



## City and County of Swansea

### Notice of Meeting

You are invited to attend a Meeting of the

## Safeguarding People & Tackling Poverty Corporate Delivery Committee

**At:** Multi-Location Meeting - Gloucester Room, Guildhall / MS Teams

**On:** Monday, 27 June 2022

**Time:** 3.30 pm

**Chair:** Councillor Ceri Evans

**Membership:**

Councillors: J P Curtice, R Fogarty, Y V Jardine, A J Jeffery, H Lawson, A J O'Connor, J E Pritchard and L V Walton

**Watch Online:** <https://bit.ly/3Ns9CjC>

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### Agenda

	Page No.
<b>1 Apologies for Absence.</b>	
<b>2 Disclosures of Personal &amp; Prejudicial Interests.</b> <a href="http://www.swansea.gov.uk/disclosuresofinterests">www.swansea.gov.uk/disclosuresofinterests</a>	
<b>3 Minutes:</b> To approve & sign the Minutes of the previous meeting(s) as a correct record.	1
<b>4 Terms of Reference. (For Information)</b>	2 - 3
<b>5 Annual Review of People Policy Development Committee Work Programme 2021-22. (For Information)</b>	4 - 15
<b>6 Annual Review of Poverty Reduction Policy Development Committee Work Programme 2021-22. (For Information)</b>	16 - 24
<b>7 Work Plan Discussion.</b>	
<b>8 Date &amp; Time of Meetings Discussion.</b>	

**Next Meeting:** Monday, 25 July 2022 at 3.30 pm

*Ceri Evans*

**Huw Evans**  
**Head of Democratic Services**  
**Tuesday, 21 June 2022**

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**Contact: Democratic Services - (01792) 636923**

# Agenda Item 3



City and County of Swansea

## Minutes of the **Safeguarding People & Tackling Poverty Corporate Delivery Committee**

**Multi-Location Meeting - Council Chamber, Guildhall / MS Teams**

**Tuesday, 24 May 2022 at 4.53 pm**

### **Present:**

#### **Councillor(s)**

J P Curtice  
Y V Jardine  
A O'Connor

#### **Councillor(s)**

C R Evans  
A Jeffery  
J Pritchard

#### **Councillor(s)**

R Fogarty  
H Lawson  
L V Walton

### **Apologies for Absence**

Councillor(s): Nil

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#### **1 To Elect a Chair for the Municipal Year 2022 - 2023.**

**Resolved** that Councillor C R Evans be elected Chair for the 2022-2023 Municipal Year.

**(Councillor C R Evans presided)**

#### **2 To Elect a Vice Chair for the Municipal Year 2022 - 2023.**

**Resolved** that Councillor J P Curtice be elected Vice-Chair for the 2022-2023 Municipal Year.

#### **3 Disclosures of Personal & Prejudicial Interests.**

In accordance with the Code of Conduct adopted by the City & County of Swansea, no interests were declared.

The meeting ended at 4.55 pm

**Chair**

# Agenda Item 4

## “Corporate Delivery Committees (CDCs)

There are 5 CDC’s:

- Economy & Infrastructure Corporate Delivery Committee.
- Education & Skills Corporate Delivery Committee.
- Natural Resources and Biodiversity Corporate Delivery Committee.
- Organisational Transformation Corporate Delivery Committee.
- Safeguarding People & Tackling Poverty Corporate Delivery Committee.

### **Purpose:**

The CDCs are Committees of Council with the purpose of delivering the Council’s Corporate Priorities for consideration and adoption by Cabinet and / or Council as appropriate.

#### **a) Membership & Frequency of Meetings:**

- i) Non-Executive Members and Assistants to Cabinet are eligible to be members of the CDCs.
- ii) Executive (Cabinet) Members are **not** eligible to be members of the CDC’s.
- iii) Frequency of meetings is a matter for the Chair depending on workload; however, it is anticipated that formal Committee meetings shall be held monthly or as dictated by the work plan. In addition to formal Committee meetings, Informal Working Groups may be undertaken, if the work plan dictates.
- iv) Chairs of the CDCs will meet to co-ordinate agendas and work plans to ensure consistency and that there is no duplication in work.

