have a statement of Special Educational

Needs

The admissions criteria do not apply to pupils for whom the LA holds a statement of special educational needs although the rights of parents to be involved in the placement of their child are protected in law. The LA in consultation with parents and schools will determine the school at which education is to be provided. The LA reserves the right to name a school which is not the catchment area school.

Schools have a duty to admit children with a Statement of Special Educational Needs who have been placed in a school by the LA and these pupils are counted towards the number admitted up to the Admission Number unless they are placed in a Special Teaching Facility with planned places.

Voluntary Aided Schools

Requests for admission to voluntary aided schools will be determined by reference to admission criteria set by the Governing Body. (The Governing

Bodies of Voluntary Aided Schools are responsible for determining their own admission arrangements).

(c) Admission Procedures – Community Schools

Parents will be asked to apply on line or in writing, for a place for their child at the catchment school or to state a preference for an alternative placement using the Admissions form.

Requests for admission will be granted provided there are places available. Where admission requests exceed the number of places available, as determined by the published Admission Number, applications will be allocated by applying the LA's admission criteria.

Children attending the nursery class of a school will not have an automatic right of admission to full time education at the same school. Parents will need to apply for a place along with other applicants.

Although the LA permits pupils to start Reception full time at the start of the year in which they become five, the law does not require a child to start school until the start of term following the child's fifth birthday. Therefore, if the parent of a Reception child wishes to defer entry until later in the school year a place must be allocated to this child and this place is not available to be offered to another child. Entry cannot however be deferred beyond the beginning of the term after the child's fifth birthday nor beyond the academic year for which the original application was accepted.

Requests for admission to the relevant age group (i.e. the age group at which children are normally admitted to the school) submitted on or before the administrative closing date, Friday 4th March, 2016 will be processed collectively and places allocated according to the above admission criteria. In this respect, no advantage shall be gained from the early submission of an admission request. Requests submitted after the closing date will be processed upon receipt.

Admissions will not be determined on the basis of selection criteria involving the sitting of tests, viewing of school reports, or interviewing pupils with or without parents for the purpose of assessing ability or aptitude. Parents who have applied by the 4th March 2016 will be advised where they have been allocated a place by the 23rd April 2016.

Right of Appeal

Parents will be informed, in writing, as to whether their application has been successful. Where their application has been refused parents will be informed in writing that they have right of appeal to an Independent Appeal Panel. If they exercise that right, the appeal must be forwarded to the School and Governor Unit at the Civic Centre by Friday 20th May 2016. The appeal will be considered by an Independent Appeal Panel of 3 or 5 people comprising lay members, and persons with experience in education.

Please note:

Because of the statutory class size maximum of 30, there are very restricted circumstances in which an appeal for a place in an Infant class (Reception, Year 1 and Year 2) can be successful.

Waiting Lists

For all admissions, where parents/carers are refused a place for their child/children they are automatically placed on the waiting list and an opportunity to meet with an Independent Appeal Panel is offered. Pupils names will remain on the waiting list for the whole academic year and will only be removed if they are successful at appeal or if a parent confirms in writing that they no longer wish their child/rens's name to remain on the waiting list. If a place becomes available it will be allocated in by the LA in accordance with the admissions criteria.

The LA will be under no duty to comply with preference expressed otherwise than in accordance with its arrangements.

Note: During this period the Local Authority (LA) may undertake a consultation to propose changes to a number of catchment areas.

ADMISSION ARRANGEMENTS 2016/2017 (Secondary Years 7-11)

Initial Placement, Parental Preference and Transfer Requests

The Local Authority, the LA, is the admitting authority for all community schools in the area.

Each child about to transfer from primary to secondary education will be invited to apply for a place at the catchment school maintained by the LA.

Parents can either apply on line or in writing for the catchment place or express a preference for a placement at an alternative school. Requests for a preferred placement will be granted unless to do so would:

- prejudice the provision of efficient education or the efficient use of resources, and
- for voluntary aided schools, be incompatible with the admission arrangement agreed between the Governing Body and the LA.

Those parents who express a preference on line or in writing for a place at any school will be given priority over those who have not.

(a) Admission Limits – Community Schools

Availability of places is determined by reference to the school's Admission Number. Schools must admit up to the Admission Number in the year of entry and must not exceed this number.

The Admission Number applies to all year groups.

(b) Admission Criteria – Community Schools

If more applications have been received for any school than there are places available, the following order of priority will apply:

1. Children who are in the care of the Local Authority i.e. Looked After Children (LAC) or previously looked after.
2. Children who live within the school's defined catchment area. If there are more applications than places, places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
3. Children who have a brother or sister of statutory school age attending the school at the date of their admission***. If there are more applications than places, places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
4. Children attending a designated partner primary school but who live outside the catchment area of that school. If there are more applications than

places, places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.

5. Other children for whom criteria 1 to 4 above do not apply. If there are more applications than places, places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.

*Previously looked after children: looked after children who cease to be so because they were adopted or became subject to a residence order, or special guardianship order immediately following having been looked after.

**The measurement will be taken from outside the entrance to the property (house or flat) to the nearest official school entrance. A computer programme is used when undertaking the measurement.

*** A brother or a sister will be defined as a natural or legally adopted child of either parent living at the same address. In any circumstances in which there is one place available and the next eligible children for that place are twins/triplets, the LA will admit both/all children.

Requests for children to transfer between schools at periods other than the normal transfer age will be determined by applying the above admission criteria.

The LA **will not** provide transport or make any contribution towards transport costs for children admitted from outside the school's defined catchment area. However, if the catchment area is full in the year group, transport will be provided to the next nearest school with room if that school is more than 3 miles walking distance from home.

Children who have a statement of Special Educational Needs

The admissions criteria do not apply to pupils for whom the LA holds a statement of special educational needs although the rights of parents to be involved in the placement of their child are protected in law. The LA in consultation with parents and schools will determine the school at which education is to be provided. The LA reserves the right to name a school which is not the catchment area school.

Schools have a duty to admit children with a Statement of Special Educational Needs who have been placed in a school by the LA and these pupils are counted towards the number admitted up to the Admission Number unless they are placed in a Special Teaching Facility with planned places.

Voluntary Aided Schools

Requests for admission to voluntary aided schools will be determined by reference to admission criteria set by the Governing Body.

(c) **Admission Procedures – Community Schools**

Parents will be asked to apply on line or in writing, for a place for their child at the catchment school or to state a preference for an alternative placement using the Admissions form.

For transfers at other times during the school year an admissions application form must be completed and returned either electronically or by post to the School and Governor Unit in the Civic Centre.

Requests for admission will be granted provided there are places available as determined by the published Admission Number.

Where admission requests exceed the number of places available, places will be allocated by applying the LA's admission criteria.

Applications for admission to the relevant age group (i.e. the age group at which children are normally admitted to the school) submitted on or before the administrative closing date, Friday 27th November 2015 will be processed collectively. In this respect, no advantage shall be gained from the early submission of an admission request. Requests submitted after the closing date will be processed upon receipt.

Admissions will not be determined on the basis of selection criteria involving the sitting of tests, viewing of school reports, or interviewing pupils with or without parents for the purpose of assessing ability or aptitude.

The LA will be under no duty to comply with preference expressed otherwise than in accordance with its arrangements. Parents who have applied by the 27th November 2015 will be advised where they have been allocated a place on the 1st March 2016.

Right of Appeal

Parents will be informed, in writing, as to whether their application has been successful. Where their application has been refused parents will be informed in writing that they have right of appeal to an Independent Appeal Panel. If they exercise that right, the appeal must be forwarded to the School and Governor Unit at Civic Centre by Monday 4th April 2016. The appeal will be considered by an Independent Appeal Panel of 3 or 5 people comprising lay members, and persons with experience in education.

Waiting Lists

For all admissions, where parents/carers are refused a place for their child/children they are automatically placed on the waiting list and an opportunity to meet with an Independent Appeal Panel is offered. Pupils names will remain on the waiting list for the whole academic year and will only be removed if they are successful at appeal or if a parent confirms in writing that they no longer wish their child/ren's name to remain on the waiting list. If a place becomes available it will be allocated by the LA in accordance with the admissions criteria.

The LA will be under no duty to comply with preference expressed otherwise than in accordance with its arrangements.

Note: During this period the Local Authority (LA) may undertake a consultation to propose changes to a number of catchment areas.

Admissions to Sixth Form Criteria for Entry

Application Closing Date

Candidates can apply for a place at a Sixth Form at a Swansea school in the Spring Term prior to them seeking a place for the following September. Closing dates for applications will be **DATE TO BE INSERTED HERE BY SCHOOLS.**

Provisional Offer

Candidates will be offered a provisional place. This provisional place will be subject to achieving certain specified entry qualifications as published by each individual school. The schools should be contacted regarding their specific entry qualifications.

GCSE/Equivalent Results

When GCSE grades are published ie the third Thursday in August ordinarily, it will be necessary for individual pupils to contact the School of choice to confirm grades at GCSE or equivalent examination results.

Choice of Subjects

Candidates who have achieved satisfactory grades at GCSE or equivalent will be given a firm offer of a place in the Sixth Form at the school of choice where places are available. It must be noted, however, that it may not be possible to study all the chosen subjects at the school of choice. It may be necessary for students to link with a Sixth Form at another school to pursue some subject choices.

Students who have achieved satisfactory grades at GCSE or equivalent but are unable to study all subject choices at the school of choice can be offered an alternative choice of subjects being taught at the particular premises. Alternatively, these students can seek a place at an alternative venue ie another Swansea school sixth form or Gower College.

Candidates will not be required to sit an entrance interview.

Admission Limits – Sixth Forms

All school sixth forms can admit up to their Admission Number subject to students achieving a schools entry requirements (which are available from individual schools), in the year of entry ie Year 12 in Sixth Form. It would be acceptable to exceed the Admission Number if demand for available courses can be met. Parents and pupils who are refused a place at the school sixth form must be given the right of appeal.

Admission Arrangements

The arrangements for admission into Year 12 and 13 for maintained community schools are delegated to the establishments directly. Details on admission arrangements for Voluntary Aided schools may be obtained directly

from the establishments concerned and will form part of their admissions policies.

Waiting List

If a school sixth form is over-subscribed and the school cannot meet the demand for courses a waiting list will be maintained. Applicants who have met the entry criteria (see above) but who have been refused a place due to the limit on places available will be offered an opportunity to put their name on a waiting list. In the event that a place/s become/s available, candidates whose name are on the waiting list will be offered a place in accordance with the admission criteria (see below).

Admission Criteria

For pupils who achieve the specified entry qualifications, where more applications have been received for any school sixth form than there are places available, the following order of priority will apply:

1. Pupils who are looked after by the Local Authority (LAC) or are previously looked after*.
2. Pupils who live within the school's defined catchment area. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority.**
3. Pupils who have a brother or sister of statutory school age *** attending the school at the date of their admission ****. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority **
4. Pupils who attended the school in year 11 but who live outside the catchment area of that school. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority.**
5. Other pupils for whom a place has been requested for whom criteria 1 to 4 above do not apply. . If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority.**

*Previously looked after children: looked after children who cease to be so because they were adopted or became subject to a residence order, or special guardianship order immediately following having been looked after.

**All distances are measured electronically taking the distance from home to school by the shortest available walking route. The measurements will be taken from outside the entrance of the property (house or flat) to the nearest official school entrance.

***Statutory school age is defined as pupils who are between age 5 and 16 ie pupils in any year group between and including Reception to Year 11.

****A brother or sister will be defined as a natural or legally adopted child of either parent living at the same address. In any circumstances in which there is one place available and the next eligible pupils are twins/triplets then the LA will admit both/all pupils.

NOTE: A small number of pupils with statements of SEN may transfer to sixth forms in Swansea schools. The decision to transfer is made by the Local Authority in consultation with the relevant school.

Note: *During this period the Local Authority (LA) may undertake a consultation to propose changes to a number of catchment areas.*



Education Department / Adran Addysg

**SCHEDULE OF EVENTS FOR ADMISSION ARRANGEMENTS 2016/2017
PRIMARY SCHOOLS**

5 January 2015	Issue of admission arrangements to schools for consultation.
4 February 2015	Return of responses to LA
5 February – 6 February 2015	Period to resolve queries
24 February 2015	Report of consultation to Corporate Briefing.
17 March 2015	Report of consultation to Cabinet
31 March 2015	Determination of Admission arrangements by Council
14 September – 25 September 2015	Distribution to schools of “Information for Parents”
25 September 2015	Schools issue to parents “Information for Parents” booklets
11 January 2016	Parents are invited to apply for a school place
11 January 2016 – 4 March 2016	A period of 8 weeks for parents to make their admission applications
4 March 2016	Parental deadline for parents to return forms to the School and Governor Unit, Civic Centre
7 March 2016 – 21 April 2016	LA process requests
23 April 2016	LA notifies applicants
EASTER HOLIDAY 25 March – 8 April 2016	
20 May 2016	Date by which parents lodge appeal



Education Department / Adran Addysg

**SCHEDULE OF EVENTS FOR ADMISSION ARRANGEMENTS 2016/2017
SECONDARY SCHOOLS (Years 7 – 11)**

5 January 2015	Issue of admission arrangements to schools for consultation.
4 February 2015	Return of responses to LA
5 February – 6 February 2015	Period to resolve queries
24 February 2015	Report of consultation to Corporate Briefing.
17 March 2015	Report of consultation to Cabinet.
31 March 2015	Determination of Admission arrangements by Council.
14 September – 25 September 2015	Distribution to schools of “Information for Parents”.
25 September 2015	Schools issue to parents “Information for Parents” booklets.
28 September 2015	Parents are invited to apply for a school place.
28 September – 27 November 2015	A period of 8 weeks for parents to make their admission applications.
27 November 2015	Parental deadline for parents to return forms to the School & Governor Unit.
1 March 2016	Applicants notified.
HALF TERM HOLIDAY 15 – 19 February 2016	
4 April 2016	Date by which parents lodge an appeal.

**CITY AND COUNTY OF SWANSEA
PRIMARY SCHOOLS**

**ADMISSION NUMBERS
2016/2017**

Birchgrove Primary	60
Bishopston Primary	38
Blaenymaes Primary	36
Brynhyfryd Primary	60
Brynmill Primary	45
Burlais Primary	75
Cadle Primary	51
Casllwchwr Primary	30
Christchurch Ch. in Wales	13
Cila Primary	16
Clase Primary	36
Clwyd Primary	37
Clydach Primary	39
Craigcefnparc Primary	15
Craigfelen Primary	24
Crwys Primary	26
Cwm Glas Primary	40
Cwmrhydyceirw Primary	60
Danygraig Primary	40
Dunvant Primary	46
Gendros Primary	43
Glais Primary	15
Glyncollen Primary	30
Gors Community	44
Gorseinon Primary	49
Gowerton Primary	45
Grange Primary	30
Gwrosydd Primary	58
Hafod Primary	30
Hendrefoilan Primary	30
Knelston Primary	19
Llangyfelach Primary	30
Llanrhidian Primary	19
Mayals Primary	30
Morrison Primary	26
Newton Primary	30
Oystermouth Primary	30
Parkland Primary	60
Pen y Fro Primary	27

Penclawdd Primary	29
Pengelli Primary	11
Penllergaer Primary	45
Pennard Primary	30
Pentrechwyth Primary	19
Pentre'r Graig Primary	53
Penyrheol Primary	35
Plasmarl Primary	26
Pontarddulais Primary	60
Pontlliw Primary	26
Pontybrenin Primary	45
Portmead Primary	34
Sea View Community Primary	29
Sketty Primary	60
St. David's Primary	30
St. Helen's Primary	29
St. Illtyd's Primary	30
St. Joseph's Cathedral Primary	60
St. Joseph's Primary (Clydach)	30
St. Thomas' Primary	51
Talycopa Primary	28
Terrace Road Primary	44
Townhill Primary	60
Trallwn Primary	35
Tre Uchaf Primary	29
Waun Wen Primary	28
Waunarlwydd Primary	41
Whitestone Primary	27
Ynystawe Primary	24
YGG Bryniago	31
YGG Bryn-y-Mor	37
YGG y Cwm	27
YGG Felindre	11
YGG Gellionnen	43
YGG Llwynderw	45
YGG Lon Las	71
YGG Pontybrenin	67
YGG Tan-y-Lan	14
YGG Tirdeunaw	59
YGG Y Login Fach	30

**CITY AND COUNTY OF SWANSEA
SECONDARY SCHOOLS**

**ADMISSION NUMBERS
2016/2017**

Birchgrove	163
Bishop Gore	232
Bishop Vaughan	203
Bishopston	218
Cefn Hengoed	134
Dylan Thomas	127
Gowerton	217
Morrison	216
Olchfa	275
Pentrehafod	200
Penyrheol	195
Pontarddulais	160
Y G Bryn Tawe	182
Y G Gwyr	144

Trefniadau Derbyn 2016/2017 (Dosbarthiadau meithrin yn ysgolion yr awdurdod lleol)

Ceisiadau Lleoli Cychwynnol, Dewis Rhieni a Throsglwyddo
Yr awdurdod lleol, yr AALI, yw'r awdurdod derbyn ar gyfer holl ysgolion cymunedol yr ardal.

Derbyn i Ddosbarthiadau Meithrin
Gwahoddir pob plentyn sydd ar fin dechrau addysg rhan-amser mewn dosbarth meithrin yn un o ysgolion yr ALI i wneud cais am le yn ysgol y dalgylch a gynhelir gan yr ALI.

Gall rhieni naill ai wneud cais am le yn ysgol y dalgylch drwy lythyr neu fynegi dewis am le mewn ysgol arall. Caniateir ceisiadau am le dewisol os na fydd gwneud hynny yn peryglu darparu addysg effeithlon neu'r defnydd effeithlon o adnoddau.

Rhoddir y flaenoriaeth i'r rhieni hynny sy'n mynegi eu dewis am le mewn unrhyw ysgol ar-lein neu drwy lythyr erbyn 4 Mawrth 2016 dros y rhai nad ydynt.

(a) Cyfyngiadau Derbyn – Ysgolion Cymunedol

Mae'n rhaid i bob ysgol dderbyn hyd at y Nifer Derbyn ym mlwyddyn y derbyn. Fel arfer, ym mlwyddyn y derbyn, gwrthodir lle i blentyn ar ôl cyrraedd y Nifer Derbyn. Nid oes gan rieni'r **hawl i apelio** yn erbyn gwrthod lle i blentyn yn y dosbarth meithrin.

Mae'n bosib y bydd nifer y lleoedd meithrin sydd ar gael yn wahanol i'r Rhif Derbyn ar gyfer gweddi y grwpiau blwyddyn mewn ysgol (Derbyn-Blwyddyn 6).

(b) Meini Prawf Derbyn – Ysgolion Cymunedol

Os cafwyd mwy o geisiadau mewn ysgol na'r lleoedd sydd ar gael, bydd y drefn flaenoriaeth ganlynol yn berthnasol:

1. Plant sydd yng ngofal yr Awdurdod Lleol (ALI), h.y. Plant sy'n Derbyn Gofal (PSDG) neu'r rhai a oedd yn derbyn gofal*.
2. Plant sy'n byw yn nalgylch penodol yr ysgol. Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn nhrefn pellter, gyda'r rhai sy'n byw agosaf at yr ysgol (y daith gerdded fyrraf) yn cael blaenoriaeth**.
3. Plant y mae eu brawd neu eu chwaer o oedran ysgol statudol yn mynd i'r ysgol ar adeg eu derbyn***.
4. Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn nhrefn pellter, gyda'r rhai sy'n byw agosaf at yr ysgol (y daith gerdded fyrraf) yn cael blaenoriaeth**.
5. Plant eraill y gwnaed cais am le drostynt nad yw meini prawf 1 i 3 uchod yn berthnasol iddynt. Os bydd mwy o geisiadau na lleoedd, caiff

y lleoedd eu dyrannu yn nhrefn pellter, gyda'r rhai sy'n byw agosaf at yr ysgol (y daith gerdded fyrraf) yn cael blaenoriaeth**.

*Plant a oedd yn derbyn gofal: plant a oedd yn derbyn gofal ond mae'r gofal wedi dod i ben oherwydd eu bod wedi cael eu mabwysiadu neu y gwnaed gorchymyn preswyl, neu orchymyn gwarcheidwaeth arbennig yn eu cylch yn syth ar ôl iddynt dderbyn gofal.

** Defnyddir y mesuriadau a gymerir o'r tu allan i fynedfa'r eiddo (tŷ neu fflat) i fynedfa swyddogol agosaf yr ysgol. Defnyddir rhaglen gyfrifiadur i fesur y pellter.

*** Diffinnir brawd neu chwaer fel plentyn naturiol neu blentyn sydd wedi'i fabwysiadu'n gyfreithlon gan y naill riant neu'r llall sy'n byw yn yr un cyfeiriad. Mewn unrhyw sefyllfa pan fydd un lle ar gael ac mae'r plant cymwys nesaf ar gyfer y lle hwnnw'n efeilliaid/tripledi, bydd yr AALI yn derbyn y ddau/tri phlentyn.

Sylwer bod gan ysgolion ddyletswydd i dderbyn plant â Datganiad o Anghenion Addysgol Arbennig sydd wedi'u gosod yn yr ysgol gan yr ALI a chaiff y disgyblion hyn eu cyfrif tuag at y nifer a dderbynnir hyd at y Nifer Derbyn, oni bai eu bod yn cael eu gosod mewn Cyfleuster Addysgu Arbenigol â lleoedd cynlluniedig.

Penderfynir ar geisiadau i ysgolion a gynorthwyr yn wirfoddol trwy gyfeirio at y meini prawf derbyn a osodwyd gan y corff llywodraethu. Cyrff llywodraethu ysgolion a gynorthwyr yn wirfoddol sy'n gyfrifol am bennu eu trefniadau derbyn eu hunain.

Penderfynir ar geisiadau i drosglwyddo plant o un ysgol i'r llall ar adegau ar wahân i'r oed trosglwyddo arferol trwy ddefnyddio'r meini prawf derbyn uchod

(c) Gweithdrefnau Derbyn - Ysgolion Cymunedol

Gofynnir i rieni wneud cais drwy lythyr am le i'w plentyn yn ysgol y dalgylch neu ar gyfer lleoliad drwy ddewis ar ffurflen cais am dderbyn.

Bodlonir ceisiadau am le ar yr amod bod lleoedd ar gael. Os yw nifer y ceisiadau yn fwy na'r nifer o leoedd sydd ar gael, caiff lleoedd eu dyrannu'n unol â meini prawf derbyn yr ALI.

Ni fydd hawl awtomatig gan blant sy'n mynd i ddsbarth meithrin mewn ysgol ac sy'n byw y tu allan i'r dalgylch dderbyn addysg amser llawn yn yr un ysgol. Bydd rhaid i rieni wneud cais am le gyda'r ymgeiswyr eraill.

Bydd ceisiadau am gael eu derbyn i'r grŵp oedran perthnasol (h.y. grŵp oedran y caniateir derbyn y plant i'r ysgol fel arfer) a gyflwynir ar y dyddiad cau, sef dydd Gwener 4 Mawrth 2016, neu cyn hynny, yn cael eu prosesu ar y cyd, a dyrennir lleoedd yn unol â'r meini prawf derbyn uchod. Yn hyn o beth, nid oes unrhyw fantais i gyflwyno'r cais derbyn yn gynnar. Caiff ceisiadau a gyflwynir wedi'r dyddiad cau eu prosesu wrth gael eu derbyn.

Ni cheir penderfyniadau ar geisiadau ar sail meini prawf dewis sy'n cynnwys sefyll profion, gweld adroddiadau ysgol, neu gyfweid â disgyblion gyda neu heb eu rhieni at ddibenion asesu gallu neu dueddfryd.

Bydd rhieni sydd wedi cyflwyno cais erbyn 4 Mawrth 2016 yn cael gwybod ble y dynodwyd lle iddynt erbyn 23 Ebrill 2016.

Rhestrau Aros

Yn achos pob cais, os gwrthodir lle i blentyn mewn ysgol, caiff y plentyn ei roi ar y rhestr aros yn awtomatig. Caiff enwau disgyblion eu cadw ar y rhestr aros am y flwyddyn academaidd gyfan ac ni chaiff eu dileu oni bai bod rhiant yn cadarnhau'n ysgrifenedig nad yw'n dymuno i enw ei blentyn/blant gael ei gadw ar y rhestr aros mwyach. Os daw lle ar gael, caiff ei ddyrannu gan yr ALI yn unol â'r meini prawf derbyn.

Os gwrthodir lle i blentyn mewn ysgol, caiff y plentyn ei roi ar y rhestr aros a

Ni fydd rhaid i'r ALI gydymffurfio ag unrhyw ddewis a fynegwyd fel arall ond yn unol â'i drefniadau'n unig.

DS: Nid yw'r meini prawf derbyn yn berthnasol i ddisgyblion y mae gan yr ALI Ddatganiad o Anghenion Addysgol Arbennig ar eu cyfer, ond mae hawliau'r rhieni i fod yn rhan wrth leoli eu plant wedi'u hamddiffyn gan y gyfraith. Bydd yr ALI, mewn ymgynghoriad â rhieni ac ysgolion, yn penderfynu ym mha ysgol y bydd yr addysg yn cael ei darparu. Mae'r ALI yn cadw'r hawl i enwi ysgol nad yw'n ysgol y dalgylch.

Sylwer *Yn ystod y cyfnod hwn, mae'n bosib y bydd yr Awdurdod Lleol (ALI) yn cynnal ymgynghoriad er mwyn cynnig newidiadau i nifer o ddalgylchoedd.*

TREFNIADAU DERBYN 2016/2017 (Cynradd)

Lleoli Cychwynnol, Dewis Rhieni a Ceisiadau Throsglwyddo

Yr Awdurdod Addysg Lleol, yr AALI, yw'r awdurdod derbyn ar gyfer holl ysgolion cymunedol yr ardal.

Derbyn i Ysgolion Cynradd Cymunedol

Bydd pob plentyn sydd ar fin dechrau addysg amser llawn yn cael ei wahodd i wneud cais am le yn ysgol y dalgylch a gynhelir gan yr ALLI.

Gall rhieni naill ai gwneud cais ar-lein neu drwy lythyr am le yn ysgol y dalgylch neu fynegi dewis am le mewn ysgol arall. Caniateir lleoliad drwy ddewis os na fydd gwneud hynny yn:

- peryglu darparu addysg effeithlon neu'r defnydd effeithlon o adnoddau, ac
- ar gyfer ysgolion gwirfoddol a gynorthwyir, yn anghyson â'r trefniadau derbyn a gytunwyd rhwng y Corff Llywodraethu a'r ALLI.

Rhoddir y flaenoriaeth i'r rhieni hynny sy'n mynegi eu dewis ar-lein neu drwy lythyr am le mewn unrhyw ysgol.

(d) Cyfyngiadau Derbyn – Ysgolion Cymunedol

Mae'n rhaid i bob ysgol dderbyn hyd at ei Nifer Derbyn ym mlwyddyn y derbyn (h.y. Derbyn mewn ysgolion cynradd). Ym mlwyddyn y derbyn, gwrthodir lle i blentyn ar ôl cyrraedd y Nifer Derbyn. Os gwrthodir lle yn yr ysgol, mae'n rhaid rhoi hawl apelio i'r rhieni hynny.

Mae'r Nifer Derbyn yn berthnasol i bob grŵp blwyddyn.

(e) Meini Prawf Derbyn - Ysgolion Cymunedol

Os cafwyd mwy o geisiadau mewn ysgol na'r lleoedd sydd ar gael, bydd y drefn flaenoriaeth ganlynol yn berthnasol:

1. Plant sydd yng ngofal yr Awdurdod Lleol, h.y. Plant sy'n Derbyn Gofal (PSDG) neu'r rhai a oedd yn derbyn gofal*.
2. Plant sy'n byw yn nalgylch penodol yr ysgol. Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn nhrefn pellter, gyda'r rhai sy'n byw agosaf at yr ysgol (y daith gerdded fyrraf) yn cael blaenoriaeth**.
3. Plant y mae eu brawd neu eu chwaer o oedran ysgol statudol yn mynd i'r ysgol ar adeg eu derbyn.*** .Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn nhrefn pellter, gyda'r rhai sy'n

byw agosaf at yr ysgol (y daith gerdded fyrraf) yn cael blaenoriaeth**.

4. Plant eraill y gwnaed cais am le drostynt nad yw meini prawf 1 i 4 uchod yn berthnasol iddynt. Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn nhrefn pellter, gyda'r rhai sy'n byw agosaf at yr ysgol (y daith gerdded fyrraf) yn cael blaenoriaeth**

*Plant a oedd yn derbyn gofal: plant a oedd yn derbyn gofal ond mae'r gofal wedi dod i ben oherwydd eu bod wedi cael eu mabwysiadu neu y gwnaed gorchymyn preswyl, neu orchymyn gwarcheidwaeth arbennig yn eu cylch yn syth ar ôl iddynt dderbyn gofal.

**Defnyddir y mesuriadau a gymerir o'r tu allan i fynedfa'r eiddo (tŷ neu fflat) i fynedfa swyddogol agosaf yr ysgol. Defnyddir rhaglen gyfrifiadur i fesur y pellter.

***Diffinnir brawd neu chwaer fel plentyn naturiol neu blentyn sydd wedi'i fabwysiadu'n gyfreithlon gan y naill riant neu'r llall sy'n byw yn yr un cyfeiriad. Mewn unrhyw amgylchiadau pan fydd un lle ar gael, ac mae'r plant cymwys nesaf yn efeilliaid/tripledi, yna bydd yr AALI yn derbyn y ddau/pob plentyn.

Penderfynir ar geisiadau i drosglwyddo plant o un ysgol i'r llall ar adegau ar wahân i'r oed trosglwyddo arferol drwy ddefnyddio'r meini prawf derbyn uchod.

Ni fydd yr ALI yn darparu cludiant nac yn cyfrannu at gostau cludiant ar gyfer y plant sy'n cael eu derbyn o'r tu allan i ddalgylch penodol yr ysgol. Serch hynny, os yw grŵp blwyddyn ysgol y dalgylch yn llawn, darperir cludiant i'r ysgol agosaf y mae lle ynddi, os yw'r ysgol honno'n fwy na 2 filltir o'r cartref.

Plant â datganiad o Anghenion Addysgol Arbennig

Nid yw'r meini prawf derbyn yn berthnasol i ddisgyblion y mae gan yr ALI ddatganiad o anghenion addysgol arbennig ar eu cyfer, ond mae hawliau'r rhieni i fod yn rhan o leoli eu plant wedi'u hamddiffyn gan y gyfraith. Bydd yr ALI, mewn ymgynghoriad â rhieni ac ysgolion, yn penderfynu ym mha ysgol y bydd yr addysg yn cael ei darparu. Mae'r ALI yn cadw'r hawl i enwi ysgol nad yw'n ysgol y dalgylch.

Sylwer bod gan ysgolion ddyletswydd i dderbyn plant â Datganiad o Anghenion Addysgol Arbennig sydd wedi'u gosod yn yr ysgol gan yr AALI a chaiff y disgyblion hyn eu cyfrif tuag at y nifer a dderbynnir hyd at y Rhif Derbyn, oni bai eu bod yn cael eu gosod mewn Cyfleuster Addysgu Arbenigol â lleoedd cynlluniedig.

Ysgolion a Gynorthwyr yn Wirfoddol

Penderfynir ar geisiadau i ysgolion gwirfoddol a gynorthwyr drwy gyfeirio at y meini prawf derbyn a osodwyd gan y Corff Llywodraethu. (Cyrff Llywodraethu Ysgolion Gwirfoddol a Gynorthwyr sy'n gyfrifol am bennu eu trefniadau derbyn hwy).

(f) **Gweithdrefnau Derbyn – Ysgolion Cymunedol**

Gofynnir i rieni wneud cais ar-lein neu drwy lythyr am le i'w plentyn yn ysgol y dalgylch neu ar gyfer lleoliad drwy ddewis ar ffurflen cais am dderbyn.

Rhoddir lle mewn ysgol os oes lle ar gael. Os ceir mwy o geisiadau na'r lleoedd sydd ar gael yn ôl y Rhif Derbyn cyhoeddedig, dyrennir y geisiadau yn ôl meini prawf derbyn yr AALI.

Ni fydd gan blant sy'n mynd i ddosbarth meithrin mewn ysgol hawl awtomatig i addysg amser llawn yn yr un ysgol. Bydd yn rhaid i rieni wneud cais am le gyda'r ymgeiswyr eraill.

