



City and County of Swansea

Notice of Meeting

You are invited to attend a Special Meeting of the

Cabinet

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

On: Thursday, 29 September 2022

Time: 11.00 am

Chair: Councillor Rob Stewart

Membership:

Councillors: C Anderson, R Francis-Davies, L S Gibbard, H J Gwilliam, D H Hopkins, E J King, A S Lewis, A Pugh, R V Smith and A H Stevens

Watch Online: <https://bit.ly/3eURnHi>

Webcasting: This meeting may be filmed for live or subsequent broadcast via the Council's Internet Site. By participating you are consenting to be filmed and the possible use of those images and sound recordings for webcasting and / or training purposes.

You are welcome to speak Welsh in the meeting.

Please inform us by noon, two working days before the meeting.

Agenda

Page No.

1. **Apologies for Absence.**

2. **Disclosures of Personal and Prejudicial Interests.**

www.swansea.gov.uk/disclosuresofinterests

3. **Minutes.**

To approve & sign the Minutes of the previous meeting(s) as a correct record.

1 - 8

4. **Announcements of the Leader of the Council.**

5. **Public Question Time.**

Questions can be submitted in writing to Democratic Services democracy@swansea.gov.uk up until noon on the working day prior to the meeting. Written questions take precedence. Public may attend and ask questions in person if time allows. Questions must relate to items on the open part of the agenda and will be dealt within a 10 minute period.

6.	Councillors' Question Time.	
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23.	Olchfa Land Sale Negotiations.	773 - 797

Next Meeting: Thursday, 20 October 2022 at 10.00 am

Huw Evans

Huw Evans
Head of Democratic Services
Tuesday, 20 September 2022

Contact: Democratic Services - Tel: (01792) 636923

Agenda Item 3.



City and County of Swansea

Minutes of the **Cabinet**

Multi-Location Meeting - Gloucester Room, Guildhall / MS

Teams

Thursday, 21 July 2022 at 10.00 am

Present: Councillor R C Stewart (Chair) Presided

Councillor(s)

C Anderson
H J Gwilliam
A S Lewis

Councillor(s)

R Francis-Davies
D H Hopkins
A Pugh

Councillor(s)

L S Gibbard
E J King
R V Smith

Officer(s)

Huw Evans
Tracey Meredith
Martin Nicholls
Jeffrey Dong
Ness Young

Head of Democratic Services
Chief Legal Officer / Monitoring Officer
Interim Chief Executive
Deputy Chief Finance Officer / Deputy Section 151 Officer.
Interim Director of Corporate Services

Also present

Councillor(s): Mike Durke

Apologies for Absence

Councillor(s): A H Stevens

10. Disclosures of Personal and Prejudicial Interests.

In accordance with the Code of Conduct adopted by the City and County of Swansea, the following interests were declared:

- 1) Councillors L S Gibbard & A Pugh declared a Personal Interest in Minute 16 "Local Authority Governor Appointments".
- 2) Councillor R V Smith declared a Personal & Prejudicial Interest in Minute 16 "Local Authority Governor Appointments" and stated that he had dispensation from the Standards Committee to Stay, Speak but Not Vote on matters relating to the Appointment of Local Authority Governors.

11. Minutes.

Resolved that the Minutes of the meeting(s) listed below be approved and signed as a correct record:

- 1) Cabinet held on 16 June 2022.

12. Announcements of the Leader of the Council.

The Leader of Council made no announcements.

13. Public Question Time.

No questions were asked.

14. Councillors' Question Time.

No questions were asked.

15. Supporting the Challenges for Learners in Recovering from the Pandemic.

The Education & Skills Policy Development Committee / Corporate Delivery Committee submitted a report that considered the implications of recovery from the Covid pandemic for learners in Swansea Schools.

Resolved that:

- 1) Swansea Council explores with all key partners how we understand Swansea and its neighbourhoods.
- 2) Swansea Council maps community assets and community engagement for all Swansea schools.
- 3) Swansea Council reviews the use of Free School Meals as an indicator of vulnerability.
- 4) Council considers how well schools engage with parents and communities in person, via social media, formally and informally.
- 5) Council considers how philosophy in Swansea schools and communities can improve communication and wellbeing.
- 6) Council explores the idea of Swansea Council becoming Adverse Childhood Experience (ACE) informed Council.
- 7) Council considers developing on-site facilities to increase vocational opportunities in schools, where required and continues to develop vocational opportunities for all learners for whom this is a preferable route.

- 8) Council maps existing Learning Champions to inspire learners and seeks the support of both universities in driving forward Learning Champions for Swansea learners.
- 9) Council provides all pupils in Swansea with a library card, promotes leisure/ sports facilities to schools and communities as well as outdoor learning as part of the schools' curriculum.
- 10) Council publishes its exclusions reduction strategy.

16. Local Authority Governor Appointments.

The Local Authority Governors Appointment Group submitted a report, which sought approval of the nominations submitted to fill Local Authority (LA) Governor vacancies on School Governing Bodies.

The Cabinet Member for Education & Learning stated that the recommendation had been amended to remove reference to Bishopston Comprehensive School.

Resolved that:

- 1) The following nominations recommended by the Director of Education in conjunction with the Cabinet Member for Education & Learning be approved:

1)	Bishop Gore Comprehensive School	Cllr Cheryl Philpott
2)	Bishopston Primary School	Melinda Canning
3)	Brynmill Primary School	Ceri Powe Mary Sherwood
4)	Cwmrhydyceirw Primary School	Barbara Miller
5)	Glais Primary School	Cllr Matthew Jones
6)	Penllergaer Primary School	Faith McCready
7)	Whitestone Primary School	Gareth Ford

17. Capital Programme Authorisation for Flying Start Capital Grant 2022/23.

The Cabinet Member for Education & Learning submitted a report that outlined the capital proposal included in the Capital Funding Expression of Interest submitted to Welsh Government in respect of the Flying Start Programme 2022/23 (which has been treated by Welsh Government as a bid and subsequently approved) and to commit the scheme to the capital programme in accordance with the Council's FPR7 procedure rules.

Resolved that:

- 1) The grant expression of interest as detailed, together with financial implications that have been submitted and approved by Welsh Government as part of the 2022/23 capital bidding round for Flying Start provision be noted.

- 2) The approved schemes be considered “in the round” based on the information provided in this report. If approved they should be committed to the capital programme in accordance with Financial Procedure Rule 7.

18. Western Bay Area Planning Board’s Governance Framework.

The Cabinet Member for Wellbeing submitted a report that sought to endorse the Western Bay Area Planning Board’s Governance framework and sought approval to enter into a Financial Governance and Risk Sharing agreement with the responsible authorities to the Area Planning Board.

Resolved that:

- 1) The Western Bay Area Planning Board’s Governance Framework be endorsed.
- 2) Approval is given to enter into a Financial Governance and Risk Sharing agreement with the responsible authorities to the Area Planning Board.

19. Annual Performance Monitoring Report 2021/22.

The Cabinet Member for Corporate Service & Performance submitted a report that outlined the Corporate Performance for 2021/22.

Resolved that:

- 1) The performance results for 2021/22 be endorsed and their use to inform executive decisions on resource allocation and, where relevant, corrective actions to manage and improve performance and efficiency in delivering national and local priorities be approved.

20. Revenue Outturn 2021/22 – Housing Revenue Account (HRA).

The Section 151 Officer submitted a report that detailed the City & County of Swansea’s Housing Revenue Account (HRA) outturn compared with the approved revenue budget for 2021/22.

Resolved that:

- 1) The comments and variations in the report be noted, and that the proposed reserve transfers of £1.005m detailed in Section 2.1 of the report be approved.

21. Capital Outturn and Financing 2021/22.

The Section 151 Officer submitted a report that detailed the capital outturn and financing for the year ended 31 March 2022.

Resolved that:

- 1) The net underspend of the increased capital budget of £51.922m be carried forward to 2022/23.

22. Revenue Outturn and Savings Tracker 2021/22.

The Section 151 Officer submitted a report that detailed the Revenue financial outturn for 2021/22.

Resolved that:

- 1) The comments and variations in the report be noted and that the proposed reserve transfers detailed in Section 7.3 and 7.4 of the report be approved.

23. Additional Funding Requirements for the Remodelling and Refurbishment Project at Bishopston Comprehensive School.

The Cabinet Member for Education & Learning submitted a report that sought to comply with Financial Procedure Rule 7 “Capital Programming & Appraisals) to commit and authorise schemes in the Capital Programme and to add additional funding requirements for the remodelling and refurbishment of Bishopston Comprehensive School. The report also sought authorisation to commit a revised total of £15,163,914 to the Capital Programme to fund the construction phase costs.

Resolved that:

- 1) The revised capital scheme as detailed in the report together with the financial implications be approved in line with FPR 7.

24. Capital Programme Authorisation for the Commitment of Funding to Support the Rollout of Universal Primary Free School Meals.

The Cabinet Member for Education & Learning submitted a report that sought to comply with Financial Procedure Rule 7 “Capital Programming & Appraisals) to commit and authorise schemes in the Capital Programme.

Resolved that:

- 1) The capital scheme in the sum of £1,804,997, as detailed in the report together with the financial implications be approved and included in the Capital Programme 2022/23.

25. Capital Programme Authorisation for the Commitment of Capital Grant Funding Awarded for Community Focused Schools.

The Cabinet Member for Education & Learning submitted a report that sought to comply with Financial Procedure Rule 7 “Capital Programming & Appraisals) to commit and authorise schemes in the Capital Programme.

Resolved that:

- 1) The capital scheme in the sum of £1,443,998 to support small and medium scale practical projects to safely and effectively open schools in the community outside traditional hours be approved, and included in the Capital Programme 2022/23.

26. Economic Recovery Fund (ERF) Performance Review 21-22.

The Cabinet Member for Economy, Finance & Strategy submitted a report that provided a summary of impact of the Economic Recovery Fund (ERF) for the period of 2021-22. The report also shared opportunities identified as part of continuous improvement and sought agreement for the new priorities and ERF investments for 2022-23.

Resolved that:

- 1) The ERF will remain on hold until further notice and new applications will not be considered post 26 May 2022.
- 2) ERF board decisions be delegated to the Cabinet Member for Economy, Finance & Strategy, Chief Executive, Director of Finance / Section 151 Officer and Sponsoring Cabinet Member/s.
- 3) All ERF applications received up to 26 May 2022 be processed
- 4) New priorities and ERF investments for 2022-23 be agreed with consideration to the Policy Commitments approved by Council on 7 July 2022.

27. Swansea Play Sufficiency Assessment 2022.

The Cabinet Member for Investment, Regeneration & Tourism and the Cabinet Member for Community Services submitted a report that sought approval of the Play Sufficiency Assessment (PSA) 2022 findings. The Assessment forms a statutory duty on Local Authorities to 'secure sufficient play opportunities as far as is reasonably practicable', therefore it relates to compliance with a statutory responsibility.

Resolved that:

- 1) The Play Sufficiency Assessment attached at Appendix A of the report be approved.
- 2) The Actions identified in Section 4 of the report to develop an Action Plan to address areas for development identified in the PSA be supported.

28. Welsh in Education Strategic Plan (WESP) 2022-2032.

The Cabinet Member for Education & Learning submitted a report that sought adoption of the final Welsh in Education in Strategic Plan (WESP) 2022-2032

following the changes made in response to Ministerial comments. The report also sought permission to submit the final statutory WESP 2022-2032 to Welsh Government and for its implementation from September 2022.

Resolved that:

- 1) Subject to the formal approval of the plan being provided by Welsh Government, the final Welsh in Education Strategic Plan 2022-2032 be approved for implementation in September 2022.
- 2) Delegation be granted to the Cabinet Member for Education and Learning in conjunction with the Director of Education to make any minor amendments to the Welsh in Education Strategic Plan if necessary.

29. Installation of a 3G Pitch at Olchfa Comprehensive School.

The Cabinet Member for Education & Learning submitted a report that sought to comply with Financial Procedure Rule 7 to commit £1.255m to the Capital Programme to allow for the installation of an artificial games surface (3G) and new boundary fence at Olchfa Comprehensive School.

Resolved that:

- 1) £1.255m be committed to the capital programme for the installation of an all-weather pitch and new boundary fence, to be funded from the proceeds of the sale of land at Olchfa Comprehensive School as agreed at Cabinet 15 March 2018, subject to completion of the land sale and receipt of 50% payment of the purchase price by the purchaser.

30. Exclusion of the Public.

Cabinet were requested to exclude the public from the meeting during consideration of the item(s) of business identified in the recommendations to the report(s) on the grounds that it / they involve the likely disclosure of exempt information as set out in the exclusion paragraph of Schedule 12A of the Local Government Act 1972, as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007 relevant to the items of business set out in the report(s).

Cabinet considered the Public Interest Test in deciding whether to exclude the public from the meeting for the item of business where the Public Interest Test was relevant as set out in the report.

Resolved that the public be excluded for the following item(s) of business.

(Closed Session)

31. Installation of a 3G Pitch at Olchfa Comprehensive School.

The Cabinet Member for Education & Learning submitted an information report that sought to comply with Financial Procedure Rule 7 to commit £1.255m to the Capital Programme to allow for the installation of an artificial games surface (3G) and new boundary fence at Olchfa Comprehensive School.

The meeting ended at 11.20 am

Chair

Call In Procedure – Relevant Dates	
Minutes Published:	21 July 2022
Call In Period Expires (3 Clear Working Days after Publication):	23.59 on 26 July 2022
Decision Comes into force:	27 July 2022

Agenda Item 7.



Report of the Cabinet Member for Economy, Finance & Strategy

Special Cabinet – 29 September 2022

Revenue and Capital Budget Monitoring 1st Quarter 2022/23

Purpose:	To report on financial monitoring of the 2022/23 revenue and capital budgets, including the delivery of budget savings.
Policy Framework:	Budget 2022/23. Transformation and Future Council
Consultation:	Cabinet Members, Corporate Management Team, Legal and Access to Services.
Recommendation(s):	It is recommended that Cabinet: 1) Notes the comments and variations, including the material uncertainties, set out in the report and the actions in hand to seek to address these. 2) Approves the virements set out in paragraph 2.7 and the use of the Contingency fund as set out in 3.2 subject to any further advice from the S.151 officer during the year. 3) Cabinet reinforces the need for all Directors to continue to minimise service spending in year, recognising that the budget overall is currently balanced only by relying on future likely (but far from wholly assured) reimbursement from Welsh Government, centrally held contingency budgets and reserves, but equally recognising that the overspending is almost exclusively due to the expected unfunded much higher local government pay award and ongoing Covid pressures. 4) Note the indicative overspend in 4.1 with further actions to be confirmed in subsequent quarters once it is clearer as to level of residual Covid reimbursement and the likely final cost of the pay award pending.
Report Author:	Ben Smith
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar

1. Background and Introduction

- 1.1 This report details forecast variations from the agreed budget for 2022/23.
- 1.2 In respect of Revenue Budgets, this report provides a consolidated forecast, which combines:
- projected variations in relation to budget savings agreed by Council in March 2022
 - Variations arising from other service pressures not directly linked to specific savings plans (e.g. increased service demand, price and pay inflation, increased, but most often unfunded, regulatory obligations and burdens from both UK and Welsh governments)
- 1.3 The report includes comments from Directors in relation to the variations highlighted and the action that is in hand or proposed as appropriate.

2. Revenue Outturn Forecast Based on 1st Quarter position

- 2.1 Appendix 'A' to this report details the approved Revenue Budget for 2022/23 and the forecast variation at this time.
- 2.2 Other than projected variations on Directorate expenditure, it is still too soon to confidently forecast final variations that may arise on some significant Corporate items, including the level of Council Tax collection (which posted a deficit in 2021-22 of £4m). However, given the ongoing impact of COVID and based on the 2021-22 final position on collection an optimistic forecast is that there will be a shortfall in the region of £2.0m in 2022-23. This could possibly be subject to some form of grant underpin support in due course from the Welsh Government, but is far from assured, and is certainly not at all presumed.
- 2.3 The overall Directorate position is summarised below:-

DIRECTORATE

	FORECAST VARIATION 2022/23 £000	COVID VARIATION 2022/23 £000	OTHER VARIATION 2022/23 £000
CORPORATE SERVICES	3,717	3,856	-139
FINANCE	-1,990	0	-1,990
SOCIAL SERVICES	-1,628	0	-1,628
EDUCATION	950	56	894
PLACE	0	0	0
NET SERVICE EXPENDITURE	1,049	3,912	-2,863

- 2.4 Directors' comments on the above variations are shown at Appendix B.
- 2.5 Within the *Recovery Plan Service Transformation* Programme, work continues to develop service delivery plans linked to savings targets and prioritisation of services. This includes the cross cutting nature of new reviews as well as the completion of current in-flight reviews.

- 2.6 The table above shows an estimated overspend for the year of £1.049million. Bar some “Business as usual” fluctuations, this amount is in effect entirely because of the COVID 19 pandemic and relevant increases in expenditure and reductions in income as a result. The only funding announced as being available from Welsh Government in relation to COVID related costs in 2022-23 is, for the period up to the end of June 2023, Statutory Sick Pay support and Self Isolation payments plus a slightly longer timescale to the end of the summer holidays for certain Free School Meals costs. Those amounts received at this stage have been included in the figures above. Section 2.7 below shows the level of the currently eligible expenditure that has been deemed as eligible and paid by WG to date.
- 2.7 Currently, monthly claims against additional COVID expenditure for the above specific currently eligible areas for April, May & June have been submitted to WG. The summary of claims submitted to date and claims WG have agreed to date are set out below:

Summary of claims submitted and approvals received to date in 2022/23

	Claim £000's	Paid £000's	
April to June 2023	1,832	1,499	(June claim submitted in July. WG response awaited)

To ensure as accurate forecast position as possible these grants have been vired to services as they are received and the impact included within the relevant service forecasts in section 2.3 and in APPENDIX A.

Grant claims to Welsh Government in relation to TTP/WVCS costs are ongoing currently but are expected to cease later in the year when the service is scaled back considerably with a new set up in conjunction with public health. As such it is expected that there will be total costs in the region of £3.9m arising. Costs (after grants received) are included under Corporate Service. An assumption regarding 100% funding of this cost is included in the table below and in APPENDIX A.

In addition to the specific additional service costs regarding Free School Meals in relation to COVID the authority has once again continued to act as an “Agent” on behalf of the Welsh Government in relation to Self-Isolation payments, Statutory Sick Pay and Cost of Living national scheme. All of these costs are anticipated to be funded 100% by the Welsh Government and as such costs incurred and grants received will be reported later in the year once the most recent announcements/schemes have been implemented.

- 2.8 Service variations currently only assume a 3% pay award, however the latest pay offer from the Employers is significantly higher than this – with a minimum offer of £1,925 per spinal point. This equates to an overall average of around 7-8% on base pay and on-costs for pensions and employers’ national insurance. The cost of this is likely to be in excess of £18m for Council staff with a further £2m estimated for Teachers (£3m full year effect). This exceeds the amount budgeted by a sum in the region of £12m. Vehicle fuel costs are already feeding into reported forecast overspends in some areas and these are reflected where known, but remain volatile. Whilst in year energy costs are being closely monitored, and assessed to

remain afforded within reasonable tolerance of the overall budgets set for the current year, with some offsetting savings elsewhere, but predominantly because of the advance buying of energy, the position remains extremely volatile and challenging for new energy forward purchases and will undoubtedly be a very significant burden on future year budgets (£millions).

2.9 Corporate Management Team has re-enforced the current arrangements for budget monitoring in particular:

- focus on a range of corrective actions;
- targeted immediate spend minimisation and deferral action;
- spending control on all vacancies and contracts;
- a continued reminder that **no Responsible Officer is authorised to overspend their budget in line with Financial Procedure Rules;**
- and consequently that Directors must work closely with Cabinet Members and the Corporate Management Team to contain, reduce, defer and delay spending as far as possible, having due regard, to existing agreed budget and political priorities to nonetheless seek to limit service spending especially given pending unfunded substantially higher than expected national pay award
- but recognising that the overall spend pressures are near wholly Covid or pay award related and that reserves were bolstered to temporarily assist with such pressures.

2.10 Offsetting opportunities do exist to temporarily ameliorate the currently identified service demand and price pressures as follows.

- £1m was set aside in the budget for the potential costs relating to the impact of the Apprenticeship Levy. The final costs relating to this levy will only be known once final employee related costs are calculated at the year-end. Should the full allocation not be required then any saving will be proposed to be used to mitigate service pressures at year end.
- £3.13m was set aside to meet any specific and significant inflationary increases arising in year. Given the overall financial projection at this stage, it is proposed by the S151 officer that this be earmarked as a compensating funding mechanism for likely higher than expected pay awards.
- Use of the Contingency Fund as detailed below.

3. Contingency Fund Provision for 2022/23

3.1 The contingency fund budgeted contribution was set at £3.731m contribution for 2022/23 as set out in the budget report approved by Council in March 2022. As a result of the favourable outturn position in 2021/22 there was a balance of £4.479m carried forward, to bring the total available in 2022/23 to £8.210m.

3.2 The current potential calls on the contingency fund for 2022/23 are:

Contingency Fund 2022/23	2022/23 (£m)
Budgeted contribution for year.	3.731
Increase from 2021/22 carry forward	4.479
Increase from Central Inflation transfer	3.130
Coroner Court rooms	-0.026

Freedom of City Merchant Navy event	-0.002
Payroll temporary support	-0.075
Interim Director Corporate Services (up to)	-0.075
Potential for higher than budgeted national pay awards teaching and local government staff	-8.512
Ashlands Sports Centre	-0.150
Creation of IT Development Fund Reserve this was agreed as part of budget setting for 2022-23 and ongoing savings in future	-2.500
Balance 31st March 2023	0.0

The above table lists current potential calls on the budgeted contingency fund. All (apart from the pay award) are anticipated to be one off costs. The final amounts will be dependent on a number of factors during the year including speed of implementation, actual costs/commitments incurred and final Directorate outturn position. Spend approvals will be deliberately limited to seek to maximise underspend here as part of mitigating budget savings action.

As at 1st April 2022 some £3m remained within the Restructure Reserve to contribute toward ER/VR or other cost risks that may arise in 2021/22. The S151 officer remains satisfied that this is sufficient for 2022/23 and that there should be no call on contingency this year to fund such costs. The final costs of ER/VR will only be known towards the end of the year once all management actions re savings proposals etc are implemented. At this stage it is assumed that all ER/VR costs will be able to be contained within the sum left in the Restructure Reserve.

Based on current forecast the S151 officer proposes to utilise the current year forecast underspend on the Contingency Fund of up to £5.382m to provide additional mitigation, together with the forecast unused element of the inflation provision of £3.130m (some £8.512m in total) toward the potential unfunded element of the 2022/23 pay award.

The one off nature of the funding sources cannot be understated, the excess unbudgeted base costs will impact directly and significantly on the base budget pressures for 2023-24 and do not solve the inflationary pressures, merely defer most of the problem a year.

However, the S151 officer proposes to reserve his final position on the recommended levels of use of the restructure reserve and contingency fund until the absolute success or otherwise of reducing the forecast overspend is known at year-end.

- 3.3 The current indication is that, for 2022/23, there needs to be continued targeted mitigating action and delivery of savings proposals to help reduce the overall overspend. It looks inevitable at this early stage that some draws from contingency and earmarked reserves will be needed to achieve a fully balanced budget for the year but this was somewhat anticipated and led to the material bolstering of earmarked reserves at outturn. Any inroads to net spending will reduce the necessary draw from reserves and increase the amount of reserves available to carry into 2023/24.

3.4 The action being taken includes working through existing plans on an accelerated delivery basis:

- Management and Business Support Review: ongoing review of the management structure across the Council and future requirements given the Council's priorities, future challenges and the changing nature of the role of managers
- Managing the Pay Bill: review of options to contain or reduce employee costs across the Council as part of our overall future workforce strategy (subject to trade union consultation at the appropriate time)
- Commercialism through third party Procurement Savings and Income Generation: review of further options to increase income from fees and charges, trading etc, in addition to the targets already set.
- Progressing implementation of residual phases Commissioning Reviews and Cross Cutting Themes.
- Further implementation of the Social Services Saving Plan through which we have identified mechanisms for bringing down overall costs.
- On the basis that these are existing agreed actions fully set out in the agreed budget set by Council in March, whilst wholly recognising the ability to progress any of the above have been seriously impacted by Covid 19.
- Continuing the extant spending restrictions which have been agreed as necessary by Corporate Management Team.
- Directors detailed action plans as summarised in their Appendix B commentary.
- The Interim Director of Corporate Services leading the Recovery Plan implementation as agreed by Cabinet to agree alternative mitigating actions and future steps, taking into account post Covid 19 and Brexit.

3.5 It should be noted that at this time, although the Council continues to pursue a number of VAT related claims, some are more advanced than others, there is NO certainty of windfalls from VAT refunds or any other external source being received in the current year.

4. Revenue Budget Summary

4.1 The position reported above reflects the best known current position and shows a net £1.049m of shortfall in service revenue budgets, almost entirely in relation to anticipated costs/loss of income as a result of COVID19 which when combined with a forecast £2.0m shortfall in Council Tax collection leads to a total shortfall of £3.049m. To date the amount actually approved by WG in relation to COVID related additional costs/loss of income is set out as per 2.7 above. It is assumed that all the TTP costs will also be recovered and for 2022/23 some additional grant is shown below in the overall summary table of £3.9m. It is also possible that Council tax losses, or part of them at least, will be met by future WG grant support, but this is yet to be assured. In addition as identified above further mitigation is anticipated from the Apprenticeship/Inflation provision of £3.13m and Contingency fund of £5.382m. Taking account all of these mitigations and including the shortfall in Council Tax collection this results in a net forecast overspend for the council of £2.681m.

Summary

	£'m
Service Forecast overspend	1.049
Council Tax shortfall	2.000
Additional estimated costs arising from the latest pay offer	12.000
Less Mitigating	
Assumed TTP/WVCS costs recovered	-3.856
Inflation provision assumed to be fully utilised for potential pay offer	-3.130
Contingency Fund balance after assumed use, to be utilised for potential pay offer.	-5.382
Net overspend forecast	2.681

NB Further claims for re-imburement of expenditure in relation to the currently eligible expenditure areas will be submitted to Welsh Government in accordance with their relevant announcements and terms and conditions. Any decision re the nature of and subsequent success or otherwise of any further claims to Welsh Government is unknown at that this stage.

- a. Currently, all revenue grant income from WG in relation to COVID claims for the services has been allocated “back” to departments.
- b. Corporate Management Team have reinforced the expectation that both service and overall net expenditure **must** be, as far as practicable, contained within the relevant limits of the current year budget as set by Council, and certainly within any agreed level of tolerance set by Cabinet on the advice of the s151 Officer, recognising the extreme nature of the covid 19 impact.
- c. As previously mentioned, an early forecast as to the potential outturn on corporate items such as Council Tax collection is estimated to result in a shortfall in collection of £2m.
- d. Included in the projected budget for 2022/23 for other corporate items are capital finance charges. At this stage there is a likely underspend on capital finance charges, but this will be reported at second quarter and any underspending will be transferred at year end to the capital equalisation reserve, a strategy previously agreed by Council. This will be reviewed and updated during the year as emerging capital demands arise (Levelling Up bids etc). The implemented capital financing strategy was formulated to smooth the impact of the implementation of the revised MRP policy whilst also taking advantage of drawing down long term borrowing at historically low interest.
- e. There continue to be risks around general inflationary pay and price pressures this year, including increases to the National Living Wage which will significantly impact contractors to the Council in some service areas. It will also put further pressure on the lower end of the current local government pay spine in future years. There is, as yet, no resolution to the 2022/23 national local government/teachers’ pay award (3% budgeted). As previously mentioned the latest full and final offer is a flat rate offer of £1,925 to every spinal point, which equates, to an approximate overall average of 7-8%

(higher for the lower spinal points). Current mitigation for the shortfall in funding over this budgeted amount is proposed as utilising the currently un-allocated elements of both the Inflation and Contingency provision totalling some £8.5m (see section 3.2 above)

- f. Detailed monitoring of budgets will continue and will be reported to the monthly Departmental Performance and Financial Management meetings.
- g. It remains imperative that sustainable, but sensitive in the ongoing unusual circumstances of Covid 19, base budget savings are found to replace in year one off actions to stabilise the 2022/23 budget ahead of the 2023/24 budget round.

4.2 Additional total costs in the delivery and implementation of the Oracle Fusion ICT project estimated arising directly as a result of delays related to the pandemic will need to be funded over 2022/23 and 2023/24. The Section 151 officer proposes to meet these costs from the Capital Equalisation Reserve in both years. A separate update report was considered at Cabinet on 20 January 2022 and appropriate budgetary provisions made. A further update to Cabinet is likely to be necessary and this may utilise a mix of use of Capital Equalisation Reserve and a need for additional unsupported borrowing.

5. Capital Budget

5.1 Expenditure to 30th June 2022 is £17.717 million, summarised as follows:

Directorate	Budget 2022/23	Actual to 30/06/22	% spend
	£'000	£'000	
Corporate Services	2,418	385	15.9%
Finance	1,750	0	0.0%
Education	5,740	2,949	51.4%
Social Services	1,743	217	12.4%
Place (General Fund)	80,724	6,719	8.3%
Place (HRA)	58,152	7,447	12.8%
Total	150,527	17,717	11.8%

Expenditure on major capital schemes is detailed in Appendix C.

It should be noted that the actual spend to 30 June may only have 1 or 2 months costs relating to external invoices. The impact of COVID continues to have an impact on the timing and potential slippage of the original capital programme. Schemes will continue to be re-profiled during the year as the impacts of timing / slippage become known. In addition, the effect of substantial price inflation on supplies and materials for schemes is adversely impacting across the capital programme. This is under constant review with scheme cost re-engineering, however any material cost increases on individual schemes shall need to be agreed through FPR7 procedures.

This will have an impact on the revenue Capital Financing Charges in 2022/23 and future years.

6. Housing Revenue Account

- 6.1 The current economic climate and cost of living crisis, along with Welfare Reform and the continued implementation of Universal Credit are impacting rent collection rates, and it is being closely monitored with measures employed to mitigate these impacts. During this Quarter, rent arrears and the number of households in rent arrears have risen and it is projected they will continue to increase with the impacts mentioned and the anticipated energy bill increases later on this year. It is too early in the year to forecast the full impact on rent arrears and the budgeted Bad Debt Provision, however we previously increased the Provision due to the concern of Covid impacting rent arrears. This did not have the expected impact so it is hoped that the current cost of living crisis can be contained within the existing budgets.
- 6.2 Revenue repairs overspent in 21/22 resulting in a budget increase of £1.32m for 22/23 in this area and spend will continue to be closely monitored. A budget of £60k has been set aside towards the costs of implementing the new Renting Homes Regulations, a further £1.4m increase in 22/23 will be required due to the decreased period in electrical testing (currently every 10 years, new legislation reduces this to every 5 years). In addition, there are currently significant problems procuring materials for both revenue repairs and capital projects. This has led to a sharp increase in materials costs which may impact on the overall cost of delivering the Capital Programme.

7. Legal Issues

- 7.1 There are no legal issues contained within this report.

8. Integrated Assessment Implications

- 8.1 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 Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
 - 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.

- 8.2 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'.
- 8.3 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.
- 8.4 The Revenue budget of the Council was approved following the application of the corporate Equality Impact Assessment (EIA) process throughout the Budget setting process (now replaced by IIA's). It is essential where service levels are affected by changes to the Revenue Budgets (including savings options) that the IIA process (alongside consultation and engagement as appropriate) is applied to ensure due regard is paid to the potential equality impacts of any proposals prior to decision making.

Background papers: - None

Appendices:

Appendix A – Revenue Budget forecast 2022/23

Appendix B – Directors comments on variances and action plans

Appendix C – Expenditure on major Capital Schemes

REVENUE BUDGET PROJECTION QUARTER 1 2022/23

Appendix A

<u>DIRECTORATE</u>	BUDGET 2022/23 £000	PROJECTED 2022/23 £000	VARIATION 2022/23 £000
CORPORATE SERVICES	25,097	28,814	3,717
FINANCE	32,770	30,780	-1,990
SOCIAL SERVICES	145,330	143,702	-1,628
EDUCATION	202,156	203,106	950
PLACE	75,683	75,683	0
NET DIRECTORATE EXPENDITURE	481,036	482,085	1,049
SPECIFIC PROVISION FOR APPRENTICESHIP LEVY/INFLATION	4,130	1,000	-3,130
CONTINGENCY FUND	8,034	2,652	-5,382
<i>Assumed additional TTP grant to cover costs</i>	0	-3,856	-3,856
<i>Estimated effect of Employers Pay Offer</i>	0	12,000	12,000
OTHER ITEMS			
LEVIES			
SWANSEA BAY PORT HEALTH AUTHORITY	88	88	0
CORPORATE JOINT COMMITTEE	200	200	0
CONTRIBUTIONS			
MID & WEST WALES COMBINED FIRE AUTHORITY	14,692	14,692	0
CAPITAL FINANCING CHARGES			
PRINCIPAL REPAYMENTS	16,868	16,868	0
NET INTEREST CHARGES	20,510	20,510	0
NET REVENUE EXPENDITURE	545,558	546,239	681
MOVEMENT IN RESERVES			
GENERAL RESERVES	0	0	0
EARMARKED RESERVES	-23,242	-25,923	-2,681
TOTAL BUDGET REQUIREMENT	522,316	520,316	-2,000
DISCRETIONARY RATE RELIEF	418	418	0
TOTAL CITY AND COUNTY OF SWANSEA REQUIREMENT	522,734	520,734	-2,000
COMMUNITY COUNCIL PRECEPTS	1,697	1,697	0
TOTAL REQUIREMENT	524,431	522,431	-2,000
FINANCING OF TOTAL REQUIREMENT			
REVENUE SUPPORT GRANT	297,425	297,425	0
NATIONAL NON-DOMESTIC RATES	89,167	89,167	0
COUNCIL TAX - CITY AND COUNTY OF SWANSEA	136,142	134,142	2,000
COUNCIL TAX - COMMUNITY COUNCILS	1,697	1,697	0
TOTAL FINANCING	524,431	522,431	2,000

Director's comments on budget variances

Interim Director of Corporate Services

The budget position in the first quarter reports that the Corporate Services directorate is overspending. The TTP service has been extended for the rest of the year and the WVCS programme has been extended to at least December 2022. Both programmes will recover all costs from Welsh Government funding.

Variance (under -)/over spend	£000	Explanation and Action
COVID-19 Variation:		
Test Trace & Protect Programme (TTP)/Wales Vaccination Certificate Service(WVCS)	3,856	This forecast is based on the latest position which includes the extension to the WVCS service. The expenditure is expected to be fully recoverable from Welsh Government Grant.
Net COVID-19 variation	3,856	
Other Variations:		
Design Print	-100	Loss of trading income which relates mainly to internal recharges to Council departments, however, this has been offset by additional base budget allocated for the year.
Net variations	-39	Net Employee, Supplies & Services underspend, is a phasing issue as well as some vacancies in the teams which are being filled. This position will balance out over the coming months.
Total Other Variations	-139	
Total Forecast Variation	3,717	

Director of Finance

The budget position in the first quarter shows the Finance directorate underspending.

Variance (under -)/over spend	£000	Explanation and Action
Council Tax Reduction Scheme (CTRS)	-1,500	Demand led spending which continues to be carefully managed to contain costs and which help ameliorate the unrelated losses on council tax

		collection
Other variations	-490	Modest underspending across a range of employee and supplies and services costs
Total Forecast Variation	-1,990	

Director of Social Services

Variance (under -)/over spend	£000	Explanation and Action
Adult Services, Prevention and Tackling Poverty	1,406	Forecast overspends within Mental Health and Learning Disability and External Domiciliary Care, offset by underspends on staffing
Child & Family Services	-100	There are financial pressures due to service growth within Direct Payments and a forecast increased cost for Special Guardianship Orders. This is more than offset by staffing underspends.
Integrated Services for Older People	-2,583	We are currently forecasting underspends within the external residential sector and within our own staffing establishment.
Resources Hub	-351	An underspend on staffing is currently forecast
Total Social Services	-1,628	

Director's Comments

As we emerge from two financial years dominated by our response to Covid-19, we have aligned our financial reporting so that it corresponds with the new management structure for the Directorate. Whilst we currently forecasting an overall underspend, there are various areas of financial pressure that will be subject to enhanced financial monitoring over the coming months.

Within Adult Services, Prevention and Tackling Poverty, we are forecasting an overspend within Mental Health and Learning Disability Services. We are working to understand the effect of income from our partners in this area. We also forecast an overspend in External Domiciliary Care caused by a significant drop in income due to a reduction in the number of care hours we can charge for. Actions to monitor and mitigate this are ongoing.

These overspends are offset by underspends, which are most significant in Integrated Services for Older People where we continue to forecast significant variances in our forecasts for External Residential Care and in our workforce. We are very conscious of the negative impact of staffing vacancies and actions to fill vacant posts are a business priority.

Director of Education

Variance	£000	Explanation and Action
Covid 19 Variations		
FSM Support - Holiday BACS Payments	570	Cash Payments to those pupils eligible for FSM Holiday BACS payments.
FSM Support - BACS Payments	55	Cash Payments to those pupils eligible for FSM Study & Post-Exam Leave BACS payments.
FSM Support - Holiday Food Bags	6	Food Bags issued to those pupils eligible for FSM Holiday support.
Paid to Date	-577	Reimbursement Received from WG - Paid up to May 22 so far.
Total Covid 19 variations	55	
Non Covid Variations		
ALN - more costly out of County provision mitigated by further enhanced in County provision (so impact dependent on resourcing to deliver enhanced provision)	150	Indications are that savings will be made but the position will be clearer with September admissions/pupil placements
Catering and Cleaning services - Continuing work towards full cost recovery through SLAs where schools are receiving additional funding to reflect such cost pressures	100	Although full cost recovery was established from school SLAs, the real living wage and the introduction of universal free school meals are likely to add cost pressures
Home to School Transport - further underlying cost pressures and undeliverable savings target re-creation of additional walking routes, allocated from Place	200	MTFP reflects robust management action to mitigate scale of demand and cost pressures but underlying pressures continue to grow. The overall shortfall in delivery of the MTFP savings targets transferred to Education would be at least £200,000 for 2022-23 and £143,300 thereafter until the third walking route is delivered.
Home to School Transport - Additional cost pressures of additional transport costs for Education - Summer Term.	160	Agreement to pay suppliers above contracted rates due to the risk on service contracts failing. Other LA's have already taken action forcing a response from Swansea. Backdated to March 22. Calculated using increases in average fuel price.
Home to School Transport - Additional cost pressures of	526	Forecasts estimate a 9.01% increase overall in value of the school transport

additional transport costs for Education from September 2022.		contracts from September. This is from the most recent indices published. This is up for constant review, Estimates an increase of 1% per month based on current trends. Suppliers will increase charges due to the hike in the price of fuel.
Home to School Transport - Additional cost of providing specific contract(s) for placed Ukrainian Refugees	9	Contract with value of £15K - pro-rata for 7 months. Petrol Allowances also being offered to others.
Other continuing pressures (Primarily Historic Pension Costs, Maternity etc)	377	Will continue to mitigate as far as possible and contain such costs
One-off managed savings identified in year in addition to those already reflected in MTFP	-627	Challenging to identify significant further savings in addition to MTFP requirements
Net non-Covid 19 projected overspend	894	Continuing robust management action will seek to identify further savings in addition to MTFP requirements but the remaining projected overspend reflects the scale of externally driven and uncontrollable cost pressures
TOTAL PROJECTED PRESSURES	950	Reflects impact of decisions preventing the delivery of current year MTFP savings assumptions and unrecovered additional Covid-19 costs

The Council response to Covid-19 continues to impact the first and second quarters of 22/23. The Council's response is in line with Welsh Government Guidance and has required significant resource directed at Education. Payments for FSM support are expected to cease after the schools summer holidays.

It is expected that remaining costs considered Covid related will be recovered from available WG grant funding but there is always a risk that some costs may not be fully reclaimable.

The non-Covid 19 overspend forecasts have increased due to escalating cost pressures in school transport. Current forecasts estimate an indexation increase of 9.01% to contracts from September.

Due to the increase in fuel pricing during Q1 there has been a decision to offer backdated top-up payments to retain our current school transport providers. This has since prevented further suppliers from handing back their contracted services for Swansea schools.

The remaining projected overspend can be accounted for by the impact of WG or local decision which has increased the uncontrollable and statutory cost pressures, prevented the delivery of significant elements of current year MTFP savings assumptions, and incurred unrecoverable additional Covid-19 costs.

There are other areas of identified demand and cost pressures, in spite of the continuing delivery of the Education strategy, but these are anticipated to be largely offset by further one-off managed savings in addition to those already reflected in the MTFP. However, the underlying base budget shortfall facing the Education portfolio budget, potentially at almost £894k, is clearly of concern even though it directly reflects the full year impact of national or local decisions.

Director of Place

The directorate is currently projecting a “break-even” position for the year ahead. This is however based on assumed use of budgeted contingency allocated to the Directorate in response to the ending of Welsh Government funding for loss of income and other impacts associated with Covid. It is still early in the year however there is an estimated £2.85m overspend of which £1.6m has already been mitigated by the use of contingency. The aim for the next 3 quarters will be to mitigate the remaining £1.25m overspend without any further calls on contingency. Whilst income is recovering in some key areas, the rate of recovery remains slow and is impacting a range of services, fees and charges. Recovery of car park income is a significant unknown and remains supported in year by the Economic Recovery fund. Once ERF ends, this key area of income will be monitored closely. In addition inflationary pressures are being experienced across all areas of the Directorate and we are mindful of possible implications from the annual pay award currently being negotiated nationally.

As is the case with any large directorate there are some other non Covid related projected overspends, including costs associated with rising price of Utilities, but as above, a net balanced budget is forecasted.

Appendix C

Capital expenditure on major schemes to 30 June 2022 (where spend greater than £250k)	£000's
Education	
Bishopston Comprehensive School Refurbishment	965
YG Gwyr Extension	1,124
YGG Tan y Lan new build	416
Place	
City Deal - Arena	419
City Deal 71-72 Kingsway Offices	1,401
Palace Theatre Redevelopment	407
Redevelopment Former BHS Building	1,239
Hafod Copper Powerhouse scheme	604
Corporate Building Services (Including Schools)	720
Disability Facility Grants	707
Local Transport Fund Schemes	577
Highways Carriageway Resurfacing	335
Marina Lock-Inner Gate Refurbishment	386
Bridge Repair/Retainment Walls	495
Community Play Schemes	566
HRA	
HRA Capital Programme (More Homes Schemes)	2,147
Wind and Weatherproofing	1,177
External Facilities	1,114
Adaptations	536
Boiler and Heating Upgrades	379
HRA Kitchens & Bathrooms	928

Total scheme value where spend greater than £250k

16,642

Agenda Item 8.



Report of the Cabinet Member for Community (Support)

Special Cabinet – 29 September 2022

Swansea Childcare Sufficiency Assessment 2022

Purpose:	To approve the findings of the 2022 Childcare Sufficiency Assessment (CSA). The Assessment forms a statutory duty on local authorities to 'secure sufficient childcare to meet the needs of working parents', therefore it relates to compliance with a statutory responsibility
Policy Framework:	Wellbeing of Future Generations (Wales) Act 2015 and the Childcare Act (2006)
Consultation:	Access to Services, Finance, Legal. The duty to assess childcare sufficiency includes a requirement to consult with key groups including all stakeholders
Recommendation(s):	It is recommended that Cabinet: 1) Approves the Childcare Sufficiency Assessment attached at appendix A 2) Supports the identified Actions in section 4 to develop an Action Plan to address areas for development identified in the CSA
Report Author:	Stephen Cable
Finance Officer:	Chris Davies
Legal Officer:	Caritas Adere
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 As part of the 2006 Childcare Act, a duty was placed on all Wales local authorities to 'secure sufficient childcare to meet the needs of working parents'.

1.2 The Duty on all authorities to secure sufficient childcare requires the completion of a Childcare Sufficiency Assessment every 5 years (previously 3 years) and the publication of any findings including actions towards sufficiency.

1.3 To date, assessments have been completed in 2011, 2014 and 2017.

2. The 2022 Childcare Sufficiency Assessment

2.1 The 2022 Assessment was undertaken by the Childcare & Play Sufficiency Manager within the Partnerships & Commissioning Service of Social Services under the Early Years Programmes Lead Officer. Additionally, a Sufficiency Assessment Support Officer post was created in September 2021 to support completion.

2.2 The assessment was undertaken internally between July 2021 and May 2022 and featured extensive consultation with children & young people, parent/carers, professionals and the general public, as well as several stakeholder working groups representing the protected characteristics.

2.3 The assessment is structured according to statutory guidance provided by Welsh Government.

2.4 Significantly, the 2022 CSA has been compiled at a time of major change and uncertainty. The Covid-19 Pandemic above all else has massively impacted findings, views and data. Additionally, developments such as a commitment to extend the Flying Start Offer to include two year olds were emerging at the time of assessment which meant that the overall position identified may well change considerably in the near future.

2.5 As a result, much of the findings and recommendations are heavily caveated as being reflective of the current situation. Most identified actions will include the requirement to re-assess over the coming year.

3. Key Findings

3.1 Whilst noting point 2.5, key findings of the Assessment were;

Overall, there appears to be sufficient childcare, based on attendance, waiting lists, vacancies and consultation responses. However, this is impacted by the Covid-19 pandemic and there are certain barriers that remain. This is a consistent view across areas and childcare types.

- **Cost of childcare is a barrier** and the primary barrier to access for families with many feeling it is not a viable option. Several responses noted that comparative costs against income from employment meant they were unable to continue to work.

- **Take-up of tax-free childcare** is low by comparison which adds to the issue. This national scheme reduces childcare costs.
- **Swansea is an area of diverse needs** – with a marked difference between the most and least affluent, those with easy access to provision and those in rural communities having to travel to childcare. This can make planning for childcare problematic, as well as impacting upon the sustainability of settings operating in areas of need.
- **Most families’ desire pre-childcare doesn’t translate into reality** – with a much higher number intending to access formal childcare, often bilingually, than end up taking this up. The comparative data from families prior to their child requiring childcare presents a marked difference. This needs further consideration.
- **The quality of formal childcare** is high according to most of those consulted. Feedback from parent/carers was consistent that they were pleased with the service that they received.
- **Financial sustainability is a concern for settings**, despite considerable additional funding in response to Covid. Many settings stated that they were unsure if they would continue to be operating over the next 1 to 2 years. Whilst there is inevitable turnover of providers, particularly childminders, this figure was notably high.
- **Settings are struggling to find staff**, with many vacancies remaining open for some time and the sector feeling undervalued as well as believing the profession warrants higher pay to justify the responsibility.
- **The proposed expansion of WG Early Years Expansion will have a considerable impact** although how exactly is to be confirmed at the current time. This is something that will need to be a particular area of focus over the coming months.

4.0 Next Steps

4.1 A comprehensive set of recommendations and associated actions can be found within the full report however key recommendations include;

- **Increase the take-up of tax-free childcare**, through engagement, awareness and support for settings, so families know they can pay a reduced amount for registered childcare
- **Support those in greatest need**, such as those on lower incomes, or with specific need barriers to access childcare such as additional learning needs (noting that processes currently exist to offer this support)

- **Undertake additional research** that delves deeper into perceived areas of concern such as why intentions for childcare do not always materialise, or areas with a potential shortage in childcare.
- **Support the childcare workforce** through access to training, guidance and Continued Professional Development (CPD). The local childcare sector plays a vital role and needs to feel supported to maintain this and to develop.
- **Promote childcare as a career**, to ensure settings are not short of staff and childcare is seen as a reputable career with a salary to match. Settings are struggling to recruit and need to feel there are high quality candidates available.
- **Continued sustainability support** for the sector including grant funding and business health checks that will allow them and us to measure how they are doing and if more assistance is required.
- **Plan for the development of the WG Early Years Offer Expansion as part of Programme for Government**, by considering likely implications, planning with key stakeholders and putting steps in place

4.2 The CSA includes an annual action plan which details progress towards meeting the identified actions. For each action, a timescale is set with a view to all actions being achieved by submission of the next assessment in 2025. There needs to be ownership of these actions and a commitment to collaborative working from internal and external partners.

4.3 Additionally, the CSA and its recommendations should advise all relevant planning, policy and funding to support its implementation. This will be achieved by ensuring CSA actions mirror or are reflected in other relevant plans and vice-versa.

4.4 Ultimately, the CSA is an evolving document and the process for assessment will continue over the next five years, including ensuring all stakeholders, not least Swansea's parents / carers are engaged and continue to have the opportunity to feed into it.

5.0 Integrated Assessment Implications

5.1 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.

5.1.1 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 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'.

5.1.2 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.

5.2 The duty to undertake a Childcare Sufficiency Assessment requires local authorities to consider each of the protected characteristics and respond to any shortfalls or areas requiring additional focus.

5.3 As part of the 2022 CSA, specific consultation was undertaken with;

- representative groups supporting children & young people with additional learning needs
- those from and representing ethnic minority groups
- Children & young people including pre-school children (via observation) and school-aged children up to year 6.
- Swansea's Poverty Forum, including a specific engagement to consider implications of childcare costs for those living in, or at risk of, poverty.
- Additionally, a range of surveys were developed including for parent/carers, children & young people, professionals and staff within the sector. These surveys allowed for identification of individual characteristics and needs and any associated barriers or other areas to address.
- The draft CSA Public Summary and Action Plan must be displayed on the authority's website for 28 days prior to submission to allow for additional feedback.

5.4 As such, an IIA Screening for Relevance was completed which identified no further action was required.

6.0 Financial Implications

6.1 There are no financial implications associated with this report. The associated action plan details resource implications relating to each action,

with a focus being on ensuring available resources are appropriately channelled to best meet need.

7.0 Legal Implications

- 7.1 Submission of the assessment will ensure that the Council complies with its statutory duties under the Childcare Act 2006 and the Wellbeing of Future Generations (Wales) Act 2015.

Background Papers:

None

Appendices:

Appendix A Swansea Childcare Sufficiency Assessment 2022

Appendix B IIA Screening



Childcare
Sufficiency
Assessment 2022

Swansea Council

Submitted 30th June 2022

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2022 Childcare Sufficiency Assessment

Executive Summary

Assessing Childcare Sufficiency

The 2022 Childcare Sufficiency Assessment (CSA) forms part of a Duty on local authorities to assess whether there are sufficient childcare opportunities to support working families within the area.

The assessment was primarily completed between 2021 and 2022, with additional data accumulated outside that period.

While it is primarily intended to assess whether there is sufficient childcare provision to suit the needs of working parents, it considers barriers to access, workforce development, quality and how parents/carers access information on available care.

The Process

The assessment comprised a combination of desk research, stakeholder surveys and engagement and the findings of a range of on-line surveys developed by the local authority and Welsh Government.

The assessment was undertaken between July 2021 and June 2022, ahead of submission to Welsh Government in September 2022. Due to the length of time it was 'live' there were inevitably changes and developments mid-assessment that had to be considered.

Significantly, the 2022 CSA has been compiled at a time of major change and uncertainty. The Covid-19 Pandemic above all else has massively impacted findings, views and data. Additionally, developments such as a commitment to extend the Flying Start Offer to include two year olds were emerging at the time of assessment which meant that the overall position identified may well change considerably in the near future.

As a result, much of the findings and recommendations are heavily caveated as being reflective of the current situation. Most identified actions will include the requirement to identify suitability over the coming year.

Despite this, the research and analysis formed during the assessment provide a vital position statement of childcare across Swansea to help advise planning and policy.

Findings

Findings came in both quantifiable form, i.e. 'is there enough provision to meet demand?', and qualitative, i.e. is it of the required standard, can it be accessed and how are the workforce feeling?

They were grouped based on the identified themes of the CSA, such as supply, demand, barriers to childcare, population, etc. It is recommended that the full CSA be referred to for an overall picture of findings, but most notable findings were;

- **Overall, there appears to be sufficient childcare**, based on attendance, waiting lists, vacancies and consultation responses. However, this is impacted by the Covid-19 pandemic and there are certain barriers that remain. This is a consistent view across areas and childcare types.
Each area of Swansea (ward) was considered in terms of provision available within it, as well as considering neighbouring areas where it is felt reasonable to expect that families could travel. Areas such as Gower and Mawr had a perceived deficiency although previously this has been considered and a low amount of provision is not reflected in feedback from families living in these areas that childcare is hard to access. This will need further consideration.
- **Cost of childcare is a barrier** and the primary barrier to access for families with many feeling it is not a viable option. Several responses noted that comparative costs against income from employment meant they were unable to continue to work.
- **Take-up of tax-free childcare** is low by comparison which adds to the issue.
- **Swansea is an area of diverse needs** – with a marked difference between the most and least affluent, those with easy access to provision and those in rural communities having to travel to childcare. This can make planning for childcare problematic, as well as impacting upon the sustainability of settings operating in areas of need.
- **Most families' desire pre-childcare doesn't translate into reality** – with a much higher number intending to access formal childcare, often bilingually, than end up taking this up. The comparative data from families prior to their child requiring childcare presents a marked difference. This needs further consideration.
- **The quality of formal childcare** is high according to most of those consulted. Feedback from parent/carers was consistent that they were pleased with the service that they received.
- **Financial sustainability is a concern for settings**, despite considerable additional funding in response to Covid. Many settings stated that they were unsure if they would continue to be operating over the next 1 to 2 years. Whilst there is inevitable

turnover of providers, particularly childminders, this figure was notably high. Additionally, there needs to be consideration of the impact of the additional funding in response to Covid and what the impact will be once this comes to an end.

- **Settings are struggling to find staff**, with many vacancies remaining open for some time and the sector feeling undervalued as well as believing the profession warrants higher pay to justify the responsibility involved. It has been a difficult time for all, yet the sector has provided a key role in supporting children whilst earning comparatively low pay in return.
- **The proposed expansion of Flying Start will have a considerable impact** although how exactly is to be confirmed at the current time. This is something that will need to be a particular area of focus over the coming months.

Recommendations

A comprehensive set of recommendations and associated actions can be found within the full report however key recommendations include;

- **Increase the take-up of tax-free childcare**, through engagement, awareness and support for settings
- **Support those in greatest need**, such as those on lower incomes, or with specific need barriers to access childcare such as additional learning needs (noting that processes currently exist to offer this support)
- **Undertake additional research** that delves deeper into perceived areas of concern such as why intentions for childcare do not always materialise, or areas with a potential shortage in childcare. The CSA has identified many potential gaps but we will only know for sure if we look further into them.
- **Support the childcare workforce** through access to training, guidance and Continued Professional Development (CPD). The local childcare sector plays a vital role and needs to feel supported to maintain this and to develop.
- **Promote childcare as a career**, to ensure settings are not short of staff and childcare is seen as a reputable career with a salary to match. Settings are struggling to recruit and need to feel there are high quality candidates available.
- **Continued sustainability support** for the sector including grant funding and business health checks that will allow them and us to measure how they are doing and if more assistance is required.
- **Plan for the development of the Flying Start Offer**, by considering likely implications, planning with key stakeholders and putting steps in place

How Achieved

These recommendations will best be achieved by having clear accountable actions detailing responsibility and resources. There needs to be ownership of these actions and a commitment to collaborative working from internal and external partners.

Additionally, the CSA and its recommendations should advise all relevant planning, policy and funding to support its implementation. This will be achieved by ensuring CSA actions mirror or are reflected in other relevant plans and vice-versa.

The CSA includes an annual action plan which details progress towards meeting the identified actions. For each action, a timescale is set with a view to all actions being achieved by submission of the next assessment in 2025.

This action plan will be monitored by identified officers who must report annually to Welsh Government on progress made and any shortfalls in achieving sufficient childcare.

Ultimately, the CSA is an evolving document and the process for assessment will continue over the next five years, including ensuring all stakeholders, not least Swansea's parents / carers are engaged and continue to have the opportunity to feed into it.

1. Introduction / Context

1.1 Duty To Assess Childcare Sufficiency

1.1.1 The Childcare Act 2006 (the 2006 Act) places a duty on all Welsh local authorities to undertake a Childcare Sufficiency Assessment (CSA).

The CSA evidences how local authorities discharge their duty to:

- **ensure sufficient childcare is available**
- **undertake childcare sufficiency assessments; and**
- **provide information, advice and assistance relating to childcare to parents, prospective parents and those with parental responsibility or care of a child.**

1.1.2 The Law

1.1.2.1 The Childcare Act 2006 (the 2006 Act) expands and clarifies in legislation the vital role local authorities play as strategic leaders in the provision of childcare locally. The 2006 Act reinforces the framework within which local authorities already work – in partnership with the private, voluntary, independent, community and maintained sector – to shape and secure children’s services and focuses in particular on the provision of:

- ***sufficient, sustainable and flexible childcare that is responsive to parents’ needs;***
- ***information, advice and assistance relating to childcare to parents, prospective parents and those with parental responsibility or care of a child,***

1.2 The local authority has the responsibility and lead role in coordinating effort across services, enabling different organisations, such as childcare providers from all sectors, Jobcentre Plus, community focused schools, integrated centres and local health services, to work together to secure sufficient high quality, sustainable provision that is responsive to the needs of children and their families.

1.3 Section 22 of the 2006 Act places a duty on local authorities to secure, as far as is reasonably practicable, provision of childcare¹ that is sufficient to meet the requirements of parents in their area to enable them to:

- ***take up, or remain, in work; or***
- ***undertake education or training which could reasonably be expected to assist them to obtain work.***

It is not the intention to oblige local authorities to meet the individual childcare needs of every working family, but to ensure that at a community level, the local authority is taking strategic action with its partners to address gaps in childcare. Local authorities will be expected to support the development of childcare where there is sufficient parental

demand that a childcare provider could operate and be sustainable. Examples of how they could address gaps include:

- providing training and business support to childcare providers, to help providers run efficiently;
- providing market information to providers;
- supporting networks of and links between providers;
- working with partner and umbrella organisations to create targeted incentives to address any gaps in the market.

1.4 The powers of a local authority in relation to the provision of childcare are set out under section 23 of the 2006 Act. Sections 24 and 25 set out the arrangements between the local authority and childcare providers and the charges where a local authority provides childcare.

1.5 Regulations made by the Welsh Ministers under section 26 of the Act², require local authorities to undertake childcare sufficiency assessments for their area. The Regulations prescribe the process and planning cycle, the consultation and publication requirements, including details of the information which must be captured in the assessment. This is a necessary step to securing sufficient provision, enabling local authorities to identify gaps and establish plans to meet the needs of parents.

1.6 Local authorities have a corresponding duty to review the sufficiency of childcare provision for their area (to include excepted provision and Nannies approved under the Welsh Government voluntary scheme), and provide information about the provision of childcare in their area under section 118A of the School Standards and Framework Act 1998.

1.7 The duty on local authorities under section 27 of the 2006 Act to provide information, advice and assistance to parents is a vital aspect of achieving an effective childcare market where parents are able to articulate their needs and access support and provision easily. Regulations made by the Welsh Ministers under section 27, set out the categories of information local authorities must provide.

1.2 Section 22 - Duty to secure sufficient childcare for working parents

2.6 The 2006 Act requires local authorities to ensure, so far as is reasonably practicable, sufficient childcare to meet local needs of parents, (albeit for working parents or parents undertaking education or training) to assist them to obtain work.

This guidance aims to assist each local authority discharge its duty to secure sufficient childcare to meet the needs of its area. In determining whether the provision of childcare is sufficient the local authority must have regard to the needs of parents in their area for:

- the provision of childcare in respect of which the child care element of working tax credit or universal credit is payable;
- the provision of childcare in respect of which employer supported childcare or tax free childcare is payable;

- the provision of childcare for children who have special educational needs or require specialist care due to disability;
- the provision of childcare involving the use of the Welsh language.
- the provision of childcare which enables them to access their foundation phase early education entitlement
- the provision of childcare which enables them to access their entitlement for free childcare places

Section 26 – Duty on local authorities to assess childcare provision

2.13 The Childcare Act 2006 (Local Authority Assessment) (Wales) Regulations 2016, made under section 26 of the 2006 Act, requires local authorities to prepare assessments of the sufficiency of childcare provision (Childcare Sufficiency Assessment) in their area and to keep these under review.

What is a Childcare Sufficiency Assessment?

2.14 A Local authority Childcare Sufficiency Assessment must measure the nature and extent of the need for, and supply of, childcare in the area. Through this analysis, local authorities and their partners will be able to identify gaps in childcare provision where parents' needs are not being met and will allow local authorities to plan how to support the market to address the gaps identified.

2.15 A Childcare Sufficiency Assessment must include an Action Plan. Under the duty to secure sufficient childcare provision, local authorities should work with partners to develop and implement the Childcare Sufficiency Action Plan, that remove shortcomings and maintain the strengths identified in the Childcare Sufficiency Assessments. The Childcare Sufficiency Assessment Action Plan should be kept under continuous review and updated and reported upon on an annual basis via progress reports. Each year local authorities should aim for continuous improvement in securing sufficient childcare provision.

Timetable for the completion of the Childcare Sufficiency

Assessment, Action Plan and reporting arrangements

2.16 Local authorities must complete Childcare Sufficiency Assessments every 5 years, as set out in the regulations. Local authorities are required to complete and submit a copy of the following documents to Welsh Ministers:

1. **Childcare Sufficiency Assessment** – This must be a full assessment of the sufficiency of childcare provision in the local authority area.
2. **Action Plan** – This must detail the actions, priorities and milestones to maintain strengths and address shortcomings identified in the Childcare Sufficiency Assessment.

3. **Progress Report** – The progress report must detail the progress which has been made against the actions, priorities and milestones in the action plan including any significant issues or changes which have happened over the year which have impacted on or have influenced the childcare market in any way e.g. employment development, housing development. In particular, local authorities will need to liaise with Family Information Services and the Care Inspectorate for Wales (CIW) to ensure there is an up to date picture of childcare supply and demand. Local authorities will also be required to review and update the action plan if any changes need to be made for the following year.

[Childcare Act 2006 \(Local Authority Assessment\) \(Wales\) Regulations 2016, 003/21](#)

1.2 Methodology

- 1.2.1 Previous Assessments have been undertaken by commissioning Swansea University (2013) and CODA (2017). For the 2022 Assessment, Swansea’s Childcare & Play Sufficiency Manager led, reporting to the Early Years Programmes Lead Officer.
- 1.2.2 It is agreed from the outset that the advantage of completing the assessment in-house and therefore retaining all knowledge gained outweighed the benefit of commissioning a third party.
- 1.2.3 With the additional responsibility of undertaking the Play Sufficiency Assessment (PSA) concurrently with the CSA, it was agreed to create a Sufficiency Assessment Support Officer post to aid completion.
- 1.2.4 The CSA follows a predominantly set structure, based around the statutory guidance, with scope for individual approaches to layout. There are templates for use with surveys and, for the first time, Welsh Government led on developing and recording a parental survey.
- 1.2.4.1 The specific layout of the 2022 CSA was developed with accessibility and accountability in mind. It was intended that, what can often be a data / table-heavy document with key findings contained with body text, would be something that could be relatively reader friendly and meaningful. The following guiding principles were at the centre;
- *Structured and flowing*
 - *For each section; what is required, approach used, findings and recommended actions*
 - *Key findings highlighted*
 - *Accountable and SMART responses to shortfalls.*
 - ***Ultimately, a document that is fit for purpose and will effectively advise childcare development until 2027.***

- 1.2.5 Locally, the Childcare & Play Sufficiency Manager (CPSM) and Sufficiency Assessment Support Officer (SASO) worked to an action plan for completion, reporting regularly to the Early Years Programmes Lead Officer (EYPLO).
- 1.2.6 A series of focus groups were provided to look at specific CSA-related topics. Some of these were set in advance but, notably, others were put in place in response to an emerging gap or issue, e.g. financial or needs-based barriers to provision.
- 1.2.7 A key consideration in developing the assessment was in identifying the most relevant source of statistical data that was used. Utilising findings from data capture that occurred too far in the past will have limited, potentially incorrect, results, while the most current data may not be available in sufficient time to analyse.
- 1.2.7.1 The most pertinent example of this is with the **2021 National Census** information. This data will inevitably be a major contributor to determining both sufficiency and need, yet it was apparent that the timing of the release of data would not map perfectly with assessment completion.
- 1.2.7.2 Following discussions with the Research & Information Team, once it was apparent that the bulk of Census data wouldn't be available until April 2022, it was agreed that the CSA would utilise most recent Census data, notably 2020 mid-year estimates to provide data.
- 1.2.7.3 Given these considerations, as well as the ever-changing climate for childcare within Wales, it is recognised that there needs to be a 'line in the sand' for this assessment, with action plan development occurring in March 2022, well ahead of submission in September. Therefore, developments after that date can only be referred to in passing. This reflects the need to monitor the CSA on an ongoing basis.
- 1.2.7.4 Many of these considerations were shared across each Welsh authority and, as such, there were lengthy discussions as to whether the CSA deadline should be extended to allow for issues such as the Covid-19 Pandemic and the release of 2021 Census data.
- 1.2.9 It was also decided to include a summary of actions from the 2017 CSA and an outline indication of what progress had been made to achieve them. This will need to be a continual theme, evidencing how the CSA findings make a meaningful difference.
- 1.2.9 Early draft feedback sessions were provided for key stakeholders to hear initial findings in February 2022. After this point, final additions and amendments were made ahead of action planning during March and April 2022.