#### **b) Role and Framework:**

The role of the CDC is to:

- i) Have a work plan shared with the relevant Cabinet Member.
- ii) Focus on Corporate Priority delivery by in depth analysis of issues and consider future policy development with reference to the Corporate Plan.
- iii) Make a report and / or recommendation to the Cabinet Member / Cabinet / Council in connection with work undertaken;
- iv) Consider mechanisms to encourage and enhance public participation in development of policy and policy options;
- v) Work with Senior Officers in a Team Swansea approach to deliver key corporate priorities; and
- vi) Consider and where appropriate to invite relevant organisations / individuals to contribute to policy development discussions.

c) **Relationship with Scrutiny:**

- i) The role of the CDC is distinct from the Council's scrutiny function of holding to account, questioning and challenging proposed decisions, monitoring the performance of services, and tackling issues of concern through inquiries or one-off meetings (which may relate to a broad range of policy / service areas).
- ii) CDCs may refer any issues arising out of their role to the Scrutiny Programme Committee for further consideration / investigation and vice-versa.
- iii) The CDC Chair will also consider whether any matter under consideration should be referred to the Scrutiny Programme Committee.
- iv) CDCs and the Scrutiny Programme Committee should ensure awareness of each other's work programmes and consider whether there is any issue of duplication. The Scrutiny Programme Committee should consider relevant advice but has autonomy on decisions about the scrutiny work programme.

d) **Support:**

- i) The Democratic Services Team shall provide the relevant support to the Corporate Delivery Committees.
- ii) The Director, Head of Service, or nominated relevant Officer will provide work plan support and research and produce reports as appropriate."

# Agenda Item 5



## Report of the Director of Social Services

**Safeguarding People & Tackling Poverty Corporate Delivery Committee -  
27 June 2022**

### **Annual Review of People Policy Development Committee Work Programme 2021-22**

<b>Purpose:</b>	To provide the new Safeguarding People & Tackling Poverty Corporate Delivery Committee, with an overview of the progress made to date by the People Policy Development Committee, in relation to the work programme for 2021-22, any work still outstanding and to identify recommendations to the appropriate Cabinet Members for future development work in the new Corporate Delivery Committee.
<b>Report Author:</b>	Simon Jones
<b>Finance Officer:</b>	Chris Davies
<b>Legal Officer:</b>	Debbie Smith
<b>Access to Services Officer:</b>	Rhian Millar
<b>For Information</b>	

#### **1. Introduction**

- 1.1 The purpose of the Corporate Delivery Committee is to develop corporate strategies, policies or direction for consideration and adoption by Cabinet and / or Council as appropriate. The work programme links to policy commitments and corporate priorities agreed by Council. The specific role of the previous Policy Development Committees (PDCs) was to focus on policy development & delivery by in depth analysis of policy issues and consider future policy. The PDCs were also charged with considering mechanisms to encourage and enhance public participation in development of policy and policy

options and consider where appropriate to invite relevant organisations / individuals to contribute to policy development discussions.

- 1.2 This Annual Review report covers the Municipal Year 2021-22, and the work of the People PDC. The Chair and Vice Chair of the People Policy Development (PDC) were selected in May 2021, and a work programme was subsequently agreed shortly thereafter. This annual report summarises the outcomes of this work programme, from the period commencing at the meeting 21<sup>st</sup> June 2021 to date. Whether there is any left tasks outstanding from this work programme, to inform consideration of a work programme for the Safeguarding People & Tackling Poverty Corporate Delivery Committee in 2022/23.
- 1.3 The People PDC Chair was asked to support the Council policy work arising from lessons learned during the pandemic, how we are supporting the most vulnerable people, in particular, and whether there are opportunities to coproduce new ways of working. The Committee agreed to look at the following areas as part of its work plan:
  - Young Carers strategy
  - Employability-
  - Swansea Council's volunteering strategy
  - Children and Young People's Rights Scheme.
- 1.4 The People Policy Development Committee also held a workshop on the Council's Volunteering Strategy in October 2021.