Er bod yr ALI yn caniatáu i ddisgyblion ddechrau yn y Derbyn amser llawn ar ddechrau'r flwyddyn y byddant yn cyrraedd eu pen-blwydd yn bump oed, nid yw'n ofynnol yn ôl y gyfraith i blentyn ddechrau yn yr ysgol tan ddechrau'r tymor wedi iddo gyrraedd pum mlwydd oed. Felly, os yw rhiant y plentyn am ohirio mynediad i'r dosbarth Derbyn tan yn ddiweddarach yn y flwyddyn ysgol, mae'n rhaid dyrannu lle i'r plentyn hwnnw, ac ni chynigir y lle hwn i unrhyw blentyn arall. Sut bynnag, ni ellir gohirio mynediad ar ôl dechrau'r tymor wedi pen-blwydd y plentyn yn bum mlwydd oed, neu y tu hwnt i'r flwyddyn academaidd y derbyniwyd y cais gwreidiol ynddi.

Prosesir geisiadau derbyn i'r grŵp oedran perthnasol (h.y. y grŵp oedran y caiff plant eu derbyn i'r ysgol fel arfer) a gyflwynir ar, neu cyn y dyddiad cau gweinyddol, sef dydd Gwener 4 Mawrth, 2016 gyda'i gilydd, a dyrennir y lleoedd yn unol â'r meini prawf derbyn uchod. Yn hyn o beth, nid oes unrhyw fantais i gyflwyno'r cais derbyn yn gynnar. Caiff geisiadau a gyflwynir wedi'r dyddiad cau eu prosesu wrth gael eu derbyn.

Ni cheir penderfyniadau ar geisiadau ar sail meini prawf dewis sy'n cynnwys sefyll profion, gweld adroddiadau ysgol, neu gyfweld â disgyblion gyda neu heb eu rhieni at ddibenion asesu gallu neu dueddfryd. Bydd rhieni sydd wedi cyflwyno cais erbyn 4 Mawrth 2016 yn cael gwybod ble y dynodwyd lle iddynt erbyn 23 Ebrill 2016.

Yr Hawl i Apelio

Caiff rhieni eu hysbysu drwy lythyr ynglŷn ag a fu eu cais yn llwyddiannus ai peidio. Os gwrthodwyd eu cais, hysbysir rhieni bod ganddynt hawl i apelio i Banel Apêl Annibynnol. Os byddant yn dewis defnyddio'r hawl honno, rhaid cyflwyno'r apêl i'r Uned Ysgolion a Llywodraethwyr yn Neuadd y Ddinas erbyn dydd Gwener 20 Mai 2016. Caiff yr apêl ei ystyried gan Banel Apêl Annibynnol sy'n cynnwys 3 i 5 person, sef pobl lleyg a phobl â phrofiad o faes addysg.

Sylwer:

Oherwydd uchafswm statudol maint dosbarthiadau, sef 30, mae'r amgylchiadau lle gall apêl am le mewn dosbarth Babanod (Derbyn, Blwyddyn 1 a Blwyddyn 2) lwyddo yn gyfyngedig iawn.

Rhestrau Aros

Os gwrthodir lle i blentyn mewn ysgol, caiff y plentyn ei roi ar y rhestr aros a chynigir cyfle i gwrdd â Phanel Apêl Annibynnol. Bydd enw disgybl yn parhau ar y rhestr aros am y flwyddyn academaidd gyfan a bydd yn cael ei ddileu os bydd apêl yn llwyddiannus neu os bydd rhiant yn cadarnhau'n ysgrifenedig nad yw bellach am i'w blentyn barhau ar y rhestr aros. Os bydd lle ar gael, caiff ei ddyrannu gan yr ALI yn unol â'r meini prawf derbyn.

Ni fydd dyletswydd ar yr ALI i gydymffurfio â'r dewis a fynegir oni bai ei fod yn unol â'i drefniadau.

Sylwer *Yn ystod y cyfnod hwn, mae'n bosib y bydd yr Awdurdod Lleol (ALI) yn cynnal ymgynghoriad er mwyn cynnig newidiadau i nifer o ddalgylchoedd.*

TREFNIADAU DERBYN 2016/2017 (Blynyddoedd Uwchradd 7-11)

Lleoli Cychwynnol, Dewis Rhieni a Cheisiadau Trosglwyddo

Yr Awdurdod Lleol, yr ALL, yw'r awdurdod derbyn ar gyfer holl ysgolion cymunedol yr ardal.

Gwahoddir pob plentyn sydd ar fin trosglwyddo o addysg gynradd i uwchradd i wneud cais am le yn ysgol y dalgylch a gynhelir gan yr ALL.

Gall rhieni wneud cais am le yn ysgol y dalgylch ar-lein neu'n ysgrifenedig neu fynegi dewis am le mewn ysgol arall. Caniateir lleoliad trwy ddewis os na fydd:

- yn peryglu darparu addysg effeithlon neu'r defnydd effeithlon o adnoddau, ac
- ar gyfer ysgolion a gynorthwyir yn wirfoddol, yn anghyson â'r trefniadau derbyn a gytunwyd rhwng y Corff Llywodraethu a'r ALL.

Rhoddir blaenoriaeth i'r rhieni sy'n mynegi dewis ar-lein neu'n ysgrifenedig am le mewn unrhyw ysgol dros y rhai sydd heb fynegi dewis.

(a) **Terfynau Derbyn – Ysgolion Cymunedol**

Pennir argaeledd lleoedd trwy gyfeirio at Nifer Derbyn yr ysgol. Mae'n rhaid i ysgolion dderbyn hyd at y Nifer Derbyn ym mlwyddyn y derbyn ac mae'n rhaid peidio â mynd dros y nifer hwn.

Mae'r Nifer Derbyn yn berthnasol i bob grŵp blwyddyn.

(b) **Meini Prawf Derbyn – Ysgolion Cymunedol**

Os cafwyd mwy o geisiadau ar gyfer ysgol na'r lleoedd sydd ar gael, bydd y drefn flaenoriaeth ganlynol yn berthnasol:

1. Plant sydd yng ngofal yr Awdurdod Lleol, h.y. Plant sy'n Derbyn Gofal (PDG) neu'r rhai a oedd yn derbyn gofal*.
2. Plant sy'n byw yn nalgylch penodol yr ysgol. Os bydd mwy o geisiadau na lleoedd, caiff lleoedd eu dyrannu yn nhrefn pellter, gyda'r rhai sy'n byw agosaf at yr ysgol (y llwybr cerdded byrraf sydd ar gael) yn cael blaenoriaeth**.
3. Plant y mae eu brawd neu eu chwaer o oedran ysgol statudol yn mynd i'r ysgol ar adeg eu derbyn***. Os bydd mwy o geisiadau na lleoedd, caiff lleoedd eu dyrannu yn nhrefn pellter, gyda'r rhai sy'n byw agosaf at yr ysgol (y llwybr cerdded byrraf sydd ar gael) yn cael blaenoriaeth**.
4. Plant sy'n mynychu ysgol gynradd bartner ddynodedig ond sy'n byw y tu allan i ddalgylch yr ysgol honno. Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn nhrefn pellter, gyda'r rhai sy'n byw agosaf at yr ysgol yn cael blaenoriaeth**.

5. Plant eraill nad yw meini prawf 1 i 4 uchod yn berthnasol iddynt. Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn nhrefn pellter, gyda'r rhai sy'n byw agosaf at yr ysgol yn cael blaenoriaeth**.

*Plant a oedd yn derbyn gofal: plant a oedd yn derbyn gofal ond mae'r gofal wedi dod i ben oherwydd eu bod wedi cael eu mabwysiadu neu y gwnaed gorchymyn preswyl, neu orchymyn gwarcheidwaeth arbennig yn eu cylch yn syth ar ôl iddynt dderbyn gofal.

**Mesurir y pellter o'r tu allan i fynedfa'r eiddo (tŷ neu fflat) i fynedfa swyddogol agosaf yr ysgol. Defnyddir rhaglen gyfrifiadur i fesur y pellter.

*** Diffinnir brawd neu chwaer fel plentyn naturiol neu blentyn sydd wedi'i fabwysiadu'n gyfreithlon gan y naill riant neu'r llall sy'n byw yn yr un cyfeiriad. Mewn sefyllfa pan fo un lle ar gael, ac mae'r plant cymwys nesaf yn efeilliaid/dripledi, bydd yr ALI yn derbyn y ddau/tri phlentyn.

Penderfynir ar geisiadau i drosglwyddo plant o un ysgol i'r llall ar adegau heblaw am yr oedran trosglwyddo arferol trwy ddefnyddio'r meini prawf derbyn uchod.

Ni fydd yr ALI yn darparu cludiant nac yn cyfrannu at gostau cludiant ar gyfer plant sy'n cael eu derbyn o'r tu allan i ddalgyrch penodol yr ysgol. Serch hynny, os yw grŵp blwyddyn ysgol y dalgyrch yn llawn, darperir cludiant i'r ysgol agosaf y mae lle ynddi, os yw'r ysgol yn fwy na 3 milltir o bellter cerdded o'r cartref.

Plant â datganiad o Anghenion Addysgol Arbennig

Nid yw'r meini prawf derbyn yn berthnasol i ddisgyblion y mae gan yr ALI ddatganiad o anghenion addysgol arbennig ar eu cyfer, ond mae hawliau'r rhieni i fod yn rhan o leoli eu plant wedi'u hamddiffyn gan y gyfraith. Bydd yr ALI, mewn ymgynghoriad â rhieni ac ysgolion, yn penderfynu ym mha ysgol y bydd yr addysg yn cael ei darparu. Mae'r ALI yn cadw'r hawl i enwi ysgol nad yw'n ysgol y dalgyrch.

Mae gan ysgolion ddyletswydd i dderbyn plant â Datganiad o Anghenion Addysgol Arbennig sydd wedi'u rhoi mewn ysgol gan yr ALI a chaiff y disgyblion hyn eu cyfrif tuag at y nifer a dderbynnir hyd at y Nifer Derbyn, oni bai eu bod yn cael eu rhoi mewn Cyfleuster Addysgu Arbenigol â lleoedd cynlluniedig.

Ysgolion a Gynorthwyir yn Wirfoddol

Penderfynir ar geisiadau i ysgolion a gynorthwyir yn wirfoddol trwy gyfeirio at y meini prawf derbyn a bennwyd gan y Corff Llywodraethu.

(c) Trefniadau Derbyn – Ysgolion Cymunedol

Gofynnir i rieni wneud cais ar-lein neu'n ysgrifenedig am le i'w plentyn yn ysgol y dalgylch neu ar gyfer lleoliad arall trwy ddewis ar ffurflen cais am dderbyn.

Ar gyfer trosglwyddo ar adegau eraill yn ystod y flwyddyn ysgol, mae'n rhaid llenwi ffurflen gais a'i dychwelyd i'r Uned Ysgolion a Llywodraethwyr yn y Ganolfan Ddinesig.

Rhoddir lle mewn ysgol os oes lle ar gael fel a bennir gan y Nifer Derbyn cyhoeddedig.

Lle mae'r ceisiadau am leoedd yn fwy na nifer y lleoedd sydd ar gael, dyrennir y lleoedd yn ôl meini prawf derbyn yr ALI.

Bydd ceisiadau am leoedd yn y grŵp oedran perthnasol (h.y. y grŵp oedran y caiff plant eu rhoi ynddo yn yr ysgol fel arfer) a gyflwynir ar neu cyn y dyddiad cau gweinyddol, sef dydd Gwener 27 Tachwedd 2015, yn cael eu prosesu gyda'i gilydd. Yn hyn o beth, nid oes unrhyw fantais i gyflwyno'r cais yn gynnar. Bydd ceisiadau a gyflwynir wedi'r dyddiad cau'n cael eu prosesu ar ôl eu derbyn.

Ni cheir penderfyniadau ar geisiadau ar sail meini prawf dewis sy'n cynnwys sefyll profion, gweld adroddiadau ysgol, neu gyfweld â disgyblion gyda neu heb eu rhieni at ddibenion asesu gallu neu dueddfryd.

Ni fydd dyletswydd ar yr ALI i gydymffurfio â'r dewis a fynegir oni bai ei fod yn unol â'i drefniadau. Bydd rhieni sydd wedi cyflwyno cais erbyn 27 Tachwedd 2015 yn cael gwybod ble y dynodwyd lle iddynt erbyn 1 Mawrth 2016.

Yr Hawl i Apelio

Caiff rhieni eu hysbysu trwy lythyr a fu eu cais yn llwyddiannus. Os gwrthodwyd eu cais, hysbysir rhieni bod ganddynt hawl i apelio i Banel Apêl Annibynnol. Os byddant yn dewis arfer yr hawl honno, mae'n rhaid cyflwyno'r apêl i'r Uned Ysgolion a Llywodraethwyr yn y Ganolfan Ddinesig erbyn dydd Llun 1 Ebrill 2016. Caiff yr apêl ei ystyried gan Banel Apêl Annibynnol â rhwng 3 a 5 person, sef pobl leyg a phobl â phrofiad o faes addysg.

Rhestrau Aros

Os gwrthodir lle i blentyn mewn ysgol, caiff y plentyn ei roi ar y rhestr aros a chynigir cyfle i gwrdd â Phanel Apêl Annibynnol. Bydd enw disgybl yn parhau ar y rhestr aros am y flwyddyn academaidd gyfan a bydd yn cael ei ddileu os bydd apêl yn llwyddiannus neu os bydd rhiant yn cadarnhau'n ysgrifenedig nad yw bellach am i'w blentyn barhau ar y rhestr aros. Os bydd lle ar gael, caiff ei ddyrannu gan yr ALI yn unol â'r meini prawf derbyn.

Ni fydd dyletswydd ar yr ALI i gydymffurfio â'r dewis a fynegir oni bai ei fod yn unol â'i drefniadau.

Sylwer *Yn ystod y cyfnod hwn, mae'n bosib y bydd yr Awdurdod Lleol (ALI) yn cynnal ymgynghoriad er mwyn cynnig newidiadau i nifer o ddalgylchoedd.*

Derbyniadau i'r Chweched Dosbarth Meini Prawf Mynediad

Dyddiad Cau ar gyfer Derbyn Ceisiadau

Gall ymgeiswyr wneud cais am le mewn chweched dosbarth yn un o ysgolion Abertawe yn nhymor y gwanwyn ar gyfer y mis Medi canlynol. Y dyddiadau cau ar gyfer derbyn ceisiadau fydd **DYDDIAD I'W ROI YMA GAN YR YSGOLION.**

Cynnig Dros Dro

Cynigir lle dros dro i ymgeiswyr. Bydd y lle dros dro hwn yn amodol ar gyflawni cymwysterau mynediad penodol fel a gyhoeddir gan bob ysgol unigol. Dylid cysylltu â'r ysgolion ynglŷn â'u cymwysterau mynediad penodol.

Canlyniadau TGAU/Cyferwerth

Pan gyhoeddir graddau TGAU, sef y trydydd dydd lau ym mis Awst fel arfer, bydd angen i ddisgyblion unigol gysylltu â'r ysgol o'i ddewis i gadarnhau graddau TGAU neu ganlyniadau arholiad cyferwerth.

Dewis o Bynciau

Bydd ymgeiswyr sydd wedi cyflawni graddau boddhaol mewn arholiadau TGAU neu gyferwerth yn cael cynnig pendant o le yn y chweched dosbarth yn yr ysgol o'u dewis os bydd lleoedd ar gael. Fodd bynnag, dylid nodi y gallai fod yn amhosib astudio pob un o'r pynciau a ddewiswyd yn yr ysgol a ddewiswyd. Gallai fod angen i fyfyrwyr gysylltu â chweched dosbarth mewn ysgol arall i astudio rhai pynciau o'u dewis.

Mae'n bosib y bydd myfyrwyr sydd wedi cyflawni graddau boddhaol mewn arholiadau TGAU neu gyferwerth ond nad ydynt yn gallu astudio'r holl bynciau o'u dewis yn yr ysgol o'u dewis yn cael cynnig dewis arall o'r pynciau sy'n cael eu haddysgu yn y lleoliad hwnnw. Neu gall y myfyrwyr hyn geisio lle mewn lleoliad arall, h.y. chweched dosbarth mewn ysgol arall yn Abertawe neu yng Ngholeg Gŵyr.

Ni fydd gofyn i ymgeiswyr gael cyfweiliad mynediad.

Terfynau Mynediad – Chweched Dosbarth

Gall pob chweched dosbarth mewn ysgol dderbyn hyd at eu Nifer Derbyn ar yr amod bod y myfyrwyr yn cyflawni gofynion mynediad yr ysgol (sydd ar gael gan bob ysgol unigol) yn y flwyddyn fynediad h.y. Blwyddyn 12 yn y chweched dosbarth. Byddai'n dderbyniol mynd y tu hwnt i'r Nifer Derbyn os nad oedd modd bodloni'r galw am y cyrsiau sydd ar gael. Mae'n rhaid rhoi hawl apelio i rieni a disgyblion y mae eu cais am le yn chweched dosbarth yr ysgol yn cael ei wrthod.

Trefniadau Derbyn

Rhoddir y cyfrifoldeb am y trefniadau derbyn ar gyfer blynyddoedd 12 a 13 mewn ysgolion cymunedol a gynhelir i'r sefydliadau'n uniongyrchol. Gellir gofyn am fanylion trefniadau derbyn ysgolion a gynorthwyir yn wirfoddol yn uniongyrchol gan y sefydliadau perthnasol a bydd y rhain yn rhan o'u polisiau derbyn.

Rhestr Aros

Os bydd gorysgrifio am leoedd mewn chweched dosbarth ac ni all yr ysgol fodloni'r galw am gyrsiau, caiff rhestr aros ei chynnal. Bydd ymgeiswyr sydd wedi bodloni'r meini prawf mynediad (gweler uchod) ond y mae eu cais am le wedi cael ei wrthod oherwydd prinder lle yn cael cyfle i roi eu henwau ar restr aros. Os daw lle/oedd ar gael, bydd ymgeiswyr y mae eu henwau ar y rhestr aros yn cael cynnig lle yn unol â'r meini prawf mynediad (gweler isod).

Meini Prawf Mynediad

I ddisgyblion sy'n cyflawni'r cymwysterau mynediad penodol pan fo mwy o geisiadau wedi cael eu derbyn ar gyfer unrhyw chweched dosbarth na'r lleoedd sydd ar gael, caiff y drefn flaenoriaeth ganlynol ei dilyn:

1. Disgyblion sy'n derbyn gofal gan yr awdurdod lleol (PDG) neu'r rhai a oedd yn derbyn gofal*.
2. Disgyblion sy'n byw o fewn dalgylch diffiniedig yr ysgol. Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn ôl pellter, gyda'r rhai sy'n byw agosaf i'r ysgol (y daith gerdded fyrraf) yn cael blaenoriaeth.**
3. Disgyblion y mae ganddynt frawd neu chwaer o oedran ysgol statudol *** sy'n mynd i'r ysgol adeg eu derbyn****. Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn ôl pellter, gyda'r rhai sy'n byw agosaf i'r ysgol (y daith gerdded fyrraf) yn cael blaenoriaeth **
4. Disgyblion a aeth i'r ysgol ym Mlwyddyn 11 ond sy'n byw y tu allan i ddalgylch yr ysgol honno. Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn ôl pellter, gyda'r rhai sy'n byw agosaf i'r ysgol (y daith gerdded fyrraf) yn cael blaenoriaeth.**
5. Disgyblion eraill y gwnaed cais am le drostynt nad yw meini prawf 1 i 4 uchod yn berthnasol iddynt. Os bydd mwy o geisiadau na lleoedd, caiff y lleoedd eu dyrannu yn ôl pellter, gyda'r rhai sy'n byw agosaf i'r ysgol (y daith gerdded fyrraf) yn cael blaenoriaeth.**

*Plant a oedd yn derbyn gofal: plant a oedd yn derbyn gofal ond mae'r gofal wedi dod i ben oherwydd eu bod wedi cael eu mabwysiadu neu y gwnaed gorchymyn preswyl, neu orchymyn gwarcheidwaeth arbennig yn eu cylch yn syth ar ôl iddynt dderbyn gofal.

**Mesurir pob llwybr gan gyfrifiadur gan ystyried y pellter o'r cartref i'r ysgol ar hyd y llwybr cerdded byrraf sydd ar gael. Cymerir y mesuriadau o'r tu allan i fynedfa'r cartref (tŷ neu fflat) i fynedfa swyddogol agosaf yr ysgol.

***Diffinnir oedran ysgol statudol fel disgyblion sydd rhwng 5 ac 16 oed h.y. disgyblion mewn unrhyw grŵp blwyddyn rhwng ac yn cynnwys y dosbarth Derbyn a Blwyddyn 11.

****Diffinnir brawd neu chwaer fel plentyn naturiol neu blentyn sydd wedi'i fabwysiadu'n gyfreithlon gan y naill riant neu'r llall sy'n byw yn yr un cyfeiriad. Mewn unrhyw sefyllfa pan fydd un lle ar gael ac mae'r disgyblion cymwys nesaf ar gyfer y lle hwnnw'n efeilliaid/tripledi, bydd yr AALI yn derbyn y ddau/tri phlentyn.

SYLWER: Gall nifer bach o ddisgyblion â datganiadau AAA drosglwyddo i chweched dosbarthiadau mewn ysgolion yn Abertawe. Gwneir y penderfyniad ar drosglwyddo gan yr awdurdod lleol mewn ymgynghoriad â'r ysgol berthnasol.



Education Department / Adran Addysg

**AMSERLEN DIGWYDDIADAU AR GYFER TREFNIADAU DERBYN
2016/2017
YSGOLION CYNRADD**

5 Ionawr 2015	Rhoi'r trefniadau derbyn i ysgolion ar gyfer ymgynghori
4 Chwefror 2015	Dychwelyd ymatebion i'r ALI
5 Chwefror – 6 Chwefror 2015	Cyfnod i ddatrys ymholiadau
24 Chwefror 2015	Adroddiad ar yr ymgynghori i Briffio Corfforaethol
17 Mawrth 2015	Adroddiad am yr ymgynghori i'r Cabinet
31 Mawrth 2015	Y Cyngor yn pennu'r Trefniadau Derbyn
14 Medi – 25 Medi 2015	Dosbarthu "Gwybodaeth i Rieni" i'r ysgolion"
25 Medi 2015	Ysgolion yn dosbarthu llyfrynau "Gwybodaeth i Rieni" i rieni
11 Ionawr 2016	Gwahoddir rhieni i gyflwyno cais am le yn yr Ysgol
11 Ionawr 2016 – 4 Mawrth 2016	Cyfnod o 8 wythnos i rieni gyflwyno eu ceisiadau derbyn
4 Mawrth 2016	Y dyddiad olaf i rieni ddychwelyd ffurflenni at yr Uned Ysgolion a Llywodraethwyr
7 Mawrth 2016 – 21 Ebrill 2016	ALI yn prosesu'r ceisiadau
23 Ebrill 2016	Yr ALI yn hysbysu'r ymgeiswyr
GWYLIAU'R PASG 25 Mawrth – 8 Ebrill 2016	
20 Mai 2016	Dyddiad olaf i rieni gyflwyno apêl



Education Department / Adran Addysg

**AMSERLEN DIGWYDDIADAU AR GYFER TREFNIADAU DERBYN
2016/2017
YSGOLION UWCHRADD (Blynyddoedd 7-11)**

5 Ionawr 2015	Rhoi'r trefniadau derbyn i ysgolion ar gyfer ymgynghori
4 Chwefror 2015	Dychwelyd ymatebion i'r ALI
5 Chwefror – 6 Chwefror 2015	Cyfnod i ddatrys ymholiadau
24 Chwefror 2015	Adroddiad ar yr ymgynghori i Briffio Corfforaethol
17 Mawrth 2015	Adroddiad ar yr Ymgynghori i'r Cabinet.
31 Mawrth 2015	Y Cyngor yn pennu Trefniadau Derbyn
14 Medi – 25 Medi 2015	Dosbarthu "Gwybodaeth i Rieni" i'r ysgolion
25 Medi 2015	Ysgolion yn dosbarthu llyfrynnau "Gwybodaeth i Rieni" i rieni.
28 Medi 2015	Gwahoddir rhieni i gyflwyno cais am le yn yr ysgol.
28 Medi – 27 Tachwedd 2015	Cyfnod 8 wythnos i rieni gyflwyno eu ceisiadau derbyn.
27 Tachwedd 2015	Y dyddiad olaf i rieni ddychwelyd ffurflenni at yr Uned Ysgolion a Llywodraethwyr
1 Mawrth 2016	Hysbysu ymgeiswyr.
GWYLIAU HANNER TYMOR 15 – 19 Chwefror 2016	
4 Ebrill 2016	Dyddiad olaf i rieni gyflwyno apêl.

**DINAS A SIR ABERTAWE
YSGOLION GYNRADD**

**NIFER DERBYN
2016/2017**

Birchgrove Primary	60
Bishopston Primary	38
Blaenymaes Primary	36
Brynhyfryd Primary	60
Brynmill Primary	45
Burlais Primary	75
Cadle Primary	51
Casllwchwr Primary	30
Christchurch Ch. in Wales	13
Cila Primary	16
Clase Primary	36
Clwyd Primary	37
Clydach Primary	39
Craigcefnparc Primary	15
Craigfelen Primary	24
Crwys Primary	26
Cwm Glas Primary	40
Cwmrhydyceirw Primary	60
Danygraig Primary	40
Dunvant Primary	46
Gendros Primary	43
Glais Primary	15
Glyncollen Primary	30
Gors Community	44
Gorseinon Primary	49
Gowerton Primary	45
Grange Primary	30
Gwrosydd Primary	58
Hafod Primary	30
Hendrefoilan Primary	30
Knelston Primary	19
Llangyfelach Primary	30
Llanrhidian Primary	19
Mayals Primary	30
Morrison Primary	26
Newton Primary	30
Oystermouth Primary	30
Parkland Primary	60
Pen y Fro Primary	27

Penclawdd Primary	29
Pengelli Primary	11
Penllergaer Primary	45
Pennard Primary	30
Pentrechwyth Primary	19
Pentre'r Graig Primary	53
Penyrheol Primary	35
Plasmarl Primary	26
Pontarddulais Primary	60
Pontlliw Primary	26
Pontybrenin Primary	45
Portmead Primary	34
Sea View Community Primary	29
Sketty Primary	60
St. David's Primary	30
St. Helen's Primary	29
St. Illtyd's Primary	30
St. Joseph's Cathedral Primary	60
St. Joseph's Primary (Clydach)	30
St. Thomas' Primary	51
Talycopa Primary	28
Terrace Road Primary	44
Townhill Primary	60
Trallwn Primary	35
Tre Uchaf Primary	29
Waun Wen Primary	28
Waunarlwydd Primary	41
Whitestone Primary	27
Ynystawe Primary	24
YGG Bryniago	31
YGG Bryn-y-Mor	37
YGG y Cwm	27
YGG Felindre	11
YGG Gellionnen	43
YGG Llwynderw	45
YGG Lon Las	71
YGG Pontybrenin	67
YGG Tan-y-Lan	14
YGG Tirdeunaw	59
YGG Y Login Fach	30

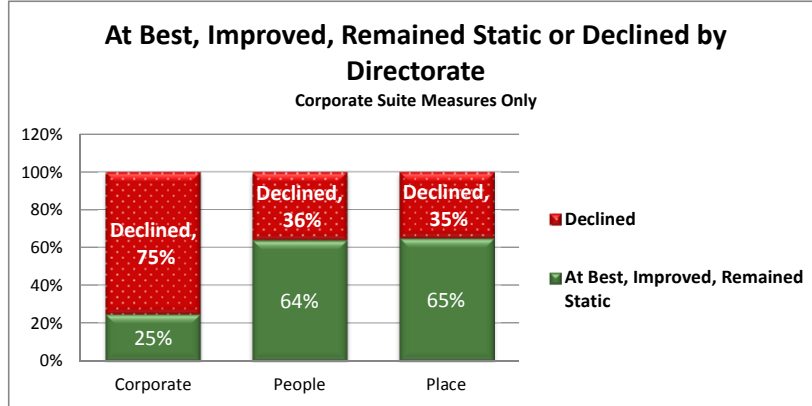
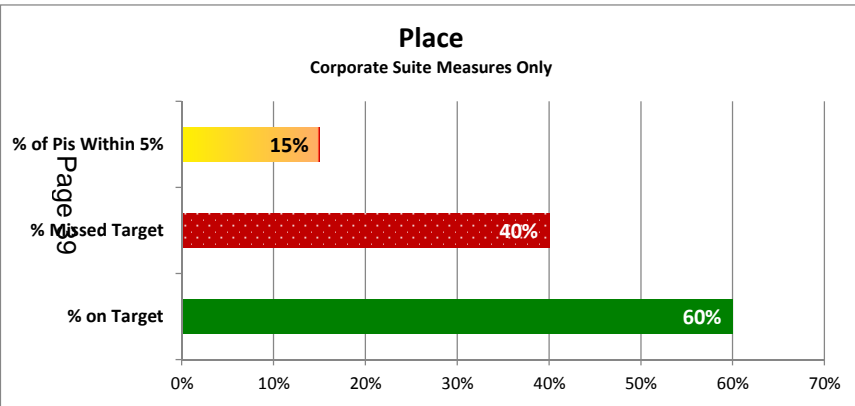
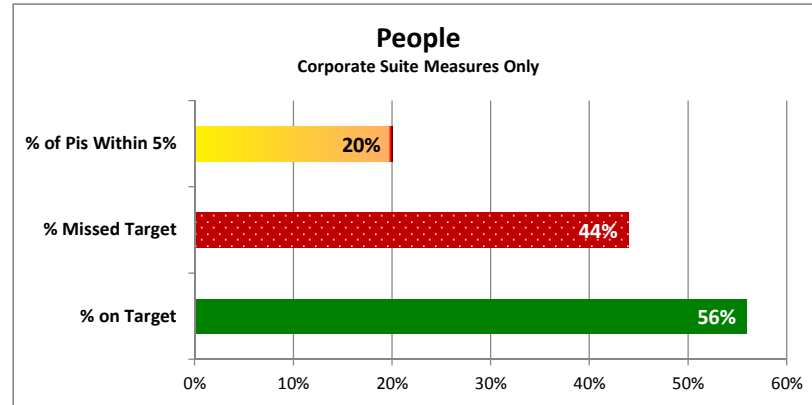
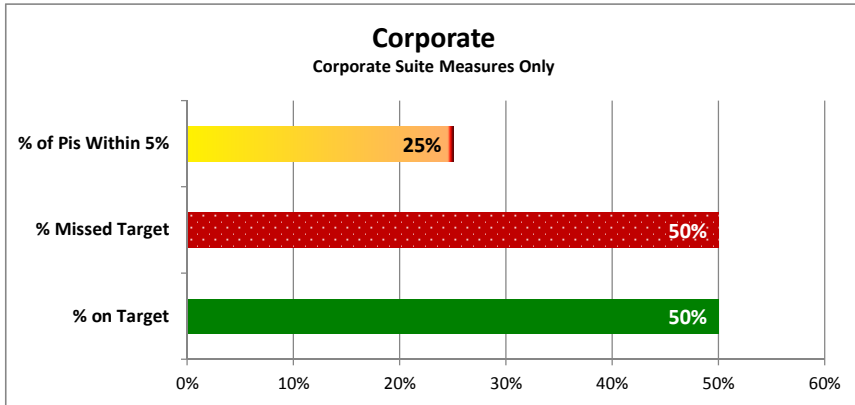
**DINAS A SIR ABERTAWE
YSGOLION GYFUN**

**NIFER DERBYN
2016/2017**

Birchgrove	163
Bishop Gore	232
Bishop Vaughan	203
Bishopston	218
Cefn Hengoed	134
Dylan Thomas	127
Gowerton	217
Morrison	216
Olchfa	275
Pentrehafod	200
Penyrheol	195
Pontarddulais	160
Y G Bryn Tawe	182
Y G Gwyr	144