1.3 Considerations for Use

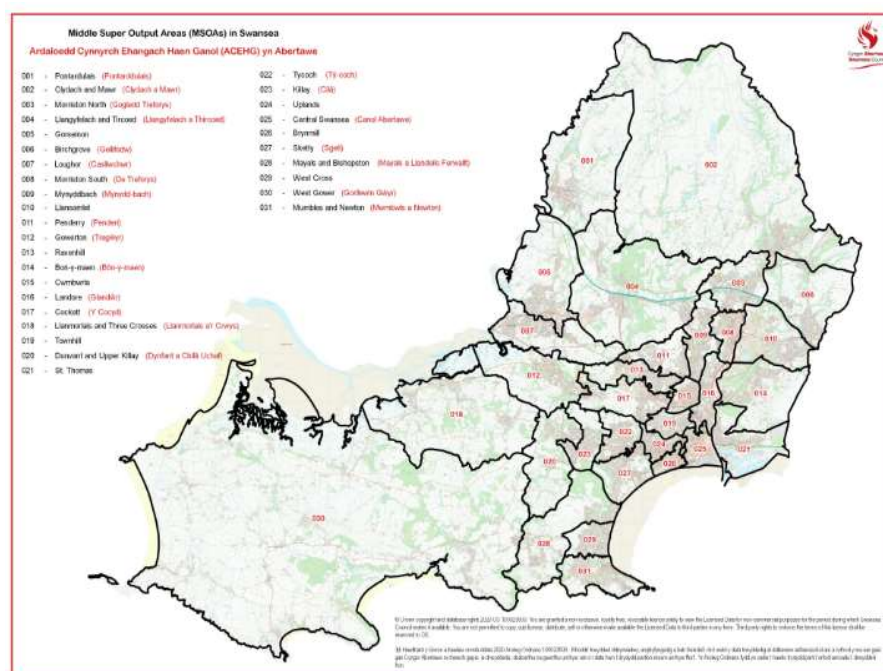
- 1.3.1 This document is intended to provide full in-depth data and analysis on each of the components set out in the standards.
- 1.3.2 An executive summary has been produced which includes key findings, analysis and recommended actions. This document can best be used as a set of appendices to the executive summary.
- 1.3.3 Note that it will not always be possible, or appropriate, to draw out one set of findings within this assessment to be used to form a conclusion. Often one finding, e.g. a perceived lack of provision in one area, will be countered by a subsequent view that families in that area feel they have sufficient access to childcare.
 - 1.3.3.1 Where it is felt that particular findings may be contradicted by additional data, this will be referenced, wherever possible.
 - 1.3.3.2 As the Assessment responds to quantifiable data, it is worth noting that the ever-changing status of settings means that figures are accurate as of the date stated. As a result, certain figures, e.g. number of registered settings of a certain type, will differ during the time that the assessment was 'live', so contrasting figures may appear.
- 1.3.4 Where information is 'factual', the source of the information, including any considerations for validity such as how long ago it was gathered, will be referenced. In some instances it will be considered appropriate to make assumptions where they provide additional context or evaluation. Where an assumption is made it will be stated as such, as well as how the assumption can be made and how it is beneficial to the assessment to make this assumption.
- 1.3.5 As noted, the CSA was due for submission by 30th September 2022, but the requirement for consultation and approval, as well as the preference for ensuring key partners have targets to work to as soon as possible, meant that the majority of findings were made by 31st March 2022. This means that some recommendations and assessments were made by this date even when additional information would have been available prior to 30th September 2022.
- 1.3.6 It is intended that the 2022 CSA is a document that is fit for purpose in terms of both providing and evaluating the necessary information to assess sufficiency, but also to be as user friendly as possible by drawing out key findings and considerations.

1.4 About Swansea

1.4.1 In developing an assessment, it is firstly, necessary to provide an overview of Swansea as an area, both geographically and demographically.

The City and County of Swansea covers an area of 379.7 square kilometres (146.6 square miles), almost 2% of the land area of Wales.

The county extends from Rhossili Down at the western edge of the Gower Peninsula to Kilvey Hill, Crymlyn Bog and the slopes of the Drummau Mountain on the eastern border with Neath Port Talbot; and from Mumbles Head and the sweep of Swansea Bay in the south to the ridge of Mynydd y Gwair overlooking the Amman Valley in the north.



Some two-thirds of the county's boundary is with the sea - the Burry Inlet, Bristol Channel and Swansea Bay. The River Loughor forms the north-west boundary with Carmarthenshire while the boundary to the north and east is largely defined by hill and valley features.

The main area of upland lies in the north of the county making up most of the community of Mawr. The highest point at 374 metres (1215 feet) occurs at Penlle'r Castell on the county's northern border. Areas of high land up to 185 metres (600 feet) range across the south of the county and form the hills of Kilvey, Townhill and Llwynmawr, separating the centre of Swansea from its northern suburbs. Further west, a ridge of high land, Cefn Bryn, forms the spine of Gower with Rhossili and Hardings Downs and Llanmadoc Hill forming major features over 600 feet high.

The chief river is the Tawe which enters the county at Clydach and flows through Morriston and the Lower Swansea Valley, before emerging to the east of the city centre and entering Swansea Bay over the barrage which separates the Docks and the Maritime Quarter. There are few other rivers of significant size, apart from the River Loughor and its tributaries - the Lliw and Llan in the north-west of the county.

The City and County of Swansea can be broadly divided into four physical areas: the open moorlands of the Lliw Uplands in the north; the rural Gower Peninsula in the west, containing a number of rural villages, contrasting coasts and the Gower Area of Outstanding Natural Beauty (AONB); the suburban area stretching from the edge of Swansea towards settlements in the west and around the M4 corridor; and the coastal strip around Swansea

Bay, no more than two miles in width, which includes the city centre and adjacent district centres.

The urban area of the county is chiefly focused on Swansea and radiates to the west and north of the city centre - around Swansea Bay to Mumbles; over Townhill to Cwmbwrla, Treboeth, Fforestfach and Penlan; through Uplands, Sketty, Killay and Dunvant; along the Swansea Valley communities of Hafod, Landore, Plasmarl, Morryston to Clydach; and on the east side of the River from St. Thomas to Bonymaen, Llansamlet and Birchgrove.

The second urban focus centres on the small towns of Gorseinon and Loughor in the north-west of the county, together with the nearby communities of Gowerton, Penllergaer, Llangyfelach and Pontarddulais.

Official rural-urban classification statistics suggest that approximately 69.5% of the county's land area is rural and 30.5% urban, although 88% of Swansea residents live in areas classified as urban and only 12% in rural areas (2011 Census estimates).

1.4.2 Headline Statistics

- **Swansea** is the second largest city in Wales and the regional commercial centre for South West Wales.
- **Land area:** 379.7 sq. kilometres - approximately 69.5% rural and 30.5% urban. ¹
- **Population:** 246,600 (mid-2020 estimate) - the second largest unitary authority in Wales - with a population density of 653 people per sq. km. (Wales: 153). ²
- **Population change:** Official estimates suggest that Swansea's population increased by 9,300 between 2010 and 2020 - an average annual growth of 0.4%. ³
- **Population projections:** The total population of Swansea is currently projected to increase to 254,400 by 2028, an estimated increase of 7,900 people (+3.2%) over a ten-year period. ⁴
- **Births and Deaths:** There were 2,255 babies born in Swansea in 2019, and 2,510 deaths registered in the year. ⁵
- **Life expectancy** at birth in Swansea now stands at 77.7 years for males (Wales 77.9) and 82.5 for females (Wales 82.0); with healthy life expectancy 62.5 years for males and 60.2 years for females. ⁶
- **Housing:** Swansea contains around 112,100 dwellings (March 2020), with 65.5% (73,400) of all stock owner-occupied; 21,300 (19.0%) social rented and 17,400 (15.5%) private rented. ⁷
- **Households:** 109,500 households live in Swansea (mid-2019), increasing by 8,000 (+7.8%) over the previous ten years, with a current average household size of 2.21 people (Wales 2.26). ⁸
- **Swansea Council** consists of 36 Electoral Wards, represented by 72 local Councillors. ⁹
- **Schools:** There are 93 local authority maintained schools in Swansea (January 2020) including 77 primary schools and 14 secondary schools. 12 schools are Welsh medium. ¹⁰
- **Pupils:** Swansea schools contain 35,742 pupils (all ages), with 28,622 aged 5-15 (January 2020). ¹⁰
- **Higher and Further Education:** Swansea is home to campus centres for Swansea University, University of Wales Trinity St. David and Gower College Swansea, which together support around 26,000 full-time students (2019-20). ¹¹
- **Qualifications:** 62.6% of Swansea's residents aged 16-64 are qualified to NVQ levels 3 and 4 (2020) - Wales 58.5%. ¹²

- **Welsh language:** In 2011, 11.4% of people in Swansea aged three and over were able to speak Welsh. ¹³
- **Ethnicity:** Swansea had a minority ethnic group (non-White) population of around 14,300 in 2011 - 6.0% of the total population. ¹³
- **Country of birth:** In 2011, 78% of Swansea's population were born in Wales, with 17,200 (7.2%) residents born outside the UK. ¹³
- **Economic output:** GVA (Gross Value Added) per head in Swansea stands at £21,912 (2018); 5.7% above the Wales level but 27.2% below the UK average. ¹⁴
- **Economic activity:** 75.4% of Swansea's working age (16-64) residents are economically active, with 112,500 in employment (71.5% of working age) (year to December 2020). ¹⁵
- **Employment:** 111,800 people work in Swansea, mostly (88.4%) in the service sectors, with 28.2% (31,500) employed in the public sector (2019). An estimated 33,400 people commute into Swansea each day (2020).¹⁶
- **Businesses:** There were 7,780 active businesses in Swansea in 2019, with 1,290 recorded business 'births' and 845 'deaths' in the year. ¹⁷
- **Earnings:** Average (median) earnings for full-time employees in Swansea stand at £538.00 per week and £27,480 per year (April 2020). ¹⁸
- **Unemployment:** 5,000 people in Swansea (4.3% of the economically active population aged 16+) are unemployed (survey period ending December 2020). The administrative claimant count (June 2021) was 7,830 (5.0% of working age residents). ¹⁹
- **Deprivation:** The Welsh Index of Multiple Deprivation (WIMD) 2019 identified 11.5% of Swansea's local areas as falling within the top 10% most deprived in Wales. ²⁰
- **House Prices:** In February 2021, the average house sale price in Swansea was £169,324 - average for Wales £179,861. ²¹

1. Rural Urban Classification (2011) of Output Areas in England and Wales, Office for National Statistics (ONS). Further information is available at www.swansea.gov.uk/geography
2. Mid-year estimates of population 2020, ONS. Further statistics, including population by age, available at www.swansea.gov.uk/population
3. ONS mid-year population estimates, 2010-20. Further information at www.swansea.gov.uk/populationtrends
4. Welsh Government (WG) sub-national population projections (2018-based). Further information at www.swansea.gov.uk/projections
5. Birth and death registrations summary tables 2019, ONS.
6. Health state life expectancy statistics, 2017-19, ONS.
7. Dwelling stock estimates March 2020, WG statistics.
8. Mid-year household estimates 2019, WG - see www.swansea.gov.uk/householdestimates
9. Further information and statistics about Swansea's wards is available at www.swansea.gov.uk/wardprofiles
10. Pupil Level Annual School Census (PLASC), January 2020. WG statistics (published July 2020).
11. Higher and Further Education Statistics 2019-20, WG (published January and February 2021).
12. Annual Population Survey (APS) estimates 2020, ONS. Further information included in the *Swansea Economic Profile* available at www.swansea.gov.uk/economicprofile
13. 2011 Census, ONS. Census statistics are available at www.swansea.gov.uk/2011censusswansea
14. Regional GVA (Gross Value Added) statistics 2018, ONS.
15. APS estimates for survey period ending December 2020, ONS.
16. a) Business Register and Employment Survey (BRES) workplace-based estimates 2019, ONS. b) Commuting tables 2020, published by WG using APS estimates.
17. Business demography statistics 2019, ONS.
18. Annual Survey of Hours and Earnings (ASHE) April 2020, ONS.
19. Labour Market Statistics, ONS. *Note: further information on items 14-19 available at www.swansea.gov.uk/economicprofile*
20. Welsh Index of Multiple Deprivation (WIMD) 2019, WG. Further information and local data available at www.swansea.gov.uk/wimd2019
21. Land Registry House Price Index (HPI) February 2021, ONS. Further statistics on house prices and sales at www.swansea.gov.uk/economicprofile

1.5 Overview of Childcare in Swansea

- 1.4.1 Swansea is an area in which childcare provision and its considerations in terms of support for working parents and as a key developmental tool for children is well established.
- 1.5.2 The many childcare settings offering a range of care are supported by the local authority primarily via the Early Years Programmes Team. Located within this team are the Family Information Service, coordination of Flying Start, administration of grant funding to the sector, Childcare Offer co-ordination and responsibility for undertaking and implementing each Childcare Sufficiency Assessment.
- 1.4.3 The umbrella organisations – Clybiau Plant Cymru Kids Club, Early Years Wales, Mudiad Meithrin and Pacey Cymru, are traditionally engaged to undertake development work in support of their member settings and to achieve childcare sufficiency, with additional input from the National Day Nurseries Association (NDNA).

1.6 Strategic Approach to Childcare in Swansea

- 1.5.1 Responsibility for childcare sufficiency lies with the Partnerships & Commissioning Service.
- 1.5.2 The Childcare Sufficiency Assessment provides the focal point for childcare planning and delivery, given that it identifies level of need, as well as any shortfalls or areas for development.
- 1.5.3 Whilst responsibility for the assessment and implementation of each CSA lies with the Early Years Programmes Team via the Childcare & Play Sufficiency Manager, it is recognised that a coordinated approach is essential. As such, a Childcare Sufficiency Working Group was developed in 2019 to look at key CSA actions collaboratively.
 - 1.5.3.1 Additionally, the umbrella organisations, who support the local authority via development officer work, follow targets which specifically relate to the 2017 CSA Action Plan.
- 1.5.4 At the present time, a review of early years support services has identified the potential impact of an 'early years front door'.
- 1.5.5 Each of the components of early years planning and development is linked via the overall Early Years Service Improvement Plan.
- 1.5.6 The Childcare Sufficiency Assessment is intended to pull together all elements of planning and delivery for childcare locally. As such, it's findings and

recommendations need to be effectively incorporated into policy and, perhaps more significantly, criteria for local grant funding.

- 1.5.7 It is important to recognise the impact and contribution of childcare on other local strategy and policy. This is explored in more detail in section 12.4 with contribution to poverty, education, wellbeing and play as particular areas where childcare can evidence a clear impact.

1.6 Progression from 2017 to 2022

- 1.6.1 To ensure each Assessment is meaningful, it is important to reflect on the findings of the previous assessment in 2017, what key actions were identified, what has been done to address them and ultimately what difference this has made – noting which of the latter will only be established within the findings themselves.
- 1.6.2 The 2017 CSA featured a 34 page action plan detailing all required actions. This is perhaps too unwieldy to include meaningfully, therefore those actions considered particularly key are detailed below;

Key Finding	Proposed Action	Progress	Impact
The population of resident 2 year olds is projected to increase over the life time of this CSA	Maintenance of Flying Start provision is critical as its funded nature allows positive attendance for children aged from 2½ years in the areas in which it is available.	Ongoing delivery of Flying Start programme.	Ensure sufficient childcare to respond to increase in under 2's
Should retain an awareness about the possible requirement to (help to) target future provision and support within south-west Swansea	Umbrella orgs devt. officers to consider developments within SA3 area	Support given to developing a number of school-based settings within SA3 area	Increased provision within identified area
A notably (higher than average) incidence of full daycare and sessional daycare providers within Townhill ward stating that demand for places would increase during the period autumn 2016 – autumn 2018	Continuation of the Flying Start programme. Continuation of commissioning development work with key childcare organisations, to achieve sufficiency and gradual increase of childcare places.	Continued Flying Start delivery in Townhill area Individual developments plus a coordinated approach	Affordable Childcare opportunities within identified area of need
it was observed that approximately 50% of (all) parents had an ambition for their children to be bilingual in Welsh and English.	Continued monitoring of demand for Welsh-medium provision especially with regard to the advent of the enhanced free entitlement.	Maintained as an ongoing target	Support towards offering medium choice for families
Consultation with children aged 5 years and over indicated that they particularly enjoy physical types of (free)	Work undertaken to reiterate to Swansea's childcare practitioners and professionals the benefits of outdoor play.	Range of developments, notably outdoor play training	Increased play opportunities enhancing the quality of delivery

play at a childcare provision – including play when being outdoors		offered, as well as an outdoor play grant	to meet children’s needs
Parents were less likely to envisage themselves accessing a registered childminder.	Promotion of childminding as an option	Continue to engage PACEY Cymru and promote childminding via FIS	Increased awareness of childminding
Parents more frequently (since the 2014 CSA) seeking longer opening hours/times of availability	Ensure that this finding is communicated to all formal childcare providers located across the local authority area.	Communicated via LA and partners	Increased convenience for parents requiring it
Two bordering wards in east Swansea will account for a relatively high incidence of new housing developments during forthcoming period – Bonymaen and Llansamlet	Continued monitoring of population numbers and effects of new builds/dwellings in the Bonymaen and Llansamlet wards	Monitored via partner organisations	Development of additional provision in area will support increased need
Affordability remains an integral issue for a significant number of parents who would ideally like to take-up formal childcare. Two wards this was stated with a high frequency were: - Penderry - Townhill	FIS to have a (promoted) presence in the wards of Penderry and Townhill. Ensure robust delivery of 30 hours childcare pilot across various test options, feeding lessons learnt back to Welsh Government, to inform full programme roll out	Increased presence in identified areas 30 hours childcare rolled out across Swansea	Support towards costs of childcare for those who need it
The population of Swansea is likely to grow by 13.1% (31,200) people between 2011 and 2036.	Annual review of CSA Action Plan (including aligned to updates) thus ensuring that the C&CS is responsive to growing populations	CSA Action Plan is reviewed annually	New trends or needs are identified and responded to
Two wards which accounted for a <i>repeated</i> incidence of parents stating – via Parents Survey – childcare, at some point in the past, has not been available when I needed it were: Fairwood and Townhill	Potential ability to increase out of school places could be targeted at the Townhill ward, in response to further investigations into likely take-up.	Both areas prioritised by development workers	No additional opportunities were identified. No demand for provision in Fairwood identified
The population of older children in forthcoming years, is forecast to increase at a greater rate than population of young(er) children.	Potentially incentivise out of school childcare providers to extend opening hours – by means of sustainability grants.	Sustainability grants were made available to out of school providers	Support towards sustainability
Feedback from Parents Survey highlighted that children were more likely to attend a <i>school based</i> holiday club/ playscheme.	Incentivise existing after school clubs to extend their provision to also include holiday playscheme/club provision.	Identified as a target for development workers	Increased holiday offer from out of school providers
increased incidence of parental requests for part-time childcare, particularly	Maintenance of dialogue with childcare providers in order to further monitor “trends”.	A consideration within all engagement to	No major gaps identified prior to 2022 CSA

within the early years childcare sector.		identify if a gap exists	
Tangible trend that parents are increasingly seeking more flexible hours and weekend childcare, particularly from childminders, to accommodate shift patterns	Ensure that this information is communicated to all childcare providers operating in Swansea.	Communicated to settings via LA and development officers	No major gaps identified prior to 2022 CSA
parents are (increasingly) seeking extended opening hours in terms of out of school childcare, both before and after school.	Ensure that this information is communicated to all childcare providers operating in Swansea.	Communicated to settings via LA and development officers	No major gaps identified prior to 2022 CSA
It was observed that 1 : 5 of existing childminders believed that they may no longer be working in the profession by 2020.	Revisit the current delivery model in respect of holistic childminder support and ongoing development. Continue to promote childminding as a career option amongst key Welsh medium organisations	Continued support for childminders through start-up grants and ongoing guidance	Ongoing support for and maintenance of sector
A number of schools situated in the SA3 (South West Swansea) area believed that – in their opinion – there was a tangible need for additional childcare provision locally	undertake an additional survey in the SA3/South West Swansea area in terms of investigating the potential need to develop further, localised, childcare provision.	Target for development officers to identify additional need in SA3	Some additional provision but ultimately no major gaps identified
It was noted that there has been a decline in the number of registered holiday care places available.	The realisation of a gradual but progressive increase to the baseline number of CIW registered sessional care operational during school holiday periods.	Target for development officers to look to increase holiday provision	Increase in number of settings offering holiday care
The Providers Survey reported that the out of school childcare sector had the greatest appetite to increase/expand capacity.	Incentivise the out of school sector to extend availability via the grants programme.	Ensuring that out of school clubs can access CYP Fund and others to fund increased places	Creation of new out of school places to support additional places
The Providers Survey indicated that there was minimal provision of childminder places purely through the medium of Welsh.	Continue to promote childminding as a career option amongst key Welsh medium organisations	Promotion via FIS and networks	Remains as a priority
No formal childcare provision is physically located within the (relatively rural) Mawr ward	Continue to monitor whether geography is acting as a barrier to parents/carers who are resident in the Mawr ward	Ongoing assessment via LA and partners has not identified an unmet need	Remains as a consideration but low priority

Parents resident in the <u>North</u> and who were accessing at least one type of formal childcare tended to state 'agree' with the statement: <i>(registered) childcare is too expensive</i>	Outreach sessions and information opportunities to be delivered – about the subject of financial assistance towards paying for childcare	Outreach sessions put on to increase awareness	Likely to remain a priority
5% of parents stated via the 2017 CSA Parents Survey that they had experienced a barrier to accessing <i>localised</i> Welsh medium childcare provision.	A minimum of two further Cylchoedd Meithrin provisions to be established and registered with a particular focus on the wards of Mawr (or bordering), Llansamlet, Pennard and Kingsbridge.	Introduction of additional cylchoedd in identified areas	Increased opportunities for welsh medium childcare
16% of Swansea's childcare workforce did not hold a formal childcare/play qualification	Support access to relevant qualifications	Engagement with providers to offer qualifications to sector	Remains a priority
The Providers Survey reported that formal childcare providers would welcome more advice and support in relation to supporting children with special needs and disabilities.	Continued disability awareness training offered to the childcare sector.	Ongoing disability awareness including increased training following ALN Act	Anticipated increased view from sector that they can meet all children's needs
Evidence that Swansea-based childcare providers would benefit from more support and advice on the issue of CIW compliance.	Provision of information and grant funding to support essential compliance.	Continued guidance offered via LA and partners	Anticipated increase in settings' understanding
The Best Start Swansea Campaign is a PSB priority and therefore partnership working is enshrined in all aspects of work.	Continue to extend invitations to all key partner organisations enabling their representation at Early Years sub-group meetings.	The Best Start campaign continues to be promoted	Evidence of key messages having beneficial impact on families
Excellent collaboration between the Swansea FIS and Flying Start programme, Swansea Families First, Team Around the Family, Play Sector, Parenting Team and Swansea-based Children & Family Centre's	Ensure that the work of the Early Years Service dovetails in to wider/external priorities, to create a holistic and joined up approach – and ethos.	Continued joint working and development of new initiatives such as Pathfinder	Coordinated approach to planning and delivery and shared understanding

1. Strategic Coordination – Summary of Key Findings

- A major strength of the sector is how internal and external partners are engaged to ensure a coordinated approach to planning and delivery, with the contribution made by all recognised as essential.

- With the recognition that there are potentially a number of ways for service users to access childcare / early years services, the recommendation to develop a single 'early years front door' needs further investigation.
- The CSA itself and associated action plan provides a focal point for measuring progress and should be central to local policy development and planning.

1. Strategic Coordination – Action Plan				
Challenge	Action	Responsible	Timescale	Outcome
1.1 Need to ensure a coordinated approach for service recipients	1.1 Further development of Early Years 'Front Door' type approach	LA / Partners	Ongoing	Single point of entry is identified with effective mechanisms in place
1.2 Need to ensure CSA findings and recommendations are drivers for childcare policy and funding	1.2 Ensure findings and actions are included within local policy and strategic planning 1.2 Ensure local funding criteria reflects findings of CSA	LA	Ongoing	All relevant policy and planning gives due regard to CSA findings and recommendations
1.3 Ensure internal and external partners are supported to contribute to CSA implementation	1.3 Assess internal capacity including maintaining Sufficiency Assessment support role 1.3 Ensure external partners e.g. development officers are effectively resourced	LA	March 23	Continued sufficiency support in place to identify and respond to need Capacity to support settings and develop priority actions

2. Partnership Working and Consultation

2.1 Partnership Working

- 2.1.1 Swansea recognises that assessing and securing childcare sufficiency can only be achieved via a partnership approach. It has an established approach to engaging key partners to ensure all have the opportunity to feed into decision-making.
- 2.1.2 A Childcare Sufficiency Working Group was developed in 2019 with a specific remit of responding to previously identified CSA actions and identifying further gaps or areas for development. This group proved particularly successful at engaging those partners who may not traditionally have been engaged, e.g. Planning Officers leading on strategic housing developments to identify future trends, or Local Area Coordinators.
- 2.1.3 The work undertaken as part of the Early Years Integration and Transformation (Pathfinder Programme) has provided a focus for partnership working across both Swansea and Neath Port Talbot Local Authorities and the Abertawe Bro Morgannwg University (ABMU) Health Board.
- 2.1.3.1 This partnership work builds on the early success of the Early Years Opportunities Group and Best Start Swansea and historically the Early Years Development and Childcare Partnership (EYDCP).

2.1.4 Umbrella Organisations

- 2.1.4.1 Swansea has funded the umbrella organisations – Clybiau Plant Cymru Kids Club, Early Years Wales and Mudiad Meithrin to undertake development work with their member settings throughout the past 5 years.
- 2.1.4.2 Significantly, partner organisation target monitoring was revised in 2018 so that their targets reflected the findings of the previous year's CSA Progress Report. The majority of actions from the 2017 CSA involved partner organisation contribution.
- 2.1.4.3 An agreement is also in place with PACEY Cymru to ensure that childminders are supported and engaged.

2.1.5 Setting Engagement

- 2.1.5.1 Ensuring the local childcare sector are central to the engagement process is key and occurs on an ongoing basis.

2.1.5.2 The Childcare Opportunities Manager, holds regular meetings with Day Nurseries and Childminders, as well as including sessional care, as a two-way process for disseminating and receiving information. As part of the 2022 CSA, the SOSA attended these meetings to encourage feedback.

2.1.5.3 Additionally, a sector survey was developed locally to capture the views and needs of the sector.

2.1.5.4 Networking events are generally held annually, although the Covid-19 pandemic inevitably impacted upon this. As well as the opportunity for sector staff to learn new skills or hear about new developments, these events provide a key opportunity for interaction with the local authority and to raise concerns or offer feedback.

2.2 Consultation

2.2.1 Requirements

2.2.2 In conducting the CSA, Schedule 2 of the Statutory Guidance (2016) states a need to consult with the following stakeholders in their area, as considered appropriate:

- children;
- parents or carers;
- childcare providers;
- persons representing children, parents or carers and childcare providers;
- persons with an interest in childcare;
- persons representing those with an interest in childcare;
- persons representing local employers and employer organisations;
- local employers;
- neighbouring local authorities;
- schools;
- further education colleges

2.2.3 Local authorities must also consult with the following partnerships and organisations in conducting their CSA:

- Safeguarding Children Board;
- Welsh Medium Education Forum (if established in the local authority area);
- Play Monitoring Group (if established in the local authority area)
- Local authorities must also notify their local Job Centre Plus offices and invite their views on the Childcare Sufficiency Assessment

2.2.4 There is a requirement to reflect input from FIS/ National Childcare Umbrella Groups in assisting local authorities to plan and safeguard sufficiency of childcare provision in their area.

- 2.2.5 Additionally, to consult as appropriate with children, parents/carers, providers, representatives of these groups, persons with interest in childcare and their representatives, local employers, and persons representing them and employer organisations, neighbouring local authorities, educational establishments
- 2.2.6 It is essential to evidence consultation with specific stakeholders set out in Schedule 2 of Childcare Statutory Guidance (2016)
- 2.2.7 In completing the assessment authorities must ensure input from relevant LA policy and delivery areas e.g. education (including Welsh medium), early years, play, planning, housing, transport and social care.
- 2.2.8 Ultimately, it is essential to confirm that the draft CSA was published for a 28 day consultation period before being published on their website and provide the publication date for this.

2.3. Methodology

- 2.3.1 The overall approach to consultation was to maximise the opportunities, formats and timescales available for all those with an interest in local childcare to feed in to the CSA. It is recognised that consultation must be meaningful to ensure that issues or concerns are raised. Equally, it is recognised that there must be the potential for those either directly or indirectly involved in local childcare to identify an opportunity or development that might support sufficiency and these views need to be captured.
- 2.3.2 Those specific need or interest groups identified in the statutory guidance were incorporated, either within generic methods or a specific approach where considered most appropriate.
- 2.3.3 Barriers to engagement were at the forefront of planning to ensure that nobody was prevented from having an input. Considerations included ensuring that where on-line surveys were used, there was a hard copy version available for those without access to IT.
- 2.3.4 A range of surveys were developed locally via Microsoft Forms. Consideration was given to the Welsh Government-developed Parental Survey and ensuring local surveys complimented not replicated this. The following were developed and live between October and December 2021;
- Employees' Survey*
 - Employers Survey
 - Sector Survey
- 2.3.4.1 * An additional employees' survey was developed, in part due to a historically low response to the employers' survey, recognising that often it asked employers to

speculate their employees needs and also as a way to increase responses from parents without replicating the WG parental survey.

2.3.4.2 All locally produced surveys were considered by the authority's Consultation Coordinator to ensure they were fit for purpose.

2.2.4.3 It was noted that, with the use of on-line surveys, responses received were invariably inputted by the public immediately after being made aware of them, or not at all. Several surveys were accompanied with a social media post or were placed in newsletters or blogs. As the time of completion was shown on the excel summary sheets, we were able to determine that approximately 75% of responses were likely to have been immediately upon discovering the survey – very few people went back a day, or even a few hours later. This helped identify the need for as many awareness opportunities as possible.

2.3.5 As engagement with children & young people was essential, the CPSM and SASO worked closely with the authority's participation team to build on successful consultation and engagement used for the 2017 assessment.

2.3.5.1 The SASO undertook a range of observation based consultation sessions within childcare settings.

2.3.5.2 Additionally, it was recognised that there should be additional consultation with children and young people about their childcare preferences that took place outside of settings. It was felt important to identify what mattered to them, e.g. would they rather be with others their own age than in childcare with much younger children or would a school-based setting be good for familiarity or spending more time in a place they were already in enough?

2.3.6 A further approach to consultation was via on-line focus groups. These were identified early on as an essential element due to Covid-related restrictions making face to face discussion problematic.

2.3.7 Findings

2.3.7.1 Specific findings will be included within the relevant section, other than those from children & young people, for which there is no dedicated section.

2.3.7.2 During the engagement sessions that were carried out in primary schools across Swansea, children and young people were asked 'do you get looked after by someone else other than family so that they can work?'. Out of 127 children and young people, 52.7% said yes and 47.2% said no.

2.3.7.3 Out of the 52.7% (67 C&YP) that said yes, 58% said they get looked after by someone else after school, 46% said during the school holidays and 31% answered 'other'. 34 children said they get looked after by family, 31 said family friends, 10 said childcare setting and only two said they get looked after by a childminder.

2.3.7.4 Lastly, children were asked ‘If you could choose where to go for childcare, what would be important? You can choose more than one’ and the most popular answer was ‘somewhere friends go’ (59.8%) with ‘somewhere with children my own age’ shortly behind (52.2%).

2. Partnership Working & Consultation – Summary of Key Findings

- It is evident that childcare sufficiency is best achieved via a partnership approach. It is recognised that partners such as the umbrella organisations play an essential role in ensuring childcare sufficiency.
- By engaging service users and service providers, key issues are identified that are essential to shaping planning and delivery.
- It is noted that families should be engaged more frequently than the 5 year cycle of the CSA. *If consultation only takes place during CSA undertaking once every 5 years, a parent may only have their voice heard twice in the years from birth to 12.*

2. Partnership Working & Consultation – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
Ensure ongoing engagement with stakeholders so that feedback and identified needs are current and valid	Annual stakeholder surveys Identify additional findings and trends	LA	Ongoing	Issues or gaps are identified and validity is maintained
2.2 Recognition of the necessity of a partnership approach to effectively achieve sufficiency	Continue to fund umbrella organisations’ development officers with targets to reflect sufficiency	LA / Umbrella Orgs	Ongoing	Collaborative approach with shared outcomes that equally demonstrates contributions made by all
2.3 Need to ensure parents’ views are heard more than once every 5 years	Complete annual parental needs survey and develop on-line system to identify issues	LA	Annually	Parental views and needs are effectively captured

3. Welsh in Education Strategic Plans (WESPs)

3.1 Requirements

- 3.1.1 It is a requirement to ensure that the assessment considers each areas' WESP and how its findings and recommendations might impact on childcare planning and delivery.

3.2 Childcare Implications within Swansea

- 3.2.1 Swansea's draft Welsh in Education Strategic Plan (WESP) September 2022 – August 2032 identifies a 10 year plan for increasing and improving the planning of the provision of Welsh-medium education in the area.
- 3.2.2 We also recognise that it is more difficult in some parts of the city and county to access Welsh-medium provision from an early age. We will seek to increase opportunities to access Early Years provision so that more parents have a real choice in making a preference for their children's education.¹
- 3.2.3 In relation to Early Years, the WESP states that *'The early exposure of children to the Welsh language is an important factor in expanding Welsh-medium education provision, and is key in the context of our target to increase the number of Year 1 learners taught through the medium of Welsh'*.

- 3.2.3.1 The WESP includes a specific target to;

'Increase the Welsh-medium pre-school offer as part of a wider marketing strategy to promote the benefits of being bilingual. This could include at least one Cylch Meithrin linked to every Welsh-medium primary school and/or areas within their catchment and looking at opportunities to increase the Flying Start Welsh offer within our current settings'

3.3 Key outcomes

- 3.3.1 To support the planning process, we are required to arrange our Plan around the outcomes below. The outcomes reflect a learner's education journey and are consistent with the policy areas of Cymraeg 2050 and Education in Wales: Our National Mission.

• Outcome 1: More nursery children/three year olds receive their education through the medium of Welsh

What we are required to do...

1

Objective 1 requires us to set out how we will use data derived from our review of the sufficiency of childcare provision for our area (under duties set out in regulation 3 of the Childcare Act 2006 (Local Authority Assessment) (Wales) Regulations 2016) to inform planning of Welsh-medium education.

3.3.2 We must also make clear how we will provide parents and carers with information as to the availability and type of Welsh-medium education provision on offer, how we will provide parents and carers with information stating that Welsh-medium education is an option for persons regardless of their linguistic background and how we will make best use of information regarding the benefits that bilingualism and multilingualism can bring.

3.3.3 Finally, we need a statement setting out how we, in collaboration with other local authorities as necessary, will promote access to education and training through the medium of the Welsh language in relation to learner transport in line with the duty set out under section 10 of the Learner Travel (Wales) Measure 2008).

What we will do...

Provision

Develop/maintain a Welsh-language pre-school provision in each Welsh-medium Primary School catchment area by 2025. We will continue to work closely with Mudiad Meithrin and other partners to develop services in areas where there is currently no provision.

Provide a Welsh-medium offer in all our Flying Start settings and explore opportunities to increase the number of Welsh-language settings. There is currently one specific Welsh-language Flying Start Childcare Provision in Swansea.

Training

Use Child Sufficiency Data to audit the current provision and identify training needs of practitioners across the sector. This data will allow us to plan relevant training and support the sector in promoting the benefits of being bilingual and signposting to the Welsh-medium offer.

Secondary schools to work with Mudiad Meithrin and Gower College Swansea to offer the childcare qualification through the medium of Welsh and promote local career opportunities in the sector.

Childcare

- Use data from the annual Self-Assessment Service Statement (SASS) completed by all Care Inspectorate for Wales (CIW) settings to map the current Welsh language offer.
- Develop a Swansea benchmark to identify and promote the Welsh language offer across all childcare settings.
- Encourage and promote an Active Offer across all pre-school and childcare providers.

3.4 Considerations

- 3.4.1 There is a need to consider the implications of the investments as part of the 21st Century School provision.
- 3.4.2 An additional consideration relates to Welsh language Out of School Childcare linked to each Welsh medium childcare. Although all have After School Clubs, over half (5) are not CIW registered and will need support and encouragement to register.
- 3.4.3 An Out of School Club option needs to be available to ensure the child's childcare journey can be delivered through the medium of Welsh and not end once the child starts full time school.

3. WESPS – Summary of Key Findings

- With a target to develop/maintain a Welsh-language pre-school provision in each Welsh-medium Primary School catchment area by 2025 there will need to be developments over the coming years.
- With only one Welsh-medium Flying Start setting, the target to 'provide a Welsh-medium offer' in all Flying Start settings will require some consideration.
- Given the essential contribution of umbrella organisations such as Mudiad Meithrin it would be advantageous to look at potential to increase their local capacity

3. WESPS – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
3.1 Need to promote the benefits of being bilingual.	3.1 Increase the Welsh-medium pre-school offer as part of a wider marketing strategy	LA & Partners	March 25	An increase in the number of pre-school places available through Welsh medium
3.2 Need to develop Welsh-medium wraparound childcare options to support parents.	3.2 Work with Mudiad Meithrin to open 3 new Cylch Meithrin settings (currently 7 settings in Swansea) in the school catchment areas of YGG Lon Las, YGG Y Login Fach and YGG Tan-y-lan and explore opportunities 3.2 Additionally, look to increase development officer capacity to enable this	LA / Mudiad Meithrin	March 25	An increase in the number of wraparound places available through Welsh medium
3.3 Need to increase the opportunities for early Welsh language interaction for parents and their children	3.3 Work with Mudiad Meithrin and other partners to start 5 new Cylchoedd Ti a Fi (currently 9 in Swansea)	LA / Mudiad Meithrin	March 25	Increase in number of families with confidence to choose Welsh medium childcare

3.4 Need to increase the use of Welsh and explore opportunities for more Welsh language settings	3.4 Develop a Welsh language strategy across all our Flying Start settings 3.4 Work with Cwlwm partners promoting the Camau Projects	LA / Partners	March 24	Strategy in place with measurable outcomes aimed at increasing use of Welsh
3.5 Need to ensure Welsh medium development support is in place to help meet actions	3.5 Continue to fund Mudiad Meithrin development hours	LA	Ongoing	Welsh medium development support in place to help achieve outcomes
3.6 Need to promote CIW registration of Out of School Clubs servicing Welsh medium schools (5 out of 9 unregistered) so there is suitable childcare as the child grows.	3.6 Promote benefits of registration to identified settings	LA / Partners	Ongoing	Increase in registration amongst identified settings

4. Overview – Childcare Types, Services and Places

4.1 Childcare Types

- 4.1.1 To effectively assess sufficiency, it is essential that each local authority is working towards agreed definitions of what constitutes each childcare ‘type’.

Childminder	Childcare provided by one or more people from birth upwards within domestic premises that is not the child’s own home for reward. Care for a child aged 12 or over is not currently subject to registration. Where childcare is provided for children under 12 years of age, the total period of care in any one day does not exceed two hours. This is unless any of the other exceptions to registration outlined in Doc 1 apply. Childminders can offer: Full day care and part time care including before and after-school provision including atypical hours e.g. evening, weekends and overnight provision, wrap around care and provision during the school holidays. For children aged under 12 years of age the exceptions in Doc 1 would apply in terms of the care offered. These exceptions do not apply where care is provided to children aged 12 years and over
Sessional Day Care	Childcare for children from aged 2 onwards on non-domestic premises. The service is mainly used by children aged 3 to 5 rather than babies or toddlers, although some may admit 2 year olds. The total period of care in any one day does not exceed two hours and is for less than six days a year. This is unless any of the other exceptions to registration for day care outlined in Doc 1 apply. It may include: Playgroups, Cylchoedd Meithrin, lunch and wrap around care.
Crèches	Occasional day care for children aged from birth upwards on non-domestic premises. Some are in permanent premises and care for children while parents are engaged in particular activities (e.g. training, shopping or sport). Others are established on a temporary basis to care for children while their parents are involved in time-limited activities (e.g. a conference or an exhibition). Care for a child aged 12 or over is not currently subject to registration. Where care is provided for children under 12 years of age, crèches do not need to be registered if they run for no more than 2 hours a day and less than six days a year. This is unless any of the other exceptions to registration for day care outlined in Doc 1 apply. These exceptions do not apply where care is provided to children aged 12 years and over.
Out of School Care	Out of School Care Childcare outside of the child’s full time school day and includes care provided before school, after school and during the school holidays. It does not include wrap around care and the Welsh Government free breakfast in primary schools scheme. Care for a child aged 12 or over is not currently subject to registration. Where care is provided for children under 12 years of age, the total care provided cannot exceed 2 hours a day and must be for less than six days a year. This is unless any of the other exceptions to registration for day care outlined in Doc 1 apply. These exceptions do not apply where care is provided to children aged 12 years and over

Open Access Play Provision	<p>Provision of staffed open access play opportunities for children usually in the absence of their parents. This can be permanent or temporary provision located in a variety of settings with or without premises and can include holiday playschemes. The provision usually caters for a wide age range of children, normally aged 5 years and over. Children are not restricted in their movements, other than where related to safety matters and they are not prevented from coming and going as and when they wish. Care for a child aged 12 or over is not currently subject to registration. Where care is provided for children under 12 years of age, open access play provision does not need to be registered if they run for no more than 2 hours a day, operating for less than six days a year. This is unless any of the other exceptions to registration for day care outlined in Doc 1 apply. These exceptions do not apply where care is provided to children aged 12 years and over.</p>
Nanny (Voluntary Approval Scheme)	<p>A nanny is employed directly by the parents of up to two families caring for the children in the home of either of the families. Nannies can offer: Full day care and part time care including before and after-school provision including atypical hours e.g. evening, weekends and overnight provision, wrap around care and provision during the school holidays.</p>

5. Supply of childcare

5.1 Requirements

- 5.1.1 For this section, the requirement is to supply information on childcare provision filled and available for children up to the age of 18 by age range and childcare types as specified in the Childcare Statutory Guidance (2016), noting that with respect to CIW Registration, National Minimum Standards focus on those aged 0-12 years.
- 5.1.2 There is a requirement to capture the number of full and part time places available, filled, vacant and unused spaces, and the number of children on providers' waiting lists².
- 5.1.3 It must include supply information broken down for childcare types for both **registered and unregistered provision**
- 5.1.4 Findings must include;
- the number of full and part time places available, filled, vacant and unused spaces, and the number of children on providers' waiting lists
 - the number of places filled and available for which parents could use the
 - childcare element of working tax credit and universal credit
 - employer supported childcare and tax free childcare
 - the number of places filled for children who have special educational needs or require specialist care due to a disability
 - the supply of **Childcare Offer** places in addition to Foundation Phase Nursery and Flying Start
 - the number of Welsh medium childcare places filled and available, plus information about childcare provision in other languages
 - the times at which childcare is available and numbers of childcare providers offering flexible childcare hours
 - the range of services offered by childcare providers eg. Full Day care provision may provide a range of services such as full day nursery, play group wrap around etc
 - the range of session lengths and range of charges offered by providers

5.2 Data Capture / Methodology

- 5.2.1 A primary source of data capture is the **Self-Assessment of Service Statement of Service (SASS)**³ which all registered childcare settings were required to complete and submit during 2021.

²

³

- 5.2.2 As the SASS was only completed by registered settings, an additional **provider survey** was developed to capture the data for unregistered settings, as well as including any no-responders to the SASS.
- 5.2.3 The Dewis information system was an additional source of data capture for registered settings. It must be highlighted, that information obtained from DEWIS was generally the starting point for data capture and, accordingly, has been highlighted as a key area to maintain.
- 5.2.3.1 As clarified by the lead DEWIS processing FIS Officer, The Dewis Data was captured between December 2020 and March 2021. Any changes that we are made aware of, or become aware of, are made to the data. Any changes to a settings Registered Status with CIW are checked every week with CIW and updated. Settings are also able to update their own data, currently 17.9% of settings have updated their data at least once since Go Live⁴.
- 5.2.4 Given the limitations on SASS data which made identification of specific settings' findings problematic and time consuming, it was decided to use a Dewis-generated spreadsheet as the starting point from which to compile supply data. Additional data gleaned from the SASS and our own provider survey was added to this spreadsheet to provide a more holistic picture.
- 5.2.5 A consideration when assessing supply in relation to each childcare type is that some provide elements of either types of care, e.g. Full Day Care provides a considerable number of Out of School Childcare places, as well as many offering Holiday Care.

⁴ FIS Officer, January 2022. Go Live refers to the first date that Dewis was live for inputting in Swansea.

5.3 Findings

5.3.1 An overview of settings and places provided by type illustrates the relative increase / decrease during the period since the previous CSA, as well as changes per year. As can be noted, overall there is an increase in Full Day Care, as well as number of After School Places. However, there has been an overall reduction for Childminders, Sessional Care and Crèche.

Type of setting	2018		2019		2020		2021		2022		Percentage increase/ decrease 2018-2022
Full Day Care	33 Settings	32	Settings	35	Settings	37	Settings	38	Settings	9.38%	
	1729 Places	1642	Places	1822	Places	1898	Places	1968	Places	10.96%	
Childminder	110 Settings	105	Settings	94	Settings	86	Settings	71	Settings	-10.48%	
	794 Places	768	Places	728	Places	682	Places	588	Places	-5.21%	
Sessional	41 Settings	45	Settings	41	Settings	35	Settings	38	Settings	-8.89%	
	1019 Places	1071	Places	1070	Places	855	Places	1013	Places	-0.09%	
After School Club	27 Settings	25	Settings	25	Settings	25	Settings	25	Settings	0.00%	
	971 Places	947	Places	1096	Places	927	Places	1118	Places	15.73%	
Holiday Care	16 Settings	16	Settings	16	Settings	11	Settings	8	Settings	0.00%	
	466 Places	466	Places	466	Places	435	Places	377	Places	0.00%	
Creche	1 Settings	2	Settings	1	Settings	1	Settings	0	Settings	-50.00%	
	11 Places	26	Places	15	Places	15	Places	0	Places	-42.31%	

5.3.2 The ward summary below provides an overview of levels of provision by area. Population statistics, as well as details of strategic housing development sites, are shown to help assess whether there appears to be sufficient of the various types of provision, as well as overall.

5.3.2.1 This does not give consideration to neighbouring wards, although this is reflected elsewhere. For example, a ward identified as deficient may have sufficient accessible provision in the surrounding area.

5.3.3 Information provided for SASS details the number of children registered to care for by the 153 respondents (4128) and the number of children currently on their books by age.

5.3.3.1 Notably, 8 of the 9 aged 15-17 were identified by one setting.

Ages Of Children On Books									
No of Children Currently Registered to Care For	Under 1	1 Yr	2 Yrs	3 Yrs	4 Yrs	5-7 Yrs	8-11 Yrs	12-14 Yrs	15-17 Yrs
4128	130	634	1497	1113	836	853	680	19	9

5.3.5 In terms of full day places, the SASS asks settings to state attendance between 7th June and 4th July 2021. From the responses given, an average of 3697 children attended full day care over a week. Of the 101 settings stating they offered full day care, 18 stated they had a waiting list compared to 82 who didn't. This translated into 74 children on the waiting list for a place and a surprising 1264 spaces available for full day care. It is probable that there is a story behind this figure, that would reduce it, and that is highly likely to be related to Covid but, regardless, it suggests there are sufficient spaces to meet requirements, this includes sessional care.

Full Day Care											
Sample Size	Do you deliver this type of care?	Total no. of children who attended this part of the service during week 1 (June 7th to 13th 2021)	Total no. of children who attended this part of the service during week 2 (June 14th to 20th 2021)	Total no. of children who attended this part of the service during week 3 (June 21st to 27th 2021)	Total no. of children who attended this part of the service during week 4 (June 28th to July 4th 2021)	Average no. of children who attended this part of the service, per week	Do you currently have a waiting list for this part of the service for an immediate place?	How many children are on the waiting list for an immediate place?	How many unfilled spaces do you have for this part of the service?	Day Care	Child-Minder
153	101 Yes 12 No	3815	3711	3645	3668	3697	18 Yes, 83 No	74	1264	39 Yes 10 No	62 Yes 2 No

Sessional Care									
No of Children Currently Registered For Sessional Care	Under 1	1 Yr	2 Yrs	3 Yrs	4 Yrs	5-7 Yrs	8-11 Yrs	12-14 Yrs	15-17 Yrs
508	0	0	398	98	56	37	36	0	0

5.3.6 The findings are replicated in the SASS findings for after school places during the same period, with the number of unfilled places at 1,992 being close to the average attendance of 2,017.

5.3.6.1 Notably, one day care setting recorded 762 available places against an average attendance of 59 which has skewed the figures to some degree.

5.3.6.2 Ultimately, the comparison of 43 on a waiting list compared to 1992 unfilled places suggests an even more marked over-supply, with the same caveat of being likely affected by Covid-19. Of these 43, a waiting list of 20 was identified at one day care setting, which requires consideration, but suggests any other waiting lists are minimal.

After School											
Sample Size	Do you deliver this type of care?	Total no. of children who attended this part of the service during week 1 (June 7th to June 13th 2021)	Total no. of children who attended this part of the service during week 2 (June 14th to June 20th 2021)	Total no. of children who attended this part of the service during week 3 (June 21st to June 27th 2021)	Total no. of children who attended this part of the service during week 4 (June 28th to July 4th 2021)	Average no. of children who attended this part of the service, per week	Do you currently have a waiting list for this part of the service for an immediate place?	How many children are on the waiting list for an immediate place?	How many unfilled spaces do you have for this part of the service?	Day Care	Child-minder
153	101 Yes 51 No	1919	2078	2082	2052	2017	10 Yes 92 No	43	1992	51 Yes 39 No	50 Yes 12 No

5.3.6 Settings completing the SASS were asked if they offer early education placements. Of the 153 respondents, 43 – 29 Day Care Settings and 14 Childminders – said they did.

5.3.6.2 During the sample weeks from 7th June to 4th July 2021, it is noteworthy that with an average overall weekly attendance of 1404, only 16 children were identified as being on a waiting list with 709 unfilled spaces, suggesting no gap in provision, if anything, a slight over-supply.

5.3.6.3 The following data details where settings offer early education placements (and should be cross-referenced with data in Section 14).

Type(s) of care - Early Education Placement										Child-minders Yes	Day Care Yes
Do you deliver this type of care?	Total no. of children who attended this part of the service during week 1 (June 7th to 13th 2021)	Total no. of children who attended this part of the service during week 2 (June 14th to 20th 2021)	Total no. of children who attended this part of the service during week 3 (June 21st to 27th 2021)	Total no. of children who attended this part of the service during week 4 (June 28th to July 4th 2021)	Average no. of children who attended this part of the service, per week	Do you currently have a waiting list for this part of the service for an immediate place?	How many children are on the waiting list for an immediate place?	How many unfilled spaces do you have for this part of the service?			
43/153	1363	1413	1334	1456	1404	6 Yes 41 No	16	709	14	29	

5.3.7 Overnight Care

5.3.7.1 No respondents to the SASS identified themselves as offering overnight care.

5.3.8 Swansea's own sector survey, with a sample size of 50 including non-registered provision, provided a similar picture for the period 2-6th August 2021, with only 1525 of the 2057 available places taken up and only 22 children were unable to attend due to lack of available places.

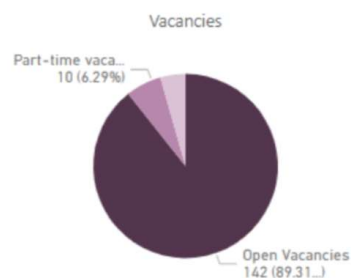
Swansea Sector Survey Available Places 2-6/8/21			
For those settings open during the week of Monday 2nd to Friday 6th August 2021, please firstly state the total number of available places over the week (e.g. 24 per day x 5 days) - if you didn't ...		Next, enter the total attendance over the course of the week of 2nd to 6th August	Finally, if you were unable to accept all who wished to attend as you were full, please state the number on a waiting list / unable to be accepted during the week of 2nd to 6th August.
Sample Size: 50	2057	1525	22

5.3.9 Ward data is cross-referenced against both population data and details of relevant imminent strategic development site, i.e. featuring high numbers of 3+ bedroom housing, to give a RAG grading of each type. These RAG gradings are combined to provide an overall grading for each ward.

Ward	Full Day Care		Childminders		Out of School Care		Sessional		Total	Population WIMD (mid 2020)	
	Settings	Places	Settings	Places	Settings	Places	Settings	Places		0 to 4	5 to 15
Bishopston	1	45	0	0	0	0	0	0	3,138	91	369
Bonymaen	0	0	2	14	1	80	2	32	7,523	365	939
Castle	2	80	0	0	0	0	3	84	17,595	585	1,104
Clydach	1	19	2	16	0	0	4	76	7,638	396	1,058
Cockett	2	119	5	46	1	35	1	40	14,465	721	1,967
Cwmbwrla	0	0	3	24	0	0	1	24	7,862	431	942
Dunvant	1	70	1	7	0	0	0	0	4,256	185	491
Fairwood	0	0	1	10	0	0	0	0	2,824	104	378
Gorseinon	3	126	6	54	1	32	0	0	4,698	238	720
Gower	0	0	2	20	0	0	0	0	3,573	104	374
Gowerton	1	37	1	12	0	0	0	0	5,092	213	630
Killay North	0	0	3	20	0	0	1	19	2,754	125	241
Killay South	0	0	2	20	0	0	0	0	2,205	107	184
Kingsbridge	0	0	0	0	0	0	0	0	4,137	256	474
Landore	0	0	1	8	0	0	3	69	7,143	395	858
Llangyfelach	0	0	0	0	0	0	1	50	5,077	265	631
Llansamlet	6	344	8	67	0	0	1	12	15,139	905	2,192
Lower Loughor	0	0	2	20	0	0	0	0	2,393	155	344
Mawr	0	0	0	0	0	0	0	0	1,857	90	256
Mayals	0	0	1	6	1	16	0	0	2,635	118	298
Morrison	2	205	9	74	0	0	1	10	16,563	827	1,990
Mynyddbach	1	121	1	10	0	0	3	58	9,018	423	1,081
Newton	0	0	2	12	0	0	0	0	3,395	121	388
Oystermouth	0	0	0	0	0	0	1	36	4,013	130	392
Penclawdd	1	37	3	27	0	0	0	0	3,569	125	375
Penderry	1	33	1	5	1	36	3	102	12,444	944	2,256
Penlleger	1	29	1	8	0	0	1	150	3,372	212	520
Penyrheol	0	0	0	0	0	0	1	20	5,911	308	783
Pontarddulais	1	73	0	0	1	32	2	24	6,691	343	982
Sketty	3	210	3	22	2	110	3	88	14,492	562	1,465
St Thomas	1	42	2	20	0	0	1	20	8,272	412	910
Pennard	1	32	0	0	0	0	0	0	2,777	92	357
Townhill	2	63	0	0	1	30	3	72	9,166	855	1,672
Uplands	5	228	3	23	3	171	1	15	15,397	361	896
Upper Loughor	0	0	2	20	1	30	0	0	2,897	136	378
Westcross	2	56	4	23	3	141	1	12	6,401	285	711
	38	1968	71	588	27	1276	38	1013			

5.3.9 Information provided by settings to inform Dewis gives us a useful overview of supply across Swansea.

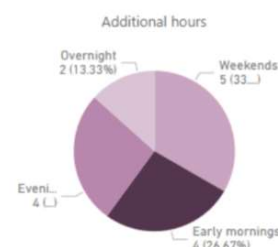
5.3.9.1 142 settings identify that they had open vacancies at the time of data capture (predominantly March 2021), with a further 10 stating that they have part-time / occasional vacancies. Very few stated they had no vacancies.



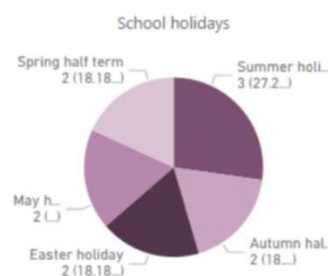
5.3.9.2 In terms of availability, 64.78% (roughly 2/3) identified year round availability, with 33% stating term-time only. Holiday only accounted for the remaining 2% of responses.



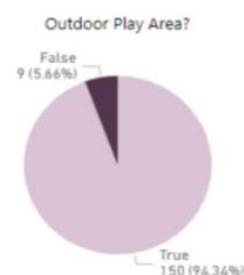
5.3.9.3 Notably, few settings stated that they offer additional hours, with no more than 5 of the respondents selecting any of either weekends, evenings or early mornings and only 2 selecting overnight.



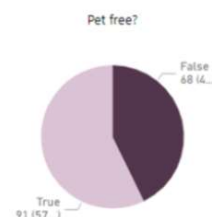
5.3.9.4 Whilst of limited value in determining levels of provision, due to the low number who responded, there appears a consistent rate of holiday delivery across each of the holiday periods (except Christmas with a 0 response) other than one additional operating summer holidays only.



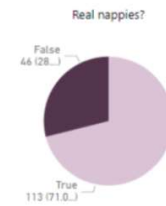
5.3.9.5 A positive indicator is that 94% of settings identified themselves as having an outdoor play area. These may vary in size and content, but suggests a high level of opportunities for outdoor play (identified as key in the 2017 CSA).



5.3.9.6 A further indicator was whether the setting was pet free – most likely to be a factor for childminders. 43% of settings stated that they weren't pet free.



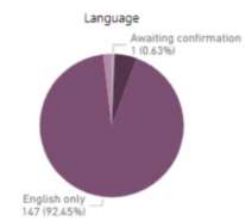
5.3.9.7 71% of settings indicated that they used real nappies.



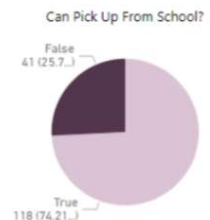
5.3.9.8 22% of settings stated that they were unable to care for 'non-English/Welsh' children. This is one that will require additional consideration to determine what is specifically meant by this, as there is a suggestion that non-English/Welsh speaking families may face barriers to access.



5.3.9.9 This is further backed up by the fact that over 92% responded that their childcare provision was available in English only.



5.3.9.10 74% of respondents stated that they provide school pick-ups, which is often cited as a key issue for parent/carers.



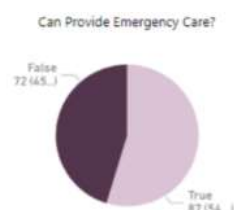
5.3.9.11 Just under 24% stated that they can pick up from other places. It would be beneficial to gain a full picture of what/where these are.



5.3.9.12 Just under 63% of settings stated that they provide wrap around care.



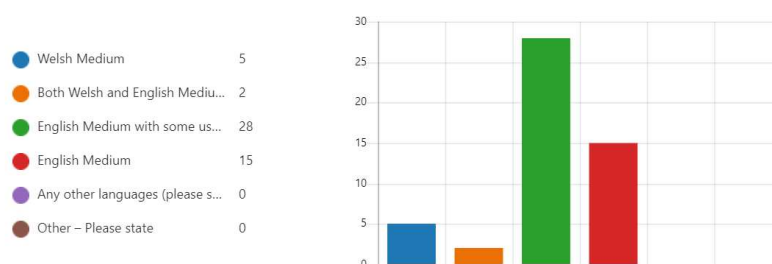
5.3.9.13 A positive is that 54% of settings state that they can provide emergency care, which is useful in relation to the role of childcare in supporting families in crisis, noting emergency care can be for more than one reason.



5.3.10 Swansea's Sector Survey can be used to identify supply in terms of language used by a range of registered and unregistered providers. This is due to being distributed amongst unregistered provision, e.g. open access play projects for a more encompassing response.

8. Which is the main language through which your service is provided?

[More Details](#)



Source: 2021 Sector Survey (Swansea Council) Sample Size 50

5.3.11 Coram Holiday Childcare Survey

5.3.11.1 The 2021 Coram Holiday Childcare Survey provides additional information on when settings are open over holiday periods. It provides a comparison for Wales overall in relation to the other Home Countries.

Coram Family and Childcare
Childcare Holiday Survey 2021

18

Table 17 - Proportion of childcare settings open in each holiday, by nation

	Nation	Summer	Easter	Christmas	Half term	Teacher training days
Public sector	Great Britain	36%	29%	20%	67%	47%
	England	56%	48%	16%	44%	10%
	Scotland	29%	15%	34%	77%	62%
	Wales	15%	11%	16%	91%	87%
Private and voluntary sector	Great Britain	82%	70%	34%	66%	19%
	England	80%	68%	34%	64%	16%
	Scotland	84%	68%	3%	65%	62%
	Wales	100%	96%	51%	95%	31%

- ▶ In Great Britain as a whole, the private and voluntary sector provides a greater proportion of settings that are open during all the holiday periods compared to the public sector. The exception is teacher training days where the public sector provides a greater proportion of settings open.
- ▶ 67 per cent of public sector settings are open during the half term compared to just 20 per cent during Christmas, 29 per cent during Easter holidays and 36 per cent during summer holidays. Within the private and voluntary sector, 82 per cent are open in the summer compared to 19 per cent during teacher training days.
- ▶ There are significant drops in the proportion of holiday childcare opening for summer and Easter holidays compared to previous years particularly in the public sector, most likely as a result of the effects of Covid meaning that it was not possible or preferable for provision to open this year and is likely to make it harder for families to find childcare or their first choice of childcare this year.
- ▶ Christmas holidays have the lowest proportions of childcare providers open.

5.3.11.2 Swansea’s 2022 response for the Coram Survey provides useful additional information for a range of areas relating to holiday care. Notably, it lists the price difference between costs of maintained and non-maintained settings.

	Typical price per day	Typical price per week
Maintained sector	£14.50	£72.50
PVI sector	£29.63	£148.15

5.3.11.3 However, showing the total number of holiday clubs in the non-maintained (PVI) and maintained sectors show the price for the latter is based on one setting. Note, this figure includes all settings offering holiday clubs, which differs from the map in section 7 which features the 2 ‘holiday-only’ settings.

	Total number of holiday clubs
Total in PVI sector	14
Total in maintained sector	1

5.3.11.4 In terms of when the clubs are open, notably all open during the summer holidays, yet this reduces significantly for the other holidays.

	Summer holiday	Easter holiday	Christmas holiday	Half terms	INSET days	Total # of clubs
Maintained sector	1	1		1		1
PVI sector	14	4	1	6		14

5.3.11.5 The Survey also makes an assessment of holiday childcare sufficiency across a range of areas. It should be noted that these findings were developed in conjunction with the 2022 CSA. It asks whether it is felt there is 'enough' for each;

	Yes: in all areas	Yes: in some areas	No	Data not held or cannot tell
4-7 year olds		x		
8-11 year olds		x		
12-14 year olds		x		
Disabled children		x		
Parents working full-time (9am-5pm on weekdays)		x		
Parents working atypical hours (outside 9am to 5pm on weekdays)				x
<i>Please leave this question blank if there are no rural areas in your local authority</i>				
Children in rural areas		x		

5.4 Unregistered Provision

5.4.1 Given that the CSA is intended to map provision of childcare to meet the needs of working parents it inevitably focusses on registered childcare due to the hours offered and ability to utilise tax credits. However, the role of unregistered childcare provision is key.

5.4.2 The most pertinent use of unregistered childcare provision is traditionally by parents/carers of school-age children during school holidays. As stated in 6.3.3.3, leisure centres in particular are chosen by many families needing care during holiday periods.

5.4.3 It is worth noting considerations concerning The Child Minding and Day Care Exceptions (Wales) Order 2010 which includes the following list as long as 'any care provided to them is incidental to the provision of that coaching or tuition.'

- (a) Sport;
- (b) Performing arts;
- (c) Arts and crafts;
- (d) School study or homework support;
- (e) Religious or cultural studies

5.4.3.1 There is a case that the existence of unregistered provision that is likely to cost less than comparative registered provision will reduce the potential for registered holiday provision to be developed.

5.4.3.2 As noted by one of the umbrella organisations partners, this provision might *'undermine the viability of what holiday care already exists. There should be collaboration to ensure that unregistered provision is not supported/funded which will be in direct competition with CIW registered settings. CIW registered settings comply with rigorous National Minimum Standards to safeguard children are more expensive to run and therefore cost more to parents/carers. In addition in a Clybiau Plant Cymru Kids' Clubs' survey 30% of parents/carers did not know the difference between unregistered and registered provision.'*

5.4.3.2 Many parents report attendance at leisure centre-based holiday clubs as a key childcare option for school-age children during holiday periods.

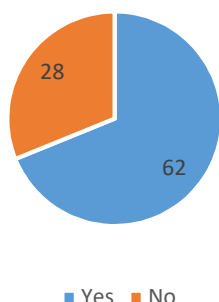
5.4.3.2 Whilst those parent/carers requiring childcare for a full day may not be able to select this option, holiday camps that run from 9.30am to 3pm or similar will certainly be appealing for many. Additionally, at £5 per day, they are significantly cheaper than registered childcare which would be around £25-30 for a similar length of time.

5.4.3.3 Whilst no concerns have been identified and such clubs will be required to undertake risk assessments and for staff to have relevant checks in place, given that these settings are not registered by CIW it may be beneficial for the local authority Early Years Programmes Team to work closer with them to support quality.

5.4.3.4 It must also be recognised that the existence of such clubs will make it hard for registered settings to compete for attendance from the 8-12 age group in particular as they would likely be charging a higher fee.

5.4.3.5 Notably, Clybiau Plant Cymru Kids Clubs' State of the Sector survey identified that 31% of parent/carers may not know the difference between registered and unregistered provision.

Do you understand the difference between Care Inspectorate Wales registered and unregistered childcare? | A ydych chi'n deall y gwahaniaeth rhwng gofal plant sydd wedi, ac sydd heb, ei gofrestru gydag Arolygiaeth Gofal Cymru?



5. Supply of Childcare – Summary of Key Findings

- The most significant finding within the supply section is most likely that many of the findings appear to be impacted upon by Covid-19 and associated factors. Whether this relates to settings having large numbers of vacancies or being temporarily closed, Covid-19 appears to be a major influencing factor.
- Whilst subsequent chapters will look at parental need / demand and the impact of Covid, it is likely that we will not have a conclusive picture of supply vs demand at this time.
- However, the key finding is that the number of available places not taken up, significantly outweighs the number on waiting lists unable to attend, suggesting sufficient levels of supply overall.
- It is recognised that unregistered childcare provision offers a useful addition for parent/carers, particularly of school-age children during the school holidays. However, the lower daily rate may be problematic for registered settings to compete with and due to not being registered, it is harder to guarantee quality of care.
- However, a proportion of parents do not understand the difference between CIW registered and unregistered provision and the benefits and added safeguards for children registration brings. Additional work needs to take place to raise awareness of the benefits and to work with unregistered settings to achieve registration.