## **2. Outcomes from the People Policy Development Committee**

### **2.1 Young Carers Strategy.**

#### **2.1.1 Why, who, when, task set**

Work commenced early in 2021. The Council's Principal Officer for Early Help, Partnership and Young People, with responsibility for young carers, supported by the service leader based in YMCA Swansea Young Carers provided a series of excellent presentations to the People DC about how well we are supporting Young Carers in and around Swansea. The young carers support service was the subject of a Council procurement and tendering process early in 2021, and the People PDC were kept informed of developments. The Committee supports the scale and ambition of this new, emerging service. It was pleased to engage with the broad vision to create an inclusive movement, transforming communities so that young people belong, contribute & thrive.

### 2.1.2 What, added value

The Committee were present to support the formation of a Young Carers Board, and to enhance their work in co-producing and reshaping a new young carers service. To support the deployment of young carers champions within communities and schools. To support a programme to enhance the physical and mental wellbeing of young carers. The Committee also sought to support progress towards a locally coproduced young carers strategy, building on work undertaken regionally. The People PDC supported Young Carers Action Day in March 2022 with theme focusing on 'Tackling Isolation'. The YMCA Swansea Young Carer have an enhanced training offer to Council staff to grow awareness of young carers and their individual, unique wellbeing needs.

### 2.1.3 Outcome

Work on Swansea young carers strategy still to be finalised.

### 2.1.4 Outstanding

In terms of the provision being dependent on grant funding (ICF), there remain questions about how alternative funding could become available in 2022/23, and already key staff posts are being identified as "at risk". Work on a local implementation plan to address these issues was still on-going in March 2023.

## 2.2 **Employability**

### 2.2.1 Why, who, when, task set

The Council currently delivers five employability projects, they were all developed in a variety of ways, from top-down nationally conceived projects to bottom-up locally designed and delivered regional partnerships. The People PDC was kept informed on the following projects by the Council's Principal External Funding Officer, External Funding Manager and team:

- Workways+ (WW+)
- Communities for Work (CfW)
- Communities for Work+ (CfW+)
- Workways+ STU
- Kickstart (commenced Dec'20 in response to Covid-19)

Until July 2021, the Council also delivered the Cam Nesa (CN) project which operated for a 3-year period. During late 2020, and in response to the Covid-19 pandemic, the Kickstart scheme was established as part of the UK Government's Plan for Jobs with the aim of creating hundreds and thousands of new, fully funded jobs across England, Scotland and Wales. Swansea Council applied for funding to become an Employer and Gateway.



### 2.2.2 What, added value

The People PDC chair was aware that Poverty PDC was also considering this area. The People PDC recognised the need to focus efforts on how any changes to the Council's service offer, linked to new national funding arrangements, could impact on the most vulnerable people, care leavers and NEETS. The People DC helped ensure that Council employability offer reflected the employment needs of the most vulnerable, through their revised offers. That project would encompass a more flexible approach in terms of the eligibility for those individuals who could access the provision, so it could be available to all age categories, and flex the employment needs for each placement to special needs, as well as providing wrap around and mentoring support.

### 2.2.3 Outcome

Currently, following the Covid-19 pandemic it is clear the employability landscape has changed. As the furlough ended in September 2021, there are sectors facing significant workforce shortages. Where there is an abundance of job vacancies across a range of sectors, there is a shortage of suitable people to fill posts. All employability programmes internal and external remain geared up to support those seeking employability mentoring, training and career advice, and to support sectors like health and social care, education and public services. The Pathways to Work scheme, for example, was the subject of a successful collaborative bid to the UK Government's Community Renewal Fund. The project provides pre-engagement support, employability support, skills support, advancement of digital skills, job clubs and would provide a more flexible approach to employability. The scheme involves 6 delivery partners including the YMCA, Barnardo's, Gower College Swansea, Swansea Council for Voluntary Services (SCVS) and Techno-camps. It was hoped to develop bespoke pathways including digital pathways into employment.

### 2.2.4 Outstanding

The current employability programme is as always dependent on grant funded programmes which to a large extent shapes their work with certain cohorts/population groups. There is a constant question mark about the provision going forward, when EU funds and our current programmes end in Dec 2022, and what the council would we like to see in the future and how should any new programmes look, subjecting to funding. It is hoped that the UK Shared Prosperity Fund is expected to have less constraints and requirements than EU funding, and further announcements are expected. It was proposed by the External Funding Officer that a further report could be brought back to the Committee towards the end of 2022 to link in with this emerging agenda.