Strategic Quarterly PI Report 2014-15

Quarter 3



PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			

People : Education Inclusion

EDCP12a↓ EDCP12a - Pupils receiving fixed term exclusions - primary schools	GREEN							EDCP12aNM - Pupils receiving fixed term exclusions - primary schools		N/A - local indicator	Total is within the target range, down by 3 on the same term last year and up by one pupil on the previous term. These are natural fluctuations in a usually low outturn.	Robin Brown
	7.00	15.00	↗	6.00	↓	10	↗	7	10			
EDCP12b↓ EDCP12b - Pupils receiving fixed term exclusions - secondary schools	GREEN							EDCP12bNM - Pupils receiving fixed term exclusions - secondary schools		N/A - local indicator	Total is within the target range although slightly up (by 10) on the same term last year and the previous term. However, this is a small fluctuation and the trend is downwards.	Robin Brown
	157.00	200.00	↗	147.00	↓	147	↘	157	147			
Page 41 EDU008a↓ EDU008a - The number of permanent exclusions during the academic year per 1,000 pupils from primary schools	GREEN							EDU008aNM - Number of permanent exclusions during the academic year, upheld by the Governing Body, in primary schools in years 1 or above maintained by the local authority		N/A - Benchmarking data only	As usual, there were no permanent exclusions from primary schools.	Robin Brown
	0.00	0.10	↗	0.00	↔	0	↔	0	0			
EDU008b↓ EDU008b - The number of permanent exclusions during the academic year per 1,000 pupils from secondary schools	GREEN							EDU008bNM - Number of permanent exclusions during the academic year, upheld by the Governing Body, in secondary schools in years 11 or below maintained by the local authority		N/A - Benchmarking data only	The number of permanent exclusions from secondary schools is the highest termly value since summer 2010. The increase is because schools and the LA are taking a harder line over instances of substance misuse.	Robin Brown
	0.33	0.40	↔	0.17	↓	0.08	↘	4	1			
								EDU008bDM - Total number of pupils on roll in local authority maintained secondary schools in years 11 or below at the time of the annual schools census in January				
								18,006	17,767			
								12,083	12,383			

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
EDU016a† EDU016a - Percentage of pupil attendance in primary schools	GREEN	92.50%	↔	93.87%	↑	94.58%	↗	EDU016aNM - The total number of sessions missed by all pupils in primary schools 2,165,379	2,120,396	20th	Improvement continues despite a high level of illness amongst pupils in the second half of the autumn term.	Robin Brown
	95.06%	92.50%	↔	93.87%	↑	94.58%	↗	EDU016aDM - The total number of sessions possible for all pupils 2,277,950	2,241,802			
EDU016b† EDU016b - Percentage of pupil attendance in secondary schools	GREEN	91.50%	↔	93.15%	↑	93.2%	↗	EDU016bNM - The total number of sessions missed by all pupils in secondary schools 1,636,588	1,640,726	16th	Improvement continues despite a high level of illness amongst pupils in the second half of the autumn term.	Robin Brown
	93.60%	91.50%	↔	93.15%	↑	93.2%	↗	EDU016bDM - The total number of sessions possible for all pupils 1,748,447	1,761,132			

People : Social Services - Adult Services

SCA001↓ Page 42 SCA001 - The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over	RED	2.20	↔	3.23	↓	2.65	↘	SCA001NM - Total number of local authority residents experiencing a delayed transfer of care during the year for social care reasons 112	55	10th	Explanation: Seasonal demands have created additional pressures on the safe discharge of patients. Action: Continue to look at developing ways of reducing delays which are financially sustainable.	Carol Rea
	5.33	2.20	↔	3.23	↓	2.65	↘	SCA001DM - Total population aged 75+ 21,024	20,759			

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			

People : Social Services - Child & Family Services

<p>SCC001a†</p> <p>SCC001a - The percentage of first placements of looked after children during the year that began with a care plan in place</p>	GREEN	100%	↔	100.00%	↔	100%	↔	<p>SCC001aNM - The number of first placements of looked after children in the year that had a care plan for the child at the start of the placement.</p> <p>44 35</p> <p>SCC001aDM - The total number of first placements for looked after children started in the year.</p> <p>44 35</p>	1st joint		David Howes
<p>SCC001b†</p> <p>SCC001b - For those children looked after whose second review (due at 4 months) was due in the year, the percentage with a plan for permanence at the due date</p>	GREEN	99%	↔	97.30%	↑	100%	↔	<p>SCC001bNM - The number of looked after children whose second review was due in the year who had a plan for permanence on the due date for the second review.</p> <p>29 36</p> <p>SCC001bDM - The number of looked after children whose second review was due in the year</p> <p>29 36</p>	8th		David Howes
<p>SCC004†</p> <p>SCC004 - The percentage of children looked after on 31 March who have had three or more placements during the year</p>	AMBER	7%	↔	7.62%	↑	5.40%	↓	<p>SCC004NM - The number of looked after children who had three or more separate placements during the financial year.</p> <p>37 29</p> <p>SCC004DM - The total number of children who were looked after at 31 March</p> <p>506 537</p>	8th	Explanation: Performance is strong and some variance within the target range (5%-15%) is acceptable; children are sometimes moved to accommodation that better suits their individual needs	David Howes
<p>SCC007a†</p> <p>SCC007a - The percentage of referrals during the year that were allocated to a social worker for initial assessment</p>	AMBER	80%	↔	73.00%	↑	80.36%	↓	<p>SCC007aNM - The number of referrals that were allocated to a social worker for initial assessment during the year</p> <p>312 315</p> <p>SCC007aDM - The total number of referrals received during the year</p> <p>408 392</p>	15th	Explanation: Performance is a result of allocating a number of referrals to newly-qualified social workers who, although qualified, have not yet received their registration from the Care Council; they are therefore seen "as someone other than a social worker" despite the fact that they are qualified staff. Action: Continue to monitor allocations at senior management team.	David Howes

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
<p>SCC007b↓</p> <p>SCC007b - The percentage of referrals during the year that were allocated to someone other than a social worker for initial assessment</p>	RED	2%	↔	2.52%	↓	3.32%	↘	<p>SCC007bNM - The number of referrals that were allocated to someone other than a social worker for initial assessment during the year</p> <p>22 13</p> <p>SCC007bDM - The total number of referrals received during the year</p> <p>408 392</p>	8th	<p>Explanation: Performance is a result of allocating a number of referrals to newly-qualified social workers who, although qualified, have not yet received their registration from the Care Council; they are therefore seen "as someone other than a social worker" despite the fact that they are qualified staff. Action: Continue to monitor allocations at senior management team.</p>	David Howes	
<p>SCC007c↓</p> <p>SCC007c - The percentage of referrals during the year that did not proceed to allocation for initial assessment</p>	AMBER	18%	↔	24.49%	↑	16.33%	↘	<p>SCC007cNM - The number of referrals that did not proceed to allocation for initial assessment during the year</p> <p>74 64</p> <p>SCC007cDM - The total number of referrals received during the year</p> <p>408 392</p>	10th	<p>Performance is within the threshold that we would expect to see, and we would like to propose a revision to the target to a range of 18-28 per cent.</p>	David Howes	
<p>SCC013ai↑</p> <p>SCC013ai - The percentage of open cases of children on the child protection register who have an allocated social worker</p>	GREEN	100%	↔	100.00%	↔	100.00%	↔	<p>SCC013aiNM - The number of open cases of children on the Child Protection Register with an allocated social worker</p> <p>226 178</p> <p>SCC013aiDM - The total number of open cases of children on the Child Protection Register</p> <p>226 178</p>	20th		David Howes	
<p>SCC013aii↑</p> <p>SCC013aii - The percentage of open cases of children looked after who have an allocated social worker</p>	GREEN	98%	↔	99.42%	↓	94.97%	↗	<p>SCC013aiiNM - The number of open cases of children looked after with an allocated social worker</p> <p>503 510</p> <p>SCC013aiiDM - The total number of open cases of children looked after</p> <p>506 537</p>	18th		David Howes	

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
<p>SCC013aiii†</p> <p>SCC013aiii - The percentage of open cases of children in need who have an allocated social worker</p>	AMBER	78%	↔	74.12%	↑	70.52%	↗	<p>SCC013aiiiNM - The number of open cases of children in need with an allocated social worker</p> <p>929 885</p> <p>SCC013aiiiDM - The total number of open cases of children in need</p> <p>1,220 1,255</p>	14th	Explanation: We would expect that a proportion of low-risk cases are allocated to support workers and this proportion will vary according to demand. Performance is stronger than corresponding quarter last year. Action: Continue to monitor allocations at senior management team.	David Howes	
<p>SCC013bi ↓</p> <p>SCC013bi - The percentage of open cases of children on the child protection register who are allocated to someone other than a social worker where the child is receiving a service in accordance with her/his assessment or plan</p>	GREEN	0%	↔	0.00%	↔	0%	↔	<p>SCC013biNM - The number of open cases of children on the Child Protection Register allocated to someone other than a social worker where the child is receiving a service in accordance with her/his assessment or plan</p> <p>0 0</p> <p>SCC013biDM - The total number of open cases of children on the Child Protection Register</p> <p>226 178</p>	22nd		David Howes	
<p>SCC013bii ↓</p> <p>SCC013bii - The percentage of open cases of children looked after who are allocated to someone other than a social worker where the child is receiving a service in accordance with her/his assessment or plan</p>	GREEN	0%	↔	0.19%	↑	4.66%	↗	<p>SCC013biiNM - The number of open cases of LAC children allocated to someone other than a social worker where the child is receiving a service in accordance with her/his assessment or plan</p> <p>0 25</p> <p>SCC013biiDM - The total number of open cases of Looked after children</p> <p>506 537</p>	18th		David Howes	

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service			
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14						
SCC013biii ↓ SCC013biii - The percentage of open cases of children in need who are allocated to someone other than a social worker where the child is receiving a service in accordance with her/his assessment or plan	RED	18%	↔	20.14%	↓	22.23%	↗	SCC013biiiNM - The number of open cases of children in need allocated to someone other than a social worker where the child is receiving a service in accordance with her/his assessment or plan <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">251</td> <td style="text-align: right;">279</td> </tr> </table> SCC013biiiDM - The total number of open cases of children in need <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">1,220</td> <td style="text-align: right;">1,255</td> </tr> </table>	251	279	1,220	1,255	11th	Explanation: We would expect that a proportion of low-risk cases are allocated to support workers and this proportion will vary according to demand. Performance is stronger than corresponding quarter last year. Action: Continue to monitor allocations at senior management team.	David Howes
251	279														
1,220	1,255														
SCC039† SCC039 - The percentage of health assessments for looked after children due in the year that have been undertaken	RED	98%	↔	79.45%	↑	85.16%	↘	SCC039NM - The number of health assessments for looked after children due in the year that have been undertaken <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">150</td> <td style="text-align: right;">132</td> </tr> </table> SCC039DM - The number of health assessments for looked after children due to be undertaken in the year <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">183</td> <td style="text-align: right;">155</td> </tr> </table>	150	132	183	155	1st	Performance is due to a lag in notifications regarding health assessments for out of county children. Performance at end of year should improve as these late submissions are received. We are improving the process of notification from out of county placements.	David Howes
150	132														
183	155														
SCC042a† SCC042a - The percentage of initial assessments completed within 7 working days	GREEN	93%	↔	85.76%	↑	80.86%	↗	SCC042aNM - The number of initial assessments completed within 7 working days. <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">313</td> <td style="text-align: right;">300</td> </tr> </table> SCC042aDM - The number of initial assessments completed during the year <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">334</td> <td style="text-align: right;">371</td> </tr> </table>	313	300	334	371	4th		David Howes
313	300														
334	371														
SCC042b↓ SCC042b - The average time taken to complete initial assessments that took longer than 7 working days to complete	AMBER	10	↔	12.62	↑	12.93	↗	SCC042bNM - The total number of working days taken to complete all initial assessments where the number of working days taken was 8 or more <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">215</td> <td style="text-align: right;">362</td> </tr> </table> SCC042bDM - The total number of initial assessments that took 8 days or more to complete. <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">21</td> <td style="text-align: right;">28</td> </tr> </table>	215	362	21	28	joint 3rd	Despite not meeting target, performance on the timeliness of assessments has improved through the year. We are also confident that the quality of social work intervention is improving, with more direct work with children and their families. Timescales are being tracked within teams and we expect continued improvements through to the end of the year.	David Howes
215	362														
21	28														

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
SCC043a† SCC043a - The percentage of required core assessments completed within 35 working days	RED	84%	↔	63.35%	↑	81.48%	↓	SCC043aNM - The number of required core assessments completed within 35 working days during the year 223 176 SCC043aDM - The number of core assessments that were completed during the year 304 216		14th	Despite not meeting target, performance on the timeliness of assessments has improved through the year. We are also confident that the quality of social work intervention is improving, with more direct work with children and their families. Timescales are being tracked within teams and we expect continued improvements through to the end of the year.	David Howes
SCC043b↓ SCC043b - The average time taken to complete those required core assessments that took longer than 35 days	RED	50.00	↔	62.99	↑	65.50	↗	SCC043bNM - The total number of working days taken to complete all required core assessments where the number of working days taken was more than 35. 3,912 2,620 SCC043bDM - The total number of required core assessments that took longer than 35 working days to complete 71 40		17th	Despite not meeting target, performance on the timeliness of assessments has improved through the year. We are also confident that the quality of social work intervention is improving, with more direct work with children and their families. Timescales are being tracked within teams and we expect continued improvements through to the end of the year.	David Howes
SCC045† SCC045 - The percentage reviews carried out in accordance with the statutory timetable	GREEN	90%	↔	98.24%	↑	98.0%	↗	SCC045NM - The number of reviews of looked after children, children on the Child Protection Register and children in need due in the year that were carried out within the statutory timescales 510 445 SCC045DM - The number of reviews of looked after children, children on the Child Protection Register and children in need due in the year 519 454		17th		David Howes

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			

Place : Culture, Sport, Lesiure & Tourism

CTG4 †	RED							CTG4NM - Grand Theatre Usage (Physical Visits)			<p>a) Some shows have been cancelled</p> <p>b) This is partly a profiling issue as the programme does not always have the same shows in the same period; a musical as compared to a drama would have a difference in occupancy. The usage should pick up when the programme continues in the next quarter. Also Panto usage continued into January.</p> <p>c) Shows not being attended for various reasons - increased competition from other venues within Swansea and especially Cardiff (Cinderella) and Millennium Centre (Lion King), and customers with less disposable income. Theatre management are aware of the trend and their marketing section is working to rectify this concern.</p>	Tracy McNulty
								77,081	91,014			
								d				
CTG4 - Grand Theatre Usage (Physical Visits)	77081	92315	↔	49510	↑	91,014	↓			N/A - local indicator		
Page 48												
CTM9a†	GREEN							CTM9aNM - Total number of visitors to Museums and Galleries			<p>Swansea Museum usage was high due to number of popular exhibitions (WW1, Dylan Thomas) and Q3 lower due to pre-Xmas visitor drop and Christmas closures. NWM usage was high during summer due to good weather and range of exhibitions. DTC and Glynn Vivian (outreach) usage still performing well into Quarter 3.</p>	Tracy McNulty
								149,633	109,621			
								d				
CTM9a - Total number of visitors to Museums and Galleries	149,633	108,052	↗	169,211	↓	109,621	↗			N/A - local indicator		

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
CTM9b1 CTM9b - Total number of visits made to Museums and Gallery websites	GREEN	44,684	↗	47,099	↑	36,775	↗	CTM9bNM - Total number of visits made to Museums and Gallery websites	80,984	36,775	N/A - local indicator	Tracy McNulty
	80,984							d				
LCL001† LCL001 - The number of visits to public libraries during the year per 1,000 population page 49	RED	1240	↔	1251	↓	1171.35	↘	LCL001NM - The number of visits to Public Libraries during the year per 1,000 population	265,900	280,655	12th	Tracy McNulty
	1108							LCL001DM - Total population	240	240		

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
Place : Planning												
EP28 ↑ EP28 - The percentage of all planning applications determined within 8 weeks	GREEN 83.13%	80%	↔	62.87%	↑	70.2%	↗	EP28NM - The number of all planning applications determined during the year within 8 weeks 335 278 EP28DM - The total number of all planning applications determined during the year 403 396	N/A - local indicator			Phil Holmes
PLA004c ↑ PLA004c - The percentage of householder planning applications determined during the year within 8 weeks	GREEN 93.24%	90%	↔	73.48%	↑	79.4%	↗	PLA004cNM - The number of householder planning applications determined during the year within 8 weeks 138 112 PLA004cDM - The total number of householder planning applications determined during the year 148 141	18th			Phil Holmes
PLA005 ↑ Page 50 PLA005 - Percentage of enforcement cases resolved during the year within 12 weeks	RED 43%	55%	↔	29.77%	↑	37.4%	↗	PLA005NM - The number of enforcement cases resolved during the year within 12 weeks of receipt. 77 37 PLA005DM - The total number of enforcement cases resolved during the year. 181 99	17th	The 55% target was missed by 12%. However, the 43% figure was an improvement on the previous quarter's performance figure of 30%. General performance has started to improve as anticipated, although future 12 week performance figures may still fall below the target figure whilst the backlog of older complaints continue to be dealt with.		Phil Holmes

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
Place : Housing & Public Protection												
EMP8↑ EMP8 - The percentage of general pest control & animal impounding service requests within 3 working days	AMBER							EMP8NM - No. of service requests responded to within target 1,569 1,610 EMP8DM - Total no. of service requests received in period 1,691 1,661		N/A - local indicator	Target missed. During this quarter Pest Control/ Animal warden Team were running at reduced capacity. Currently exploring feasibility with HR to cover shortfall due to continuing recruitment issues/specialist nature of role	Lee Morgan
HHA002 ↓ HHA002 - The average number of working days between homeless presentation and discharge of duty for households found to be statutory homeless	GREEN							HHA002NM - The total number of working days between homeless presentation and discharge or cessation of duty for households who are owed the full section 193 duty – 2,974 3,059 HHA002DM - The total number of homeless households to whom a full section 193 duty has been discharged or ceased during the year following a homeless presentation 66 61		2nd	Target achieved	Lee Morgan
HHA016 ↓ HHA016 - The average number of days all homeless families with children spent in B&B accommodation	GREEN							HHA016NM - Total number of days spent in B&B accommodation by all homeless families with children. (The numerator is the sum of the number of days spent in B&B accommodation by each family with children whose duty has been discharged or ceased during the year) 1 1 HHA016DM - Total number of homeless families with children whose duty has been discharged or ceased during the year 1 1		3rd	Target achieved however performance is worse than Q2 when no families were placed in B&B. We continue to use B&B for families as a very last resort and monitor the supply of family temporary accommodation to ensure an adequate supply.	Lee Morgan
HSG1↓ HSG1 - The amount of current tenant arrears	GREEN							HSG1NM - The amount of current tenant arrears outstanding 1,095,185 1,234,300		N/A - local indicator	Target achieved. Whilst Q3 results are marginally worse than Q2, performance is on target to achieve the end of year figure.	Lee Morgan

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
HSG2↓ HSG2 - The number of void properties	GREEN 298	320	↔	286	↓	304	↗	HSG2NM - The number of void properties at the end of the period 298 304		N/A - local indicator	Target achieved however voids are slightly higher at the end of Q3 compared with Q2 as whilst there was an increase in the number of lettings there was also a greater increase in the no. of end of tenancies received.	Lee Morgan
PP1 ↑ PP1 - Of the houses in multiple occupation known to the local authority, the percentage that have either a full licence or that have been issued with a licence with conditions attached	RED 85.3%	92.3%	↔	85.3%	↓	89.5%	↘	PP1NM - The number of HMOs that either have with a full licence or that have been issued with a licence with conditions attached 1,480 1,582 PP1DM - The total number of HMOs known to the local authority 1,736 1,767				
PP2 ↑ PP2 - The percentage of high risk businesses that were liable to a programmed inspection that were inspected for Food Hygiene	GREEN 100%	100%	↔	100%	↔	98.0%	↗	PP2NM - The number of high risk business that were inspected during the year to date 150 200 PP2DM - The number of high risk business that were selected for inspection at the beginning of the year for the period October to December 150 204		N/A - local indicator	Target achieved	Lee Morgan

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
Place : Highways & Transportation												
CRE4 ↑ CRE4 - Percentage of priority graffiti jobs completed within 7 days	GREEN	100%	↔	100.0%	↔	100%	↔	CRE4NM - No. of "priority" graffiti jobs completed within 7 days within the quarter 24 39 CRE4DM - Total no. of "priority" graffiti jobs within the quarter 24 39	N/A - local indicator			Stuart Davies
STS005b ↑ STS005b - The percentage of highways and relevant land inspected of a high or acceptable standard of cleanliness	AMBER	97%	↔	99.0%	↓	99.02%	↓	STS005bNM - The number of inspections of highways and relevant land undertaken during the quarter that had a high or acceptable level of cleanliness 184 202 STS005bDM - The total number of inspections of highways and relevant land in the quarter 192 204	14th			Stuart Davies
STS006 ↑ STS006 - The percentage of reported fly tipping incidents cleared within 5 working days	AMBER	92%	↔	94.3%	↓	95.47%	↓	STS006NM - The number of reported fly tipping incidents in the quarter cleared within 5 working days 744 611 STS006DM - The total number of fly tipping incidents recorded by the authority during the quarter 838 640	15th	1. Comparison with quarter 2, 14/15 Bonfire night and Christmas bank holidays caused peaks which extended our current resources 2. Comparison with quarter 3, 13/14 Higher level of instances requiring removal caused longer clearance time, this is primarily as a consequence of the Authority changing to the new 3 bag limit on non-recyclable waste. 3. Missed target : incidents took longer to remove (larger deposits). 4. Perceived weak enforcement leading to repeat offending.		Stuart Davies

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			

Place : Waste Management

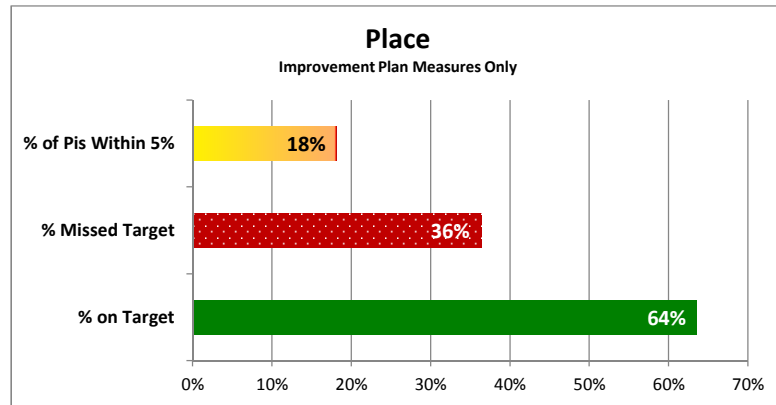
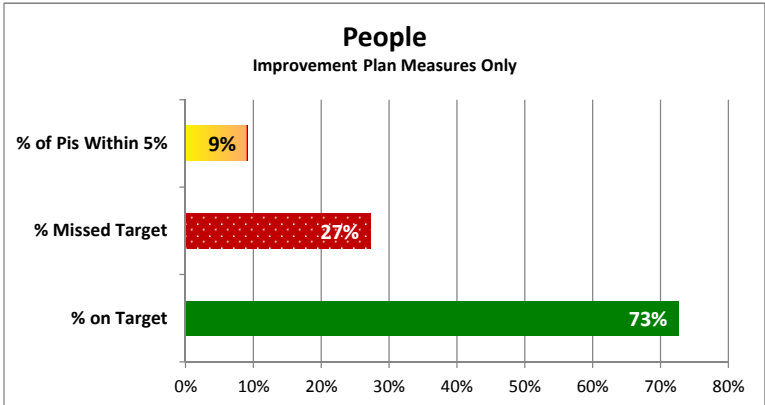
WMT004b↓ WMT004b - The percentage of municipal waste collected by local authorities sent to landfill	GREEN	45%	↔	40.1%	↓	46.5%	↗	WMT004bNM - The tonnage of local authority collected municipal waste sent to landfill by the local authority		20th	The tonnage actually disposed of was 160 lower than in the previous quarter, but due to a reduction in tonnages recycled described below the percentage of waste disposed of increased slightly over the last quarter	Chris Howell
								11,701	13,524			
								WMT004bDM - The total tonnage of municipal waste collected by the local authority				
	41.49%							28,203	29,104			
WMT009b ↑ WMT009b - The percentage of municipal waste collected by local authorities and prepared for reuse and/or recycled, including source segregated bio wastes that are composted or treated biologically in another way	GREEN	55%	↔	59.5%	↓	53.9%	↗	WMT009bNM - The tonnage of local authority collected municipal waste prepared for reuse, recycled and/or collected as source segregated bio wastes and composted or treated biologically in another way by the local authority		20th	Total Municipal Waste was down on the previous quarter, but there was also a reduction in the tonnage recycled mainly made up of a temporary interruption to the reprocessing of street sweepings and a fall in the amount of garden waste collected.	Chris Howell
								16,488	15,692			
								WMT009bDM - The tonnage of municipal waste collected by the local authority				
	58.46%							28,203	29,104			

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
Place : Economic Regeneration & Planning												
BBMA1 ↑ Increase in the number of projects with social benefit clauses & Beyond Bricks and Mortar in their contracts	RED 11	14	↔	7	↑	15	↓	BBMA1NM - No. of BB&M projects containing SBCs from this current reporting year minus no. of BB&M projects containing SBCs from the previous year providing the increased number of projects worked on in the reporting year		N/A - local indicator	Number of project have been delayed but will be starting at the beginning of the next quarter	Phil Holmes
								11	15			
								D				
WWC1 ↑ The number of people entering employment as a result of participation in the project	no rag			88.00		155.00		WWC1NM - The number of people entering employment as a result of participation in the project		N/A - local indicator	Workways scheme has ceased to operate as at 31st October 2014	Phil Holmes
									155			
								D				
WWC2 ↑ Page 55 The percentage of individuals exiting Workways who said that it had made a positive difference	no rag			87.63%		70.3%		WWC2NM - The number of individuals exiting Workways who said that it had made a positive difference		N/A - local indicator	Workways scheme has ceased to operate as at 31st October 2014	Phil Holmes
									154			
								D - The number of individuals exiting Workways				
								219				

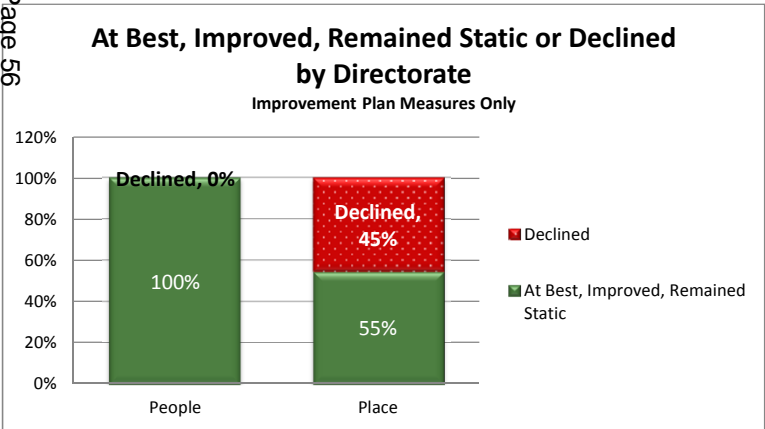
PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			

Corporate Plan Improvement Objectives

Quarter 3



Page 56



PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			

Corporate Plan Improvement Objectives

Improvement Objective: To support improvement to school attendance and attainment of all learners aged 3 – 19 years so that each can achieve their potential

Education													
EDU016a†	GREEN							EDU016aNM - The total number of sessions missed by all pupils in primary schools		20th	Improvement continues despite a high level of illness amongst pupils in the second half of the autumn term.	Robin Brown	
									2,165,379				2,120,396
EDU016a - Percentage of pupil attendance in primary schools		95.06%	92.50%	↔	93.87%	↑	94.6%	↗	EDU016aDM - The total number of sessions possible for all pupils				
								2,277,950	2,241,802				
EDU016b†	GREEN							EDU016bNM - The total number of sessions missed by all pupils in secondary schools		16th	Improvement continues despite a high level of illness amongst pupils in the second half of the autumn term.	Robin Brown	
									1,636,588				1,640,726
EDU016b - Percentage of pupil attendance in secondary schools		93.60%	91.50%	↔	93.15%	↑	93.2%	↗	EDU016bDM - The total number of sessions possible for all pupils				
								1,748,447	1,761,132				

Improvement Objective: Help people adopt and develop healthy and sustainable lifestyles in order to improve health.

No quarterly measures

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			

Improvement Objective: Promote affordable credit and savings options and help people maximise their income and entitlements

HSG151 HSG15 - The percentage of Eviction warrants for Rent arrears raised against Council tenants suspended due to support and financial assistance	GREEN 66.25%	65.00%	↔	65.45%	↑	75.90%	↘	HSG15NM - The number of Warrants suspended throughout the year 53 63		N/A - Local Indicator	Target achieved. However performance compared with Q3 13/14 has declined as fewer warrants have been suspended due to increasing arrears in specific cases. Rigorous monitoring continues. Existing support mechanisms will continue to be offered to help tenants manage their financial difficulties	Lee Morgan
								HSG15DM - The total number of Warrants raised 80 83				
HSG181 HSG18 - The number of council tenants joining the Credit Union	GREEN 126	113	↔	113	↑	38	↗	HSG18NM - The number of tenants who have joined the Credit Union in the last year 126 38		N/A - Local Indicator	126 tenants have joined the credit union from April 2013 until Q3 2014/15. The projected target set is to recruit a total of 150 tenants up to 2014/15.	Lee Morgan

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
Improvement Objective: Improve Housing & Housing Supply in order to increase the availability of good quality affordable housing												
HSG2↓ HSG2 - The number of void properties	GREEN							HSG2NM - The number of void properties at the end of the period 298 304 D		N/A - Local Indicator	Target achieved however voids are slightly higher at the end of Q3 compared with Q2 as whilst there was an increase in the number of lettings there was also a greater increase in the no. of end of tenancies received.	Lee Morgan
	298	320	↔	286	↓	304	↗					
HSG16↑ HSG16 - No. of new Affordable Housing units provided	GREEN							HSG16NM - No of new affordable housing units provided 10 35 D		N/A - Local Indicator	The LDP projects a need for 946 Affordable Housing Units in 14/15. The RSLs have 241 planned completions of Affordable Housing Units throughout 14/15. Quarterly targets are not set as the number of units completed in each quarter will vary in accordance with individual construction schedules. We will continue to ensure maximum delivery through the allocation of SHG & other sources of finance	Lee Morgan
	10	0	↗	7	↑	35	↘					
HSG17↑ HSG17 - The percentage of tenants staying in their Council tenancy for more than 2 years	AMBER							HSG17NM - The number of current tenancies over 2 years 10,310 9,939 HSG17DM - The total number of current tenancies 13,219 13,304		N/A - Local Indicator	Slightly missed target but an improvement on Q2. Work continues to analyse and identify reasons for end of tenancy with preventative and support initiatives in place for tenants.	Lee Morgan
	77.99%	78.00%	↔	77.50%	↑	74.71%	↗					

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
Improvement Objective: Develop partnerships, skills and infrastructure in order to attract and grow a knowledge based economy creating jobs grounded in key sectors.												
EC1 ↑ EC1 - The percentage of all applicants and 3rd parties satisfied or very satisfied with the Planning application service	RED 82.4%	93%	↔	74.14%	↑	87%	↓	EC1NM - Total number of applicants and 3rd parties satisfied or very satisfied with the Planning application service 28 47 EC1DM - Total number of Planning questionnaires received in the quarter 34 54	N/A - Local Indicator	The performance has improved overall from 74.1% to 82.4% from the last quarter, the applicant's survey just failed to meet target (92.3%) with only 1 out of 13 respondents dissatisfied. The 3rd party performance missed the target (76.2%) this however still reflects a statistically low number, just two 3rd party respondents in respect of 403 determined applications were very unsatisfied and just 3 were dissatisfied, out of a total of 21 surveys received. The majority of the issues raised by 3rd parties were not related to service delivery but to dissatisfaction with the consultation process, which is prescribed under the provisions of the Town & County Planning (Development Management) Order 2012 or with the decision of the Authority.		
EC2 ↑ EC2 - The percentage of all major and minor applications with an economic imperative that are approved	GREEN 88.0%	88%	↔	85.86%	↑	82%	↗	EC2NM - Total number of major and minor applications with an economic imperative that are approved 161 145 EC2DM - Total number of major and minor applications determined in the quarter 183 177	N/A - Local Indicator		Phil Holmes	

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
BBMA1 ↑ BBMA1 - Increase in the number of projects with social benefit clauses & Beyond Bricks and Mortar in their contracts	RED 11	14	↔	7	↑	15	↓	BBMA1NM - No. of BB&M projects containing SBCs from this current reporting year minus no. of BB&M projects containing SBCs from the previous year providing the increased number of projects worked on in the reporting year 11 15 D		N/A - Local Indicator	Number of project have been delayed but will be starting at the beginning of the next quarter	Phil Holmes
WWC1 ↑ WWC1 - The number of people entering employment as a result of participation in the project	no rag			88.00		155.00		WWC1NM - The number of people entering employment as a result of participation in the project 155 D		N/A - Local Indicator	Workways scheme has ceased to operate as at 31st October 2014	Phil Holmes

Improvement Objective: Provide support for children in the early years in Swansea so that they are ready for learning and make developmental progress grounded in key sectors.