5. Supply of Childcare – Action Plan

Issue	Action	Responsible	Timescale	Outcome
5.1 Perceived over-supply may be due to Covid	Need to annually monitor vacancies to determine whether	LA	3/23	Determine level of supply
5.2 Potential that unregistered holiday provision may impact on registered provision's opportunity to provide care	5.2 Ensure funding is not allocated to unregistered provision where CIW registered holiday care already exists	LA & Partners	March 24	Registered provision is not losing out to cheaper unregistered care
5.3 Unregistered nature of holiday activity clubs	5.3 Closer engagement with	LA / Partner Organisations	Ongoing	Increased relationship for mutual benefit

means quality and good practice is harder to determine	unregistered holiday provision 5.3 Encourage registration and support to obtain qualifications			Potential to monitor practice
5.4 Many parents are unfamiliar with the difference between registered and unregistered settings	5.4 Increased understanding of the benefits of CIW registered provision	LA & Partners	March 23	Parents better advised to make decisions
5.5 22% of settings stated that they were unable to care for 'non-English/Welsh' children.	Additional assessment to determine what is meant and action as appropriate	LA	March 23	Clearer picture obtained and response as appropriate

6. Needs of Parents/Carers (Demand for childcare)

6.1 Requirements

6.1.1 There is a requirement to include information on the number of childcare places required for children up to the age of 18 broken down by age range and types as below and as specified in the Childcare Statutory Guidance (2016)

6.1.2 This must include each of the following;

- Childminder
- Full Day Care
- Sessional Day Care
- Crèches
- Out of School Care
- Open Access Play Provision
- Nanny

6.1.3 As per the Childcare Statutory Guidance (2016), it is essential to include information about;

- the number of full and part time spaces required
- the number of childcare places required in which the childcare costs element of the working tax credit or universal credit may be claimed
- the number of childcare places required for which parents may claim employer supported childcare or tax free childcare

- the number of childcare places required for children who have special educational needs or require specialist care due to a disability
- demand for Childcare Offer places in addition to Foundation Phase Nursery and Flying Start
- the requirements for Welsh medium childcare or childcare provision in other languages
- the times at which childcare is required, including demand for flexible childcare that caters for irregular patterns of usage across the day, the week and the year

6.1.4 When considering current and future demand there is a recognition that some elements of future demand may need to be based on trends given uncertainty post Covid-19.

6.2 Data Capture / Methodology

6.2.1 The primary source of data capture was the Parental Survey developed by Welsh Government. This survey provided some very useful findings. The sample size of 187 is relatively good for such a survey and allows for trends and comparisons, although equally it should be noted that this equates to around 5% of families of children of childcare age being represented.

Consultation\2022 Surveys\WG Parent Carer survey.htm

6.2.2 Additionally, it was appropriate to incorporate findings from Swansea's own childcare survey undertaken during the 20/21 year.

6.2.3 Given the fact that the Family Information Service (FIS) will regularly receive enquiries and requests in relation to childcare needs identified by parents/carers, a summary of enquiries was a key element of the findings.






6.2.4 Additional surveys, such as the 'State of the Sector' survey developed by Clybiau Plant Cymru Kids Clubs, were able to be incorporated. These proved particularly useful for either corroborating or challenging findings.

6.3 Findings

6.3.1 About those Requiring Childcare

6.3.1.1 It is important to get a picture about the make-up of those requiring childcare. This includes their care responsibilities, numbers and ages of children, and what their childcare requirements relate to.

6.3.1.2 82% of respondents identify as sharing parenting with someone they live with.

Which of the following best describes your household? Please tick all that apply:				Response Percent	Response Total
1	I have sole responsibility for my children			11.76%	22
2	I share responsibility for my children with someone I live with			82.35%	154
3	I share responsibility for my children with someone I don't live with			10.16%	19
4	I am a parent to be			1.60%	3
5	I am a foster carer			0.00%	0
6	I am a grandparent			0.00%	0
7	Other (please explain):			0.53%	1
				answered	187
				skipped	0

6.3.1.3 In terms of employment status, the vast majority list themselves as employed. (Note the percentages shown are not a comparison of employment status types)

What is your current status? Please tick what best describes you:				
	You	Your Partner (if applicable)	Response Total	
Looking for a job but not working yet	72.7% (8)	27.3% (3)	11	
Employed	56.3% (170)	43.7% (132)	302	
Self-employed	32.0% (8)	68.0% (17)	25	
In education or training	72.2% (13)	27.8% (5)	18	
Not working and not looking for a job	66.7% (2)	33.3% (1)	3	
Unable to work	57.1% (4)	42.9% (3)	7	
			answered	187
			skipped	0

6.3.1.4 In terms of household weekly income, the most frequent range selected was £750 to £999, followed by £581 to £750. Note, these figures are before tax. Additionally, note the comparison with this and the average weekly childcare costs in 6.***

What is your gross household income per week (before deductions/tax)? Please add together the incomes of yourself, your partner and anyone else who lives with you. In addition to wage or salary income, don't forget to include any benefits you receive, income from savings and investment, and any other sources of income.

			Response Percent	Response Total
1	up to £100		0.00%	0
2	£100 to £149		0.55%	1
3	£150 to £249		2.20%	4
4	£250 to £349		10.99%	20
5	£350 to £499		12.64%	23
6	£500 to £580		10.44%	19
7	£581 to £750		19.23%	35
8	£750 to £999		21.43%	39
9	More than £1,000		14.84%	27
10	Prefer not to say		7.69%	14
			answered	182
			skipped	5

6.3.1.2 The survey responses include a cross-reference of all ages up to 17. Notably, some classifications include age ranges, e.g. 5 to 8, rather than single years, so it can be assumed that the greatest response was for those with children aged 2 and under.

What are the ages of your child(ren)? Please tick all that apply




			Response Percent	Response Total
1	Under age 2		36.90%	69
2	Age 2		33.69%	63
3	Age 3		17.65%	33
4	Age 4		13.37%	25
5	Age 5 to 8		39.57%	74
6	Age 9 to 11		17.11%	32
7	Age 12 to 17		13.37%	25
			answered	187
			skipped	0

6.3.1.2 It is particularly pertinent if the family identify one or more child with an additional need or disability, as previous assessments, and additional consultation and feedback, have suggested some parents feel their child's needs may not be fully met.

Do any of your children have a disability or a long-term illness?













			Response Percent	Response Total
1	Yes		9.09%	17
2	No		90.37%	169
3	Prefer not to say		0.53%	1
			answered	187
			skipped	0

6.3.1.3 12% of respondents have stated that one of more of their children has an additional need requiring support – *note, this does not automatically translate to 12% have an additional need, but 12% of families have a child with support needs, i.e. the number of children is likely to be lower than 12% due to the likelihood of most families having multiple children.*

Do any of your children have a special education need / additional learning need (they need additional support with their learning)?				
			Response Percent	Response Total
1	Yes		11.76%	22
2	No		87.70%	164
3	Prefer not to say		0.53%	1
			answered	187
			skipped	0

6.3.2 Current Use of Childcare Provision

6.3.2.1 It is important to develop a picture of current childcare use – what type, how often, why chosen, etc. The most popular ‘type’ selected during term-time was informal childcare from friends and family, followed by private day nurseries.

Do you currently use any of the following types of childcare or early education DURING TERM TIME (Please tick all that apply)?				
			Response Percent	Response Total
1	Childminder		12.43%	23
2	Before School Club/Breakfast Club		24.32%	45
3	After School Club		21.08%	39
4	Private Day Nursery		47.03%	87
5	School Nursery		9.19%	17
6	Playgroup		3.24%	6
7	Cylch Meithrin		7.57%	14
8	Drop Off Crèche		2.16%	4
9	Nanny		0.00%	0
10	Au Pair		0.00%	0
11	Family / friends (paid)		5.41%	10
12	Family / friends (unpaid)		50.81%	94
13	None During Term Time		8.11%	15
14	Other (please explain):		1.62%	3
			answered	185

Do you currently use any of the following types of childcare or early education DURING TERM TIME (Please tick all that apply)?		
	Response Percent	Response Total
	skipped	2

6.3.2.2. This increases, if not dramatically, when considering school holidays to 58% using friends and family rather than 51%, suggesting that for shorter term care requirements, i.e. up to 6 weeks of summer holidays, families are more likely to revert to family and friends. This may be impacted by the probability that children are likely to be older.

Do you currently use any of the following types of childcare or early education DURING SCHOOL HOLIDAYS? (Please tick all that apply):			
		Response Percent	Response Total
1	Childminder	12.28%	21
2	Holiday Care	8.77%	15
3	Private Day Nursery	51.46%	88
4	Pre-Prep (Private) School	0.00%	0
5	Playgroup	2.92%	5
6	Cylch Meithrin	0.00%	0
7	Drop Off Crèche	1.17%	2
8	Nanny	0.00%	0
9	Au Pair	0.00%	0
10	Playscheme	7.60%	13
11	Family / Friends (paid)	4.68%	8
12	Family / Friends (not paid)	58.48%	100
13	None During School Holidays	11.11%	19
**	Other (please explain):	4.09%	7

6.3.3.3 Notably, under ‘other’ the holidays see families looking to sports and activity clubs as providing childcare, most likely for older, school-age, children. Comments listed included;

- Sports clubs and science camps as there is limited , if perhaps no provision other than day nurseries
- Leisure centre sports club for my 10yr old
- I will need to use a day nursery when I return to work
- Leisure centre sports club
- Cylch doesn't run during school holidays. Can't afford any of the others

6.3.3.4 Parental survey findings show a heavy reliance on unpaid informal care from family & friends, yet saying this is NOT the preferred option.

6.3.1.2 The 20/21 Parent/Carer Survey asked what childcare provision is used;

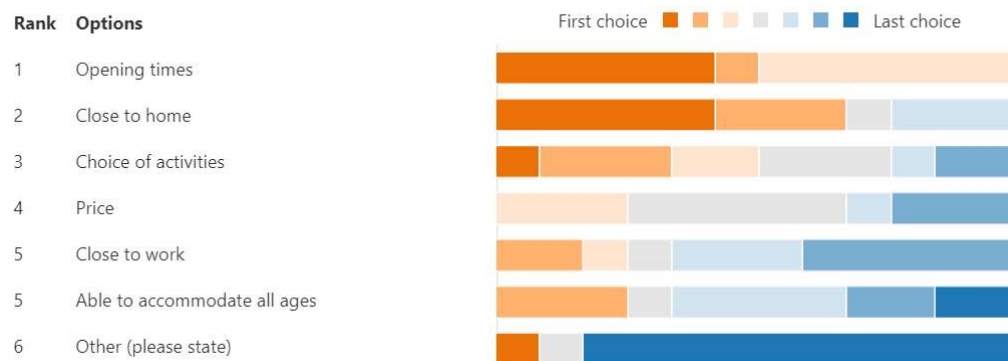
- 82% (9 of 11 who responded) stated they generally use CIW registered childcare

- 92% (11 of 12) use registered childcare during term-time and holidays as opposed to one or the other

6.3.1.3 When considering childcare, the most important factors are;

(Rank in order with the most important first)

[More Details](#)



6.3.1.4 Given how subsequent engagement has consistently shown that cost of childcare is the number one issue faced by parents/carers, it is interesting that in terms of importance, price is lower on the priority list than opening times, close to home and choice of activities.

6.3.1.5 75% (9 of 12) felt they had sufficient childcare available to suit their needs.

Comments on this were;

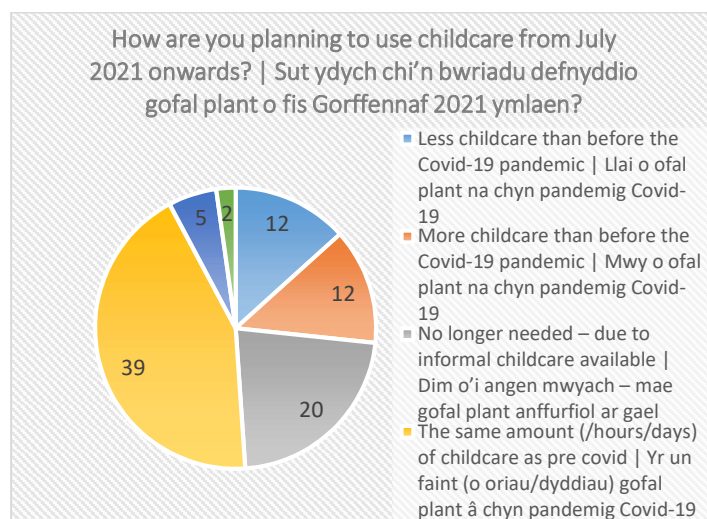
- *'While working from home we can manage with the children home as our normal childcare is not available'*
- *'Now I do, however March to September 2021 I didn't. I had a newborn and a toddler who was supposed to still go to childcare while I was on maternity. He wasn't able to go back until September as it wasn't essential'*
- *'lack of holiday cover and after school care'*
- *'Currently it is ok, however I'm expecting my second and in October I will be job hunting again. I think I will then struggle'*
- *'Good quality childcare'*
- *'Only need care for my 3 year old until he starts school full time'*
- *'Nursery and childminder'*

6.3.1.6 Clybiau Plant Cymru Kids Clubs' State of the Sector Parents' Survey identified that, in Swansea, there was a fairly consistent level of childcare needs as of July 2021. Almost 40% felt they would need the same level of pre-Covid, 12% requiring less and 12% requiring more thus cancelling each other out, and 20% saying it was no longer needed due to informal care.

As a follow-up to this, it was suggested that consideration also needs to be given to the fact that as parents start returning to the workplace even within a hybrid model, demand may rise again.

This finding does differ from other research which suggests that overall requests for formal childcare have reduced, although the timing of the research may be

significant as it compares pre-July 21 to post-July 21, i.e. both periods affected by Covid.



6.3.1.7 In terms of choice, it is noteworthy, given how few respondents feel they are unable to access childcare locally, that 91 of 187 respondents disagreed to varying degree that there was a good choice of childcare locally – with perhaps ‘choice’ being significant. The suggestion being that most can access childcare, just perhaps feeling there isn’t as wide a choice as they would like.

26.4. There is a good choice of childcare in my area			Response Percent	Response Total
1	Strongly Agree		10.7%	20
2	Tend to Agree		36.4%	68
3	Tend to Disagree		24.1%	45
4	Strongly Disagree		24.6%	46
5	N/A		4.3%	8
			answered	187

6.3.1.8 This is accompanied by information which suggests that most feel childcare is well located, suggesting that the responses in Q 26.4 are questioning the level of choice, rather than their ability to access childcare. Less than 10% strongly disagree that childcare is well located, although this in itself could be believed to require addressing.

26.5. Childcare is well located								Response Percent	Response Total	
1	Strongly Agree						25.3%	47		
2	Tend to Agree						38.7%	72		
3	Tend to Disagree						17.7%	33		
4	Strongly Disagree						9.7%	18		
5	N/A						8.6%	16		
Statistics	Minimum	1	Mean	2.38	Std. Deviation	1.2	Satisfaction Rate	34.41	answered	186
	Maximum	5	Variance	1.45	Std. Error	0.09				

6.3.2 A reassuring statistic from the survey is that over 60% of respondents (removing the 7.56% of N/A) were very satisfied with their current provider with only 7 of 172 stating they were dissatisfied.

How satisfied are you with your current childcare provider?								Response Percent	Response Total
1	Very Satisfied						57.56%	99	
2	Quite Satisfied						30.81%	53	
3	Quite Dissatisfied						2.91%	5	
4	Very Dissatisfied						1.16%	2	
5	Not applicable						7.56%	13	
Statistics	Minimum	1	Mean	1.7	Std. Deviation	1.12		answered	172
	Maximum	5	Variance	1.24	Std. Error	0.09		skipped	15

6.3.2.1 There is a noticeable reduction in levels of satisfaction when differentiating between term-time and holiday provision, with the latter appearing less appropriate. Overall, however, levels of satisfaction are high.

26.1. I am satisfied with my childcare in term time								Response Percent	Response Total
1	Strongly Agree						41.4%	77	
2	Tend to Agree						34.9%	65	
3	Tend to Disagree						6.5%	12	
4	Strongly Disagree						4.3%	8	
5	N/A						12.9%	24	
								answered	186

26.2. I am satisfied with my childcare in school holidays								Response Percent	Response Total
1	Strongly Agree						31.7%	59	
2	Tend to Agree						28.0%	52	
3	Tend to Disagree						11.3%	21	
4	Strongly Disagree						10.2%	19	
5	N/A						18.8%	35	
								answered	186

This doesn't, however, indicate whether the provision they use in holidays is unregistered such as leisure centres etc or registered childcare.

6.3.2.2 Consistent with other findings, being 'more affordable' is the most stated way that parents/carers would be satisfied with their childcare arrangements. Interestingly, 'better quality provision' is selected several times, but the key statistic is probably that 180 of 187 skipped this question, which suggests quality of provision is not a concern.

It is worth noting that no respondent felt unhappy with meeting their child's ALN when 17 responses (above) said yes they had a child with ALN (no 9 on table below)

If you are unhappy with a certain aspect of your childcare arrangements, please tell us how it could be improved:				Response Percent	Response Total
1	More hours available (setting is too busy /full)			42.86%	3
2	Extend opening hours - early mornings			28.57%	2
3	Extend opening hours – evenings			42.86%	3
4	Extend opening hours – to cover weekend			0.00%	0
5	Extend opening hours – overnight care			0.00%	0
6	More flexible sessions (ad hoc care)			14.29%	1
7	More affordable			57.14%	4
8	Different location			0.00%	0
9	Childcare that is better at meeting my child's additional learning needs			0.00%	0
10	Better quality provision			42.86%	3
11	No improvements needed			0.00%	0
12	Other (please explain):			14.29%	1
				answered	7
				skipped	180

Notable comments under 'other' include;

'I'd prefer a childminder with smaller numbers of children but none available in our area'.

In terms of reliability of childcare arrangements, less than 17% agreed, to varying degrees, that their childcare option can be unreliable which causes problems. It is unfortunate that this does not detail what type of care this relates to as 17% of formal childcare being unreliable would be a concern, but this may relate to informal care.

26.10. I have a problem with childcare arrangements that are unreliable (eg. cancel sessions at short notice)_			Response Percent	Response Total
1	Strongly Agree		7.0%	13
2	Tend to Agree		9.7%	18
3	Tend to Disagree		21.1%	39
4	Strongly Disagree		26.5%	49
5	N/A		35.7%	66
			answered	185

6.3.2.3 In terms of whether childcare is appropriate for their child's needs, 29 of 187 respondents disagreed. Unfortunately, the findings do not allow respondents to

state why they feel this, but it is fair to make an assumption that some of these will relate to a view regarding an additional need or disability. Other options could relate to the child’s age.

26.6. Childcare caters for my children’s needs			Response Percent	Response Total
1	Strongly Agree		36.4%	68
2	Tend to Agree		34.2%	64
3	Tend to Disagree		7.5%	14
4	Strongly Disagree		8.0%	15
5	N/A		13.9%	26
			answered	187

6.3.2.4 Over 50% of respondents felt they would like their child to attend more registered childcare. The suggestion being that they are accessing either unregistered or informal childcare, e.g. friends and family. This finding is consistent with other parental preferences which suggest a desire to attend a particular childcare type which doesn’t always manifest in reality.

26.7. I would like my child to attend more registered childcare								Response Percent	Response Total	
1	Strongly Agree							31.2%	58	
2	Tend to Agree							24.2%	45	
3	Tend to Disagree							14.0%	26	
4	Strongly Disagree							5.4%	10	
5	N/A							25.3%	47	
Statistics	Minimum	1	Mean	2.69	Std. Deviation	1.57	Satisfaction Rate	42.34	answered	186
	Maximum	5	Variance	2.46	Std. Error	0.12				

6.3.3 Over 60% of respondents stated that they expected to require more childcare over the next couple of years. On the face of it, that suggests an increased demand for childcare, although this needs to be caveated with the high number of respondents who identified their children were aged under 2 which suggests this is the main reason.

Do you anticipate you will need more or less childcare in the next couple of years?			Response Percent	Response Total
1	More		61.50%	115
2	Stay the same		20.86%	39
3	Less		12.83%	24
4	Don't know / Not sure		4.81%	9
			answered	187
			skipped	0

6.3.3.1 As anticipated, most of those expecting childcare needs to reduce identify this as being due to children getting older. *Notably, only 2 of the 24 respondents identify expecting to work/study from home more as a reason for needing less childcare. Given the recent increase in home working, a reduction in childcare needs was considered likely.*

You mentioned you will be using less childcare, why is this? Please tick all that apply							Response Percent	Response Total
1	Child will be older						100.00%	24
2	Expect to work / study less hours						0.00%	0
3	Expect to work / study from home more						8.33%	2
4	Trying to have more time with family						4.17%	1
5	Concerns around COVID-19 / infections						0.00%	0
6	Concern about COVID-19 disruption to services / closure						4.17%	1
7	Other (please specify):						8.33%	2
Statistics	Minimum	1	Mean	1.8	Std. Deviation	1.78	answered	24
	Maximum	7	Variance	3.16	Std. Error	0.32	skipped	163

6.3.3.2 Where parent/carers felt they would be using more childcare in the coming years, it is worth noting that unpaid family and friends appear the 4th most popular choice of childcare behind breakfast club, after school club and private day nursery.

6.3.3.3 If you were to compare this to the table in 6.3.1.2 where ‘actual’ childcare puts friends and family significantly ahead, there may be a suggestion that parents intend for their children to access formal childcare, then the reality is using more informal care.

You mentioned you will be using more childcare, what type of care or early education do you anticipate using more of in the next couple of years? Please tick all that apply							Response Percent	Response Total
1	Childminder						22.61%	26
2	Before School Club/Breakfast Club						55.65%	64
3	After School Club						55.65%	64
4	Private Day Nursery						60.87%	70
5	School Nursery						35.65%	41
6	Playgroup						8.70%	10
7	Cylch Meithrin						19.13%	22
8	Drop Off Crèche						5.22%	6
9	Nanny						0.87%	1
10	Au Pair						0.00%	0
11	Pre-Prep (Private) School						0.00%	0
12	Holiday club						21.74%	25
13	Family / friends (paid)						7.83%	9
14	Family / friends (not paid)						46.09%	53
15	Not applicable						0.87%	1
16	Other (please explain):						0.87%	1
Statistics	Minimum	1	Mean	5.83	Std. Deviation	4.38	answered	115
	Maximum	16	Variance	19.16	Std. Error	0.22	skipped	72

6.3.3.4 The summary questions within the parental survey suggest an overall level of satisfaction with a clear consensus that the quality of provision is high. Yet, notably, less respondents felt the choice of childcare to be good.

It is an interesting consideration as to how much thought needs to be given to the question of choice, i.e.;

If families overall feel they are limited in their choice of childcare, but what they can access is high quality and meets their needs, to what extent should there be efforts to increase the level of choice?

Thinking about all the childcare you use for your children, or are aware of, how much do you agree with the following statements:						
	Strongly Agree	Tend to Agree	Tend to Disagree	Strongly Disagree	N/A	Response Total
I am satisfied with my childcare in term time	41.4% (77)	34.9% (65)	6.5% (12)	4.3% (8)	12.9% (24)	186
I am satisfied with my childcare in school holidays	31.7% (59)	28.0% (52)	11.3% (21)	10.2% (19)	18.8% (35)	186
The quality of childcare is high	44.6% (83)	35.5% (66)	5.4% (10)	2.2% (4)	12.4% (23)	186
There is a good choice of childcare in my area	10.7% (20)	36.4% (68)	24.1% (45)	24.6% (46)	4.3% (8)	187
Childcare is well located	25.3% (47)	38.7% (72)	17.7% (33)	9.7% (18)	8.6% (16)	186
Childcare caters for my children's needs	36.4% (68)	34.2% (64)	7.5% (14)	8.0% (15)	13.9% (26)	187
I would like my child to attend more registered childcare	31.2% (58)	24.2% (45)	14.0% (26)	5.4% (10)	25.3% (47)	186
Childcare is too expensive	78.6% (147)	13.4% (25)	3.7% (7)	1.6% (3)	2.7% (5)	187
I would prefer to use family/friends for childcare	15.1% (28)	21.5% (40)	30.1% (56)	11.3% (21)	22.0% (41)	186
I have a problem with childcare arrangements that are unreliable (eg. cancel sessions at short notice)_	7.0% (13)	9.7% (18)	21.1% (39)	26.5% (49)	35.7% (66)	185
Childcare is a barrier to me accessing employment or training	31.5% (58)	21.2% (39)	12.5% (23)	9.2% (17)	25.5% (47)	184
I know where to find out information about childcare	22.6% (42)	31.7% (59)	26.3% (49)	12.9% (24)	6.5% (12)	186
I know where to find out info on financial assistance for childcare	11.8% (22)	25.1% (47)	32.1% (60)	26.7% (50)	4.3% (8)	187
					answered	187
					skipped	0

6.3.3.6 The Welsh Government Parental Survey concluded by asking if there were any specific issues finding childcare for one or more of their children. Notably, 102 of the 187 respondents gave a specific response to this. All responses have been logged and noted, but the following were identified as particularly noteworthy;

- *'The cost of the childcare is way too expensive for working parents who live together, especially with more than 1 child. It stops one of the parent to take up a legal job, especially mothers. Cost of the childcare during school holidays is insane! 2 x school age plus a toddler is more than £100 a day!!!! When you want a well paid job, first steps after maternity leave is to find training and then experience, which usually leads to being paid minimum wage which won't pay for childcare during half terms, when you consider a family has bills to pay. That's why Swansea is a graveyard for ambitious parents'*

- 'I am a single parent and the fact that the local primary school ran a pre-breakfast club and after school club is the sole reason I have been able to work full time and progress in my career. It has been invaluable to me. An absolute god send. I actually moved my daughter to this school for that reason.'
- 'No private nursery within walking distance of house despite having 4 primary schools within walking distance. This means we have no choice but to drive into work and drop son off on way.'
- 'There is a lack of childcare for secondary school age children. There is no facility that can allow parents to work a full time job whilst also trying to get the child to the secondary school. There is no provision for 11- 14 year olds in Swansea.
There is a lack of school holiday clubs that run long enough to allow a full days work'
- 'It's extremely costly there is no funding before age 3 for working parents that don't claim benefits and thereafter the 30hrs free scheme is a lie because its worth a value and often doesn't cover the costs and you end up with half of the 30hrs in private settings'
- 'There is very limited childcare available for shift workers.'
- 'There is childcare available but it's not accessible for those on a minimum wage or part time.'
- 'Me and my partner work till late evening hours so the most difficult for us was found nursery where we can leave our son at list till 6.30-7pm. Cost of private nurseries are really high'
- 'The breakfast club does not start early enough, I am always late for work. The after school clubs* are constantly being cancelled, it is for this reason, I try to get extended family to collect from school instead of using the clubs. I work full time. My youngest child is in paid for nursery, I try to keep this to a minimum because it is so expensive. I have 3 children, two different fathers, I have no financial help and very little childcare help from one of them, the other I have no financial help but a lot of childcare help from. Childcare arrangements is the biggest stress of my life and if were cheaper, I would use it a lot more'
- 'I work shifts, it was difficult to find somewhere that could accommodate different days a week.'
- 'The cost of childcare was a barrier to full time work and the inflexibility and time commitments needed mean I have had to find a new job that is more structured and doesn't involved shift work'
- 'I have a disabled child, aged 16, and there is zero childcare provision for him. He has profound physical and learning disabilities and is a wheelchair user. My husband cannot work because we have no childcare for school holidays for our son and he needs 1:1 care 24/7'
- 'I was quoted £65 a day to look after my little boy, which isn't far off what i earn after tax. Once I pay fuel and parking, I'm actually worse off working if I had to pay for childcare.'
- 'It's understanding what is available, for when your child is aged 2/3 up some can go to nursery at school for morning or afternoon but it not really clear what is required ie some can go from age 2 and other 3 onwards. And it's hard to know what finding is out there to support you.'
- 'I work for the nhs and no childcare setting starts early enough or ends late enough-I really struggle. I want to go to uni to further my career but cannot due to no family help and no childcare'
- 'I would love access to a cylch in my area as my older children go to welsh medium school and my baby boy won't have access to Welsh medium childcare when I go back to work as I will have to pay for private nursery and grandparents.'
- 'No one caters for children who have experienced trauma, have ADHD or MH problems'
- 'It is difficult to understand how to apply for financial help to pay for childcare and the financial support for when your child is under the age of 3 is hugely insufficient and has prevented both my partner and training or working at various times.'
- 'All summer holiday provision has opening hours that are way too short for someone who is working a full day'
- 'My daughter is 3 and we now use the 30 free hours for her which is amazing. We are so grateful for this support. For my son I do feel anxious as it'll be another 2+ years until we can apply for that. We cannot afford to put him in nursery a 3rd day a week which ideally would cover most of my working hours as that would cost us £672 a month which we simply can't afford. We have to rely on family for support which is difficult.'
- '

6.3.3.7 Additionally, there were many references to prohibitive costs and lack of school pick-up services.

If you do not access any childcare, please tick the reason(s) why:			
		Response Percent	Response Total
1	My child is on a waiting list for a provider and we are waiting for a place to become available	0.00%	0
2	I use informal childcare such as a family member or friend	37.68%	26
3	I choose not to access any childcare	2.90%	2
4	I am a stay at home parent and have no need for childcare	5.80%	4
5	My children are old enough to look after themselves	5.80%	4
6	There is no childcare with sufficient quality	8.70%	6
7	There is no suitable Welsh Language provision	4.35%	3
8	No suitable provision in our language, which is neither Welsh nor English	0.00%	0
9	The childcare available is not flexible enough for my needs	18.84%	13
10	The cost of childcare is too expensive	65.22%	45
11	Childcare times are unsuitable	11.59%	8
12	There is no childcare available that is suitable for my child's age	5.80%	4
13	There is a problem with transport	7.25%	5
14	There is no childcare where I need it to be	10.14%	7
15	There is no childcare that can cater for my child's specific needs	10.14%	7
16	I only use childcare on an ad hoc basis and it is impossible to plan	8.70%	6
17	Other (please explain):	13.04%	9
		answered	69
		skipped	118

Where 'other' was indicated, the responses were as follows;

- *I am the childcare as I am a childminder.*
- *Currently having to find childcare due to change in work commitments but the cost is too high*
- *Expensive*
- *I will use a day nursery when I return to work in January 2022 from maternity leave*
- *My 8 yo attends childcare, teenagers don't*
- *Will use after school club but school has still not re started this even though all other schools in area have.*
- *I am working from home so i can collect her.*
- *I have to select an English childminder as there are no Welsh nurseries or childminders in the area which is very disappointing as we are a Welsh speaking family*
- *i work school hours*

6.3.4 Preferred Medium

6.3.4.1 Of 117 respondents, 26 stated that they accessed childcare through the medium of Welsh – a figure of 22%, which is higher than the proportion of childcare settings which deliver Welsh medium provision.

Do you access childcare through the medium of Welsh?							Response Percent	Response Total
1	Yes						22.22%	26
2	No						75.21%	88
3	Unsure / do not know						2.56%	3
Statistics	Minimum	1	Mean	1.8	Std. Deviation	0.46	answered	117
	Maximum	3	Variance	0.21	Std. Error	0.04	skipped	70

6.3.4.2 Of those 91 who stated they do not currently access childcare through Welsh medium (including 3 unsure/don't know), 16 stated they would like to access via Welsh, with a further 26 responding 'maybe'. Put another way, over half of respondents stated they either currently or would like to /potentially like to access Welsh provision.

If no, would you like to access childcare through the medium of Welsh?							Response Percent	Response Total
1	Yes						17.58%	16
2	Maybe						25.27%	23
3	No						51.65%	47
4	Don't know						5.49%	5
Statistics	Minimum	1	Mean	2.45	Std. Deviation	0.84	answered	91
	Maximum	4	Variance	0.71	Std. Error	0.09	skipped	96

6.3.4.3 Noticeably, being able to access Welsh medium provision appeared the biggest barrier or influencing factor, with distance and availability being most selected answers – availability selected by 77% of respondents, which suggests a lack of provision, however, noting that only 35 of 187 chose to answer this question.

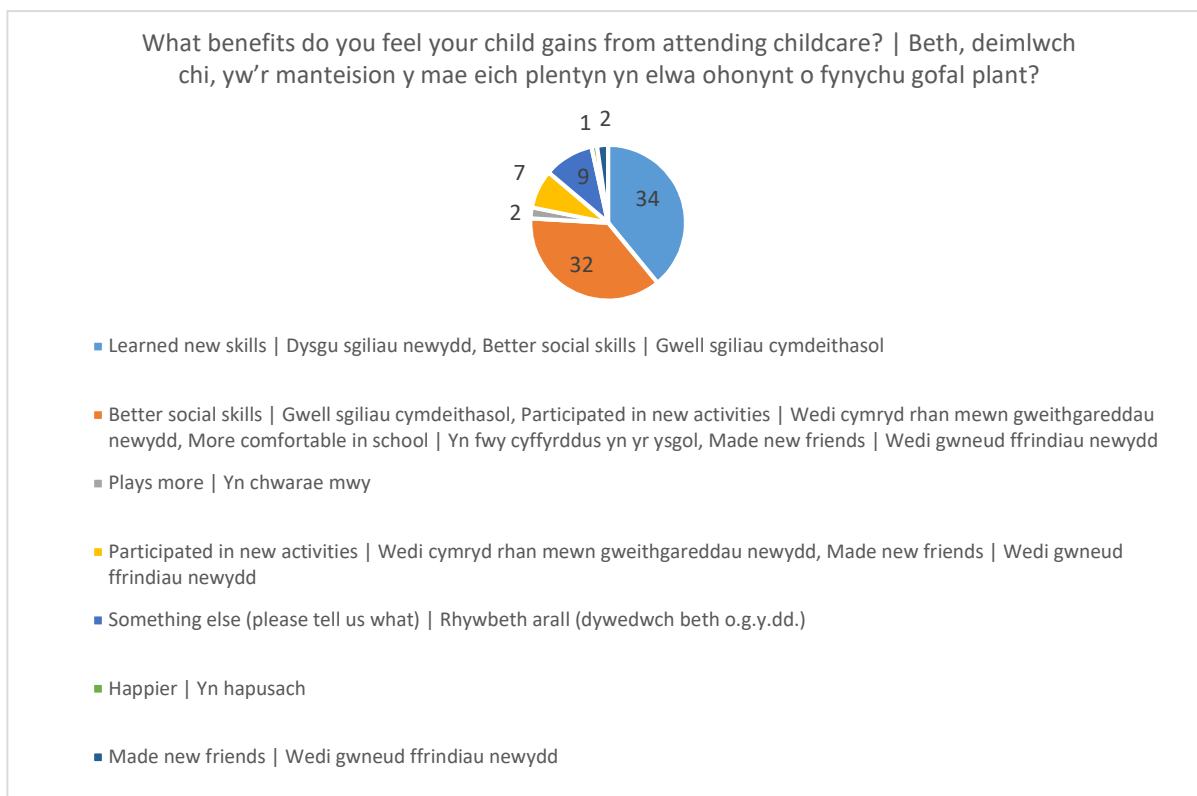
You told us you are not using Welsh medium childcare, but you might like to. What issues do you face accessing Welsh medium childcare? Please tick all that apply							Response Percent	Response Total
1	Distance						40.00%	14
2	Availability						77.14%	27
3	Quality of Care						5.71%	2
4	Staff language capability						22.86%	8
5	Cost						14.29%	5
6	Insufficient hours of care						8.57%	3
Statistics	Minimum	1	Mean	2.53	Std. Deviation	1.45	answered	35
	Maximum	6	Variance	2.11	Std. Error	0.19	skipped	152

Specific comments in response to this question were;

- *He speaks Welsh when in the care of his grandmother 3 days a week. In English speaking nursery 2 days a week. Both parents are not fluent in Welsh.*
- *My eldest attends welsh medium education, only welsh medium daycare I know of is in Carmarthen University which was 45 mins away . Which has now closed.*

- My child will be attending the Cylch in January
- I need it to be local and there's none locally

6.3.5 Clybiau Plant Cymru Kids Clubs’ State of the Sector parents’ survey asked what benefits parent/carers feel their child gets from attending. Whilst only being able to select one option, it is notable that over 1/3 of responses related to both learning new skills and better social skills. Only one answered ‘happier’, with a far higher 7 selecting ‘something else’ most of whom added ‘none’ to explain what.



6.3.6 Costs of Childcare

6.3.6.1 By some distance, cost of childcare is the number 1 area that parents/carers are concerned about (95% of responders felt it was too expensive)

6.3.6.2 In terms of how much families spend per week on childcare, the most frequently selected amount was £100-£199. There is a useful comparison with the table in section 6.3.1.4 of average weekly household income. With the most frequently selected ranges of £750 to £999 for income and £100 to £199 for childcare costs, a basic estimation of percentage of weekly income going to childcare is between 13% and 20%. Although as a percentage of take-home pay, it is likely to be closer to 25%-30%.

How much on average do you pay per week for your childcare (not including government funded childcare)?			
			Response Percent Response Total
1	£0		14.12% 24
2	1p - £10		2.35% 4
3	£10 - £49		17.06% 29
4	£50 - £99		17.06% 29
5	£100 - £199		32.94% 56
6	£200 - £299		8.24% 14
7	£300+		8.24% 14
			answered 170
			skipped 17

6.3.6.3 However, 99 of the 187, i.e. more than half, identified support towards the cost of childcare. Given that 2 thirds of these identify ‘childcare vouchers / tax free childcare’ it is likely that this includes 30 Hour funding.

Do you receive any other help towards the cost of childcare? Please tick all that apply:			
			Response Percent Response Total
1	Childcare element of the Working Tax/Universal Credit		22.22% 22
2	Childcare vouchers / Tax free childcare		68.69% 68
3	Childcare Grant for Students		2.02% 2
4	Employer contribution		1.01% 1
5	Other (please say):		14.14% 14
			answered 99
			skipped 88

Where respondents stated ‘other’, the following comments were made;

- 30 hours
- £70 maximum entitlement
- Accept all of the above through my childminding business
- Erratically receive UC help, some months I earn a bit more sometimes less, UC doesn't look at whole tax year which makes it very anxiety ridden to know if we'll get help one month. Very often I work just to pay childcare:
- NONE- I have no choice but to take loans out.
- Adoption allowance
- Not sure what it's called. One of the first two options
- Direct payments for disabled child

Summary of Key Findings

- Over 60% of parent/carers state they do not know how to access support towards childcare costs
- Over half of Swansea parent/carers responded that childcare was a barrier to employment or training
- 91% of respondents felt quality of childcare was high
- Yet less than half felt there was a good choice of childcare in their area
- *The response from BAME families is significantly lower than would be expected from a representative sample*

6.3.7 Childcare Costs

6.3.7.1 Based on information provided by the sector, the average cost for a childcare full day place is **£38.37**. However, this is the overall average covering all full day provision, which includes all registered provision therefore the results are likely to have been 'skewed' by some extremities.

6.3.7.2 For those charging an hourly rate, £5 per hour is consistently set as the rate.

6.3.7.3 Most full day care settings offer a full day or half day rate. It is noted that in several incidences where parental need differs from standard morning and afternoon timings, e.g. require 12-5 when mornings are 8-1 and afternoons are 1-6, the setting charges the full day rate. Whilst understandable where it would prevent a morning children from attending, this will be prohibitive to some.

6.3.7.4 Given that parent/carers report cost as the primary barrier, the rate is significant.

6.3.8 Childcare & Employment

6.3.8.1 Swansea's additional employee focussed survey identified additional views and requirements in relation to a work role. Notably, almost $\frac{3}{4}$ of respondents were from large employers.

2. How would you describe the size of this company?

[More Details](#)

● Small (less than 50 employees)	4
● Medium (between 50 and 250...)	6
● Large (250+ employees)	27



6.3.8.2 When asked to state their job role, the vast majority were administrative which is in keeping with the information obtained in section 9 Population.

6 respondents (16%) answered **Manager** for this question.

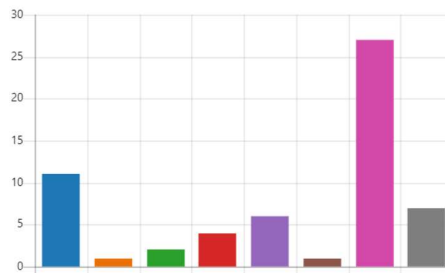


6.3.8.3 Responses to types of childcare used also echoed similar surveys, with ‘informal e.g. family, friends’ almost outweighing all others combined. ‘Other’ accounted for 12% of responses which would benefit from further analysis.

5. Do you use any of the following types of childcare?

[More Details](#)

Full daycare	11
Sessional daycare	1
Registered Childminder	2
Crèche	4
Out of School Care	6
Open Access Play Provision	1
Informal e.g. family, friends	27
Other	7

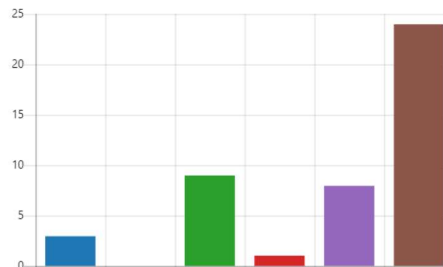


6.3.8.4 Additionally, the findings reflected the response that most are working traditional hours with some working prior to 8am or in the evenings. Notably, none of the respondents undertook shift work which suggests an additional survey canvassing this group would be beneficial.

8. Do you work any of the following irregular hours?

[More Details](#)

Weekends	3
Shift work	0
Evenings	9
Overnight	1
Before 8am	8
None of the above	24



6.3.8.5 Consistent with other surveys, cost of childcare was comfortably the most frequently stated barrier, although almost 20% stated a lack of suitable provision.

9. If you have ever experienced barriers when looking for childcare please tick all that apply from the list below:

[More Details](#)

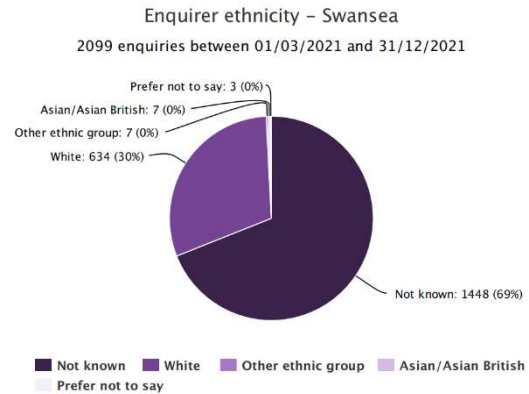
Lack of suitable provision	11
Provision being too expensive	21
Provision unable to provide su...	8
Unable to find provision that ...	5
Never had any issues finding s...	11



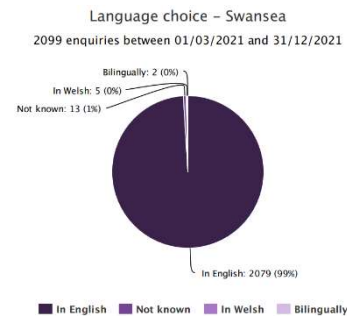
6.4 Information

6.4.1 A key element of assessing parental need is via enquiries logged with the Family Information Service (FIS). From March 2021, each enquiry was registered on Dewis which provided a useful overview of both those who were enquiring and what their enquiries related to.

6.4.1.1 Whilst the majority of enquirers did not have their ethnicity identified as part of their enquiry, it is still notable that, of those who did, 634 identified as white, 7 as Asian/Asian British and 7 from another ethnic group.

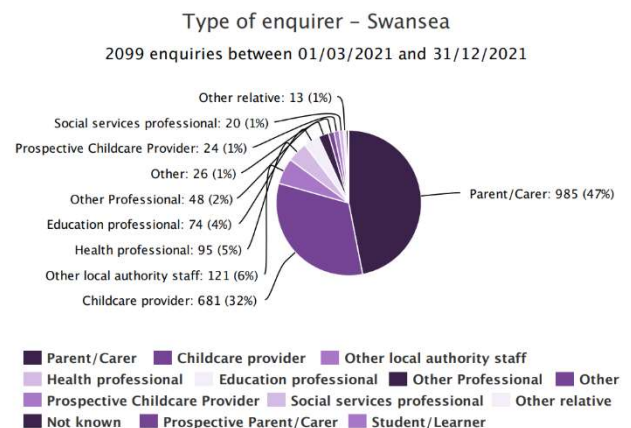


6.4.1.2 Significantly, 2079 (99%) of all enquiries to FIS were made in English, with only 5 in Welsh and 2 bilingually.

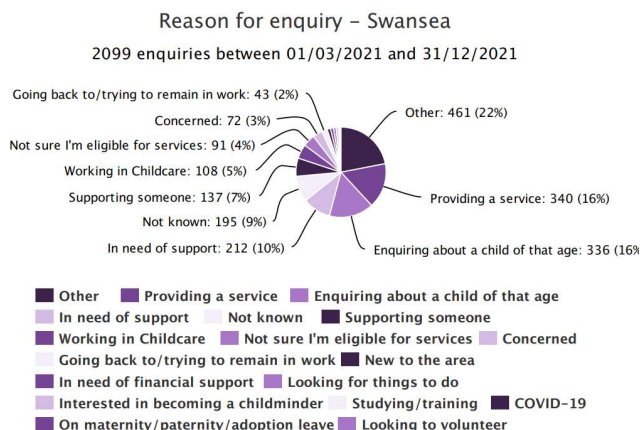


6.4.1.3 In terms of ‘type’ of enquirer, parent/carers accounted for 47% of all enquiries received.

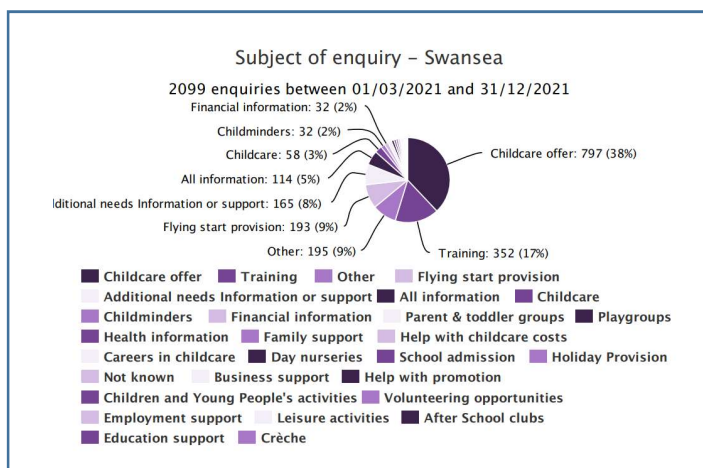
However, this does suggest that just over half of enquiries do not specifically relate to parent/carer requests.



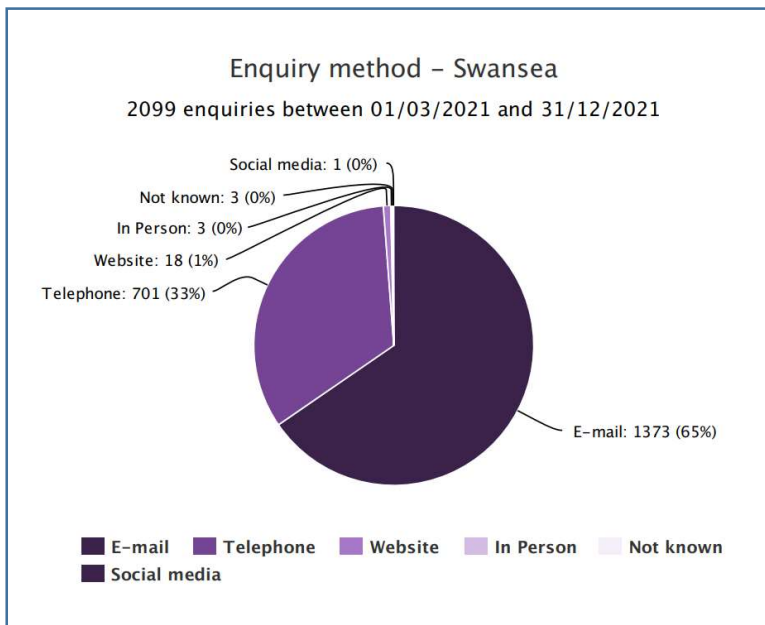
6.4.1.4 In terms of the reason for enquiring to FIS, 16% were enquiring about their child, 10% were in need of support and 2% were looking to return to work. 4% were enquiring as not sure about eligibility.



6.4.1.5 Notably, 38% of enquiries related to the Childcare Offer. Flying Start (9%) and Additional Needs (8%) were the next most frequent, aside from training.



6.4.1.6 65% of enquiries were via e-mail, with an additional 1/3 via telephone. Website, social media and in person contact equates to less than 2% between them.



6.4.1.7 Additionally, there is work in place to develop Parent Champions, as part of the Early Years Integration and Transformation agenda (Pathfinder), which will support this process.

6.5 Coram Holiday Childcare Survey

6.5.1 The Coram Holiday Childcare Survey is completed annually as a means of identifying demand for holiday childcare. As most of the Swansea-specific information is obtained via the local authority and therefore will already be factored in, it is worth considering the document in terms of overall trends (See Section 16 Gap Analysis)

<https://www.familyandchildcaretrust.org/holiday-childcare-survey-2021>

Areas for action

Coram Family and Childcare are calling on the UK, Scottish and Welsh Governments to:

- ▶ *Include out of school childcare within pandemic recovery planning, given its vital role around helping children to catch up on lost learning and supporting parents to work.*
- ▶ *As part of the evaluation of the Holiday Activities and Food programme, consider the role that this funding could have to improve access to affordable, high quality childcare and feed this learning into future funding.*
- ▶ *Move to upfront payments for the childcare element of Universal Credit so that it offers comparable support to families claiming Tax Free Childcare. This will mean that parents can get the support they need to be able to pay the higher childcare costs during school holidays.*
- ▶ *Make sure there is enough year round childcare for every working family that needs it, including school age children. Governments should prioritise the groups that currently face the biggest shortages: children in rural areas, 12 to 14 year olds and disabled children.*

6.6 Demand for childcare summary and key actions

6.6.1 In simplest terms, parent/carers have a desire for their child to attend more formal childcare for the opportunities to engage with their peers and many have a desire for Welsh medium to be a part of this – yet they invariably elect to either access informal childcare or English speaking provision, citing cost and lack of availability of Welsh medium provision as main barriers.

6.6.1.1 *It could be suggested that parent/carers set out with an aim of their child receiving 'the best' which could be regarded as formal care affording interactive and developmental opportunities and the chance to be bilingual, but when it comes to it, they opt for more familiar arrangements.*

6. Demand for Childcare – Summary of Key Findings

- By some distance, the primary area of concern for parents/carers was the cost of childcare, with many finding it too expensive.
- Overall, parents are happy with the quality of local childcare
- Notably, the most frequent response was that childcare used was informal care provided by friends and family, but many conversely state that this wouldn't be their first choice.
- This is potentially backed up by findings from those who will be accessing more childcare over the coming two years who noted breakfast clubs, after school and full day care above friends & family. This might suggest that parents/carers set out with the intention of accessing formal care but often elect to use family instead.
- There is a suggestion that more families would like their child to attend Welsh medium provision than is currently available.
- The Coram Holiday Childcare report suggests a shortfall in provision for 12-14 year olds
- *Ultimately, CSA's have traditionally identified gaps or trends from parents that, when followed up, suggest that the need is not there in reality. Work needs to happen to further dissect any trend or perceived gap, to test its validity.*

6. Demand for Childcare – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
6.1 High number of respondents stating cost is a barrier to childcare	Increase take-up of tax credits (see 13) Work with settings on sibling discounts and other	LA & Partners	Ongoing	Increase in families accessing tax credits Fewer reporting cost is a barrier
6.2 Parents reporting a lack of 'choice' of childcare (while noting they have childcare available)	Consider implication of 'choice'	LA & Partners	March 24	Identify whether insufficient choice means more provision is needed
6.3 Perceived finding that parents would prefer formal care but later opt for informal care from parents.	Undertake additional research / engagement to identify reasons for this	LA & Partners	March 23	Additional evidence to identify any specific barriers to realising aim
6.4 Need to engage parent/carers in planning and policy development	Development of Parent Champions	LA & Partners	March 23	Parent Champions in place and engaged
6.5 Satisfaction with quality of holiday provision was proportionately lower than term-time	Further assessment of why this difference exists and corrective measures where appropriate	LA & Partners	March 24	Identify if satisfaction is lower and address reasons

6.6 Suggestion that more families would like their child to attend Welsh medium provision than is currently available	Further assessment of why they feel this	LA & Partners	March 24	Identification of whether this represents a deficiency
6.7 Ensuring that parental needs identified within CSA are followed up to confirm validity	Develop social media presence or other parental engagement to 'test' key findings	LA	March 23	Social media 'childcare sufficiency presence' in place
6.8 Consider Coram finding of shortfall in holiday care for 12-14 years	Identify whether an issue or case of low demand	LA & Partners	March 25	Research completed evidencing gap or otherwise

7. Geographical Distribution

7.1 Requirements

- 7.1.1 It is necessary to include an analysis of geographical distribution of each type of childcare in the LA area and any gaps in distribution.
- 7.1.2 To effectively evaluate, it is important to consider the geographical make-up of the area, considering access to and from each ward, as well as the impact of neighbouring wards*.
- 7.1.2.1 * It is pertinent to note that for the 2017 CSA, 2 wards – Fairwood and Mawr – were identified as deficient due to a lack of childcare provision within the ward. However, subsequent development work and enquiries have identified there is no unmet need, suggesting that those within each ward were able to access provision in neighbouring wards.

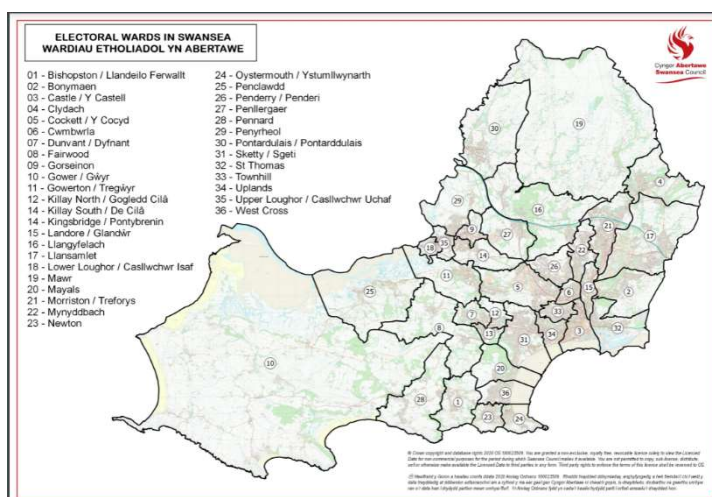
7.2 Data Capture

- 7.2.1 This section pulls together data from the SASS, Dewis and the range of internal surveys that formed ward overviews for each area. It is worth noting that supply by area is subject to fluctuation so maps are as of January 2022.
- 7.2.2 Additionally, these were cross-referenced against ward data. This data ultimately derives from the 2021 Census, although due to timescales, 2020 mid-year estimates were used to form initial conclusions that were then cross-referenced once full 2021 data was available.
- 7.2.3 The Local Authority's Research & Information team provided geographical data to support completion.

7.3 Geographical Overview of Swansea

- 7.3.1 Swansea is an area of geographical diversity comprising a mix of densely populated urban communities and large rural spaces.

As detailed in section 9, it is bordered by Carmarthenshire in the North West and Neath Port Talbot to the East.



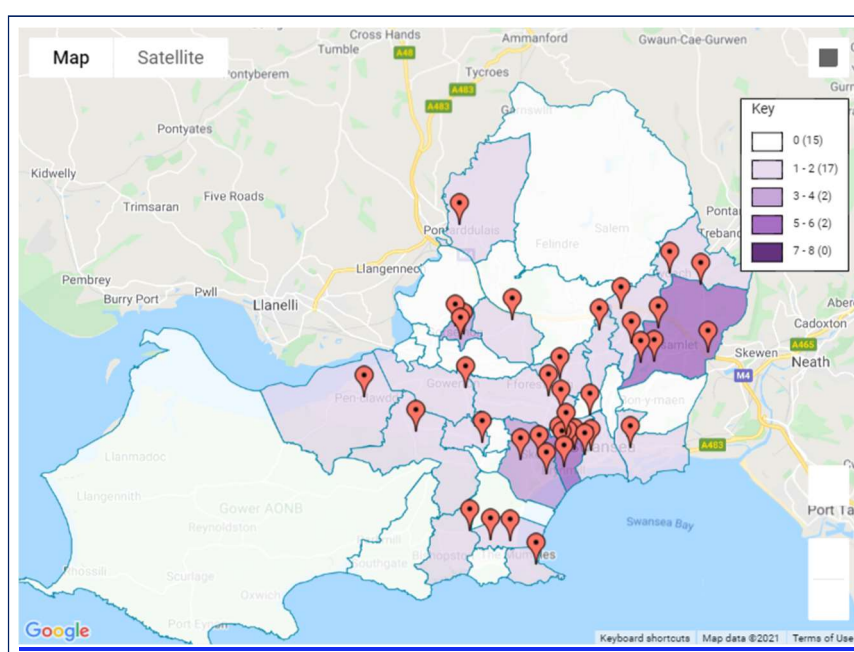
7.4 Key Findings

7.4.1 Distribution of Full Day Care Provision (Day Nurseries)

7.4.1.1 As evidenced in the diagram below, our registered day nurseries are relatively closely located, with several areas appearing to be less favourably served.

7.4.1.2 Two wards (Llansamlet & Uplands) contain between 5 and 6 day nurseries, although both are areas that serve large areas of employment.

7.4.1.3 Notably, 15 of Swansea's 36 wards do not have a registered day nursery within them. By itself, this suggests deficiency, although this cannot be considered in isolation. As a counter to this, there is no ward that doesn't have a day nursery in an adjoining ward.



Supply of Day Nurseries
by Ward

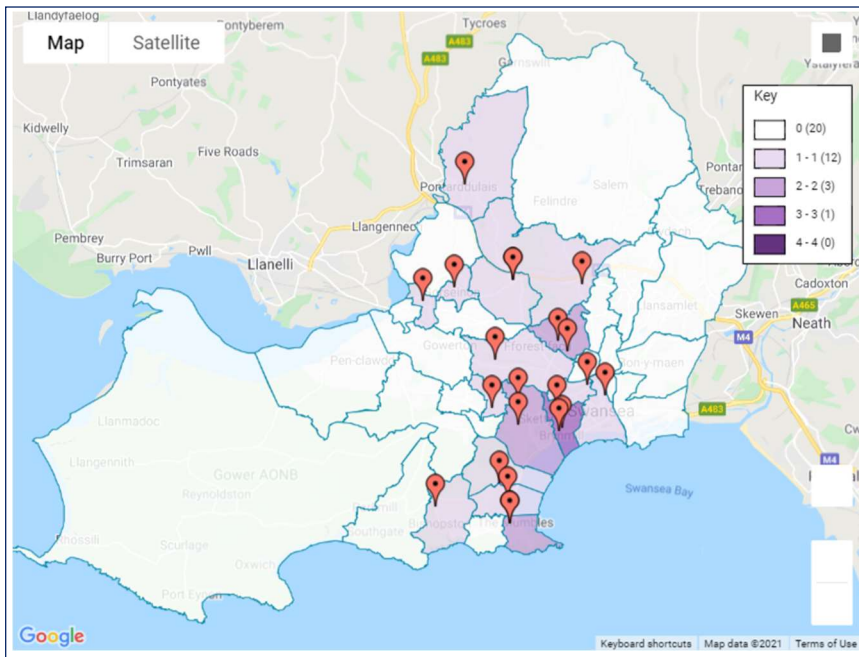
Source: Dewis December
2021

7.4.2 Distribution of After School Clubs

7.4.2.1 The distribution of Swansea's after-school clubs is comparatively even with 16 wards having between 1 and 3 settings.

7.4.2.2 There is a clear 'central band' of settings running from Pontarddulais in the north to Bishopston in the South, with none of the 14 wards furthest East and West having provision.

7.4.2.3 There is a clear difference between day nursery and after school club provision in West with Llansamlet and the neighbouring wards having a high number of day nurseries that is not replicated with provision for school-age children.

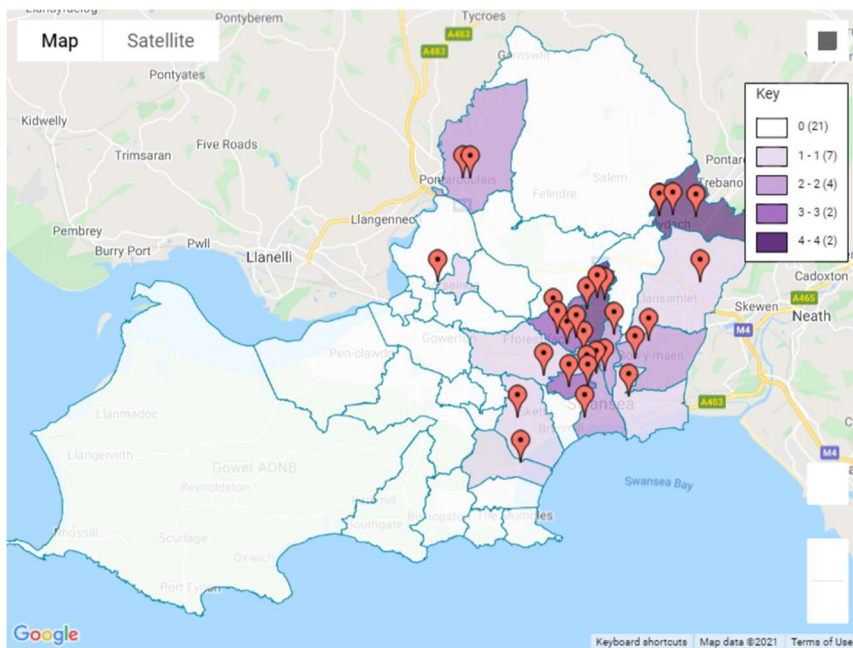


Supply of After School Clubs by Ward

Source: Dewis December 2021

7.4.3 Distribution of Sessional Day Care

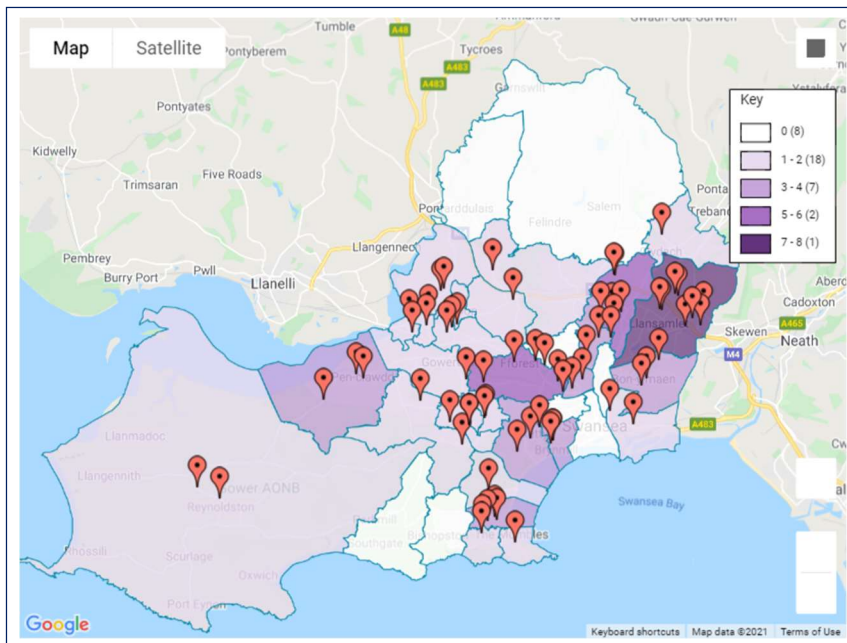
7.4.3.1 Sessional care includes play groups as identified on Dewis. Whilst generally following a similar pattern to other types, it provides more of a picture of coverage within the East/Central area with only 3 settings outside of this.



Supply of Sessional Care by Ward

Source: Dewis February 2022

7.4.4 Distribution of Childminders



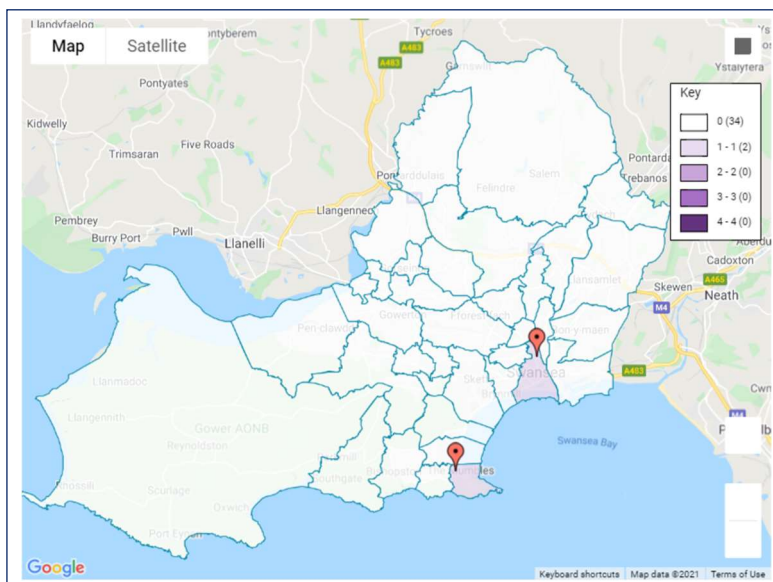
7.4.4.1 The allocation of childminders is perhaps the most consistent across Swansea’s wards with only 8 not having at least 1. As with other types, it is the areas to the North and West that have least provision.

7.4.4.2 It is interesting to observe areas in which there appear to be a large number of providers within a relatively close space – Loughor (and surrounding areas), Morryston and West Cross are all examples of this. This may potentially equate to an over-supply, but will need more consideration.

Supply of Childminders by Ward

Source: Dewis December 2021

7.4.5 Distribution of Holiday Clubs



7.4.4.1 Given that Swansea only has 2 registered Holiday Clubs, there is limited value to documenting, other than to illustrate that the vast majority of parents within Swansea are not within easy access of a holiday club.