## 2.3 Children and Young People's Rights Scheme.

### 2.3.1 Why, who, when, task set

Children's Rights Co-ordinator provided regular updates on the Children and Young People's Rights Scheme. Also, on the findings of a public consultation on the Children's Rights scheme, in terms of priorities for children and young people, and a report was approved by Council in November 2021.

[Update on Children and Young People's Rights Scheme](#)

### 2.3.2 What, added value

Some key themes emerging from the consultation, including two important safeguarding issues facing young people:

- Equality for the LGBTQ community of young people
- Safety of young women in public spaces
- Votes at 16
- Protecting the local environment and climate change
- Swansea as a Human Rights City

The People PDC supported the Council's efforts in each of these priority areas.

### 2.3.3 Outcome

Children's Rights work and that of the forum work are now focusing on co-production with groups children and young people, in designing coordinated responses to these complex areas,

### 2.3.4 Outstanding

No future work is planned, though the Committee offered to receive follow up reports or update on developments.

## 2.4 Swansea Council Volunteering Strategy Development

### 2.4.1 Why, who, when, task set

Work in this policy area commenced in October 2021, under the leadership of the then Interim Head of Adult Services, alongside the leads within Swansea Council for Voluntary Service, who informed the Committee that volunteering strategies had successfully been established in other Welsh Local Authorities. Currently many officers across the Authority were responsible for service areas which are managing volunteers, for example in Education, Cultural services, St. John's Day Centre, Libraries, etc. The intent is that systems would be put into place to bring all the information on the deployment of volunteers together in one place. Also, that a Council Volunteering Strategy would provide consistent guidance on the expectations, the support needed and managing any workplace or safeguarding risks.

#### 2.4.2 What, added value

The People PDC recognises that some regional work has already been done to progress this matter. The Chair acknowledged the opportunity to build on the lessons learned during the pandemic including the increasing number of volunteers coming forward, their vital support, examples of good practice in putting their enthusiasm and energy to work into new service areas, and how Council resources for volunteering- recruitment and training have been developed to support this growth. The Chair of the People PDC sought to ensure there was “value” for both the volunteers as well as the Authority. The strategy was to acknowledge that there is a wide spectrum of formal and informal volunteers as well as those who volunteered on a long-term basis. The benefits that volunteers could gain by being able to access training, and records when obtaining future employment.

To ensure that Safeguarding risks and issue are managed to comply to Council’s corporate safeguarding policy, and, particularly for those volunteering to work with or around vulnerable adults, and children. To develop links with Community/ Town Councils and Resident Association in their employment of volunteers to ensure that standards are met

#### 2.4.3 Outcome

People PDC recognises the value volunteering has in strengthening communities, building networks and in support of a sustainable approach to social care. The committee through its work learned of the many examples of how volunteers have supported services to the most vulnerable during the pandemic, often putting their own wellbeing needs to one side. The Committee actively supports the value placed on volunteering work, and the efforts to raise the profile of volunteers within our workforce. The Committee also helped to bring together examples of what is and has been working well from all areas of the Council and within Swansea.

#### 2.4.4 Outstanding

Work on Swansea Council’s guidance on volunteering and the systems to support this work is still progressing with the support of Swansea Council of Voluntary Service and building on best practice from all areas of the Council.

### 2.5 **Other policy areas considered**

#### 2.5.1 **Financial Assessment Guidance (for Social Services Charges)**

Specific policy guidance was anticipated to explain how the discretionary elements of how financial assessments are understood, and actioned on behalf of the Council, in support of the Council’s Social Services Charging policy. The Annual Review of Social Services

Charges 2021-22 has since been undertaken and approved by Cabinet. [Annual Review of Charges \(Social Services\) 2021/22](#)

### **3. Conclusion**

#### **3.1 Concluding work of the People PDC**

Overall, the People PDC received a wide range of presentations and reports which generated many questions and discussions amongst the Committee. The PDC meetings made positive suggestions in relation to the further policy development and added value to new or revised policies. Building on the good work undertaken by Social Services in relation to embedding co-production in their services, the People PDC have continued to advocate for collaborative, co-produced policy work across the Council and to strengthen joint networks to support this work.