No quarterly measures

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			

Improvement Objective: Minimise waste and increase recycling through promotion, working with others and by targeting low participating areas

<p>STS006 ↑</p> <p>Page 62</p>	AMBER							<p>STS006NM - The number of reported fly tipping incidents in the quarter cleared within 5 working days</p> <p>744 611</p> <p>STS006DM - The total number of fly tipping incidents recorded by the authority during the quarter</p> <p>838 640</p>	15th	<p>1. Comparison with quarter 2. 14/15 Bonfire night and Christmas bank holidays caused peaks which extended our current resources</p> <p>2. Comparison with quarter 3, 13/14 Higher level of instances requiring removal caused longer clearance time, this is primarily as a consequence of the Authority changing to the new 3 bag limit on non-recyclable waste.</p> <p>3. Missed target : incidents took longer to remove (larger deposits).</p> <p>4. Perceived weak enforcement leading to repeat offending.</p>	Stuart Davies
<p>STS006 - The percentage of reported fly tipping incidents cleared within 5 working days</p> <p>88.78%</p>	92%	↔	94.29%	↓	95.47%	↓					
<p>WMT004b ↓</p>	GREEN							<p>WMT004bNM - The tonnage of local authority collected municipal waste sent to landfill by the local authority</p> <p>11,701 13,524</p> <p>WMT004bDM - The total tonnage of municipal waste collected by the local authority</p> <p>28,203 29,104</p>	20th	<p>The tonnage actually disposed of was 160 lower than in the previous quarter, but due to a reduction in tonnages recycled described below the percentage of waste disposed of increased slightly over the last quarter</p>	Chris Howell
<p>WMT004b - The percentage of municipal waste collected by local authorities sent to landfill</p> <p>41.49%</p>	45%	↔	40.14%	↓	46.47%	↗					
<p>WMT009b ↑</p>	GREEN							<p>WMT009bNM - The tonnage of local authority collected municipal waste prepared for reuse, recycled and/or collected as source segregated bio wastes and composted or treated biologically in another way by the local authority</p> <p>16,488 15,692</p> <p>WMT009bDM - The tonnage of municipal waste collected by the local authority</p> <p>28,203 29,104</p>	20th	<p>Total Municipal Waste was down on the previous quarter, but there was also a reduction in the tonnage recycled mainly made up of a temporary interruption to the reprocessing of street sweepings and a fall in the amount of garden waste collected.</p>	Chris Howell
<p>WMT009b - The percentage of municipal waste collected by local authorities and prepared for reuse and/or recycled, including source segregated bio wastes that are composted or treated biologically in another way</p> <p>58.5%</p>	55%	↔	59.54%	↓	53.92%	↗					

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
Improvement Objective: People are safe, well and supported to live independently (Child & Family)												
CFS1 ↓ CFS1 - Number of children becoming looked after	GREEN	90							44		N/A - Local Indicator	David Howes
	44	90	↗	82	↑		No Q3 13/14 data					
CFS1NM - Looked after children are those children who are becoming looked after by the local authority i.e. they are placed either in the care of the local authority												
CFS2 ↓ CFS2 - Number of children looked after	GREEN	514							506		N/A - Local Indicator	David Howes
	506	514	↔	514	↑		No Q3 13/14 data					
CFS2NM - Looked after children are those children who are looked after by the local authority i.e. they are either in the care of the local authority												
CFS7 ↓ Page 63 CFS7 - Percentage of children on the Child Protection Register who have been de-registered and then re-registered	RED	15%							38		N/A - Local Indicator	David Howes
	16.8%	15%	↔	13.99%	↓		No Q3 13/14 data		226		The safe LAC reduction strategy requires risk sensible rather than risk averse safeguarding practice. All cases where children are re-registered are reviewed to establish why the re-registration took place. Safeguarding is a complex area of work, and our processes are continually reviewed to learn lessons and ensure that children are safeguarded and achieve good outcomes.	David Howes
CFS7NM - The number of children who had previously been on the CPR in Swansea regardless of how long ago that was												
CFS7DM - The no. of children registered to the CPR at any time during the year and counts any re-registrations that may have occurred during the year.												
CFS8 ↓ CFS8 - Percentage of children who remain on the Child Protection Register for more than one year	GREEN	14%							31		N/A - Local Indicator	David Howes
	13.7%	14%	↔	7.00%	↓		No Q3 13/14 data		226		We have arrangements in place for senior managers and senior child care lawyers to review all cases where children have remained on the Register for more than a year to ensure that effective safeguarding of children is taking place and that child protection plans are not being allowed to 'drift'	David Howes
CFS8NM - Number of Children who have been on the Register for more than one year at end of period												
CFS8DM - Number of Children on Child Protection Register at end of period												

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
CFS9 ↑ CFS9 - Percentage of children in mainstream foster care who are placed with Foster Swansea	GREEN 64.0%	63%	↔	63.57%	↑		No Q3 13/14 data	183	286	N/A - Local Indicator		David Howes
CFS10 ↓ CFS10 - Number of children in residential care	GREEN 35	50	↗	40	↑		No Q3 13/14 data	35		N/A - Local Indicator		David Howes
CFS11 ↑ Page 64 CFS11 - Percentage of children looked after in a family placement	GREEN 92.7%	91%	↔	91.63%	↑		No Q3 13/14 data	469	506	N/A - Local Indicator		David Howes

PI & desired direction of Travel	Result	Target	20% Above Target	Perform	Trend since	Perform	Trend since	N – Numerator * D – Denominator		Swansea's Position in Wales	Comments (Explanation and Actions)	Responsible Head of Service
	Q3 14-15	Q3 14-15	Q1 14-15	Q2 14-15	Q2 14-15	Q3 13-14	Q3 13-14	Q3 14-15	Q3 13-14			
Improvement Objective: People are safe, well and supported to live independently (Adult Services)												
AS4 ↑ AS4 - Percentage of clients returning home following reablement	RED 42.5%	60%	↔	53.06%	↓		No Q3 13/14 data	AS4NM - Number of clients returning home after a period of reablement 17 AS4DM - Total number of clients discharged 40		N/A - Local Indicator	We will continue to monitor performance of indicator through the Intermediate Care strand of the Western Bay Programme	Carol Rea
SSA2 ↓ SSA2 - The average number of working days taken from completion of the care plan and / or installation of aids / equipment	RED 7.36	7.00	↔	9.00	↑		No Q3 13/14 data	SSA2NM - The total number of working days taken to provide and/or install aids/equipment 5,433 SSA2DM - The total number of items of aids/equipment provided and/or installed during the year 738		N/A - Local Indicator	Performance has been affected by the emphasis on larger & critical items of equipment (e.g. specialist beds). These reduce the ability to deliver smaller items of equipment. We will continue to monitor performance with partners, the performance is however in line with what has been agreed with other LA and Health Board partners across Western Bay.	Carol Rea

Corporate Services

Although the 8 day target for reducing staff sickness is unlikely to be met based upon current results, equalling last year's result of 8.79 days is still achievable. Performance varies across Services reflecting the different nature of the workforce and roles and Heads of Service are working to achieve their own improvement targets accordingly. There are no other concerns regarding corporate services performance measures at Quarter 3.

People

Education: Performance within Education at Quarter 3 is largely in line with previous results. School attendance at both primary and secondary schools continues to improve with the Quarter 3 results representing the highest percentage of attendance since our records 2008/09.

Adult Social Services: The number of people experiencing a delayed transfer of care has increased from 55 in Quarter 3 last year to 112 this quarter, which is an increase of 57 or 103.64%. The result is the highest figure since records at Quarter 1 2011/12 and is attributable to seasonal demands creating additional pressures on the safe discharge of patients. We will continue to look at ways of reducing delays which are financially sustainable. The percentage of clients returning home following reablement has fallen each quarter since Quarter 1 to 42.5% as at Quarter 3, which is below the 60% target; although relatively small numbers of people are involved. In Quarter 3, out of the 40 people discharged, 17 returned home after a period of reablement compared to 26 people returning home in Quarter 2 out of the 49 people discharged.

Child & Family Services: The main issue relates to the percentage of core assessments being completed within the time missing its target. Although the target has been missed each quarter this year, performance has also improved in each quarter so that the Quarter 3 result is now more in line with previous results. We are confident that the quality of social work intervention is improving with more direct work with children and their families. There are no other significant concerns with Child & Family Services performance results at Quarter 3.

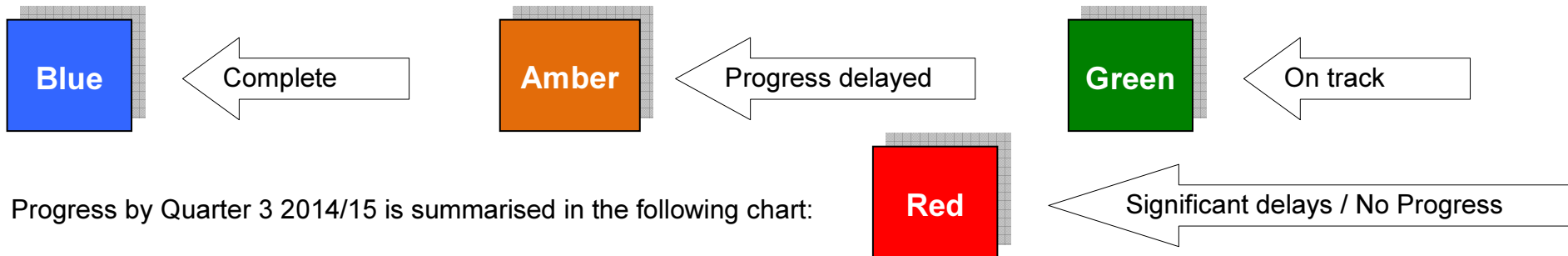
Place

Performance in the Planning service is showing signs of improvement at Quarter 3. Both the percentage of householder applications and in fact all planning applications determined within the 8 week timescale are showing the best results since records 2008/09. In addition, performance resolving enforcement cases within the allotted 12 week period has also improved at Quarter 3 compared to quarters 1 and 2; the total number of enforcement cases resolved within the 12 week period at Quarter 3 this year has increased by 108.11% compared to the same period last year. In relation to waste management, the amount of waste recycled and sent to landfill reduced slightly in Quarter 3 compared to Quarter 2. This is attributable to a reduction in the total amount of municipal waste and garden waste collected but also to a temporary interruption to processing street sweepings.

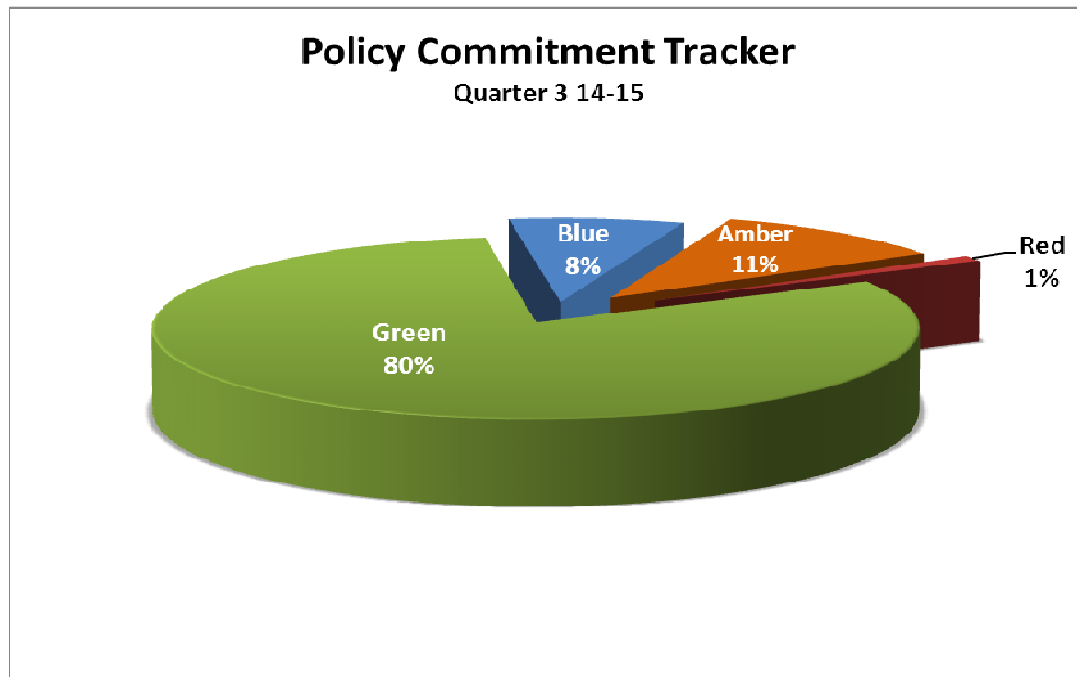
Appendix C – Policy Commitments Tracker - by Manifesto Theme: Progress by Quarter 3 2014/15

The Policy Commitments represent the Council's key priorities for delivery and were adopted by Council on 26th July 2012. Policy Commitments vary in their nature, some have specific in year outcomes, and others are targets to progress toward over 5 or more years. The Policy Commitments Tracker describes and is used to monitor the Council's progress delivering the Policy Commitments.

Progress is denoted by a BRAG status as follows:



Progress by Quarter 3 2014/15 is summarised in the following chart:



Policy Commitments Tracker, by Manifesto Theme

Standing Up for Strong Council Finances				
Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it (including next steps)	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status ¹
Undertake an urgent review of the Council's finances and assets in order to start putting the management of these on a sensible, sound long-term basis (ref: 3.1)	A robust and rigorous financial model and budget strategy. A sound financial position.	The Budget Review Group has been established to review all aspects of the Council's budgets and a new Budget Strategy has been developed as part of Sustainable Swansea Cabinet approved of the Sustainable Swansea delivery programme on 29 July 2014 Mid-term Budget Statement reported to Cabinet on 21 October 2014 Council Budget approval 24 February 2014	Head of Financial Services & Chief Operating Officer(Property Assets) Leader Rob Stewart Cllr Clive Lloyd	Amber Budget Tracker in place for 2014/15; savings currently at 88%. Asset review activity as part of Sustainable Swansea achieving savings ahead of target, through proactive and accelerated approach to accommodation strategy, area reviews and reduction of premises costs.
Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it (including next steps)	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status ²
Seek to ensure that Council expenditure and other local public bodies make on the procurement of goods and	The benefits of Council expenditure and the expenditure of other public bodies is	Many contracts to date have incorporated social benefit clauses. Ongoing Beyond Bricks and Mortar initiative to be delivered in line with	Head of Economic Regeneration & Planning & Strategic Procurement	Green

¹ Blue = complete, Green = on track, Amber = progress delayed / concerns with delivery, Red = significant delays / no progress

services, for the benefit of the local economy, jobs and training. (ref: 3.4)	maximized in the local areas	performance targets. Expenditure in Swansea SA1 – SA8 improved from £73m 2011/12 to £85m 2012/13	Manager Leader Rob Stewart Cllr Robert Francis Davies	
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it (including next steps)	Responsible Officer/ Cabinet Member	Progress during Qtr3 2014/15 & RAG status ³
Explore collaborative and innovative ways in which local services can be financed and delivered most efficiently. (ref: 3.4)	New models of service delivery which are collaborative and innovative	<i>Sustainable Swansea, fit for the future</i> is the Council's future service and budget strategy and provides the framework to agree which services we will provide in the future. Innovation Programme in place. Cabinet approved the Sustainable Swansea delivery programme on 29 July 2014. Re-commissioning programme agreed by Cabinet in December 2014. Phase 1 to commence February 2015	Director of Corporate Services Leader Rob Stewart Cllr Clive Lloyd	Green

³ Blue = complete, Green = on track, Amber = progress delayed / concerns with delivery, Red = significant delays / no progress

Standing Up for Council Democracy

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Implement a “Swansea Councillor Charter”, which is a higher standard of stewardship for Councillors beyond that anticipated in the Code of Conduct (ref: 4.5)	Excellent standards of stewardships displayed by Councillors	This commitment has been delivered and the Charter is in place. However, the real outcome will take longer to achieve and evidence. Evaluation to be undertaken after one year	Head of Democratic Services Cllr Clive Lloyd	Blue
Introduce a ‘Pledge on Standards’ and work with the Standards Committee in developing its democratic structures, ensuring fairness, equality & efficiency. (ref: 4.7)	Democratic structures are fair, equal and efficient.	This commitment has been delivered and the Pledge is in place. Evaluation to be undertaken after one year	Head of Democratic Services Cllr Clive Lloyd	Blue
Consult the Standards Committee and agree best practice with regard to new Committee structures & balance of representation aiming to promote efficiency of resource, equality of representation (ref: 4.8)	Democratic structures maximise the skills and knowledge within the Council. Democratic structures have equality of representation	All Political Group Leaders and the Chief Executive have individually met with the Standards Cttee. Members of the Standards Cttee now routinely attend Cllr training sessions, so they are trying to be more active with Cllrs to promote two way communication	Head of Legal, Democratic Services and Procurement Cllr Clive Lloyd	Blue

Standing Up for a City of Learning

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Develop with partners a 10-year 'City of Learning' strategic plan for the city's lifelong education and training system.</p> <p>(ref: 6.5)</p>	<p>A clear coherent Learning Plan for the city's lifelong education and training system.</p> <p>Opportunities for learning and training for all.</p>	<p>Swansea Learning Partnership includes a range of learning providers working together to develop this strategic approach.</p> <p>Swansea was named as the UK's UNESCO Learning City and has adopted entrepreneurial skills as its key focus and has signed the Beijing Declaration on Learning City.</p>	<p>Director of People</p> <p>Cllr Jennifer Raynor</p> <p>Cllr Robert Francis Davies</p>	<p>Amber</p>
<p>Adopt a new dynamic relationship with schools, the further education college, the two universities and the city's employers.</p> <p>(ref: 6.5)</p>	<p>Effective collaborative relationships between the Council, schools, further education colleges, local universities and the city's employers.</p>	<p>Employment Training is exploring closer working with Gower College Swansea around Work Based Learning.</p> <p>The Swansea Guarantee continues to operate.</p>	<p>Director of Place (uni/employers) & Director of people (schools/FE)</p> <p>Cllr Jennifer Raynor</p> <p>Cllr Robert Francis Davies</p>	<p>Amber</p> <p>Work Based Learning contract to be led by Gower College Swansea.</p> <p>Funding reductions from WG for 2015 onwards will affect work.</p>

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it (including next steps)	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status ⁴
Encourage greater collaboration between schools. (ref: 6.6)	Effective collaboration between schools. Sharing best practice, resources and support between schools.	Expand the growing network of Professional Learning Communities (PLCs) across all Swansea schools. Put a regional network of System Leaders in place to support groups of PLCs	Chief Education Officer Cllr Jennifer Raynor	Amber There are various types of PLCs already in place Continue to set-up PLCs. Swansea Secondary schools have established networks/ PLCs for all subjects not core. Schools will be targeted for School to School support funded through SEG
Implement a programme for sharing best practice between teachers & schools. (ref: 6.6)	Best practice which is effectively shared between teachers and schools.	Continue to use Swansea Education forums and Swansea's 'Edunet Portal for Learning' to share best practice in Swansea schools	Chief Education Officer Cllr Jennifer Raynor	Green School to School support funded through SEG. Portal development continues

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Explore ways of improving pupil engagement and attendance. (re: 6.6)	Improved pupil engagement and attendance	Continue the significant focus and initiatives in place - Improve attendance so pupils engage more in learning. Reductions in exclusions. Reduction in NEETs.	HoS Education Inclusion Cllr Jennifer Raynor	Green Attendance: There has been significant improvement in both primary and secondary

⁴ Blue = complete, Green = on track, Amber = progress delayed / concerns with delivery, Red = significant delays / no progress

				<p>school attendance in 2013-14. However, similar improvement in other authorities affected comparative performance for schools and the authority so national ranking in published secondary attendance did not improve.</p> <p>There is a continuing downward trend in fixed exclusions of 5 days or less and 3 permanent exclusions (secondary) in 2013-14.</p> <p>Exclusions: The average length of exclusions of more than 6 days is still a concern.</p>
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Introduce an ambitious, rigorous and supportive school performance framework.</p> <p>(ref: 6.6)</p>	An ambitious, rigorous and support school framework	Implementing the School Effectiveness Framework. Use of the RSCIF to categorise schools and target support, challenge and intervention according to need.	<p>Chief Education Officer</p> <p>Cllr Jennifer Raynor</p>	<p>Green</p> <p>New team of Challenge Advisers and Performance Specialists in place – need to assess their impact.</p> <p>New national categorisation</p>

				system for schools in Autumn 2014 needs to be embedded and impact evaluated.
Raise educational standards and the performance of all schools and pupils in Swansea. (ref: 6.7)	Improved educational standards and outcomes for all pupils	Implementing the School Effectiveness Framework. Introduction of Regional Challenge and Intervention Framework to targets / challenge / intervene according to need. Numeracy and literacy strategies.	Chief Education Officer HoS Education Inclusion Cllr Jennifer Raynor	Green Good improvement in 2013-14 in all indicators, including new national literacy and numeracy tests. Foundation Phase needs to improve more Some schools will be targeted to improve.

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Re-balance school funding to focus on need. (ref: 6.7)	School funding is re-balanced according to need	Maintain the management of Education funding as a 'One Education Budget'. Maintain the engagement with schools via the School Budget Forum and sub-groups - Visibility of all Education budget pressures and challenges and understand the implications on schools' delegated budget.	Chief Education Officer HoS Education Planning & Resources HoS Education Inclusion Cllr Jennifer Raynor	Green Progressing. Ongoing review via School Budget Forum meetings and process. On track - annual challenges, changes to funding and changing needs are understood and addressed. Reflected in Medium Term Financial Plan (e.g. service reviews) and Sustainable Swansea

				workstreams. Impact of proposed cuts to school funding in 2015-16 being explored. SEN funding being reviewed as part of a wider formula review
Ensure 85% of Government education funding is delegated directly to school's budgets, with the remainder for targeted specialist school and teacher support. (ref: 6.7)	85% of education funding is delegated directly to schools.	On-track to deliver 85% delegation by 2014/15. We have moved from 73.5% delegated to schools in 2011 to 82.9% delegated for 2013/14	Chief Education Officer HoS Education Planning & Resources, HoS Education Effectiveness, HoS Education Inclusion & Head of Finance (for the 85% delegated budget) Cllr Clive Lloyd	Green 84.8% delegation rate for 2014/15 – would have exceeded 85% if it had been possible to delegate the additional funding for the Living Wage (so it is expected that this will be delivered in 2015/16).

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Promote community-focused schools and 'family learning'. (ref: 6.7)	Enhanced literacy and numeracy skills and reducing disadvantage through engaging with families.	Provide a programme of basic skills as part of the local and national literacy and numeracy strategies. Promote community-focused schools and 'family learning'.	HoS Education Inclusion HoS Education Planning and Resources. Cllr Jennifer Raynor	Amber Family Learning grant removed for 2015/16

<p>Implement a Swansea Pledge to ensure all 18-24 year olds have access to quality employment, education, and enterprise or training opportunities.</p> <p>(ref: 6.10)</p>	<p>All 18 - 24 year olds have access to quality employment, education and enterprise or training opportunities.</p>	<p>The implementation plan of the Youth Progression and Engagement Framework is being developed, outlining how the Council will develop the Swansea Guarantee and provide support for NEETs.</p>	<p>Head of Poverty. Cllr Christine Richards</p>	<p>Green</p> <p>Developing with Gower College. Careers Wales and Jobs Centre Plus looking at how to improve information sharing.</p> <p>Exploring an ESF bid for funding in terms of the early identification of NEETs aged 16 yrs +</p>
<p>Explore setting up a Swansea Skills Campus and a Swansea-wide apprenticeship scheme and seek support for this from other employers in the city. (ref: 6.10)</p>	<p>A skills campus and a Swansea wide apprenticeship scheme aiming to motivate learners and unemployed who lack ambition in relation to learning and progression.</p>	<p>A joint report has been prepared for Executive Board discussion. Subject to agreement, prepare a pilot of a Swansea wide apprenticeship scheme.</p>	<p>Head of Economic Regeneration & Planning Cllr Christine Richards</p>	<p>Green</p> <p>A report has been prepared for Executive Board and a further report is being prepared for Corporate Briefing to present progress to date.</p> <p>Inform Swansea is up and running with opportunities</p> <p>Apprentices sought annually by the Council</p> <p>Job clubs and Youth services supporting people to access opportunities</p>

Standing Up for Jobs and Regeneration

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Work with partners and the business community to promote Swansea Bay City region positively; to attract investment and creating the right conditions for jobs, businesses and wealth.</p> <p>(ref: 7.1)</p>	<p>A more competitive and prosperous city region</p>	<p>Strategy adopted and City Region has been launched. Board meetings are taking place and project development underway. Support Unit for Board is under discussion. Knowledge Economy and Innovation Group established.</p> <p>Campaigns are underway to target potential, capitalising on both the sport and cultural opportunities. Pro-active targeting of potential investors.</p>	<p>Head of Economic Regeneration & Planning & Head of Culture, Sport, Leisure and Tourism</p> <p>Cllr Robert Francis Davies</p>	<p>Green</p> <p>Discussions with WEFO regarding funding for Knowledge economy projects has commenced and an update report for the City Region Board.</p> <p>Dylan Thomas 2014 destination marketing campaign progressed. STEAM half year report demonstrates 6.8% growth in visitors and 9.4% growth in spend for the first 6 months of the year</p>

Page 77

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Seek a new strategic alliance with the city's two universities and support Swansea University in its creation of a Science and Innovation Campus and work with Swansea</p>	<p>A new alliance with the city's two universities</p> <p>The creation of a Science and Innovation campus</p> <p>Supporting Swansea Metropolitan university to</p>	<p>Knowledge Economy & Innovation Group established under auspices of City Region Board, to provide support to the universities in order to facilitate their development</p>	<p>Head of Economic Regeneration & Planning & Head of Culture, Sport, Leisure and Tourism</p> <p>Cllr Robert Francis</p>	<p>Green</p> <p>Concordat drafted for discussion.</p> <p>KE&I Group meeting and reporting to SBCRB.</p>

Metropolitan University to develop its expertise in the media and creative arts (ref:7.6)	develop its expertise in the media and creative arts.	Developing the City of Culture Strategy. Further development of the partnerships underway associated with the submission of the Ideas, People and Places Bid to ACW in May 2014.	Davies	Coastal Housing and partners at Volcano achieved £200K funding. Further discussion on the programme to take place. New Cultural Framework in development ready to commence consultation in the spring.
Work closely with the city's two universities, the Welsh Government and other partners to develop a 'Creative City Region' strategy and build Swansea as a science, technology and creative capital, developing a dynamic knowledge-based economy (ref: 7.6)	A Creative City Region. A strong focus on science, technology, with a dynamic knowledge economy	Strategy Adopted and City Region launched. Projects ideas under development, including knowledge & innovation projects. Knowledge Economy & Innovation Group established under auspices of City Region Board, to provide support to the universities and the private sector in order to facilitate their development	Head of Economic Regeneration & Planning Head of Culture, Sport, Leisure and Tourism Cllr Robert Francis Davies	Green Thematic group for Creative Industries agreed by SBCRB. Group members to be identified. CCS to support the work of the group. Discussions now initiated with both Universities around the Cultural Strategy and skills agenda, innovation and opportunity, especially around projects such as Hafod Copperworks.

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Working with others to create a clear, coherent and	A clear and improved city centre offer.	The city centre review includes public consultation & engagement	Head of Economic Regeneration & Planning	Green Conference held.

balanced approach to the city centre. (ref: 7.7)		to help shape the future development strategy. A “future cities” conference with international speakers has been held.	Cllr Robert Francis Davies	Stakeholder engagement underway. Public consultation and marketing of key site to take place early in New Year.
A City Centre strategy in line with the principles of good urban design. (ref: 7.7)	An improved city centre offer which is based on good urban design.	The city centre review includes public consultation & engagement to help shape the future development strategy and support future funding bids.	Head of Economic Regeneration & Planning Cllr Robert Francis Davies	Green Conference held. Stakeholder engagement underway. Public consultation and marketing of key site

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Plans for a sustainable transport system (City Centre). (ref: 7.7)	A sustainable city centre transport system. Reduced pollution and congestion. Healthier and more active lifestyles	Sustainable modes of transport are being developed as part of our Regional Transport Plan. The Cycle Action Plan has been agreed, The Swansea Bay City Region Board has identified the City Centre and sustainable connectivity as a priority for action. The introduction of the Active Travel Act and the responsibilities on Local Authorities to map current and aspirational cycle routes, make progress on	Head of Highways & Transportation Cllr Mark Thomas	Green

		improving facilities and promoting walking and cycling will support this policy commitment.		
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Improve perceptions of our city as a place to work, to visit and to live.</p> <p>(ref: 7.7)</p>	<p>An increase in positive perceptions about Swansea city centre being a positive place to work, visit and live.</p>	<p>The city centre review includes public consultation & engagement to help shape the future development strategy. A “future cities” conference with international speakers has been held. Vibrant & Viable Places funding has been awarded and City Region Board support has been secured to commence discussions with WEFO regarding EU funds. A launch of the revised strategy and development prospectus will take place in the New Year.</p>	<p>Head of Economic Regeneration & Planning</p> <p>Cllr Robert Francis Davies</p>	<p>Green</p> <p>Discussions held with WEFO and WG regarding the Realising the Potential delivery.</p> <p>Conference held. Stakeholder engagement underway.</p> <p>Public consultation and marketing of key site to take place early in Ney Year.</p>

Page 80

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Aim to enhance our public spaces and adopt a coherent approach to our city’s built heritage and empty properties.</p> <p>(ref: 7.7)</p>	<p>Enhanced public spaces and coherence in relation to the city’s built heritage and empty properties</p>	<p>Cabinet have agreed a buildings at risk strategy and have allocated funding from the Regeneration Assistance Grant in order to support a prominent listed building at risk. In addition, an empty property officer is employed in Housing and Public Health, to help</p>	<p>Head of Economic Regeneration & Planning</p> <p>Cllr Robert Francis Davies</p>	<p>Green</p> <p>Works to the Palace Theatre.</p> <p>City Centre Conference held. Stakeholder engagement underway.</p>

		bring empty residential properties back into use. The city centre review includes public consultation & engagement to help shape the future development strategy. This work has a significant urban design input.		Public consultation and marketing of key site to take place early in Ney Year.
Seek to increase the number of people living in our city centre and improve the mix of housing type and tenure. (ref:7.7)	An increase in the number of people living in the city centre and an improvement in the mix of housing type and tenure	An allocation of £8.4m has been awarded by WG – Vibrant and Viable Places funding to support the Council's Realising the Potential programme, which includes a significant quantity of new and refurbished properties within the city centre.	Head of Economic Regeneration & Planning Cllr Robert Francis Davies	Green RtP programme delivery and monitoring underway.

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Work with businesses and local communities to support imaginative and sustainable development of smaller suburban retail centres. (ref: 7.8)	The development and sustainability of smaller suburban retail centres.	Regeneration funding and RDP funding is currently being deployed in eligible areas, providing support for projects that enhance and create opportunities. District Regeneration Assistance Grant - Flexible funding to support a range of business activities, has been awarded to businesses following the invitation and assessment of bids.	Head of Economic Regeneration & Planning Cllr Robert Francis Davies	Green RDP programme delivery ongoing. RAG assistance was allocated in 2013/14 and discontinued in 2014/15.

Tackle Poverty and unemployment, especially among young people and within the most deprived communities. Draw up and implement and anti-poverty action plan for the city (ref: 7.9)	The development and implementation of an anti-poverty plan. The reduction of poverty and unemployment, especially within the most deprived areas	A poverty strategy, action plan and performance framework have been agreed. Reviewing internal Poverty forum. Launched external Swansea Partnership Poverty Forum	Director of People and the Head of Poverty and Prevention Leader, Rob Stewart Cllr Will Evans	Green A strategy, action plan and performance framework have been developed. Implemented the LIFT programme with Communities First areas (Penderry) Continued working with Workways. Developing a future model.