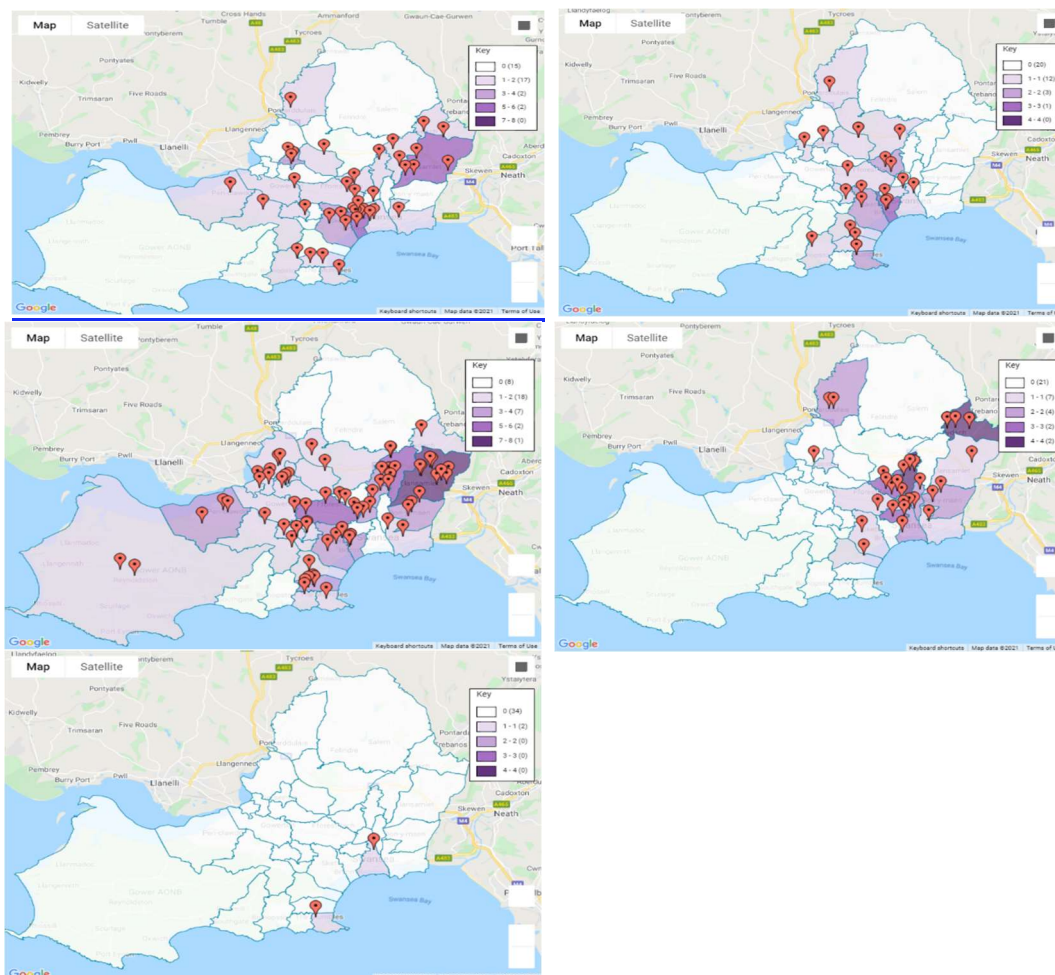
7.4.4.2 It must be noted that the majority of day care settings as well as childminders, will offer holiday care provision, so this picture may be slightly misleading. In terms of the number of Holiday care – we can only put this down to settings being registered as full day care / sessional and then also running Holiday care under the main registration so we may not be aware that setting is running Holiday care as it doesn’t show on their CIW Registration.

Supply of Holiday Clubs by Ward

Source: Dewis December 2021

7.4.5 Distribution of All Registered Provision

7.4.5.1 Lastly, by mapping all provision together we are able to identify where there are areas of overall shortage, as well as perhaps where there is potential saturation or over-supply of childcare. Unfortunately, Dewis does not allow for a map covering all provision, so this is best demonstrated by placing all maps alongside each other.



7.4.5.2 It is clear to see that there are large proportions of Swansea that appear to have little or no childcare provision. However, this cannot be considered in isolation, as has been evidenced by previous assessments which identified deficient wards, yet subsequent development work failed to highlight a need for added provision.

7.4.5.3 The most evident gaps in geographical provision are the Gower and Mawr wards.

7.4.5.4 It is notable that, Gower and Killay aside, each of the areas considered deficient border either Carmarthenshire in the North and West or Neath Port Talbot in the East. As such, it will be necessary to determine whether in these areas, it is preferable to attend childcare in the neighbouring authority. This will be picked up further in **Section 9. Cross Border**.

7.4.6 Areas of Perceived Deficiency

7.4.6.1 As noted earlier, previous Assessments have identified areas as deficient when subsequent research has identified that this may not be the case. As such, a 'perceived childcare deficiency' assessment can identify mitigating factors.

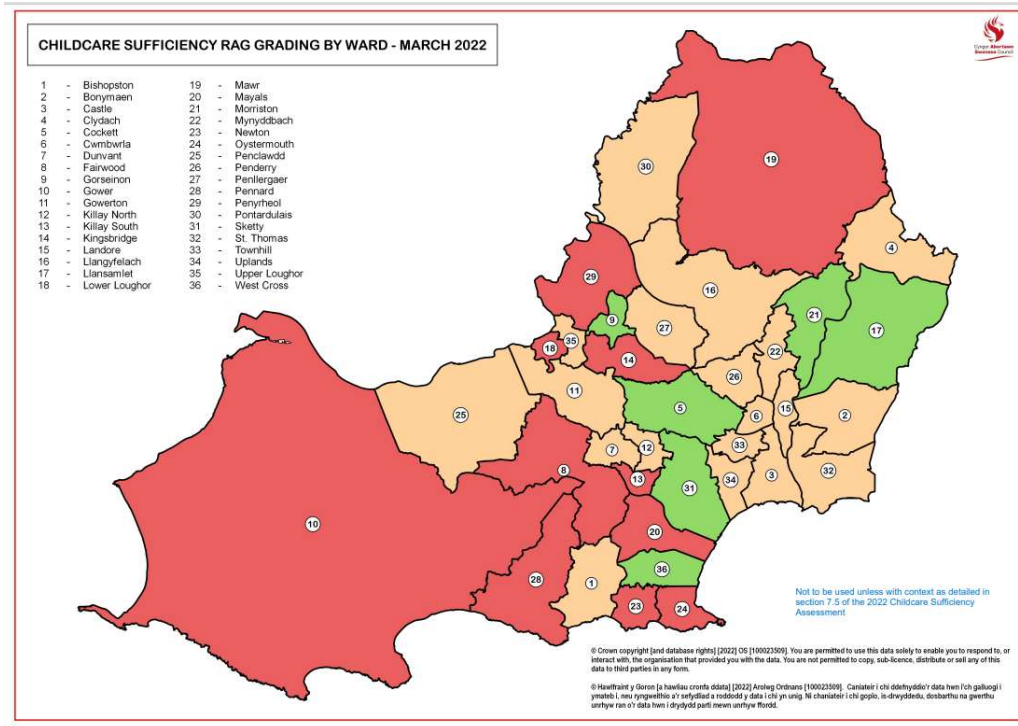
Areas of Perceived Childcare Deficiency			
Area	Justification	Considerations	Assessment
Fairwood	Limited provision within ward	Previously identified as deficient Low population and adjacent to neighbouring areas of high supply	Area for consideration, but no confirmed deficiency requiring addressing
Gower	No provision other than 2 childminders across ward that covers around 1/3 of land mass of Swansea	Low population compared to other areas	Suggested deficiency, although additional surveying of ward will be beneficial
Killay (North & South)	No provision other than one sessional day care within area of high population	Adjacent to many areas with higher proportion of places. No identified statements of deficiency	Suggested deficiency, although additional surveying of ward will be beneficial to see whether current arrangements are satisfactory
Mawr	No provision within ward	Previously identified as deficient	Perceived Deficiency but requires further research
St Thomas	Limited provision within ward	Close proximity to city centre, bordering wards with high level of provision and neighbouring county	Suggested deficiency, although additional surveying of ward will be beneficial

7.4.6.2 Based on this, it can be considered that certain areas considered deficient may not actually be so. It is suggested that this table, or similar, be developed to consider other areas that may be deficient.

7.4.6.3 Equally, it is noted that several areas appear to potential have 'too much' provision. This is equally important to assess to ensure that provision is viable.

7.5 RAG Grading Sufficiency by Ward

7.5.1 Using the ward RAG data created in section 5.3.9 we can develop a ward map of relative childcare sufficiency. Note that this is for guidance only as a means of illustrating where areas of relative sufficiency may be impacted by neighbouring areas.



7.5.2 It does highlight that despite there being only 5 wards classed as green, 23 of the remaining wards adjoin a green ward. Notably, where Killay North (12) is identified as potentially deficient in 7.4.5.4, it shows that the neighbouring green areas of Cockett and Sketty will likely provide convenient childcare.

7.5.3 It suggests that the wards to the north have limited neighbouring provision and likewise, Gower which is an 'established red' has a buffer of 6 red or amber wards between itself and an area of high provision.

7. Geographical Distribution – Summary of Key Findings

- It is evident that there are areas of Swansea which have a lower level of provision than others.
- It is important to look at any mitigating factors that might impact on why provision is low but there is no call for additional childcare.
- Additionally, it appears that some areas may have a surplus of childcare places which may impact upon sustainability.

7. Geographical Distribution – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
7.1 Potential lack of childcare in identified areas	7.1 Potential lack of childcare in identified areas	Further assessment to identify	March 23	Identify whether perceived gaps are

		whether 'perceived deficiency' is the case.		correct and respond accordingly
7.2 Respond to identified gaps in distribution	7.2 Respond to identified gaps in distribution	Undertake engagement in areas identified as deficient	March 23	Look to increase provision in key areas
	7.3 Consider potential over-supply in some areas	7.3 Assess potential over-supply and any issues it may create	March 24	Identify if over-supply can affect sustainability

8. Sustainability

8.1 Requirements

- 8.1.1 It is a requirement to consider the sustainability of the local childcare sector with a recommendation to consider;
- Grants and other funding to childcare providers
 - Number of new registrations and de-registrations
 - The impact of Covid on supply and demand

8.2 Data Capture

- 8.2.1 The primary source of data for this section came from assessing settings' own views of their sustainability position and requirements. This predominantly came from specific questions within the sector survey and SASS which asked whether they feel they will be operational
- 8.2.2 Given the contribution of grant funding support to aid sustainability, details of grant funding programmes and allocations was obtained.
- 8.2.4 It was recognised that business health checks are an effective method for assessing sustainability. The umbrella organisations for which we commission development work undertake business health checks with their member settings.

8.3 Grant Funding & Financial Support

- 8.3.1 Swansea has traditionally offered grant funding to the local childcare sector with sustainability being one of the primary criteria.

8.3.2 The Childcare & Play element of the **Children & Communities Grant (CCG)** is intended to support local authorities to meet actions arising from the most recent CSA. In Swansea, it is allocated as;

- The Grants & Monitoring Officer post
- Funding for Devt Officer support from Clybiau Plant Cymru Kids Clubs, Early Years Wales and Mudiad Meithrin
- Grant funding for settings

8.3.4 Additional funding from Welsh Government during the Covid-19 pandemic was particularly beneficial to the sector. This was made available during the 20/21 and 21/22 financial years with a specific aim to support sustainability affected by the pandemic.

8.3.5 As detailed within **Section 10 Covid-19**, the past two financial years have seen significant grant funding being made available to support sustainability in the face of Covid-19. As beneficial as this has been, there is potential that it may have ‘masked’ the issue of sustainability which may re-emerge after this funding support ceases.

8.3.5.1 Whilst it is hoped that the withdrawal of additional grant funding will coincide with a recovery in terms of attendance, this must remain a consideration.

8.3.5.2 As noted by one of the umbrella organisations, *‘Continued sustainability funding for the sector is imperative as they continue to recover. (There are) reduced numbers as many parents continue to work from home or benefit from a more hybrid home/workplace balance which means that numbers may continue to be on the low side.’* They also noted that ‘continued third party issues exacerbate sustainability of settings post Covid 19’.

8.4 Registrations & De-Registrations

8.4.1 Temporary Closures

There has been an increasing number of temporary closures during the past couple of years which is unsurprising in light of the impact of the Covid-19 pandemic.

8.4.2 Details of temporary closures submitted to CIW are fed back to each local authority and are available within the table below. However it is noted that not all settings are using the temporary closed status as perhaps it was originally envisaged. In February 2022, Swansea had four settings that had been on the Temporary Closed list for a long period, i.e. not ‘temporary’. Having spoken to most of those settings, they are not closed due to a Covid Positive status but are unsure as to whether they will return to opening, due to the effects on their operations of the pandemic such as additional costs, difficulty of operation, additional measures, risk to extended family who are shielding etc.

8.4.3 It is noticeable that the greatest impact on services was felt at the start of 2022 with 10 settings closed at the end of January. Additionally, even with a drop in the number of 'current closures' the number of services has dropped steadily from 193 in November 2021 to 183 in March 2022.

Week	Number of Services	Maximum Capacity	Current Closures	% of closures by total	Closures - max capacity	% of max capacity closed	Number re-opened	Re-opened max capacity	Positive Covid Notification Received	Positive Covid Notifications - excluding suspended services
03/03/2022	183	4626	7	3.80%	72	1.60%	92	2570	64	61
24/02/2022	184	4626	7	3.60%	80	1.66%	92	2570	62	59
17/02/2022	184	4626	6	3.30%	85	1.80%	90	2525	60	57
10/02/2022	186	4658	6	3.20%	102	2.20%	92	2540	60	57
03/02/2022	188	4696	8	4.30%	122	2.60%	90	2520	60	57
27/01/2022	188	4696	10	5.30%	188	4%	88	2454	58	55
20/01/2022	187	4694	9	4.80%	164	3.50%	90	2526	55	52
13/01/2022	188	4700	8	4.30%	132	2.80%	90	2548	51	48
06/01/2022	188	4697	6	3.20%	76	1.60%	91	2594	50	47
22/12/2021	189	4721	5	2.60%	70	1.50%	92	2618	49	46
16/12/2021	190	4745	7	3.70%	112	2.40%	90	2576	49	46
09/12/2021	192	4763	7	3.60%	112	2.40%	90	2576	49	46
02/12/2021	192	4743	7	3.60%	122	2.60%	89	2556	47	44
26/11/2021	192	4743	7	3.60%	90	1.90%	89	2588	47	44
19/11/2021	193	4749	6	3.10%	123	2.60%	89	2545	46	43

8.5 Impact of Covid

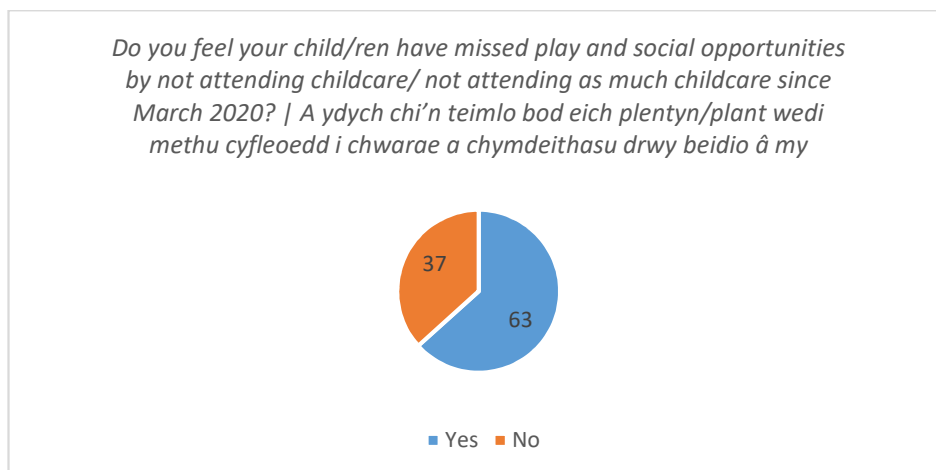
8.5.1 It is firstly pertinent to acknowledge the specific section on the Impact of Covid (**Chapter 10**), so any inclusion within this section focusses specifically on the impact on sustainability of the Covid-19 pandemic.

8.5.2 It has been a priority throughout this time to ensure that any concerns or priorities resulting from Covid were identified. In October 2020, Swansea convened a group of key local childcare development experts⁵ to discuss the impact of Covid and by some distance the primary concern arising from Covid was the impact on sustainability.

8.5.2.1 Accordingly, local funding was geared towards financial sustainability and this was followed by a further commitment from Welsh Government to providing funding to support sector sustainability.

8.5.3 Additionally, a further impact of Covid has been to the children themselves. When asked their view, parent/carers felt by almost 2/1 that their child had missed out on social opportunities by not attending as much childcare during periods of Covid lockdown.

5



8.6 Business Health Checks

- 8.6.1 Settings have been subject to business health checks for many years now, as an essential means of assessing how well they are doing in terms of viability and quality.
- 8.6.2 Now, more than ever, it is essential that Swansea’s childcare sector is in a position to determine for itself how ‘healthy’ it is. Equally, this is something that the local authority and its partners needs a clear picture of.
- 8.6.3 Some of the umbrella organisations currently offer this to their member settings. Clybiau Plant Cymru Kids Clubs’ Out of School Club Assessment is a self-health check covering all aspects of the business which helps generate an action plan identifying short, medium and long term actions
- 8.6.4 Notably, settings are responding that they do not know if they will be in existence in 1-2 years’ time and it is important to be able to identify and assess what they are basing this on. Whilst the current climate with Covid-19 will inevitably place doubt, there are measures that settings can be identifying in terms of their viability;

Finance	<ul style="list-style-type: none"> - How much ‘cash in the bank’ is there - Is the setting aware of grant funding and other support that might be available
Attendance	<ul style="list-style-type: none"> - What is the current attendance level? - What likely future attendance trends are there and how might they have an impact?
Infrastructure	<ul style="list-style-type: none"> - Is there a well-established management / trustee group in place? - Does the setting know where to access support and guidance from the local authority or umbrella organisation?
Reputation	<ul style="list-style-type: none"> - Is the setting well-regarded? - Are there any considerations from CIW Inspections or other that might affect this?
Staffing	<ul style="list-style-type: none"> - Is the setting fully staffed? Any recruitment or retention issues? - Are staff fully checked / trained / qualified to meet current or future requirements - How is staff morale?

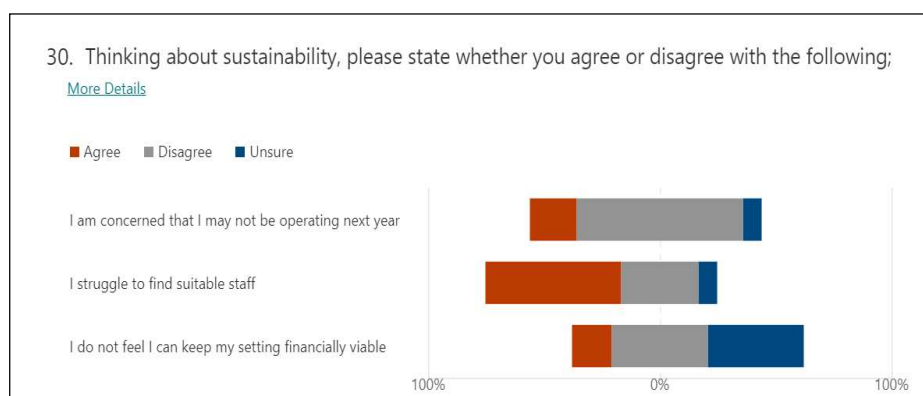
- 8.6.4 Conducting a business health check will assist with identifying support. An additional benefit to undertaking business health checks is that it supports local grant decision-making. A setting identified at risk may be deemed a more appropriate grant recipient, however, in some situations it may be felt that a setting presents too great a risk for a certain type of funding.
- 8.6.5 One potential is to offer a RAG (Red, Amber, Green) Assessment for settings based on a table similar to that shown above, including an overall rating. This could assist further by mapping trends e.g. a high proportion of ‘at risk’ settings in a particular area, or perhaps a concern over financial viability of a particular childcare type, such as childminders.

8.7 Key Findings

- 8.7.1 Following engagement with development officers and via the findings of consultation with the sector, financial sustainability is a major concern for many.
- 8.7.2 There were many settings that stated that they were unsure if they would still be in existence over the next two years. This is a major concern, although key to this is identifying what these views are based on.

Settings have fed back concerns as to whether they will be operational in 1-2 years’ time. What are they basing this view on? Becoming financially unviable, struggling to recruit or retain staff? It is telling that as many settings were responding ‘don’t know’ as a positive or negative response. Whilst much of this will be part of an inevitable ‘lifecycle’, i.e. a natural drop-off of some settings, it can certainly be assumed that much is as a result of the current situation.

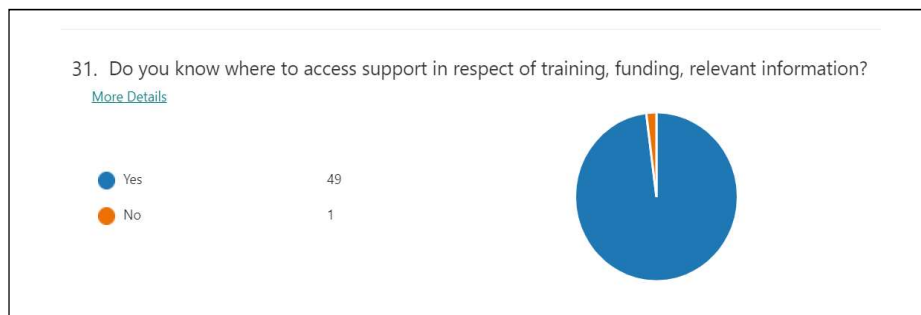
- 8.7.3 It is pertinent to note that for childminders in particular there is often an accepted ‘lifecycle’ whereby childminding is a viable career choice whilst your own children are a particular age, so some element of leaving the sector is inevitable.
- 8.7.4 The sector survey completed in March 2021 detailed that while most settings did not appear to be concerned about being in operation a year later, most stated they were struggling to find suitable staff, while there was uncertainty over whether they can keep their setting viable.



Source: 2021 Sector Survey (Swansea Council) Sample Size 50

Sample Size	Due to COVID, are you currently operating at full capacity?	Child Minder Yes	Child Minder No	Day Care Yes	Day Care No	Based on the current situation, are you fairly confident that it would be financially sustainable to continue to run your childcare provision for	Child Minder Don't Know	Child Minder For A Year Or More	Day Care Don't Know	Day Care For A Year Or More	6 Months or less*
153		37	28	57	31		20	45	24	63	1

8.7.5 A key element of sustainability is settings’ ability to access funding and it was reassuring that when asked, 98% of the sector stated they knew how to access support, including funding.



8.7.6 Third party lettings have been identified as a barrier to sustainability in some Out Of School Care especially After School Clubs. It is felt that if these were more affordable, the setting would more likely be sustainable and potentially could have funds to provide more attractive wages.

8. Sustainability – Summary of Key Findings

- Settings have consistently identified concerns over future financial sustainability with many unsure if they will be in operation in two years’ time
- Covid-19 has inevitably had a major impact and will continue to for some time.
- It is a positive that 98% of respondents felt they knew where to access support.
- While there are no major suggestions that childcare needs will change considerably as a result of Covid and associated changes to working patterns, there is a possibility that not as many places will be required (see impact of Covid).

8. Sustainability – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
8.1 Need to identify future setting sustainability	8.1 Undertake business health checks	LA & Partners	Ongoing	Identify sustainability of settings including concerns
	8.1 Sector survey to assess sustainability	LA	March 23	Additional means to assess
	8.1 Advise on grant funding to support sustainability	LA & Partners	Ongoing	Financial support for settings

8.2 Many settings are unsure if they will be operating in next 1-2 years	8.2 Identify why this is felt and what can be done to address it	LA & Partners	March 23	Potential closures can be addressed where appropriate
8.3 Potential reduction in childcare requirements	8.3 Further investigation including vacancy monitoring	LA & Partners	March 23	Better able to identify demand on ongoing basis
8.4 Concern that recruitment issues are affecting sustainability	8.4 Consider as part of workforce development section	LA & Partners	Ongoing	As detailed within section 14

9. Cross Border

9.1 Requirements

9.1.1 This section asks for a consideration of the impact of childcare cutting across neighbouring authorities including the needs of those who use childcare outside of LA area as well as those who travel to LA area to use childcare

9.2 Data Capture

9.2.1 The primary source of data capture was to gain information on available childcare from representatives of the bordering local authorities of Carmarthenshire and Neath Port Talbot.

9.2.2 There is a particular requirement to consider the impact of those accessing the 30 Hour Offer across county boundaries.

9.3 Regional Context

9.3.1 Swansea is located in the South West of Wales. It borders Carmarthenshire to the North and West and North Port Talbot to the East.

9.3.3 It is particularly pertinent to consider those two areas given the likelihood that families bordering Swansea will have potential to travel into Swansea for work and vice-versa.



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Wales 2015
June 2015

9.3.3 Additionally, Swansea is most frequently also grouped with Bridgend due to its close proximity.

9.3.4 As such, a regional group was developed with the CSA leads for these 4 areas.

Childcare Offer

9.3.5 The table below demonstrates how many Swansea families are accessing childcare in neighbouring counties through the Childcare Offer for Wales.

Area	Type of setting	How many children per type accessing
Neath Port talbot	6 day nurseries	7 children
	1 childminder	1 child
	1 sessional care	2 children
Carmarthenshire	2 childminders	2 children
	1 day nursery	1 child

9.4 Key Findings

9.4.1 The various surveys involved with the 2022 CSA include both direct and indirect questions that allow families to detail cross-border childcare arrangements. Notable cross-border references made are as follows;

- 'Choice of Welsh medium provision is limited and too far sometimes. School Nursery provision is better in another county which is close to where we live- they can attend all day'

- 'I live JUST in Swansea; but my local town is Ammanford. That makes things difficult in general. Add to this that there is VERY limited choice of Welsh medium nursery and schools locally; most being bilingual - but these tend towards English. We are very lucky that Jac-Y-Do is local enough as they're fantastic,'

9.4.1.1 Notably, both of these comments are as much about Welsh medium provision as they are about out of county care. This is a pertinent point as there is a higher prevalence of Welsh speaking in the wards that neighbour Carmarthenshire in particular.

Cross-Border Commuting

9.4.2 A significant finding in terms of commuting between Swansea and its bordering areas is that of the 112,100 Swansea residents who are working, 83% work within Swansea. This is a higher figure than Carmarthenshire's 79% and significantly higher than Neath Port Talbot's 53%.

9.4.2.1 With a ‘net in flow’ of 14%, the suggestion is anywhere up to 12,000 residents of NPT are travelling into Swansea each day to work, as noted below. It is likely that this will put additional demand on local childcare, particularly that located between NPT and major business locations of City Centre and Llansamlet.

Commuting

Data published by Welsh Government from the Annual Population Survey illustrates the strong integration between the Swansea labour market and its neighbour authorities – Neath Port Talbot and Carmarthenshire. Analysis of travel-to-work patterns suggest that the most significant cross-boundary flows occur into Swansea from these adjacent areas. In 2020, Swansea had the second highest net inflow of local authority areas in Wales (+14,800), behind only Cardiff. The data also indicates that 83% of Swansea residents worked within the local authority area, with only Pembrokeshire, Ceredigion and Gwynedd having a higher equivalent figure in Wales.

Area	Number of working residents	Number working in the area	% of residents working in area of residence	Commuting out of the area	Commuting into the area	Net inflow
Swansea	112,100	126,900	83% (93,500)	18,600	33,400	+14,800
Neath Port Talbot	61,700	49,200	53% (32,400)	29,300	16,800	-12,500
Carmarthenshire	78,800	77,500	79% (62,600)	16,200	14,900	-1,300
Wales	1,430,400	1,378,400	96% (1,330,100)	100,300	48,400	-51,900

<i>Where the residents of Swansea work:</i>
Swansea = 93,500; Carmarthenshire = 6,000; Neath Port Talbot = 5,700; other areas = 6,900.
<i>Origin of those working in Swansea:</i>
Swansea = 93,500; Neath Port Talbot = 17,400; Carmarthenshire = 6,900; other areas = 9,100.

Source: Annual Population Survey (ONS); Commuting tables 2020, Welsh Government (published on Stats Wales 14 April 2021).

Notes:

- i. The statistics provide estimates of commuting for local authorities in Wales for the calendar year 2020, based on Annual Population Survey (APS) data from ONS. As the APS is a sample survey all estimates are subject to sampling variability.
- ii. The statistics examine commuting patterns for those in employment. The analysis is based solely on a person’s main job.
- iii. Responses for work location relate to the respondent’s usual working pattern if coronavirus restrictions were not in place.

9. Cross Border – Summary of Key Findings

- Swansea is a major recipient of commuters, particularly from NPT, who will require additional childcare. It is worth considering the impact of this on availability of places in settings neighbouring the County.
- The notable responses from parent/carers in relation to cross-border childcare arrangements both relate to an absence of Welsh-medium provision. It appears that Welsh-speaking parents are opting to cross into Carmarthenshire for childcare due to a perceived improved Welsh medium offer. This needs further investigation.

9. Cross Border – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
9.1 Identify whether settings on county borders are unduly impacted by cross-border requests	9.1 Additional research with relevant settings to identify if a factor	LA & Partners	March 23	An identification of implications with consideration to whether it equates to a deficiency
9.2 A perceived view from some Welsh speaking families that cross-border provision may be more suitable	9.2 Additional research into this feedback 9.2 If a gap is apparent, look at how it can be addressed	LA & Partners	March 24	Clarity over whether families are opting to access this Corrective measures as appropriate

10. Covid -19

10.1 Requirements

10.1.1 It is a requirement to consider how COVID-19 has affected the supply of childcare, the demand for childcare and the sustainability of existing childcare providers, as well as how these impacts will be addressed in the Action Plan.

10.1.2 It is inevitable that there is significant cross-over between this section and section 8 sustainability as settings frequently reported an impact on sustainability.

10.2 The Impact of Covid

10.2.1 The Covid-19 had, and continues to have, a significant impact on Swansea's childcare sector and the families it supports. No event during the period in which local authorities have had a duty to assess childcare sufficiency, and for many years before, will have required the childcare sector to adapt to the extent this has.

10.2.2 It is likely that the impact of Covid-19 will be felt for many years, with changes or adjustments introduced as a result continuing to be followed. The most prevalent of these in relation to parental need is likely to be the impact of home working.

10.2.3 Additionally, the impact on staff is likely to be considerable.

10.3 Key Findings

10.3.2 The 20/21 Parent/carer survey asked how childcare requirements had changed as a result of Covid, with responses being;

- *Need less childcare as working from home. Have got used to working with the children home and adapted work around them so while childcare is preferable it is no longer essential*
- *'No change'*
- *'Childcare closes a bit earlier however husband and I are now working from home so not an issue at the moment'*
- *'need less care around school times as working from home. found that creche are more likely to reject taking children for very minor reasons and linking it to covid where no link applies'*
- *'Due to the pandemic, pregnancy and moving to the area I had to give up my old job. This means I need less flexible childcare now but it may make finding a job in the future harder as the nursery I use has fixed days'*
- *'Less requirement due to home working'*
- *'Key worker parents..have required childcare throughout'*
- *'Before COVID my 8 year old would have gone to the local leisure centre holiday clubs, whilst I was in work over the school holidays. This option hasn't been available since COVID. With regards to my 4 year old, they would have gone to a local creche/ day nursery prior to COVID, whilst I was in work. During the pandemic I have worked from home whilst trying to look after the 2 children. Its not been an ideal situation for any of us. **I really think childcare sector is a wonderful sector and I personally would be lost without the support and use of***

these facilities. It is vital that children receive as much interaction as possible with other children. This is an important life lesson which all children should receive'
'No breakfast or after school club available'

10.3.3 Families were asked further about the impact of the pandemic during 2021. When asked if they had been able to find suitable childcare, almost half felt they had, yet 43% said they couldn't find any.

14. Have you been able to find suitable childcare during the pandemic?

[More Details](#)

● Yes	15
● No	10
● Other	8



10.3.3.1 It is worth noting that this will have also been the case for many using informal childcare via friends and family. The role of grandparents in providing childcare is evident, but for many older grandparents, they would have needed to stay away from their childcare 'duties' for much of the pandemic for their own safety in adherence to government guidelines.

10.3.3.2 While many settings reported that they were seeing a gradual return towards pre-pandemic numbers, very few had seen a full return. ***A 'loose' attendance summary gleaned in late 2021 suggested if pre-pandemic levels were 100%, they were roughly dropping to 50% and then climbed back to 75%.***

10.3.3.3 It is likely that for many who have removed their child from formal care there is the choice to continue with arrangements made, or there may even be a loss of faith in the setting's reliability.

10.3.4 During one engagement visit, the manager of the setting mentioned that without the CYP grant funding, they would not have been able to keep their setting going due to the financial impact caused by the COVID pandemic.

10.4 Changes in Work Arrangements

10.4.2 It is recognised that many larger employers, including Swansea Council themselves, will be likely to continue to offer working from home as an element of work arrangements for staff where appropriate, even if/when restrictions have fully eased.

10.4.2.1 Given that parent/carers have told us that the costs of childcare can be a barrier, it is likely that for many families, increased home / flexible working can accommodate a reduced attendance at formal childcare, which would previously not have been an option.

Sample Size	Due to COVID, are you currently operating at full capacity?	Child Minder Yes	Child Minder No	Day Care Yes	Day Care No	Based on the current situation, are you fairly confident that it would be financially sustainable to continue to run your childcare provision for	Child Minder Don't Know	Child Minder For A Year Or More	Day Care Don't Know	Day Care For A Year Or More	6 Months or less*
153		37	28	57	31		20	45	24	63	1

10.5 Temporary Closures & Relaxation of National Minimum Standards

10.5.1 Given the strain on registered provision resulting from staff absences, it was recognised that allowing settings to apply for a temporary relaxation of national minimum standards will prevent many from being unable to operate. See section 8.4 for further details.

10.6 Corrective Measures

10.6.1 It was essential that a response was made to the impact of Covid and in October 2020, a planning and response session took place involving the local authority and each of the key umbrella organisations to look at priorities. The overwhelming view was that the greatest impact was financial.

10.6.2 Given that the engagement session with development officers identified sustainability issues as settings' main concern, the funding provided by Welsh Government was particularly impactful. Equally, the local authority recognised the need to offer financial support from existing resources.

10.6.3 As detailed within the sustainability section, the Covid Relief Grants, Sustainability Grant and Temporary Closures Grants were significant in supporting settings' viability during critical periods within the pandemic.

10. Covid-19 – Summary of Key Findings

- It is evident that the picture of childcare in Swansea has been heavily impacted by Covid-19 in all aspects
- It is likely that even once restrictions end, many will continue to work from home, although research has suggested those working from home are still accessing similar levels of formal care
- As such, demand and supply data will potentially be very different in coming years
- Ensure settings continue to be sustainable following the end of any additional sustainability funding

10. Covid-19 – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
10.1 Ensure settings continue to be sustainable following the end of any additional sustainability funding	10.1 Work with partners to identify whether settings are becoming reliant upon additional funding	LA & Partners	March 23	Identification of whether there is a dependency or settings are self-sufficient
10.2 Ensure children do not	10.2 Promote the value of childcare and the	LA & Partners	Ongoing	Children's right to play is not overly

lose out on essential social development through non-attendance at formal childcare	benefits of play to parents/carers whether they work away from home or at home, e.g. The Choosing Childcare booklet			impacted by lack of attendance at childcare provision Parents are better advised to make decisions on care
10.3 Need to identify whether priorities identified during Covid continue to be relevant	10.3 Ensure annual progress reports assess covid-related targets and whether they remain valid, before determining whether to maintain or remove	LA	Annually	Ensure targets remain valid

11. Population

11.1 Requirements

- 11.1.1 This section must include details of projected population figures for the local authority's area and the main trends and factors likely to affect those figures
- 11.1.2 Additionally, it must take note of demographics of local population and factors and trends that will drive demand for childcare e.g. under-fives population, lone parents, ethnicity of local population and birth rates

11.2 Data Capture

- 11.2.1 The primary data source for determining local population was the Census. Given that the most recent Census was undertaken in 2021, it was recognised that this would provide the most appropriate data.
- 11.2.2 However, once it became apparent, in February 2022, that the main 2021 Census data would not be available until April 2022, a decision was made to base the assessment on the most current available data.
- 11.2.3 Additionally, where 2021 Census data was subsequently available, if this impacted upon findings or recommended actions, a footnote would be added.

11.3 Key Findings

11.3.1 Population

- 11.3.1.1 On 25 June 2021, the Office for National Statistics (ONS) published 2020 population estimates for local authority areas in the UK. The estimates reflect the mid-point of the given year (30 June) and are published annually by ONS as a more up-to-date measure of population and change between decennial Censuses.
- 11.3.1.2 The mid-year population estimate for 2020 for the City & County of Swansea is 246,600; comprising of 122,700 males and 123,900 females. This figure represents a decrease of approximately 400 (-0.17%) on the 2019 estimate; and compares with a small increase in the previous year (+500). Between 2014 and 2019, Swansea's increase averaged +1,200 per year.
- 11.3.1.3 The broad components of population change – namely births, deaths (i.e. natural change) and migration – from mid-2019 to mid-2020 are set out in Table 1 below. Analysis of the supporting data released with the population estimates suggests that Swansea's small overall population reduction during the year to June 2020 was due negative natural change (600 more deaths than births in the year) and internal (UK-based) out-migration (-1,500 net approx.), partly offset by net international in-migration (+1,800 approx.).

This identifies an overall decrease in population of 400 for Swansea over that period.

Table 1: Mid-Year Estimates 2020, components of population change since mid-2019: Swansea, Wales & UK

Area:	Mid-2019 population	Components of Change:		Migration and other changes	Mid-2020 population
		Births	Deaths		
Swansea	247,000	+2,200	-2,800	+200	246,600
Wales	3,152,900	+29,400	-35,800	+23,100	3,169,600
UK	66,796,800	+700,700	-669,200	+252,900	67,081,200

Source: Mid-Year Estimates 2019-20 (rounded), ONS. Published June 2021. Note: Totals may not sum due to rounding.

11.3.2 The proportion of Swansea’s population of working age (i.e. all aged 16-64), at 63.3%, is higher than Wales (61.2%) and the UK (62.4%). However, Swansea has a lower proportion of children (aged 0-15), at 16.9%, than both Wales (17.8%) and the UK (19.0%).

Figure 1: Swansea population by life stage group, mid-2020

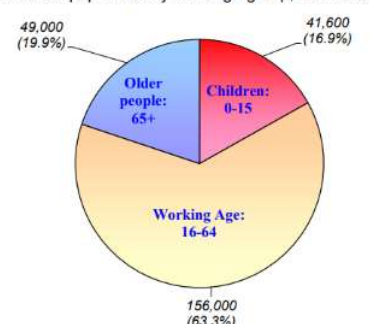
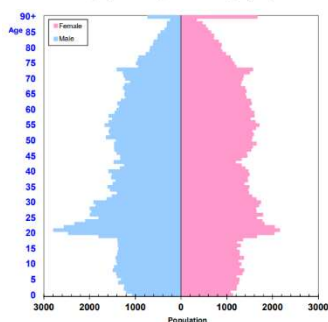


Figure 2: Swansea population, mid-2020, by age and sex



11.3.3 The pyramid shows a large ‘spike’ in the 19-21 age groups, reflecting the presence of resident students at Swansea’s two universities.

- 11.3.3.1 Using these estimates, the composition of Swansea’s population by selected age group (as at mid-2020) can be compared with Wales and UK averages:
- There are 12,000 children aged 0-4 in Swansea, 4.9% of the total population – lower than the equivalent proportion for Wales (5.1%) and the UK (5.6%).
 - Swansea also has a lower percentage aged 5-15, at 12.0% (29,600 children), than Wales (12.7%) and the UK (13.3%).

11.3.4 Between each decennial Census, the Office for National Statistics (ONS) publish annual population estimates every June, relating to the previous year's mid-point. The estimates are calculated by using the Census as a benchmark, and combining subsequent annual birth and death registrations data with estimates of internal (within UK) and international migration flows.

11.3.4.1 From 2001 to 2019, the estimates showed successive annual increases in Swansea's population. However, the rate of population growth has slowed in recent years, with a small decrease recorded between 2019 and 2020. Between 2015 and 2020, the estimated population of Swansea has increased by 4,200 or 1.8% (from 242,300 to 246,500), an average increase of approximately 850 people (0.4%) per year.

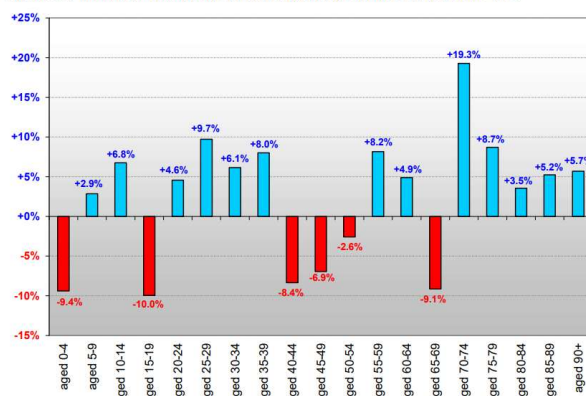
11.3.5 Population change, 2019 to 2020 by age

The estimated total population of Swansea decreased by 400 or 0.17% between 2019 and 2020. Within specific five-year age cohorts, the most significant changes over the latest year are within the following groups: (note: estimated change rounded to units of 10)

- Population gains:
- Age 30-34: +490 (+3.2%)
 - Age 55-59: +380 (+2.5%)
 - Age 75-79: +250 (+2.7%)

- Population losses:
- Age 50-54: -510 (-3.2%)
 - Age 15-19: -360 (-2.5%)
 - **Age 00-04: -290 (-2.4%)**

Figure 2: Population Change in Swansea by five-year age cohort, 2015-2020



Source: Mid-Year Estimates 2015-2020, Office for National Statistics (ONS).

11.3.5.1 Using a breakdown by 5-year age groups, it is notable that Swansea’s 0-4, 5-9 and 10-14 age groups are all proportionately lower than the UK average, if only slightly.

Appendix 2: SWANSEA'S POPULATION (2020) BY FIVE-YEAR AGE GROUP

Age	Males	Females	All people (% of total)	Wales %	UK %
0-4	6,100	5,900	12,000 (4.9%)	5.1%	5.6%
5-9	7,100	6,500	13,500 (5.5%)	5.7%	6.2%
10-14	7,000	6,500	13,500 (5.5%)	5.8%	6.0%
15-19	7,300	6,700	14,000 (5.7%)	5.5%	5.5%
20-24	12,200	9,800	22,000 (8.9%)	6.5%	6.2%
25-29	9,600	8,400	18,000 (7.3%)	6.6%	6.7%
30-34	8,000	7,900	15,900 (6.4%)	6.2%	6.7%
35-39	7,500	7,300	14,800 (6.0%)	5.9%	6.6%
40-44	6,900	6,700	13,600 (5.5%)	5.5%	6.1%
45-49	7,100	7,600	14,700 (6.0%)	6.1%	6.4%
50-54	7,700	7,900	15,600 (6.3%)	6.8%	6.9%
55-59	7,800	8,000	15,800 (6.4%)	7.0%	6.7%
60-64	6,700	7,500	14,200 (5.7%)	6.2%	5.7%
65-69	6,100	6,800	12,900 (5.2%)	5.7%	5.0%
70-74	6,100	7,000	13,000 (5.3%)	5.7%	5.0%
75-79	4,300	5,200	9,500 (3.9%)	4.1%	3.6%
80-84	2,900	4,000	6,900 (2.8%)	2.9%	2.6%
85-89	1,600	2,600	4,200 (1.7%)	1.7%	1.6%
90+	700	1,700	2,400 (1.0%)	1.0%	0.9%
Total	122,700	123,900	246,600 (100%)	100%	100%

Source: Mid-Year Estimates 2020, ONS. © Crown Copyright 2021.

11.3.6 WIMD DATA

The latest Welsh Index of Multiple Deprivation (WIMD 2019) was published by the Welsh Government on 27 November 2019. WIMD is the official measure of relative deprivation for small areas in Wales.

11.3.6.1 Composition of the Index

The overall Index for 2019 is again made up of eight separate types or 'domains' of deprivation, namely:

- Income
- Health
- Access to services
- Community safety
- Employment
- Education
- Housing
- Physical environment

In the 2019 Index, Swansea had an above average proportion of its LSOAs featuring in the most deprived 10% in Wales, with 17 (11.5%) of its 148 LSOAs in the 191 (10%) most deprived. In all, seven of Wales' 22 local authorities have a higher proportion of most-deprived LSOAs than Swansea (note: in 2014, Swansea had the 9th highest proportion on this basis).

- Within Swansea the number of LSOAs in the 10% most deprived LSOAs in Wales is down slightly from 18 in 2014 to 17 in 2019.
- The number and proportion of Swansea LSOAs in the most deprived 20% and the most deprived 50% in Wales has also fallen, as detailed in Table 1 below.
- However, the proportion of Swansea LSOAs in the most deprived 30% in Wales has increased to over 30% (46 of its 148 LSOAs).

Table 1: Number and % of Swansea LSOAs in the most deprived 10%, 20%, 30% and 50% in Wales

WIMD	Most deprived 10%		20%		30%		50%	
	LSOAs	% of all	LSOAs	% of all	LSOAs	% of all	LSOAs	% of all
2014	18	12.2	37	25.0	42	28.4	72	48.6
2019	17	11.5	35	23.6	46	31.1	68	45.9

In the individual domains, levels of deprivation are most significant in respect of Employment (14.9% of Swansea's LSOAs are in the 10% most deprived in Wales), followed by Income (12.8%), Health (12.2%), Education (11.5%) and Community Safety (10.1%). However, levels in the Access to Services, Physical Environment and Housing domains are below the Welsh average (for the proportion of LSOAs in the 10% most deprived in Wales).

In WIMD 2019, Townhill 2 (ranked 16 in Wales) and Townhill 1 (18 in Wales) are now the most deprived LSOAs in Swansea. In the Overall Index, Swansea's 17 most deprived LSOAs, i.e. those featuring in the most deprived 10% (191 LSOAs) in Wales, are located in the following ward areas: Townhill (5 of 6 LSOAs)

Penderry (5 of the 7 LSOAs in the ward)

Castle (2 of 10 LSOAs) Morriston (2 of 11 LSOAs)

Bonymaen (1 of 4 LSOAs - central/east)

Mynyddbach (1 of 6 LSOAs - Clase area).

Llansamlet (1 of 8 LSOAs - part Birchgrove) (Total = 17 LSOAs)

WIMD 2019 Rankings Summary

The table below lists the 20 most deprived and 10 least deprived LSOAs in Wales and Swansea. The top 20 and bottom 10 LSOAs in Swansea in terms of the individual domain rankings are also set out below. The full list is available via the web page www.swansea.gov.uk/wimd2019

Wales Rank	Overall Index (Wales)	Overall Index (Swansea)	Wales / Swa rank	Domains: Income	Employment	Health	Education	Access to Services	Housing	Community Safety	Physical Environment
1	Rhyl West 2	Townhill 2	16 / 1	Townhill 5	Castle 2 North	Pendery 1	Townhill 1	Gower 1	Castle 6	Castle 2 North	Pontardulais 2
2	Rhyl West 1	Townhill 1	18 / 2	Townhill 1	Castle 1	Townhill 2	Townhill 3	Mawr	Uplands 9	Morrison 7	Pontardulais 3
3	St. James 3	Pendery 3	22 / 3	Pendery 1	Pendery 3	Pendery 3	Pendery 1	Gower 2	Castle 4	Castle 4	Castle 8
4	Tylorstown 1	Castle 1	23 / 4	Townhill 2	Townhill 2	Townhill 1	Townhill 2	Townhill 2	Landore 4	Castle 7 East	Llansamlet 7
5	Caerau 1	Pendery 1	31 / 5	Townhill 3	Mynyddbach 1	Castle 1	Pendery 5	Townhill 1	Uplands 4	Llansamlet 1	Uplands 8
6	Penrhiwceiber 1	Townhill 3	32 / 6	Pendery 3	Pendery 4	Castle 2 North	Townhill 6	Castle 2 North	Uplands 6	Cockett 7	Cwmbwria 3
7	Penydarren 1	Castle 2 North	36 / 7	Castle 1	Townhill 6	Mynyddbach 1	Pendery 4	Pendery 1	Uplands 7	Mynyddbach 1	Castle 7 West
8	Twyn Carno 1	Mynyddbach 1	37 / 8	Mynyddbach 1	Townhill 5	Townhill 3	Townhill 5	Castle 5	Cwmbwria 1	Landore 2	Cwmbwria 1
9	Queensway 1	Townhill 5	41 / 9	Castle 2 North	Townhill 1	Bonymaen 1	Mynyddbach 1	St. Thomas 1	Castle 5	Castle 3	Castle 4
10	Pillgwenly 4	Pendery 4	48 / 10	Pendery 4	Morrison 5	Townhill 5	Pendery 3	Pendery 3	Uplands 8	Pendery 3	Cwmbwria 2
11	Rhyl West 3	Townhill 6	58 / 11	Townhill 6	Bonymaen 1	Townhill 6	Pendery 6	Mynyddbach 1	Castle 8	Cockett 8	Landore 4
12	Sploot 6	Bonymaen 1	81 / 12	Morrison 5	Townhill 3	Pendery 4	Bonymaen 1	Pendery 4	Cwmbwria 2	Pendery 6	Landore 3
13	Trowbridge 8	Morrison 5	95 / 13	Bonymaen 1	Cockett 2	Pendery 6	Pendery 2	Castle 2 South	Cwmbwria 3	Castle 7 West	Llansamlet 3
14	Ely 5	Pendery 2	147 / 14	Pendery 2	Sketty 4	Morrison 9	Castle 1	Castle 7 East	Morrison 7	Townhill 5	Castle 3
15	Pen-y-waun 2	Morrison 7	154 / 15	Pendery 5	Pendery 1	Cockett 2	Llansamlet 8	Townhill 6	Landore 1	Pendery 1	Morrison 1
16	Townhill 2	Pendery 6	157 / 16	Pendery 6	Pendery 2	Morrison 5	Pendery 7	Morrison 5	Uplands 3	Castle 1	Uplands 4
17	Tyisha 2	Llansamlet 8	179 / 17	Morrison 7	Morrison 7	St. Thomas 1	Cockett 8	Penllergaer 2	Castle 3	Pendery 4	Castle 2 South
18	Townhill 1	Pendery 5	201 / 18	Cockett 8	Llansamlet 8	Llansamlet 8	Castle 5	Townhill 5	Morrison 9	Llansamlet 2	Castle 1
19	Rhyl South West 2	Morrison 9	205 / 19	Llansamlet 8	West Cross 3	Cockett 8	Morrison 9	Castle 1	St. Thomas 2	Morrison 6	West Cross 2
20	Glyn 2	Cockett 8	207 / 20	Clydach 3	Pendery 6	Penrhyeol 4	Castle 3	Pendery 5	St. Thomas 1	Morrison 9	Bonymaen 2
1900	Radyr & Morg'town 3	Kingsbridge 2	1851 / 139	West Cross 1	Oystermouth 3	Uplands 5	Uplands 7	Killay North 2	Newton 1	Pennard 1	Gorseion 2
1901	Marford & Hoesley 1	Mayals 1	1858 / 140	Uplands 9	West Cross 1	Sketty 8	Uplands 5	Morrison 8	Llangyfelach 1	Bishopston 1	Upper Loughor 2
1902	Bryntirion L & MM 4	Sketty 8	1881 / 141	Bishopston 1	Killay 3	Mayals 1	Killay North 2	Sketty 6	Kingsbridge 2	Llangyfelach 1	West Cross 4
1903	St. Kingsmark 1	Killay 3	1885 / 142	Llangyfelach 3	Uplands 7	Killay North 2	Oystermouth 3	West Cross 1	Llansamlet 2	Llansamlet 3	Clydach 3
1904	Pont-y-clun 2	West Cross 1	1893 / 143	Sketty 9	Mayals 1	Newton 2	Mayals 2	West Cross 2	Llangyfelach 3	Fairwood 1	Sketty 4
1905	Newton 1	Bishopston 1	1895 / 144	Kingsbridge 2	Newton 1	Newton 1	Bishopston 1	Sketty 1	Mayals 1	Dunvant 3	Pennard 1
1906	Mayals 2	Killay North 2	1897 / 145	Sketty 8	Sketty 8	Pennard 2	West Cross 1	Killay South 1	Castle 2 South	Newton 1	Pennard 2
1907	Church Village 3	Pennard 2	1898 / 146	Newton 1	Mayals 2	Bishopston 1	Newton 2	Pennard 2	Newton 2	Mayals 2	Dunvant 2
1908	Marford & Hoesley 2	Newton 1	1905 / 147	Mayals 2	Uplands 9	Oystermouth 3	Sketty 8	Gowerton 2	Sketty 2	Pennard 2	Fairwood 2
1909	Mold South 2	Mayals 2	1906 / 148	Penllergaer 1	Sketty 9	Mayals 2	Newton 1	Oystermouth 3	Mayals 2	Killay North 2	Fairwood 1

Source: Welsh Index of Multiple Deprivation 2019 (published 27 November 2019), Welsh Government.

Notes:

- High ranked (most deprived) LSOAs** (excluding those in Swansea): Rhyl West and Rhyl South West are in Denbighshire local authority area; St. James and Twyn Carno are in Caerphilly; Tylorstown, Penrhiwceiber and Pen-y-waun are in Rhondda Cynon Taf; Caerau is in Bridgend; Penydarren is in Merthyr Tydfil; Queensway is in Wrexham; Pillgwenly is in Newport; Sploot, Trowbridge and Ely are in Cardiff; Tyisha is in Carmarthenshire; Glyn is in Conwy.
- Low ranked LSOAs** (excluding those in Swansea): Mold South is in Flintshire; Marford and Hoesley is in Wrexham; Church Village and Pont-y-clun are in Rhondda Cynon Taf; St. Kingsmark is in Monmouthshire; Bryntirion Laleston and Merthyr Mawr is in Bridgend; Radyr & Morgantown is in Cardiff.

11.3.7 Conclusions

- Swansea remains slightly above the Welsh average for local authorities with LSOAs in the 10% most deprived; although this proportion has fallen slightly since WIMD 2014.
- Townhill, Pendery, Castle and Morrison remain the wards in Swansea with more than one LSOA in the 10% most deprived.
- Swansea now has two LSOAs in the 20 most deprived LSOAs in Wales, and 13 in the 100 most deprived (in WIMD 2014, these figures were 0 and 11).
- Equally, several wards fall into some of the least deprived in Wales, suggesting Swansea is an area of extremes of deprivation.
- In terms of access to services, the two wards of Gower and Mawr are identified as most deficient.

11.3.8 Implications for Childcare Requirements

- As Swansea has a higher than average level of deprivation, costs of childcare will be a factor, as is childcare's contribution to supporting families access employment and training.
- Consideration will need to be given to costs of childcare in the most deprived area, which will have implications for providers who will likely have similar costs, i.e. staffing and resources. This suggests potential for support for settings who offer reduced pricing or similar.
- With Gower and Mawr identified as most deficient in terms of access to services, their lack of childcare provision becomes more significant.

11.4 Swansea Economic Profile April 2021

11.4.1 It is important to have an understanding of the economic make-up of the area to determine whether current provision will best meet need.

Indicator	Area	Latest value	Index (UK=100)	annual % change
Economic Activity Rate (working age, period to Dec-20)	Swansea	75.4%	96	+2.5%
	Wales	75.7%	96	-1.6%
	UK	78.9%	100	+0.4%
Employment Rate (working age, period to Dec-20)	Swansea	71.5%	95	+1.2%
	Wales	72.8%	97	-1.2%
	UK	75.3%	100	-0.3%
Employment (workplace estimates, 2019)	Swansea	112,000	n/a	-0.9%
	Wales	1,332,000	n/a	-0.5%
	GB	31,088,000	n/a	+1.1%
Unemployment Rate (modelled est, period to Dec-20)	Swansea	4.3%	96	-5.7%
	Wales	3.7%	82	-9.7%
	UK	4.5%	100	+17.5%
Business stocks (active businesses, 2019)	Swansea	7,780	n/a	+3.3%
	Wales	103,770	n/a	+1.4%
	UK	2,990,320	n/a	+2.5%
GVA per head (2018) – Gross Value Added	Swansea	£21,912	77	+2.2%
	Wales	£20,738	73	+2.9%
	UK	£28,729	100	+2.7%
GDHI per head (2018) – Gross Disposable Household Income	Swansea	£15,755	75	+4.1%
	Wales	£17,100	81	+4.4%
	UK	£21,109	100	+4.6%
Earnings (full-time gross weekly, 2020)	Swansea	£538.00	92	-4.6%
	Wales	£541.70	93	+0.3%
	UK	£585.50	100	+0.1%
House prices (average sale price, Feb-21)	Swansea	£169,324	68	+11.3%
	Wales	£179,861	72	+8.4%
	UK	£250,341	100	+8.6%
Housing transactions (quarter ending Nov-20)	Swansea	747	n/a	-13.8%
	Wales	10,417	n/a	-18.0%
	UK	250,149	n/a	-6.7%

The summary table details a range of economic factors associated with Swansea. It demonstrates a reduction in both economic activity and employment rate both overall and in relation to Wales and the UK.

Weekly earnings in Swansea also dropped by 4.6% in a year as of February 2021.

11.4.2 This additional table adds further context to this analysis. Swansea's proportion of economically inactive at 24.6% is slightly higher than the Wales average, which in turn is high than the UK average of 21.1%

Notably, 62,300 men compared to 56,300 women in Swansea are economically active. An assumption can be made here that there are gender-based links to having responsibility for caring for and raising children, although this is not detailed.

The latest data on the structure of Swansea's workforce, using data from the Office for National Statistics' (ONS) Annual Population Survey, suggests that economic activity and employment rates in Swansea are lower than the Wales averages and further below equivalent UK rates. However, the large proportion of students resident in Swansea has some effect on these figures.

Area	Population aged 16 and over	Working Age (all aged 16-64)	Economically Active (aged 16 & over)	Economic Activity Rate (working age)
Swansea: Total	201,500	153,700	118,600	75.4%
Men	102,100	80,200	62,300	76.2%
Women	99,500	73,500	56,300	74.5%
Wales	2,558,800	1,895,200	1,496,700	75.7%
United Kingdom	53,580,000	41,428,500	33,999,000	78.9%

Area	Employment (aged 16 & over)	Employment Rate (working age)	Economically Inactive (working age)	Economic Inactivity Rate (working age)
Swansea: Total	112,500	71.5%	37,800	24.6%
Men	59,500	72.7%	19,100	23.8%
Women	53,000	70.1%	18,700	25.5%
Wales	1,444,100	72.8%	460,300	24.3%
United Kingdom	32,459,100	75.3%	8,735,400	21.1%

11.4.3 Additionally, it is beneficial to look at which sectors of employment are prevalent. Notably, manufacturing is lower in Swansea than Wales and UK, but services is higher.

As the major commercial centre of South West Wales, Swansea has higher percentages of employment in the service sectors and corresponding lower manufacturing employment. There is also a higher proportion of people working part-time and lower rates of self-employment.

Area	Unemployment (aged 16 & over)	Unempl. rate (econ. active aged 16+)	Self-employed (aged 16 & over)	% self-employed (of all in employment)
Swansea	6,100	5.1%	13,100	11.7%
Wales	55,800	3.7%	198,400	13.8%
United Kingdom	1,539,900	4.5%	4,558,600	14.0%

Area	Work Part-time (working age)	% working Part-time (of working age empl.)	% working in Manufacturing (of all in employment)	% working in Services (total) (of all in employment)
Swansea	29,800	27.2%	6.5% (7,300)	86.5% (97,300)
Wales	337,800	24.5%	9.5%	79.1%
United Kingdom	7,419,600	23.8%	8.6%	81.7%

Source: Annual Population Survey (APS) data for the 12 month period ending December 2020. Office for National Statistics (ONS).

11.4.4 Noting employment by industry, the major areas of industry are Health with 17% and public administration and defence with 11.6%. Unsurprisingly, BRES workplace estimates reflect a higher than average proportion of administrative jobs, as well as 28.2% working in the public sector.

Employment by Industry

Workplace employment estimates are available via the Business Register and Employment Survey (BRES), an annual business survey undertaken by ONS which collects employment information. BRES data is currently available for the years 2009 to 2019.

The Swansea economy has a proportionately large share of jobs in the public administration, health, education, financial services and retail sectors. Of the 112,000 people in employment within Swansea (2019), an estimated 88.4% (99,000) are employed in the service sectors (SICs G-U in the table below), with 28.2% working within the public sector (see note v. below). In Wales, the proportion employed by the service sectors is lower, at 79.4%, with 23.2% in the public sector. The manufacturing and construction sectors employ approximately 10,000 in total; with both sectors' share of employment in Swansea below the averages for Wales and Great Britain.

Employment by Broad Industry Group (‘open access’ data)	Swansea (total)	Swansea (%)	Wales (%)	GB (%)
1: Agriculture, forestry & fishing (industry section A)	900	0.8	3.2	1.6
2: Mining, quarrying & utilities (B, D and E)	1,250	1.1	1.7	1.3
3: Manufacturing (C)	5,000	4.5	10.7	7.8
4: Construction (F)	5,000	4.5	4.9	5.0
5: Motor trades (Part G)	3,000	2.7	2.4	1.9
6: Wholesale (Part G)	3,500	3.1	3.3	3.8
7: Retail (Part G)	11,000	9.8	9.5	9.2
8: Transport & storage (inc postal) (H)	3,000	2.7	3.3	4.8
9: Accommodation & food services (I)	9,000	8.0	9.2	7.6
10: Information & communication (J)	2,500	2.2	2.1	4.2
11: Financial & insurance (K)	5,000	4.5	2.4	3.4
12: Property (L)	1,500	1.3	1.4	1.9
13: Professional, scientific & technical (M)	4,500	4.0	5.0	8.8
14: Business administration & support services (N)	9,000	8.0	6.3	8.7
15: Public administration & defence (O)	13,000	11.6	7.2	4.2
16: Education (P)	11,000	9.8	8.6	8.4
17: Health (Q)	19,000	17.0	15.1	12.8
18: Arts, entertainment, recreation & other services (R-U)	4,000	3.6	3.6	4.5
TOTAL (SIC 2007 Broad Group A-U)	112,000	100	100	100

Source: Business Register and Employment Survey (BRES) workplace employment analysis, 2019. ONS.

11.4.2 In terms of occupation, 'professional occupations' account for over 1/4, but there is an even split across the key employment groups.

Analysis of employment by occupation using the latest resident-based estimates from the Annual Population Survey tends to reinforce Swansea's role as a regional service centre, with higher proportions (than Wales and UK) employed in occupations associated with the service sector, including professional, caring/leisure and sales/customer service occupations. The equivalent Swansea workplace data (also included in the table below) shows variation with residence-based figures in some categories but a broadly similar overall pattern.

Residents in employment who are: (SOC 2010 Major Group)	Swansea total	Swansea %	Wales %	UK %	Swansea (workplace %)
1: Managers, directors and senior officials	10,600	9.4	10.2	11.4	(8.5)
2: Professional occupations	28,500	25.4	20.3	22.8	(24.3)
3: Associate professional and technical occ's	15,800	14.0	14.6	15.7	(14.1)
4: Administrative and secretarial occupations	10,900	9.7	9.9	10.1	(12.3)
5: Skilled trades occupations	8,300	7.4	10.5	9.2	(6.8)
6: Caring, leisure and other service occ's	11,500	10.2	9.8	8.9	(9.2)
7: Sales and customer service occupations	9,400	8.3	8.0	6.9	(9.3)
8: Process plant and machine operatives	7,100	6.3	6.3	5.5	(5.5)
9: Elementary occupations	10,200	9.1	9.9	9.2	(10.0)
TOTAL (SOC 2010 Major Group 1-9)	112,500	100	100	100	(100)

Source: Annual Population Survey (APS) data for the 12 month period ending December 2020, ONS.

Notes:

- The Annual Population Survey (APS) is a sample survey of households living at private addresses in the UK. These APS figures relate to where people live (i.e. residence-based estimates), apart from the workplace data in the right hand column.
- The 2010 Standard Occupational Classification (SOC 2010) contains a four level hierarchy of occupations, from the above Major Groups to more specific four-digit Unit Groups. SOC 2010 is also the main component of the National Statistics Socio-economic Classification (NS-SEC).
- Columns may not sum due to rounding.

11.4.5 Whilst not specifically about the workforce, it is useful to look at the number and type of businesses in operation. Headline statistics include Swansea's 13.4% retail compared to a 9.4% Wales average and a lower than average (12.7% compared to Wales average of 14.7%) within construction.

4. BUSINESS ACTIVITY

Statistics on the number of active businesses or enterprises, and business 'births' and 'deaths', are produced annually by ONS. These statistics, available at local authority level, act as a guide to the pattern of business activity, start-ups and closures in the reference year, 2019.

The stock of active businesses in Swansea grew by 250 (+3.3%) to 7,780 between 2018 and 2019, with 1,290 recorded business births and 845 deaths. Over the year, the total stock of businesses increased by 1.4% in Wales and by 2.5% in the UK. Business 'birth rate' and 'death rate' statistics are also available, as shown in the table below, together with a breakdown of active business stocks by broad industry group for Swansea, Wales and the UK. The most represented sector groups in Swansea in 2019 were 'Retail' (13.4% of business stock, higher than Wales/UK averages), 'Construction' (12.7%), and 'Professional, scientific & technical' (12.5%).

Active businesses: Stock, births and deaths	Swansea (total)	Swansea (%)	Wales (%)	UK (%)
Production (includes manufacturing)	495	6.4	7.2	5.8
Construction	990	12.7	14.7	13.4
Motor Trades	280	3.6	3.9	2.9
Wholesale	230	3.0	3.3	3.9
Retail	1,045	13.4	9.4	8.0
Transport & storage (incl. postal)	385	4.9	5.5	4.8
Accommodation & food services	725	9.3	9.7	6.3
Information & communication	405	5.2	5.2	8.8
Finance & insurance	115	1.5	1.5	1.6
Property	325	4.2	3.3	4.3
Professional; scientific & technical	970	12.5	13.6	18.2
Business administration and support services	795	10.2	9.7	10.2
Education	95	1.2	1.5	1.5
Health	345	4.4	4.4	3.8
Arts; entertainment; recreation; other services	580	7.5	7.1	6.5
Stock of active businesses (2019)	7,780	100	100	100
Business Births / Birth Rate (2019)	1,290	16.6	11.8	13.0
Business Deaths / Death Rate (2019)	845	10.9	10.4	11.2

Sources: 'Business demography, UK: 2019', ONS.