#### **3.2 Looking ahead**

The new Safeguarding People & Tackling Poverty Corporate Delivery Committee will have to agree a work programme for 2022/23. Initially there will have to be consideration of how the two policy areas, Safeguarding people and Tackling Poverty, come together and the priorities based on commitments the Council has made in the revised Corporate Plan and publicly.

### **4. Integrated Assessment Implications**

#### **4.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:**

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Deliver better outcomes for those people who experience socioeconomic disadvantage
- Consider opportunities for people to use the Welsh language. Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

- 4.1.1 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the social, economic, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.
- 4.1.2 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.
- 4.1.3 An IIA screening form has been completed with no impacts identified from this For Information report.

## **5. Financial Implications**

- 5.1 There are no financial implications.

## **6. Legal Implications**

- 6.1 There are no legal implications.

**Background papers:** None

### **Appendices:**

Appendix A - IIA Screening form

## INTEGRATED IMPACT ASSESSMENT SCREENING FORM – Appendix A

Please ensure that you refer to the Screening Form Guidance while completing this form.

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### Which service area and directorate are you from?

Service Area: Social Services

Directorate: Social Services Directorate

### Q1 (a) What are you screening for relevance?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Board, which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services

### (b) Please name and fully describe initiative here:

#### **Annual Review of People PDC work programme 2021-22.**

A report prepared for the inaugural meeting of the Safeguarding People & Tackling Poverty Corporate Delivery Committee (to be held in June 2022).

This report is an annual review of the 2021/22 work programme of the People Policy Development Committee, chaired by Cllr Ceri Evans.

This IIA screening outlines the main areas of Council policy under consideration, how committee helped to shape the direction of travel and the outcome.

The report also indicated whether there is any outstanding matters from the work programme that will need to be picked up by the new committee.

**Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)**

	High Impact		Medium Impact		Low Impact		Needs further investigation
	+	-	+	-	+	-	
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q3 What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches? Please provide details below – either of your activities or your reasons for not undertaking involvement**

Many of the areas of policy under discussion at the People PDC are the products of coproduction, participation, and consultation. For example improving support to young carers and children’s rights scheme and the volunteering strategy.

**Q4 Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative:**

- a) Overall does the initiative support our Corporate Plan’s Well-being Objectives when considered together?  
Yes  No
- b) Does the initiative consider maximising contribution to each of the seven national well-being goals?  
Yes  No
- c) Does the initiative apply each of the five ways of working?  
Yes  No
- d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?  
Yes  No

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**Q5** What is the potential risk of the initiative? (Consider the following impacts – equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...)

High risk

Medium risk

Low risk

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**Q6** Will this initiative have an impact (however minor) on any other Council service?

Yes

No

If yes, please provide details below

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**Q7** What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?

*(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)*

The Chair of the People PDC was asked by the Lead Cabinet Member to support the Council policy work arising from lessons learned during the pandemic, how we are supporting the most vulnerable people, in particular, and whether there are opportunities to coproduce new ways of working. The Committee agreed to look at the a number of areas as part of its work programme, as set out in the report

### Outcome of Screening

**Q8** Please describe the outcome of your screening below:

- **Summary of impacts identified and mitigation needed (Q2)**
  - **Summary of involvement (Q3)**
  - **WFG considerations (Q4)**
  - **Any risks identified (Q5)**
  - **Cumulative impact (Q7)**
- 
- **Summary of Impacts (Q2)** Impacts are positive and low on specific groups, due to the nature and purpose of the report as explained above. No overall direct negative impact has been identified, during this annual review of the work of the People PDC.
  - **Summary of involvement (Q3)** The Committee worked closely with Council Lead officers, and with other organisations, such as Swansea Council for Voluntary Services, and Swansea YMCA as part of this work programme, and the committee meeting are open to the public.



• **WFG considerations (Q4) Policy Development Committees are an important part of how the Council supports the Well-being of Future Generation Act and the five ways of working, to consider longer term, sustainable approaches to the planning and delivery of social and community-based responses. The policy areas considered by the People PDC in 2021/22 are aimed at promoting the wellbeing of Swansea citizens, including children, young people, carers and families in the present, and for the future.**

• **Any risks identified (Q5)**  
No risks have been identified.