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Explore with Swansea's Credit Union, new ways it can use the extra powers provided by the last Government to make loans to micro businesses, to support expansion of local economic activity in our city. (ref: 7.12)	Loans are available to individuals for small business set up.	There is limited capacity here as LASA Credit Union does not have a specific product for Micro Business in terms of loaning money to existing businesses. It does however have capacity to offer small loans to individuals who wish to set up a small business e.g. self employment. This could form the basis of a future SLA arrangement with the Credit Union	Head of Poverty and Prevention Cllr Will Evans	Green A Review of the Credit Union, will assist in the future direction, priorities and funding of the credit union

With other public sector employers explore the feasibility of implementing a 'Living Wage' for those employed on low incomes. (ref: 7.12)	Encourage other employers in the city to pay the present Living Wage rate of £7.45 per hour to any staff under this at present.	The Council has implemented the Living Wage in April 2014. Ongoing support for this important aspect of alleviating in-work poverty needs to be driven forward via the LSB	Head of Poverty and Prevention Cllr Will Evans	Green Swansea Uni is looking at implementing the Living Wage
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Work with Moneyline Cymru and the local credit union to help low-income citizens with affordable loans and personal finance. (ref: 7.12)	An appropriate range of banking provision including; a saving, loan and payment function is available across Swansea.	Financial Inclusion Steering Group – readiness for Universal Credit action plan to be developed and progress overviewed by the CCS Poverty Forum Housing SLA for rent arrears	Head of Poverty and Prevention Cllr Will Evans	Green The Financial Inclusion Steering group

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Work with organisations such as Swansea Citizens' Advice Bureau and make targeted use of schemes such as Community First, to enhance the Council's existing Welfare Rights Unit to help low-income families, including working parents	To increase the accessibility and consistency of advice in relation to benefits for families living in deprived areas.	The Tackling Poverty Unit is providing Welfare Rights advice and training to frontline staff across the CCS and partner organisations. This is increasing the capacity to ensure that low income families have access to benefits advice and support Communities First staff are working	Head of Poverty & Prevention lead Cllr Will Evans	Green Communities First

<p>with children. (ref: 7.13)</p>		<p>closely with the CAB to ensure that any outreach is getting to the people who need support and helping CAB get new clients. The SIU are liaising closely with the Prosperous Officers maximising their support to those in need.</p> <p>The Tackling Poverty Unit supports the work of the Financial Inclusion Steering Group – a multi-agency working group that is developing an action plan to ensure readiness for Universal Credit. Partners include: CAB, Age Cymru Swansea Bay, Coastal Housing, Family Housing Association, Gwalia, Credit Union, Moneyline Cymru as well as a number of CCS Departments.</p>		
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Work with Welsh Government and other key partners in the city region such as industry, our universities and other local authorities to exploit opportunities in key sectors such as green energy, quality tourism, high value manufacturing,</p>	<p>A more competitive and prosperous city region.</p> <p>Effectively managed destination, improved visitor experience.</p>	<p>Strategy Adopted and City Region launched. Projects under development. Knowledge Economy and Innovation Group established to facilitate project delivery in key sectors.</p> <p>Low carbon initiatives under feasibility assessment, including CREES and district heating.</p>	<p>Head of Economic Regeneration & Planning</p>	<p>Green</p> <p>The KE&I group is progressing the development of project ideas, having been endorsed by the SBCRB.</p> <p>Further feasibility required on CREES and District</p>

<p>life sciences, ICT and the creative industries.</p> <p>(ref: 7.14)</p>		<p>Developed a Sustainable Destination Management Plan - Swansea</p> <p>Campaigns are underway to target potential visitors, capitalising on both the sport and cultural opportunities. Re-branded Tourism Offer. Pro-active targeting of potential investors.</p>	<p>Head of Culture, Sport, Leisure and Tourism</p> <p>Cllr Richard Francis Davies</p>	<p>Heating.</p> <p>2014/15 Destination Marketing Plan underway. With a key focus on Culture for the DT Centenary year.</p> <p>STEAM half year report demonstrates 6.8% growth in the first 6 months of the year.</p>
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Develop and implement a quality sustainable tourism action plan to maximize the economic benefit for the city.</p> <p>(ref: 7.15)</p>	<p>A sustainable tourism action plan</p>	<p>Incorporate Sustainability into Tourism decision-making at all levels. Prepare Sustainability Policy/Guidelines for C&T. Incorporate at all levels of Dept - Environmental, economic and social benefits to local, regional and national level.</p> <p>Destination Management Plan in progress signed approved by Cabinet in Dec 2013</p>	<p>Head of Culture, Sport, Leisure and Tourism</p> <p>Cllr Richard Francis Davies</p>	<p>Green</p> <p>Destination Management Plan approved by Cabinet in Dec 2013. Delivery groups established and have met to implement and monitor the action plan. Plan reported to the March 27th steering group chaired by Cllr N Bradley.</p> <p>Cllr RFDavies now the</p>

				chair of the Steering group. The Steering group and Delivery group continue to meet as scheduled to progress the DMP Action Plan.
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Standing Up for Strong Transport Links

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Complete Swansea's Park & Ride system with a scheme for the west of the city. (ref: 8.1)	Park and ride system in the west of the city.	Feasibility work to be undertaken on possible site at former Emmanuel Grammar school, but it is not in an ideal location. Key challenge is lack of capital and revenue funding which would be required.	Head of Highways & Transportation. Cllr Mark Thomas	Red
Work with the Welsh Government, neighbouring local authorities, transport users and providers to develop a sustainable transport plan for the city and region (ref: 8.2)	To develop a sustainable transport plan for the city and region	Work will be undertaken with Swansea Bay City Region Board and other South West Wales authorities to support sustainable transport in Swansea. A Transport Adviser to the Board has been seconded and a joint local Transport plan will be submitted to the WG by January 2015.	Head of Highways & Transportation Cllr Mark Thomas	Green
Work with the Welsh Government to lobby the Government in London to	An extension of the electrification of the main line	An extensive lobbying exercise was undertaken collaboratively through the South West Wales councils and	Head of Highways & Transportation	Blue

extend the electrification of the main line from London to Swansea. (ref: 8.3)	from London to Swansea	SWWITCH, and in partnership with local private sector representatives. This commitment has now been completed.	Cllr Mark Thomas	
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Explore with Welsh Government the creation of a Joint Transport Authority for Swansea and the wider city region. (ref: 8.3)	To develop a Joint Transport Authority for Swansea and the wider region.	From the 1 April 2014, funding for transport has been redirected to local authorities with input from the City Region Board. Details of arrangements for strategic transport planning and interface with the city regions to be confirmed.	Head of Highways & Transportation Cllr Mark Thomas	Green
Explore the introduction of 'oyster'-style travel cards (ref: 8.3)	To provide 'oyster style' travel cards, discounts and benefits.	The Welsh Government Bus Policy Advisory Group report published in June 2014 has recommended that further work be undertaken by the Fair Fares project to determine action needed to establish an all Wales ticketing system with interavailability between bus operators and with the rail network.	Head of Highways & Transportation Cllr Mark Thomas	Amber

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Seek to follow NICE (National Institute for Health & Clinical	Interventions and activities are based on sound and robust evidence and	Creating a Healthy and Active Swansea Action Plan aims to improve the health and wellbeing for	Head of Culture, Sport, Leisure and Tourism.	Green 3.42 million physical activity visits achieved

<p>Excellence) Guidance on Physical Activity and the Environment.</p> <p>(ref: 8.4)</p>	<p>evaluated practice.</p>	<p>everyone across the City and County - A Vision for Swansea; “The Most Active, Healthy and Informed city in the UK, where a healthy lifestyle is the norm”.</p>	<p>Cllr Mark Child</p>	<p>(target 3.4 million)</p> <p>On target to achieve 11% of 11-16 year olds participating in 20 or more extra-curricular sporting and physical activity opportunities</p> <p>No. of visits to sport and leisure centres per 1000 population achieved 8,224 (target 8,046).</p> <p>3 792 Passport to Leisure members achieved (target 3,600).</p> <p>74% of clients referred to the national exercise scheme due to ill-health / obesity still active after 12 months (target 53%)</p>
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Adopt the ‘Wheelrights’ Manifesto’ and seek to significantly increase access to safe, quicker and more cost effective cycle & walking routes through many areas of</p>	<p>Improved cycling and walking routes – safer, quicker and more cost effective.</p>	<p>The Wheelrights manifesto has been adopted. Working with Wheelrights and Sustrans, the council are implementing the city centre cycling network. Additional cycle links along Princess Way and Pleasant Street will be completed in</p>	<p>Head of Highways & Transportation.</p> <p>Cllr Mark Thomas</p>	<p>Green</p>

the city. (ref: 8.5)		2014-15. A map of cycling routes in the centre centre has been published. A Swansea Bay Cycling Commuter Routes tube style map has been produced in conjunction with Neath Port Talbot CBC. Cycle links from residential areas to the city centre have been included in the draft Local Transport Plan Programme for Swansea to be submitted to WG in January 2015		
Encourage quality cycle training in schools and for adults. (ref: 8.5)	An increase in cycling and improved levels of road safety whilst cycling.	A programme of cycle training for school children and police officers has been delivered. However, this is likely to be reduced following a reduction in Welsh Government funding	Head of Highways & Transportation. Cllr Mark Thomas	Amber

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Encourage the emergence of the electric car and explore local authority controlled car parks being equipped with electric car recharging points. (ref: 8.6)	The great use of electric cars with Local Authority car parks fitted to facilitate their use.	The Council are currently piloting the use of 9 electric cars within their corporate Building and Property service department and if it is successful, it will be rolled out further. A feasibility study is being undertaken in relation to the installation of electric car charging points at key sites in the city.	Chief Operating Officer Head of Highways & Transportation Cllr Mark Thomas	Green Whilst much of the fleet renewal programme has been suspended whilst work to reduce fleet size is ongoing, some new vehicles have been procured. One additional electric car has been ordered for Gower AONB,

				<p>as well as three Euro 6 HGV vehicles also on order. Continue to use electric cars The service has trialled an electric van which was promising –and business case to now be developed</p> <p>Cross-sector electric vehicle working group is now preparing a grant funding bid for charging points within County, with an expectation of submission and response early 2015 and includes the University, DVLA and AMBU alongside CCoS.</p>
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Consider introducing a Quality Bus Partnership and Quality Bus Contract between the Council and bus operators. Simplified services, improved bus priorities and service frequencies, especially to poorer communities, plus	Improved and simplified services and fares, especially within deprived communities	A feasibility study has been undertaken in relation to the introduction of a Bus Quality Contract Scheme. However, the research concluded that it was very costly to implement at a time of financial uncertainty for the Council and that there was no evidence elsewhere in the UK of a Bus	Head of Highways & Transportation Cllr Mark Thomas	Amber

<p>a simplified fares system. (ref: 8.8)</p>		<p>Quality Contract Scheme being implemented. The Cabinet Advisory Committee will be considering the feasibility of a Quality Bus Contract in the next few months. Voluntary Bus Partnerships are currently being investigated by Officers as a potential alternative which can be implemented more quickly and with less long term financial commitment.</p>		
<p>Using existing licensing arrangements to ensure that taxi points are safe, well lit and stewarded. (ref: 8.9)</p>	<p>Safe, well lit and stewarded taxi points</p>	<p>The Council have supported and jointly funded the provision of Taxi Marshalls with the Business Improvement District (BID) at specific taxi ranks on key dates through the year.</p>	<p>Head of Housing & Public Protection lead Cllr Mark Child</p>	<p>Green Ongoing work, i.e. Licensing officers undertake regular out of hours enforcement and carry out visits to the taxi ranks.</p>

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Work with Welsh Government, transport users and operators to commission detailed studies into the feasibility of Demand Responsive Transport (DRT) services operating to neighbourhood shopping</p>	<p>Transport which is responsive to local needs and access to key resources and facilities.</p>	<p>The council implemented a community bus service to North Gower using a Social Services' transport vehicle was implemented in February 2014 and a further 3 community bus routes, started in August 2014. Sections of these services operate on a demand responsive basis. The feasibility of a</p>	<p>Head of Highways & Transportation Cllr Mark Thomas</p>	<p>Green</p>

centres and major public services, such as the city's two main hospitals. (ref: 8.10)		Wheels to Work scheme in conjunction with other Councils in South West Wales is being investigated		
Reintroduce a 'real time' passenger information system. (ref: 8.10)	Real time information for passengers	Real Time Information is in place on the Metro route and is included as a project within the Regional Transport Plan and the draft Local Transport Plan. This can be progressed subject to funding and bus operator involvement. A bid for Local Transport Funding was submitted to Welsh Government in February to undertake a feasibility study into expanding Real Time Information provision in Swansea. This bid was unsuccessful but it is proposed that a further bid be submitted in future.	Head of Highways & Transportation Cllr Mark Thomas	Amber

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Examine creating a new bus-rail interchange at Swansea rail station. (ref: 8.11)	Greater connectivity between bus and rail services.	The Council have undertaken a review of bus service/rail service connections and improved connectivity by placing screens with information about busses in the train station and vice versa	Head of Highways & Transportation Cllr Mark Thomas	Blue
Carry out studies, with local bus companies, to	Discounted bus fares for young people aged 16-18	Working in partnership with First Cymru, we have introduced reduced	Head of Highways &	Blue

explore the feasibility of introducing a discount entitlement card for teenagers up to 19 years old. (ref: 8.12)	years.	bus fares for young people aged 16 – 18 yrs	Transportation Cllr Mark Thomas Cllr Christine Richards	
Examine providing the city centre's main streets with continuous covered walkways to guarantee weather proof shopping. (ref: 8.14)	The introduction of covered walkways to guarantee weather proof shopping.	An assessment will be carried out as part of the review of the City Centre Strategic Framework. If feasible, proposals could be implemented as part of the Realising the Potential infrastructure projects.	Head of Economic Regeneration & Planning. Cllr Robert Francis Davies	Green Concept under consideration as part of ongoing city centre review.

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Review the existing city centre road system with a view to a phased simplification and improved accessibility for pedestrians and cyclists. (ref: 8.15)	Simplification of the city centre road system and improved access for pedestrians and cyclists.	Traffic signals team have been reviewed, revised and simplified on Kingsway. Traffic signals team have also made improvements on the Boulevard. Consultation with city centre businesses / BID has commenced to assess the feasibility and impact of more substantial changes	Head of Highways & Transportation Cllr Mark Thomas	Green
Examine the feasibility of introducing a comprehensive city centre parking system and	A comprehensive city centre parking system and flexible charging regime.	Initial review of parking tariffs undertaken. New pay and display machines have been provided. This will provide better intelligence on the	Head of Highways & Transportation Cllr Mark Thomas	Green

adopting a more flexible charging regime in local authority controlled car parks. (ref:8:15)		impact of changes to parking tariffs. Actions for the parking review have been completed. Sunday charging proposals have been brought forward for member consideration. A further review of the parking tariffs will be undertaken.		
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Introduce a 20mph speed limit in residential areas across the city, examine introducing a 20mph speed limit on most roads in the city centre and appropriate speed limits in rural areas. (ref: 8.16)	Reduced traffic speed and improved safety, and perception of safety, around schools. Encourage walking and cycling to school.	A 20mph speed limit has been introduced in roads around 11 primary and secondary schools. A comprehensive package addressing the majority of schools in Swansea has been approved by Cabinet members for Place and Education, and the package is being delivered through a rolling programme.	Head of Highways & Transportation Cllr Mark Thomas	Green

Standing Up for High Quality Health and Social Services

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Ensure a new emphasis in Social Services on prevention and early intervention - investing in the conditions which	Preventing problems from occurring and/or intervening at early stage when problems first present, in order to prevent additional needs	The new emphasis on prevention & early intervention services, focuses on the development of strengthening universal approaches, identifying risk and promoting	Director of People Head of Poverty and Prevention	Green Prevention workstream in Sustainable Swansea – Invest to Save Prevention

<p>maintain independence and support families, rather than dealing with the consequences of family break down.</p> <p>(ref: 9.4)</p>	<p>from escalating and becoming more complex, requiring specialist intervention</p>	<p>resilience,. Under the Sustainable Swansea Prevention workstream, staff will mapping and analysing existing provision, developing a new assessment framework and pathways of support to ensure a coherent Team Swansea approach.</p>	<p>Cllr Jane Harris Cllr Christine Richards</p>	<p>Fund. There is a full list of preventative projects which have been agreed.</p> <p>These projects have been developed in conjunction with Social Services – Child and Family and Adults, and include Local Area Coordination, Adult Family Group Conferencing, Tend and Mend and Volunteering and Befriending</p>
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Investigate the creation of a Social Impact Bond to help reform Children’s Social Services, investing in new preventive services to help families care for their own children, and to draw back to the city, children who are currently cared for ‘out of county’.</p> <p>(ref: 9.4)</p>	<p>To increase the number of children cared for out of county – back into the city and to support families care for their own children</p>	<p>We have developed a 5 year strategy for Looked After Children in order to reduce the number of children requiring Out of County care. We are improving the interface with early intervention and prevention services, such as Team Around the Family (TAF). Locality teams within Child and Family services e.g. Penderry, Townhill, East and West, are supporting children in their local community more effectively</p>	<p>Director of People Head of Poverty and Prevention Head of Child & Family Services Cllr Christine Richards</p>	<p>Green</p> <p>The Prevention work stream of Sustainable Swansea is taking forward the project on the Continuum of support available to children and families, and to develop a more integrated model between:</p> <p>- Early Intervention and Prevention services such as Team Around the</p>

				<p>Family (TAF),</p> <ul style="list-style-type: none"> - Children and Family Services such as Internal Family Support Services, Option 2 - Western Bay Regional services such as Intensive Family Support Service (IFSS) <p>A Continuum Model has been agreed.</p>
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Relocate social services to work directly in the communities they serve and co-locate them with other council services and partner agencies in these localities, such as education, housing and health.</p> <p>(ref: 9.5)</p>	<p>To increase the number of support services offered by Social Services and their partners in the communities in which they serve.</p>	<p>We have taken opportunities to re-locate provision in communities and with partner agencies where it is appropriate and achievable. For example, we are working with ABMU to develop t</p> <p>integrated health and family services to older people and people with disabilities through the development of 3 network hubs working within local communities,</p>	<p>Director of People</p> <p>Chief Operating Officer (Social Services)</p> <p>Head of Adult Services</p> <p>Head of Child and Family Services</p> <p>Cllr Jane Harris</p>	<p>Green</p> <p>Through a jointly agreed Integration Plan, and statement of intent, we are continuing to working closely with Health partners, ABMUHB to support older people and people with chronic conditions</p> <ul style="list-style-type: none"> -Common Access Point for all health and social care referrals in the community -Community Network Hubs

				<p>in which health and social care staff are co-located and scheduled to be operational by the end of 2014/15.</p> <p>- New pathways to achieve independence(1 yr grant funded by Welsh Govt. Intermediate Care Fund.</p> <p>- Joint Commissioning</p>
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Better integrate systems, ensuring far more effective links between adult and children's services and between social services, education and local health services.</p> <p>(ref: 9.6)</p>	<p>Integrated pathways of support across departmental and organisational boundaries.</p>	<p>The Council has restructured to ensure that such links and integration of systems are made. The Prevention workstream in the Sustainable Swansea strategy contains a number of projects to enhance this further. A Transition protocol has been developed to provide a clear pathway to adulthood for disabled young people in Swansea.</p> <p>Integration with health services is a key priority that is being pursued on a regional level through Western Bay collaborative arrangements, and at a local level through a newly established Integration Board</p>	<p>Director of People</p> <p>Chief Operating Officer Social Services</p> <p>Chief Education Officer</p> <p>Cllr Jane Harris</p> <p>Cllr Christine Richards</p>	<p>Green</p> <p>The Prevention work stream of Sustainable Swansea is taking forward a project on the Continuum of support to children and families to develop a more integrated model.</p> <p>Local Transition support is to be located at the front door to make greater use of prevention and early intervention services such as Coastal and Supporting People as the enablers of wellbeing. There are also</p>

		between health and social services.		opportunities for regional commissioning re. transition and integrated services.
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Play a full part in the 'Healthy Cities' initiative, to address the health inequalities and differences in life expectancy across the city.</p> <p>(ref: 9.6)</p>	<p>A reduction in health inequalities and difference in life expectancy across the city.</p> <p>Improvements in health outcomes and a healthier lifestyles for those people living in the most deprived communities.</p>	<p>The Council continues to develop its work on Phase 5 Health City and has applied for Phase 6. We are working with health partners to develop a Healthy and Active Swansea Action Plan - A Vision for Swansea; "The most Active, Healthy and Informed city in the UK, where a healthy lifestyle is the norm". This includes a number of projects and initiatives to increase the numbers of people, especially children, making use of sport and leisure activities. We have promoted the Grow Local Scheme via the Community Food and Growing team in partnership with Communities First and Schools. We have drafted the strategy to Give Every Child the Best Start in life and action plan in partnership with the Health Board, to ensure we are intervening early to provide better support at critical points in a child's development.</p>	<p>Director of People</p> <p>Cllr Mark Child</p>	<p>Green</p> <p>The Council has achieved Phase 6 Healthy City status with Health colleagues – Healthy Cities Board</p> <p>Early Years strategy agreed. Statement being progressed. Identifying a brand for Swansea – giving every child a Flying Start</p> <p>Developing an action plan and re-focusing the steering group.</p>

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Intervene in the market in social and residential care to ensure, where provision is of last resort, that there is a diverse range of suppliers, including not-for-profit, cooperative and social enterprise providers.</p> <p>(ref: 9.7)</p>	<p>High quality social care and residential provision – offered by range of providers</p>	<p>Western Bay Regional Programme. Transforming Adult Social Services (TASS) is developing commissioning plans based on shared service models to shape the future social care market and to ensure there is sustainable independence.</p> <p>Interventions are being supported by new collaborative arrangements such as 4Cs and the Western Bay Procurement Hub and supported by effective governance arrangements.</p> <p>Through the Sustainable Swansea budget strategy, there are a number of projects to support the development of new models of delivery, including closer working with the third sector. Work is underway to develop an Intermediate Care Tier taken forward through Western Bay programme- Community Services workstream, with a common service model across the ABMU footprint and locally agreed arrangements. The first year of Intermediate Care Tier is supported through a successful regional bid, and business case made to the Welsh Government's Intermediate Care Fund..</p>	<p>Chief Social Services Officer</p> <p>Cllr Jane Harris</p>	<p>Green</p> <p>Progress is being made on regional collaborative work within Western Bay Regional Programme, and to identify opportunities for regional, joint commissioning.</p>

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Invest in our staff at all levels in social services.</p> <p>(ref: 9.7)</p>	<p>A highly trained, capable and motivated workforce.</p>	<p>Continuing to roll out whole service training in coaching skills, signs of safety practice, person centred and solution focussed thinking which is equipping our staff to work effectively and sustainably with people, children and families in ways that recognise and build upon their own strengths and resources, fully utilising the wider family and community networks.</p> <p>Social services training plan, developed jointly with health a Development Plan that sits within the transformation programme A Social Care Workforce Development plan, which is reviewed and signed off by Welsh Government.</p> <p>We have a programme of development for existing qualified social workers to provide a pathway to progress their career . This programme will help achieve the cultural change necessary to achieve a new model of social care, and to embed a sustainable approach to performance management.</p>	<p>Chief Social Services Officer</p> <p>CLlr Christine Richards</p> <p>CLlr Jane Harris</p>	<p>Green</p> <p>We are delivering on the training programme as set out within Social Care Workforce Development Plan 2014/15, which has been agreed with Welsh Government</p>

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Build stronger links with Swansea's universities and others, so that Social Services and providers keep abreast of best practice and new ideas in research and delivery.</p> <p>(ref: 9.8)</p>	High quality local practice which is informed by national best practice and incorporating new ideas in research and delivery	<p>A range of partnership arrangements in place with HEI's within Swansea and wider area to support training, practice research and service development , e.g. SMAT Learning Exchange, All Wales Social Care Research Collaborative (ASCC), Older People Area Network (OPAN) and specific research projects such as kinship care.</p> <p>Implementing a career progression for social workers that provides newly qualified social workers with an opportunity for consolidation of learning into improved practice supported by a new collaborative, Port Agored, made up of 12 Local Authorities and partnership with University of Wales Trinity Saint David.</p>	<p>Chief Social Services Officer</p> <p>Cllr Jane Harris</p>	<p>Blue</p> <p>We continue to build links with Swansea Universities, and officers are involved in the training programmes for social work students, in new practice areas such as Signs of Safety, Direct Payments.</p> <p>We are seeking to partner with Dept. of Life Sciences to evaluate Local Area Coordination as an innovative, research-based approach to organising support to older people.</p>

Standing Up for Better Housing

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Target HMOs for improved standards of management and	Improved standards and quality of housing	There is an active HMO inspection regime in place which is working towards identification of all HMO's	Head of Housing & Public Protection lead	<p>Amber</p> <p>Increased number of</p>

<p>maintenance. (ref: 10.2)</p>		<p>Problematical ones are prosecuted. There were 1,562 licensed HMOs as at 31/10/13 and to date 2 landlords have been prosecuted and 6 issued with simple cautions for failure to license properties.</p>	<p>Cllr David Hopkins</p>	<p>owners selling HMOs or leaving them empty/letting as single households. Along with expired licences this has resulted in there being 1,507 licensed HMOs at 30/9/14</p> <p>Work continues to process licence applications & investigate complaints.</p>
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Work with Welsh Government, housing associations and the private sector to increase the supply of affordable housing. (ref: 10.3)</p>	<p>Provision of more affordable housing</p>	<p>The Council will work with the Welsh Government in relation to housing grants, in partnership with local RSL's to develop new sources of affordable accommodation and negotiate with the private sector.</p> <p>In addition to the £3m in Social Housing Grant the Authority was allocated, the Authority has for an extra £2.6m under the Welsh Government's Additional Capital Funding Programme and a further £1.6m has been secured from the Welsh Government's 'Smaller Properties' Programme.</p>	<p>Head of Housing & Public Protection lead Cllr David Hopkins</p>	<p>Green</p> <p>The Authority has been allocated Social Housing Grant of £2.77m for 2014/15. Monthly meetings are being held with the RSLs to ensure all this allocation is being spent.</p> <p>Another round of smaller properties funding has been announced for 14/15 and 15/16 to support the delivery of smaller homes. Schemes will be submitted to WG to ensure Swansea's allocation of £1.7 m for Swansea is</p>

				spent.
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Make public land available and using the planning system and, in partnership with others, develop innovative ways of raising the funds to deliver an increased supply of quality affordable housing</p> <p>(ref: 10.3)</p>	<p>More land available for the provision of affordable housing.</p>	<p>Progress the Local Development Plan (LDP) - Affordable Housing target and policies to meet future requirements.</p> <p>LDP targeted for adoption in December 2016.</p> <p>Discussions ongoing with Planning and Housing colleagues to release land as part of the disposal programme.</p>	<p>Planning & Corporate Building & Property input</p> <p>Head of Economic Regeneration & Planning</p> <p>Cllr Robert Francis Davies</p> <p>Cllr David Hopkins</p>	<p>Green</p>
<p>Prioritise those in housing need, especially the homeless.</p> <p>(ref: 10.4)</p>	<p>Social housing is allocated on the basis of need.</p>	<p>An allocations policy is in place to ensure accommodation is provided based on need. National legislation and guidance is applied to ensure priority is given to homeless households. The Council works in partnership with the private rented sector and housing associations to ensure there are additional housing options available to respond to housing need..</p>	<p>Head of Housing</p> <p>Cllr David Hopkins</p>	<p>Blue</p> <p>In-house Social Lettings Agency, funded by Supporting People, commissioned to increase the supply of good quality private rented accommodation to help meet housing need</p>

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Support independent living; provide improved options for older people (ref: 10.4)	More older people living independently	To meet the outcomes identified by older people that can them retain and achieve independence, to so that they can remain in their own homes for as long as possible. Housing contribution: Ensure the Sheltered Housing service continues to meet the requirement of older people taking account of the recommendations of Aylward report in relation to older person supported housing.		Green Completing the analysis of data from support plans and reviewing available resources. Since the last update there has been a notification of a reduction in SPPG funding of 5.4% for the next financial year. Steps are being taken to meet this shortfall without adversely affecting the overall quality of the service by reducing funding for weekend visiting through targeting this service solely to those tenants in the most need. In the longer term further reductions are likely to impact on our service planning for meeting the requirements of Aylward

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Increase funding for housing co-operatives and mutual housing	Provision of more affordable housing through new models of service delivery	Cabinet considered scrutiny's study of affordable housing on 12 th Nov 13 and welcomed approaches from co-ops and mutuals to help meet housing need, especially to tackle	Head of Housing & Public Protection lead Cllr David Hopkins	Green Consultation with RSL's and Wales Co-operative centre

(ref: 10.5)		homelessness An assessment will be made on the contribution that co-ops could play taking into account Welsh Government developments/policy initiatives as part of Swansea's response to the challenge of delivering affordable housing.		ongoing
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Utilise the £11million in the Housing Revenue Account to improve Council houses and provide a boost to a local construction industry. (ref: 10.5)	Improved housing quality. Expenditure on housing improvements result in a direct benefit for the local construction industry.	The HRA Business Plan 2013/14 predicts that £11m reserves will be used by 2015/16 to fund capital expenditure. Improve quality of housing.	Head of Housing & Public Protection lead Cllr David Hopkins	Green All available resources have been committed to the achievement of the WHQS
Work with the Welsh Government and tenants to explore innovative ways in which to improve the quality of social housing. (ref: 10.5)		Develop a business plan that improves the quality of housing up to WHQS by 2020. Revised HRA Business plan accepted by Welsh Government July 2013. Summit new Business Plan for 2014 Consultation with tenants on achievement of the Welsh Housing Quality Standard and Housing Futures Programme is ongoing	Head of Housing & Public Protection lead Cllr David Hopkins	Green Business Plan in place that identifies the required funding to improve the stock up to WHQS by 2020.

		Improve quality of housing		
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Take action to address the blight of empty properties and increase the supply of housing. Work with the Welsh Government and its proposed Empty Property Loan Fund to bring empty properties back into use over four years.</p> <p>(ref: 10.6)</p>	<p>A reduction in the number of empty properties.</p> <p>Environmental improvements and an improved 'look and feel' of communities.</p>	<p>Work regionally to deliver the WG Houses to Homes Empty Property Loans fund.</p> <p>Access to low cost borrowing to encourage the reuse / conversion of empty properties for housing. (£1.6m drawn down on behalf of the region.)</p> <p>Work ongoing across various Public Health interventions in adherence with statutory processes</p>	<p>Head of Housing & Public Protection lead</p> <p>Cllr David Hopkins</p>	<p>Green</p> <p>20 Houses to Homes loans approved to help bring empty properties back into use as housing.</p>
<p>Put housing at the centre of community regeneration and ensure that all community regeneration, including housing investment, is based on a 'Community Benefit' approach in delivering jobs and training opportunities.</p> <p>(ref: 10.7)</p>	<p>Increase the number of regeneration projects with social benefit clauses in their contracts through the Beyond Bricks and Mortar initiative</p>	<p>We have incorporated the 'community benefit' clause within tender documentation for major capital projects such as the construction of the new site for Morrision comprehensive school, Burlais and Gowerton primary schools and the proposed works to High Rise flats. In addition, we have lowered the threshold to £ 1m for community benefits increasing the number of schemes which fall into this process.</p>	<p>Chief Operating Officer to lead / procurement input</p> <p>Cllr David Hopkins</p> <p>Cllr Robert Francis Davies</p>	<p>Green</p> <p>Community benefit clauses now incorporated in tenders and scored by the Beyond Bricks and Mortar team</p> <p>Also returns being completed as part of the Welsh Governments Community Benefit measurement tool for all major public buildings and housing projects.</p>

Standing Up for the Best in the Arts, Culture and Sport

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Examine the feasibility of a 'Blue Plaque' scheme in Swansea to highlight those houses and buildings of historic interest. (ref: 11.2)	Increased awareness of historic houses and buildings.	Cabinet agreed to establish a scheme and an Advisory Group to manage the process. The first Blue Plaque was unveiled in April 2013 (Pete Ham) followed by Griffith John in September 2013 and Emily Phipps in November 2013. Further plaques scheduled during the coming calendar	Head of Culture, Sport, Leisure and Tourism Cllr Robert Francis Davies	Green
Ensure that Swansea's industrial legacy is central to plans for regenerating our city and local communities. (ref: 11.2)	Increased awareness of Swansea's industrial legacy and its influence in regeneration plans and projects	Regenerate Hafod Copperworks in Partnership with Swansea University. Mixed use development that brings the site back into beneficial use and celebrates its unique industrial heritage. Funding has been secured and works undertaken. Open days and ministerial visits have been hosted.	Head of Economic Regeneration & Planning Cllr Robert Francis Davies	Green Further funding bids under development to build on successful works undertaken to date with University partners.
Draw up a refreshed 'Arts Strategy' for the city and review and refocus existing support for the arts and culture in our city. (ref: 11.5)	High quality art and cultural provision in the local area. Embedding the arts and culture within new models of service delivery to promote community cohesion and community action	Review of the Arts and Culture to be undertaken as part of the restructure of to meet the needs to deliver the Swansea Wales City of Culture commitment.	Head of Culture, Sport, Leisure and Tourism Cllr Robert Francis Davies	Green Review of the Arts Strategy to now be led by the new Head of Service for Culture, Tourism, Sport & Leisure from September 14 onwards.