Notes:

- This analysis is based on business demography statistics for 2019 published by the Office for National Statistics (ONS) on 17 November 2020. The active business stock data by industry type was published by Welsh Government on 19 January 2021.
- The figures only represent an approximate estimate of the actual number of businesses, start-ups and closures in an area. The definition of an active business in this release is based on activity at any point in the year.
- The latest estimates on births, deaths and survivals are subject to revision, usually in the following year's publication.
- The above business birth and death rates are derived as the percentage of stock in 2019.
- Numbers have been rounded at source, to the nearest five, to prevent disclosure.

11.5 Earnings

11.5.1 Whilst noted previously, earnings figures need to be considered within this section. It is interesting that males in Swansea earn less than the Wales and UK averages but females earn higher, and notably earn more than their male counterparts.

Earnings

The Annual Survey of Hours and Earnings (ASHE) provides information about the levels, distribution and make-up of earnings and hours worked for employees to local authority level. Data for specific industries and occupations is also available at higher geographic levels.

The latest median weekly full-time earnings figure for residents in Swansea stands at £538.00 (April 2020); which is 0.7% lower than the Wales figure but 8.1% below the UK average. The published workplace-based full-time weekly earnings figure for Swansea is around £6 per week lower than the resident-based figure, as shown in the table below.

WEEKLY earnings	Swansea	Swansea (% of Wales)	Wales	UK	Swansea (Workplace)
FULL-TIME employees	£538.00	99.3	£541.70	£585.50	£531.90
% change on previous year	-4.6%	-	+0.3%	+0.1%	+2.5%
Male full-time	£534.80	95.1	£562.40	£619.00	£521.10
Female full-time	£551.90	107.1	£515.40	£543.00	£534.80
PART-TIME employees	£201.50	96.3	£209.30	£202.80	£212.70
ALL employees	£444.80	99.3	£447.80	£479.10	£447.30

Source: Annual Survey of Hours and Earnings (ASHE) 2020, ONS.

Over the latest year period (April 2019 to April 2020), the survey estimates suggest that full-time weekly earnings in Swansea fell by 4.6%, whilst figures for Wales and the UK remained relatively constant.

11.5.2 As expected, this trend is replicating when showing annual earnings. As noted, Swansea experienced a decline in average annual salary which wasn't mirrored across Wales and the UK.

Annual earnings data is also available from ASHE. The Swansea median full-time figure (2020) of £27,480 is 2.8% lower than the Wales average, although both Swansea and Wales figures are below the UK average (in Swansea by 12.6%). Over the last year, average annual full-time earnings in Swansea fell by 2.3%, whilst Wales and UK figures increased – as shown below.

ANNUAL earnings	Swansea	Swansea (% of Wales)	Wales	UK	Swansea (Workplace)
FULL-TIME employees	£27,480	97.2	£28,273	£31,461	£27,058
% change on previous year	-2.3%	-	+1.5%	+3.6%	-0.6%
Male full-time	£26,747	89.2	£30,000	£33,923	£26,534
Female full-time	£29,089	110.7	£26,287	£27,981	£28,039
PART-TIME employees	£11,004	96.1	£11,455	£11,234	£11,511
ALL employees	£23,164	97.9	£23,665	£25,780	£22,833

Source: Annual Survey of Hours and Earnings (ASHE) 2020, ONS.

Notes:

- ASHE is conducted in April each year to obtain information about the levels, distribution and make-up of earnings and hours worked for employees. The latest estimates (2020 provisional) were published on 3 November 2020.
- The ASHE figures are available on a resident and workplace basis. The figures in the above tables are resident-based (i.e. the average earnings of adults living within the area) with the exception of the 'Swansea (Workplace)' column.
- The headline statistics for ASHE are based on the median rather than the mean. The median is the value below which 50 per cent of employees fall. It is ONS' preferred measure of average earnings as it is less affected by extreme values and because of the skewed distribution of earnings.
- The earnings information presented relates to gross pay before tax, National Insurance or other deductions, and excludes payments in kind. It is restricted to earnings for the survey pay period (excluding arrears) that included 22 April 2020.
- At this time, approx. 8.8 million employees nationally were furloughed under the Coronavirus Job Retention Scheme (CJRS); these estimates include furloughed employees and are based on actual payments made to the employee from company payrolls and the hours on which this pay was calculated, which in the case of furloughed employees are their usual hours.
- The original 2019 results have been revised by ONS as part of this release. Annual %-changes are based on the revised data.

11.6 Unemployment

11.6.1 Statistics showing percentages claiming unemployment allowances by ward demonstrate how all but 4 of the 36 wards have unemployment between 0.9 and 5.1%. This jumps to more than double with Townhill, with Penderry a noteworthy 8.8%. Almost half the wards are under 3%.

11.6.2 A positive is that every ward has recorded a reduction in unemployment from the previous year as much as 55% although notably the lowest improvement was also in Townhill.

Claimant count by Ward in Swansea: 9 September 2021 (ranked by People Rate %)

Electoral Ward:	Men	Rate %	Women	Rate %	People	Rate %	Change on year
Townhill	290	11.5	290	9.5	580	10.4	-40 (-6%)
Penderry	380	10.3	300	7.4	675	8.8	-155 (-19%)
Castle	750	9.1	285	5.4	1,035	7.7	-160 (-13%)
Landore	210	8.9	130	5.3	345	7.1	-40 (-10%)
Bonymaen	140	5.9	105	4.4	245	5.1	-90 (-27%)
St. Thomas	155	5.1	130	4.9	285	5.0	-80 (-22%)
Morrison	300	5.9	200	3.8	500	4.8	-190 (-28%)
Mynyddbach	140	5.2	110	4.2	250	4.7	-55 (-18%)
Cwmbwrla	140	5.5	100	3.9	240	4.7	-90 (-27%)
West Cross	90	5.2	75	4.2	165	4.7	-45 (-21%)
Cockett	215	4.8	185	4.1	400	4.5	-135 (-25%)
Clydach	110	5.0	90	3.8	200	4.4	-100 (-33%)
Gorseinon	90	5.9	40	2.8	130	4.4	-70 (-35%)
Penyrheol	80	4.3	55	3.0	135	3.7	-50 (-27%)
Uplands	295	4.0	135	2.5	430	3.4	-70 (-14%)
Llansamlet	175	3.7	145	2.9	320	3.3	-145 (-31%)
Sketty	185	4.1	110	2.5	295	3.3	-75 (-20%)
Pontarddulais	80	3.9	55	2.6	130	3.2	-60 (-32%)
Oystermouth	45	3.9	30	2.5	75	3.2	-20 (-21%)
Upper Loughor	30	3.6	20	2.3	50	2.9	-30 (-38%)
Dunvant	35	2.8	35	2.7	70	2.8	-25 (-26%)
Penllergaer	35	3.6	20	2.1	55	2.8	-15 (-21%)
Lower Loughor	25	3.9	15	1.9	40	2.8	-35 (-47%)
Gowerton	55	3.3	30	1.7	80	2.5	-65 (-45%)
Penclawdd	35	3.4	15	1.5	50	2.5	-35 (-41%)
Mawr	15	2.9	10	2.0	25	2.5	-20 (-44%)
Kingsbridge	30	2.5	30	2.1	60	2.3	-20 (-25%)
Fairwood	25	3.1	10	1.4	35	2.2	-25 (-42%)
Killay South	20	3.1	5	1.0	25	2.1	-10 (-29%)
Pennard	10	1.8	15	2.2	25	2.0	-20 (-44%)
Bishopston	15	2.1	15	1.5	30	1.8	-20 (-40%)
Newton	20	2.2	10	1.2	30	1.7	-20 (-40%)
Llangyfelach	30	1.9	20	1.1	50	1.5	-60 (-55%)
Mayals	5	1.1	10	1.6	20	1.4	-5 (-20%)
Gower	20	1.9	5	0.7	25	1.3	-25 (-50%)
Killay North	10	1.1	5	0.7	15	0.9	-5 (-25%)
Total	4,275	5.4	2,840	3.7	7,120	4.5	-2,110 (-23%)

Source: Department for Work and Pensions (DWP) administrative systems, ONS / Nomis, 12 October 2021.

Notes:

- The claimant rates are ONS' published estimates calculated using the resident working age population aged 16-64 by electoral ward.
- In this table, wards are ranked in order of claimant unemployment rate (all people), high to low.
- Claimant count data is published rounded to the nearest 5, and any # values shown are those suppressed by ONS.
- Local area claimant data is also available on the basis of ONS' Super Output Area (SOA) geography, e.g. by LSOA (Lower layer SOA).

11.6.3 When comparing by gender, there are far more men registered as unemployed than women. Notably, the percentages between Swansea East (5.3%) and Swansea West (5.1%) are very similar. Traditionally, Swansea has been viewed as an area with 'an East-West divide'.

Swansea's overall rates of unemployment are lower than the UK average.

Claimant count unemployment: 9 September 2021 (data not seasonally adjusted unless stated)

SWANSEA (City & County)	People	Rate %	Change on quarter	Change on year
Men	4,275	5.4	-415 (-8.8%)	-1,310 (-23.5%)
Women	2,840	3.7	-175 (-5.8%)	-800 (-22.0%)
People	7,120	4.6	-585 (-7.6%)	-2,110 (-22.9%)

Other areas:	People	Rate %	Change on quarter	Change on year
Swansea TTWA*	11,175	4.4	-900 (-7.5%)	-3,630 (-24.5%)
Gower PCA**	1,395	3.0	-195 (-12.3%)	-720 (-34.0%)
Swansea East PCA**	2,840	5.3	-250 (-8.1%)	-860 (-23.2%)
Swansea West PCA**	2,880	5.1	-145 (-4.8%)	-535 (-15.7%)
WALES (unadjusted)	86,075	4.4	-8,975 (-9.4%)	-29,845 (-25.7%)
Seasonally adjusted	86,935	4.5	-8,131 (-8.6%)	-29,147 (-25.1%)
UK (unadjusted)	2,079,275	5.0	-206,720 (-9.0%)	-576,840 (-21.7%)
Seasonally adjusted	2,112,830	5.0	-187,953 (-8.2%)	-548,886 (-20.6%)

Source: Department for Work and Pensions (DWP) administrative systems, ONS / Nomis, 12 October 2021.

Notes:

- The count includes people who claim Jobseeker's Allowance (JSA), plus claimants of Universal Credit (UC) who are required to seek work.
- Claimant count rates are expressed as a percentage of the resident working age population aged 16-64.
- Swansea TTWA*: Travel to Work Area (2011 Census based); PCA**: the three Parliamentary or Assembly Constituency Areas in Swansea.
- Seasonally adjusted data is available for UK countries and regions, but not local areas (e.g. local authorities, constituencies, wards).

National unemployment statistics: June 2021 to August 2021

Unemployment (LFS):	People	Rate %	Change on quarter	Change on year
WALES: Men	33,000	4.0	-6,000 -15.1%	-5,000 -12.4%
Women	30,000	4.1	+10,000 +46.9%	+9,000 +45.9%
People	63,000	4.0	+4,000 +6.2%	+5,000 +8.2%
UK: Men	821,000	4.6	-43,000 -5.0%	-57,000 -6.5%
Women	689,000	4.3	-83,000 -10.8%	+24,000 +3.6%
People	1,510,000	4.5	-126,000 -7.7%	-33,000 -2.2%

Source: Labour Force Survey (LFS), ONS. From "Labour market statistics" UKWales releases 12 October 2021.

Notes: Data is seasonally adjusted. Levels and rates are for those aged 16 and over. The rate is expressed as a proportion of all economically active people. The LFS figures use the ILO definition of unemployment where people are: without a job, have actively sought work in the last four weeks and are available to start work in the next two weeks; or are out of work, have found a job and are waiting to start it in the next two weeks.

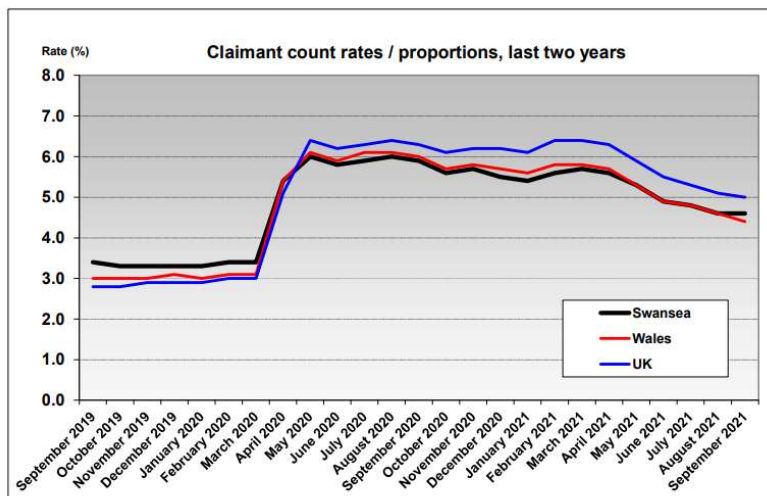
11.6.4 An analysis of unemployment trends over the past two years shows that the reduction between 2020 and 2021 belies any overall increase from 2019. It is likely that this large increase and subsequent reduction can at least in part be attributed to Covid-19 and associated measures.



CLAIMANT COUNT UNEMPLOYMENT TRENDS: to September 2021

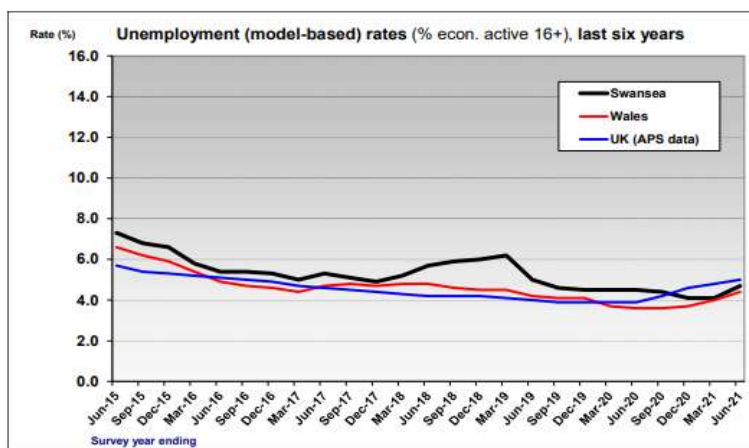
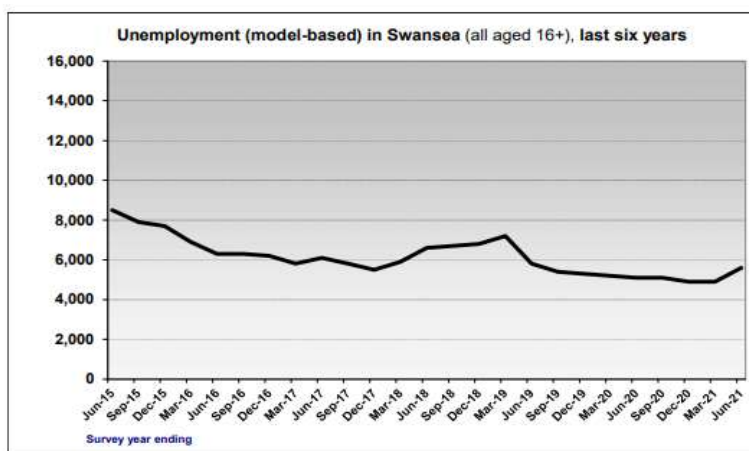
CLAIMANT COUNT UNEMPLOYMENT TRENDS: last 2 years				Swansea: total rate (%)				Wales (%)		UK (%)	
Swansea: total	rate (%)	Wales (%)	UK (%)								
September 2019	5,330	3.4	3.0	2.8	October 2020	8,725	5.6	5.7	6.1		
October 2019	5,230	3.3	3.0	2.8	November 2020	8,860	5.7	5.8	6.2		
November 2019	5,215	3.3	3.0	2.9	December 2020	8,655	5.5	5.7	6.2		
December 2019	5,200	3.3	3.1	2.9	January 2021	8,405	5.4	5.6	6.1		
January 2020	5,185	3.3	3.0	2.9	February 2021	8,795	5.6	5.8	6.4		
February 2020	5,320	3.4	3.1	3.0	March 2021	8,835	5.7	5.8	6.4		
March 2020	5,335	3.4	3.1	3.0	April 2021	8,780	5.6	5.7	6.3		
April 2020	8,425	5.4	5.4	5.1	May 2021	8,265	5.3	5.3	5.9		
May 2020	9,300	6.0	6.1	6.4	June 2021	7,705	4.9	4.9	5.5		
June 2020	8,995	5.8	5.9	6.2	July 2021	7,555	4.8	4.8	5.3		
July 2020	9,225	5.9	6.1	6.3	August 2021	7,250	4.6	4.6	5.1		
August 2020	9,345	6.0	6.1	6.4	September 2021	7,120	4.6	4.6	5.0		
September 2020	9,230	5.9	6.0	6.3	Change on year	-2,110	-22.9%	-25.7%	-21.7%		
					Change: 2 years	+1,790	+33.6%	+50.2%	+78.5%		

11.6.5 The point about claimant figure rises being contributed to by the Covid-19 pandemic are supported by the following graph which shows a significant rise between March and May 2020 that was reflected across Wales and the UK.



As at 18th January 2022

11.6.6 Unemployment trends over the past 6 years generally reflect Wales and UK trends with a disproportionate rise locally between March 2018 and 2019 which was off-set in 2019.



11.5 Population Key Findings

- Swansea's population decreased slightly between 2019 and 2020
- It has a higher than average* proportion of working age (16-64) people
- There is a lower than average* proportion of children aged 0-15
- There has been a drop of 2.4% in the number of 0-4 year olds from 2019 to 2020
- Swansea has a higher numbers of deprived areas than the Welsh average
- Average salary for women in Swansea is higher than men which bucks Wales and UK figures.
- Additionally, there is considerable diversity between the most and least deprived
- It's most populated industries are health with 17% and public administration at 16%
- Swansea has a proportionately low average income*

* Average relates to both Swansea and UK

11.6 It is noteworthy that the demographic of the consultation respondents does not truly reflect the diverse nature of Swansea's population. This will need to be addressed going forward.

11. Population – Summary of Key Findings

- Given the large number of deprived communities, planning towards childcare sufficiency needs to recognise that costs of childcare in these areas will be a barrier
- Statistics from 2019 to 2020 suggest a reduction in 0-4 year olds which will impact on childcare requirements
- Given that health and public administration equate to 1/3 of overall occupations within Swansea, it may be beneficial to gain additional input on childcare needs, particularly with the potential for unsociable hours working.
- Notably there is a much higher proportion of men in employment compared to women, yet women earn more on average within Swansea (unlike other areas). There are likely to be childcare-related implications of this.

11. Population – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
11.1 The high proportion of deprived LSOA's and providing affordable childcare	11.1 Work within Townhill, Penderry and other deprived areas to increase affordable childcare opportunities	LA & Partners, Local Area Coordination	March 24	Families in priority areas feel more able to use formal childcare
11.2 Given high employment in health, it is important that	11.2 Undertake additional engagement with local health board to assess sufficiency	LA	March 23	Increased understanding of childcare needs of key sector

provision meets need				
11.3 With fewer females than males in employment, yet earning more, does childcare act as a gender-related barrier to earning?	11.3 Additional consultation to identify childcare / career choices	LA	March 24	Identification of whether potential high earners are prevented from employment due to care requirements

12. The Childcare Sufficiency Assessment and Local Well-being Plans

12.1 Requirements

- 12.1.1 It is essential to take note of local labour market and patterns of training and adult learning locally, working patterns, shift work, opening, closure, expansion or shrinkage of sources of employment.
- 12.1.2 Additionally, consider planned and proposed property development within area which may affect population composition and density.
- 12.1.3 It is a requirement to draw on information included in existing Local Well-being Plans and any information captured by Public Service Boards in developing their future Assessment of Local Well-Being.

12.2 Data Capture / Methodology

- 12.2.1 This section is predominantly completed via desk research in identifying childcare-related contributions to key documents. Additionally, officers and partners were able to identify relevant working groups and policies that had an impact.
- 12.2.2 Swansea's Local Development Plan (LDP) provides details of key strategic developments up until 2025. This data has been used to advise childcare sufficiency targets for the previous 5 years, particularly giving consideration to developments with a high proportion of 3-4 bedroom properties due to the likelihood of being family dwellings.
- 12.2.3 Swansea's Wellbeing Assessment was undertaken towards the end of 2021, providing a useful opportunity to obtain up to date information.

12.3 Swansea's Wellbeing Plan & Childcare Sufficiency

- 12.3.1 Swansea's Wellbeing Plan gives consideration to the impact of childcare both as part of every child's healthy development and to support families to undertake training and employment. Early Years (giving children the best start in life) is Objective One within Wellbeing plan

<https://www.swansea.gov.uk/localwellbeingplan>

1 Children have the best start in life to be the best that they can be when...

Parents and families are well prepared for birth and early childhood

All children develop to their full potential



Support services are high quality and work together well

Children are safe from harm and are supported at the earliest opportunity

If children have the best start in life they are likely to be healthier, more likely to be better learners and less likely to experience poverty and deprivation as adults.

Positive Early Years experiences lead to a greater likelihood of having a good job and a better standard of living. They also more likely to be able to look after the environment and contribute to safe and prosperous communities (for more information, please see the Marmot Review).

Giving children the best start in life falls into the following three categories in Swansea:

- Promoting important messages and information to all.
- Enhancing and improving universal Early Years services. This is through the availability of additional early intervention provision for expectant parents and young children. It makes sure there are strong foundations in place for their future development.
- Adding value to universal and early intervention services. This is through the engagement and involvement of wider services and organisations. It's to promote, signpost, co-plan and deliver community-based support and activities.

Our Objective by 2040:
To make sure children in Swansea have the best start in life to be the best they can be.
The Steps we will take towards this will be:

The Steps to be taken	Short term (<3 years)	Medium term (4-9 years)	Long term (10-25 years)
To promote Swansea's First 1000 Days Programme	To support and join the Public Health Wales First 1000 days collaborative. To develop an action plan to deliver the short-term actions.	To review and put in place medium term actions.	Savings are drawn from putting in place the short and medium-term steps and are invested in the remaining actions.
To make sure parents are supported for birth and during early childhood	To engage our PSB workforces. To make every contact count through promoting key messages and knowledge to families. To adopt social prescribing at all levels.	To build on involvement elements of developing and embracing the messages by working together.	Keep the momentum into the long term.
To more effectively integrate Early Years Services	To explore opportunities to integrate Early Years services. To learn from existing good practice in Swansea and beyond. To develop and test a Swansea model through pilots.	To evaluate and further embed a Swansea model. To enhance closer multi-agency collaboration and working together.	Fully implement the new Swansea Early Years model.
To make sure that interventions are made earlier in life (and in the right ways at later stages)	To explore and pilot cross agency opportunities. To deliver preventative services at an earlier stage to stop issues becoming worse.	To build on what works.	Keep the momentum and made sure that the Adverse Childhood Experience (ACE) cycle is reduced across the population.

The Early Years Steering Group will be responsible for delivering the Steps. Specific leads will be identified as appropriate.

Additionally, the Wellbeing Plan acknowledges the Marmot Review and the recommendation to ensure high quality childcare is in place;

Marmot Review: an independent review into health inequalities in England published in 2010 (www.ucl.ac.uk/marmotreview). The Review, chaired by Professor Sir Michael Marmot, included a focus on Early Years interventions into health inequalities. The Marmot Report specifically suggested a need to:

- reduce inequalities in the early development of physical and emotional health and cognitive, linguistic and social skills
- ensure high quality maternity services, parenting programmes, childcare and Early Years education for all
- build resilience and well-being of all young children.

[file:///C:/Users/stephen.cable/Downloads/Working Together to Build a Better Future%20\(1\).pdf](file:///C:/Users/stephen.cable/Downloads/Working%20Together%20to%20Build%20a%20Better%20Future%200(1).pdf)

12.4 Childcare within Additional Local Policy

12.4.1 Tackling Poverty

12.4.1.1 The Childcare & Play Sufficiency Manager sits on Swansea's Tackling Poverty Forum. This gives particular regard to the impact of childcare in supporting families in, or at risk of, poverty in engaging in work and employment.

12.4.1.2 At the time of undertaking the 2022 CSA, The Poverty Forum had a specific target to consider the impact of costs of childcare on those in poverty.

12.4.2 Childcare & Educational Policy

12.4.2.1 Childcare and education have operated hand in hand for many years and both can evidence a reliance on, or benefit of association with, the other. Despite this, some school-based settings and the development officers that support them have reported a dissonance particularly with regard to costs of hire via the third party lettings agreements.

12.4.2.2 The current Third Party Lettings/ Out of School Clubs Guidance (V3) produced in May 2021, includes specific Out of School Clubs information (section 5).

12.4.2.3 Aside from the Welsh in Education Strategic Plan (**WESP – Section 3**), and the links with Flying Start, there is minimal reference to the role of childcare in supporting education within local policy.

12.4.3 Childcare & Play

12.4.3.1 Given that childcare sufficiency and play sufficiency sit within the same structure it is perhaps unsurprising that the two areas work closely for mutual gain. Following the 2017 CSA identifying children's desire for increased outdoor play, a range of training and funding opportunities were developed to enhance opportunities within settings.

12.4.4 Childcare & Local Planning

12.4.4.1 There is a demonstrable link between local planning policy and childcare sufficiency. Most notably, additional housing developments, particularly with key strategic sites of often hundreds of homes, will affect demand for childcare.

12.4.4.2 As such, the Local Development Plan (LDP) and the proposal for strategic sites is factored into both ward RAG grading and in targets for umbrella organisation development officers where there is likely to be an increase in family homes within an area, i.e. an increased demand for childcare. The lead officer for the LDP sits on the Childcare Sufficiency Working Group.

12.5 A Collaborative Approach to Childcare

12.5.1 As detailed in Section 2, the partnership approach to childcare is something which has developed in recent years. Childcare contributes to, and is impacted by, a wide range of policy and it is important that decision-makers are aware of childcare-related implications.

12.5.2 The Childcare Sufficiency Working Group assists this, but it would be beneficial for an ongoing identification of relevant policy to ensure consideration is given and influence occurs.

12. CSA & Local Wellbeing Plans – Summary of Key Findings

- The role of childcare within Swansea’s Wellbeing Plan is limited and would benefit from additional consideration
- Childcare and its contribution to employment and training for families in poverty has been a key discussion / action point within Poverty planning and this has been beneficial.
- Childcare demand is impacted by housing developments and the close working relationship needs to be maintained and projections need to be factored into future planning.
- There are inevitable close links between childcare and education, although there are occasions where settings report barriers that would benefit from further discussion.
- Officers leading on childcare sufficiency should look to stay abreast of relevant local policy and seek to contribute or advise on development.

12. CSA & Local Wellbeing Plans – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
12.1 Continue to evidence childcare’s contribution to addressing poverty	12.1 Ensure continue recognition of childcare and its contribution within local poverty plans and policy	LA	Ongoing	Those living in poverty are better supported to use formal childcare
12.2 Ensure childcare is recognised within education planning	12.2 Increased dialogue with relevant education colleagues	LA	March 23	School-based settings feel their needs are understood and considered
12.3 Ensure key housing developments are considered when planning sufficiency	12.3 Engage LDP lead in working group and identify key strategic sites	LA	Ongoing	Where significant increased housing will take place, there is a plan for addressing increased demand for childcare
12.4 Ensure childcare contribution to Wellbeing Plan and other policy and strategy is recognised and monitored	12.4 Identify relevant policy and ensure links exist and contributions made	LA	Ongoing	Childcare is recognised and considered within relevant policy

13. Barriers to Childcare Provision

13.1 Requirements

13.1.1 It is a requirement to look at the accessibility of provision and consider how barriers can be removed.

13.1.2 In particular, consider barriers experienced by:

- *Working parents*
- *Parents seeking work or training opportunities*
- *Unemployed households*
- *Low income families*
- *Lone parent families*
- *Families from ethnic minority backgrounds*
- *Families with children who have special educational needs or a disability*

13.2 Methodology

13.2.1 In identifying barriers to childcare, key methods for identification are via the range of surveys developed as part of the assessment.

13.2.2 Additionally, data gathered by the Family Information Service was used to identify concerns raised with them on access to childcare.

13.2.3 Where a particular need or issue was identified, focus groups with representative parties were arranged, most notably in relation to financial barriers to childcare.

13.3 Accessibility of Childcare Provision

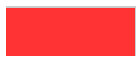




13.3.1 It is essential that all those requiring attendance at childcare settings are not prevented from doing so. Additionally, no family with additional access or support needs should have to incur expense or other inconvenience to allow attendance. There have been concerns documented in previous years that families have had to pay extra as their child required additional staffing.

13.3.2 This needs to be communicated effectively to settings so that they are aware that if it appears likely that an added cost is required, the local authority are made aware.

13.3.3 Accessibility also relates to a choice of language, particularly in terms of English and Welsh medium but in ensuring specific individual needs are met wherever possible.

13.4 Barriers to Childcare Provision

13.4.1 Findings from the Welsh Government Parental Survey make a telling statement that over 50% of those surveyed either agree or strongly agree that childcare is a barrier to accessing training or employment. This figure could be higher given that 25% listed 'N/A', however, it is fair to assume some of these will have listed N/A due to not being a barrier. Either way, it is a stark statement.

26.11. Childcare is a barrier to me accessing employment or training			Response Percent	Response Total
1	Strongly Agree		31.5%	58
2	Tend to Agree		21.2%	39
3	Tend to Disagree		12.5%	23
4	Strongly Disagree		9.2%	17
5	N/A		25.5%	47
			answered	184

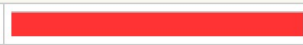
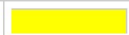



Source: 2021 Parent/Carer Survey

When asked the question; I know where to find out information on financial assistance for childcare', the responses were;

- 11.8% Strongly Agreed**
- 25.1% Tended to agree**
- 32.1% Tended to disagree**
- 26.7% strongly disagreed**
- 4.3% felt the question wasn't applicable to them**

In other words, over 60% of those who responded felt they didn't know where to find out about financial assistance for childcare.

13.4.2 Whilst in work, over 76% of respondents stated that childcare issues had caused problems at work, with 30% feeling it prevented continuation of work.

In the last year, have issues surrounding childcare affected you or your partner (if applicable) in any of the following ways (tick all that apply):							Response Percent	Response Total
1	Caused problems at work						76.22%	109
2	Prevented Continuation of work						30.07%	43
3	Stopped you working/getting a job						30.07%	43
4	Stopped you from training						27.27%	39
5	Other (please explain):						9.09%	13
Statistics	Minimum	1	Mean	2.21	Std. Deviation	1.3	answered	143
	Maximum	5	Variance	1.68	Std. Error	0.08	skipped	44

13.4.2.1 Additionally, anecdotal responses to this question help to detail how specifically families have been impacted;

prevented me applying for a more senior role

Reduced to part time due to cost.

I am a childminder

Caused me to be furloughed.

Forced me to work part time only

Caused me to work part time instead of full time

Juggling g homeschool and both parents working full time

Need to leave early due to collecting l'll child as private nursery concerned due to covid

Gweithio adref yn heriol gyda'r plant adref hefyd

For 18 months we could not find any childcare for our children. This caused massive anxiety and stress levels in both myself and my husband

It has created a lot of difficulties with work, children balance. To care for my child during the working day means I have to work in the evenings when she is in bed.

When returning to work from maternity leave I didn't not have the financial ability to access the amount of childcare I actually needed, this was due to being on lower pay through my period of maternity in comparison to my usual wage. I have therefore found myself juggling working from home and having a baby in my care two afternoons a week as this is the only option available to me. Whilst work have not raised an issue with this, it does of course impact on my work in general.

Added pressure and stress placed on parents

13.4 Barriers faced by Identified Groups

13.4.1 Working parents

13.4.1.1 The CSA is predominantly based around the needs of working parents. Whilst their needs and barriers will be diverse, it is apparent that the primary barriers faced by working parents are cost of provision and ensuring that provision caters for their specific work patterns or requirements.

13.4.1.2 Additionally, working patterns, notably unsociable hours, impacts on ability to access formal childcare and this is addressed in Section 5.

13.4.2 Parents seeking work or training opportunities

13.4.2.1 Evidently, those seeking work will be likely to facing more difficulty in relation to cost of childcare. This is explored in more detail within this section.

13.4.2.2 Additionally, with training opportunities taking place for part of a day, it is noted that most formal childcare settings require either a full or half day payment to attend, so for a shorter training session, a full charge may still be required.

13.4.2.3 The Programme for Government 2021-26 Wellbeing Statement has resulted in eligibility changes for the Childcare Offer to support parents in training.

[Programme for government 2021 to 2026: Well-being statement | GOV.WALES](#)

13.4.3 Unemployed households

13.4.4 *Low income families*

13.4.4.1 Barriers experienced by low income families are likely to be the same as those identified by most families, i.e. cost being a barrier, but at a more pronounced level. Feedback from families has already identified that, for many, costs of weekly childcare can all but cancel out weekly income.

13.4.4.2 One benefit will be the potential for universal credit towards cost implications of childcare. It will be beneficial to look at means tested support towards childcare costs.

13.4.5 *Lone parent families*

13.4.5.1 Several responses to surveys were able to be identified as from lone parent families. It can be assumed that they will be less likely to have immediately available informal childcare, i.e. from the other parent, while they work.

13.4.5.2 Another consideration, albeit one which has not been identified from consultation is where lone parent families share responsibility for their children and therefore require childcare for, say, 50% of the time. This may be problematic for settings where a child is looking to attend on alternating weeks.

13.4.6 Families from ethnic minority backgrounds

13.4.6.1 The fact that 22% of settings stated they could not provide a service in any language other than English or Welsh suggests those for whom English is a second language may face barriers.

13.4.6.2 It is notable that the percentage of respondents from ethnic minorities was disproportionately low.

13.4.7 Families with children who have special educational needs or a disability

13.4.7.1 It is essential that those with additional needs or are disabled are able to access childcare.

13.4.7.2 It is also essential that families with a child with a specific need are not required to pay a higher fee than other families to receive the same care. Specifically, if attendance at childcare requires either additional staffing support or specialist equipment, this cost must not be incurred by the parent/carer.

13.4.7.3 There have been cases within Swansea where an additional staffing charge has been passed on to the parent/carer and this needs to be addressed. This does not mean that a setting should have to be 'out of pocket' and this is where the Additional Learning Needs (ALN) Act places requirements on local authorities.

13.4.8 As identified within the surveys, there is still a perception among parent/carers that settings will not be able to provide for their child's needs.

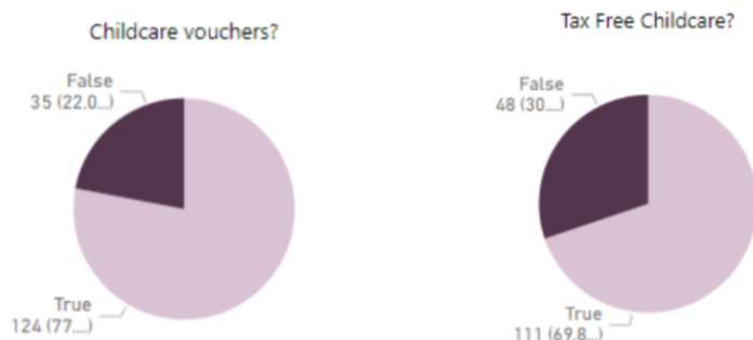
13.4.9 Additionally, as noted in Section 17 (Training & WFD), in March 2021, the sector reported overall that they felt that they had insufficient knowledge, training and guidance to meet the needs of children with ALN.

13.4.10 As a result, a focus group was developed in February 2022, incorporating representatives of Swansea Parent/Carer Forum and the local authority's Early Years ALN Team. This group identified the following key issues;

- Ensuring families are aware of support available at the earliest opportunity
- The need to ensure those from ethnic minorities or otherwise can access support

13.5 Tax Credits & Support Towards Childcare Costs

13.5.1 Families are able to access support towards the costs of childcare as a result of a range of initiatives including tax-free childcare. Information from Dewis (March 2021) suggests that the majority of settings offer childcare vouchers or are registered for tax-free childcare, although there are notably 30% that do not. *Equally, this figure does not translate exactly with the amounts in 13.5.4.*



13.5.2 It is noted that, despite a considerable increase in take-up over the past 5 years, Swansea remains behind most comparable areas in terms of the number of families taking this up. Using 2020 mid-year estimates as a guide, it can be demonstrated that the 715 take-up in a population of 246,563, is much less favourable than Cardiff's 1,875 in a population of 369,202.

Table 9: Annual Number of Families with Used Tax-Free Childcare accounts by local authority For Tax Years 2017-18, 2018-19, 2019-20 and 2020-21 by Country and Region

Area Name	2017-18	2018-19	2019-20	2020-21	2020 Population*
Bridgend	55	195	475	615	147,539
Caerphilly	75	225	545	650	181,731
Cardiff	180	670	1,460	1,875	369,202
Carmarthenshire	85	270	595	730	190,073
Ceredigion	*	50	135	210	72,895
Conwy	60	175	360	455	118,184
Denbighshire	40	150	295	395	96,664
Flintshire	60	255	635	815	156,847
Gwynedd	30	130	315	400	125,171
Isle of Anglesey	*	100	230	255	70,440
Merthyr Tydfil	*	65	150	185	60,424
Monmouthshire	50	160	325	415	95164
Neath Port Talbot	40	170	405	485	144,386
Newport	55	270	615	745	156,447
Pembrokeshire	30	85	210	275	126,751
Powys	80	205	405	500	133,030
Rhondda Cynon Taf	55	235	655	810	241,873
Swansea	75	250	590	715	246,563
Torfaen	*	95	275	345	94832
Vale of Glamorgan	65	245	555	695	135295
Wrexham	45	180	455	535	136,055

* 2020 Mid-year estimates [Population estimates by local authority and year \(gov.wales\)](https://gov.wales/population-estimates-by-local-authority-and-year)

13.5.3 This information is further broken down to identify take-up per parliamentary constituency and shows that, despite, being the smallest area by overall population – and notably by ages 0-4 – Gower has the highest take-up of tax-free childcare.

13.5.4 Whilst rates of employment will be lower in Swansea East, it is still expected that take-up would be higher, particularly as average income is lower. This needs to be addressed specifically. One option may be to ensure advisory groups such as Local Area Coordinators are aware of this and can pass on information.

Tax Free Childcare Statistics: December 2021

Table 11: Annual Number of Families with Used Tax-Free Childcare accounts by Westminster parliamentary constituency For Tax Years 2017-18, 2018-19, 2019-20 and 2020-21 by Country and Region

Area Name	2017-18	2018-19	2019-20	2020-21	2020 Population*
Swansea East	*	75	165	205	84,344
Swansea West	30	70	180	210	82,586
Gower	*	105	245	300	79,633
	30	250	590	715	

* [Parliamentary constituency population estimates \(Experimental Statistics\) - Office for National Statistics](#)

13.5.5 In January 2022, Welsh Government put Swansea Council in touch with Hemsall's, an organisation commissioned to support take-up of Tax-Free Childcare (see 13.7). This was in recognition of the comparatively low take-up of TFC.

13.6 Addressing Barriers to Childcare

13.6.1 Swansea offers an **Assisted Places** scheme to support those identified as benefitting from accessing childcare, but for whom financial or other barriers exist. The scheme has been in existence for several years and may be a consideration for development in response to concerns over costs of childcare.

13.6.2 A scheme to support children with disabilities and additional needs to access childcare has been in operation for a number of years now. Prior to 2018, it was administered by Swansea Council for Voluntary Services (SCVS), before coming back under local authority lead. At this time it changed its name from the '1 to 1 scheme' to '**Supported Access to Childcare**' in recognition of the fact that assistance might come in many forms, e.g. resources, as well as additional staff hours.

13.6.3 With the introduction of the ALN Bill in September 2021, administration of the Supported Access to Childcare scheme was amalgamated with similar support programmes, such as for Flying Start and the 30 Hour Childcare Offer.

13.7 Due to the low take-up of Tax-free Childcare, Swansea Council entered into discussion with Welsh Government and a commissioned agency, Hemsalls, with a view to increasing this take-up.

13.7.1 It was agreed to develop an action plan aimed at increasing;

- Awareness amongst families
- Settings' ability to communicate benefits to families
- Settings registered for the scheme
- Overall take-up

13.7.2 A significant factor is at as of 3rd March 2022, 132 of 236 Swansea settings identified were unregistered on the tax-free childcare scheme. This is something that needs to be addressed if the number of parents taking up tax-free childcare is to increase.

13. Barriers To Childcare Provision – Summary of Key Findings

- As documented across the assessment, the primary barrier to childcare remains a financial one, with many detailing how costs have either prevented or impacted upon employment.
- Over 60% of respondents stated they didn't know how to find out about financial assistance for childcare. Take-up of Tax-Free Childcare in Swansea is comparatively low and increasing this should be a priority in forthcoming years. Notably, the take-up in East Swansea appears disproportionately low.
- This is reflected in the fact that only 132 of 236 settings are registered to support the tax-free childcare scheme.
- Feedback from parents/carers of those who are disabled or have an additional learning need are continuing to question whether provision can meet their child's needs. However, there is potential that some of this may be perception, but either way it will need to be addressed to build confidence. The work of Swansea's Early Years ALN Team to coordinate the process for support will continue to be beneficial.
- As detailed previously, there are examples of where those looking to access Welsh Medium childcare have experienced barriers in terms of accessibility

13. Barriers to Childcare Provision – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
13.1 Cost of childcare is the primary concern for families	13.1 Encourage settings to offer sibling discounts and other reduced costs	LA & Partners	March 23	Families of multiple children finding formal childcare more affordable
	13.1 Disseminate Choosing Childcare booklet which includes a section on help with the cost of childcare.		March 23	Increased understanding of support with childcare costs
13.2 Low take-up of Tax-Free Childcare	13.2 Undertake an awareness campaign to increase take-up	LA & Partners	March 23	Increased awareness from families
	13.2 Look to address the apparently lower take-up in Swansea East		March 24	Increased take-up in Swansea East
	13.2 Increase settings' awareness and ability to advise families of benefits		March 23	Settings reporting increased ability to advise parents
	13.2 Increase the number of settings registered to support the scheme		March 25	Increase in number registered

13.3 Settings' response (March 2021) that they do not feel they have the knowledge and support to effectively care for children with ALN	13.3 Continue roll-out of ALN support and training	LA	Ongoing	Increase in numbers having attended training
	13.3 Undertake additional research to identify if view has changed	LA	March 23	Increase in settings feeling confident in meeting needs
13.4 The need to ensure families are aware of support at the earliest opportunity	13.4 Identify an effective process for informing families of support to access childcare	LA & Partners	March 23	Families with children with ALN / Disabled are supported earlier
13.5 View of some families that welsh medium provision is not available to them	13.5 Undertake specific work to gauge levels of Welsh medium provision and map against demand	LA	March 24	Identification of gaps or barriers to welsh medium provision

14. Free Nursery Education, Flying Start and Childcare Offer provision

14.1 Requirements

14.1.1 It is a requirement to consider the childcare places filled, needed and available in respect of the above and should provide a summary of the situation in your areas in respect of these Welsh Government programmes.

14.2 Data Capture / Methodology

14.2.1 Data required for this section was predominantly obtained via the lead officer responsible and support staff.

14.2.2 Additionally, consultation responses that made reference to elements of this section are included.

14.3 Early Years Education

14.3.1 This information was obtained via the authorities' education Information Officer. They noted that the current system does not record if pupils attend in the morning or afternoon as only schools themselves record this data.

Number of schools (77 total):-

Language	SA1	SA2	SA3	SA4	SA5	SA6	SA7
	South East Swansea	South Central Swansea	South West Swansea	North West Swansea	North Central Swansea	North Swansea	North East Swansea
Welsh	1	1	1	2	2	2	1
Welsh & English	0	0	0	0	0	0	0
English	14	7	10	12	10	10	4
Other	0	0	0	0	0	0	0

Nursery pupil numbers at April 2021 (PLASC school census):-

Medium Type	NCYearActual	SA1	SA2	SA3	SA4	SA5	SA6	SA7
English medium	N1	249	127	93	181	199	156	71
English medium	N2	420	235	175	319	366	289	99
Welsh medium	N1	8	18	27	40	35	30	41

Welsh medium	N2	19	32	34	87	71	49	50
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N1 are the 3 year olds and N2 are the 4 year olds.

14.3.2 As of February 2022, numbers on roll in nursery at the end of the previous two terms were:-

Term	Number of Children / Places
Summer 2021	3827
Autumn 2021	2689

Autumn figures will always be a lot lower than the later terms as the N1 pupils start during the year when they become 3. It is believed, there may also be an effect caused by the huge fall in the birth rate.

14.3.3 The WG parental survey asked parents to identify if their child was accessing an early education place with the vast majority of respondents stating that they were.

Is your child(ren) age 3 or 4 accessing funded early education place at school or nursery?			Response Percent	Response Total
1	Yes, In same local authority as I live		78.57%	44
2	Yes in a different local authority to where I live		0.00%	0
3	Will start soon		3.57%	2
4	No		14.29%	8
5	Not sure		0.00%	0
6	Not applicable		5.36%	3
			answered	56
			skipped	131

Additional comments in relation to this question were;

- Provision is only available until 4 1/4 not for the whole duration of being 4
- Qualifies in Jan (term after 3rd birthday)
- Not eligible until the term after he turns three which is in 4 months
- The hours didn't suit our working hours and they were settled in a day nursery with funding contributed by the childcare offer.

14.3.4 As detailed in Section 5, the SASS asks settings to identify if they provide early education. Considering all early education is provided by the maintained sector, it is noteworthy that settings report that they offer it.

Type(s) of care - Early Education Placement										
Do you deliver this type of care?	Total no. of children who attended this part of the service during week 1 (June 7th to 13th 2021)	Total no. of children who attended this part of the service during week 2 (June 14th to 20th 2021)	Total no. of children who attended this part of the service during week 3 (June 21st to 27th 2021)	Total no. of children who attended this part of the service during week 4 (June 28th to July 4th 2021)	Average no. of children who attended this part of the service, per week	Do you currently have a waiting list for this part of the service for an immediate place?	How many children are on the waiting list for an immediate place?	How many unfilled spaces do you have for this part of the service?	Child-minders Yes	Day Care Yes
43/153	1363	1413	1334	1456	1404	6 Yes 41 No	16	709	14	29

14.3 Key Findings – Flying Start

14.3.1 The data contained within the 2022/23 Flying Start Delivery Plan details the level of Flying Start provision within Swansea.

Name	Language					Provider			Number of FS places		Confirm CIW Registered
	a	b	c	d	e	LA	Voluntary	Private	English	Welsh	
Birchgrove		✓				LA			12		✓
Blaenymaes		✓				LA			52		✓
Clwyd		✓				LA			72		✓
Hafod		✓				LA			24		✓
Pentrechwyth		✓				LA			32		✓
Portmead		✓				LA			44		✓
Sea View		✓				LA			56		✓
Stepping Stones		✓					Mixed funding		n/a needs based		✓
St Helen's		✓				LA			36		✓
St Thomas		✓				LA			40		✓
Townhill		✓				LA			48		✓
Waun Wen		✓				LA			32		✓
Gors						LA			40		✓
Clase		✓				LA			24		✓
Craigfelen		✓				LA			20		✓
Dechrau Disglair					✓	LA				28	✓
Parkland		✓				LA			12		✓
Plasmarl		✓				LA			24		✓
Pontarddulais		✓				LA			20		✓

Source: Flying Start Delivery Plan 22/23 – Draft

a) English Medium, b) Predominantly English, c) Bilingual, d) Welsh and English, e) Welsh Medium

14.3.2 In summary, the 19 Flying Start settings offer 624 places, excluding Stepping Stones which provides specific care for children with an identified need. All but 2 Flying Start provisions offer 2 sessions thus increasing the overall number of childcare places.

14.3.3 It is worth noting that only one of the 19 settings is identified as delivering through Welsh Medium with the remaining 18 'predominantly English'.

14.3.3.1 It has been noted by Mudiad Meithrin in particular, that there is potential that this may have an impact on the ongoing use of the Welsh language, using the example; A family wishing to access their entitlement to Flying Start through Welsh medium will need to travel to Dechrau Disglair. This may not be convenient/possible and, therefore, there is a high chance that the family will elect to attend English medium Flying Start provision, which, in turn, may lead to attending English medium education. There is currently minimal consultation data to corroborate this suggestion, but it will need to be noted.

14.3.3.2 To support this, it was commented by a partner that ‘as investment in provision has increased number of childcare places available, anecdotal evidence and waiting list suggests that parents are prepared to wait for place and to date waiting lists have not meant that parents have to wait longer than a couple of weeks for a place to become available. Although with the new YGG Tirdeunaw this might change and therefore we must carefully monitoring the situation.’

14.4 Families’ use of Flying Start

14.4.1 The WG Parental Survey asked whether 2 and 3 year olds were accessing Flying Start with only 4 of 94 respondents stating they did. Notably, 22 answered not applicable which could either mean they aren’t the required age, or it relates to eligibility.

Is your age 2 or 3 year old <u>child(ren)</u> accessing Flying Start childcare?								
						Response Percent	Response Total	
1	Yes					4.26%	4	
2	No					82.98%	78	
3	Not sure					5.32%	5	
4	Not Applicable					23.40%	22	
Statistics	Minimum	1	Mean	2.41	Std. Deviation	0.85	answered	94
	Maximum	4	Variance	0.72	Std. Error	0.08	skipped	93

14.4.2 When asked why families do not access Flying Start, understandably most answers referred to not being in the catchment area, but other responses included;

- Not in catchment area. Even though it is actually on the very same street I live!
- Times are not suitable when working full time, easier to send him to nursery full time
- No idea if this is available in my area.
- Because it doesn’t enable me to work. I would rather it be 2 full days than 5 part days. It would be very unsettling for a 2 year old to be in two different childcare settings each day and many childminders/nurseries won’t do flying start drop offs.
- Doesn't apply to us due to our income therefore we cannot access this scheme.
- No flying start at my end of street
- I don’t live in a Flying Start Provision despite my child’s additional needs, this is not available to him. Yet I have friends with higher earnings and a child with no additional needs that access it five days a week
- No Welsh medium available*
- I emailed to ask for further information to see if I'm eligible no reply.
- I've tried to Google and don't think I'm eligible

14.4 Proposed Expansion of Flying Start

14.4.1 During the period in which the 2022 CSA was undertaken, there were significant developments in terms of the proposed expansion of Flying Start as detailed within Welsh Government's Programme for Government;

<https://gov.wales/programme-for-government-2021-to-2026-html>

[Flying Start expanded in Wales | GOV.WALES](#)

14.4.2 Under the headline of "**Protect, re-build and develop our services for vulnerable people**" Welsh Government sets out the ambition to:

- Fund childcare for more families where parents are in education and training or on the edge of work.
- Deliver a phased expansion of early years provision to include all 2 year olds, with a particular emphasis on strengthening Welsh medium provision.
- Continue to support our flagship Flying Start programmes.
- Prevent families breaking up by funding advocacy services for parents whose children are at risk of coming into care.
- Provide additional specialist support for children with complex needs who may be on the edge of care

14.4.3 Welsh Government have themselves stated that this is an ambitious initiative, but one which all Welsh Councils are committed to achieve, with Swansea Council being no exception.

At the time of completing the CSA, the Council's Partnerships and Commissioning Hub was currently working with Welsh Government to glean further information and work collaboratively in terms of shaping any future developments, which will gradually evolve over the next three years.

14.4.4.1 The **Expansion of Early Years Provision: Guidance for Phase One**⁶ refers to addressing the following high level priorities:

- **addressing deprivation**
- **increasing Welsh language provision**
- **addressing gaps in availability of provision**

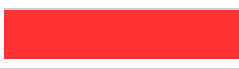





14.4.5 In relation to outreach provision, the guidance states; *'You are expected to deliver 75% of your expansion via the geographical targeting methodology outlined above. As part of your plans for phase one up to 25% of your expansion can be achieved via Flying Start Outreach in order to give you the flexibility to reach families living outside of existing or new Flying Start areas and in order to reach disadvantaged families living in more rural areas.'*

14.4.5 Locally, the development of Flying Start outreach during 2021/22 has brought successes in terms of engaging a wider population and this is something that should be factored in to discussions on development of this element of the expansion.

6

14.5 Key Findings – 30 Hour Childcare Offer

14.5.1 The Welsh Government Parental Survey asked parent/carers to identify whether they were accessing the Childcare Offer, with a suggestion that 36 of the 56 (64%) eligible families were.



Is your age 3 or 4 year old child(ren) accessing government funded childcare (the Childcare Offer)?							Response Percent	Response Total
1	Yes, In same local authority as I live						62.50%	35
2	Yes in a different local authority to where I live						1.79%	1
3	No – but may access soon / in the future						12.50%	7
4	No - with no plans to do so						7.14%	4
5	Not sure						3.57%	2
6	Not applicable						17.86%	10
Statistics	Minimum	1	Mean	2.44	Std. Deviation	1.95	answered	56
	Maximum	6	Variance	3.81	Std. Error	0.25	skipped	131

14.5.2 Of those not accessing it, the following additional comments were made;

- *Provision is only available until 4 1/4 not for the whole duration of being 4 she is 4 soon to be 5 so not eligible as in full time school*
- *Cannot afford it. Seems pointless to send them for only 15 hours a week. There's no local nurseries to me who offer pick up/drop offs to school nursery so I'd have to leave work to go and pick them up to then take them to creche. Seems a pointless waste of time.*
- *Because there's no point as we can't find childcare for my oldest*
- *Used childcare setting before started school. Now grandmother has retired and is able to look after him. This is not to say that I won't use the same childcare setting in the future if grandmother is unable to look after.*
- *I haven't heard of this*
- *I do not have a job so can't*

14.5.3 When asked if they wish to access the Childcare Offer once eligible, only 6% of the respondents were unsure with the rest stating yes. This figure is much higher than the

percentage currently accessing although the figure in 14.5.1 includes several with plans to access.

Do you wish to access government funded childcare (the Childcare Offer) when your child becomes eligible at age 3?			Response Percent	Response Total
1	Yes		93.65%	59
2	No		0.00%	0
3	Not sure		6.35%	4
4	Not applicable		0.00%	0
			answered	63
			skipped	124

14.5.3.1 Of those who are 'unsure' only one commented, stating *'It might make me worse off than 85% free from Universal Credit.'*

14.5.4 Take-up of Offer

14.5.4.1 Data from the Childcare Offer team identifies that close to 500,000 hours were booked in 2021. Notably, these figures were impacted by regulations surrounding Covid-19.

	Booked hours	attended hours	children accessing	applications received	welsh medium
Jan-21	32,617	30,135	579	67	4
Feb-21	39,989	37,085	706	71	26
Mar-21	51845	48,877	730	89	15
Apr-21	47,045	44,487	936	47	36
May-21	57,870	54,091.50	833	45	40
Jun-21	51947.5	47,736.50	893	55	40
Jul-21	54,769	50,512.50	886	114	28
Aug-21	16,501	14,144.50	366	82	0
Sep-21	33,066	30,752.50	600	84	27
Oct-21	34,881	32,165.50	609	47	19
Nov-21	33,122	30,072.50	534	85	28
Dec-21	43,100	36,568	633	63	29
totals	496,753	456,628		849	

14.5.4.2 Dewis data asked settings to identify whether they are signed up to the Child Offer which highlights over 75% of registered settings are engaged.



14.5.4.3 Feedback from settings has consistently shown that the 30 Hour Offer has a positive impact on settings in terms of increased numbers.

During an Early Years setting visit as part of the 2022 assessment, the nursery leader mentioned the following; *‘The 30 hour childcare offer is used by 7 out of the 8 children that are here today, the 30 hour childcare offer is what keeps us going’.*

14. Free Nursery Education, Flying Start and Childcare Offer provision – Summary of Key Findings

- Overall, the 30 Hour Childcare Offer appears to be well received and has been mutually beneficial to families and service providers.
- The proposal to extend funded childcare will have a major impact and consideration needs to be given to this.
- Flying Start’s ‘Welsh offer’ currently has potential to impact upon choice and ongoing decisions and will require consideration, particularly in light of proposals within the WESP.
- Flying Start’s Outreach programme has enjoyed successes and should continue to be developed

14. Free Nursery Education, Flying Start and Childcare Offer provision – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
14.1 The proposal to extend funded childcare to 2 year olds	14.1 Plan for the impact of the extension including resources	LA	March 23	Successful role-out of expansion with associated benefits
14.2 Consider Flying Start’s Welsh Offer	14.2 Develop a plan for meeting need	LA & Partners	March 23	Requirements for Welsh provision met
14.3 Need to support those in need outside of Flying Start catchment	Further develop and extend Flying Start Outreach	LA	March 23	Effective outreach programme in place meeting needs of priority families

15. Workforce Development and Training

15.1 Requirements

- 15.1.1 There is a requirement to provide Information relating to workforce qualifications and training needs which should refer to all childcare types.
- 15.1.2 Additionally, this section would appear the best location to capture the views and needs of the sector.
- 15.1.3 Furthermore, this section will consider quality practice.

15.2 Data Capture / Methodology

- 15.2.1 There were several areas for which information relating to qualifications and training needs were obtained, notably;
- SASS information from registered provision
 - Flying Start qualifications data
- 15.2.2 An additional Workforce Survey was developed internally and live from November to December 2021. It included separate surveys for managers and staff and was intended to supplement findings from SASS and Dewis.
- 15.2.3 As part of the 2020/21 CSA Progress Report, a sector survey was developed between February and March 2021 and it was felt that the findings for this were within the timescales for consideration.

15.3 Key Findings

- 15.3.1 Firstly, it is important to get a sense of the make-up of Swansea's childcare sector. The attached sample from Swansea's own survey shows a fairly equal spread across the age ranges for staff.

10. Please state your age:

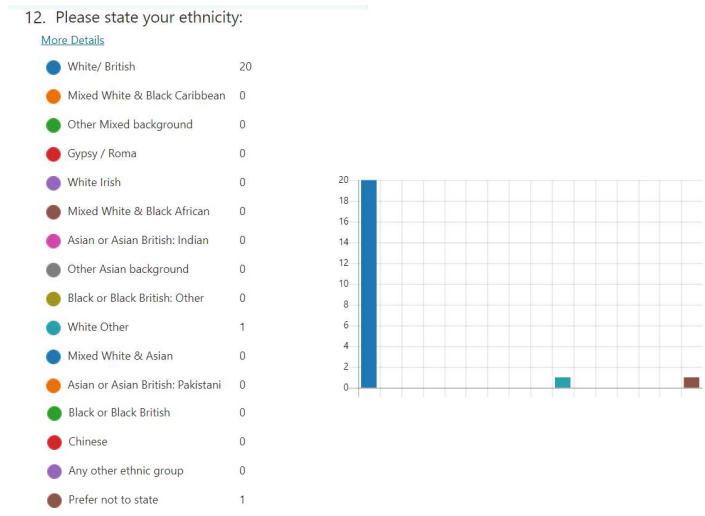
[More Details](#)

● Under 20	0
● 20-30	5
● 31-40	8
● 41-50	4
● 50+	5

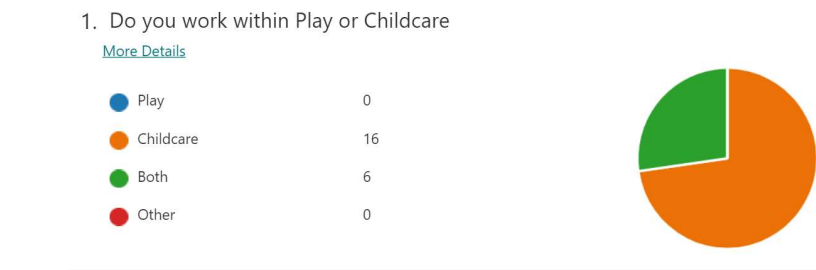


- 15.3.2 Notably – if not surprisingly, this survey featured a 100% female response rate. It has long been recognised that childcare is predominantly a career for females, but particularly in light of potential staff retention / recruitment issues, there is a potential opportunity to consider promoting the sector to males.

15.3.3 The survey also produced a telling response in relation to ethnicity, with only one ‘white other’ and one ‘prefer not to state’ being exceptions to white British.



15.3.4 As Swansea’s survey was sent to all local childcare and play providers, due to undertaking both assessments concurrently, it is noteworthy that no respondents felt they delivered play without also childcare. This finding may be more appropriately noted within the Play Sufficiency Assessment, although with an identified reduction in playworkers identified there, it may hint towards a need for childcare workers to enhance their play knowledge.



15.3.5 The survey asked respondents to state what their highest relevant qualification is to date, with a mind map showing most commonly used words or terminology.



15.3.6 The SASS asked settings to identify the qualifications held by their staff. Notably, several childminders reported a 'nil return', although this is likely to be for their support staff as opposed to themselves. .

Type	No	Children's, Care, Learning and Development qualification at level 2	Children's, Care, Learning and Development qualification at level 3	Children's, Care, Learning and Development qualification at level 5	Qualification relevant to childcare but not listed	No formal Childcare Practitioner qualifications	Total number of staff who are Childcare Practitioners
Total	153	66	509	162	112	95	944
Childminders	62	5	11	3	13	6	38
Day Care	91	61	498	159	99	89	906

15.4 Sector Views & Concerns

15.4.1 The 20/21 CSA Progress Report detailed findings of the 20/21 sector survey with a significant finding that a great many within the sector felt undervalued and unappreciated. Childcare settings have played a vital role during the Covid-19 pandemic, not least to allow keyworkers to undertake their own role, but it is felt by the sector that this was unrecognised.

15.4.1.2 From visiting different Early Years settings, we spoke to many managers mentioning the struggles they are facing with recruiting. One manager said: 'It seems to be getting more difficult to find staff, many people seem to be leaving the sector'. During the undertaking of the 2022 CSA, it was frequently the case that childcare posts remained unfilled for long periods of time, with associated negative impact on settings.

15.4.13 It is noted, anecdotally, and through feedback from development officers and other professionals, that there is a frequent occurrence of staff employed within childcare settings choosing to leave the sector.

One individual who left the sector over the past year noted;

'As much as I love the work, why would I continue to earn £7,000 less per year, and have the additional responsibility of ensuring children's health & safety and wellbeing, rather than working (somewhere else)?'

15.4.2 Swansea's childcare sector appears to be at a critical point of a 'perfect storm' of perceived low pay, lack of recognition, added stress and responsibility arising from the pandemic and recruitment and retention issues. This needs to be a priority between now and 2025.

15.4.3 It is worth noting that the local authority is currently developing a Childcare & Play Workforce Strategy in collaboration with the 2022 CSA with an interdependency in terms of findings and proposed actions.

15.5 Training

15.4.1 Access to a range of training and continuous professional development (CPD) is a requirement within the Childcare Act which states;

Workforce Development & Training – An assessment should be undertaken of the existing childcare workforce qualifications and training needs across the childcare types, as a means of informing the local authority’s workforce development and training programme. Consideration should be given to the training requirements in respect of the National Minimum Standards for Regulated Childcare (NMS)

15.4.2 In Swansea, this is most relevantly achieved via the Early Years Training which is provided by the local authority. In the year from April 2021 to March 2022, 170 courses were put on for a total of 1,736 attendees. Note that this second figure is likely to have been impacted by Covid-19.

Title	Instances	Capacity	Bookings
An introduction to the new Additional Learning Needs system in Wales .	4	200	91
Balanceability course	5	70	67
Calming the Busy Mind	2	30	24
Cerebral Palsy support in the Early Years	1	40	19
Courageous conversations and working with professionals	3	150	60
Covid Babies /	1	25	20
Developing Inclusive Environments in the Early Years	4	200	49
Developing resilient children – supporting children’s mental health and wellbeing /	2	50	8
Early Years coordination, play and development/	2	80	33
Elklan Speech and Language Support for 0-3s/	1	12	11
Elklan Speech and Language Support for 3-5s/	1	12	12
Food and Mood /	2	30	21
I Matter Too	2	30	6
It Starts with the Egg	2	30	24
It's not all reward, charts and stickers	3	45	29
Let's Talk Maths	3	24	16
Movers and Creators	4	240	29
Paediatric First Aid	14	168	148
Paediatric First Aid (ONLINE) -	6	54	48
Pathfinder Wellcomm support for Childminders	8	120	22
Pathfinder Wellcomm support for Day Nurseries/Early Years workers	9	148	73
Pathfinder Wellcomm support for Day Nurseries/Early Years workers	12	183	95
Person-Centred Practice and the One Page Profile	5	220	54
Positive attachment	1	25	7
Positive Looking: Development of early visual skills	3	100	12
Right here right now	2	31	23
Safeguarding Level 2	10	202	120
Safeguarding Level 3	4	81	47

Schemas in the Early Years /	2	80	39
Self esteem and confidence -	5	75	36
Sensory Processing and De-Escalation in the Early Years	3	115	64
Storytelling, Songs, Rhymes and Wordplay	2	21	16
Supporting a multi-sensory approach to literacy	6	300	20
Supporting Children Experiencing Developmental Delay in the Early Years	2	60	17
Supporting Children through adversity (ACEs)	1	25	17
The Communication Trust / ICAN short course: An introduction to speech, language and communication including QandA	5	60	20
The early stages of handwriting development, theory and strategies/	3	120	23
The Early Years ALN pathway	5	250	73
The Early Years ALN pathway and holding courageous conversations	2	60	23
The Great Outdoors	3	45	14
Understanding anxiety	4	60	41
Understanding Attachment	2	31	27
Understanding attachment and It starts with the egg	1	15	5
Understanding the angry/anxious child -	2	34	33
Understanding the angry/anxious child and Right here right now	2	30	8
Using Visual Supports for Inclusive Environments	4	200	92
Total	170	4181	1736

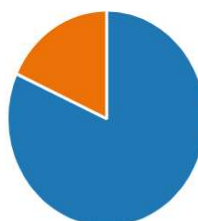
Additional data for the period between March and December 2021 shows;

- Total number of training courses (sum of all course instances) - 112 course instances
- Total number of spaces offered (sum of all the places available on each of their course instances) - 2,594 spaces available for those courses.
- Total number of attendees (sum of all bookings on each course instance) - 1,140 of those spaces were filled with bookings.

15.4.3 In terms of access to training, the majority of managers felt they received enough support;

4. Do you feel you have enough support to access training?

[More Details](#)



Source: Swansea Council
Childcare & Play Manager's
Survey

11 Responses

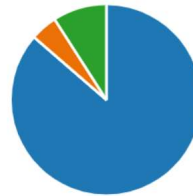
15.4.2.1 This finding is largely replicated by their staff, with the main difference being just under 10% were unsure if they have enough support.