• **Cumulative impact (Q7).**

Also, considerable work was being undertaken by the Council, within the Poverty Policy Development Committee, on poverty reduction and debt management at the same time, and a separate report covers the progress within their work programme.

(NB: This summary paragraph should be used in the relevant section of corporate report)

Full IIA to be completed

Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email.

<b>Screening completed by:</b>
<b>Name: Simon Jones</b>
<b>Job title: Social Service Strategic Performance &amp; Improvement Officer</b>
<b>Date: 10<sup>th</sup> June 2022</b>
<b>Approval by Head of Service:</b>
<b>Name: David Howes</b>
<b>Position: Corporate Director of Social Services</b>
<b>Date:</b>

Please return the completed form to [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)

# Agenda Item 6



## Report of the Head of Adult Services & Tackling Poverty

Safeguarding People & Tackling Poverty Corporate Delivery Committee -  
27 June 2022

### Annual Review of Poverty Reduction Policy Development Committee Work Programme 2021-22

<b>Purpose:</b>	To provide the new Safeguarding People & Tackling Poverty Corporate Delivery Committee, with an overview of the progress made to date by the Poverty Reduction Policy Development Committee, in relation to the work programme for 2021-22, any work still outstanding and to identify recommendations to the appropriate Cabinet Members for future development work in the new Corporate Delivery Committee To provide the Safeguarding People & Tackling Poverty Corporate Delivery Committee
<b>Report Author:</b>	Joanne Portwood
<b>Finance Officer:</b>	Chris Davies
<b>Legal Officer:</b>	Debbie Smith
<b>Access to Services Officer:</b>	Rhian Millar
<b>For Information</b>	

#### 1. Introduction

- 1.1 The purpose of the Corporate Delivery Committee is to develop corporate strategies, policies or policy direction for consideration and adoption by Cabinet and / or Council as appropriate. The work programme links to policy commitments and corporate priorities agreed by Council. The specific role of the previous Policy Development Committees (PDCs) was to focus on policy development & delivery by in depth analysis of policy issues and consider future policy. The PDCs were also charged with considering mechanisms to encourage and enhance public participation in development of policy and policy

options and consider where appropriate to invite relevant organisations / individuals to contribute to policy development discussions.

- 1.2 This annual review report covers the Municipal Year 2021-22 and the work of the Poverty Prevention PDC. The Chair and Vice Chair of the Poverty Reduction Policy Development (PDC) were selected in May 2020 and a work programme was subsequently agreed shortly thereafter.
- 1.3 The Committee explored the following items as part of its work plan; Promoting Affordable Credit Draft Policy, a revision of the Tackling Poverty Strategy, Corporate Personal Debt Recovery Policy, Benefits Take-up, Fairness in Green Health Policy, a Community Food Growing Policy and the work of the Swansea Poverty Truth Commission. The Committee also held two workshops on the Promoting Affordable Credit Policy and the Corporate Personal Debt Policy.

## **2. Outcomes from the Poverty Reduction PDC**

### **2.1 Promoting Affordable Credit Policy**

The Poverty Reduction Policy Development Committee (PDC) began to explore the issue of High Cost Lending during the Municipal Year 2018-19 and agreed to develop a Promoting Affordable Credit Policy. The purpose of the Policy was to end the targeting of High Cost Credit, prevent High Cost Lending and promote access to equitable and Affordable Credit for all residents of Swansea and to ensure that the approach is embedded in the Council's policy framework.

A draft of the Promoting Affordable Credit Policy was presented to Corporate Management Team on the 4th November 2020 where it was agreed that the development of the policy could progress to public consultation prior to progressing to Cabinet and being adopted as policy. The Draft Promoting Affordable Credit Policy Public Consultation launched on the 26th April 2021 and ran for a period of four weeks, closing on the 23rd May 2021. The consultation responses were considered and further action taken to engage with the Credit Union in Swansea. The report was agreed by the Cabinet Member and the policy was adopted by Cabinet on 17 February 2022.