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Work with the Swans, the Ospreys and Swansea University to create a premier 'Sports City' strategy.</p> <p>(ref: 11.7)</p>	<p>Economic benefits to local communities, interest and involvement in sports to improve healthy lifestyles and health outcomes in the long term.</p>	<p>City of Sport Strategy - To investigate feasibility of delivering the Bryntawe Sports project in partnership with Ospreys, Swansea City AFC and Swansea Universities; Maintain progress on Sport Village in co-operation with Swansea University; to work with partners to attract Major Events</p>	<p>Head of Culture, Sport, Leisure and Tourism</p> <p>Cllr Mark Child</p>	<p>Green</p> <p>Initial discussions with partners still in progress – target completion remains 2015</p> <p>Working towards longer term partnership for events</p>
<p>Work with the arts community, the two Swansea Universities and others to promote and develop the creative industries and facilities for local artists and creative businesses, to enhance their contribution to local economic growth.</p> <p>(ref:11.9)</p>	<p>Improved access to Arts and Cultural activities and resources; familiarise citizens with their cultural heritage, awaken creativity and artistic/cultural appreciation; improve mental health and wellbeing</p>	<p>Develop projects with partners to exploit commercial opportunities for growing the creative industries sector, as part of the city region economic development strategy. A knowledge Economy & Innovation Group has been established to facilitate project delivery.</p> <p>City of Culture Bid submitted on target, further development of the partnerships underway associated with the submission of the Ideas, People and Places Bid to ACW in May 2014</p>	<p>Head of Economic Regeneration & Planning</p> <p>Head of Culture, Sport, Leisure and Tourism</p> <p>Cllr Robert Francis Davies</p>	<p>Green</p> <p>Thematic Group for Creative Industries agreed by SBCRB. Group membership to be identified. CCS to support work of group.</p> <p>DCMS currently undertaking consultation on whether there should be a City of culture in 2017 due to there being a European City of Culture programme for the following year.</p> <p>IP & P Bid was unsuccessful. However, Coastal Housing submitted a successful bid in December and</p>

				partnerships and future working relationships and opportunities will be embraced by and within the new Cultural Strategy outlined in 11.5.
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Work with the Welsh Government and others to prepare for the Dylan Thomas centenary celebrations in 2014. (ref: 11.10)	Raised profile of the cultural proposition and offer in Swansea	Plan for the Dylan Thomas 2014 Centenary Celebration. Develop a year-long festival around Dylan Thomas, his work and legacy, engage with wider audiences, and work with regional, national and international partners - Increased Tourism spend in CCS. HLF application for new permanent Learning and Outreach programme	Head of Culture, Sport, Leisure and Tourism Cllr Robert Francis Davies	Green Apr 14: Dylan Thomas Exhibition Heritage Lottery grant approved, new exhibition opens October 2014. Three year Learning and Outreach Programmes currently in development. New permanent exhibition opened by First Minister & Irish President on the 27 th October 2014, launch WG's gala centenary dinner at DTC. New exhibition received 15,817 visitors between October 27 and Dec 23. Exhibition of DT manuscripts attracted 21,018 visitors in

				<p>Q3. These were loaned from University of Buffalo, New York, in partnership with the National Library Wales.</p> <p>DT 100 events programme, engaging numerous local, regional and national partners, delivered in Swansea, with 17th annual DT Festival as highlight.</p> <p>DTC's new Learning and Outreach officers were in post and delivering activity plan. During Q3, learning programme actively engaged 438 individuals from schools and other educational groups, along with 238 additional participants in workshops. Outreach programme actively engaged 252 hard to reach individuals as participants.</p> <p>Centenary Marketing Plan being executed as outlined in 7.14 above STEAM half year report demonstrates 6.8% growth in visitors and 9.4% growth in spend for the first six months</p>
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Explore the feasibility of establishing 'Copperopolis' as a World Heritage Site, so contributing to making Swansea a major quality tourism destination. (ref: 11.12)	Copperopolis established as a World Heritage site. Increase in tourism.	Regenerate Hafod Copperworks in Partnership with Swansea University - Mixed use development that brings the site back into beneficial use and celebrates its unique industrial heritage. Funding has been secured and works undertaken. Open days and ministerial visits have been hosted.	Head of Economic Regeneration & Planning Cllr Robert Francis Davis	Green
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Standing Up for Stronger and Safer Communities

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Follow the co-operative council model and ensure that the whole council - elected Members and Staff - works together to empower local communities, enabling their voices to be heard and allowing them to 'own' local issues (ref: 12.2)	Swansea is a Co-operative Council and co-operative principles are evidenced in everything the Council does.	Sustainable Swansea and the Council's budget principles include looking at alternative forms of service delivery and how we support residents and communities to help themselves. A discussion paper has been produced on what a co-operative model might mean for Swansea. The Council intends to join the Co-operative Councils Innovation Network	Director of Corporate Services Leader, Rob Stewart	Green Commitment to the Co-operative aim has been reaffirmed, Cabinet report required on how this is progressed

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Require any development or project to demonstrate how it will engage local young people, provide jobs or training places. (ref: 12.3)	An increase in jobs and training places for local young people	The Council's "Beyond Bricks and Mortar" Strategy for continues to recruit apprentices and we are active participants in the South West Wales Regional shared apprentice programme. and employment opportunities.	Chief Operating Officer (construction projects) Cllr Christine Richards	An expression of interest has gone in for European funding for the expansion of the BBM programme into other industries. Collaboration with the South West Wales Regional Shared Apprenticeship programme now known as CYFLE. 12 apprentices appointed in CB&PS in Sept Working with Construction Youth Trust to maximise engagement in hard to reach areas. CCS also part of South West Wales Regional Shared Apprenticeship (CYFLE).

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Promote citizenship in schools, seek to involve young people in a range of activities in our communities and initiate a	An increase in the number of young people participating in community activities.	The Big Conversation (the new Youth Forum for Swansea) being rolled out. Young People Services and Menter Iaith have run one leadership and	Chief Education Officer Deputy Leader, Christine	Green

county-wide youth leadership programme. (ref: 12.3)		entrepreneurial skills programme for Young People. A partnership is being developed with YMCA College Wales to deliver a new model for delivery for 15/16.	Richards	
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Where appropriate implement the Rights of Children and Young Persons Wales Measure. (ref: 12.3)	The rights of children and young people are taken into account in Council business	The Council has agreed to impose on itself a duty of ensuring we consider children's rights in everything we do. This scheme will be developed in partnership with children and young people, as well as partner organisations. A cross-Council implementation group has been established to develop the scheme, develop an impact assessment process, a training programme and a program to embed rights-based practice in services.	Director of People Deputy Leader Christine Richards	Green Launched on 20 th November 2014. The UNCRC is included in the Council's EIA process. A full audit has been undertaken regarding Council staff's knowledge on the UNCRC. Training sessions have been organised.

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Value Swansea's various communities by celebrating diversity and 'each other's festivals' to create a positive and cohesive sense of	Increased levels of community cohesion, respect and co-operation.	Support implementation of Strategic Equality Plan, Welsh Language Scheme and associated plans. Equality Impact Assessments. Continue to develop engagement mechanisms with groups, e.g.,	Head of Communication and Customer Engagement Head of Poverty &	Green 1. Supported BME Forum exhibition at the Civic Centre to mark Black History Month which then moved to the

<p>community and emphasising social justice and respect.</p> <p>(ref: 12.5)</p>		<p>LGBT Forum. Embedding community cohesion within the Communities First programme, the development and delivery of the Community Cohesion Delivery and the development of a hate crime strategy.</p>	<p>Prevention</p> <p>Cllr David Hopkins</p>	<p>National Waterfront Museum during October.</p> <p>2. Supported Sparkle event – Transgender and Public Integration Day held in November.</p> <p>3. Marked Transgender Day of Remembrance by flying the Transgender Flag outside the Civic Centre.</p> <p>4. BME, LGBT and Welsh Language Forums continue to meet.</p> <p>5. The pilot on the integration of the requirements of the UNCRC within the Council’s Equality Impact Assessment process was completed and is now being implemented as part of the process following the launch of the council’s CYP Rights Scheme in November.</p>
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Develop a carefully	An increase in community safety	ASBO legislation is expected to be	Head of Poverty and	Green

targeted use of ASBO's, an alley-gating policy investigate "no cold-calling" zones and prosecute breaches. (ref: 12.7)		changing significantly in the near future. An Alley gating policy has been adopted by the Authority. Cold calling zones can be set up as demand is shown. Staff resource to service referrals from zones is very limited.	Prevention Cllr David Hopkins	
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Standing up for a Better Environment and Better Planning

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Give a stronger voice to residents in the design of community-based facilities, such as the development of suburban shopping centres, transport and other neighbourhood schemes, by ensuring there is full citizen engagement, including young people. (ref: 13.9)	Residents feel able to influence Council decisions. Council decisions are shaped by resident opinion.	Work with schools and communities in identifying priorities for inclusion in area-based Safe Routes in Communities bids. Public consultation is critical to progressing the Local Development Plan (LDP). The LDP is targeted for adoption in December 2016.	Head of Highways & Transportation. Head of Economic Regeneration & Planning. Leader, Rob Stewart	Green
Encourage the highest standards of 'low carbon' design in all developments (Commit to maintain Green Dragon Level 5 within CB&PS; Commit to BREEAM very	Encourage the highest standards of 'low carbon' design in all developments.	A BREEAM award of very good is being sought for the completed Swansea City Bus Station. CB&PS have maintained their green dragon level 5 accreditation following an annual review and	Chief Operating Officer (Internal construction projects) Head of Economic Regeneration & Planning Head of Highways &	Green As part of the WG grant criteria will need to realise BREEAM Excellent status. On target to achieve for Morriston, Burlais and

good or excellent for all major projects depending on site constraints (Cefn Hengoed School achieved Very Good). (ref: 13.4)		assessment in May 2013. Sustainability and design are key planning considerations and pre-application discussions are held with developers to achieve better development outcomes for Swansea.	Transportation Cllr Mark Thomas	Gowerton Schools. BREEAM very good status will be achieved at Glynn Vivian Art Gallery, excellent was not achievable due the the nature of the existing buildings.
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Put a commitment to sustainable development at the heart of planning policies. (ref: 13.4)	Sustainable development is embedded in all planning policies.	Progress the Local Development Plan (LDP) for adoption 2016.	Head of Economic Regeneration & Planning Head of Poverty and Prevention Cllr Clive Lloyd	Green Introductory planning guidance around community gardens and growing spaces has been launched within Swansea with assistance from the Community Land Advisory Service

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Encourage the highest standards of 'low carbon' design and quality in all types of developments and investment. (ref: 13.4)	High quality, low carbon design in all types of development.	Guidance produced, consultation undertaken, and policy adopted. Championed and support the Low Carbon Swansea Project to encourage commitment to investment in low carbon developments. The 3 year lighting renewal	Chief Operating Officer (Internal construction projects) Head of Economic Regeneration & Planning Head of Highways &	Green CCS to take part in Green Infrastructure Investment programme with WG

		programme utilising LED technology is a significant low carbon investment. Currently in last year of programme - all on track for completion.. Morriston School Redevelopment - on target to achieve Excellent.	Transportation Cllr Mark Thomas	
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Introduce a county-wide programme of eco-street light replacement, reducing the council's carbon footprint and saving energy costs. (ref: 13.4)	An eco-street light replacement programme. A reduction in the Council's carbon footprint	New 3 Year LED Lighting programme Currently in last year of programme - all on track for completion Design of new lighting and equipment incorporates the use of L.E.D. lamps and dimming which reduce average carbon emissions by 60% in residential areas and by 40% over the whole lighting system. Introduce a county-wide programme of eco-street light replacement, reducing the council's carbon footprint and saving energy costs.	Head of Highways and Transportation Cllr Mark Thomas	Green

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Improve facilities in the city centre for	More attractive and convenient routes to	Progress city centre cycle routes and deliver improved pedestrian	Head of Highways & Transportation and	Green

<p>pedestrians, cyclists and visitors, and develop and promote 'green corridors' - environmentally friendly links to the city centre from the suburbs.</p> <p>(ref: 13.4)</p>	<p>encourage walking and cycling and to assist visitors</p>	<p>crossings and routes, including Boulevard scheme. Cycle Action Plan agreed, with ongoing consultation with Sustrans and Wheelrights. A proposal for a network of off-road routes for city centre cycling has been agreed. The introduction of the Active Travel Act and the responsibilities therein to improve and promote cycling and walking will support this policy commitment.</p>	<p>others</p> <p>Cllr Mark Child</p>	
<p>Seek the imaginative and sustainable use of open spaces in the city centre.</p> <p>(ref: 13.5)</p>	<p>An improvement in the use of the city centre and a clear city centre offer. The sustainable use of the city centre, greater community cohesion and wellbeing</p>	<p>The Waterfront City Programme is being delivered to provide usable open spaces that encourage events and activity. A draft review of the City Centre Strategic Framework has been prepared and public realm, greening and urban design are key considerations.</p> <p>Events programme ongoing and delivered in partnership with City Centre Management and Swansea BID.</p>	<p>Head of Economic Regeneration & Planning</p> <p>Head of Culture, Sport, Leisure and Tourism</p> <p>Cllr Mark Child</p>	<p>Green</p> <p>Waterfront City Programme nearing completion Green</p> <p>Conference held. Stakeholder engagement underway.</p> <p>Public consultation on Framework review .</p>

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Seek to protect and enhance Parks and Open spaces for the enjoyment of present and future</p>	<p>Increase opportunities through continued programme of Parks and</p>	<p>The LDP seeks to balance the requirement to allocate land for development and afford protection of land for current and future</p>	<p>Head of Economic Regeneration & Planning</p> <p>Head of Culture, Sport,</p>	<p>Green</p> <p>Proposed LDP Deposit Plan allocations and settlement</p>

generations, especially seeking the imaginative and sustainable use of open spaces in the city centre. (ref: 13.5)	<p>Playground Improvements</p> <p>Increase local ownership, local pride, engagement and involvement through the establishment of Friends of Parks groups.</p> <p>Enhance selected parks through achievement of Green Flag status</p> <p>Protection of selected parks through Fields in Trust designation</p>	generations. The LDP is targeted for adoption in December 2016	Leisure and Tourism Cllr Mark Child	Boundary Review to be reported to Council in November
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer/ Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Encourage the greater provision of allotments and garden sharing, particularly where publicly owned land is available and appropriate for such use. (ref: 13.6)	An increase in the number of allotments, garden sharing and publically owned land for growing	<p>All allotment plots let on Council manage sites.</p> <p>Allotment rent review conducted and completed.</p> <p>Guidance to support Community Growing produced.</p> <p>Grow local budget spent.</p> <p>Support provided for Swansea Community Growing Network to establish as a constituted group.</p>	<p>Head of Poverty & Prevention</p> <p>Cllr Mark Child</p>	<p>Green</p> <p>£30K has been allocated for Grow Local</p> <p>The community growing guide has been launched at the Federation of city farms European conference in Swansea in September 2014</p>

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Commence a programme of 'greening' council programmes and buildings, starting with the use of renewable energy and micro-generation measures and making buildings more energy efficient. (ref: 13.7)	Council programmes and buildings which make use of renewable energy, micro-generation and making building more energy efficient.	Implement a programme within Council buildings to minimise carbon emissions, in line with approved Carbon Reduction Strategy - Reduced CO ² emissions and costs of energy use by minimum 3% year per annum and by 30% over life of the programme. Pilot Carbon Performance to promote awareness and optimise building operational practices to reduce carbon emissions. Implement a programme for installing SMART meters to the Councils domestic & non-domestic electricity supplies and promote AMR (SMART) metering for the Councils highest consuming gas supplies. Support the Welsh Purchasing Consortium to develop a renewable energy framework contract for the installation of Solar Photovoltaic arrays on the Councils domestic and non-domestic buildings.	Chief Operating Officer (Property Assets) Cllr Mark Thomas	Green Total Carbon Emissions for 2013/14 = 35,275 Tonnes (17% reduction on the 2009/10 base year measurement) Regional framework for solar PV being drafted in conjunction with CLAW and led by Torfaen CBC with a "go live" target date or mid 2015 (some delays which are being chased up) 45KW Solar PV system at the Guildhall now registered for FIT income with an estimated energy saving of £10K per annum

Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
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<p>Begin a programme of making council-run vehicles 'eco friendly'.</p> <p>(ref: 13.8)</p>	<p>An increase in the number of eco-friendly vehicles</p>	<p>9 electrical cars now in place within the Council's CB&PS and Highways departments and being .27 hybrid vehicles in place across the Council and currently being evaluated prior to further roll out</p> <p>Cross-sector electric vehicle working group being initiated by Swansea Low Carbon Group</p>	<p>COO/Head of Highways and Transportation</p> <p>Cllr Mark Thomas</p>	<p>Green</p> <p>Whilst much of the fleet renewal programme has been suspended pending work to reduce fleet size, some new vehicles have been procured. One additional electric car is on order for Gower AONB, three Euro 6 HGV vehicles also on order. Trials of electric vans and hybrid trucks are currently on-going. Cross-sector electric vehicle working group being initiated by Swansea Low Carbon Group coordinate strategy for charging points within county.</p>
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Policy Commitment	Anticipated Outcomes	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
<p>Seek to green the built environment by working with organisations such as housing associations and other public bodies and maximising the contribution from the Community Energy Saving Programme</p>	<p>Greening the built environment and reducing demands.</p>	<p>Work with Housing Associations to bid for Welsh Government Arbed funding. Access funding from Utility companies via CESP (now replaced by the Energy Company Obligation ECO) funding programme. .</p> <p>£2.27m of CESP funding has been accessed over the last 12 months for Energy Efficiency improvements</p>	<p>Head of Housing & Public Protection lead</p> <p>Cllr Mark Child</p>	<p>Green</p> <p>WG Arbed funding for 2014/15 provisionally awarded for energy efficiency improvements to housing in the Waun Wen (Castle 1) area.</p>

(CESP) and the Welsh Government's Arbed scheme. (ref: 13.8)		to Council Housing. A list of mixed tenure schemes (inc Housing Associations) is currently being drawn up for submission to the Welsh Government for the 2014/15 Arbed bidding round. Energy efficiency improvements to housing, warmer homes and potential for reduced fuel bills		
Work with 'Keep Wales Tidy', local communities and others to tackle the blight of litter, making Swansea a 'Tidy City'. (ref: 13.9)	To reduce the amount of litter and dog fouling in the city	As part of a high profile publicity campaign, 60 additional dog waster bins have been installed, with enforcements partners to serve notices	Head of Highways and Transportation Cllr Mark Child	Green

The Council's Vision for Swansea

Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Adopt a 'can do' attitude. (ref: 1.2)	The Council (Members and Officers) proactively solve problems and the residents experiences of the Council is Positive.	A new Innovation Programme has been deigned to deliver this aim including problem solving. Involve Members fully in this programme of work. e.g problem solving sessions	Director of Corporate Services Cllr Clive Lloyd	Green Scrutiny review is underway on progress made on this commitment and the Council's cultural change work
Establish a Delivery Unit	A sharper focus on	The Delivery Unit has been established. Part of its role is to	Director of Corporate	Green

(ref: 2.6)	delivering our priorities Better support for the Leader and Cabinet Members	review the delivery of the Policy Commitments and increase focus on the Improvement Plan. A Policy Officer has been appointed to provide support to the Leader and Cabinet Members on policy development.	Services Cllr Clive Lloyd	
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Policy Commitment	Anticipated Outcome	Milestones and steps to deliver it	Responsible Officer / Cabinet Member	Progress during Qtr 3 2014/15 & RAG status
Create a 'Team Swansea' approach – a commitment to work with others. (ref: 2.7)	Services and employees work together to share ideas, solve problems and reduce costs: there are no silos. Create a culture of innovation, collaboration and ambition.	A new Innovation Programme has been designed to deliver this aim. Need to consider how we engage Members Involve Members fully in this programme of work and how we develop our three new values, including “working together” to support improvements in this area Merge this commitment with the ‘can do attitude – also reflects Co-operative Council principles.	Director of Corporate Services Deputy Leader, Christine Richards	Amber



City and County of Swansea

Equality and Diversity Review 2013/14 (Year ending March 2014)

Report

Equality & Diversity Review Report 2013/14

1. Introduction

This is the City and County of Swansea's Equality and Diversity Review Report for 2013-14. This is our third review under the Public Sector Equality Duty and reflects the reporting regulations for Wales, which were introduced in 2011.

This report contains details on:

- A review of progress for our Equality Objectives
- Equality information
- Employment and training information
- Additional information relevant to our legislative duties.

2. Reviewing the Equality Objectives

The annual review of progress took place during May 2014 and all departments provided details of their progress. All of the information can be found at Appendix 1. In terms of the small number of actions that have not progressed in 2013 - 2014, officers have provided details and updated deadlines where appropriate (as is permitted under the regulations). Where actions have needed to be changed or progressed in different ways, this has been highlighted throughout the action plan.

3. Equality Information

The equality information collected during 2011-12 has continued to be used, and has been added to via many of the activities mentioned throughout this report. In addition:

- We continue to use equality information to inform our Equality Impact Assessments (EIAs); this varies according to the EIA subject, relevance and focus.
- A Needs Assessment was completed to inform our first Single Integrated Plan – The One Swansea Plan:
<http://www.swansea.gov.uk/sna>
- Detailed equality information was gathered last year to inform a joint seminar between colleagues in Education, Corporate Services and the Equality and Human Rights Commission – to look at the links between inequality and poverty. Work with the EHRC has continued into 2013 with further consideration of both the data and emerging issues.
- A Children and Young People's Super Survey was undertaken across secondary schools in Swansea in the summer term of 2013 to seek the views of young people about things that affect their lives. The information gained from this survey has fed into service planning and developments and helped us to evidence the work we are currently undertaking on the United Nations Convention on the Rights of the Child (UNCRC). The second survey will be run in the summer term of 2014 and the results will be compared with the previous year to measure distance travelled.
- Colleagues in Research and Information continue to build on our corporate knowledge and data, in particular via the emerging results of

the Census 2011. Further information is provided in Appendix 1 (Equality Objective 2).

4. Employment and Training Information

Please see Appendix 2 for this information.

5. Additional information

This section briefly details some of our other work relevant to the requirements of the Public Sector Equality Duty during 2013-14.

5.1 Equalities Committee

The Equalities Committee was set up in May 2012. The Committee, made up of councillors, meets monthly and will complete its second annual review in April 2014.

Committee meetings through 2013 have focused on departmental visits and presentations, in order to learn more about equality practices 'on the ground'. This year's work-plan has included:

- Equality Impact Assessments –
 - New protocol for Officers and Members
 - EIAs in practice – presentation and workshop
- Census information
- Departmental presentations and / or visits with:
 - Culture, Sport, Leisure & Tourism
 - Housing & Public Protection
 - Social Services
 - Education
 - Poverty & Prevention.

For more information and to see the minutes of Committee meetings, visit <http://democracy.swansea.gov.uk/ieListMeetings.aspx?CId=152&Year=0&LLL=0>.

5.2 Equality Member Champions

Our Elected Member Champions cover all of the Equality Act's protected characteristics (as well as wider themes such as health and wellbeing, carers and domestic abuse) and are supported by members of the Access to Services Team and colleagues from other departments where appropriate.

Member Champions exist to provide a voice for traditionally under-represented groups or issues, which need to be kept at the forefront of Council business although they may not be the responsibility of any individual or Committee.

Member Champions make sure that the issue or group that they are championing is taken into account when Council policy is being developed and decisions are made. They make regular reports to the Equalities Committee. They also receive information and training from external organisations such as the Welsh Local Government Association.

The Member Champions meet on a quarterly basis and have dedicated Officer support from the Access to Services Team. The meeting themes for this year have included:

- Community cohesion (including a proposal to incorporate this into the generic Champion role)
- A Sign Translate demonstration at the Contact Centre (as part of a pilot held to enable immediate interpretation in British Sign Language (BSL))
- Budget proposals in relation to equality issues.

For more details, visit

<http://democracy.swansea.gov.uk/mgListOtherPosts.aspx?bcr=1&LLL=0>

5.3 Equality Impact Assessments

We have done further work to improve our EIA process this year. We have widened the process further to incorporate carers as well as an increased emphasis on poverty, community cohesion and Welsh language. We have also updated our guidance to include consideration of intergenerational issues and dementia. Currently, work is underway on integrating the UNCRC into the process too – this work is still under development, with the pilot phase due to start in Summer 2014. As always, our focus is on ensuring that the process remains user-friendly, effective and workable for colleagues across the organisation.

We have introduced an Equality and Engagement protocol to ensure that EIAs are tracked and monitored through the Council's reporting and decision making process. This came into force in June 2013 and has proved very useful in ensuring that any equality issues are considered and addressed where needed.

All completed EIA reports continue to be published at www.swansea.gov.uk/eia and (as for the previous 2 years) the Council's budget for 2013/14 was subject to the EIA process.

5.4 Consultation and Engagement

Our Consultation and Engagement Strategy and some of the methods used by the Council are available at <http://www.swansea.gov.uk/consultation>. A further update is provided in Appendix 1 – please see Equality Objective 1.

Following on from last year's work, we have continued to develop our relationship with local community groups:

LGBT Forum

The Council places great value on the city's lesbian, gay, bisexual and transgender (LGBT) community and work continues with partnership organisations to support initiatives to challenge prejudice and discrimination and increase awareness of the positive contribution LGBT citizens make to the City and County of Swansea.

The Swansea Bay LGBT Forum began in February 2012 and continues to go from strength to strength. The Forum is run by the City and County of Swansea in partnership with South Wales Police and membership includes employees or volunteers from local and national organisations who represent the interests of LGBT citizens.

Organisations represented include:

- Stonewall Cymru
- Bi Cymru
- Swansea Pride
- Victim Support
- Age Cymru
- Transgender in Wales
- Tawe Butterflies
- Terrence Higgins Trust
- Swansea University LGBT Society
- Swansea LGBT Unity Project

as well as public sector organisations such as the DVLA, Mid and West Wales Fire Service and the Ambulance Service.

Together the forum members have taken part and supported events such as Swansea Sparkle, International Day Against Homophobia and Transphobia (IDAHOT) Day, LGBT History Month, Swansea Pride and Bi Visibility Day. The City and County of Swansea further marked each occasion by flying the Rainbow Flag outside the Civic Centre building. The Transgender flag was also flown for Transgender Remembrance Day and for Swansea Sparkle in 2013.

Forum meetings have included:

- Information exchanges
- Event planning
- Discussions focussed on:
 - Health
 - Hate crime
 - LGBT Youth Project
 - Combatting gay conversion therapy
 - Children and young people's play needs

The forum has recently undergone a two-year review which enabled members to revisit aims and objectives and plan for future meetings with a more targeted themed approach (this work is currently ongoing). Forum members were happy with the progress made since its conception and happy to continue to support the work of the forum.

BME Forum

The Swansea Bay Black and Minority Ethnic (BME) Forum has met on six occasions since April 2013 and meetings have been well supported by community members, voluntary groups and public sector organisations.

Forum meetings have included:

- A workshop session to identify key issues and opportunities
- Information exchanges
- Event planning
- Discussions focussed on:
 - Health
 - Hate crime
 - BME children and their participation in school swimming lessons.

The Forum's first community event entitled 'Elimin8 Race H8!' was held in March 2014 to mark the International Day for the Elimination of Racial Discrimination and to raise awareness of hate crime reporting mechanisms. The event attracted over 100 people and featured information stalls, inspirational speakers and performances from local BME artists.

5.5 Harassment and Hate Incidents (HHIs)

The Council's Hate and Harassment Procedure allows victims (or witnesses) to report any incident that has been motivated by prejudice such as race, sexual orientation, disability, etc. With the victim's permission, all reports are passed on to the South Wales Police Hate Crime Team.

This year (2013-2014) the number of hate and harassment incidents (HHIs) reported to the Council totalled 15, with the majority of these relating to race. There has been a general reduction in reported incidents over the past five years which could be due to the increased awareness of alternative reporting mechanisms such as the Safer Wales online reporting facility (publicised on the Council's website) and the creation and work of South Wales Police's Hate Crime Team.

We continue to share the information obtained from HHIs (in terms of location and type of incident), with our colleagues in Resilience. This information, along with hate crime figures from South Wales Police, is collated and mapped in order to identify potential hotspots in the City & County of Swansea. This in turn will aid the targeted work of the Prevent agenda.

The Community Cohesion Delivery Plan's (2013 – 2015) Outcome 4 – 'reduce hate crime against those with protected characteristics' demonstrates the Council's commitment to tackle hate crime (or hate incidents). To meet this objective, we will develop a Hate Crime Strategy (to link in with the Welsh Government Framework), which will aim to bring together all of the current work being done by the Council and our partners to see how we can best link together. The strategy will focus on areas such as:

- promotional work of the Council's third party reporting process
- training of frontline staff

- mapping incidents across City & County of Swansea to establish hate crime hotspots
- monitoring identity based bullying in schools.

This will be reviewed once the Welsh Government's 'Tackling Hate Crime and Incidents: A Framework for Action' is published.

5.6 Regional and Partnership Work

In addition to the partnership work mentioned throughout this report, the Regional Equality Group we set up in March 2011 continues to meet on a regular basis. Our meetings are still facilitated by colleagues from the Welsh Local Government Association; this year, discussions have taken place around issues including hate crime and equality impact assessments.

5.7 Stonewall

Stonewall Cymru is an all-Wales charity that aims to achieve legal equality and social justice for lesbian, gay and bisexual (LGB) people across Wales. The City & County of Swansea became members of Stonewall in 2013, when we joined the Diversity Champions and Education Champions programmes.

Stonewall's Diversity Champions Programme is a good practice forum for workplace-related issues. By joining this programme we commit to promoting diversity and improving the workplace for LGB people. As part of that commitment we took part in the Workplace Equality Index which benchmarks employers in terms of its fairness to LGB employees. We were ranked 329 in our first attempt at the Index.

Stonewall's Education Champions programme provides support and guidance to local authorities in tackling homophobia and homophobic bullying in their schools in order to promote a safe and inclusive learning environment for all young people. Similar to the Workplace Index, the Education Equality Index is an annual benchmarking exercise, to demonstrate how well local authorities are tackling homophobia and homophobic bullying in their schools and supporting LGB young people in their local community.

At the time of writing, our first Education Equality Index has been submitted and we are awaiting feedback, as well as notification of our national ranking.

5.8 Education and schools

Work has continued between colleagues within Access to Services and Education on developing a monitoring protocol for schools to record identity-based bullying and harassment. The previous Racial Incidents process was out-of-date, both in its content and application as a paper-based exercise. Work is underway on developing an easy and effective mechanism for schools, which incorporates all of the protected characteristics. Initial discussions with head teachers have proved positive, with a pilot phase planned for later in 2014.

Our work with Show Racism the Red Card has continued in 2013-14 with the organisation working in a total of 19 schools across the City and County.

5.9 Work with Older People

Work around the local delivery of the Welsh Government's Strategy for Older People in Wales has included:

- three Health, Social Care & Well Being Forums
- production of a Network 50+ newsletter
- an event at the Grand Theatre to mark the UK Day of Older People
- a Network Annual Meeting featuring the Older People's Commissioner for Wales as guest speaker.