6. Do you feel you have enough support to access training?

[More Details](#)

[Insights](#)

● Yes	19
● No	1
● Not sure	2



15.4.3 When asked how Swansea could support managers with workforce development, responses included;

'Funded courses for child minders and more evening courses'

'Funding to release staff to undertake play qualification in school time'

'Can never have enough training'

'Allowing more than staff to attend from our nursery for safeguarding/first aid and for them to be held weekends when nursery is shut.'

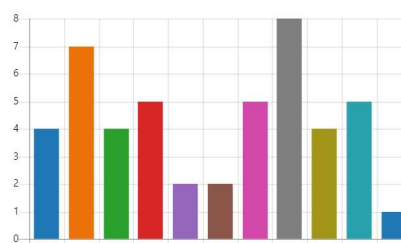
15.4.3.1 The subject of releasing staff to attend training or gain qualifications appears a constant theme within sector engagement. This is an inevitable dilemma for settings who need to release staff to attend training but also maintain required ratio's.

15.4.4 With regard to qualifications, the sector have particularly highlighted Disability Awareness, followed by CCLD Level V as the qualifications they would find most useful.

7. Which of the following qualifications would you find beneficial to your role. Please select all that apply:

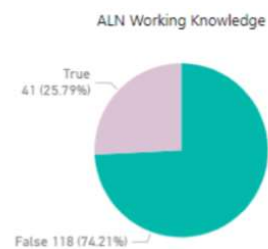
[More Details](#)

● Level 3 Childcare, Learning an...	4
● Level 5 Childcare, Learning an...	7
● Level 3 Playwork	4
● Level 4 or above Playwork	5
● Introduction to playwork	2
● Introduction to supporting play	2
● Managing a play project/ spac...	5
● Disability awareness for play	8
● Play and Equality training	4
● Family play training	5
● Other	1

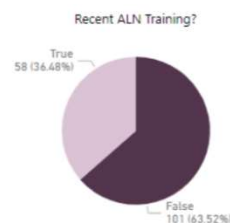


15.4.5 Information gathered via Dewis between March and December 2021 identified whether the sector felt they had sufficient understanding of and support in relation to those with additional learning needs (ALN).

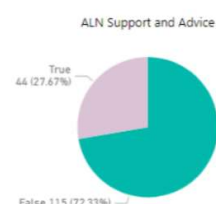
The first significant finding is that almost 3/4 (74%) felt they didn't have a working knowledge of ALN.



Alongside this, almost 2/3 (63.5%) felt they hadn't received recent ALN training.



Finally, on the question of support and advice on ALN, 72% felt they weren't receiving the guidance they need.



15.4.5.1 Each of these tables present a picture of a sector that felt – certainly at the time of submitting responses, that they didn't have the tools to effectively support children with ALN. It is significant to acknowledge that the authorities' Early Years ALN Team have taken great strides in the year after this information was gathered, so it would be very useful to re-capture this information and assess any change.

15.4.5.2 Early indications of the work undertaken by the Early Years ALN Lead Officer and speech and language elements of Pathfinder suggest a significant shift in settings' support and ability to meet all needs.

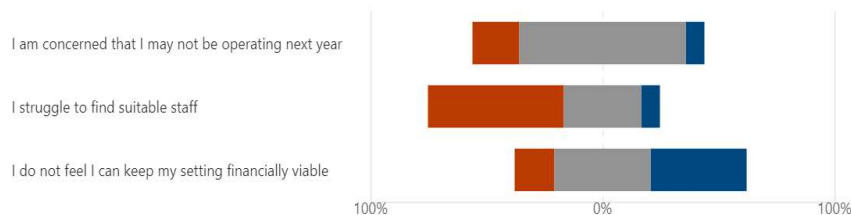
15.5 Staffing

15.5.1 As noted under sustainability, the majority of childcare managers have stated that they struggle to find suitable staff.

30. Thinking about sustainability, please state whether you agree or disagree with the following;

[More Details](#)

■ Agree ■ Disagree ■ Unsure



15.5.2 This appears to be the biggest issue facing the sector currently and is one that will require addressing in the short-term to ensure a positive picture long-term.

15.6 Support & Sustainability

- 15.6.1 It is essential that the sector feel supported in all aspects of being able to offer a service to the highest possible standard.
- 15.6.2 Whenever the sector has been surveyed between 2017 and 2022, most notably in early 2021 as part of the CSA Progress Report, they consistently report that the support they receive locally from the local authority and their umbrella organisations is sufficient.
- 15.6.2.1 However, they have increasingly fed back a concern that they feel undervalued, particularly during the Covid-19 pandemic when they were pivotal in allowing keyworkers to undertake their vital role. Many felt this was overlooked.
- 15.6.3 It is worth noting that, historically, the local authority has been able to offer conferences, Workforce Development Activity Days and general networking but has largely been unable to do this during the pandemic. A priority should be to aim to re-establish these. Sector support meetings have been maintained but often virtually. This, in many respects proved to be more effective in supporting attendance.
- 15.6.5 Perhaps unsurprisingly, financial support was identified as the main way in which the sector could be supported, although as identified, this comes at a time when settings are receiving more financial support than ever. Notably, resources such as a lending library appeared a popular suggestion.

8. Which of the following do you think would help better support you in your role? Select all that apply:

[More Details](#)

● A free conference for all with i...	6
● Support and advice from a de...	4
● Access to resources e.g. a lend...	12
● Funding support	14
● Other	0



15.6.5.1 Other suggestions included Ideas and networking, Development workers or a Lending library. Further thoughts received as part of the 2022 CSA, from Swansea's childcare sector in terms of ways to support them include;

- *Regular on site and virtual visits to ensure that the childcare settings maintain high standards of care and provision and that there is a consistent approach across all.*
- *Hold regular Childcare Manager Meetings to share information and good practice.*
- *Support the Recruitment process in respect of Childcare Managers and Senior Childcare Workers.*
- *Provide guidance to support good practice in childcare settings (and review annually)*
- *Encouraging settings to achieve Early Years Wales Quality for All.*
- *Managing the "flow" of childcare in and out of settings by way of "managing" the outreach process, awareness of waiting lists, vacancies, unfilled spaces.*

- Sustained Shared Thinking and Emotional Well-being (SSTEWE) scale since 2016. During 22/23 the use of the SSTEWE scale will be used to analyse quality.
- Pilot Planning in the Moment pedagogy via cross phase project – supporting settings.
- Create Individual Action Plans for each childcare setting, incorporating information from SSTEWE assessments, CIW recommendations and QfA in order to further enhance practice.
- Working with the wider Early Years Team to provide a comprehensive training programme.
- Delivery of joint training (Flying Start settings and schools) to promote good practice in transition arrangements between the Flying Start settings and Foundation Phase nursery settings as well as developing good links with the wider school.

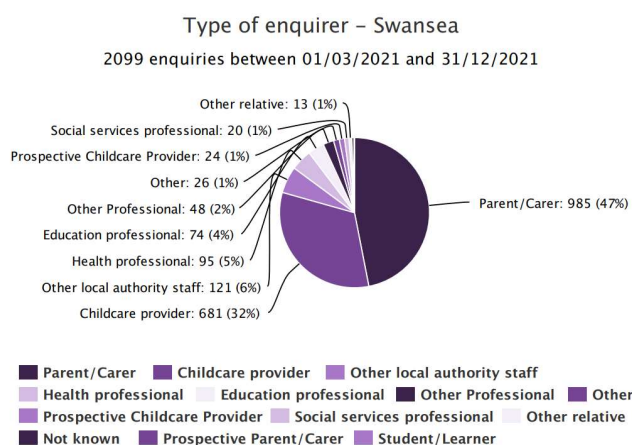
15.6.5.2 Staff were asked to comment on how else they can be supported, with the following being notable responses;

‘Creating access to online training that can be completed at times and days convenient to individual practitioner. We need courses that we can sign up to and complete in the hours available to us around our working hours and family needs, for many of us this is evenings and weekends or early mornings and often at inconsistent times, for this reasons live learning, webinars and face to face teaching is difficult to attend. It would also be beneficial to have an online source that tells us what training courses are essential, extremely beneficial, best practice, related to progression, management oriented etc so that we can sign up to what best suits us and without feeling a constant pressure of trying to maintain adequate CPD. Unlike some settings, childminders are not given time remittance for training- we often must lose out financially, upset clients or our families by taking time away.’

‘I feel the courses available are more than enough to support my role. There is a lot of variety of courses, which are repeated often’

15.6.6 Enquiries

15.6.6.1 Dewis records the number and type of enquiries received and, notably, between March and December 2021, 32% of enquiries were from childcare providers which evidences the role in advising the sector.



15.7 Sector Pay

15.7.1 With a sense amongst the sector locally that they are not valued as much as some other professions, and with some reporting recruitment and retention issues, it is useful to look at data in relation to childcare staff pay.

There is a recognition that sector pay may compare detrimentally against many other professions, but an additional consideration is an apparent lack of salary increase over time. The average salary for someone employed less than a year is £8.08ph, yet someone employed for 20+ years will be averaging only £8.63ph.

What is the Pay by Experience Level for Child Care / Day Care Workers?



Source: www.payscale.com

January 2022

15.7.2 Given that parent/carers are reporting cost of childcare to be the primary concern for them, this is not an issue that can simply be resolved by offering staff increased rates of pay.

Yet, it is equally apparent that a starting wage of £8.08ph and significantly a peak of £8.92ph after 10-19 years is not likely to consistently attract and retain high quality staff.

15.8 Quality Childcare

15.8.1 Key to developing the workforce is to ensure provision offered within childcare settings is of the highest quality. Quality can be measured in terms of the approaches incorporated as well as how settings are embedding key principles into their practice.

15.8.2 A particular focus in the time preceding the 2022 CSA was the development of Planning in the Moment – a pedagogical approach.

15.8.3 In terms of evidencing or measuring quality, there are a range of 'quality mark' type initiatives. The Healthy Sustainable Pre-School Scheme is one example of a quality mark aimed at enhancing settings' approach to offering a healthy service to children in attendance.

15.8.4 Additionally, some umbrella organisations offer awards to celebrate sector achievement.

15.8.4.1 It is important that, given the recognised sense that staff feel undervalued, any quality marks are managed effectively to support development, rather than being seen as an extra burden.

15.8.5 Recognising Quality

15.8.5.1 Given the perception locally that the childcare sector feels undervalued and unrecognised, particularly as a result of the Covid-19 pandemic, it may be beneficial to offer some form of recognition ceremony either for individuals or for the sector as a whole.

15.8.5.2 Whilst most respondents stated the quality of childcare was high, it would be beneficial to develop an additional 'quality mark' to evidence quality in a range of areas, e.g. inclusivity, staff development, etc. Most umbrella organisations offer their own quality mark, but it may be beneficial to adopt a consistent mark to advise parent/carers who may enquire to Family Information Service about a setting that, for example, is particularly equipped for supporting a child with an additional need. This must note the considerations identified in 15.8.4.1.

15.8.3 A further consideration along similar lines to a quality mark is to develop a framework agreement for settings to comply with if they are to be in receipt of grant funding.

15.8.4 There is a concern that potentially in order to maintain ratio's settings are recruiting lower calibre of staff? Also not sure if the 50+ work features here and in the report i.e predominantly a young workforce so looking towards the more mature generation.

15. Workforce Development & Training – Summary of Key Findings

- In terms of the workforce overall, it is evident that there are a range of issues in relation to staff retention, recruitment and the sense of feeling valued.
- As expected, the sector appears to be predominantly female, although the survey responses showed a disproportionately high 'white British' response.
- With an additional concern fed back that childcare workers feel undervalued, particularly in light of their contribution to supporting the Covid-19 response, it is clear that work is needed to develop the status of childcare workers to encourage more into the sector.
- This is added to by the recognition of many examples of staff in the sector choosing to leave in favour of a more highly paid role with less pressure or responsibility.
- In terms of training, settings feel they are able to access a range of relevant training opportunities although all report the releasing of staff to attend training as problematic.
- Whilst most respondents stated the quality of childcare was high, it would be beneficial to include a 'quality mark' to evidence quality in a range of areas, e.g. inclusivity, staff development, etc.

- The development of a Workforce Strategy is key to addressing identified issues and must be developed in conjunction with the findings and actions of the CSA

15. Workforce Development & Training – Action Plan				
Challenge	Action	Responsible	Timescale	Outcome
15a Sense of sector feeling ‘undervalued’ or unappreciated	15a Promote the sector including its key contribution with a view to increasing recognition and encouraging new staff into the sector	LA & Partners	March 24	Increased sense of feeling valued among sector staff
15b Recruitment and retention issues faced by settings	15b Further promotion of childcare as a career option	LA & Partners	Ongoing	Increase numbers on courses and in roles
	15b Look to incentivise career development	LA	March 24	Identify means of incentivising to retain staff
	15b Identify barriers that may prevent new recruits into training.	LA & Partners / Careers Advice	March 25	Barriers are addressed with increased take-up
	15b Explore parts of the sector where the retention of staff has been successful.	LA & Partners	March 24	Good practice is shared for mutual gain
	15b Explore potential for a centre of excellence / training centre	LA & Partners including FE/HE	March 25	Identification of good practice
15c Continued Professional Development (CPD) is essential and barriers must be addressed	15c Identify avenues used to support CPD E.g. FIS etc.	LA	March 23	CPD path identified and promoted
	15c Address and respond to barriers to managers releasing staff to attend training	LA & Partners	March 23	Identified response, e.g. grant funding, on-line courses, etc.
15d What is the next step for those with new childcare qualifications?	15d Identify leavers from local colleges’ and training providers.	LA & Partners	March 23	Agreed system for identifying graduates and offering support
	15d Understand leavers’ plans after training. Offer	LA & Partners	March 24	Evidence of positive impact of support

	advice and guidance to support recruitment of childcare and play workers			
15e Number of Welsh speakers entering employment in Childcare/Play. Current number of welsh speakers working in Childcare/Play	15e Contribute to Swansea's 10 year Welsh Language Plan. 15e Further development of the Active Offer	LA & Partners LA & Partners	Ongoing Ongoing	Childcare contribution to plan development Increased involvement amongst settings
15f Address number of staff who don't hold a relevant qualification	15f Further assessment of qualification levels	LA	March 24	Increase level of qualifications amongst sector
15g Development of Digital Offer	15c Support roll-out of the Digital Offer amongst settings	LA & Partners	March 25	Settings equipped to deliver Digital Offer
15h Adopt appropriate approaches to quality	15h Further develop pedagogical approach Include Workforce Strategy	LA & Partners	March 24	Pedagogical approach is utilised within settings
15i Identified benefit of having a consistent quality mark across all settings	15i Development of Swansea-specific quality standards 15i Support and incentivise quality schemes, e.g. Healthy Sustainable Pre-School Scheme	LA & Partners	March 2024	Ability to evidence good practice – beneficial to parent/carers as well as the local authority
15j Need to evidence compliance with required standards	15j Consider developing a framework agreement for settings to adhere to	LA & Partners	March 24	Framework in place
15k Need to increase awareness in childcare roles	15k Work with Social Care Wales to promote different roles within the sector	LA & Partners	March 25	Increased awareness
15l Referrals to Swansea's Early Years ALN team shows increase in number of children	15l Identify appropriate training qualifications that could be achieved by staff who wish to	LA & Partners	March 24	Increased level of staff able to offer appropriate support

receiving staff support and number of hours increased per child.	carry out a staff support role.			
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16. Gap Analysis

13.1 Requirements

- 16.1.1 The Gap Analysis must be evidenced by what is included in the assessment above.
- 16.1.2 It must consider and cover any gaps in childcare provision for children and in particular for parents who work atypical hours; Welsh medium childcare provision and childcare provision for different language categories.
- 16.1.3 Additionally, it was felt that this section may provide a good opportunity to look at any national findings to determine whether any findings are ‘Swansea-specific’ or shared across each authority.

13.2 Key Identified Gaps

16.3 National Findings & Issues

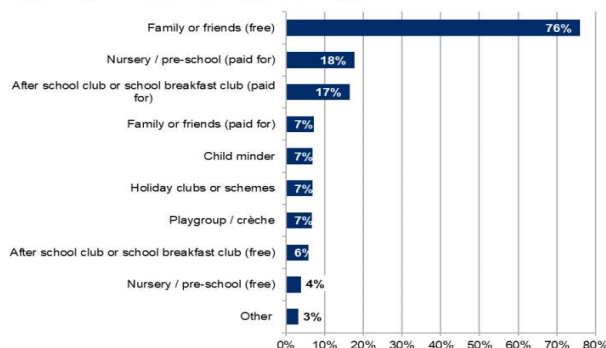
- 16.3.1 In identifying sufficiency, it is beneficial to provide comparisons with other areas. Much of this has already occurred within specific sections, but the National Survey for Wales provides some useful context. Notably, the use of family & friends for childcare is something that is reflected across the nation.

[National Survey for Wales, 2018-19: childcare \(gov.wales\)](https://gov.wales/national-survey-for-wales-2018-19-childcare)

Types of childcare

Parents were asked to select which types of childcare they had used from a list of options.

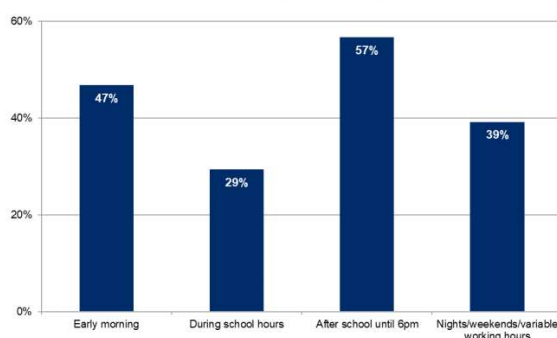
Chart 2: Types of childcare used, 2018-19 (a)



(a) The category ‘other’ includes those who selected ‘Babysitter who comes to your house’ and ‘any other type of formal childcare’

16.3.2 In terms of when childcare is needed, most of the respondents referred to after school care, while 29% looked at full day care. The national need for unsociable hours appears higher than in Swansea.

Chart 4: Time of day childcare needs improving, 2018-19 (a)



(a) Parents could give more than one response so percentages may sum to over 100%.

Over half of the parents who found accessing suitable childcare difficult said they would like improved childcare from 3pm to 6pm. Parents also had difficulty arranging childcare early in the morning, at night, at weekends and to cater for variable work patterns.

16.3.3 Looking at why childcare isn't used, the national picture refers to almost ¼ of respondents having one parent always around to provide care. This figure doesn't appear to reflect Swansea in terms of reasons given.

Chart 5: Reasons why childcare wasn't used, 2018-19

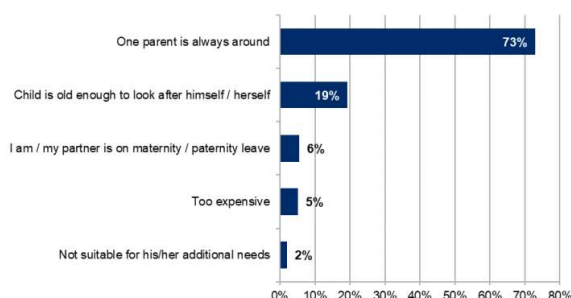


Chart 5 shows that the most common reason parents gave for not having used childcare is that one parent is always around (73%). Looking at these results in more detail:

- 79% of parents of children aged 0-4 said that one parent is always around, compared with 85% of parents of children aged 5-11 and 51% of parents of children aged 12-14.

16.4 Gaps in Reporting

16.4.1 It is felt that the 2022 CSA has provided a thorough assessment of the childcare sector within Swansea, including each of the required elements within the guidance.

16.4.2 Yet there have been some areas for which it was established that there is either insufficient data held, feedback gained, or will just require further assessment. Each of these have been given specific actions, but include;

- The quality of unregistered provision
- A view of being 'unable to meet the needs of non-English/Welsh children and what this implies
- It appears there is a shortage of Welsh medium provision although this needs further consideration
- A view that quality of holiday provision is lower than year round
- A suggestion that parents would choose more formal childcare, ideally bilingually but are unable to
- There is a perceived 'over-supply' based on findings but these are heavily impacted by when data was obtained and Covid-19. An additional assessment will be required to confirm if this is the case.

16.5 Gaps in Provision

16.5.1 Whilst each section will detail specific gaps in provision, the following have been specifically identified as provision-related gaps within Swansea at the current time;

- Staff retention issues consistently identified
- Provision within previously identified areas of Gower and Mawr
- There is a reported shortage of Welsh medium provision

16. Gap Analysis – Summary of Key Findings

- The key finding from looking at gaps overall is the recognition that Swansea appears to be in a relatively positive position in terms of childcare.
- However, this is heavily caveated on the fact that the assessment took place during a time of Covid-19 restrictions and home working which may not be reflective of the ongoing situation.
- There appear to be gaps in certain areas for which actions have been identified.
- At the same time, even with the considerable commitment to assessing sufficiency over the past year, most perceived gaps need further consideration. Perhaps reassuringly, there were no overriding gaps that stood out for immediate address.

16. Gap Analysis – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
16.1 Need to ensure that all identified gaps are addressed.	16.1 Ensure CSA Action Plan has SMART targets and monitoring in place to address gaps	LA	March 25	Evidence of process towards addressing gaps and details of progression
16.2 Identification of key partners to	16.2 Partners identified including comms as appropriate	LA & Partners	March 23	Evidence of collaborative

support addressing of gaps				approach to addressing gaps
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17. Summary of Unmet Needs

- 17.1 It is necessary to consider unmet needs across types of childcare available; age of children for whom childcare is available; affordability of childcare; times at which childcare is available; and the location of childcare.
- 17.2 As such, unmet needs are identified within each specific section. Whilst there are no major cases of unmet needs, there are certainly examples of where an identified need might require additional consideration. These are;
- Where several parents have stated an unmet requirement for Welsh medium childcare requiring them to go to a neighbouring County to access care
 - Feedback that provision may not meet a child's individual needs, although it is felt that the development of the Early Years ALN Team will largely address this
- 17.3 Notably, there are areas in which a request may not be regarded as a 'need'. The main area here is where parents/carers report they felt they had access to childcare but would like more 'choice'. This is seen more as a matter of quality rather than an unmet need.

17. Summary of Unmet Needs – Summary of Key Findings

- The 2022 CSA has allowed a wide range of service users and stakeholders to identify where they feel their childcare needs are not being met.
- The two most frequently stated instances of needs being unmet relate to Welsh medium care and in relation to meeting specific needs of disabled children and those with additional learning needs.

17. Summary of Unmet Needs – Action Plan

Challenge	Action	Responsible	Timescale	Outcome
17.1 Need to determine whether perceived unmet needs are correct	Undertake additional research and consultation in terms of Welsh medium provision and support for ALN	LA	March 23	Identify whether two areas are considered an unmet need and respond accordingly

18. Summary of Childcare Sufficiency in Swansea in 2022

18.1 Overview

- 18.1.1 This assessment provides a useful overview of childcare requirements and provision across Swansea.
- 18.1.2 It demonstrates a relatively healthy picture both in terms of the range and quality of childcare provision available, as well as the over-arching infrastructure of support and development.
- 18.1.3 Inevitably, the impact of Covid-19 has been a major factor at the time of conducting the assessment and for some time before. Perhaps more significantly, the ongoing implications for the sector are likely to be unclear, which makes planning and priority setting problematic.
- 18.1.4 Additionally, the assessment comes prior to the proposed expansion of Flying Start which will likely have a significant impact.

18.2 Key Issues

- 18.2.1 The most frequently reported issue by some distance was the cost of childcare and its impact on families' ability to work.
- 18.2.2 Additionally, a key theme that emerged several times was how the 'prohibitive costs' meant parents were using friends and family to provide care, when they would prefer their child to attend something more formal.
- 18.2.3 There would appear to be grounds to suggest that if formal childcare was cheaper, or financial barriers were otherwise removed, that attendance would increase.
- 18.2.4 Notably, the take-up of tax free childcare is lower within Swansea than other areas. Increased take-up would have benefits both in terms of the families paying reduced costs and to the settings who would likely see an increase in attendance as more families find the care to be financially viable.
- 18.2.5 There are perceived shortages that have been reported by families in terms of both Welsh Medium provision and whether settings can meet specific requirements of children with additional learning needs but both of these will require additional

investigation. Notably, settings' ability to cater for all needs will have been enhanced by the work of the newly formed Early Years ALN Team.

18.3 Recommendations

- 18.3.1 It is recommended that the actions laid out in section 19 are implemented via a coordinated approach.
- 18.3.2 The post of Sufficiency Assessment Support Officer was originally intended to act as a 'task and finish' post to undertake this and the Play Sufficiency Assessment. However, it has been evident that a dedicated post to support sufficiency will significantly aid the ability to both assess and respond to matters of sufficiency and it has been recommended that the post be continued.
- 18.3.3 The following pages detail proposed actions to respond to areas raised. The Childcare & Play Sufficiency Manager will work alongside the Sufficiency Assessment Officer in bringing this plan to life and engaging appropriate internal and external partners in doing so. The Childcare Sufficiency Working Group will be re-established to ensure a collaborative approach.
- 18.3.4 Additionally, given the impact of Covid-19 on findings and on the potential impact of proposed actions, it is essential to use the recommendations and actions as having potential to require re-addressing if circumstances change.
- 18.3.5 Annual progress reports will be completed and shared to demonstrate relative progress towards achieving identified outcomes.

19. Action Plan

- 19.1 The action plan sets out requirements to address areas of deficiency identified within the assessment.
- 19.2 Additionally, for areas that are deemed sufficient, the plan must consider appropriate steps to maintain that level.
- 19.3 As previous CSA's have identified apparent gaps that have subsequently turned out to not be issues, the 2022 Action Plan includes more actions to further investigate a perceived gap or issue. This will make actions more effective and meaningful rather than committing resources to an action that may not be needed.

Section	Detail	Action	Who	Timescale	Resources	Outcome
1. Strategic Direction	1.1 Need to ensure a coordinated approach for service recipients	1.1 Further development of Early Years 'Front Door' type approach	LA / Partners	Ongoing	Officer/Partner time	Single point of entry is identified with effective mechanisms in place
	1.2 Need to ensure CSA findings and recommendations are drivers for childcare policy and funding	1.2 Ensure findings and actions are included within local policy and strategic planning 1.2 Ensure local funding criteria reflects findings of CSA	LA	Ongoing	Officer/Partner time Existing core/external funding	All relevant policy and planning gives due regard to CSA findings and recommendations
	1.3 Ensure internal and external partners are supported to contribute to CSA implementation	1.3 Assess internal capacity including maintaining Sufficiency Assessment support role		March 23	Existing core/external funding	Continued sufficiency support in place to identify and respond to need

		1.3 Ensure external partners e.g. development officers are effectively resourced			Existing external funding	Capacity to support settings and develop priority actions
2. Partnership Working and Consultation	Ensure ongoing engagement	Annual stakeholder surveys Identify additional findings and trends	LA / Partners	Annually	Officer/Partner time Officer/Partner time	Gaps and needs are identified
	Recognition of the necessity of a partnership approach to effectively achieve sufficiency	Continue to fund umbrella organisations' development officers with targets to reflect sufficiency	LA / Umbrella Orgs	Ongoing	Existing external funding	Support in addressing actions and priorities
	Need to ensure parents' views are heard more than once every 5 years	Undertake annual parent/carers consultation	LA / Partners	Annually	Officer/Partner time	Ensure current needs are identified
		Develop social media presence to allow views to be fed in	LA	March 23	Officer/Partner time	Support opportunities to feed views in
3. WESPS	3.1 Need to promote the benefits of being bilingual.	3.1 Increase the Welsh-medium pre-school offer as part of a wider marketing strategy	LA & Partners	March 25	Existing / new grant funding	An increase in the number of pre-school places available through Welsh medium
	3.2 Need to develop Welsh-medium wraparound childcare	3.2 Work with Mudiad Meithrin to open 3 new Cylch Meithrin settings (currently 7 settings in	LA / Mudiad Meithrin	March 25	Existing / new grant funding	An increase in the number of wraparound places

	options to support parents.	Swansea) in the school catchment areas of YGG Lon Las, YGG Y Login Fach and YGG Tan-y-lan and explore opportunities 3.2 Additionally, look to increase development officer capacity to enable this				available through Welsh medium
	3.3 Need to increase the opportunities for early Welsh language interaction for parents and their children	3.3 Work with Mudiad Meithrin and other partners to start 5 new Cylchoedd Ti a Fi (currently 9 in Swansea)	LA / Mudiad Meithrin	March 25	Existing external funding	Increase in number of families with confidence to choose Welsh medium childcare
	3.4 Need to increase the use of Welsh and explore opportunities for more Welsh language settings	3.4 Develop a Welsh language strategy across all our Flying Start settings 3.4 Work with Cwlwm partners promoting the Camau Projects	LA / Partners	March 24	Officer/Partner time Officer/Partner time	Strategy in place with measurable outcomes aimed at increasing use of Welsh
	3.5 Need to ensure Welsh medium development support is in place to help meet actions	3.5 Continue to fund Mudiad Meithrin development hours	LA	Ongoing	Existing external funding	Welsh medium development support in place to help achieve outcomes

	3.6 Need to promote CIW registration of Out of School Clubs servicing Welsh medium schools (5 out of 9 unregistered) so there is suitable childcare as the child grows.	3.6 Promote benefits of registration to identified settings	LA / Partners	Ongoing	Officer/Partner time	Increase in registration amongst identified settings
4. Overview – Childcare Types, Services and Places						
5. Supply of Childcare	5.1 Perceived over-supply may be due to Covid	Need to annually monitor vacancies to determine whether correct	LA	Annually	Officer/Partner time	Determine level of supply
	5.2 Potential that unregistered holiday provision may impact on registered provision's opportunity to provide care	5.2 Ensure funding is not allocated to unregistered provision where CIW registered holiday care already exists	LA & Partners	March 24	Existing core / external funding	Registered provision is not losing out to cheaper unregistered care
	5.3 Unregistered nature of holiday activity clubs means quality and good practice is harder to determine	5.3 Closer engagement with unregistered holiday provision 5.3 Encourage registration and support to obtain qualifications	LA / Partner Organisations	Ongoing	Officer/Partner time Officer/Partner time	Increased relationship for mutual benefit Potential to monitor practice

	5.4 Many parents are unfamiliar with the difference between registered and unregistered settings	5.4 Increased understanding of the benefits of CIW registered provision	LA & Partners	March 23	Officer/Partner time	Parents better advised to make decisions
	5.5 22% of settings stated that they were unable to care for 'non-English/Welsh' children.	Additional assessment to determine what is meant and action as appropriate	LA & Partners	March 23	Officer/Partner time	Clearer picture obtained and response as appropriate
6. Needs of Parents/ Carers (Demand for childcare)	6.1 High number of respondents stating cost is a barrier to childcare	Increase take-up of tax credits (see 13)	LA & Partners	Ongoing	Officer/Partner time	Increase in families accessing tax credits
		Work with settings on sibling discounts and other			Existing core / grant funding	Fewer reporting cost is a barrier
	6.2 Parents reporting a lack of 'choice' of childcare (while noting they have childcare available)	Consider implication of 'choice' as potential matter to address	LA	March 24	Officer time	Identify whether insufficient choice means more provision is needed
	6.3 Perceived finding that parents would prefer formal care but later opt for informal care.	Undertake additional research / engagement to identify reasons for this	LA & Partners	March 23	Officer/Partner time	Additional evidence to identify any specific barriers to realising aim
	6.4 Need to engage parent/carers in planning and policy development	Development of Parent Champions	LA	March 23	Officer time	Parent Champions in place and engaged

	6.5 Satisfaction with quality of holiday provision was proportionately lower than term-time	Further assessment of why this difference exists and corrective measures where appropriate	LA	March 24	Officer time	Identify if satisfaction is lower and address reasons
	6.6 Suggestion that more families would like their child to attend Welsh medium provision than is currently available	Further assessment of why they feel this	LA & Partners	March 24	Officer/Partner time	Identification of whether this represents a deficiency
	6.7 Ensuring that parental needs identified within CSA are followed up to confirm validity	Develop social media presence or other parental engagement to 'test' key findings	LA & Partners	March 23	Officer/Partner time	Social media 'childcare sufficiency presence' in place
	6.8 Consider Coram finding of shortfall in holiday care for 12-14 years	Identify whether an issue or case of low demand	LA & Partners	March 25	Officer/Partner time	Research completed evidencing gap or otherwise
7. Geographical Distribution	7.1 Potential lack of childcare in identified areas	Further assessment to identify whether 'perceived deficiency' is the case.	LA & Partners	March 23	Officer/Partner time	Identify whether perceived gaps are correct and respond accordingly
	7.2 Respond to identified gaps in distribution	Undertake engagement in areas identified as deficient	LA & Partners	March 23	Officer/Partner time	Look to increase provision in key areas
8. Sustainability	7.3 Consider potential over-supply in some areas	7.3 Assess potential over-supply and any issues it may create	LA & Partners	March 24	Officer/Partner time	Identify if over-supply can affect sustainability

	8.1 Need to identify future setting sustainability	8.1 Undertake business health checks 8.1 Sector survey to assess sustainability 8.1 Advise on grant funding to support sustainability	LA & Partners	Ongoing March 23 Ongoing	Officer/Partner time Officer/Partner time Officer/Partner time	Identify sustainability of settings including concerns Additional means to assess Financial support for settings
	8.2 Many settings are unsure if they will be operating in next 1-2 years	8.2 Identify why this is felt and what can be done to address it	LA & Partners	March 23	Officer/Partner time	Potential closures can be addressed where appropriate
	8.3 Potential reduction in childcare requirements	8.3 Further investigation including vacancy monitoring	LA & Partners	March 23	Officer/Partner time	Better able to identify demand on ongoing basis
	8.4 Concern that recruitment issues are affecting sustainability and quality	8.4 Consider as part of workforce development section	LA & Partners	Ongoing	Officer/Partner time	As detailed within section 14
9. Cross Border	9.1 Identify whether settings on county borders are unduly impacted by cross-border requests	9.1 Additional research with relevant settings to identify if a factor	LA & Partners	Ongoing	Officer/Partner time	Gain additional insight into needs
10. Covid-19	10.1 Ensure settings continue to be sustainable following the	10.1 Work with partners to identify whether settings are becoming	LA & Partners	March 23	Officer/Partner time	Identification of whether there is a dependency or

	end of any additional sustainability funding	reliant upon additional funding				settings are self-sufficient
	10.2 Ensure children do not lose out on essential social development through non-attendance at formal childcare	10.2 Promote the value of childcare and the benefits of play to parents/carers whether they work away from home or at home, e.g. The Choosing Childcare booklet	LA & Partners	Ongoing	Officer/Partner time	Children's right to play is not overly impacted by lack of attendance at childcare provision Parents are better advised to make decisions on care
	10.3 Need to identify whether priorities identified during Covid continue to be relevant	10.3 Ensure annual progress reports assess covid-related targets and whether they remain valid, before determining whether to maintain or remove	LA & Partners	Annually	Officer/Partner time	Ensure targets remain valid
11. Population	11.1 The high proportion of deprived LSOA's and providing affordable childcare	11.1 Work within Townhill, Penderry and other deprived areas to increase affordable childcare opportunities	LA & Partners, Local Area Coordination	March 24	Existing core / external funding	Families in priority areas feel more able to use formal childcare
	11.2 Given high employment in health, it is important that provision meets need	11.2 Undertake additional engagement with local health board to assess sufficiency	LA	March 23	Officer time	Increased understanding of childcare needs of key sector
	11.3 With fewer females than males in employment, yet earning	11.3 Additional consultation to identify	LA & Partners	March 24	Officer/Partner time	Identification of whether potential high earners are

	more, does childcare act as a gender-related barrier to earning?	childcare / career choices				prevented from employment due to care requirements
12. The CSA and Local Well-being Plans	12.1 Continue to evidence childcare's contribution to addressing poverty	Contribute to Poverty Forum & Strategy	LA	Ongoing	Officer Time	Those living in poverty are better supported to use formal childcare
	12.2 Ensure childcare is recognised within education planning	Engage education colleagues to ensure representation	LA	March 23	Officer Time	School-based settings feel their needs are understood and considered
	12.3 Ensure key housing developments are considered when planning sufficiency	12.3 Engage LDP lead in working group and identify key strategic sites	LA	Ongoing	Officer Time	Where significant increased housing will take place, there is a plan for addressing increased demand for childcare
	12.4 Ensure childcare contribution to Wellbeing Plan and other policy and strategy is recognised and monitored	12.4 Identify relevant policy and ensure links exist and contributions made	LA	Ongoing	Officer Time	Childcare is recognised and considered within relevant policy
13. Barriers to Childcare Provision	13.1 Cost of childcare is the primary concern for families	13.1 Encourage settings to offer sibling discounts and other reduced costs	LA & Partners	March 23	Existing Core / external funding	Families of multiple children finding formal childcare more affordable

		13.1 Disseminate Choosing Childcare booklet which includes a section on help with the cost of childcare.		March 23		Increased understanding of support with childcare costs
	13.2 Low take-up of Tax-Free Childcare	13.2 Undertake an awareness campaign to increase take-up	LA & Partners	March 23	Officer/Partner time	Increased awareness from families
		13.2 Look to address the apparently lower take-up in Swansea East	LA	March 24	Officer Time	Increased take-up in Swansea East
		13.2 Increase settings' awareness and ability to advise families of benefits	LA & Partners	March 23	Officer/Partner time	Settings reporting increased ability to advise parents
		13.2 Increase the number of settings registered to support the scheme	LA	March 25	Officer Time	Increase in number registered
	13.3 Settings' response (March 2021) that they do not feel they have the knowledge and support to effectively care for children with ALN	13.3 Continue roll-out of ALN support and training	LA	Ongoing	Officer Time	Increase in numbers having attended training
		13.3 Undertake additional research to identify if view has changed	LA	March 23	Officer Time	Increase in settings feeling confident in meeting needs

	13.4 The need to ensure families are aware of support at the earliest opportunity	13.4 Identify an effective process for informing families of support to access childcare	LA & Partners	March 23	Officer/Partner time	Families with children with ALN / Disabled are supported earlier
	13.5 View of some families that Welsh medium provision is not available to them	13.5 Undertake specific work to gauge levels of Welsh medium provision and map against demand	LA	March 24	Officer/Partner time	Identification of gaps or barriers to Welsh medium provision
14. Free Nursery Education, Flying Start and Childcare Offer provision	14.1 The proposal to extend funded childcare to 2 year olds	14.1 Plan for the impact of the extension including resources	LA	March 23	Officer Time	Successful role-out of expansion with associated benefits
	14.2 Consider Flying Start's Welsh Offer	14.2 Develop a plan for meeting need	LA & Partners	March 23	Officer/Partner time	Requirements for Welsh provision met
	14.3 Need to support those in need outside of Flying Start catchment	Further develop and extend Flying Start Outreach	LA	March 24	Existing / new funding	Effective outreach programme in place meeting needs of priority families
15. Workforce Development and Training	15a Sense of sector feeling 'unvalued' or unappreciated	15a Promote the sector including its key contribution with a view to increasing recognition and encouraging new staff into the sector	LA & Partners	March 24	Officer/Partner time	Increased sense of feeling valued among sector staff
	15b Recruitment and retention issues faced by settings	15b Further promotion of childcare as a career option	LA & Partners	Ongoing	Officer/Partner time	Increase numbers on courses and in roles

		15b Look to incentivise career development	LA	March 24	Officer/Partner time	Identify means of incentivising to retain staff
		15b Identify barriers that may prevent new recruits into training.	LA & Partners / Careers Advice	March 25	Officer/Partner time	Barriers are addressed with increased take-up
		15b Explore parts of the sector where the retention of staff has been successful.	LA & Partners	March 24	Officer/Partner time	Good practice is shared for mutual gain
	15c Continued Professional Development (CPD) is essential and barriers must be addressed	15c Identify avenues used to support CPD E.g. FIS etc.	LA	March 23	Officer/Partner time	CPD path identified and promoted
		15c Address and respond to barriers to managers releasing staff to attend training	LA & Partners	March 23	Existing core / external funding	Identified response, e.g. grant funding, on-line courses, etc.
	15d What is the next step for those with new childcare qualifications?	15d Identify leavers from local colleges' and training providers.	LA & Partners	March 23	Officer/Partner time	Agreed system for identifying graduates and offering support
		15d Understand leavers' plans after training. Offer advice and guidance to support recruitment of childcare and play workers	LA & Partners	March 24	Officer/Partner time	Evidence of positive impact of support

	15e Number of Welsh speakers entering employment in Childcare/Play. Current number of welsh speakers working in Childcare/Play	15e Contribute to Swansea’s 10 year Welsh Language Plan. 15e Further development of the Active Offer	LA & Partners LA & Partners	Ongoing Ongoing	Officer/Partner time Existing core / external funding	Childcare contribution to plan development Increased involvement amongst settings
	15f Address number of staff who don’t hold a relevant qualification	15f Further assessment of qualification levels	LA	March 24	Officer/Partner time	Increase level of qualifications amongst sector
	15g Development of Digital Offer	15c Support roll-out of the Digital Offer amongst settings	LA & Partners	March 25	Officer/Partner time Existing core / external funding	Settings equipped to deliver Digital Offer
	15h Adopt appropriate approaches to quality	15h Further develop pedagogical approach Include Workforce Strategy	LA & Partners	March 24	Officer/Partner time	Pedagogical approach is utilised within settings
	15i Identified benefit of having a consistent quality mark across all settings	15i Development of Swansea-specific quality standards 15i Support and incentivise quality schemes, e.g. Healthy Sustainable Pre-School Scheme	LA & Partners	March 2024	Officer/Partner time Officer/Partner time	Ability to evidence good practice – beneficial to parent/carers as well as the local authority
	15j Need to evidence compliance with required standards	15j Consider developing a framework agreement for settings to adhere to	LA & Partners	March 24	Officer/Partner time	Framework in place

	15k Need to increase awareness in childcare roles	15k Work with Social Care Wales to promote the different roles within the sector	LA & Partners	March 25	Officer/Partner time	Increased awareness
	15l Current referrals to Swansea's Early Years ALN team shows increase in number of children receiving staff support and number of hours have also increased per child.	15l Identify appropriate training qualifications that could be achieved by staff who wish to carry out a staff support role.	LA & Partners	March 24	Existing / new grant funding	Increased level of staff able to offer appropriate support
16. Gap Analysis	16.1 Need to ensure that all identified gaps are addressed.	16.1 Ensure CSA Action Plan has SMART targets and monitoring in place to address gaps	LA	March 25	Officer/Partner time	Evidence of process towards addressing gaps and details of progression
	16.2 Identification of key partners to support addressing of gaps	16.2 Partners identified including comms as appropriate	LA & Partners	March 23	Officer/Partner time	Evidence of collaborative approach to addressing gaps
17. Summary of Unmet Needs	17.1 Need to determine whether perceived unmet needs are correct	Undertake additional research and consultation in terms of Welsh medium provision and support for ALN	LA	March 23	Officer/Partner time	Identify whether two areas are considered an unmet need and respond accordingly

20. Checklist

Area	Requirement	Evidence	Complete Y / N

Reference List:

Childcare Act (2006). Welsh Government. <https://www.legislation.gov.uk/wsi/2008/169/contents/made>

Childcare Statutory Guidance (2016). Welsh Government. <https://gov.wales/sites/default/files/publications/2019-06/childcare-statutory-guidance-for-local-authorities.pdf>

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DEWIS (2021). <https://www.dewis.wales/>

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Annual Population Survey (2021). ONS. https://www.nomisweb.co.uk/home/release_group.asp?g=16

Population Data- mid-year estimates. Swansea Council. <https://www.swansea.gov.uk/article/10847/Population>

Local Wellbeing Plan (2018). Swansea Council. <https://www.swansea.gov.uk/localwellbeingplan>

Appendix B - Integrated Impact Assessment Screening Form

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

Which service area and directorate are you from?

Service Area: Partnerships & Commissioning

Directorate: Social Services

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:

2022 Childcare Sufficiency Assessment

The Childcare Act (2006) places a duty on all Welsh local authorities to undertake a Childcare Sufficiency Assessment every 5 years (previously every 3 years) that considers the extent to which they provide;

- **sufficient, sustainable and flexible childcare that is responsive to parents' needs;**
- **information, advice and assistance relating to childcare to parents, prospective parents and those with parental responsibility or care of a child**

Following assessments in 2011, 2014 and 2017, the 2022 Assessment (CSA) has been undertaken from July 2021 until May 2022 ahead of submission by 30th September 2022.

The CSA is structured in a way that considers demand, supply, barriers to childcare, childcare within other policy areas, workforce development and cross-border arrangements.

For each section, an assessment is made in terms of what is going well and what gaps exist. This is based on interpreting relevant data, undertaking research and discussion with key officers as well as extensive consultation with all stakeholder groups.

Where shortfalls are identified, an action plan for completion is developed and included within the report.

Appendix B - Integrated Impact Assessment Screening Form

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

The CSA is intended to reflect the views and needs of those it represents and, as such, a range of engagement and consultation methods were incorporated. These included;

- A Welsh Government developed Parent/Carer Survey
- A children & young people survey plus additional engagement with pre-school children and school-aged children up to year 6
- Employees and staff within organisations
- Schools
- Professionals
- Those working locally within the sector

Additionally, stakeholder workshops were held that considered;

- The needs of the sector and how best to meet them
- Financial barriers to childcare and how to address them

It is a requirement of the assessment that these views are included within the assessment, analysed to identify areas to address and ultimately SMART actions developed to address shortfalls.

Prior to submission, the CSA findings and action plan were displayed on the Council website for 28 days to allow for additional comment. This was communicated via social media. A public summary of the CSA will be produced showing how the authority has responded to information received.

Appendix B - Integrated Impact Assessment Screening Form

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 X No
- b) Does the initiative consider maximising contribution to each of the seven national well-being goals?
Yes X No
- c) Does the initiative apply each of the five ways of working?
Yes X No
- d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?
Yes X No

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

X

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

Yes

X No If yes, please provide details below

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.)

This proposal provides an assessment of whether families are able to access sufficient childcare to meet their needs and, as such, is a responsive document that serves to measure whether more needs to be done.

Additionally, it requires the authority to look at all key groups including the protected characteristics and give due regard to any particular barriers they may face or considerations they have.

It requires the authority to demonstrate how it has engaged all those impacted and done so in a way that encourages contributions. From there, it asks for SMART actions to be developed that will remove these barriers.

Notable examples are with the availability of Welsh medium childcare, whether costs of childcare act as a barrier to some and whether settings are suitably equipped to meet the needs of disabled children or those with an additional learning need.

Appendix B - Integrated Impact Assessment Screening Form

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)

This proposal will have a positive impact on each of the areas identified above as it is intended to assess whether key stakeholders have their requirements met and, where shortfalls exist, a response is put in place.

Where barriers have been identified, there are clear processes in place to mitigate any detrimental impact.

By definition it will support the Wellbeing of Future Generations and improve services for each of the protected characteristics and those affected by poverty or with another identified need.

The Assessment has identified that overall much is being done to ensure those requiring childcare can do so, and it is high quality and accessible. Therefore, it is considered a low risk.

As such, it is recommended that this screening for relevance be deemed as sufficient to demonstrate that the proposal has considered the needs of priority groups and responds where appropriate. Therefore it is proposed that no further assessment is required.

(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.

Screening completed by:
Name: Stephen Cable
Job title: Childcare & Play Sufficiency Manager
Date: 31/5/22
Approval by Head of Service:
Name: Jane Whitmore
Position: Strategic Lead Commissioner
Date: 20/06/22

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 9.



Joint Report of the Cabinet Member for Care Services and Cabinet Member for Service Transformation

Special Cabinet – 29 September 2022

Welsh Government Housing Support Grant Procurement Plan 2022 – 2025

Purpose:	This report details the procurement plan for Housing Support Grant funded services. It confirms the timescale for re-procuring all services and seeks approval to issue contract extensions to ensure continuity of essential services.
Policy Framework:	Housing Support Grant Guidance 2020 (Updated April 2021) Local Authority Contract Procedure Rules and Public Contract Regulations 2015.
Consultation:	Social Services, Access to Services, Finance, Legal, Commercial Services and Procurement and Housing.
Recommendation(s):	It is recommended that Cabinet: 1) Approve the extension of the timescales approved in the Cabinet report on the 20 th May 2021 by one year. Contract periods and the proposed re-procurement timescales are detailed in Appendix 1. 2) Delegate decisions in respect of the procurement process in relation to Housing Support Grant commissioned services to the Director of Social Services in consultation with the Cabinet Member for Care Services and Cabinet Member for Service Transformation with support from Commercial Services.
Report Authors:	Sarah Vye / Peter Field
Finance Officer:	Chris Davies
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The Housing Support Grant (HSG) is grant based funding from Welsh Government paid to each Local Authority to commission or provide services to help prevent people becoming homeless or requiring residential/ institutional services, through the provision of 'housing related support.
- 1.2 Housing Support Grant is an amalgamation by Welsh Government of 3 existing grants; Supporting People Programme Grant, Homelessness Prevention Grant, and Rent Smart Wales. The merging of funding streams has increased flexibility and reduced bureaucracy helping to streamline planning and funding and therefore support a single strategic approach to tackling homelessness.
- 1.3 Housing related support enables people to develop or maintain the skills and confidence necessary to maximise their ability to live independently. Support is provided to a wide range of vulnerable people ranging from homeless people, older people in sheltered housing to the chronically sick or disabled, people experiencing domestic abuse or those with a learning disability and mental health problems. It also reduces or prevents the need for often more costly interventions, by other public services including the NHS and/or social care.
- 1.4 HSG has housing, and preventing homelessness or people living in inappropriate institutional settings, at its core. Support can be offered to anyone eligible, regardless of the tenure, services can be of a fixed nature or float between service users homes. The emphasis of the programme is "doing with" as opposed to doing for and building their personal resilience.

2. Background

- 2.1.1 A report was approved by Cabinet on the 20th May 2021 ratifying the continuation and expansion of Housing Support Grant funded projects with a procurement plan identifying timescales for the procurement of HSG funded provision.
- 2.1.2 Welsh Government has shown commitment to supporting Local Authorities in tackling homeless and the causes. In 2021 -2022 Welsh Government (WG) allocated an uplift to Housing Support Grant of £4.4 million with specific guidance that the new allocation should be spent on the transformation of Homelessness Prevention and Housing Support Services.
- 2.1.3 From April 2022 Welsh Government have also transferred elements of the Homeless Prevention Grant previously administered by WG directly into the HSG. The ring fenced allocation of £198,607.69 for 2022 /2023 and 2023/ 2024.

- 2.1.4 The Homelessness Prevention Grant 'Main Programme' funding will also be transferred to HSG in 2024/2025 with an overall indicative allocation for 2024/25 of £270,393.03.
- 2.1.5 The ambition from Welsh Government is to move to a rapid rehousing / housing led approach aiming to offer more community based settled options with the right support in place ultimately reducing the need for temporary accommodation for people experiencing homelessness.
- 2.1.6 To assist with the transformation Welsh Government (WG) have published a range of documents with a multi-agency focus on early intervention, prevention and rapid rehousing with key actions to transform homelessness services. Notably the Welsh Government Action Plan to End Homelessness which builds on the WG Strategy to End Homelessness and outlines a range of actions for National, Regional, and Local partners to transform the homelessness system.
- 2.1.7 There have been new requirements from Welsh Government for the Local Authority which has included the development of Housing Support Programme Strategy (HSPS). The HSPS sets out the strategic direction of the local authority for homelessness prevention and housing related support. It is integral that commissioning plans align with the strategic priorities and associated action plan of the Housing Support Programme Strategy.
- 2.1.8 The Local Authority is also required to develop and deliver a Rapid Rehousing Transition Plan. The Plan will demonstrate how the Local Authority will amend both supply and support requirements to align with a rapid rehousing approach over the next five years. Rapid Rehousing means moving people to the right accommodation with the right support as quickly as possible. If effective this will mean the need for many forms of temporary accommodation will diminish and where it is needed, is for shorter periods. The plan is currently in development with a submission date of June 2022 for the initial draft and September 2022 for the final plan.
- 2.1.9 During the past two years there has been a significant increase in the number of people presenting as homeless. People are also staying longer in all forms of temporary accommodation before moving on. The issue is compounded by the lack of supply of 1 bedroom affordable accommodation. Whilst the lack of affordable accommodation has previously been a challenge the difficulties have been exacerbated by further issues as a result of the pandemic. Examples include suspension of priority need status, a reduction in the end of social tenancies, social distancing and supply chain issues slowing down repairs and new build completions, and changes in the private rented and sales housing market.
- 2.1.10 The development and planning of services to enable a shift to a rapid rehousing coupled with the challenges created by the pandemic has prevented recommissioning within the timescales set out in the procurement plan agreed by Cabinet in 2021.

2.1.11 Welsh Government have acknowledged that these additional obligations would create procurement challenges for Local Authorities. In its grant allocation letter WG pointed to current pressure on services and invited Local Authorities to consider the timing of re-commissioning rounds and to potentially delay re-commissioning to reflect the risks associated with undertaking this during the pandemic. It was however recognised by WG that this is a matter which should be decided by individual Local Authorities.

2.1.12 The procurement plan agreed by Cabinet in 2021 has been reviewed (Appendix 1) and revised with a proposal to **extend procurement timescales by one year**. This will provide a realistic timeframe to fully consider future service design and commissioning options which align with strategic priorities and revised HSG grant obligations.

3. Progress

Despite the challenges faced there has been significant progress in moving forward with the commissioning reviews in line with the procurement plan as follows;

Progress for Young Persons Temporary Supported Accommodation

- **Joint commissioning approach agreed with Child and Family** - to alleviate spend on spot purchase arrangements and improve outcomes for young people
- **Project Board** has been established which is meeting monthly to progress service design
- **Service Assessment** has been completed identifying future accommodation and support models and preferred procurement options. A comprehensive data analysis has been completed as part of the service assessment to identify future demand and performance levels
- **Provider Engagement Event** held with 20 organisations attending – Business Wales were also present offering advice and guidance on the tender process. This was also an opportunity for providers to feed into the development of the service specification asking them what works well/ what does good look like / how to design.
- **Young people engagement events** have been hosted to gather views of young people accessing the supported accommodation, and to scope options for including young people within the procurement process.
- **Procurement workshops** have been held to understand procurement options and determine the procurement approach.

Progress for Single Homeless Temporary Supported Accommodation

- **Project Board** established with project management support to progress service design and commissioning options.
- **Project Management Support** in place facilitating monthly meetings and monitoring re-commissioning progress.

- **Systems Thinking Review** has been undertaken with key strategic partners with effective collaboration to consider how to improve services.
- **Multi-agency Task and Finish group** to improve pathways into services and ensure people get timely access to the right accommodation and support to meet their needs.
- **Data analysis** – A comprehensive evaluation of key data and information on current provision has been completed to understand demand and pressures, and to consider future KPIs for measuring success of future services.
- **Coproduction** is in progress to refine our understanding of preferred service models and to shape service user involvement in the selection of new Providers
- **Initial Procurement workshop** held to understand procurement options and determine procurement approach.

4. Future Commissioning and Procurement Arrangements

- 4.1 This report is seeking to extend the current agreements with existing providers for the periods that are detailed within Appendix 1 and delegate the decisions around future commissioning and procurement arrangements to the Director of Social Services in consultation with the relevant Cabinet Members and with support of Commercial Services.
- 4.2 Welsh Government Procurement Advice Notices have offered flexibility to ensure service continuity during the COVID19 outbreak. The COVID19 pandemic has had a significant effect across all service provision funded via the HSG. Providers have been at the forefront during the pandemic ensuring that critical services to vulnerable people are maintained. Ensuring service continuity has created significant challenges for Providers and commissioners, not least in terms of additional costs, maintaining staffing levels, and ensuring staff safety and wellbeing.
- 4.3 To instigate a procurement process during this time could have resulted in an adverse effect on provider resources. Many providers especially smaller organisations may have struggled to give sufficient time to adequately respond to a tender process with the added burden of addressing immediate pressures created by the COVID-19 pandemic. Re-commissioning may have resulted in a reduction in responses to an invitation to tender, with consequent impacts on the quality and consistency of service delivery. It may have also resulted in a negative effect on people that use services if there was transition to a new provider during the current challenging circumstances.
- 4.4 To progress the procurement plan, timescales have been amended to take into consideration the impact of further delays to Providers and colleagues and service users, while ensuring there is progress in achieving compliance with procurement rules and maintaining efficacy in current service provision.

- 4.5 Whilst there have been and will continue to be substantial pressures and challenges during COVID19 there are also positives to be understood from delivering support during this period. The learning from changes in demand and need will be captured to influence strategic planning and service models going forward. The different ways of working which are important to people that use services and improve their outcomes will also be utilised to inform future service delivery.
- 4.6 The plan provides an incremental approach to the procurement of provision. It ensure that specifications link with the strategic priorities and future service models recommended within Commissioning Reviews across the various service areas.
- 4.7 The incremental approach also provides an opportunity to improve strategic planning across the merged funding streams. It ensures that commissioning is based on a clear understanding of local need and provides for a more flexible approach to delivery which aligns with the aims and objectives of the homelessness strategy.
- 4.8 The approval of an extension to the waivers will ensure that commissioning activity and the procurement of future services aligns with the WG ambition to ensure homelessness is rare, brief and unrepeated. This will give effect to the Welsh Government Action Plan to End Homelessness, the local Rapid Rehousing Transition Plan and the Housing Support Programme Strategy. It will also enable the development of coproduced options and improve outcomes for people experiencing homelessness.

5. Integrated Impact Assessment Implications

- 5.1 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.
- 5.1.1 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 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'.

- 5.1.2 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.
- 5.2 An IIA Screening Form has been completed with the agreed outcome that a full IIA report was not required as there will be no direct impact on the general public at this point in time. The request is for approval to extend current contracts and implement a procurement plan. An extension of the procurement plan for one year will provide a realistic timescale to fully consider future service design and commissioning options which align with strategic priorities and Welsh Government expectations to transform service provision. Engagement, consultation and co-production will be built into the development of each tender and inform the specifications for future provision. A separate IIA process will be completed when required prior to any changes in service provision.

Please refer to Appendix 2 Integrated Impact Assessment Screening Form as a background paper

6. Legal Implications

- 6.1 The procurement of social care and housing-related support services is governed by the Public Contract Regulations (PCR) 2015.
- 6.2 The PCR 2015 recognise the special characteristics of social services and related services, and the regulations reflect the importance of cultural context and sensitivity. There are specific rules for social, health and other services (Light Touch Regime) and a separate EU Threshold limit.
- 6.3 The current EU Threshold limit for these services is currently £663,540. Upon review of the information a number of contracts will exceed this threshold. Therefore, due to the anticipated level of spend over the course of the extension period being in excess of the EU Threshold limit, approval to extend the Contracts is being sought from Cabinet.
- 6.4 Extending the existing agreements would be in breach of the UK Public Contracts Regulations 2015 and the decision could therefore be open to legal challenge.
- 6.5 All of the contracts listed on the schedule have been extended previously without challenge. A further extension could be subject to challenge. However, it would in the circumstances be appropriate to view the award of further funding as distinct short term awards the values for which fall below the EU thresholds (apart from the contracts exceeding the EU Threshold referred to in 6.3 above).

- 6.6 Factors to take into account include the fact that these contracts are all grant funded and the grant funding and related guidance has only recently been confirmed. The nature and timing of the grant funding is such that it presupposes a degree of service provision continuity through short term awards. It would be extremely difficult to tender the contracts at this point having regard to the need to ensure continuity of provision for vulnerable service users or a planned and sensitive approach to contract change and to make service changes as a result of Covid-19.
- 6.7 Therefore, the award of further funding to all providers apart from those that exceed the EU Threshold can be justified as being short term contracts below the EU threshold.
- 6.8 The award to the following organisations exceeds the threshold and is breach of the PCR 2015:
- Caredig
 - The Wallich
 - The British Red Cross
- 6.9 There is a possibility that all the awards may be subject to challenge but this risk is perceived to be very low. The Council is committed to an open procurement process in the near future should it be considered that it is the best way forward. Appendix 1 details the anticipated commissioning and procurement plan for these contracts.

7. Financial Implications

- 7.1 The Housing Support Grant allocation from Welsh Government for Swansea Council for 2022/2023 is £ 18, 489,233.10, with a further 2 year indicative allocation to enable forward planning of £18,489,233.10.
- 7.2 This is a £4.4 Million increase in funding into this area for Swansea, and is as a result of the additional £40m being allocated to the total Housing Support Grant budget in Welsh Government. This additional funding will help maintain the services established in 20/21 as part of the Covid response and respond to local need and priorities.
- 7.3 Welsh Government previously administered the Homeless Prevention Grant. As from April 2022 a ring fenced allocation of £198,607.69 Homeless Prevention Grant was transferred over to the Housing Support Grant. This will increase to £270,393.0 in 2024 – 25 due to the inclusion of additional projects.
- 7.4 A spreadsheet (Appendix 1) illustrates the proposed timescale for procurement for each client group, detailing the contract values and service providers. The order of procurement maybe subject to change due to a variety of reasons including provider failure, poor performance or receipt of termination notice from a provider however, it is envisaged that procurement of all provision will have been completed by March 31st 2025.

Background Papers: None.

Appendices:

Appendix 1 Housing Support Grant Commissioning and Procurement Plan

Appendix 2 Integrated Impact Assessment Screening Form

Appendix 3 Housing Support Grant – Allocation Letter

Housing Support Grant Commissioning and Procurement Forward Plan							
Area	Priority	Annual Value	Lead	Narrative	Potential Start Date (Analyse/Plan)	Potential Start Date (Do)	Potential Contract Start
Physical Disability Floating	1	£ -	PB	Part of 4th Tranche - Sept 20		Sep-20	Jan-21
Learning Disability Fixed	2	£ -	PB	Part of 4th Tranche - Sept 20		Sep-20	Jan-21
Family Support Floating	3	£ 417,702	SV	Internal Review - Sept 20	Jan-21	Apr-21	Jan-22
Young People Floating	4	£ 309,882	SV	Systems Thinking Review - Oct 20	Mar-21	Jul-21	Apr-22
Young People Fixed	5	£ 1,050,937	SV	Systems Thinking Review - Oct 20	Mar-21	Jul-21	Apr-22
Mental Health Floating	6	£ 736,000	AE	Com Review - framework by April 2021	May-21	Jul-21	Apr-22
Mental Health Fixed	7	£ 2,479,257	AE	Com Review - framework by April 2021	May-21	Jul-21	Apr-22
Generic Homelessness Fixed	8	£ 2,029,717	SV	System Thinking Review - Oct 20	Oct-20	Apr-21	Apr-22
VAWDASV Floating	9	£ 545,787	SV	Regional Framework - Aug 21	Aug-21	Jan-22	Sep-22
VAWDASV Fixed	10	£ 506,859	SV	Regional Framework - Aug 21	Aug-21	Jan-22	Sep-22
Substance Misuse Fixed	11	£ 707,857	SV	Link with APB plans - April 2022	Jan-22	Jul-23	Apr-24
Older Persons Floating	12	£ 1,023,999	MD	Link with Housing	Oct-22	Jul-23	Apr-24
Older Persons Fixed	13	£ 209,388	MD	Link with Housing	Oct-22	Jul-23	Apr-24

Housing Support Grant Waiver Requirements						
	Area	Current Supplier	Annual Contract Value	Waiver Period	Total Waiver Value	
YEAR 1	Family Support Floating	Action for Children	£ 243,650	1/4/22 - 31/3/23	£ 243,650	
	Family Support Floating	Pobl	£ 174,052	1/4/22 - 31/3/23	£ 174,052	
	Young People Floating	Llamau	£ 309,882	1/4/22 - 31/3/23	£ 309,882	
	Young People Managed	Llamau	£ 78,832	1/4/22 - 31/3/23	£ 78,832	
	Young People Fixed	Llamau	£ 289,509	1/4/22 - 31/3/23	£ 289,509	
	Young People Fixed	Pobl	£ 682,596	1/4/22 - 31/3/23	£ 682,596	
	Mental Health Floating	Platfform	£ 693,000	1/4/22 - 31/3/23	£ 693,000	
	Mental Health Floating	Pobl	£ 43,000	1/4/22 - 31/3/23	£ 43,000	
	Mental Health Fixed	Goleudy (Caer Las)	£ 335,845	1/4/22 - 31/3/23	£ 335,845	
	Generic Homelessness Fixed	Goleudy (Caer Las)	£ 461,849	1/4/22 - 31/3/23	£ 461,849	
	Generic Homelessness Fixed	The Wallich	£ 1,567,868	1/4/22 - 31/3/23	£ 1,567,868	
YEAR 2	Mental Health Fixed	Caredig (Family HA)	£ 1,633,436	1/4/22 - 31/3/24	£ 3,266,872	
	Mental Health Fixed	Gathen SL Ltd	£ 284,486	1/4/22 - 31/3/24	£ 568,971	
	Mental Health Fixed	Kenfield	£ 194,749	1/4/22 - 31/3/24	£ 389,498	
	Mental Health Fixed	Penywaun	£ 30,741	1/4/22 - 31/3/24	£ 61,482	
	VAWDASV Floating	Swansea WA	£ 137,527	1/4/22 - 31/3/24	£ 275,054	
	VAWDASV Floating	BAWSO	£ 125,783	1/4/22 - 31/3/24	£ 251,566	
	VAWDASV Floating	Hafan Cymru	£ 282,477	1/4/22 - 31/3/24	£ 564,954	
	VAWDASV Fixed	Swansea WA	£ 276,259	1/4/22 - 31/3/24	£ 552,518	
	VAWDASV Fixed	Hafan	£ 48,478	1/4/22 - 31/3/24	£ 96,956	
	VAWDASV Fixed	BAWSO	£ 182,122	1/4/22 - 31/3/24	£ 364,244	
YEAR 3	Substance Misuse Fixed	The Wallich	£ 707,857	1/4/22 - 31/3/25	£ 2,123,571	
	Older Persons Floating	British Red Cross	£ 431,852	1/4/22 - 31/3/25	£ 1,295,556	
	Older Persons Floating	Family HA	£ 418,095	1/4/22 - 31/3/25	£ 1,254,285	
	Older Persons Floating	Pobl	£ 174,052	1/4/22 - 31/3/25	£ 522,156	

	Older Persons Fixed	Abbeyfield	£ 27,042	1/4/22 - 31/3/25	£ 81,126
	Older Persons Fixed	Goleudy (Caer Las)	£ 182,346	1/4/22 - 31/3/25	£ 547,038
		Total	£ 10,017,385		£17,095,930

Appendix 2 - Integrated Impact Assessment Screening Form

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

Which service area and directorate are you from?