### **2.2 Revision of the Tackling Poverty Strategy**

The Poverty and Prevention Strategy and Development Manager presented a report about proposed revisions to the Swansea Council Tackling Poverty Strategy 2017-2020 in July 2021. He outlined the current basis and vision for the strategy across the Council and suggested that revisions were necessary to take into account the learning from the Covid-19 response and the current social, economic and environmental context. The subsequent discussion and questions from Members of the PDC provision focused on the role of higher

education and vocational training, cross departmental working on poverty matters, the impact of Covid-19 on service provision and the successes and lessons learnt during the lifetime of the strategy. As a result of the presentation and discussion the draft strategy priorities were revised to include reference to higher education and vocational training, environmental issues and support for people experiencing poverty during the wider Covid-19 recovery process. The PDC informed an early draft of the revised Tackling Poverty Strategy with a view to undertaking a wider co-productive approach to the development of the Strategy going forward.

### 2.3 Corporate Personal Debt Policy

The Poverty Reduction Policy Development Committee (PDC) began to explore the issue of Corporate Personal Debt during the Municipal Year 2019-20 and agreed to develop a Corporate Personal Debt Policy. The purpose was to outline how Swansea Council could work with its customers and partners to collect personal debt and what it would do to help those who are in debt. A draft Corporate Personal Debt Policy was presented to Committee in July 2021. Members discussed the issues around the manner in which the Council should be applying to collect debts, particularly around the wording of the initial letters, and indicated that the giving of advice and options for payment and the non-escalation of debt are key issues to be reviewed. The Committee also recommended establishing a working group of Members and relevant officers to look into the issue and refine the Policy. The working group reviewed the draft Policy and engagement work with services continued regarding the collection of outstanding personal debt for service areas to align it with their working practices. A draft Policy is near completion and the next step will be to gain approval from Corporate Management Team for the draft policy to go out to public consultation.

### 2.4 Benefits Take-up

The Senior Welfare Rights Advisor presented a report about the problems with claiming benefits, the reasons for under-claiming, example of work undertaken in the past to increase benefit take up, current campaigns and the identification of future priorities in terms of increasing benefit take up and how the Committee could support this work in the future. The subsequent discussion and questions from Members of the PDC provision focused on effective communication and promoting awareness of benefits entitlement, supporting people to claim benefits and the current focus of the work undertaken by the Welfare Rights Unit. Suggestions from the Committee included highlighting the issues with local organisations, Town and Community Councils, encouraging Local Area Co-ordinators (LAC) to support or sign post people to organisations with benefit take up and highlighting Pension Credit information with annual Council Tax bills.

## 2.5 Fairness in Green Health

The Nature Conservation Team Leader presented a report which sought to consider the options in relation to the next steps of developing a Fairness in Green Health policy to the Committee in September 2021. The main aim of the Policy was to promote the provision of high quality green infrastructure and natural greenspace in deprived neighbourhoods, in order to improve health and wellbeing inequalities and increase resilience to climate change.

The Poverty Reduction Policy Development Committee (PDC) had developed a Fairness in Green Health Policy (formerly known as a Green Health Policy) in the Municipal Year 2019-20, however it was unclear as to whether policy should be adopted as a stand-alone policy, integrated as an objective into existing strategies and plans, or adopted as a short hybrid policy. The subsequent discussion and questions from Members of the PDC focused on the differences in life expectancy in deprived areas, inequality across Swansea, the need to involve and include local people in any new policies going forward to achieve 'buy-in' and resources to proceed with and continue to manage the policy long term. The Committee recommended the development of a hybrid policy option.

## 2.6 Community Food Growing Policy

The Poverty Reduction Policy Development Committee (PDC) began to explore the issue of Community Food Growing in the Municipal Year 2018-19 and agreed to develop a Community Food Growing Policy. The aim of a Community Food Growing Policy is to ensure that suitable and underutilised land owned by the Council is made available for community food growing for individuals and groups to grow food in local communities for community and social benefit. A draft Community Food Growing Policy was developed by a Poverty Reduction Working Group and a workshop with representatives from the Third sector and other partners in the Swansea Community Food Growing network. It was agreed by the Poverty Reduction Policy Development Committee that a working group of Members and relevant Officers was established to consider how the Policy could be implemented, prior to the next stage of formal Policy development.