In February 2014, the Council made a public commitment to promoting the rights, needs and potential of older people having signed the Dublin Declaration for Age Friendly Cities. Following on from this, we joined the Ageing Well in Wales Programme, which is facilitated by the Older People's Commissioner's office.

5.10 Welsh Government Framework for Independent Living

In January 2014, Local Service Boards received correspondence from Welsh Government about this framework. All partners were asked for details of their work in relation to the key themes of the framework. We collated information from across the Council in order to contribute to the local response.

5.11 Working with carers

In November 2013 we held a very successful Carers Rights Day event at the Liberty Stadium. Attendees were updated on the latest initiatives and action plans in relation to carers and were given the opportunity to put questions to a panel of professionals. Carers, staff and providers spent time discussing what works well and what doesn't for carers and suggested some improvement opportunities.

In June 2013 we organised the annual Carers Week activities in partnership with Swansea Carers Centre and Sainsbury's stores. Staff and volunteers spent the week strategically placed in various locations around Swansea raising awareness of carers and the issues they face. This was also an opportunity to advise carers on the support available to them locally.

The Swansea Carers Action Group has continued to meet quarterly throughout 2013/14. Attendance is made up of local carer organisations and Social Services representatives. The group discusses local issues and initiatives and contribute to the development of a local Carers Action plan.

The Young Carers Action Group developed a draft action plan, which is currently being considered by a number of agencies involved in supporting young people. An event was held in March 2014 to raise awareness of young carers and the challenges they face. A follow up meeting is scheduled for Autumn 2014.

A new version of the Carers Assessment was introduced in September 2013. This tool for Social Care professionals ensures that the assessment is meaningful and focuses on the areas that are important to the carer. The

assessment has been amended throughout the year to reflect improvements identified by care management staff and carers themselves.

5.12 United Nations Convention on the Rights of the Child (UNCRC)

In September 2013, we became the first local authority to adopt a 'due regard' duty in relation to children's rights, which applies to corporate decision making.

At the time of writing, a draft Children and Young People's Rights Scheme is being written and work is underway on incorporating the requirements of the UNCRC into our EIA process.

The draft Children & Young People's Rights Scheme will be published for public consultation during the summer and launched on the 20th November 2014.

Task and Finish Groups have been set up to work on different aspects of this development, such as promotion, awareness raising and training.

5.13 Community Cohesion

The local delivery plan for Community Cohesion has been updated in line with work undertaken by the Welsh Government. Our Leadership and Assurance Groups continue to ensure progress and monitoring. Further information is available at Appendix 1 (see Objective 16).

5.14 Poverty

Tackling poverty continues to be a key priority for the Council and building on the previous work of the Poverty Forum a Tackling Poverty Strategy was adopted by Full Council on 4th November 2014. The key themes within the new strategy are:

- Empowering local people
- Changing Cultures
- Targeting resources

There is a clear action plan for the Council split into these three themes, along with a Performance Management framework encompassing the One Swansea Plan outcomes and measures, with targets for 2017 and 2020, along with referenced to existing work programmes across the Council and our partners.

5.15 Welfare Reform

Following on from previous work to mitigate the negative impact of Welfare Reform current focus is specifically on ensuring the City and County Of Swansea and partner organisations are ready for the national roll out of Universal Credit.

Current activities include:

- Developing training and awareness raising seminars for advice providers within the Council and partner organisations
- The Financial Inclusion Steering Group, a multi-agency group of service providers, is developing an action plan that specifically addresses areas likely need.

- Ensuring support is in place to ensure citizens of Swansea are supported with Digital by Default.
- Housing colleagues are profiling tenants to identify those that are likely to require additional support when Universal Credit is introduced in Swansea.

5.16 Domestic Abuse

Swansea's Domestic Abuse One Stop Shop is on target for completion in December 2014 with its opening due in January 2015. This has been built and furnished to a very high standard, to enable us to deliver a range of services to all those that have experienced domestic abuse. There will be a multi-agency presence to provide a holistic approach to services.

We have been awarded the White Ribbon Town Award for our achievements in our multi-agency work in ending violence against women in all its forms. This award is focussed on involving men and boys in this work. We continue to raise awareness of the issues around domestic abuse especially during White Ribbon Day events in November.

Training for staff has been rolled out across a number of departments this year with a core group of staff becoming accredited trainers.

5.17 Business planning

The Council's Business Planning process incorporates equality, diversity and social inclusion via a toolkit advising managers of the processes and action plans in place (e.g. Equality Objectives and EIA process); the Access to Services Team acts in a support role for managers.

5.18 Training

A key training activity this year has included the commencement of an Action Learning Set for our Equality Member Champions – delivered by the Welsh Local Government Association.

5.19 Easy read

Last year we published our annual review in three formats:

- full report
- summary
- easy-read.

We will do the same this year to ensure the information is accessible as possible.

5.20 Wales Interpretation & Translation Service (WITS)

As a result of our membership of the WITS partnership, we have a co-ordinated approach to all interpretation and translation, including telephone and face-to-face provision. This does not include in-house Welsh-English translation through our translation unit.

At the time of writing, a breakdown of the languages requested during 2013-4 was not available from WITS. This information will be collated separately once received.

After an increasing number of interpretation and translation requests following our joining the WITS partnership, the number of occasions when WITS is contacted has stabilised and is now fairly constant throughout the year. Work has continued on a Sign Translate pilot for our Contact Centre, where people whose first language is British Sign Language (BSL) will be able to access immediate interpretation via a video web-link. Initial feedback has been very positive.

5.21 Change Fund

Through the Change Fund, 17 large and small voluntary organisations were financially supported through grants to deliver services and projects across the City & County of Swansea. A number of these organisations work with, or represent the interests of, people with protected characteristics.

5.22 Children and Young People LGBT Funding

Grant funding was made available from April 1 2013 for up to one year to provide a pilot support service(s) to LGBT young people aged 13 to 25. Grants were awarded to two organisations to work jointly to provide the pilot service; this pilot is currently under review and may continue for 2014/15.

6. Concluding comments

This annual report has allowed us to assess our progress during the second year of our SEP. Progress has been made against the Equality Objectives and the amount of additional information we have to report over and above our Equality Objectives is positive. This demonstrates both our ongoing commitment to the equality agenda and the additional progress that is being made.

As we focus on the year ahead, we will be looking to commence work on a refreshed SEP in preparation for 2016, containing new and/or continuing Equality Objectives.

Appendix 1

Equality Objectives

Equality Objective – Consultation and Engagement

Equality Objective 1		
Ensure consultation and engagement is inclusive and representative		
Associated actions	Deadline	Progress 2014
Corporate		
Implement new Consultation and Engagement Strategy	March 2016	In progress: Scrutiny has conducted an inquiry into Public Engagement. The outcomes of this will be used to inform the new strategy. Once drafted we will follow the usual process of adopting the strategy (including consultation and approval by full council) by March 2016.
Departmental		
Economic Regeneration and Planning		
<p>Establish a focused Officer Group made up of representatives from Access to Services Team and Economic Regeneration and Planning Department in order to help address key equality issues arising from consultation on ongoing work programmes</p> <ul style="list-style-type: none"> œ Deliver at least 3 Officer Group sessions a year; œ Utilise the Equality Stakeholder Group as a forum to consult on ongoing/forthcoming key work programmes; 	March 2013 & ongoing	<p>Complete</p> <p>Additional information: In relation to the associated actions established:</p> <ul style="list-style-type: none"> œ An Officer Group meeting took place on the 12th June, 2013. This session provided a detailed overview of recent developments in equality legislation and practice over the previous year. Various work related equality issues were highlighted and discussed further. It was agreed that any additional information sources would be circulated to the Group throughout the year. It was agreed that the representatives present would highlight any potential issues that would prompt additional sessions to be arranged. No further Officer Group sessions were called given that representatives are now more

<ul style="list-style-type: none"> œ Ensure responsive and continuous communication between Officer and Stakeholder Group representatives; œ Identify equality issues and potential responses which will help improve the delivery of ongoing work programmes 		<p>inclined to communicate with the Access to Services Team directly throughout the year on an individual basis. It is proposed that this approach is maintained.</p> <ul style="list-style-type: none"> œ The Equalities Stakeholder Group has gradually been replaced by a range of forums representing hard to reach groups and community organisations e.g. Disability Liaison Group (DLG). This has enabled the service to provide more focused and direct information to a range of forums. For example, in consideration of the Local Development Plan process the Planning Policy Team delivered a presentation and question and answer session on the Preferred Strategy consultation to the Group. Such sessions will continue to take place as and when required. œ In doing so, this has ensured responsive and continuous communication between officers and forums representing hard to reach groups and community organisations. This provided an opportunity to consider issues further which culminated with the submission of formal representations to consultations. It was agreed that officers would ensure that any work programmes of interest would be highlighted to the Group and alternatively the Group would invite officers to individual sessions in the future. œ The identification of equality issues in work programmes is an ongoing process. This is particularly true during the last year in the work undertaken associated with the search for Gypsy and Traveller site provision. A custom built Equality Impact Assessment (EIA) was produced in partnership with the Access to Services Team and further input and general advice was sought throughout. Furthermore, the Development and Physical Regeneration Team completed an EIA on its Waterfront City work programme, which informed its consultations with Access stakeholder groups on its Swansea Boulevard and Waterfront
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		Connections development projects. In addition, specific equalities based training opportunities are now being directed to appropriate specialist officers immediately e.g. Welsh Local Government Association Equality Impact Assessment Training for the Built Environment.
Culture and Tourism		
Link with transgender forums/groups to discuss service developments	March 2013	Complete
Following consultation, review the feasibility and options to provide additional activities across Culture and Tourism services that interest Black Minority Ethnic (BME) communities	March 2016	In progress: This was carried forward into 2013-14 but was not achieved because the consultation officer post ceased as a result of a budget savings in 2014/15. In order to progress, services will trial an alternative means of direct consultation with the BME Forum, hence the deadline change.
Set up an Equality Impact Assessment process for major events and continue to consult with SAFE and Swansea Disability Forum	March 2013 & ongoing	In progress: Major events will be Equality Impact assessed as they occur. This started with the Waterfront Winterland in November 2012 (which was completed and is updated annually). Initial assessment has already shown that greater research about who currently visits these events needs to be conducted. This is currently being set up with Marketing. Events continue to consult with Swansea Access For Everyone (SAFE) in particular over major events. In order to progress this further, officers in Events will meet with the Swansea Disability Forum and Access to Services to obtain their views, and seek a way forward. This will begin with the planning for the Wales National Air Show, the next major event for 2015. This will in turn inform any future Events planning.

Consult with lesbian, gay, bisexual and transgender (LGBT) forums to identify any potential barriers to participation	March 2013	Complete (as part of other LGBT actions within this document)
Housing		
Develop, draft, consult and publicise an updated Local Tenant Participation Strategy	April 2012 & ongoing	Complete Additional information: The current LTPS was approved by Cabinet in December 2011. Work is currently ongoing on implementing the action plan e.g. increase in group membership, completion of the Tenants Consultative Panel Review. The annual update has been completed and the review for the next Strategy is due to commence summer 2014 to be completed by March 2015. This will include consultation with stakeholders prior its submission to the Welsh Government

Equality Objective – Training and Awareness

Equality Objective 2		
Improve staff awareness of equality and diversity issues and roll-out an updated and improved programme of equality and diversity training		
Associated actions	Deadline	Progress 2014
Corporate		
Review training material and resources relating to equality training & EIA training	April 2013	Complete
Consider the developments of E-Learning training provision/blended learning relating to equality and EIA training	April 2013	Complete
Initially key staff, but eventually all staff to receive mandatory training on the	Ongoing	In progress: A number of training programmes relating to equalities development

Equality Act 2010		(bespoke and generic) have been developed and delivered since the Act's introduction for staff to access, both via face to face and e-learning means. A breakdown by year is included in Appendix 2. The current Customer Service & Equalities course is being split into two distinct courses (to be completed by 26/01/2015). It will then be possible to run the equalities course (e-learning and face to face versions) as a mandatory course for all staff and managers. The success of this will rely on this course being defined as mandatory by Director's Group. Internal communications and roll-out to commence February 2015.
All managers to receive awareness raising training on the Equality Act 2010 and EIA procedures (where appropriate)	Ongoing	In progress: As with the general staff, a number of training programmes relating to equalities development have been developed and delivered for managers to access, both via face to face and e-learning means. A breakdown by year is included in Appendix 2 below. Further roll-out for managers is as outlined above.
Ensure that all training courses, including Corporate Induction reflect up to date equality regulations and best practice	April 2013	Complete
Ensure that monitoring of corporate training is carried out to reflect accurately the attendance on all corporate training courses	Ongoing	In progress: With the introduction of the new Learning management system in ISIS all delegate applications match to their central personnel records. This enables a full assessment of attendance by all protected characteristics. N.B. Please note that the above is based on the assumption that ISIS records are up to date and that employees have completed the equalities questionnaire circulated by HR in 2013.

Review Customer Service guidelines (in relation to those sections based on equality and diversity issues) and further promote both within the Council and externally	April 2013	In progress: An EIA screening was carried out as part of the report going to Cabinet on July 1 setting out a new customer contact strategy. Further in-depth EIAs will be carried out as new developments come forward.
Further build knowledge and data covering all protected characteristics and maintain a robust demographic picture of the City & County of Swansea	Ongoing	In progress: The Council's analysis of protected characteristics in the City & County of Swansea has been maintained and developed where possible (subject to resource limitations) in the last year, with additional and updated demographic information included on the Council's 'Research & Information' web pages. This includes further local socio-demographic data from the 2011 Census (including a topic report – "2011 Census: Population by Ethnic Group and Religion", July 2013, with further planned, including a report on the Welsh language in Swansea) and profile and indicator data included in the second (2013) 'One Swansea Strategic Needs Assessment '. New versions of our Swansea ward profiles , including updated data where available, are due to be completed during summer 2014.
Social Services		
To deliver the Social Inclusion Learning Programme to increase the awareness of staff across CCS of the issues faced by individuals and groups experiencing exclusion in relation to income, service and participation poverty	Commence April 2012	Complete Additional information: This training was re-configured to reflect the commitment made by Cabinet to target resources on the most deprived communities in Swansea. Townhill and Penderry Wards and a portion of Castle Ward are now T1 Target Areas and the other Communities First areas are T2. The revised Tackling Poverty in Swansea Training was piloted in the Townhill (T1) area of Swansea in September and October 2013. The

		<p>target was to train 80 staff in 4 weeks.</p> <p>1 x ½ day awareness-raising session was run for managers. 54 people attended.</p> <p>4 x 2 day courses were run for frontline and policy development staff. 59 people attended.</p> <p>113 people in total.</p> <p>A report on the pilot is available on request; further work needs to be undertaken regarding on-going delivery due to the success of the pilot. Resources are limited though.</p>
Provide a welfare rights advice line 3 days per week to support staff from CCS and partner organisations to negotiate the significant changes to the benefits system resulting from Welfare Reform	Ongoing	<p>In progress:</p> <p>The target for 2013/14 was to deliver 260 advice line sessions. The actual number of sessions run during this period was 277 (244 in 2012/13). This was in part due to the additional capacity that was created by the appointment of an additional Welfare Rights Adviser in September 2013. 647 queries were dealt with to a point of closure during this period. This is slightly lower than the 691 in 2012/13 this is in part due to the nature of queries becoming increasingly complex as frontline staff who have attended training session become more confident and competent at dealing with the more basic issues themselves.</p> <p>In addition the service delivered a weekly public access advice session in the temporary Advice Centre within the Contact Centre. During the period 3 June 2013 to 31 March 2014 40 sessions were run during which advice, support and form filling was provided to 170 members of the public.</p>
Continue the programme of informal staff	Minimum of	Not achieved for 2013/14:

lunch-time for a which raise staff awareness of all equality issues	twice a year	Whilst we have been unable to progress the lunchtime sessions this year due to a lack of suitable speakers, a range of training opportunities continue to be provided for Social Services staff – please see below.
Explore opportunities to link with corporate training initiatives and plan and develop equality training appropriate to the needs of Social Services staff	December 2012	<p>In progress:</p> <p>While we have been unable to progress a link with corporate training this year due to other priorities and pressures, we continue to reflect all aspects of the equalities agenda within specific training courses that staff undertake as part of their social care specific CPD obligations.</p> <p>Staff in Social Services continue to access corporate training about equalities and are also able to access the e-learning modules that are available via Staffnet. In addition, all aspects of the equalities agenda are also reflected within appropriate activities that staff undertake as part of their social care specific CPD obligations. This includes:</p> <ul style="list-style-type: none"> • a session on every Social Services Induction about equalities and the Council's Welsh Language policy • a session about equalities on induction training that is provided to new social care staff being recruited for in house domiciliary care staff • covering equalities and values as integral parts of many of ongoing training courses e.g. as part of values training for staff undertaking QCF Diplomas, MCA DoLS, Safeguarding, re-ablement etc. • planning to run a number of equality and diversity courses for foster carers during 2014-15 • providing books and reading material about equalities and

		related issues within the Social Services library. Provision and future coverage will be reviewed as part of planning for 2015-16.
Corporate Building and Property Services (CB & PS)		
Briefing for Managers	April 2012	Complete
All employees of CB & PS receive up-to-date training	March 2013	Additional information: All new starters to CB & PS are required to attend the Customer Care & Equalities training. A discussion also takes place as part of our departmental induction.
Environment		
Develop guidelines for public toilet staff to raise awareness of gender identity issues	Reviewed Six monthly	Complete
Culture and Tourism		
Ensure that all staff in Culture and Tourism are aware of the council's breastfeeding policy	September 2012	Complete
Develop and roll out transgender guidance for all services in Culture and Tourism. To also be applicable for community building volunteer staff	March 2013	Complete
Housing and Community Regeneration		
Continue to promote the Welsh language and culture to staff in the on-line induction booklet and the customer services information manual	April 2012 & ongoing	Complete Additional information: Welsh Language and culture is promoted to staff in the on-line Induction Booklet, Customer Services Information Manual and Team Information Sheet. Use of the Welsh Speakers service by customers

		is monitored on a quarterly basis. The Team information sheet for June 2013 reminded staff of their responsibilities in relation to the Welsh Language scheme. Housing Induction Booklet encourages staff to access Welsh Language awareness training in the e-learning pool.
Continue to provide equality training for all Housing and Community Regeneration staff with regular updates and monitoring	April 2012 & ongoing with annual updates	Complete Additional information: Staff continue to attend equality training to keep updated on current legislation. In addition, equalities training has been provided to tenants involved in participation, and further training is likely in the coming year.

Equality Objectives – Human Resources

Equality Objective 3		
Review all HR Policies ensuring that they comply with our obligations under the Equality Act 2010		
Associated actions	Deadline	Progress 2014
Review HR policies via Trade Union Working Group	September 2012	Complete
Creation of web based Staff Handbook which will include HR Policies, Terms & Conditions and information for staff in relation to the Equality Act	September 2012	Complete
Review HR Policies thereafter on an annual basis	September 2013	In progress: Review to be undertaken in April 2015.
Brief Managers on key HR policies	September 2012	Complete

Equality Objective 4		
Attain the Welsh Government's Corporate Health Standard at Gold Level		
Associated actions	Deadline	Progress 2014
Apply on behalf of CCS for assessment against Gold Level	July 2012	In progress: Mock assessment booked 23/1/15 for regaining Bronze standard within current resources. Further feedback from assessment, on work required for higher tiers.
Deliver employee attitude/wellbeing survey	March 2013	In progress: Adopted into training feedback process - implementation January 2015.
Review drug and alcohol policy	July 2012	Complete
Adopt core values for employee health and wellbeing	July 2012	Complete
To have a healthy vending policy and secure healthy vending in main buildings	July 2012	Complete

Equality Objective 5		
Ensure that the Council as an employer is accessible to everyone in the community		
Associated actions	Deadline	Progress 2014
Achieve the Disability Symbol (Two Ticks Scheme) accreditation	April 2013	In progress: Work is ongoing with Job Centre Plus with the aim to achieve accreditation and improve the service to disabled applicants and employees.

Equality Objective 6		
The creation of a fully equality proofed Pay & Grading System that will address any current gender pay differences together with harmonised and transparent financial terms & conditions of employment		
Associated actions	Deadline	Progress 2014

Continue to consult with Trade Unions to develop a fully equality proofed pay & grading system	September 2012	Complete
Continue to consult with Trade Unions to harmonise and modernise terms & conditions	September 2012	Complete

Equality Objective 7

Comply with our duty to publish Workforce Data/Employment Information

Associated actions	Deadline	Progress 2014
Develop our HR ISIS system to record details in respect of the protected characteristics	April 2013	Complete
Undertake a staff survey to collect data in respect of the protected characteristics and language skills	September 2012	Complete
Publish the Employment Information as per our duty	March 2013 & annually	Complete for 2013-4
Analyse the above data to identify key issues for the Authority	July 2013	In progress: Outcomes will depend on the analysis of results

Equality Objective – Access to Services

Equality Objective 8

Improve access to Council services for d/Deaf people

Associated actions	Deadline	Progress 2014
Recruit a dedicated Policy and Service Development Support Worker (d/Deaf people and groups) (part-time)	September 2012	In progress: As agreed, work with the d/Deaf community will continue, for example, via the work outlined in the action below.

secondment basis – 2-year contract)		As a result, this action will be removed.
Identify specific access issues for d/Deaf people within the Council's Contact Centre	March 2013	Complete Additional information: A pilot of Sign Translate was undertaken at the Contact Centre, which allows people whose first language is British Sign Language (BSL) to access immediate translation via video link. This service will continue into 2014-5.

Equality Objectives – Education

Equality Objective 9		
Improve the performance of Ethnic Minority Learners at GCSE level		
Associated actions	Deadline	Progress 2014
Children and young people from ethnic minority backgrounds continue to achieve at least as well as their peers	Annual analysis of results in autumn term	In progress: <ul style="list-style-type: none"> In 2013, children from ethnic minority backgrounds performed behind their all Swansea and all Wales peers on the Foundation Phase Indicator at end of Foundation Phase by -6% points and by -1.0% point at KS2 (CSI). In 2013 at end of key stage 3 children and young people from ethnic minority backgrounds performed better than their all Swansea and all Wales peers on the Core Subject Indicator by +7.0% points. <p>In 2013 young people from ethnic minority backgrounds at end of Key Stage 4 also performed ahead of their all Swansea and all Wales peers on the Core subject Indicator by +10.0% points, the Level 2i Threshold by +11.0% points.</p>
Children and young people from Asian Bangladeshi backgrounds achieve at least as well as their peers	Annual analysis of results in autumn term	In progress: <ul style="list-style-type: none"> In 2013 children from Asian Bangladeshi backgrounds performed behind their all Swansea and all Wales peers on the Foundation

		<p>Phase Indicator at end of Foundation Phase by -3.0% point and by -4.0% points at KS2 (CSI).</p> <ul style="list-style-type: none"> In 2013 at end of key stages 3 children and young people from ethnic minority backgrounds outperformed their all Swansea and all Wales peers on the Core Subject Indicator by +7% points. <p>In 2013 young people from ethnic minority backgrounds at end of Key Stage 4 also performed ahead of their all Swansea and all Wales peers on the Core subject Indicator by + 10.0% and the Level 2 Threshold by +10.5% points.</p>
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Equality Objective 10		
Close the Performance gap in educational attainment between boys and girls		
Associated actions	Deadline	Progress 2014
Maintain improving trends in assessment of boys and girls at KS2 and KS3	Ongoing	<p>In progress:</p> <ul style="list-style-type: none"> The Core Subject Indicators at KS2 and KS3 are maintaining an upward trend. KS2 CSI – results up by 9.9% 2009 to 2013 although the 2013 performance rose only slightly on the previous year (0.7%). KS3 CSI - results up by 18.4% 2009 to 2013, with 2013 results up 3.1% compared to 2012.
Close the performance gap between boys and girls	Ongoing	<p>In progress:</p> <ul style="list-style-type: none"> KS2 CSI gender gap – consistently around 8%. Boys and girls both show similar improvement of 10% since 2009. KS3 CSI gender gap – reduced from a high of 12.8% in 2011 to 10.0% in 2013 Boys and Girls both show significant improvement in the CSI since 2009, but girls results have improved faster than boys (by 4.8%).

		In English over the last 5 years, the gender gap is static at KS2 but has closed 10.3% to the lowest in 5 years at KS3.
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Equality Objective 11

Improve the educational performance of Gypsy and Traveller children

Associated actions	Deadline	Progress 2014
Continue to find ways to improve the attendance rates of Gypsy and Traveller children and young people at secondary schools so that attainment improves	Ongoing	<p>In progress:</p> <p>The Young People Service's Engaging Learners in Swansea Service (ELiS) is an appropriate curriculum service that works with secondary aged pupils across Swansea, that have poor attendance and personal circumstances that present barriers for their engagement into learning.</p> <p>The Traveller Education Service (TES) is based at The Learning House – Cefn Hengoed Community School Campus, but is also now delivering from a Youth Club – Stadwen – which is based closer to the young people's community.</p> <p>Whilst all efforts are made by the TES to try and engage our children and young people in mainstream schools; due to the parental concerns and cultural values, this in the majority of cases at KS3 and 4, full attendance does not take place. All of the young people are offered full access to the secondary comprehensive schools in their community. Due to this issue we have designed, developed and initiated individual learning pathways for the KS3 and 4 pupils.</p> <p>We have increased the amount of hours young people are educated within school hours and this has been supported by more academic and vocational accreditation.</p>

		<p>We hired out rooms at Swansea YMCA to deliver Maths and English sessions to two pupils, as it was a more appropriate learning environment and would help support regular attendance.</p> <p>With the support of 14-19 funding as well we have funded 4 of our pupils to complete a CITB construction Course with Neath College.</p> <p>We have continued to support our year 11 leavers by working in partnership with Careers Wales and also Swansea's Post 16 outreach team. We now have a designated Careers Officer who supports all of our KS4 pupils. This helped in providing a seamless transition into employment, further education and training and will continue for our current year 11 leavers</p> <p>We have used Families First funding to continue to employ a Support Worker as an additional member of our team. The role works in a multi-agency capacity, exploring, developing and implementing additional opportunities for the young people to access. It included forging links with external partners and supporting the young people on the educational activities.</p>
Equality Objective 12		
Improve the awareness of all children and young people of key information about sexual orientation and gender identity		
Associated actions	Deadline	Progress 2014
Ensure schools are directed to relevant Welsh Government guidance so this can be practiced in schools, for example: provision of counselling, good practice regarding lesbian, gay, bisexual and	Ongoing - as guidance is issued	In progress: All guidance issued by Welsh Government has been sent to schools via email and has been placed on the designated page on the Council's intranet site.

transgender (LGBT) issues		
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Equality Objective 13

Improve access to education for physically disabled pupils

Associated actions	Deadline	Progress 2014
Resume progressive improvement to access to infrastructure in schools	Ongoing	In progress: The QEd Programme continues to ensure improved access to infrastructure in schools.
Lobby for the reinstatement of the Small Adaptations capital funding to provide for the individual needs of disabled children and young people in schools	Ongoing	In progress: Reducing budgets doesn't currently allow for this funding to be reinstated at this time, however all small adaptations are carried out in schools as and when required to insure that the individual needs of disabled children and young people in schools are met.

Equality Objective 14 – Please note that this is a Partnership Objective already set within Children and Young People's Plan, hence the different layout

To reduce the inequalities that exist in the health, education and economic outcomes for children living in poverty, by improving the outcomes of the poorest

Associated actions	Deadline	Progress 2014
To reduce the inequalities that exist in the health, education and economic outcomes for children living in poverty, by improving the outcomes of the poorest	Ongoing – as per individual projects and programmes	In progress: Examples include: 1. Flying Start The Programme continued to expand with 2,174 0-3 year olds and their families benefitting from services during 2013/14. To date Swansea Flying Start is performing above the national average in terms of attendance, numbers of unauthorised absences have declined significantly and SOGs (Schedule of Growing Skills) at

		<p>36 months show higher levels of children performing at or above the developmental norm compared to 24 months.</p> <p>2. Team Around the Family (TAF) Between April 2013 and March 2014, 299 families have been supported by Team Around the Family arrangements in Swansea via an holistic and co-ordinated approach to meet identified needs at an early intervention stage. The externally commissioned review highlighted the effectiveness of Swansea's TAF model.</p> <p>3. Mayhill GP Surgery and Family Centre Update report on this project January 2015 to Corporate Briefing. Further reports due at the end of January 2015. A full EIA has been completed on this development.</p> <p>4. Childcare and Play Supporting the provision of accessible childcare and play opportunities across Swansea including specific provision for disabled children and young people.</p> <p>5. Families First A continuum of parenting support has been developed and implemented in order to offer a pathway for parents tailored to their individual circumstances. During the course of the year a total of 717 families including 1578 children were supported through the team. Only 1.14% of the families required a statutory Child and Family service in order to meet their needs. The workshops held during Swansea's Parenting Conference in early 2014 were led by parents who shared their own journey with participants via a digital story method and facilitation.</p>
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		A re-commissioning exercise is taking place across the whole of the Families First programme based on a revised and updated model.
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Equality Objective – Housing

Equality Objective 15		
Improve customer access to Housing Services		
Associated actions	Deadline	Progress 2014
Attain the Welsh Housing Management Standard (WHMS)	Consult tenants August 2011- Work towards achieving Standard by August 2012	Complete Additional information: The Housing Service was awarded the Welsh Housing Management Standard for tackling anti-social behaviour in October 2013. We have continued to liaise with tenants who are part of the Estate Management group on a quarterly basis to agree targets for the coming year and discuss estate management issues and anti-social behaviour.
Develop a Rents Strategy	December 2015	In progress: Rents strategy was originally scheduled for completion in April 14. Work has been carried out to ease the impact of benefit changes on tenants including over 2200 visits to those affected by the under-occupation charge, the provision of a dedicated Financial Inclusion Officer in the Rents Team and the promotion of a “Your Benefits are Changing” campaign. Whilst some aspects of Welfare Reform have been introduced, the earlier than anticipated introduction of Universal Credit will have a big impact on what the strategy will say about how the Council will deal with those affected. The service is currently undertaking a survey to all tenants to gauge awareness and help inform the council as to what support mechanisms need to be put in place.