Service Area: Adult Services Commissioning

Directorate: Social Services

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:

This screening relates to the extension of a procurement plan previously agreed in Cabinet for the Housing Support Grant.

The Housing Support Grant (HSG) is grant funding from Welsh Government paid to each Local Authority to commission or provide services to help prevent people becoming homeless or requiring residential/institutional services, through the provision of housing related support. Support can be offered to anyone eligible regardless of tenure; services can be of a fixed nature or float between service users homes. (Floating support is defined by Welsh Government as support which can be provided in a wide range of places including supporting a person in their own home).

Generally in Swansea, Housing Support Grant (formerly Supporting People Programme Grant) contracts have been extended annually however this is not compliant with the Local Authority CPR's or the Public Contracts Regulations 2015. There is also a need to review service design due to the impact of new legislation and the increased emphasis on early intervention and prevention i.e Housing Act, Social Services and Wellbeing Act.

A Corporate Briefing Report was approved by Cabinet in May 2021 ratifying the continuation and expansion of Housing Support Grant funded projects with a procurement plan identifying timescales for the procurement of HSG funded provision. An IIA was completed and submitted as an Appendix to the Cabinet Report.

The development and planning of service provision to enable a shift to a rapid rehousing approach for people who are experiencing homelessness, coupled with the challenges experienced in the pandemic, has delayed the ability to recommission provision within the timescale of the procurement plan agreed by Cabinet in 2021.

Appendix 2 - Integrated Impact Assessment Screening Form

The procurement plan has been reviewed and extended for one year to provide a realistic timescale to fully consider future service design and commissioning options which align with strategic priorities and Welsh Government expectations to transform service provision.

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<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

This screening is for the acceptance of the extension of a procurement plan for Housing Support Grant . Engagement, consultation and co-production will be built into the development of each tender and inform the specifications for future provision. These processes will also inform a full IIA report prior to any changes in service provision where required.

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

Appendix 2 - Integrated Impact Assessment Screening Form

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

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

Yes

No

If yes, please provide details below

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.)

Welsh Government has shown commitment to supporting Local Authorities in tackling homeless and the causes. In 2021 -2022 Welsh Government (WG) allocated an uplift to Housing Support Grant of 4.4 million with specific guidance that the new allocation should be spent on the transformation of Homelessness Prevention and Housing Support Services.

The significant uplift to the programme adds additional support capacity to people who may have protected characteristics including disability and mental health, services for older persons and for younger persons aged 16 to 25, services to LGBTQ and older people who require VAWDASV support. The programme also provides support for vulnerable families which includes individuals who are pregnant and may be single parenting.

An extension of the procurement plan for one year will provide a realistic timescale to fully consider future service design and commissioning options which align with strategic priorities and Welsh Government expectations to transform service provision.

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 screening is acceptance to extend a Procurement Plan previously approved by Cabinet.

There will be no direct impact on the general public at this point in time. The request is for approval to extend contracts and implement a procurement plan. An extension of the procurement plan for one year will provide a realistic timescale to fully consider future service design and commissioning options which align with strategic priorities and Welsh Government expectations to transform service provision.

Appendix 2 - Integrated Impact Assessment Screening Form

Engagement, consultation and co-production will be built into the development of each tender and inform the specifications for future provision. A separate IIA process will be completed when required prior to any changes in service provision.

(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.

Screening completed by:
Name: Sarah Vye
Job title: Commissioning Officer
Date: 13/06/22
Approval by Head of Service:
Name: Amy Hawkins
Position: Head of Adult Services & Tackling Poverty
Date: 27/6/22

Please return the completed form to accesstoservices@swansea.gov.uk



Phil Roberts
Chief Executive
City and County of Swansea
Civic Centre
Oystermouth Road
Swansea
SA1 3SN

17th March 2022

Dear Phil

Award of Funding in relation to Housing Support Grant – Award of Grant 2022-2023, 2023-24 and 2024-25

1. Award of Funding

- (a) We are pleased to inform you that your Application has been successful for 2022-23 and funding of up to £18,687,840.79 (“the Funding”) is awarded to you for the Purposes (as defined in Condition 4(a)).

Main HSG Allocation:

Total Final Main HSG Allocation for 2022-23 - £18,489,233.10

Total Indicative Final Main HSG Allocation for 2023-24 -
£18,489,233.10

Total Indicative Final Main HSG Allocation for 2024-25 -
£18,489,233.10

Ring-fenced funding for 'Main programme' projects being transferred from the Homelessness Prevention Grant to the HSG:

Total Final Ring-Fenced Allocation for 2022-23 - £198,607.69

Total Indicative Final Ring-Fenced Allocation for 2023-24 -
£198,607.69

Re-distributed Homelessness Prevention Grant 'Main programme' funding being transferred to the HSG

Total Indicative Final Allocation for 2024-25 - £270,393.03

- (b) The Funding relates to the period 1 April 2022 to 31st March 2023 and must be claimed in full by 30th April 2023 otherwise any unclaimed part of the Funding will cease to be available to you.
- (c) This letter shall become effective on the date of signature evidencing acceptance by you as set out in the acceptance page below.
- (d) If you have any queries in relation to this award of Funding or the Conditions please contact the Welsh Government Official who will be happy to assist you.

2. Statutory authority

- (a) This award of Funding is made on and subject to the Conditions and under the authority of the Minister for Climate Change, one of the Welsh Ministers, acting pursuant to sections 70 and 71(1) of the Government of Wales Act 2006 and sections 169(6) and (7) of the Local Government and Housing Act 1989.

3. Interpreting the Conditions

Any reference in the Conditions to:

'you', 'your' is to Swansea City & County
Housing Service
Civic Centre
Oystermouth Road
Swansea
SA1 3SN

'we', 'us', 'our' is to the Welsh Ministers;

'Welsh Government Official' is to

Karen Tudor
Housing Policy Division
Welsh Government
Rhydycar
Merthyr Tydfil
CF48 1UZ

Email: Karen.Tudor@gov.wales

or such other Welsh Government official as we may notify you.

‘Project Manager’ is to your project manager who is responsible for the day to day management of this award of Funding:

Peter Field
Swansea City & County
Housing Service
Civic Centre
Oystermouth Road
Swansea
SA1 3SN

Email: Peter.Field@swansea.gov.uk

‘Application’ is to your funding Spend Plan 2022/23;

‘Business Day’ is to a day other than a Saturday, Sunday, Christmas Day, Good Friday or a bank holiday in Wales under the Banking and Financial Dealings Act 1971;

‘Conditions’ is to the terms and conditions set out in this letter and the Schedules;

‘Costs Incurred’ is to the cost of goods and/or services you have received regardless of whether you have paid for them by the date of your claim;

‘Costs Incurred and Paid’ is to the invoiced cost of goods and/or services you have received and which have been paid for by you in cleared funds by the date of your claim;

‘Notification Event’ is to any of the events listed in Schedule 2;

‘Indicative Payment Profile’ is to the indicative payment profile set out in Schedule 3;

‘Personnel’ is to your management/employees and suppliers or any other person appointed or engaged by you in relation to the Purposes;

‘Schedule’ is to the schedules attached to this letter; and

any reference to any legislation whether domestic or international law will include all amendments to and substitutions and re-enactments of that legislation in force from time to time.

4. Use of the Funding

- (a) You must use the Funding solely for the purposes set out in Schedule 1 (the **“Purposes”**)

- (b) Any change to the Purposes or Targets will require our written consent which must be obtained from us in advance of implementing any change. Please note that we are not obliged to give our consent but we will consider all reasonable written requests.
- (c) You must not use any part of the Funding for any kind of activity which in our opinion could bring us into disrepute, including but not limited to (1) party political purposes, (2) the promotion of particular secular, religious or political views; (3) gambling, (4) pornography, (5) offering sexual services, or (6) any kind of illegal activities.
- (d) You must not use any part of the Funding for: (1) purchasing capital equipment (other than as specified in the Purposes), (2) your legal fees in relation to this letter, (3) Costs Incurred or Costs Incurred and Paid by you in the delivery of the Purposes prior to the period referred to in Condition 1(b).

5. Funding pre-conditions

- (a) We will not pay any of the Funding to you until you have provided us with the following information and documentation:
 - i) this letter signed by you;
 - ii) documentary evidence that you have put in place all staff and other resources detailed in the Application as required to commence and complete the Purposes];
 - iii) any other information, document, opinion or assurance which we consider to be necessary or desirable (if we have notified you accordingly) in connection with this award of Funding or the Purposes or in connection with the entry into and performance of this award of Funding or its validity and enforceability.
- (b) Where you are required to provide information and documentation to us as evidence that you have satisfied a particular pre-condition, Condition or in support of a claim, the information and documentation must be in all respects acceptable to us. We reserve the right to reject any information and documentation which is for any reason not acceptable to us, and/or request any further or additional information and/or documentation in support of the request for Funding

6. How to claim the Funding

- (a) You may claim the Funding quarterly in arrears based on Costs Incurred and Paid by you in the delivery of the Purposes as detailed in the Indicative Payment Profile
- (b) You must claim the Funding in accordance with the dates set out in the Indicative Payment Profile. You must claim the Funding promptly. We reserve the right to withdraw any part of the Funding that you do not claim promptly.
- (c) You must submit your claims for payment of Funding to the Welsh Government Official.
- (d) You must use our claim pro-forma (which is available from the Welsh Government Official) and attach the following information and documentation to each claim specified in the Indicative Payment Profile together with:
 - i) confirmation that you are operating in all respects in accordance with your constitution; and
 - ii) confirmation that you have appropriate financial, risk and control systems in place before utilising any part of the Funding to provide a grant to or procure any goods or services from third parties;
- (e) We will aim to pay all valid claims as soon as possible and typically within 20 Business Days of receipt of a valid claim being made in accordance with the provisions of this letter, and provided always that the Funding pre-conditions set out in Condition 5 above have been satisfied and that on both the date of the claim and the date the Funding is to be paid to you:
 - i) the declarations made in Condition 8 below are true and correct and will be true and correct immediately after the relevant Funding has been paid to you; and
 - ii) no Notification Event is continuing or might result from the proposed Funding.

7. Your general obligations to us

You must:

- (a) safeguard the Funding against fraud generally and, in particular, fraud on the part of your Personnel and notify us immediately if you have reason to suspect that any fraud within your organisation has occurred or is occurring or is likely to occur whether or not it relates to the Funding. You must also participate in such fraud prevention initiatives as we may require from time to time;

- (b) maintain appropriate procedures for dealing with any conflicts of interest in relation to the Funding whether actual, potential or perceived;
- (c) comply with all applicable domestic or international laws or regulations or official directives;
- (d) maintain adequate insurances to cover against the risks which may arise in connection with any property or any activity undertaken in delivery of the Purposes. We reserve the right to require you to provide proof of your insurance;
- (e) maintain appropriate financial, risk and control systems before utilising any part of the Funding to provide a grant to or procure any goods or services from third parties;
- (f) co-operate fully with the Welsh Government Official and with any other employee of the Welsh Government or consultant appointed by us to monitor your use of the Funding and your compliance with the Conditions;
- (g) inform us immediately if any of the declarations made in Condition 8 is incorrect in any respect or, if repeated at any time with reference to the facts and circumstances then existing, would be incorrect;
- (h) notify us of any funding received by you from any source which is procured or utilised in conjunction with the Funding to directly support the Purposes including but not limited to your insurance provider (cancellation/business disruption insurance), the UK Government's Coronavirus Job Retention Scheme and/or any Welsh Government fund/scheme and any other funders. The intention of this Condition is to avoid any duplication of funding in respect of the Purposes.

8. Declarations

You declare that:

- (a) you have the power to enter into and to perform the obligations set out in the Conditions and you have taken all necessary action to authorise the entry into and performance of the obligations under the Conditions;
- (b) no limit on your powers will be exceeded as a result of claiming the Funding, or the grant of any security contemplated by the Conditions;

- (c) the entry into and performance by you of, and the transactions contemplated by, this letter do not and will not contravene or conflict with:
 - i) your constitutional documents;
 - ii) any agreement or instrument binding on you or your assets or constitute a default or termination event (however described) under any such agreement or instrument; or
 - iii) any law or regulation or judicial or official order, applicable to you;
- (d) no Notification Event is continuing or might reasonably be expected to result from the provision of the Funding and no other event or circumstance is outstanding which constitutes (or, with the expiry of a grace period, the giving of notice, the making of any determination or any combination thereof, would constitute) a default or termination event (howsoever described) under any other agreement or instrument which is binding on you or to which any of your assets is subject;
- (e) no litigation or arbitration or administrative proceeding is current or pending or, so far as you are aware, threatened, which has or could have an adverse effect on your ability to perform and comply with any of the Conditions;
- (f) you have disclosed to us all material facts or circumstances which need to be disclosed to enable us to obtain a true and correct view of your business and affairs (both current and prospective) or which ought to be provided to any person who is considering providing funding to you;
- (g) any information, in written or electronic format, supplied by you to us in connection with the Funding was, at the time it was supplied or at the date it was stated to be given (as the case may be):
 - i) if it was factual information, complete, true and accurate in all material respects;
 - ii) if it was a financial projection or forecast, prepared on the basis of recent historical information and on the basis of reasonable assumptions and was arrived at after careful consideration;
 - iii) if it was an opinion or intention, made after careful consideration and was fair and made on reasonable grounds; and
 - iv) not misleading in any material respect, nor rendered misleading by a failure to disclose other information,

except to the extent that it was amended, superseded or updated by more recent information supplied by you to us.

- (h) you have discussed and agreed the Targets with us and you are confident that they are realistic and achievable;
- (i) there are no conflicts of interest in relation to the Funding whether actual, potential or perceived;
- (j) acceptance of this award of Funding will not result in duplicate funding in respect of the activities required to deliver the Purposes. This includes but is not limited to any payments received by you in relation to the effects of the spread of the Coronavirus (COVID-19) from your insurance provider (cancellation/business disruption insurance), the UK Government's Coronavirus Job Retention Scheme and/or any Welsh Government fund/scheme and any funders.
- (k) You will be deemed to repeat the declarations in this Condition 8 on each date you may have any liability to repay the award of Funding to us, and by reference to the facts and circumstances existing on each such date.

9. Notification Events and their consequences

- (a) You must notify us immediately if a Notification Event has occurred or is likely to occur but we also reserve the right to notify you where we believe a Notification Event has occurred or is likely to occur.
- (b) We will either:
 - i) notify you that we, at our absolute discretion, consider the Notification Event is not capable of remedy; or
 - ii) if we consider, at our absolute discretion, that the Notification Event is capable of being remedied, seek to discuss the Notification Event with you with a view to agreeing a course of action to be taken to address the Notification Event.
- (c) We will be entitled to take any of the actions listed in Condition 9(d) if:
 - i) despite our efforts we have been unable to discuss the Notification Event with you; or
 - ii) we notify you that the Notification Event is not, in our opinion, capable of remedy; or
 - iii) a course of action to address and/or remedy the Notification Event is not agreed with you; or

- iv) a course of action to address and/or remedy the Notification Event is agreed with you but you fail to follow it, or any conditions attached to it are not met (including without limitation the timescale for such course of action) to our satisfaction; or
 - v) the course of action fails to remedy the Notification Event to our satisfaction.
- (d) If any of the circumstances set out in Condition 9(c) occurs we may, at our absolute discretion, by notice to you:
- i) withdraw the award of Funding; and/or
 - ii) require you to repay all or part of the Funding; and/or
 - iii) suspend or cease all further payment of Funding; and/or
 - iv) make all further payments of Funding subject to such conditions as we may specify; and/or
 - v) deduct all amounts owed to us under the Conditions from any other funding that we have awarded or may award to you; and/or
 - vi) exercise any other rights against you which we may have in respect of the Funding.
- (e) All repayments of Funding must be made to us within 20 Business Days of the date of our demand.

10. Monitoring requirements

You must:

- (a) provide us with such documents, information and reports which we may reasonably require from time to time in order for us to monitor your compliance with the Conditions
- (b) meet with the Welsh Government Official and such other of our representatives as we may from time to time reasonably require;
- (c) ensure that the Project Manager (or such other person as we may agree) together with any other person we may require attends all meetings with the Welsh Government Official.

11. Audit Requirements

- (a) You must:
 - i) maintain complete, accurate and valid accounting records identifying all income and expenditure in relation to the Purposes;

- ii) without charge, permit any officer or officers of the Welsh Government, Wales Audit Office or any UK subsidy enforcement body at any reasonable time and on reasonable notice (in exceptional circumstances, such as the prevention or detection of fraud, it may not be practicable to provide you with reasonable notice) being given to you to visit your premises and/or to inspect any of your activities and/or to examine and take copies of your books of account and such other documents or records howsoever stored as in such officer's reasonable view may relate in any way to your use of the Funding. This undertaking is without prejudice and subject to any other statutory rights and powers exercisable by the Welsh Government, Wales Audit Office or any UK subsidy enforcement body or any officer, servant or agent of any of the above;
 - iii) retain this letter and all original documents relating to the Funding until we inform you in writing that it is safe to destroy them;
 - iv) provide us with an audit certificate in accordance with the requirements set out in Schedule 4
- (b) Under paragraph 17 of Schedule 8 to the Government of Wales Act 2006 the Auditor General for Wales has extensive rights of access to documents and information relating to monies provided by the Welsh Government. They and their officials have the power to require relevant persons who control or hold documents to give any assistance, information and explanation that they may require; and to require those persons to attend before them for such a purpose. The Auditor General and their staff may exercise this right at all reasonable times

12. Third party obligations

- (a) Nothing in the Conditions imposes any liability on us in respect of any liability incurred by you to any third party (including, without limit, employees and contractors).
- (b) You must indemnify us against any liabilities, claims, proceedings, demands, losses, costs and expenses suffered or incurred by us directly or indirectly arising as a result of or in connection with any failure by you to perform fully or in part any obligation you may have to a third party.

13. Intellectual property rights and publicity

- (a) Nothing in the Conditions transfers to us any rights in any intellectual property created by you as a result of the Purposes.

- (b) You must acknowledge our support in relation to the Purposes. Such acknowledgement(s) must be in a form approved by us and must comply with the Welsh Government's branding guidelines.
- (c) You agree that from the date of this letter until 5 years from the date of the final payment of Funding we may include details about your organisation and business, the Funding and the Purposes in Welsh Government promotional materials and you further agree to cooperate with our reasonable requests to achieve the production of such materials.

14. Information

- (a) You acknowledge that we are subject to the requirements of the Freedom of Information Act 2000 (the "FOIA"), the Environmental Information Regulations 2004 (the "EIR"), the Data Protection Act 2018 (the "DPA") and the retained EU law version of the General Data Protection Regulation ((EU) 2016/679) (the "UK GDPR").
- (b) You acknowledge that we are responsible for determining in our absolute discretion whether:
 - i) to disclose any information which we have obtained under or in connection with the Funding to the extent that we are required to disclose such information to a person making a disclosure request under the FOIA or the EIR; and/or
 - ii) any information is exempt from disclosure under the FOIA or the EIR.
- (c) You acknowledge that we may share any data you provide to us with fraud prevention agencies and third parties for the purposes of preventing and detecting fraud. Any personal data we collect will be managed in accordance with our Privacy Notice which is available to view here [Privacy notice: Welsh Government grants | GOV.WALES](#)

15. Buying goods and services

- (a) If you decide to buy any goods and/or services to deliver the Purposes, they must be purchased in a competitive and sustainable way so as to demonstrate that you have (i) achieved best value in the use of public funds, and (ii) complied with your conflict of interest policy at the relevant time.
- (b) We may from time to time request evidence from you to demonstrate your compliance with this Condition 15. Such evidence may take the form of evidence of your:

18. Welsh language

- a) The Welsh Government is committed to supporting the Welsh language and culture and The Cymraeg 2050: A million Welsh speakers Welsh language strategy (Cymraeg 2050) provides a vision for the growth and further development of the Welsh language.
- b) Where the Purposes include or relate to the provision of services in Wales, they must be provided in Welsh and English unless it would be unreasonable or disproportionate to do so. They must be provided in such a way as to not treat the Welsh language less favourably than English, in accordance with the Welsh Language (Wales) Measure 2011.
- c) Where the provision of services forms part of the Purposes, you must act in accordance with the Welsh Language (Wales) Measure 2011 and the aims of Cymraeg 2050. In practice, this will include the following:
 - i) Ensure that any written material produced, including digital material, is bilingual.
 - ii) Ensure that any signage is bilingual.
 - iii) Ensure that any training or public events are held bilingually.
 - iv) Actively promote and facilitate the Welsh language (including providing services and increasing opportunities to use the Welsh language) within funded activities.
- d) For general advice on providing services bilingually and for information on which organisations are able to support you, please contact the Welsh language advice service “Helo Blod” on 03000 258888 or e-mail heloblod@gov.wales with your query.

19. Sustainable development

Your use of the Funding must contribute to the achievement of the Welsh Government’s well-being objectives contained in the Welsh Government’s Programme for Government. You must work in a sustainable way (sustainable development principle) in delivering the Purposes so as to ensure you are working in a preventative, integrated, long-term and collaborative way that involves people that reflect the diversity of Wales. Please refer to Schedule 1 for further information.

20. Welsh Ministers’ functions

You acknowledge that the Welsh Ministers have a range of functions which will continue to accrue and be amended and that decisions in

relation to each such function are obliged to be taken in the light of all relevant and to the exclusion of all irrelevant considerations. You agree that nothing contained or implied in, or arising under or in connection with, the Conditions will in any way prejudice, fetter or affect the functions of the Welsh Ministers or any of them nor oblige the Welsh Ministers or any of them to exercise, or refrain from exercising, any of their functions in any particular way.

21. General

- (a) If at any time any of the Conditions are deemed to be or become invalid, illegal or unenforceable in any respect under any law, the validity, legality and enforceability of the remaining provisions will not in any way be affected or impaired.
- (b) No failure or delay on our part to exercise any power, right or remedy under the Conditions will operate as a waiver of any such power, right or remedy or preclude its further exercise or the exercise of any other power, right or remedy. The powers, rights or remedies hereby provided are cumulative and not exclusive of any powers, rights or remedies provided by law.
- (c) Any amendment or variation to the Conditions must be in writing and signed by us and you in the same manner as this letter (or as otherwise agreed by us in writing from time to time).
- (d) You may not assign or otherwise dispose of in any way your rights, benefits, obligations or duties under the Conditions.
- (e) Conditions 7, 9, 11, 13, 14, and 21(e) and such other Conditions which by implication need to continue in force beyond the final payment of Funding will so continue in full force and effect.
- (f) The award of the Funding is to you alone and no one else is entitled to make any claim in respect of the Funding or seek to rely on or enforce any of the Conditions.
- (g) In circumstances where you comprise two or more persons or bodies, the liabilities of such persons or bodies shall be joint and several and the default of one of such persons or bodies shall be deemed to be the default of all.
- (h) The Conditions and any disputes or claim (including any non-contractual disputes or claims) arising out of or in connection with it its formation or its subject matter are to be governed by and construed in accordance with the laws of Wales and England as applied in Wales and the parties hereto submit to the exclusive jurisdiction of the courts of Wales and England.

22. How to accept this award of Funding

- (a) To accept this award of Funding you must sign and return a copy of this letter to the Welsh Government Official. None of the Funding will be paid to you until we have received your signed letter.
- (b) We must receive your signed letter 14 days of the date of this letter, or this award of Funding will automatically be withdrawn.

Yours faithfully



Signed by:

Print name: Karen Tudor

Job title: Head of Finance, Housing Policy

Department: Housing Policy

under authority of the Minister for Climate Change, one of the Welsh Ministers

SCHEDULE 1 The Purposes

1a. Housing Support Grant

The purpose of the Housing Support Grant (HSG) funding is to provide housing-related support services which prevent homelessness and support people to have the capability, independence, skills and confidence to access and/or maintain a stable and suitable home. This includes delivery of activities related to Rent Smart Wales, including promotional and enforcement activities.

The [HSG Practice Guidance](#) document sets out the governance framework in which local authorities should operate and administer the grant. Local Authorities are expected to comply with the guidance in delivering the grant.

Housing-related support services should;

- Help prevent homelessness.
- Provide early interventions to help people secure a home and stop people becoming homeless, this could include pre-tenancy work.
- Help vulnerable people live independently, support should create independence.
- Prevent problems in the first place or provide help as early as possible in order to reduce demand on other services such as health and social services.
- Complement personal or medical care which people already receive.
- Put those who need support at the heart of the programme by ensuring service users are involved in developing, commissioning, monitoring and evaluating services, and gather evidence on the difference they make to services.
- Ensure quality services are delivered as efficiently and effectively as possible through joint working between organisations that plan and fund services, those which provide services and people who use them. This must include local authority Homelessness operational leads, provider and landlord representatives on local planning and commissioning groups.
- Link or signpost people accessing support to services which will enable them to engage in education, employment and training opportunities, to help maintain longer term independence.

- Fund support based on need, not tenure or age.
- Promote equality and reduce inequalities by ensuring all funding decisions consider the equality impacts on people with protected characteristics.
- Ensure Outcomes data is collected in the prescribed format and use outcomes data to inform commissioning decisions.
- Ensure all providers have appropriate disclaimers in place to enable service user's information to be available for research and evaluation purposes.
- Work with the local authority homelessness department in order to identify support needs, where appropriate, early on to prevent homelessness and help mitigate the impact of welfare reform.
- Ensure that all support providers who receive HSG funding have domestic abuse policies for their staff and service users.
- Ensure that all support providers who receive HSG funding refer individuals they support to Local Authorities Homelessness Teams where someone is homeless or at threat of homelessness, so they can benefit from the support available as a result of the Housing (Wales) Act 2014 and are also recorded within the statistics.
- Work with other relevant Welsh Government programmes. In particular Children and Communities Grant funded services.
- Ensure all services funded are registered on DEWIS Cymru <https://www.dewis.wales/>.
- Services must be provided in such a way as to not treat the Welsh language less favourably than English, in line with the Welsh Language Measure (Wales) 2011 and also in line with Local Authority duties under the Welsh Language Standards.

Any activities funded must be able to demonstrate that they accord with the purpose of the grant as set out in the HSG Practice Guidance.

The funding must not be used to fund Local Authority Commissioning Teams, including commissioning activity or grant administration, contract specific monitoring and evaluation, and any associated IT costs.

However from April 2021 to March 2024 only, Local Authorities can use a small and capped amount of HSG money to fund short term project management and/or strategic planning resource, whose purpose is to support authorities with the planning and delivery of the expected transformation of

housing and homelessness services, including the move to a Rapid Rehousing approach, in order to ensure that the resulting changes will be embedded in to business as usual activity (for example, a Rapid Rehousing project manager). The parameters for this resource are set out in the HSG Supplementary Guidance note issued separately and updated in December 2021.

The resource may only be funded using HSG monies for the period April 2021 - March 2024. If a local authority wishes to continue the resource beyond this period, after March 2024, it will need to be funded from an alternative funding source, such as the authority's RSG/Core budget.

Gateway services can be funded, together with associated IT licence costs, which facilitate access for service users to appropriate service responses. This excludes the delivery of statutory duties under homelessness and social care legislation.

The funding must not be used to fund care services, or to fund domestic assistance services. It must not be used to fund services that are a statutory duty which Social Services are required to fund under community care legislation, or housing management tasks. These should be funded by rents or service charge such as setting, collecting and accounting for rent and service charges, or establishing, issuing and enforcing licence or tenancy agreements, reporting and issuing repairs.

Alarms can be funded, through HSG, where local authorities take the strategic decision to do so. Funding can be used for the provision of alarms and monitoring services where the provision improves the ability of the recipient to maintain their ability to remain in their home.

The provision of housing-related support services can be provided via a grant or through procurement. The stream of funding must be provided in a competitive and sustainable way so the provision demonstrates that best value has been achieved in the use of public funds.

Providing low and medium level support for people experiencing domestic abuse, which needn't be strictly housing related support for example, but not limited to, fitting target hardening equipment. Support provided should aim to prevent the need for future crisis intervention such as refuge or homelessness hostel. It is expected that projects commissioned would provide specific information and data evidencing the benefits to the individual supported of this preventative approach.

Management Charges

If management charges are applied to the Purposes they must not total more than 10% of the total grant awarded. If the management charges do exceed

10%, we will require further explanation and detailed breakdown of these charges.

Data Linkage

All Local Authorities and support providers must use appropriate disclaimers on documents such as Support Plans which ensure that individuals are aware their information may be used to help with planning of services, but also research and statistical purposes. This aim of this is to enable greater data linkage.

You will have a data sharing agreement in place which will enable you to share data between other internal local authority teams and external local authorities and/or Welsh Government or their agents for planning, research and statistical purposes.

You will ensure administrative data is held at an appropriate level by the Authority for the purposes of better data linkage. Where the information is not held by the Authority you must ensure it is being held, and is accessible from the appropriate provider. This must include recording the full address and postcode of a person receiving a service; however the postcode must be recorded in its own data box or column on a spreadsheet. The data of birth must be completed in the format dd/mm/yy and gender must also be recorded accurately. Where use of an address or postcode could disproportionality increase the risk to an individual, for example in the case of Domestic Abuse refuge services, an appropriate alternative should be used.

All Local Authorities are expected to work with data linkage researchers for the purposes of the SAIL data linkage project, and should ensure all data is made available to the project annually.

Contract Management

- All housing related support contracts should be regularly monitored using a risk based approach. Monitoring should happen at least annually.
- All housing related support contracts should be strategically reviewed every 4 years.
- All housing related support providers should be subject to (as a minimum) annual due diligence checks.

Co-operation between providers and local authorities

It is the Welsh Government's intention to ensure that everyone who is entitled to support under Part 2 of Housing (Wales) Act 2014, is given the opportunity to benefit from the services and protections provided by legislation.

Therefore, where support is being provided to someone who is likely to be owed a duty, you must work with providers to ensure that applicants are given the opportunity to make an application to the homelessness service for support.

We do not, however, propose that all support is also deferred to the local authority. Support should be undertaken by the most appropriate agency, with the stipulation that the local authority homelessness service is aware of the activity and the individual has had the opportunity to enter the legislative system via a s.62 assessment if they are homeless or threatened with homelessness within 56 days.

1b. Homelessness Prevention Grant transferred projects

Transfer of HPG projects to HSG from 2022-23

Historically, the Homelessness Prevention Grant (HPG) has been used to support statutory and third sector organisations to deliver front line services to prevent homelessness, such as outreach work, mediation services, bond schemes and a network of advice services.

The establishment of the Housing Support Grant (HSG) in April 2019 - and the strategic focus required in local authorities' deployment of the HSG to meet local needs – prompted a reconsideration of the way the HPG is administered for local and regional projects. As a result, 'main programme' projects currently funded by the HPG will transfer to the HSG from 2022-23 and funding will be ring-fenced for a transitional period.

Use of funding

From 2022-23, local authorities will be responsible for administering ring-fenced funding for, and overseeing and monitoring, 'main programme' projects that operate in their local authority, over a two year transitional period.

You should therefore **award funding to the organisations listed at the end of this section 1b. to deliver the project purpose(s) specified and for at least the amount specified in the main body of this grant award.** Each project is supported by an accompanying Delivery Plan, which includes performance indicators identified by the project provider.

During the two year transition period, project funding will be ring-fenced. This means that for 2022-23, the projects must be funded and delivered in line with the 2022-23 Delivery Plans. Local authorities will work with providers to agree the 2023-24 Delivery Plans (the second year of the transition) in early 2023. The main purpose of this transition period is to allow for local authorities and project providers to work together to ensure that existing projects are considered in the wider context of other services funded through authorities' HSG allocation.

Where local authorities are providing HPG 'ring-fenced' funding and HSG funding for the same project(s), there potentially may be an opportunity to align funding streams before the end of the transitional period. This will

however be subject to mutual agreement between the local authority and the project provider, and agreement by Welsh Government.

At the end of the two transition period, the totality of funding for all ‘main programme’ projects being transferred will be redistributed to authorities – via the HSG - using the current HSG distribution formula. The impact of this is shown in the main body of this grant award – relating to indicative funding for 2024-25. For more detail see **Section 4** of the supporting guidance note *Transfer of HPG ‘main programme’ projects to the Housing Support Grant*.

Alignment of projects with the HSG criteria

Welsh Government recognises there will be instances where elements of support provided by the ‘main programme’ projects do not currently align with the HSG criteria, as set out in the [HSG practice guidance](#).

During the transition period, we expect that local authorities will work with third sector providers to explore options for addressing aspects that do not align with the criteria. See **Section 5** of the supporting guidance note *Transfer of HPG ‘main programme’ projects to the Housing Support Grant* for further detail.

By the end of the two year transitional funding, we expect that any ‘main programme’ projects that will continue to be funded using HSG funding will fully comply with the HSG criteria.

Monitoring arrangements

During the transition period, local authorities should comply with the monitoring arrangements for ‘main programme’ projects set out in **Section 3** of the supporting guidance note *Transfer of HPG ‘main programme’ projects to the Housing Support Grant*.

A summary of the ‘main programme’ project(s) being transferred to your local authority, the organisations responsible for delivering them, and the funding to be awarded, is provided below:

Project Name	Bays Mediation and Home Support Service
Project Provider	Barnardo's Cymru
Project Funding awarded	£43,000.00
Project Purpose summary	The purpose of this funding is to deliver targeted interventions to assist young people aged 16 and over in Swansea to remain at home or to support individuals to move to independence before the threat of homelessness reaches crisis point.

Project Name	Access Point
Project Provider	Goleudy
Project Funding awarded	£121,846
Project Purpose summary	The purpose of this funding is to prevent homelessness and assist people to access or sustain tenancies before they reach housing crisis. Working closely with Swansea Local Authority, the project offers a drop-in service with access to specialist surgeries offered by external agencies. The purpose of the funding is also to provide advice, guidance, advocacy and support together with activities, coaching/counselling and humanitarian aid.

Project Name	Rough Sleepers Intervention Team
Project Provider	The Wallich
Project Funding awarded	£33,761.69
Project Purpose summary	<p>The purpose of the funding is to provide outreach services to rough sleepers and vulnerably housed people and the provision of solution centre workers as set out within the application for grant funding.</p> <p>The whole project covers Bridgend, Cardiff, Ceredigion, Newport, Torfaen and Swansea. However the funding amount specified above relates to Swansea only.</p>

SCHEDULE 2

Notification Events

The Notification Events referred to in Condition 9 are listed below:

1. repayment of any part of the Funding is required in accordance with any relevant legislation;
2. you fail to comply with any of the Conditions;
3. the Funding, in full or in part, is not being used for the Purposes;
4. you fail to achieve any or all of the Targets;
5. there is unsatisfactory progress towards completing the Purposes, including meeting the Targets;
6. you fail to provide information about the Purposes requested by us or any UK subsidy enforcement body or any of its auditors, agents or representatives;
7. we have reason to believe that you and/or any of your Personnel are involved in fraudulent activity or have been involved in fraudulent activity [whilst the Purposes are/were being carried out];
8. we have made an overpayment of Funding to you;
9. there is a duplication of funding in respect of any part of the Purposes. This includes but is not limited to any payments received by you in relation to the effects of the spread of the Coronavirus (COVID-19) from your insurance provider (cancellation/business disruption insurance), the UK Government's Coronavirus Job Retention Scheme and/or any Welsh Government fund/scheme
10. any declaration made in Condition 8 is, or proves to be, incomplete untrue or misleading, incorrect in any respect or, if repeated at any time with reference to the facts and circumstances then existing, would be incorrect;
11. there has been a modification (qualification, adverse or disclaimer) to the auditor's opinion on your financial statements;
12. an event or circumstance has occurred and is outstanding which constitutes (or, with the expiry of a grace period, the giving of notice, the making of any determination or any combination thereof, would constitute) a default or termination event (howsoever described) under any other agreement or instrument which is binding on you or to which any of your assets is subject;

13. a moratorium in respect of all or any of your debts or assets or a composition or an agreement with your creditors is agreed, applied for, ordered or declared;
14. you stop or suspend payment of any debts or are unable, or admit in writing your inability, to pay your debts as they fall due;
15. the value of your assets is less than your liabilities (taking into account contingent and prospective liabilities);
16. you commence negotiations, or enter into any composition, compromise, assignment or arrangement, with one or more of your creditors with a view to rescheduling any of your indebtedness (because of actual or anticipated financial difficulties).
17. any action, proceedings, procedure or step is taken in relation to you in relation to:
 - (a) the suspension of payments, a moratorium in respect of any indebtedness, winding up, dissolution, administration or reorganisation (using a voluntary arrangement, scheme of arrangement or otherwise); or
 - (b) a composition, compromise, assignment or arrangement with any of your creditors; or
 - (c) the appointment of a liquidator, receiver, administrative receiver, administrator, compulsory manager or other similar officer in respect of you or any of your assets.
18. a statutory demand is issued against you;
19. you cease, or threaten to suspend or cease, to carry on all or a material part of your business;
20. there is a change in your constitution, status, control or ownership and/or your external auditors resign;
21. you fail to comply with any statutory reporting obligations which are applicable to you (including, but not limited to, filing requirements at Companies House, the Charity Commission, the Financial Conduct Authority);
22. there is any change, whether permanent or temporary, in your shareholders, directors, trustees or partners and/or Personnel which may affect your ability to deliver the Purposes;

23. any event occurs or circumstances arise which in our opinion gives reasonable grounds for believing that providing the Funding and/or the continuation of the arrangements contemplated by this letter could bring us into disrepute;
24. any event occurs or circumstances arise which in our opinion gives reasonable grounds for believing that you may not, or may be unable, to perform or comply with any of your obligations under the Conditions.

SCHEDULE 3
Indicative Payment Profile
(refer to Conditions 5(b), 6(a) and (b))

3a. Housing Support Grant

Instalment number	Maximum amount of instalment	Period for the claim	Last date for payment	Documents which must accompany claim pro-forma
1	£4,622,308.27	April to June 2022	31 July 2022	Signed Award Letter
2	£4,622,308.27	July to September 2022	31 October 2022	Six monthly update on spend/underspend by 14 October 2022 Six month narrative progress report for the period April to September by 14 October 2022. Audited Accounts and Audit Certificate for the previous financial year 2021-22 Schedule 4 by 30 September 2022
3	£4,622,308.27	October to December 2022	31 January 2023	Update on spend (report by exception on any underspend / overspend) by 13 January 2023
4	£4,622,308.29	January to March 2023	30 April 2023	Final outturn expenditure statement by 14 April 2023 End of year progress report by 14 April 2023

An Indicative Payment Profile is used when the timing and/or amounts of payment of the Funding vary and/or where distinct evidence or information is required in support of each instalment. All timescales for claiming the Funding must fit within the period set out in Condition 1(b).

3b Homelessness Prevention Grant transferred projects

Instalment number	Maximum amount of instalment	Period for the claim	Last date for payment	Documents which must accompany claim pro-forma
1	£49,652.00	April to June 2022	31 July 2022	Claim Form
2	£49,652.00	July to September 2022	31 October 2022	Claim Form 6 Month Progress report for the period April to September 2022
3	£49,652.00	October to December 2022	31 January 2023	Claim Form
4	£49,651.69	January to March 2023	30 April 2023	Claim form Income & Expenditure report for the period April 2022 to March 2023. 6 Month Progress report for the period October 2022 to March 2023. Audit Certificate for the financial year 2022-2023 Schedule 4 by 30 September 2023

An Indicative Payment Profile is used when the timing and/or amounts of payment of the Funding vary and/or where distinct evidence or information is required in support of each instalment. All timescales for claiming the Funding must fit within the period set out in Condition 1(b).

**SCHEDULE 4
Audit Certificate**

Grant reference number:	Name of organisation:		
Project title:			
Project costs: £			
Approved Grant Allocation: £		For the Year: /	
Total Income (e.g. from Partners): £		Total Amount Paid as Grant: £	
Total Actual Net Expenditure £		Claim is hereby made for grant approved under the Welsh Government's HSG Programme on the basis of net expenditure for the year ended 31 March 2023	
(Including all Grant And Match-Funding) (Please add a monetary value for contributions in Kind)			
I certify that:			
<p>a. The net expenditure set out above was incurred wholly and solely in financing the project described above to meet the aims and objectives set out in the application for funding;</p> <p>b. No further claim for grant in respect of expenditure in the said financial year on this project will be made against the Welsh Government;</p> <p>c. I undertake to repay any overpayment of grant; and</p> <p>d. To the best of my knowledge and belief the information contained in this form is accurate and, wherever amounts may differ from those shown in grant claim forms previously submitted in respect of the named project, the details shown above should be taken as correct.</p>			
Signed:		Date:	
Name in capitals:			
Position in organisation:			

To be completed by Organisation's Internal Auditor or Chief Finance Officer:

I certify that I have considered:	
The project's aims and objectives as set out in the application form; and The grant offer.	
I am of the opinion that the entries are fairly stated and that the expenditure has been properly incurred in accordance with the offer of grant.	
I am enclosing / have submitted on (date), 1 copy of the audited accounts clearly identifying grant received.	
Signed:	Date:
Name in capitals:	
Position in organisation:	

TWO SIGNATORIES ARE REQUIRED

We declare we are duly authorised to accept the award of Funding Housing Support Grant 2022/23 and the Conditions relating to the Funding.

_____ Signature
An authorised signatory of **Swansea City & County**

_____ Name

_____ Job Title

_____ Date

_____ Signature
An authorised signatory of **Swansea City & County**

_____ Name

_____ Job Title

_____ Date

Agenda Item 10.



Joint Report of the Cabinet Member for Service Transformation and Cabinet Member for Care Services

Special Cabinet – 29 September 2022

Housing Support Programme Strategy 2022-2026

Purpose:	To seek approval for the Housing Support Programme Strategy and Action Plan 2022-2026
Policy Framework:	Housing Support Grant Guidance 2020 (Updated April 2021) Housing (Wales) Act 2014 Well-being of Future Generations (Wales) Act 2015 Welsh Government's Strategy for Ending Homelessness 2018 and Ending Homelessness in Wales: A high level action plan 2021-2026
Consultation:	Access to Services, Finance, Legal, Housing and Partner Organisations.
Recommendation(s):	It is recommended that Cabinet: 1) Approve the Housing Support Programme Strategy and Action Plan
Report Authors:	Sarah Vye / Steve Porter / Peter Field
Finance Officer:	Chris Davies
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The Housing Support Programme Strategy fulfils the requirement described in the Housing Support Grant guidance published in March 2020 (updated in April 2021) to develop a strategic plan for the whole housing system.

- 1.2 The Housing Support Programme Strategy is a single strategy which incorporates the reviewed and updated 2018-2022 Homelessness Strategy produced as of part the local authority's statutory duty under Part 2 of the Housing (Wales) Act 2014, and the strategic plans for use of the Housing Support Grant (a combination of three existing grants Supporting People Programme Grant, Homeless Prevention Grant and Rent Smart Wales Enforcement Grant).
- 1.3 This Strategy and accompanying action plan set out the single, strategic direction of the local authority for homelessness prevention and housing related support services for the next four years (2022 – 2026). It sets out the key priorities for the local authority and its partners based on findings from a comprehensive needs assessment and stakeholder engagement.

2. Vision And Principles

2.1 Vision

Swansea's overall vision for homelessness prevention and housing support services is: "To work in partnership to ensure every person has access to good quality advice, accommodation and support at the earliest possible opportunity so that homelessness is rare, brief, and unrepeatable."

2.2 Objectives

The Housing Support Programme Strategy is intended to increase the ability of the Council and its partners to prevent homelessness wherever possible. Prevention through early identification and intervention, as well as equitable and easy access to services, will reduce homelessness. Where it cannot be prevented, the Strategy aims to minimise the distress of the experience through rapid and robust service responses. This will be achieved through adoption of the following five objectives:

Objective 1: Ensuring service users are at the centre of service delivery

Objective 2: Prioritising early intervention and prevention of homelessness

Objective 3: Ensuring suitable accommodation is available for people who are or may become homeless

Objective 4: Ensuring appropriate support is available for people who are or may become homeless

Objective 5: Providing robust responses to support rough sleepers and eliminating the need for individuals to sleep rough

2.3 Key Principles

In order to successfully deliver the vision and objectives this strategy has adopted the following key principles from the Homelessness Strategy :

- Place prevention at the heart of services
- Safeguard people from harm
- Ensure equality of access to services and promote social inclusion and community cohesion
- Maximise the resources available to deal with homelessness
- Encourage and promote local partnership and regional working, where appropriate, in order to make the best use of resources and promote the ethos that homelessness is everyone's business

3. Needs Assessment

3.1 A comprehensive needs assessment has taken place to inform the development of the Strategy and Action Plan. This has included a range of methods and data including;

- Population Needs Assessment
- Homelessness Review
- Support Needs Data Review
- Housing Support Grant Contract Monitoring
- Housing Support Grant Outcomes Framework
- Data and analysis from Commissioning Reviews
- Market Stability Reports
- Strategic and Operational meetings
- Service area monitoring frameworks which capture needs and demand i.e VAWDASV, Mental Health
- Client and Stakeholder Surveys (easy read version made available)
- Client and Stakeholder consultation
- Systems thinking review of temporary supported accommodation pathway

Key findings from the needs assessment and the service response is described within the Strategy and accompanying Action Plan.

4. Stakeholder Engagement

4.1 As part of the strategy development a range of different mechanisms have been utilised to provide opportunities for stakeholders to influence the future development of homelessness and support services. The different methods of engagement and collaboration have included client and stakeholder surveys, individual meetings with strategic leads, a stakeholder collaborative Forum, and consultation with over 40 individuals with lived experience.

5. Partnership Working

5.1 Partnership working is fundamental to achieving the effective delivery of the Strategy. Many people have multiple needs that extend beyond the basic need for a home. It is not possible for the Council to meet those needs in isolation. Working in partnership has been an essential element

to develop solutions to effectively prevent homelessness and offer sustainable housing solutions.

- 5.2 Local and Regional partnership working arrangements with the voluntary sector, support providers, Registered Social Landlords, the Health Board, Welsh Government and other Council Services are crucial in ensuring that the challenges of delivering the Strategy can be met.

6. Strategic Priorities

- 6.1 The development of the following strategic priorities for homelessness prevention and housing-related support over the next four years have been identified following a comprehensive needs assessment, a homelessness review and stakeholder engagement. (Not listed in any priority order).

- Strengthen and increase services in place to prevent homelessness
- Ensuring appropriate support is available at the right time for people who are at risk or are experiencing homelessness
- To adopt a rapid rehousing approach
- Continue to develop and improve partnership working with key stakeholders to ensure a joined-up approach to homelessness prevention
- Work in partnership to strengthen support provision for people with complex needs, including mental health, learning disability, substance misuse and VAWDASV
- Continue to increase the supply of suitable and affordable accommodation
- Work with service users and stakeholders to introduce regular mechanisms for engagement and co-production to inform service development and improvement
- Strengthen support and accommodation provision for young people
- Provide robust responses to support rough sleepers and eliminate the need for individuals to sleep rough

7. Action Plan

- 7.1 A detailed series of actions aligned to the Strategic Priorities have developed. The full action plan is attached in appendix 1.

8. Integrated Impact Assessment Implications

- 8.1 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.
- 8.2 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'.
- 8.3 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.
- 8.4 An IIA Screening Form has been completed with the agreed outcome that a full IIA report was not required. It is envisaged that the impact of the implementation of the Strategy will result in improved services and be wholly positive for individuals experiencing homelessness both now and in the future.

The Strategy will continue to engage with all relevant stakeholders during the implementation of the action plan and ensure that coproduction principles are at the heart of decision making.

The Strategy encompasses the Welsh Government homelessness strategy key priorities for tackling homelessness. The Strategy states that homelessness cannot be prevented by housing alone and that all public services have a role to play working together to prevent homelessness and where it cannot be prevented ensure it is rare, brief and unrepeatable, emphasising the importance of partnership working

Items in the action plan may require further screening or a full IIA where they result in the implementation of change to services commissioned or to the way services are provided or the type of accommodation provided.

- Please refer to Appendix 2 Integrated Impact Assessment Screening Form as a background paper

9. Financial Implications

- 9.1 The Strategy and Action Plan will be delivered through existing Homelessness and Housing Support Grant budgets

10. Legal Implications

- 10.1 The Local Authority has a statutory duty towards people who are homeless under Part 2 of the Housing (Wales) Act 2014. The strategy will assist the local authority to discharge this duty. There are no other legal implications associated with this report.

Background Papers: None

Appendices:

- | | |
|------------|------------------------------------|
| Appendix 1 | Housing Support Programme Strategy |
| Appendix 2 | Action Plan |
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**Swansea Council Housing Support Programme Strategy
2022-2026**

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Foreword

**Cabinet Member for Climate Change and Transformation, Councillor
Andrea Lewis**

Cabinet Member for Care Services, Councillor Louise Gibbard

We are proud to introduce Swansea's new Housing Support Programme Strategy. The Strategy is a four year plan, which provides the strategic direction for homeless prevention and housing support services in Swansea.

The Strategy is ambitious and has been developed at a critical time for Swansea and the rest of Wales. It builds on the significant progress that has been achieved since March 2020 when the Covid19 pandemic emerged and the Welsh Government instructed all Councils to adopt the "Everyone In" approach to safeguard homeless people and those at risk of rough sleeping. This increased the number of people in temporary accommodation and being supported to exit homelessness and has significantly increased demand for housing and support services.

Our communities are still recovering from the impact of the Covid19 Pandemic and at the same time are now facing a cost-of-living crisis with prices for food, fuel and other essential goods increasing faster than household incomes, which is leading to increased need for affordable housing and support services. More than ever before the

support provided to vulnerable households is critical to ensure that they are able to fulfil their potential for themselves and their families and thrive in their lives.

Although the responsibility to publish this Strategy lies with the Council, it is the result of the commitment of the homelessness and support sector to tackling homelessness in Swansea and we extend our gratitude to all the organisations and individuals that have contributed. A huge range of partners are involved in delivering the services and support outlined in this Strategy, including: support and accommodation providers, advice agencies, Health Board, GPs, the Police, Probation, the third sector and local authority services such as Housing, Social Services, Education and Poverty & Prevention.

The extent and complexity of the issues that face the Council and its partners over the next four years should not be under-estimated. However, we will strive to address these challenges in partnership, ensuring that the people of Swansea are able to access safe, secure and sustainable accommodation.

1. Introduction

1a Purpose of the Strategy

This document sets out the scale of the challenges Swansea faces in its **aim to make Homelessness Rare, Brief and Unrepeated**. It identifies it's not just a Housing issue but that it also requires a range of statutory partners such as the Health Board, Social Care, Probation as well as and other third sector and non-for-profit organisations including Registered Social Landlords to cooperate to provide, treatment and support for the most vulnerable people who are homeless to access and maintain a stable home. The strategy has a specific action plan giving more detail on how it intends to address these challenges with partners over the next four years.

The Housing Support Programme Strategy fulfils the requirement described in the Housing Support Grant guidance published in March 2020 (updated in April 2021) to develop a strategic plan for the whole housing system.

The Housing Support Programme Strategy incorporates the reviewed and updated 2018-2022 Homelessness Strategy produced as of part the local authority's statutory duty under Part 2 of the Housing (Wales) Act 2014, and the strategic plans for use of the Housing Support Grant (a combination of three existing grants Supporting People Programme Grant Homeless Prevention Grant and Rent Smart Wales Enforcement Grant).

This Strategy and accompanying action plan set out the single, strategic direction of the local authority for homelessness prevention and housing related support services for the next four years (2022 – 2026). It sets out the key priorities for the local authority and its partners based on findings from a comprehensive needs assessment and stakeholder engagement.

1b Legislative and policy context

National context

The Housing (Wales) Act 2014

The Housing (Wales) Act 2014 is Wales' first piece of housing legislation, and its purpose is to improve the supply, quality and standards of housing in Wales. This included a reform of homelessness law, which placed a stronger duty on local authorities to prevent homelessness (within 56 days) and allowed the use of the private rented sector to discharge statutory homelessness duties. The Act also places a responsibility on all local authorities to produce a Homelessness Strategy in 2018, which will set out how they plan to tackle homelessness in their area over a four-year period.

Well-being of Future Generations (Wales) Act 2015

The Act requires public bodies to carry out their functions in a sustainable way, which improves economic, social, environmental and cultural well-being. Preventing and tackling homelessness is an essential element in achieving the well-being of future generations. Homelessness prevention is a Well-being of Future Generations national indicator therefore is a key contributor to the Welsh Government's national goals. These are: a prosperous Wales; a resilient Wales; a more equal Wales; a Wales of more cohesive communities; a Wales of vibrant culture and thriving Welsh language; a healthier Wales; a globally responsible Wales. The Act also sets out five ways of working:

- **Preventing problems from occurring or from getting worse:** the introduction of the Housing (Wales) Act 2014 has placed a firm emphasis on the prevention of homelessness. The Homelessness Service and Housing Support Grant funded services have adapted well to meet the new requirements and the strategy reinforces this with an objective to prioritise early intervention and prevention of homelessness.
- **Addressing long-term challenges:** The Strategy ensures an emphasis on helping households to secure long term, sustainable accommodation appropriate for their needs and maintain their tenancies through effective support. The Strategy also has a specific focus on rough sleeping which is the most extreme form of homelessness.
- **Working in partnership with others:** Partnership working is fundamental to this Strategy. Many people have multiple needs that extend beyond the basic need for a home. It is not possible for the Council to meet those needs in isolation. It is therefore essential to work in partnership in order to prevent homelessness and offer sustainable housing solutions.
- **Avoiding conflicts between public body objectives:** The Council is aware that any changes to its services may have an impact on its partners and other public bodies. The consultation process undertaken to develop the strategy provided partners with the opportunity to influence the content of the strategy and in particular the strategic

priority and they were asked to identify where they could contribute to the achievement of the priorities.

- **Involving people:** The Strategy recognises the importance of involvement through a specific objective to establish service users at the centre of service delivery, and a commitment to ensure that principles of co-production are incorporated in the design and delivery of services.

Welsh Government's Strategy for Ending Homelessness 2018 and Ending Homelessness in Wales: A high level action plan 2021-2026

The Welsh Government's Ending Homelessness Strategy sets out five principles that underpin its approach to homelessness prevention and these principles will also underpin the work of the Local Authority and its delivery partners through the development and implementation of this Strategy. They are:

- The earliest preventions are most effective and most cost effective and should always be the interventions of first choice.
- Tackling and preventing homelessness is a public services matter – rather than only a 'housing matter'.
- All services should place the individual at the centre and work together in a trauma informed way.
- The duties in Part 2 of the Housing (Wales) Act 2014 should be the last line of defence – not the first - and all services should work to the spirit not simply the letter of the law.
- Policy, service delivery and practice should be informed and shaped in a co-productive manner and by those with lived experience.

The WG Strategy and Action Plan set out two key actions, which will be critical to ending homelessness:

- a commitment to fundamentally reform homelessness services to focus on prevention and rapid rehousing; and
- building 20,000 new low carbon social homes for rent.

The Welsh Government has identified the following key priorities for tackling homelessness in Wales:

- **'Rare'** – Ensuring homelessness is rare means preventing people becoming homeless in the first place
- **'Brief'** – how a national focus on rapid rehousing will lead to a Wales where homelessness is brief

- **‘Unrepeated’** – Ensuring we have a system which places the right people in the right homes in the right communities with the right support, in order for people to succeed and thrive
- **Partnership working** - The Welsh Government’s Homelessness Strategy makes clear that homelessness cannot be prevented through housing alone and that all public services and the third sector have a role to play, working together to prevent homelessness and where it cannot be prevented ensure it is rare, brief and unrepeated. Partnership working therefore must be at the heart of everything we do.

Renting Homes (Wales) Act 2016

The Renting Homes Act (due for implementation during 2022) impacts on homelessness prevention in a positive way by increasing security of tenure for renters, particularly in the private rented sector, by increasing the notice period include the extension of a two-month notice period to a six-month notice period. It also restricts the issuing of a notice until the tenant has been in their tenancy for six months. This gives tenants the security of tenure for 12 months. There are also a number of other provisions that will impact on supported housing services for example the ability to exclude an individual for up to 48 hours. Close partnership working will be required between accommodation and support providers and the local authority to ensure that this provision of the Act is well managed and does not lead to increased incidents of rough sleeping.

The Social Services and Well-Being (Wales) Act 2014

The Social Service and Well-Being (Wales) Act emphasises the importance of a coherent approach to preventative work within our communities and it defines what these services are expected to achieve:

- Helping families stay together safely
- A key focus for all services and begins with early identification of need and effective early intervention.

The fundamental principles of the Act provide a legal framework for improving the well-being of people who need care and support. They are:

- Voice and control – putting the individual and their needs at the centre of their care, and giving them a voice in, and control overreaching the outcomes that help them achieve wellbeing.
- Prevention and early intervention – increasing preventative services within the community to minimise the escalation of critical need.
- Well-being – supporting people to achieve their own well-being and measuring the success of care and support.
- Co-production – encouraging individuals to become more involved in the design and delivery of services

Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

The purpose of the VAWDASV Act is to improve prevention, protection and support for people affected by VAWDASV across Wales. There are two duties placed on public bodies within the Act, which will strengthen services. These are:

- National Training Framework - A Framework of training to help professionals deal with disclosures of abuse and ensure a consistent approach across services
- 'Ask & Act' - A simple approach that will require professionals to identify symptoms of abuse, ask service users if they are experiencing abuse, and to act appropriately on any disclosures

Local / Regional Context

Swansea's Homelessness Strategy

Swansea's Homelessness Strategy was developed in 2018 in response findings of the Homelessness Review 2017, which provided a comprehensive understanding of homelessness across Swansea, including identifying issues and gaps in service provision, which the Strategy seeks to address. The Strategy was also developed as a result of extensive consultation with service users and stakeholders to ensure that it accurately captured the needs and aspirations of all those involved with and experiencing homelessness in Swansea. It sets out the guiding principles for the development and delivery of homelessness services in Swansea over a four-year period between December 2018 and December 2022. However due to the change in Welsh Government guidance the Homelessness Strategy will now be incorporated into the new requirement for a Housing Support Programme Strategy.

A mid-point review of the Homelessness Strategy was completed March 2021, which concluded that the aims and objectives of the Strategy remain robust and fit for purpose and that good progress had been made across all five objectives, with high levels of homelessness prevention being maintained.

When the Strategy was developed it was never envisaged that an event as serious as the pandemic would occur, which has led to huge challenges for organisations and the public to overcome. There have been significant changes in the way services are delivered and there is increased demand for homelessness and support services, including significant changes in WG policy.

Despite recent challenges, the Strategy has provided a clear focus for the Council and its partners to address homelessness in Swansea, and has remained a dynamic, flexible document with the ability to adapt to changing priorities and challenges. Existing partnership working arrangements with the voluntary sector, support providers, Registered Social Landlords, Health, Welsh Government and other Council Services have been crucial in ensuring that the challenges of delivering the Strategy have been met and these partnerships have been strengthened and extended during the pandemic.

Therefore, the Homelessness Strategy 2018-22 forms a strong basis for the development of a new Housing Support Programme Strategy and as such the five overarching objectives remain in place. However, the Strategy will be integrated into the new Housing Support Programme and has been refocussed to take into account key changes including increasing demand for homelessness and support services, the impacts of the pandemic and Welsh Government priorities/policies developed in response to these.

The vision for homelessness prevention in Swansea has been amended to reflect the Welsh Government's priorities for homelessness to be "rare, brief and unrepeated," and the HSP Strategy now includes strategic objectives for HSG services as part of an overall 'Housing Support Programme' that encompasses both the statutory homelessness duty funded through the revenue settlement and non-statutory preventative services funded through the HSG.

Swansea's Local Housing Strategy

Swansea's strategic housing priorities are set out in its Local Housing Strategy, which are:

- Increasing the supply of good quality affordable homes
- Addressing the needs of specific groups
- Sustainable development

The Local Housing Strategy is currently being updated, and a new strategy will be in place during 2022. The new strategy will ensure that it supports the strategic priorities identified for the Housing Support Programme Strategy.

Swansea Public Service Board and Local Well-Being Plan

As part of the Well-being of Future Generations (Wales) Act 2015, every council in Wales is legally required to have a Public Services Board, a partnership of public service agencies, whose purpose is to work collectively to improve local social, economic, environmental and cultural well-being. Each Public Service Board is required to carry out an Assessment of Well-being to understand current levels of well-being and what matters most to local communities and to produce a plan in order to improve well-being.

Following the Assessment of Well-being in Swansea, the Local Well-being Plan has been produced, which contains the high-level priorities that the Swansea Public Service Board has identified as being the most important, these are:

- **Early Years** – To make sure children have the best start in life to be the best they can be
- **Live Well, Age Well** – To make Swansea a great place to live and age well
- **Working with Nature** – To improve health, enhance biodiversity and reduce our carbon footprint
- **Strong Communities** – To empower communities promoting pride and belonging

Housing is a key theme within the plan and the Strategy supports the delivery of some of the drivers identified to achieve the Well-being objectives, including:

- Ensuring children have the best start in life by enabling families to live in a good standard of housing
- Contributing to ensuring that people live well and age well by enabling people to live in safe, good quality homes and providing support so that people can get information, advice and help.

Corporate Vision and Priorities

Preventing homelessness is a fundamental function of the Council and an essential element of achieving Swansea's vision *"To create a safer, greener, smarter, fairer, healthier and richer Swansea."* The strategy reflects the corporate priorities of:

- **Safeguarding** people from harm - so that our citizens are free from harm and exploitation
- Improving **Education and Skills** - so that every child and young person in Swansea gains the skills and qualifications they need to succeed in life
- Transforming our **Economy and Infrastructure** - so that Swansea has a thriving mixed use City Centre and a local economy that will support the prosperity of our citizens
- **Tackling Poverty** - so that every person in Swansea can achieve his or her potential
- Maintaining and enhancing Swansea's **natural resources and biodiversity** - so that we maintain and enhance biodiversity, reduce our carbon footprint, improve our knowledge and understanding of our natural environment and benefit health and well-being
- **Transformation and Future Council** development - so that we and the services that we provide are sustainable and fit for the future

In particular, the Strategy contributes to tackling poverty and safeguarding people from harm. It is essential that the Council provides high quality homeless and housing support services so that it is able to protect the most vulnerable people in Swansea.

Links to Programs, Strategies, Projects

There are also a number of interfaces and dependencies that link with the Housing Support Programme Strategy for it to be fully effective including:

- Homelessness Strategy
- Local Housing Strategy
- Local Housing Market Assessment
- More Homes Delivery Programme
- Health, Housing and Social Care Strategy
- Area Planning Board
- Western Bay Area Plan 2018-23
- Children and Communities Action Plan
- Health of Homelessness & Vulnerable Groups Action Plan

- Poverty Strategy
- Violence Against Women, Domestic Abuse & Sexual Violence Strategy
- Safer Swansea Strategy

The Strategy and Action Plan have been developed in consultation with the stakeholders responsible for these programs, strategies and projects and reflects needs and priorities they have identified.

1c Vision and principles

Swansea's overall vision for homelessness prevention and housing support services is:

“To work in partnership to ensure every person has access to good quality advice, accommodation and support at the earliest possible opportunity so that homelessness is rare, brief and unrepeatable”.

Swansea's Homelessness Strategy 2018-22 set five objectives to support the vision to prevent homelessness. These have been reviewed and remain robust and fit for purpose and will provide the overarching structure and direction for the new HSP Strategy and the strategic priorities set out in section 3.

This Strategy is intended to increase the ability of the Council and its partners to prevent homelessness wherever possible. Prevention through early identification and intervention, as well as equitable and easy access to services, will reduce homelessness. Where it cannot be prevented, the Strategy aims to minimise the distress of the experience through rapid and robust service responses. This will be achieved through adoption of the following five objectives:

Objective 1: Ensuring service users are at the centre of service delivery

Objective 2: Prioritising early intervention and prevention of homelessness

Objective 3: Ensuring suitable accommodation is available for people who are or may become homeless

Objective 4: Ensuring appropriate support is available for people who are or may become homeless

Objective 5: Providing robust responses to support rough sleepers and eliminating the need for individuals to sleep rough

Key principles

In order to successfully deliver its vision and objectives this strategy will:

- Place prevention at the heart of services
- Safeguard people from harm
- Ensure equality of access to services and promote social inclusion and community cohesion

- Maximise the resources available to deal with homelessness
- Encourage and promote local partnership and regional working, where appropriate, in order to make the best use of resources and promote the ethos that homelessness is everyone's business

2. Needs assessment

2a Needs Assessment process

A comprehensive needs assessment has taken place to inform the development of the Strategy. An explanation of the methods and data included is described in detail within the following section. A service response to the findings from the needs assessment is described within the "Statement of Need" which will also inform the development of the HSG Delivery Plan.

Full 'Statement of Need' document available on request.

Homelessness Review

A desktop analysis has been undertaken of the homelessness data available for the period 2016/17 to 2020/21. This has provided the opportunity to look in detail at the impact that the Covid pandemic has had on demand for homelessness services, levels of homelessness in Swansea and enabled a prediction of future levels of need. The following data has been used:

- Households provided with assistance during the year – homelessness outcomes s66, s73, s 75
- Homelessness prevention rate
- Demographic breakdown of households
- Causes of homelessness
- Actions taken to prevent and relieve homelessness
- S75 Housings in priority need, including demographic breakdown
- Intentionally homeless decisions
- Temporary accommodation data:
 - Households in B&B accommodation
 - Other forms of temporary accommodation
 - Use of temporary accommodation for families
 - Move on from temporary accommodation
- Rough sleeping figures
- Availability of permanent accommodation including
 - RSLs
 - Council lettings and voids data

- Private rented sector – including comparison of median rents and local Housing allowance
- Council housing evictions levels
- Demand for social housing
- Swansea Local Housing Market Assessment – future need
- Demand for floating tenancy support
- Assessment of future levels of homelessness

Support Needs Data Review

A range of data is collected via the Housing Support Grant commissioning process which includes:

Housing Support Grant Contract Monitoring

The method of monitoring of Housing Support Grant providers changed considerably during the financial year 2020-2021 as a result of the pandemic and subsequent restrictions. Pro-active monitoring was maintained through regular conversations with provider organisation either via the telephone or via TEAM's.