## 2.7 Swansea Poverty Truth Commission

The Poverty Reduction Policy Development Committee were given a presentation about Swansea's Poverty Truth Commission by the facilitators of Swansea's Poverty Truth Commission. The aim of the Poverty Truth Commission is bring about change and attitudes towards poverty and take action to tackle it by bringing together key decision makers with people who have direct lived experience of poverty. Although the Covid-19 pandemic presented challenges for the facilitation team in terms of face to face meetings, the facilitators have

adapted and used other alternatives to connect with potential Commissioners and build up trusting relationships. All twelve of the Commissioners including those with direct lived experience of poverty are in place and are working to identify potential priority themes such as Mental Health, Housing and Homelessness, Stigma, Family Justice, Policing, Person Centred Approaches, Education, Class and Social Mobility, Caring responsibilities, Rural and Hidden Poverty. Subsequent discussion and questions focused on agreeing key issues, the timescale, funding, the impact of Covid-19, communication, the diverse range of participants involved and issues faced within communities, working people, unemployed families, asylum seekers and refugees.

### **3. Integrated Assessment Implications**

- 3.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.
  - Deliver better outcomes for those people who experience socio-economic disadvantage
  - Consider opportunities for people to use the Welsh language
  - Treat the Welsh language no less favourably than English.
  - Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 3.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.
- 3.3 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.
- 3.4 An IIA screening has been undertaken (Appendix A) with the outcome that a full IAA is required as this report is for information only. Specific projects will be subject to their own IAA process in due course.

**4. Financial Implications**

4.1 There are no financial implications.

**5. Legal Implications**

5.1 There are no legal implications.

**Background papers:** None

**Appendices:**

Appendix A - IIA screening form

# Integrated Impact Assessment Screening Form – Appendix A

Please ensure that you refer to the Screening Form Guidance while completing this form.

## Which service area and directorate are you from?

Service Area: Communications and Engagement

Directorate: Resources

### Q1 (a) What are you screening for relevance?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Board, which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- X Review of work undertaken by the Poverty Reduction PDC

### (b) Please name and fully describe initiative here:

The report is an annual review of the work undertaken by the Poverty Reduction Policy Development Committee for the Municipal Year 2021-22

### Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)

	High Impact		Medium Impact		Low Impact		Needs further investigation
	+	-	+	-	+	-	
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



# Integrated Impact Assessment Screening Form – Appendix A

**Q3** What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches?  
Please provide details below – either of your activities or your reasons for not undertaking involvement

Review of work undertaken by the Poverty Reduction PDC. Engagement not relevant in these circumstances

**Q4** Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative: Yes

- a) Overall does the initiative support our Corporate Plan's Well-being Objectives when considered together?  
Yes  No
- b) Does the initiative consider maximising contribution to each of the seven national well-being goals?  
Yes  No
- c) Does the initiative apply each of the five ways of working?  
Yes  No
- d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?  
Yes  No

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**Q5** What is the potential risk of the initiative? (*Consider the following impacts – equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...*)

High risk

Medium risk

Low risk

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**Q6** Will this initiative have an impact (however minor) on any other Council service?

Yes  No If yes, please provide details below

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**Q7** What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?  
(*You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.*)

Limited cumulative impact – as the report is a review of work undertaken by the PDC.

# Integrated Impact Assessment Screening Form – Appendix A

## Outcome of Screening

**Q8** Please describe the outcome of your screening below:

- Summary of impacts identified and mitigation needed (Q2)
- Summary of involvement (Q3)
- WFG considerations (Q4)
- Any risks identified (Q5)
- Cumulative impact (Q7)

The report is a review of work undertaken by the Poverty Reduction PDC. There are no identified impacts and no mitigation is needed. Engagement is not relevant for this type of work. WFG considerations have been taken into account where relevant.

(NB: This summary paragraph should be used in the relevant section of corporate report)

Full IIA to be completed

Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email.

<b>Screening completed by:</b>
<b>Name:</b> Jo Portwood
<b>Job title:</b> Policy & Strategy Officer
<b>Date:</b> 14.06.22

<b>Approval by Head of Service:</b>
<b>Name:</b> Amy Hawkins
<b>Position:</b> Head of Adult Services and Tackling Poverty
<b>Date:</b> 14.06.22

Please return the completed form to [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)