		With this in mind the strategy will now continue with an estimated completion date for the end of 2015.
Implement new Housing Advice Website	September 2012	Complete Additional information: Website is now up and running and is currently being promoted to various Departments/Agencies. Monitoring has shown that the website continues to be one of the highest visited advice websites in Wales. Further promotion of the website will take place in September/October 2014.
Fully implement telephone application service for Disabled Facility Grants, Homelessness and waiting list applications for customers who prefer/need to access services by telephone	September 2012	Complete Additional information: Telephone service is fully implemented and is now the primary way to apply for housing and for Disabled Facilities Grants. A reduction in the time taken to complete the DFG process from 321 days in financial year 2011-12 to 263 days in financial year 2013-14, is partly due to the use of the telephone application service. The shift to a telephone based application has increased the ability of customers to access the service, and improved the quality of the information obtained reducing the drop-out rate.
Develop, consult and produce a Local Black Minority Ethnic (BME) Housing Strategy	December 2012	Action updated In progress: BME issues are to be mainstreamed into the Local Housing Strategy (LHS). The LHS is under development and should be ready in the Autumn of 2014
Incorporate BME issues into the new Local Housing Strategy to ensure a holistic approach	June 2015	The previous deadline has not been met as the draft Local Housing Strategy has had to be significantly altered as a result of some major housing initiatives introduced by the Welsh Government recently that needed to be incorporated into the strategy

Promote the provision of a Welsh Language service at public reception areas and through the Tenants Magazine	April 2012 with annual reports on progress	<p>Complete</p> <p>Additional information:</p> <p>Promotional materials made available and displayed. Increased percentage of customers requesting the Welsh language service. The Welsh language service is promoted in every issue of the Tenants Magazine.</p> <p>Welsh language promotional materials for the public reception areas are refreshed on a regular basis. Welsh speaking staff have been issued with badges identifying them as a Welsh speaker. Welsh speaking staff issued with Lanyards displaying the “Cymraeg” logo.</p>
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Equality Objective – Community Regeneration

Equality Objective 16		
Undertake partnership work on the Community Cohesion agenda		
Associated actions	Deadline	Progress 2014
Introduce a volunteer Scheme for the City of Sanctuary	March 2013 & ongoing	<p>Not yet achieved:</p> <p>The current climate of staff reduction strategies has meant that sections are reluctant to offer placements for such a scheme. However, this is something that can be encouraged in the future especially in line with the new Sustainable Swansea agenda. It may be more about staff volunteering than City of Sanctuary members – changing the focus of the schemes original intention.</p>
Implement and monitor a corporate Community Cohesion Strategy Action Plan	April 2013 & ongoing	<p>In progress:</p> <p>The City and County of Swansea (CCS) has developed a Community Cohesion Delivery Plan, in collaboration with key services and external partners. This sets out the goals and actions that will help to promote cohesion in the City & County of Swansea. The Delivery Plan comprised five key outcomes:</p>

		<ul style="list-style-type: none"> • Committed and motivated leadership on Community Cohesion • A workforce that understands and is responsive to the issues around Community Cohesion • Promoting Community Cohesion by bringing communities, and generations together • Reduce the incidence of hate crime against those with protected characteristics • Community Cohesion key messages and actions in all relevant key strategies and plans – (mainstreaming) <p>To deliver the Swansea Community Cohesion Delivery Plan, CCS has established an innovative model of governance. This is due to the fact that Cabinet members are practically involved in providing strategic direction to the delivery of the Community Cohesion Delivery Plan and are responsible for reporting their progress to relevant meetings.</p>
Raise awareness of Community Cohesion issues externally and internally	April 2013 & ongoing	<p>In progress: Mainstreaming Community Cohesion has been a focus of the Programme during this phase. Examples of this are:</p> <ul style="list-style-type: none"> • Community Cohesion has now been embedded into section 4 of the Equality Impact Assessment process • The Community Cohesion Leadership group members are championing Community Cohesion. In addition, the Equality Champions have agreed in principle to include Community Cohesion into their remit • One of the Community Cohesion Champions is leading on embedding Community Cohesion into the corporate Customer Services and Equalities training programme • 13 hate crime awareness sessions were delivered across various

		<p>Council services and key partners including Police, Health and third sector. In total more than 180 people attended.</p> <ul style="list-style-type: none"> • A Hate Crime e-learning resource for staff has been developed • Community Cohesion is embedded into the Communities First Cluster Delivery Plans and Community Involvement Plans • Anti-Human Trafficking Awareness sessions were delivered for staff and a Regional Anti-Human Trafficking Multi-Agency Forum established; • Tell MAMA (Measuring Anti-Muslim Attacks) reporting hate crime session was arranged for young members of the Muslim communities in partnership with the Ethnic Youth Support Team (EYST). • A Regional Contest Board has been established which has increased information and intelligence sharing across the region. • Asylum Seeker and Refugee Awareness training sessions were delivered to staff in CCS <p>The delivery of the Community Cohesion programme in the Western Bay region was deemed by the Welsh Government to be one of the highest performers in Wales in 2012/13.</p>
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Equality Objective – Culture and Tourism

Equality Objective 17		
Encourage greater participation and improve access to cultural, leisure and sporting services/facilities		
Associated actions	Deadline	Progress 2014
Cultural Venues and Parks		
Expand the Archives Education Service	March 2013	Complete

across Swansea and Neath Port-Talbot. The Archives education service provides schools with the opportunity to visit the Archive Service or for a talk to be conducted at the school which links in with the curriculum		
Develop, implement and publicise a project in libraries to introduce or improve the computer skills of the over 50s	March 2013	Complete
Ensure all staff in libraries have been trained/refreshed to use the hearing loops	March 2013	Complete
Source and implement additional/improved visual impairment computer aids in libraries	March 2013	Complete
Arrange a variety of Museum talks that takes the Museum to older people	March 2013	Complete
Encourage more visitors between the ages of 14 – 18 to the Glynn Vivian Art Gallery through forming a young people's focus group and a forthcoming learning project in collaboration with Tate as one of the regional partners	March 2013	<p>Complete</p> <p>Additional information: Glynn Vivian Art Gallery was selected to be part of a UK wide scheme, as part of the <u>Plus Tate</u> network, to help Young People connect and engage with art galleries, in a series of programmes workshops, projects and events. All Plus Tate partners were tasked with setting up a project to engage 14-21 year olds.</p> <p>This led us to set up the Glynn Vivian Young People's project. The objectives of the project were to work with young people aged</p>

		<p>between 14 – 19 years old, to engage them in the gallery's programme and the local community.</p> <p>The Young people's group set themselves the task of engaging other young people (14-19) in an event or activity. The group of Young People (14-19) named themselves 'Crash' organising a 'Battle of the Bands' competition at the YMCA. In just over two weeks the group organised and staged the event. The group visited art spaces and projects in Bristol and Swansea, created a documentary of the process, pop-up events in town and two promo videos for the bands <u>Alterium</u> and <u>the Fallen Empire</u>.</p> <p>The group meet every Wednesday evenings, and have been tasked with putting on events to recruit new members through an engagement with the gallery programme. The Crash team have recently joined '<u>Film Club</u>', an education charity which seeks to transform the lives of young people through film.</p> <p>In October for Halloween, Crash team screened Tim Burton's 'Dark Shadows' and have since begun selecting films, which will be screened on the last Weds of every month throughout 2013 as part of their '<i>12 films to watch before you grow old</i>' programme.</p> <p>The group wrote a proposal for and were selected to be part of a new Youth Poetry Project from <u>Literature Wales</u> funded by the CLORE DUFFIELD FOUNDATION. From Nov-Jan, the group are working with writer and poet Patrick Jones in a series of workshops which will explore spoken word poetry, rap and some of Wales' best writing.</p>
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		Fundamentally we aim to put young people at the heart of our work in a new way. We aim to stimulate creativity and develop new partnerships between the Gallery and key agencies working with a diverse range of young people from Swansea and area, including local authorities, children's trusts and services. We recognise the impact the arts can have on young people's lives, helping them be healthy, safe, happy, positive members of vibrant communities, and building their confidence, capabilities and skills.
Improve the access information regarding parks on the web to give potential users advance notice of which parks are accessible to disabled people and where the entrances are	March 2016	In progress: The Parks Service has submitted initial access information to Marketing to be uploaded on to the web. This has resulted in the main parks listing some degree of access information. However, it has been recognised that this information is quite limited and would not help disabled people to know how accessible the park is once inside. Some parks have had access information added to their web page (not all) but this remains focussed on entrances with no mention of the accessibility within the park. More information is needed, hence the deadline change. This will be re-visited during the coming year.
Review the option to add access information to Parks signage which would indicate accessible routes	March 2016	In progress: We are discussing the possibility of adding symbols to signs regarding access. This may have to take sticker form to save on costs. We are actively seeking guidance on appropriate signage/pictograms available to display at individual parks gates so as to inform wheelchair users as to suitability of access – this is ongoing, hence the deadline change.
Sport and Leisure Services		
To achieve the Rainbow Mark across the Leisure Operations department	March 2013	No longer achievable: The LGBT excellence centre has ceased operating and therefore

		the Rainbow Mark has also stopped. However, our commitment to ensuring that our venues are accessible to the LGBT community continues as per our previous and ongoing work in this area. This action will be removed.
Review the feasibility and options to expand the women-only activity programme in leisure centres	March 2013	Complete
To develop opportunities for participation, volunteering and coaching in sport for disabled people and provide support for existing disability clubs	March 2013 & ongoing	<p>In progress: The nationally recognised INSPORT Accreditation Ribbon Award has been completed, we have been asked by disability sport Wales to apply for Bronze accreditation in June 2015.</p> <p>In the meantime we have been successful in gaining Youth Sport Trust Funding to appoint (in partnership with Swansea University) an “Inclusive Futures” officer who has a remit to build on the legacy of the recent IPC athletics championship through Leadership and volunteering programmes</p>
To encourage and support mainstream sport clubs to integrate disabled people into their clubs through national governing body of sport pathways	March 2013 & ongoing	<p>In progress: In addition to the above programmes we have targeted a number of key clubs within Swansea to achieve INSPORT accreditation in their own right with the support of our disability sports officer. There are currently 7 clubs awaiting accreditation with a further 3 planned by the end of this financial year.</p> <p>We are also supporting facility partners (the LC and Swansea University) to achieve the facility version of the INSPORT Ribbon award.</p>
Review the sports pitch options to provide more opportunities to	March 2013 & ongoing	<p>In progress: The Cwmbwrla Park project mentioned in last year’s review is still</p>

accommodate mini-football		<p>ongoing, however, this is likely to accommodate senior pitches as the x4 changing rooms will allow for maximum usage. This may free up alternate space elsewhere as games are displaced to Cwmbwrla and may allow for new mini pitches to be developed at these sites.</p> <p>We continue to monitor and review local mini pitches in partnership with the league.</p>
Increase opportunities for young people to participate in after-school (extra curricular) sporting opportunities	March 2013 & ongoing	<p>In progress: A review of the Active Young People service has been completed in terms of changes to structure and planned delivery methods. The new process will begin in earnest at the start of the September 2013 term.</p> <p>The Sport Wales National School sport survey results were received in November 2013 with Swansea having the 3rd highest level of the Key Sport Wales national target “Hooked on Sport” in all of Wales.</p>
Take steps to further reduce the gender gap in participation in sport and physical activity by developing the Dragon Sport and 5x60 opportunities, consulting with girls of school age about physical activity preferences and by working with sports clubs to encourage post 16 participation	March 2013 & ongoing	<p>In progress: However, there is still a gap between boys and girls participation 46.6% boys and 40.4% girls in this key “Hooked on Sport” figure representing a 6% gap. We are above the Welsh average gap of 9%, but are still working to reduce the inequality further.</p> <p>As a result we are involved in a regional programme called “us girls” which is being led by Streetgames Wales and piloted in Swansea. The programme involves a sizeable bid to sport Wales as part of their “Calls for Action” fund which is based on evidence of inequality. The outcome of this bid will be known in January 2015.</p> <p>We are also targeting girls only activities as part of our Streetsports</p>

		Swansea programme as of autumn term 2014.
Across all venues		
Review the Carers Access policies across the Culture & Tourism Department for consistency and fairness. Once completed, ensure policies are promoted to ensure awareness	March 2013	Complete Additional information: Our Plus One Scheme was successfully launched on 29 th Sep 2013. Consultation with disability groups was key to developing a workable scheme for its target customers. The scheme is working well at participating sites with the Theatre being the most visited venue. In 8 months of operation around 2,100 members have joined. A 12 month review is due in October 14.
Advertise to customers Culture and Tourism's commitment to the council's breastfeeding policy by ensuring web pages have the 'mothers milk' logo added and that facilities have stickers/posters	September 2012	Complete Additional information: All venues have reported that they are signed up to the scheme and our websites promote adherence.
Review the provision of baby changing areas across Culture and Tourism services	March 2013	Complete Additional information: Based on the information received from those venues that responded two thirds (19) have baby changing facilities e.g. leisure centres, libraries. The third of venues (10) without (i.e. libraries) have never had them or the facility is too small to accommodate. Of this 10 only one venue has received comments about the lack of provision. Given the financial pressures the council is under there are no future plans to install them.
Support, target and provide Black Minority Ethnic (BME) events, exhibitions and workshops across Culture and Tourism services	March 2013	Complete

Improve 'What's on' communication with BME organisations so that communities are aware of the services and opportunities provided by Culture and Tourism	March 2016	In progress: While there has been no further progress to date, we will liaise with the BME Forum to take this forward and encourage BME groups and individuals to sign up to event information on www.enjoyswansea.com , hence the deadline change.
Where possible introduce 'Welcome Boards' in different languages at Culture and Tourism venues	March 2016	No longer achievable: Whilst this particular action is no longer achievable due to financial pressures, we have committed to liaising with the BME Forum directly to mitigate any potential impact. This action will be removed.
Ensure Culture and Tourism services and events are aware of and where possible make reasonable adjustments to respond to cultural/religious customs	March 2013	Complete Additional information: Calendar of cultural and religious holidays/events circulated in December 2013 so that services can identify possible clashes. The Wales National Pool is sensitive to the issues surrounding Ramadan and 'freeze' swimming lessons as attendees are fasting and can sometimes be too weak to participate. After Ramadan is over lessons resume. Brangwyn Hall is supportive of the Chinese New Year and has given free hall hire for the celebrations.
To achieve the Rainbow Mark across other applicable Culture & Tourism services	March 2014	No longer achievable: The LGBT excellence centre has ceased operating and therefore the Rainbow Mark has also stopped. However, our commitment to ensuring that our venues are accessible to the LGBT community continues. This action will be removed.

Equality Objectives – Social Services

Equality Objective 18		
Improve access to Social Services provision, ensuring that the service user's needs are at the centre of all planning and commissioning activities		
Associated actions	Deadline	Progress 2014
Increase the take-up of Direct Payments as a way to ensure that people with eligible social care needs are able to access services that are suitable for their cultural and other needs	December 2012 & ongoing	In progress: Take-up of Direct Payments has continued to increase with information communicated via a wider group of staff including domiciliary care and Intake.
Review the commissioning plans for Adult Social Services across all client groups: Older People, Learning Disability, Adults with Physical Disability/Sensory Impairment, Mental Health and Carers	December 2012	Complete Additional information: Commissioning plans reviewed - 2014 Co-production built into transformation processes Commissioning continues to be an on-going cyclical process reflecting the changing needs and aspirations of the population
As part of the revision of the Unified Assessment form, investigate the collection of information on a wider range of protected characteristics	December 2012	Complete Additional information: Unified assessment has been revised in accordance with Social Services and Well-being (Wales) Act, data will be collected in line with the outcome framework.
Continue with the Transformation of Adult Services Strategic Programme in order to ensure more personalised and citizen directed services	Ongoing	In progress: Transformation / implementation continuing, Adult Services restructured in line with SSWB Act. Integration of health and social care services to provide better outcomes, person centred support/care and specialist services
Maintain the Social Services sections of the Swansea Lives and Swansea People	December 2013 (review)	Complete

websites for people with a learning disability		
Introduce a one-stop website for parents and carers of children and young people	October 2013	Complete
Undertake carers assessments within the Child Disability Service	December 2013	Complete Additional information: Child Disability Team has been fully trained and supported to undertake specialist Carer Assessments.
Develop a Young Carer's Strategy	April 2014	Complete
Further the Corporate Parenting work through provision of training for Elected Members	October each year	In progress: Designated training is routinely delivered to corporate parents, and the terms of reference for the Board have been revised.
Establish a multi-agency transition process between child and adult disability services	Summer 2013	Complete Additional information: Completion of a Transition Protocol to support multi-agency working. Further work ongoing to explore the development of a Joint Transition Team to support children in need into adulthood.
Involve young people in need in the roll out of the Commissioning Plans	Summer 2014	Complete Additional information: Feedback from the participation of looked after children, and children in need has now become a central part of the Service Quality Unit, and will be better placed to link into the development of service business plans and commissioning strategy.

Equality Objective 19

Provide a high level of information about domestic abuse and support services available

Associated actions	Deadline	Progress 2014
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Open a 'One Stop Shop' information and advice service in Swansea City Centre. This will provide on the spot support and resources to women, men and children who have experience of domestic abuse	December 2012	In progress: Due to structural problems encountered during the refurbishment of the building, this is now due to be open at the end of 2014.
Organise awareness raising events including White Ribbon Day (The Elimination of Violence Against Women Day) and International Women's Day. These are two of the biggest events in the Domestic Abuse Forum's calendar with single sex services (women only) being the focus of the information given	April 2013 & ongoing	Complete Additional information: Both these events have taken place successfully. For White Ribbon Day there were 3 days of coverage in the local Evening Post covering domestic abuse and violence against women and a Community Events Van in the city centre. For International Women's Day there was a day event held at the Women's Centre. Both events were for professionals and service users.
Attend other events such as World Mental Health Day to raise awareness of the issues around domestic abuse	April 2013 & ongoing	Complete Additional information: The World Mental Health Day event was attended with a display of leaflets and information. The stall was very popular with students from local colleges and service users alike.
Establish a specific domestic abuse service within Child and Family Services in partnership with PEI and the Domestic violence Strategy group.	December 2013	Complete

Equality Objective – Benefits

Equality Objective 20		
The Benefits Take-up Team will increase the number of council tax benefit recipients by 1.5% of the council tax benefit caseload by 31 March 2013 (compared to the previous year)		
Associated actions	Deadline	Progress 2014

<p>Plan and undertake a variety of activities and initiatives to achieve target, as set out in our Take Up Strategy</p>	<p>March 2013 & ongoing on an annual basis</p>	<p>Complete Additional information: Council Tax Benefit was abolished on 31 March 2013 as part of the UK Government’s Welfare Reform programme. The team’s focus shifted in 2013/2014 to provide advice and support to residents on a range of welfare reform changes, particularly in relation to the spare room subsidy commonly referred to as the “Bedroom Tax”. A temporary Advice Centre was set up in the Contact Centre, facilitated by the Take-up Team which involved daily surgeries provided by services from both within the Council and a range of third sector agencies such as Age Cymru, Shelter, Red Cross, Money Advice Service and LASa Credit Union. The Take-up Team was and still is heavily involved in supporting tenants claim Discretionary Housing Payments and helping to find longer term solutions to mitigate the effect of the “Bedroom Tax” such as finding work, moving to smaller accommodation etc. The team also worked jointly on a new initiative with a Job Centre “Want to Work Advisor” to support and advise tenants to get back into employment. The team continued to work with organisations such as Cyrenians, the Alzheimers Society, Chinese Community, Penybryn Special School, Gwalia and Coastal Housing Associations. The team also worked hard to raise awareness and support Swansea residents to claim the new Council Tax Reduction (which replaced Council Tax Benefit) taking referrals, e.g. from the Council Tax Teams and the Housing Department as well as direct calls from taxpayers. For 2013/2014 the team’s work increased the number of Council Tax Reduction recipients by 1,225 cases and increased Housing Benefit recipients by 897.</p>
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Equality Objectives – Environment and Safety

Equality Objective 21		
Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children		
Associated actions	Deadline	Progress 2014
Implement the Pavements for People Policy	April 2013 & ongoing	In progress: Policy in place - to be reviewed in 2014-5.
Installation of dropped kerbs to assist access where needed	Ongoing	In progress: Dropped kerbs installed on a case by case basis.
Provide pedestrian crossing with facilities for disabled people	95% by April 2012	Complete Additional information: As of 31/3/2014 the total percentage meeting criteria is 96.5%
Consider equality issues when designing highway and traffic schemes	Incorporate in design process for each project	In progress: Improved consultation with disability groups has been targeted through the introduction of a new stage in the design development process. The format is in line with the Pavements for People protocol which is used as an Authority wide standard. Projects are formally assessed using the Equality Impact Assessment process, thereby providing greater continuity between schemes, a detailed record of implemented measures and appropriate consideration over the relevant groups. Post completion workshops are introduced on relevant projects to invite comment from key stakeholders in order to provide continuous improvements.
Provide permits for qualifying care organisations and carers to park within residents parking bays	Ongoing	Complete Additional information: During the period of April 2013 - March 2014 we issued 960 carers permits

Equality Objective 22		
Transportation: Improve access to public transport by bus for disabled people, older people and families with young children		
Associated actions	Deadline	Progress 2014
<p>Launch the RNIB REACT system for visually impaired people at the Bus Station</p> <p>Offer, in return for refundable deposit, fobs to trigger messages to blind & visually impaired bus users.</p> <p>Provide bilingual usage instructions in Braille, audio CD and large font.</p> <p>The system gives audio messages about the services at each departure bay and provides a wayfinding tool in association with the tactile strip through the concourse</p>	October 2011	<p>Complete</p> <p>Additional information:</p> <p>The RNIB React system is operational in the Bus Station and also at key ftr Metro stops and on board the Metro vehicles.</p> <p>Braille maps have been produced for both the bus and railway stations.</p> <p>The refurbishment of Swansea Railway Station concourse in 2013 included additional features to assist disabled customers such as braille signage, lower counters and a changing places facility. A tactile route has also been provided between the entrance to the railway station and the main bus stop.</p>
<p>Develop a programme to provide raised kerbs at bus stops to allow easy access for passengers with mobility problems.</p> <p>Meet with Disability Groups to seek views on prioritisation</p> <p>Legislation is in place which requires buses to be accessible by 2015, which will increase the need for the Council to provide raised kerbs</p>	Programme in place by 2015	<p>In progress:</p> <p>A priority list of bus stops for raised kerbing was agreed with Disability Groups and has been implemented. Raised kerbing has also been provided at stops on the Mumbles Road and Carmarthen Road corridors. Further work to provide raised kerbing at stops on the Gower Road corridor will take place in 2014.</p>

Equality Objective 23
Improve Community Safety provision – and perceptions of safety – across Swansea’s communities.

Associated actions	Deadline	Progress 2014
Provision of fixed and mobile CCTV	Continuous	There is a comprehensive CCTV system which provides coverage of the city centre and other key areas which is of benefit to the community at large. A significant budget review will be carried out in 2014.
Provide crime prevention advice		Crime Prevention advice is provided by qualified and experienced staff whenever requested. "Secured by Design" principles are actively promoted.
Positive communication and reassurance		A large number of community engagement activities have been undertaken throughout the area, using both fixed venues and vehicle based. The Night Time Economy "Help Point" And "Drop Off Zone" have been expanded and mainstreamed. These are promoted as best practice by the Home Office due to Swansea's participation in the Local Alcohol Action Areas initiative.
Community engagement by officers		Positive media communication is maintained to support public confidence and reduce the fear of crime. Two large scale media initiatives have been undertaken; "One Punch Ruins Lives" and "Drinkaware" messaging.
Anti-Social Behaviour reduction		Anti-social behaviour reduction remains a Safer Swansea Priority. Two part-time specialist staff are employed, shared with Neath Port Talbot. Monthly management figures are produced and made available to Ward Members.

Equality Objective 24 – amended for 2013

To design a Council-wide Hate Crime Strategy in partnership with key organisations		
Associated actions	Deadline	Progress 2014
Liase with local disability groups to capture experiences of hate and harassment & include information gathered in a report	April 2013	Complete
Include campaign details and information on methods of reporting on SW Police & CCS websites	April 2013	Complete
Undertake a minimum of 4 awareness raising sessions with community groups within the first year of the campaign	April 2013	Complete
Draft a Hate Crime Strategy	April 2015	In progress: The Welsh Government has recently published 'Tackling Hate Crimes and Incidents - A Framework for Action'. As a result work will be undertaken with partners in order to draft a local Hate Crime Strategy for Swansea, taking the national framework into account.

Equality Objectives 25		
Work in partnership locally on health promotion initiatives that focus on outcomes for all communities		
Associated actions	Deadline	Progress 2014
Set out the terms of reference for the Tobacco Action Group	January 2012	Complete
Develop a Tobacco Action Plan for Swansea, which will concentrate on areas identified in local needs assessments and mapping exercises	Plan developed by June 2012	Complete Additional information: Tobacco Action Plan agreed to March 2014, and progress reports being submitted to Healthy City Board every six months. Final report for this plan to be presented at the Board meeting in June 2014.

Increase the number of young people travelling to / from school in the Safer Routes in Communities project areas by cycling or walking	To be set when funding known for 2012/13	<p>In progress:</p> <p>One Safe Routes in Communities scheme is delivered each year. In 2013/14 a scheme was carried out in Morrision. We are unable to monitor the success of the scheme due to lack of resources. Schools are encouraged to increase the number of children walking or cycling to school. We have requested schools confirm how many children have changed their mode of transport to school as a result of the schemes, but they do not have the resources to do this.</p> <p>We are attempting to re-allocate resources within the Road Safety Team to undertake modest travel surveys amongst schools that have implemented Safe Routes in Communities.</p>
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Equality Objective 26		
Improve internal processes and procedures within services relating to Swansea's environment to ensure that equality considerations are not only included but result in outcomes based on relevant information		
Associated actions	Deadline	Progress 2014
Building Control		
Continue with customer consultation surveys covering all users of the service	Continuous survey issued on project completion	Complete Additional information: Survey ongoing.
Check all levels of impact on different society groups, including any adverse level of enforcement	6 monthly	Complete Additional information: Results analysed. No evidence to suggest any adverse impact or levels of enforcement on any group.
Analyse complaint / comment data	Continuously on receipt	Complete Additional information: All returns analysed individually. Response or action initiated where

		necessary.
Publish results	April 2012 & ongoing (annually)	Complete
All information, forms, leaflets etc to be made available in any language / format on request	Available on demand	Complete Additional information: No requests made.
Advertise WITS / provide interpreter when necessary	Available on demand	Complete Additional information: Service available on request. No requests received
Burials and Cremations		
Provide burial/cremation arrangements in line with the requirements of ethnic and religious/belief groups in Swansea	Ongoing	Complete Additional information: Positive reaction from Muslim Community in particular with a single point of contact for all arrangements. No complaints received.
Waste Management		
Assisted waste collections for disabled people and older people	Review Monthly	In progress: This service continues to be provided to all residents who require assistance with their bags of waste items. we are constantly looking at ways to further improve and welcome any suggestions for improvement
Additional information provided: <i>Community language speakers</i>	<i>Review Monthly</i>	<i>Leaflets produced with pictorial guidance</i> <i>Recycling guidance has been produced in Mandarin</i> <i>Face to face visits to discuss recycling and refuse collections</i> <i>Promotional activity will take place in Hafod next month (June 2014) as part of the door knocking project</i>

Equality Objective – Corporate Building and Property Services (CB & PS)

Equality Objective 27		
Ensure the recruitment of a diverse workforce within CB&PS		
Associated actions	Deadline	Progress 2014
<p>Recruitment – Ensure that all future recruitment within CB & PS continues to be undertaken within the realms of the Equality Act 2010; paying particular attention to the apprenticeship recruitment programme. Further develop links with external groups/organisations to enable wider awareness of the initiative and support CB & PS. The continuation of the apprenticeship programme is dependent on future budget approval</p>	<p>March 2013 & ongoing on an annual basis</p>	<p>Complete Additional information: CB & PS apprenticeship recruitment for 2014 started in March. As usual the opportunities were advertised in the local press, job centre and on the Career's Wales website. We also engaged with the Construction Youth Trust and met with potential applicants through the construction workshops. We also engaged with Beyond Bricks and Mortar and Workways.</p> <p>In the last year we have also been working closely with the South West Wales Regional Shared Apprenticeship Scheme (Cyfle). This involves apprentices who are employed by the Scheme completing a short term work placement with CB & PS. They will gain valuable experience in the workplace and also complete the required units in line with the NVQ qualification they are working towards.</p> <p>Since October 2013 we have linked with the COASTAL project to offer placements (over a 13 week period) to their participants.</p>

Page 175

Equality Objective – Procurement

Equality Objective 28
Comply with the Procurement regulation set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

Associated actions	Deadline	Progress 2014
<p>When procuring works, goods or services, we will:</p> <ul style="list-style-type: none"> • have due regard to whether it would be appropriate for the award criteria for that contract to include considerations to help meet the general duty • have due regard to whether it would be appropriate to stipulate conditions relating to the performance of the contract to help meet the three aims of the general duty 	April 2012	<p>Complete</p> <p>Additional information:</p> <p>‘Public procurement’ is the purchase of goods, works or services by certain public bodies. To ensure the free movement of goods and services, the European Union issued a series of public procurement directives to provide that contracts are awarded fairly and without discrimination on the grounds of nationality. They are aimed at ensuring fair, open and transparent competition for public contracts, through advertising in the Official Journal for the European Union (OJEU) and the following of precise procedures. These directives have been implemented in England and Wales by the Public Contracts Regulations 2006 (as amended) (the ‘Procurement Regulations’) and various other regulations.</p> <p>All procurement activity undertaken by the procurement team must by default be without discrimination or the procurement process and subsequent contract award will be void and the council would be open to legal challenge.</p> <p>A sustainable risk assessment is carried out to determine the risks and utilise this information to inform the specification document in the tender.</p> <p>Minimum acceptance criteria for equalities [in particular any breaches] are requested for all procurement contracts at pre-qualification stage – this information forms the basis of the commercial contract and is monitored during the contract life.</p>

Equality Objectives – Communications, Marketing, Overview and Scrutiny

Equality Objective 29		
To investigate potential adaptations to multi-functional devices (photocopiers) in public-facing services such as libraries, schools and internal offices. Adaptations could possibly include lowering the control panels to assist wheelchair users when photocopying, scanning and collecting documents		
Associated actions	Deadline	Progress 2014
Research supplier modifications	June 2012	Complete
Consult with multi-functional device users in relation to requirements	June 2012	Complete
Write multi-functional device tender to include costs and availability of modifications for access	July 2012	Complete
In conjunction with multi-functional device customers, identify and install multi-functional device fleet with regard to access requirements	Ongoing from March 2013	In progress: MFDs installed from June 2013 with low level controls and tilt screens to allow wheelchair access. Replacement of Library MFDs on hold pending decision on equipment and software solution by Library Services.

Equality Objective 30		
Take appropriate action to ensure that the Swansea Leader is appropriately accessible to visually impaired people		
Associated actions	Deadline	Progress 2014
Review current provision for visually impaired people	June 2012	Complete
Research other local authorities on how they provide services to visually impaired people in relation to their community newspaper	June 2012	Complete
Research views of relevant local	July 2012	Complete

organisations		
Review resource implications of report and develop action plan	October 2012	Complete Additional information: This was reviewed in February, 2014. The current cost of talking tapes is £900pa. There are no other resource implications of the service.
Sign-off action plan	December 2012 & ongoing (regular review)	In progress: While there is no current proposal to discontinue talking tapes, the three current users were contacted to seek views on whether they wished to continue with the service and two replied. One requested that the service continue, the other requested that it continue but said they would understand if it did not. Potential options to be considered include status quo; alternative provider; discontinue service;
Implement action plan, undertaking annual reviews and amendments where appropriate	From April 2014	In progress: Action plan to be revised in 2014

Appendix 2

Employment and Training Information

Employment data as at December 2014

Due to the ongoing introduction of the new monitoring system, we have been unable to report on data from March this year. It is being built in as a system requirement from 2015.

Where the values below could potentially allow identification of individual members of staff, figures have been replaced by *.

Posts	Number of people employed by the authority on 31 March 2013 (posts)
Age	15635
16-24	1029
25-39	4788
40-49	4676
50-59	3882
60+	1260
55-59	928

Gender	15635
Male	4379
Female	11256

Disability	
Disabled	88
Not disabled/Prefer not to say	15547

The percentage of employees including teachers and school based staff who leave the employment of the local authority, whether on a voluntary or involuntary basis (PI Number CHR/001)

Turnover/Leavers	
Number of Leavers (Headcount)	727
Number of staff (Headcount)	11195
Percentage	6.5

Ethnicity

Ethnic group	
White - British	2031
White - Any Other	98
Asian or Asian British – including Bangladeshi, Chinese, Indian, Pakistani, African and any other	21
Black or Black British – including African, Caribbean and any other	14
Mixed	*
Other Ethnic Group	*
NULL	13,464
Grand Total	15635

Religion

Religion or belief	995
No religion	174
Christian (all denominations)	652
Any other religion (including Buddhist, Jewish, Muslim, etc.)	133
Prefer not to say	36

Training information collected 2013 – 14

By gender:

Male	401
Female	708

By age:

24 and under	81
25 – 39	402
40 – 49	346
50 – 59	250
60+	22
Not specified	9

By nationality:

British	1090
Non-British	17
Refugee	0
Not specified	*

By ethnic group:

White	1078
Other (including Asian, Black, Chinese, etc.)	27
Not specified	5

By religion:

Christianity	568
Other (including Jewish, Muslim, Buddhist etc)	28
Don't know	*
None	470
Not specified	40

By disability:

Long term illness, health problem or disability	67
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**Staff and Manager Attendance on Equalities Related Training Courses
(2010 – 2014)**

Face to Face Training

Staff	2010	2011	2012	2013	2014	Total
Customer Service and Equalities	84	61	80	99	55	379
Equalities 2010				50		50
Equalities 2010 Corporate Building Service			567			567
Enforcement Officers					32	32
Social Services Care Workers		81	116			197
Total						1225

Managers	2010	2011	2012	2013	2014	Total
Leadership Team - Equality Act 2010 – delivered by WLGA		19				19
Module within Developing Leadership and Management Course			52	54	48	154
Presentation to 3rd Tier Managers by colleagues at WLGA		127				127
Presentation to 3rd Tier Managers on Equality Act 2010		135				135
Total						435

E-Learning Training

E-Learning Course Attendance	To date
Equality & Diversity Training	64
Equality Impact Assessment Training	31