Contact periods were risk assessed and varied; however fortnightly contact was the default position for all providers. During these conversations, a range of issues was raised, including staff absence (covid and non-covid related), recruitment, safeguarding issues, occupancy rate, client issues such as non-compliance with covid restrictions, and latterly vaccination figures. The issues of client well-being during lockdown and in the absence of external activities and support services was also a common theme.

The development of software and developing expertise around remote working has enabled the resumption of more formal monitoring meetings using TEAMS, which have been taking place on a phased basis since May of this year. Contract Liaison Meetings also have been held with providers. These focus on financial, strategic, and organisational issues including proposed service changes and adjustments.

In response to the pandemic the HSG team also began to request weekly information on some key issues using a standard matrix. Further elements of monitoring include:

- A six-monthly outcomes spreadsheet which provides information on client progress across a range of desired outcomes on a standard scale of 1-5 defined by the Welsh Government and used across all HSG funded providers within Wales. It also provides information on the homelessness status of clients at point of entry into and point of exit from services. Further information on outcomes analysis is provided in the next section.
- Monthly tenant movement information sheets are also requested. These provide an up-to-date picture of occupancy rates and of the move on status of clients, as well as information on protected characteristics.

- An 'Outcomes Summary Sheet' is also requested on an annual basis. This provides more detailed information to the HSG team on emerging themes, barriers to client progress and on what worked and what did not work in efforts to develop client independence, and to enable move on to lower level of support, where possible and appropriate. This is also viewed as an opportunity for providers to reflect on their own services.
- We also request individual case studies, to provide a narrative context to the quantitative information requested.

Housing Support Grant Outcomes Framework

The Housing Support Grant Outcomes Framework is an information gathering tool which has been developed to assist with understanding what Housing Support Grant Services achieve and the impact that support has made and the progression on those who receive services. Service user's support assessments/plans are targeted on understanding the goals they want to achieve in relation to the following outcome areas:

Promoting Personal and Community Safety

- Feeling safe
- Contributing to the safety and wellbeing of others

Promoting Independence and Control

- Managing accommodation
- Managing relationships
- Feeling part of the community

Promoting Economic Progress and Financial Control

- Managing money
- Engaging in education/learning
- Engaged in employment/voluntary work

Promoting Health and Wellbeing

- Physically healthy
- Mentally healthy
- Leading a healthy and active lifestyle.

An 'Outcomes spreadsheet' for each individual scheme is completed and returned to the Housing Support Grant team. A supplementary outcomes qualitative form and case studies are also requested annually to provide further context on the information submitted on the outcomes spreadsheet. The Housing Support Grant Team has also developed an outcomes light spreadsheet as an alternative mechanism to collate information on support provided by schemes which do not complete outcomes spreadsheet due to the service model i.e., outreach, drop in.

Temporary Supported Accommodation Commissioning Review

A review of Temporary Supported Accommodation is in progress to reshape and remodel temporary supported accommodation. The review will aim to identify opportunities to target prevention at an earlier stage, reduce time spent within temporary accommodation and improve the pathway to accessing longer-term housing for people who are homeless by moving to a rapid rehousing approach.

As part of the temporary accommodation review Swansea Council engaged with Vanguard consultants to facilitate a system thinking review to remodel the current temporary supported accommodation pathway for people experiencing homelessness. A six-day workshop has been held with a range of stakeholders including the third sector support and accommodation providers, statutory services, Registered Social Landlords, Health, and substance misuse providers.

The Vanguard review provided an opportunity to engage with a range of stakeholders to evaluate the current pathway and build on the progress with new ways of working that have already been achieved during the pandemic. Learning from the review has helped to inform the development of the Housing Support Programme Strategy, the Delivery Plan and the Rapid Rehousing Transition Plan.

Youth Homeless Commissioning Review

Adult Services, Child and Family Services and homelessness are jointly undertaking a commissioning review of the Supported Accommodation and Floating Support services for young people in Swansea.

A Single Integrated Service Gateway (Supported Accommodation Pathway) has been developed to support young people to access the right accommodation support and at the right time and ensure the resources in Swansea are used appropriately to improve outcomes for young people. Since 2019 the data from Supported Accommodation Pathway (SAP) has been collected and analysed.

The SAP information in conjunction with homelessness data has been pivotal in establishing a clear understanding of the profile of need, and the demands on service provision. The data has been used to develop a service assessment to inform the youth homeless commissioning review and the preferred commissioning and procurement options.

Swansea Homelessness Services Coordination Cell

In response to Welsh Government Guidance, a multi-agency Homelessness Services Coordination Cell has been established to help co-ordinate the homelessness sector's response to the challenges arising due to the pandemic. The Cell has developed providing both an operational and strategic focus and has been central to identifying

issues/ responses / priorities /actions for inclusion within strategies, particularly in relation to rough sleeping, substance misuse and access to mental health services.

Market Stability Reports Adult Services and Child and Family Services

Social Services and Well-being (Wales) Act 2014 ('the 2014 Act') requires local authorities to prepare and publish market stability reports for the social care market. The reports provide data on sufficiency, patterns of demand and supply, current and projected trends, the challenges, risks, opportunities and other factors affecting the market. The reports assist with planning and to help shape commissioning strategies and market position statements for care and support.

Swansea Violence against Women, Domestic Abuse and Sexual Violence Strategy

This Swansea Violence against Women Domestic Abuse and Sexual Violence (VAWDASV) strategy is an overarching plan which outlines the priority areas and strategic direction around healthy relationships and the implementation of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 within Swansea. There is also continued work across the Western Bay Region to identify elements of this plan which are best delivered on a wider area basis.

Swansea Council and Swansea Bay University Health Board work with a wide range of partner agencies via the VAWDASV Leadership Group to develop and deliver on the implementation of the strategy.

A monitoring framework is in place to capture demand, assess needs, identify gaps in provision and emerging trends. Information is collated and analysed and presented to the VAWDASV Leadership Group to inform strategic planning.

Opportunities for Accommodation and Support in Swansea (OASIS)

For individuals supported by the Community Health Team there is a central panel/gateway approach to allocation and waiting lists for accommodation and support. Analysis of data including waiting lists and length of time in temporary accommodation is utilised to support and inform strategic priorities and commissioning decisions.

The following additional information has also been used in the development of the Homelessness Review and the Housing Support Programme Strategy:

- Homelessness Strategy midpoint review – report to Council March 2020.
- Review of Welsh Government Policy Changes – including WG Strategy for Preventing and Ending Homelessness (Oct 2019)[1], Ending Homelessness Action Plan, Draft Rapid Rehousing Guidance
- OASIS (Opportunities for Accommodation and Support in Swansea)
- Swansea Local Housing Market Assessment
- Swansea's Population Needs Assessment and Wellbeing Assessment are currently being renewed – findings will be considered once available.

Client and Stakeholder Surveys

In order to enhance the data used in the homelessness review and needs assessment, a consultation exercise with service users is currently underway and will be completed by February 2022. The purpose of the consultation is to understand and learn from the experiences of services users during the pandemic and build our understanding of what has worked for service delivery and what has not worked – so that the views of service users are able to influence plans for future service delivery.

A survey has also been sent to a wide range of stakeholders providing them with the opportunity to input into the strategic objectives for this strategy and also to identify where they can take actions to help achieve them. This aspect is particularly important and part of the Local Authority's plan to support the Welsh Government's aim to ensure that homelessness is seen as everyone's business. A stakeholder list is included at appendix one. The consultation will run until February 2022 and the findings will be used to finalise the strategy objectives and action plan.

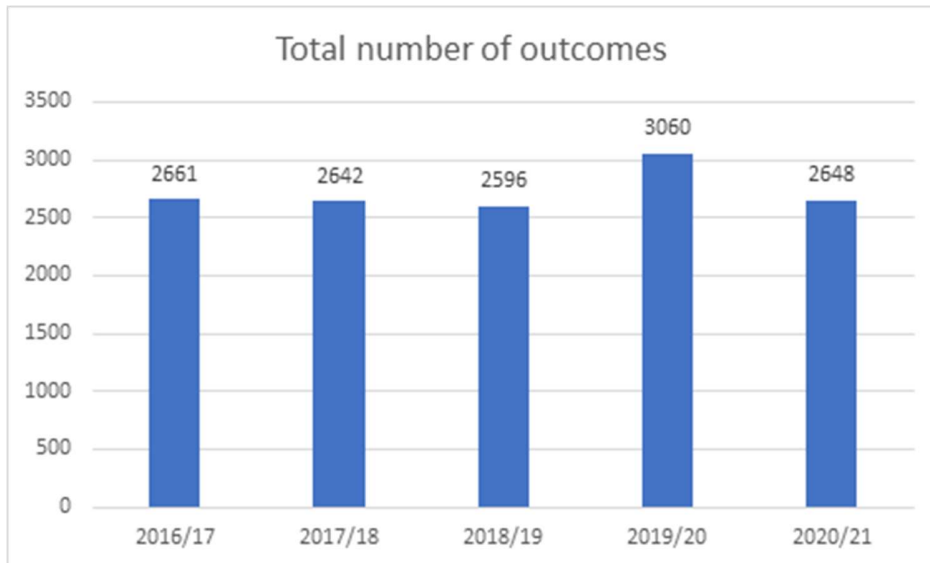
A stakeholder forum took place in March 2022 to discuss the findings and provide further opportunities for stakeholders to influence the development of the Strategy.

2b Key findings

Homelessness Review Key Findings

Levels of homelessness in Swansea

Overall, there has been an increase in homelessness in Swansea since 2016/17, with the number of homelessness outcomes/decisions increasing from 2661 in 2016/17 to 3060 in 2019/20 – an increase of 15%. This figure reduced slightly in 2020/21 due to measures put in place to reduce homelessness during the pandemic but remained at the same level as 2016/17. Around 30% of these initial applications are found to be not homeless or threatened with homelessness and receive other forms of housing advice and assistance.



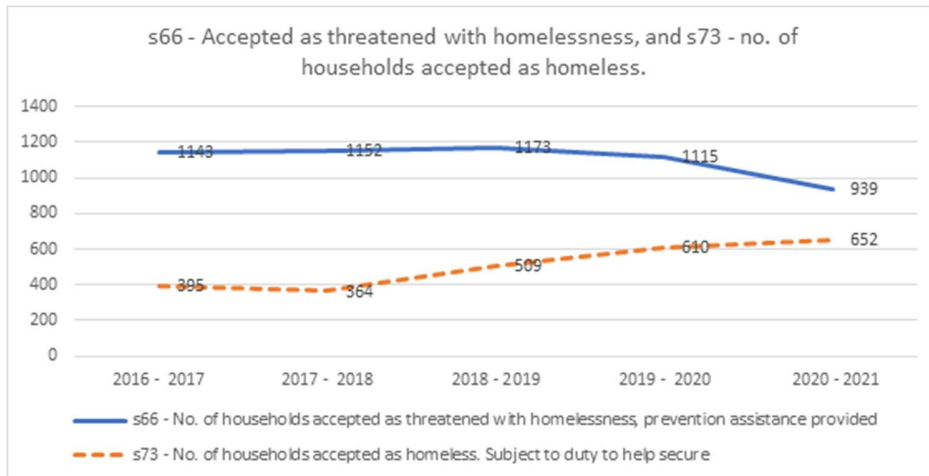
Initial data for the first two quarters of 2021/22 (April – Sept) show that homelessness applications continue to rise with an additional **250** applications made as compared with the same period in 2020/21. This means that in 2021/22, Swansea is potentially on course to receive the highest number of applications for more than five years.

There has been a slight reduction in the prevention rate during 2020/21, (reducing from 72% in 2019/20 to 69.4%), which is reflective of the increasing difficulties of accessing permanent, affordable accommodation during the pandemic.

Whilst there has been an overall reduction in homelessness decisions in 2020/21, the reductions were in the number of households found to be threatened with homelessness within 56 days (s.66), but there have been higher numbers of households found to be actually homeless (s.73).

When homelessness prevention has not been possible, a household will be offered assistance by the local authority to help secure alternative accommodation in order to relieve their homelessness. The number of households who required this assistance has increased significantly since 2016/17 and figures for 2020/21 were 65% higher than in 2016/17, an additional 257 households. The largest increase took place between 2017/18 and 2018/19 with a 40% increase in homeless households. There was a further 20% increase in 2019/20 resulting in significantly higher levels of homelessness in 2020/21. The majority of these were single homeless households.

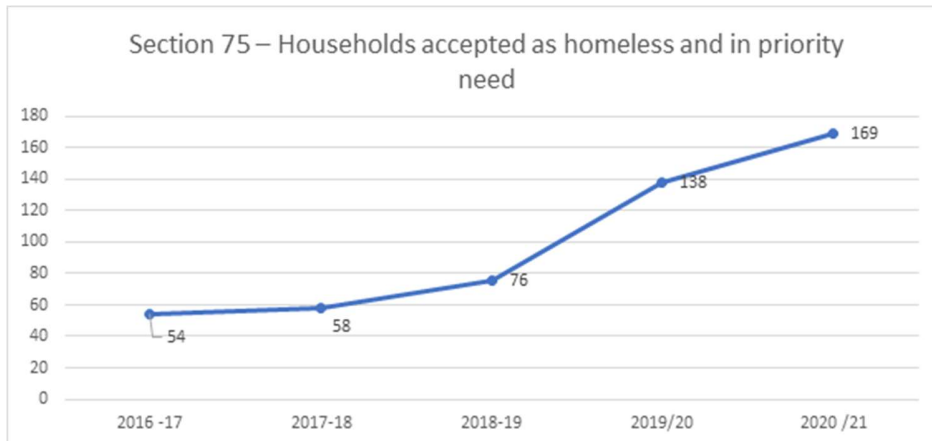
The steady increase of s73 demonstrates it is becoming more difficult to prevent homelessness.



The reasons for these increases are demonstrated in the causes of homelessness, which showed significant increases in financial causes of homelessness for 2018/19, and the table below shows the most significant increases in causes of homelessness during 2018/19, which account for the increase in households found to be homeless (s73).

Cause of homelessness s 66 and 73	2017/18	2018/19	% increase
Domestic abuse	195	263	35%
Current property unaffordable	28	42	50%
Mortgage arrears	13	31	138%
Rent arrears on Private sector dwellings	33	50	51%
Rent arrears on: Social sector dwellings	26	63	142%

There has also been a significant increase in the number of priority need cases owed a duty to provide temporary accommodation. The largest increase was between 2018/19 and 2019/20.



The most significant increase in households owed a duty under s75 took place between 2018/19 and 2019/20 (45%). The reasons for these increases are demonstrated in the table below. The further increase in 2020/21 is in part reflective of the longer timescales it is taking for households to be permanently rehoused, due to the factors affecting availability of permanent accommodation described in 5.7. This is leading to longer periods in temporary accommodation and therefore more households have fallen under the s75 duty.

The table below provides the causes of homelessness for households who are owed a s75 duty. It shows that the most significant increases can be seen in prison leavers, domestic abuse and households leaving institutions/care.

Causes of homelessness s 75	2016/17	2017/18	2018/19	2019/20	2020/21
Prison leaver	24	13	15	33	43
Domestic abuse	1	2	16	25	23
Other e.g. homeless in emergency, returned from abroad, sleeping rough, in hostel	3	8	7	11	23
Other relatives/friends no longer willing or able to accommodate	5	4	11	13	22
In institution or care	5	7	3	17	17
Parent no longer willing or able to accommodate	4	2	9	8	15

Loss of rented or tied accommodation	2	13	6	10	8
Breakdown of relationship with partner (Non-violent)	4	7	4	8	8
Violence or harassment	2	0	3	5	6
current property unsuitable	2	1	1	2	3
Current property unaffordable	0	0	0	0	1
Mortgage arrears	0	0	0	3	0
Rent arrears on Private sector dwellings	0	0	0	1	0
Rent arrears on: Social sector dwellings	2	1	1	2	0
TOTAL	54	58	76	138	169

Reasons for priority need

As outlined above, changes between 2016/17 and 2020/21 show an increase in the number of priority need cases provided with temporary accommodation, reflecting the increase in complex cases requiring support and assistance. Overall, the amount of priority need cases in 2020/21 (169) is three times higher than in 2016 (54), with a sharp increase seen between 2018/19 (76) and 2019/20 (138). This increase is reflected across Wales (albeit not as large), which also showed an increase in priority cases over the same period from 2073 to 2631. National information is not available for 2019/20 and 2020/21 to enable further comparisons.

The main reasons for priority need are households who are vulnerable due to mental illness/learning disabilities or due to a physical disability. The majority of the increase is accounted for by single person households and they remain the highest number of priority need cases – 89%. There has also been an increase in the number of single parents between 2016/17 and 2019/20 increased from 0 to 19 households, with a slight drop in 2020/21.

Whilst some of the increases are as a result of the lack of move-on options, there are other factors which have contributed to these sharp increases. It should be noted that pre-pandemic the Authority started to take a much more balanced approach towards the 'priority need test' and started the journey of moving towards the removal of priority need in the future. For example, an 'everybody-in' approach was taken in 19/20,

whereby anyone found rough sleeping was offered temporary accommodation and highly likely to be found in priority need.

The evidence clearly shows the challenge that is faced with the increase of those who are vulnerable and with complex needs who are ending up homeless and then remaining in temporary accommodation for too long. Further evidence needs to be gathered on this, but there is a strong indication that we are seeing a number of cases with mental health needs whereby the supported housing project they are in is not meeting their needs and either being evicted, or they are not being able to access this type of accommodation where there are shared facilities as their support needs are too high. In addition, those with serious substance misuse issues are often the hardest to find sustainable accommodation and if we are going to tackle the cycle of repeat homelessness, we must take a multi-agency approach.

Vulnerable due to physical disabilities have also seen cases more than double over the 5 years. This is an area of focus for us going forward and evidence that we need to ensure that we increase the level of accessible properties, both from a temporary and permanent perspective.

Description	16/17	17/18	18/19	19/20	20/21
Vulnerable due to mental illness/learning disabilities	23	25	30	50	49
Vulnerable due to other special reasons	4	3	3	14	40
Vulnerable due to Physical disability	14	16	17	30	32
A person fleeing domestic abuse or threatened abuse	3	2	16	21	25
A former prisoner vulnerable as a result of having served a custodial sentence	4	8	3	5	10
Households with dependent children	3	2	6	14	9
Care leaver or person at particular risk of sexual or financial exploitation (18 or over but under 21)	1	1	1	1	3
Households homeless in an emergency	0	0	0	0	1
Households where member is pregnant and no other dependent children	2	0	0	0	0
A person leaving the armed forces	0	1	0	0	0
Vulnerable due to old age	0	0	0	3	0
A 16- or 17-year-old	0	0	0	0	0

Causes of homelessness

The top causes of homelessness changed during the pandemic because of WG policies put in place to prevent evictions and reduce homelessness during the pandemic. In particular, reductions were seen in homelessness due to evictions from social housing or private rented accommodation due to rent arrears. This is also demonstrated by the council evictions for rent arrears which were zero during 2020/21. Although it should be noted that council evictions had already dropped significantly in 2019/20 (from 99 in 2018/19 to 67 32%) due to a new Psychologically Informed Environment (PIE) and trauma informed ethos being adopted by the Council Rents Team. The ongoing aim is to keep rent arrears evictions at an absolute minimum.

Since 2017 overall rent arrears have continued to increase. Whilst there is a correlation between the decrease in evictions and increase in overall arrears it is challenging to measure the specifics of the impact. In addition to this there are other significant contributory factors in respect of the increasing arrears including the introduction and ongoing roll out of Universal Credit full service; which began in Swansea in December 2017, general economic climate, austerity measures and other welfare reforms, increasing numbers of people who are vulnerable with unmet complex support needs, challenges in respect of lack of engagement with support offered and the continuing impacts of the COVID19 pandemic. Moving forward, though a return to pre-pandemic eviction levels is not anticipated, arrears levels are forecast to increase further and it is acknowledged that alongside the developing approach in respect of evictions higher levels of arrears may need to be tolerated but also considered in the context of reductions in court costs expenditure and the broader financial impacts of eviction.

Evictions in the private rented sector are anticipated to increase now that landlords are able to resume court action, and the long-term economic impacts of the pandemic and cost of living increases, removal of £20 per week Universal Credit uplift, fuel price rises etc which will adversely affect affordability of private rents.

There was also a reduction in cases where households were homeless due to leaving institution or care – this is accounted for by the pause in move on from Home Office accommodation for refugees who have had an asylum decision – this will increase, as the move on process recommenced in October 2021.

There was also a reduction in cases where the cause of homelessness was domestic abuse. The reasons for this are unclear but during the first six months of 2020/21, services were limited due to lockdown measures in place, and there was reduced activity and movement across the population. This could have resulted in difficulties for people experiencing domestic abuse to access services during the lock down period and meant that they had less opportunities to report or leave. Less face-to-face contact may have led to less support and encouragement to move on.

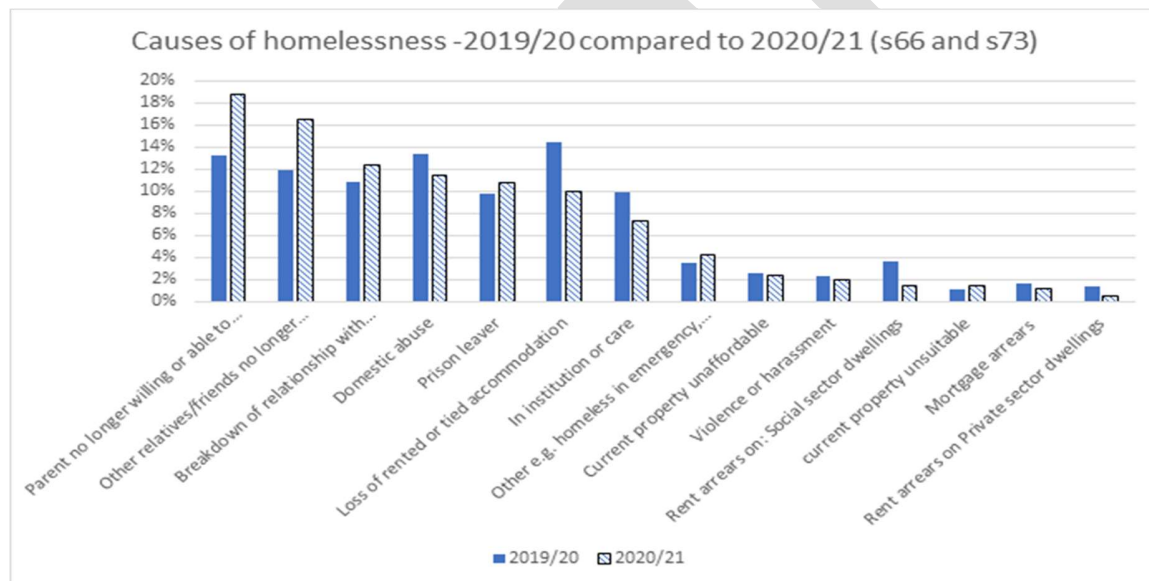
Refuge services also reported difficulties during the pandemic including the need to protect the health of vulnerable survivors already in the service, some of which may be

self-isolating, alongside the need for additional personal protection equipment (PPE) and the deep cleaning of communal and refuge spaces before a new survivor could be accommodated. These difficulties can result in a reduction in available places.

There was however, an increase in demand for community based VAWDASV advice and support. The Swansea VAWDASV monitoring framework has reported a significant increase in referrals to VAWDASV schemes, which offer telephone and face-to-face (limited during Pandemic) support, and advice to women experiencing domestic abuse.

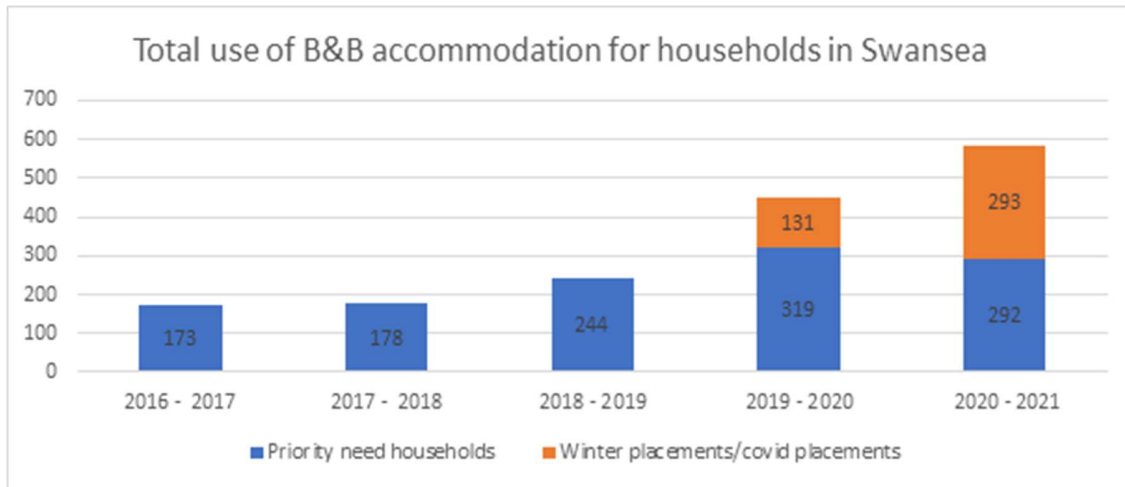
There were large increases in homelessness due to family or friends/other relatives no longer being willing to accommodate – which is reflective of the family pressures that increased during the pandemic and tighter restrictions on households mixing which mean that informal arrangements could not continue.

The chart below shows the changes from pre-pandemic period. Up until 2019/20 causes of homelessness had remained relatively static with loss of private rented accommodation consistently being the top cause of homelessness, but this is now the 6th, which is a significant change and clearly demonstrates the impact of the eviction ban.



Use of temporary accommodation

Use of temporary accommodation has significantly increased and is the greatest pressure currently facing the Local Authority. The increase is partly due to the pandemic and the requirement for all households to be provided with accommodation irrespective of priority need status. However, the number of priority need cases was also increasing prior to the pandemic (see data in 3.1) which led to a significant increase in the use of B&B accommodation between 2017/18 and 2019/20.



NB Winter Plan provision commenced in 2018/19 however, the numbers were not collected separately from priority need figures.

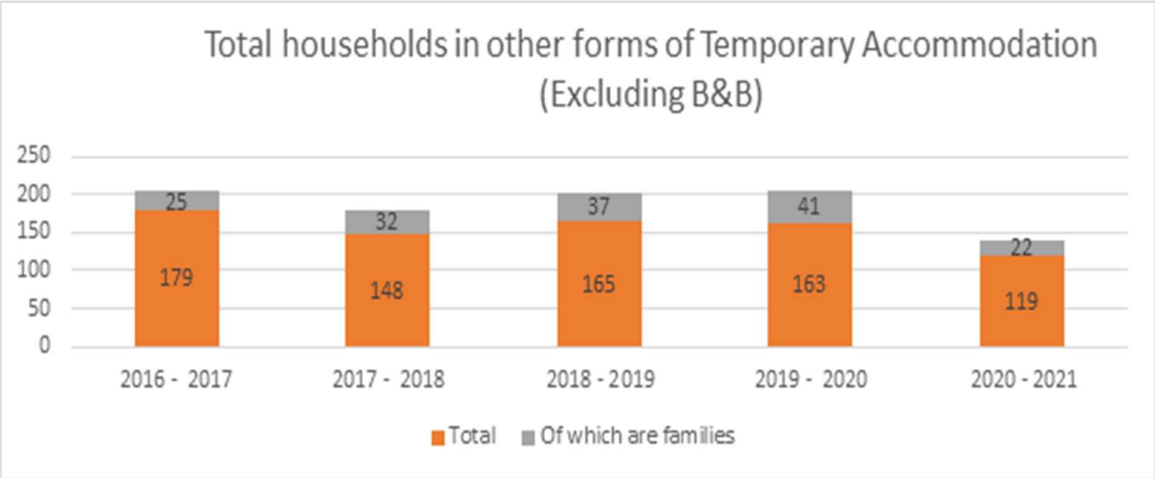
Overall, in 2020/21 there were 585 households placed in B&B, which is a 238% increase from the 173 households placed during 2016/17.

Bed and breakfast is not the preferred form of temporary accommodation and the Local Authority provides temporary accommodation for priority need households from its own stock of accommodation, including family temporary accommodation in several locations through the city and single accommodation via the ABBA scheme (Alternative to Bed and Breakfast) where council and RSL properties are utilised on a temporary basis for emergency accommodation. Households fleeing domestic abuse are also provided with accommodation by Women’s Aid, either via a refuge or safe house.

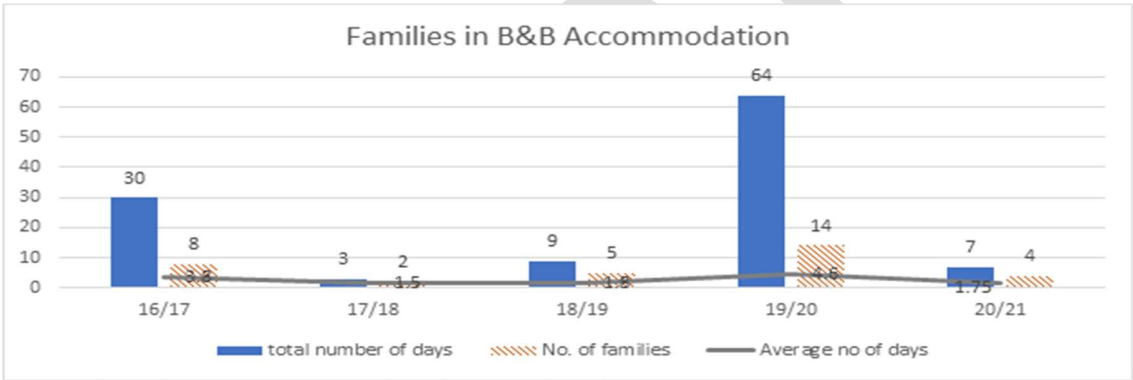
However, the use of B&B has been the only way to accommodate the significant increase in people eligible for temporary accommodation during the pandemic as a result of the WG’s directive that all households who became homeless during the pandemic were to be considered in Priority Need. It has not been possible to significantly increase the number of ABBA flats used as temporary accommodation as this removes much-needed permanent accommodation from the supply of housing.

WG Phase 2 funding has been used to increase the amount of temporary supported accommodation for single households, for example Ty Tom Jones (24 units) and Bryn House Pods (4 units) but it is not enough to match demand.

The number of households in other types of temporary accommodation has fallen during 2020/21, this includes council temporary accommodation and refuges/safe houses.



B&B is used as a last resort for families, and the authority has successfully managed to keep the number of families using this type of accommodation in low numbers. An unusually high number of families were placed in B&B during 2019/20 primarily due to refurbishment taking place in the Council run family temporary accommodation.



Rough sleeping

The significant drop in rough sleeping in Swansea can be largely attributed to Welsh Government issuing guidance to all local authorities in March 2020 that all homeless households are to be considered vulnerable during the pandemic. Therefore, temporary accommodation was made available to those households who would not normally be in priority need and to households with no recourse to public funds. This was to ensure that people who are, or are at risk of, sleeping rough have the support and resources needed to protect themselves and adhere to public health guidance on hygiene or isolation. The Welsh Government has indicated that this will continue for the foreseeable future, and they are intending to legislate to make the policy change permanent.

In terms of the scale of the issue, prior to the pandemic, the number of people sleeping rough in Swansea averaged between 15/20 people per night. After March 2020, the numbers of rough sleepers reduced greatly, particularly in the two lockdown periods

where, at times, there were no individuals sleeping rough in Swansea. Since the reopening of the day and nighttime economy and the release of strict lockdown measures, the number of people sleeping rough has begun to increase and in November 2021 there was an average of 6 rough sleepers per night, measured over the monthly period. Peaks in rough sleeping are seen in the summer months, particularly August, with very low levels during the lockdown periods.

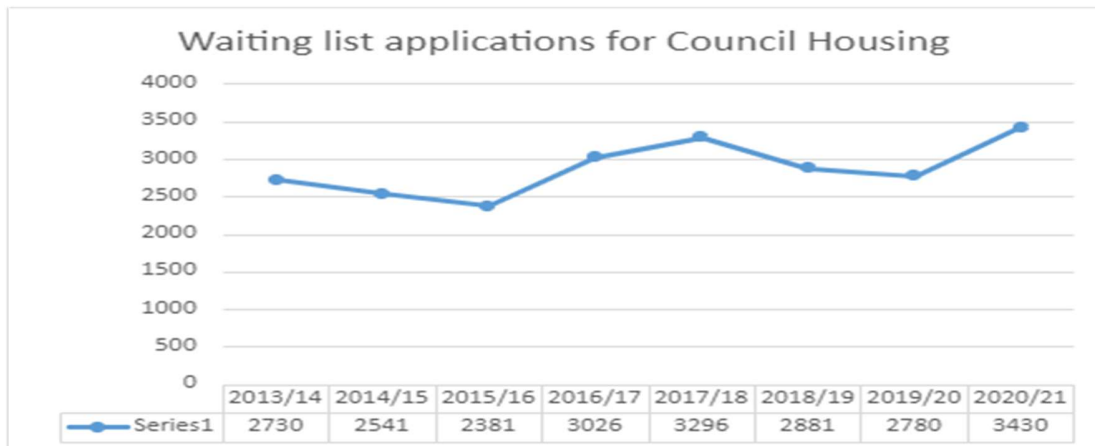


Since the pandemic a considerable amount of sophisticated data on rough sleeping has been collated. This has shown concerns in a number of areas including.

- i. The number of 'new' people rough sleeping that have previously not been known to homelessness services.
- ii. The number of people sleeping rough who already have a tenancy.
- iii. The number of people sleeping rough who have come from out of the area.

Demand for social housing

Demand for social housing is increasing with a 26% increase in waiting list applications between 2016/17 and 2020/21. Indications for the first half of 2020/21 show that the number of waiting list applications continues to increase.



A snapshot of the Council's waiting list (September 2021) shows that there were 4,639 households waiting for accommodation:

- 26% were households who were homeless or threatened with homelessness
- 43% were waiting list applicants with other, less severe forms of housing need
- 31% were council tenants who have applied for a transfer to another property/area

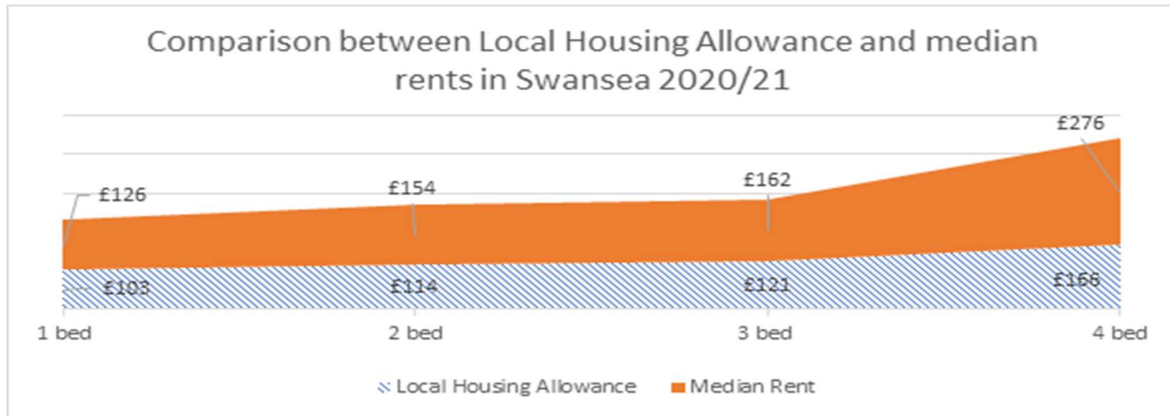
The highest demand is for one-bed flats with 40% of households on the waiting list for this property type. The need for one-bed flats is higher amongst homeless households with 65% requiring this property type. There is also high demand for 2 and 3 bed houses.

Availability of permanent accommodation

There are high levels of need for social housing and the supply is not currently meeting demand. Having a reasonable supply of quality, affordable accommodation is crucial in meeting statutory homelessness requirements and will be essential to achieve the WG's aim to move to a model of rapid rehousing over the next five years. Current supply levels are a significant barrier to achieving this. The main factors contributing to the lack of supply include:

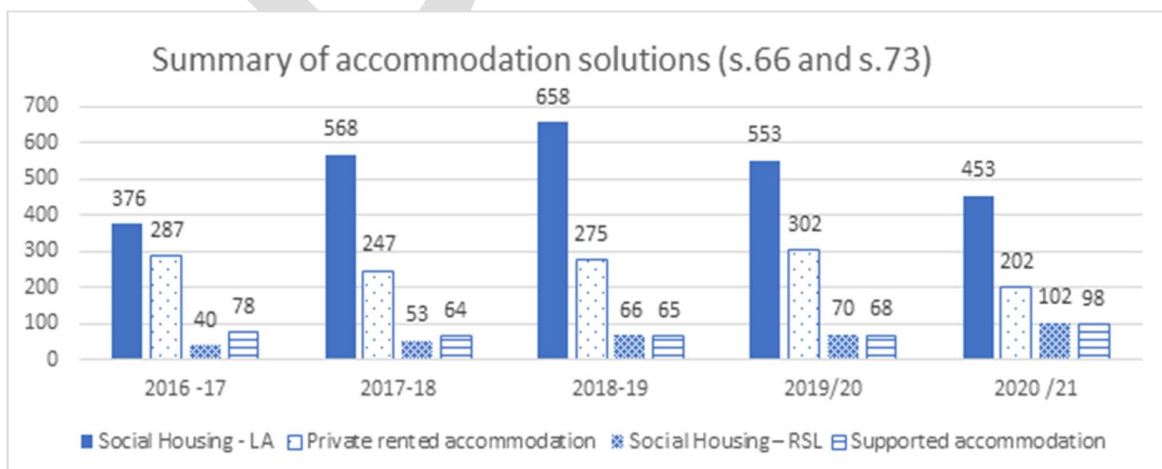
- Reduction in lettings/stock turnover across all tenures due factors caused by the pandemic, for example council house lettings reduced by 30% during the pandemic
- Prioritisation of resources for getting one-bed properties ready in the social housing sector for re-let during the pandemic and lock down periods has led to lower availability of family accommodation.
- Closure of letting agents, and furlough of staff during lockdown periods
- Increasing unaffordability of the private rented sector
- Not enough social housing to meet demand, with a particular shortage of 1 bed accommodation

- Increasing rents in the private sector are outpacing local housing allowance and wage increases.



In addition, increasing demand for social housing from homeless households during the pandemic has had a significant impact on the ability for households on the waiting list with less severe forms of housing need to obtain a council tenancy and has also significantly reduced the ability of tenants to transfer within the Council's stock. This has the potential to lead to worsening circumstances for households as they wait for longer periods for accommodation and risks creating the unintended consequence where a homelessness application becomes the main route to access social housing.

The chart below shows the accommodation solutions accessed to prevent or alleviate homelessness. Of particular note is the overall drop in accommodation solutions, however with a significant increase in the number of households housed by RSLs and also increased numbers housed in supported accommodation – reflective of the increase in provision enabled by WG phase 2 funding for example, Ty Tom Jones has provided an additional 24 units of accommodation. A noticeable decrease is the use of the private sector as a solution. If we are going to prevent homelessness for both single people and families going forward, then we must overcome the challenges that we face in finding affordable and suitable private rented properties.



Swansea Local Housing Market Assessment – future housing demand

In addition to the current levels of demand and housing need, Swansea’s Local Housing Market Assessment carried out in 2019 showed that between 2018 – 2033 there will be a need of an extra 15,365 units of accommodation with 31% of these being affordable housing.

Population wise between 2018 – 2033 – there will be 28% increase in those 65+ and 58% increase in those aged 80+. This is due to an ageing population rather than in migration. Likewise, there will be a decline in numbers in the younger age groups due to out migration.

In terms of property type the greatest need will be for 1 and 2 bedroomed properties and given the aforementioned increase in the over 65 age group there needs to be consideration given to increasing the number of accessible properties.

Complex needs – access to mental health and substance misuse support

Across all services, there is evidence of increasing numbers of individuals with complex needs, including homelessness applications with higher numbers of people assessed as being in priority need due to mental health issues, VAWDASV referrals presenting with increased levels of need and increasing numbers of young people with complex needs.

In particular large numbers of individuals require mental health and substance misuse support, and a wide range of support organisations report that there are difficulties accessing this type of support. Case studies have been collated to evidence this.

Tenancy support

The demand for floating support services in Swansea has remained consistently high. Additional pressures on support services were created in 2018/19 due to the welfare reforms that which led to an increased demand for welfare benefits advice and budgeting support.

During 2020/21, 1649 households were supported by the TSU and partner agencies.

The following table shows the number of households supported broken down by type of support since 2017/18. There was a higher number of households supported in 2018/19 due to additional resources made available to mitigate the impacts of welfare reform.

Description	2017 - 2018	2018 - 2019	2019 - 2020	2020- 2021	Comments
Generic for single people (tenancy sustainability)	379	452	533	561	Includes support for refugees
Families (over 25yrs old)	261	342	346	379	
Older Person	208	207	296	221	

Domestic Abuse	100	78	97	106	
Community Care (Learning difficulties and mental health issues)	74	108	90	138	
Young Person	80	83	110	107	
Private Rented Sector Support (in house)	79	102	14	N/A	
Young family (under 25yrs old)	112	82	62	78	
UC Personal Budgeting (in house)	53	424	NA	NA	Contract ended in 2019
Rapid Response (in house)	72	91	67	59	
Total	1418	1969	1615	1649	

Length of time households were supported

Length of time	2016/17	2017 - 2018	2018 – 2019*	2019 - 2020	2020 - 2021
0-3mths	36%	47%	55%	34%	34%
3mths-6mths	21%	21%	17%	25%	22%
6mths-1yr	25%	19%	13%	24%	28%
Over 1yr	18%	13%	10%	17%	16%

Tenancy Support Unit (TSU) waiting list

A breakdown of the client groups indicates that the highest number waiting for support at the end of the year are from the “families over the age of 25” client group. The next largest client group on the waiting list is single people. These reflect the highest numbers of support provision as shown in the table above.

A key aim of the Homelessness Strategy 2018-22 was to reduce TSU’s waiting lists. This has been achieved with a 64% reduction in waiting list numbers between 2016/17 and 2020/21 from 232 to 83 as shown in the chart below. The main reasons for this are that the in-house team have taken on more cases due to a shift to telephone support during the pandemic. A Hybrid model of support will be taken going forward.

There has been an increase in the number of households supported under the Community care contract, which largely relates to mental health. TSU has seen increased referrals for mental health support. This could be attributed to the stresses of

the pandemic (anxiety, loneliness, loss of income etc), social isolation, lack of access to Community Mental Health services / GPs.

In addition, there has been a slight increase in the waiting list of older people waiting for support. It is likely that the increase is due to the pandemic in that friends/family could not visit to assist older people, many older people required assistance with social/community integration, which was something we could not provide during the pandemic but could signpost to services who could speak and give time on the phone.

Number of households on waiting list for support recorded on the 31st of March annually.

Lead need	2016 - 2017	2018 - 2019	2019 - 2020	2020 - 2021
Families (over 25)	68	16	15	22
Generic (single / couples over 25 - 54)	65	38	32	24
Young People	30	10	4	6
Domestic Abuse	28	4	0	3
Young Families	13	2	0	2
Substance Misuse	13			
Community Care	12	6	5	13
Older People	4	6	6	13
Refugees	1			
Total	232	82	62	83

NB Substance misuse and refugee support are both now part of the generic support contract. There is no waiting list data available for 2017/18 due to database changeover.

Joint/partnership working

A positive outcome of the pandemic has been the significant increase in effectiveness of partnership working with the housing and support sector. Particular examples include:

- The successful development of the Homelessness Cell
- Improved joint working with RSLs during the pandemic, particularly in response to the Phase 2 funding requirements and the need to prioritise 1 bedroom accommodation for single households.
- Discussion taking place regarding development of a common access point for social housing in Swansea

However, there remain areas for further development, in particular the links with mental health services and the need to streamline the process when there is an urgent need for people to access substance misuse services.

Future levels of homelessness

The Homelessness Review has looked at what factors could have an impact on future levels of homelessness. Overall levels of homelessness are expected to increase and demand for accommodation and support services will continue to rise.

The pandemic has led to many challenges, specifically an increase in mental health issues and substance misuse, a rise in domestic abuse and relationship breakdown, in addition to the inevitable economic impacts. This is placing great strain on homelessness, support and accommodation services. During the past 18 months, there has been a reduction in the number of properties available to let in all types of tenure, and therefore it is likely that people will spend longer periods in temporary accommodation over the coming months.

Other pressures arising from the pandemic will have an impact on demand for homelessness and support services, including:

- Continuation of the priority need for all approach, and Welsh Government have advised they will enact future legislation to abolish it.
- A lack of affordable, one-bed properties.
- Reduced turnover of permanent social housing stock due to reduced end of tenancies during the pandemic.
- An expected increase in evictions from the private rented sector now the eviction ban has ended.
- The end of the furlough scheme, which is expected to lead to increases in unemployment, causing financial difficulties.
- Increasing levels of domestic abuse and family breakdown.
- An increase in households requiring assistance following a Home Office decision on their immigration status.
- Increasing demand for mental health support arising from concerns about people's mental health, caused by loneliness and the stresses of the pandemic and longer stays in Emergency Temporary Accommodation.
- Impact on staff across the homelessness and support sector, including high stress levels, higher caseloads, more difficult working conditions for front line staff due to managing social distancing and increased health and safety measures with challenging client groups.
- Continued unaffordability of the private rented sector for people under 35 who are limited to shared room rent allowance Housing Benefit/Universal Credit payments.
- The lack of one bedroom accommodation, and in particular affordable housing options for under 35-year old's (for example lack of appropriate shared housing), is

likely to lead to an increase in young single people being unable to resolve their own housing issues.

- The impact on affordability for all households caused by PR rents increasing at a higher rate than wages and the impact of the freeze of the Local Housing Allowance rate for Universal Credit claimants.
- An increase in poverty levels following the end of the temporary £20 per week increase to Universal Credit and Working Tax Credit.
- Prior to the pandemic there were already high and increasing levels of demand for social housing and supply is not currently meeting demand – having a reasonable supply of quality, affordable accommodation is crucial in meeting statutory homelessness requirements and to effectively support the role of prevention.
 - There are increasing numbers of people with unmet complex support needs - including but not limited to people with poor mental health, substance misuse issues, offending, learning difficulties.
 - Continued challenge of a small number of hard-to-reach people. Whilst rough sleeping has significantly reduced with good outcomes for many, there are still people with extremely complex needs which services are struggling to engage with and solutions for this cohort are diminishing.

Welsh Government priorities

In addition to external factors affecting the levels and causes of homelessness, the review has also considered the WG's priorities for homelessness. WG have revisited and revised their priorities in relation to homelessness in order to adapt to the impacts of the pandemic. These include:

- A continued focus on eradicating rough sleeping with a commitment to examine the potential need for legislative reform of the "priority need test" as part of the next steps. This means that all homeless households/individuals will continue to be eligible for temporary accommodation provided by the Council regardless of vulnerability.
- A new requirement from WG for all LAs to develop Rapid Rehousing Transition Plans, which will show how the Council intends to move away from use of temporary accommodation over a five-year period to make the transition to a Rapid Rehousing model of homelessness. Whilst Swansea developed services both pre- and during the pandemic that use this approach, this is a significant policy change from WG. They expect to see detailed and costed plans from LAs setting out how they will ensure that households/individuals spend the absolute minimum time necessary in temporary accommodation, or preferably avoid it all together, by moving straight into permanent homes, with support where needed. WG is currently developing detailed guidance to assist LAs to develop their plans and expect them to be in place by October 2022.

- Increased focus on the private sector. WG are keen to find ways to improve access and reduce evictions in the PR sector, for example establishing LA run Social Letting Schemes.
- Increase the availability of permanent homes. This is one of the biggest issues facing the Council in terms of resolving homelessness. There is a lack of one-bed room properties across all tenures.

Additional priorities for Swansea

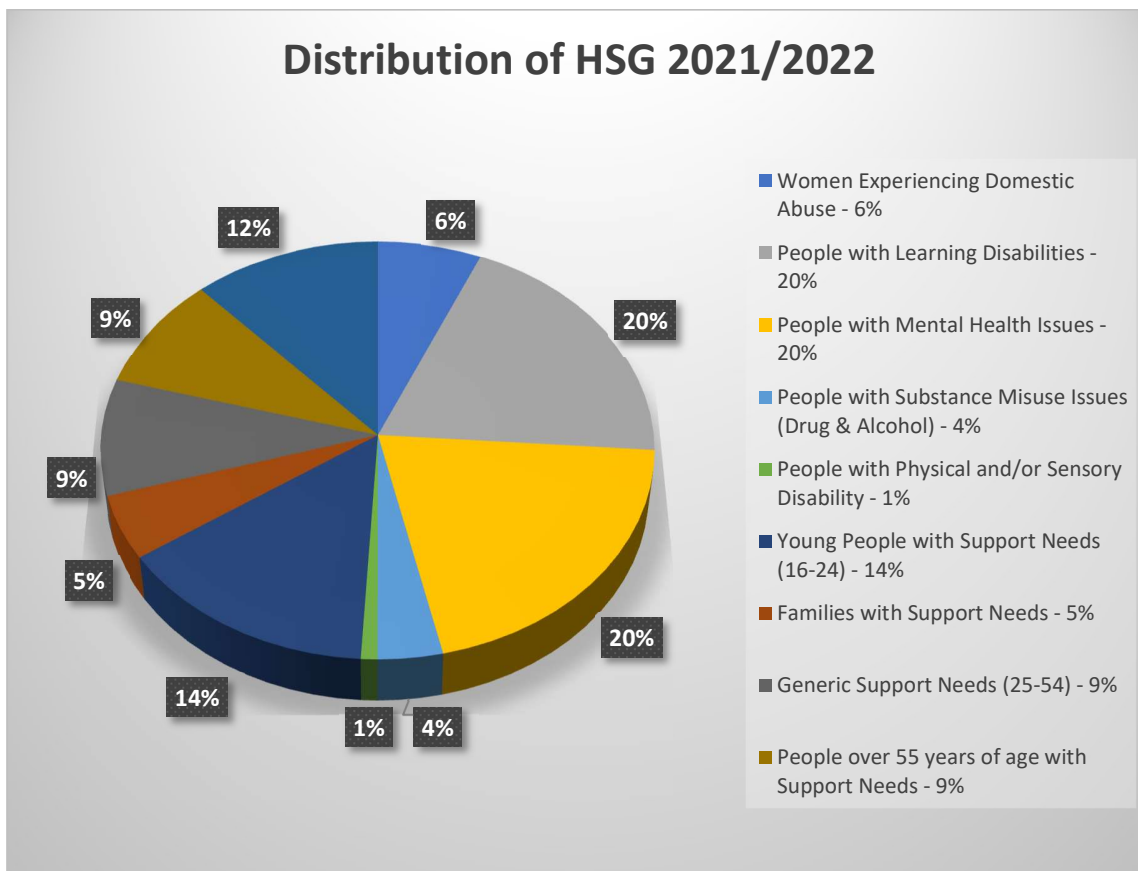
- Asylum Seekers and refugees - Swansea is one of the four dispersal areas in Wales. There is increasing pressure from the Home Office for the dispersal areas to take additional asylum seekers into their areas. Increased demand is also starting to come through from those refugees who have had a positive decision on their asylum application, who continued to be housed in Home Office accommodation during the pandemic but now need to be moved onto the dispersal areas.
- Regional working – the pandemic has produced new mechanisms for working more closely with neighboring LAs in particular NPT, for example the Homelessness Cell multi-agency group set up during the pandemic. This needs to be sustained and developed going forward.

The full Homelessness Review data is available within the Statement of Need document

Housing Support Needs Analysis

Housing Support Grant funding is the majority funding source for delivery of support services to a range of groups of people including older people, vulnerable young people, care leavers, families/individuals fleeing domestic abuse, people with mental health issues, people with learning disabilities, people with substance misuse issues and households that are homeless or threatened with homelessness.

The graph shows a high-level snapshot of how HSG funding is distributed for commissioned services by lead need only (using Welsh Government format).



There are no commissioned services for men experiencing Domestic Abuse in the 2021/2022 period, however, have been 2 specialist support services recently commissioned as a response to the VAWDASV strategic priorities. One service will specialise in supporting men who are experiencing Domestic Abuse, and a perpetrator housing support worker to address housing issues and reduce the risk of reoffending.

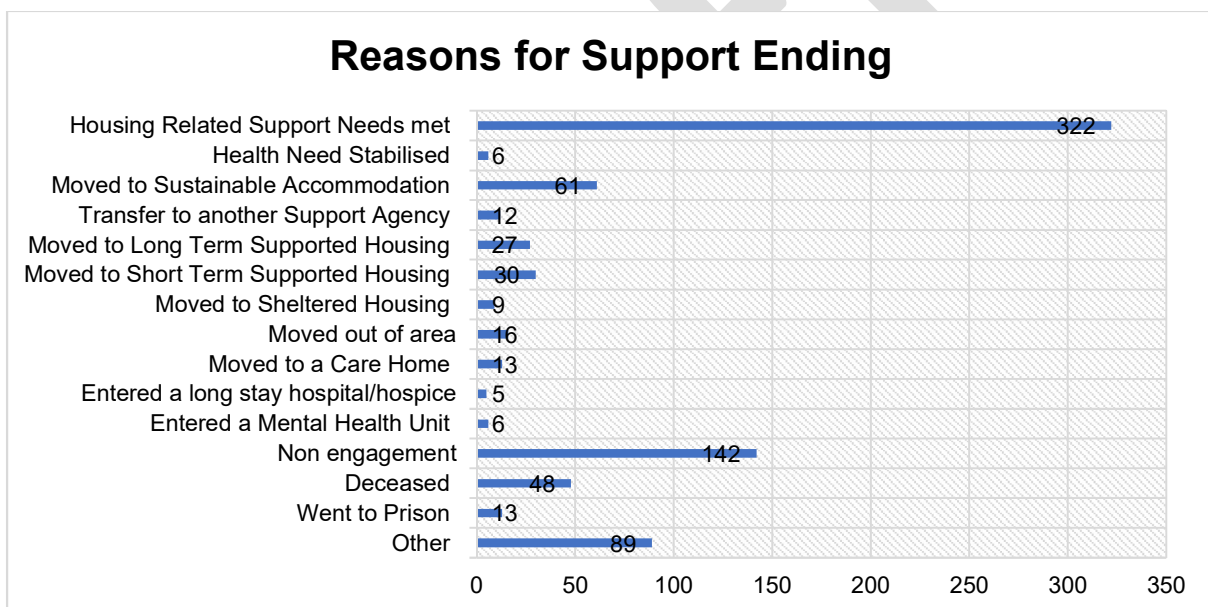
What the graph does not show is that support needs around mental health and substance misuse are significantly present as a secondary need amongst groups such as Young People and Generic Support. This is demonstrated more clearly from data obtained from Outcome monitoring submitted by commissioned services. The Outcomes data is extracted from individual support plans and shows progress across all the sets of out outcome areas identified.

In the outcomes reporting period April 2021 to Sep 2021, **3251** individuals in Swansea were reported as either **Starting**, **Ending** or having a **Review** of their support plans, via the HSG Outcomes Framework, and these will form the basis of the need assessment analysis summary.

Around 30% of the services funded by the HSG do not participate in the HSG Outcomes Framework due to the model of support. Therefore, the figure 3251 does not fully represent the number of people in receipt of support, which is envisaged to be much

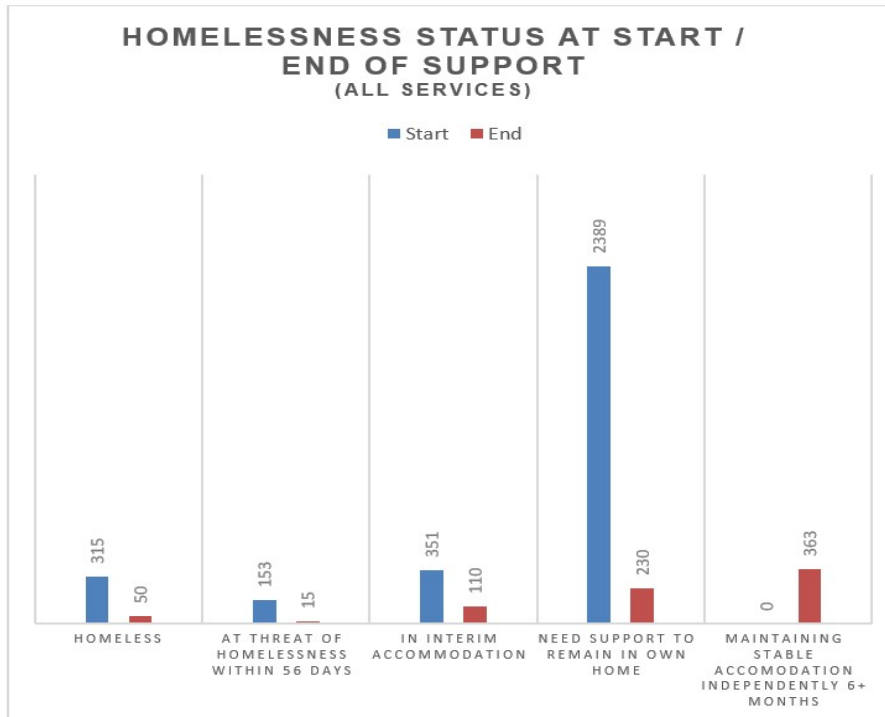
higher. Examples of services that do not submit outcomes are Drop-In services, Local Area Coordination and Outreach Health Board staff. These services submit 6 monthly 'Light Outcomes' forms, designed by Swansea's Commissioning Team or Annual Reports to demonstrate the support they have provided. Data collection mechanisms which include the outcomes light information and capture the total number of people who receive support across all service models are being developed to fully demonstrate the value of the Housing Support Grant Programme to the City & County of Swansea residents.

During the 6 months evaluated 799 individuals ended support, with over 60% no longer requiring support as their support needs were met, however this percentage may be higher as 11% recorded "other" as a reason for closure. It is intended to undertake further analysis to examine 'other' closure reasons.



Homelessness Status at start and end of support

A general overview shows us that in a 6-month period, 2159 service users received support to successfully remain in their own home, preventing them from becoming homeless. We are continuing to strengthen our preventative approach to homelessness, using early intervention to reduce statutory service involvement and avoiding escalation of issues leading to crisis situations. This has included an increase in housing-related support to prevent homelessness for people who are underrepresented or harder to reach delivered through a range of additional services.



Outcomes Framework Summary

In a 6-month period 2159 people were supported to successfully remain in their own home, preventing them from becoming homeless and potentially requiring temporary accommodation.

Nearly all individuals supported via the Housing Support Programme requested support to help manage their accommodation and money, whether in fixed site accommodation or in their own homes. The financial impact of the pandemic, the increase in costs of private rented accommodation, a rise in the cost of living and increasing energy costs contribute to reasons why people have been unable to successfully maintain accommodation and manage financially. A specialist Welfare Rights resource has been commissioned specifically for Homelessness Services and Housing Support Grant funded provision to improve access to support and advice with welfare benefits.

Over half (56%) of service users in short term temporary accommodation, and alternatives to bed and breakfast accommodation disclosed substance misuse issues. $\frac{3}{4}$ of those experiencing substance misuse issues were drug users, whilst only $\frac{1}{4}$ were alcohol misusers. Data analysed has shown a decrease in alcohol misuse amongst younger adults and an increase in poly drug abuse. 33% of this cohort also disclosed criminal offending behavior.

An especially high correlation was seen between men aged 30–45-year-old with substance misuse support needs and self-disclosed mental-health support needs. A third of women experiencing Domestic Abuse also disclosed having issues with their mental health, whilst 44% of young people aged 16-24yrs had self-disclosed mental health problems. It is a priority to continue and strengthen partnerships with mental health and substance misuse services via connection with the West Glamorgan Area Planning Board, Health and HSG funded services to prevent homelessness for people who experience additional challenges in accessing and sustaining support and accommodation.

HSG and Outcomes data full analysis is available within the Statement of Need document

Temporary Accommodation Needs Analysis

Homelessness data and information collected by the Housing Support Grant team is used to understand the demand and needs of people accessing temporary supported accommodation.

There has been a consistent increase in the length of time individuals are spending in B&B each year, as well as an increase in the numbers of 'priority need' individuals in B&B. In March 2020 the pressures with emergency temporary accommodation increased as those who would not have been accommodated in the past were accommodated as Covid placements due to the suspension of non- priority need.

Prison Leavers have represented the highest number of those owed a section 73 duty to help to secure accommodation every year since 2016. Therefore, the need to work with HMPS & Probation Services Wales as well as key voluntary sector partners to review the effectiveness of the Prisoner Pathway is critical in improving the accommodation and support options for prisoners when released from prison.

Early indicators suggest the transition to a Rapid Rehousing approach will assist in reducing the length of time spent in temporary accommodation, keeping it as brief as possible. In order to further facilitate reduced time spent in temporary supported accommodation there is a need for an increase in the availability of suitable and affordable one-bedroom accommodation. Without this the strategic transition to a housing led Rapid Rehousing approach will not be feasible.

By analysing the demand on temporary supported accommodation projects, it was found that on average 74% of service users are male, with the majority being aged 35yrs +. Self-disclosed mental health and substance misuse issues were identified as support needs for nearly half of those in temporary supported accommodation.

The Housing First support model has proven its success with a small group of individuals with complex needs, with their housing situation becoming more stable than prior to using this model. We will continue to use this approach to improve outcomes for

people with multiple disadvantages, aiming to reduce repeat homelessness and eliminate the need for individuals to sleep rough.

Increased analysis of move on reasons and evictions has provided a better understanding of the day-to-day pressures in this sector. The continued partnership working between stakeholders via mechanisms such as the Swansea Homeless Services Coordination Cell meetings will continue to improve service development.

The full temp accommodation data analysis is available within the Statement of Need document.

Systems Thinking Review

The Systems Thinking review process was co-productive with attendees fully engaged with a solution focused approach proposing many ideas and suggestions to improve the offer available and overcome barriers for people experiencing homelessness. While six days was a big commitment there was a huge value in having the specified time to generate alternatives and possibilities, helping with creativity in solving problems and finding opportunities to improve services. The following key themes from the review are outlined below.

- **Housing Supply** - lack of suitable and affordable one-bed accommodation. Lack of supply and availability resulting in longer stays and an increase in the number of people in temporary accommodation.
- **Allocation** - clarity of different options, simplified access criteria, availability of temporary supported accommodation / inability to access temporary accommodation out of hours / need for an emergency mental health bed for people in crisis/
- **Housing Support** - difficulty in accessing the right support at the right time. This included professional mental health support in a crisis. It was emphasised that this would be beneficial even if only for advice on implementing effective strategies. support for people with substance misuse issues and support for people with dual diagnosis. Targeting support / pathways at an early stage for high-risk groups or when showing signs of a problem. Need to prevent homelessness and reduce repeat homelessness.
- **Information Sharing** – clarity on roles and responsibilities, people using services would like to only tell their story once/ improved mechanisms for sharing information / communication / awareness of timescales/ who to contact etc.

A range of smaller working groups have been established to progress and further develop some of the potential solutions which will contribute to reshaping and

remodeling current provision and the development of the Housing Support Programme Strategy and the rapid rehousing transition plan.

Young People

Adult Services, Child and Family Services and Homelessness are jointly undertaking a commissioning review of supported accommodation and floating support for young people. A service assessment has been completed considering existing accommodation and support options for young people 16- 25 including care leavers and young people presenting as homeless. The service assessment included reference to key reports, strategies and legislation, analysis of data and statistics from homelessness, HSG outcomes, the Supported Accommodation Pathway (SAP), a provider engagement event and survey with stakeholders, and consultation with young people.

The service assessment concluded that suitable accommodation and the right support at the right time is the overall objective for young people, stakeholders, and commissioners. Throughout consultation young people recognise the value of relationships with staff, and safe, accessible accommodation with choice and opportunities. The discussions with young people also indicate they are looking for a home and to stay in rather than moving around. Additional work co-productively with young people to explore what home means will enable service models to further develop in line with young people's expectations.

There have been 259 referrals to SAP in 2019 and 2020. The three highest support needs of young people referred to SAP was young and vulnerable, family relationships and homelessness, with 59% of young people referred due to family breakdown. Most young people accessing SAP are referred by the youth homeless service. In 2019 out of 138 referrals 58 young people were youth homeless, with 29 young people referred who were LAC (Looked After Children) and 26 who were care leavers.

The data showed that 72% of referrals selected temporary supported accommodation. Many of these services are well established and known to young people & professionals supporting them. It is important to note; the choices around accommodation are limited by the service's eligibility criteria's, practitioners' guidance, at times age or status and most importantly capacity of each service i.e., if they are full when they are requested.

Desirable outcomes include independent living, returning to family and reducing the support required i.e., moving on to floating support, working towards the ability to be independent without reliance on formal services. For 2019 & 2020 data shows that 58% of young people which had been referred through SAP had a desirable outcome.

The current accommodation pathway prioritises accommodation needs of 16 and 17 years. During 2019 & 2020 SAP data shows that 78% of young people were aged 16 or 17 at point of referral. Post 18 the demand decreases, however accommodation providers are often only able to offer placements to young people over 18. Going forward further work is needed to understand what happens to young people over 18 ensuring that accommodation and support services meet the needs of all age groups.

Data and liaison with stakeholders show an increase in the deterioration of young people's mental health. Work has started to embed therapeutic approaches within service models to ensure the support or training is in place retain and upskill staff. Further investment in understanding and embedding the best therapeutic approach ensuring services can support young people experiencing challenges and build relationships. Additional funding has been provided for a young person's mental health outreach resource to support young people experiencing mental health issues and to provide support and guidance to staff supporting young people

SAP data shows that emergency accommodation, which is a short-term solution, has the lowest length of stay. It would however appear that there are barriers to moving on from emergency accommodation. This could be due to a lack of appropriate move on options leaving the young person with little option but to stay longer than needed. The impact of this is limited emergency accommodation available for further young people in crisis.

SAP data shows there are times when young people are not offered accommodation in the first instance due to a range of multiple needs or risk. This is a small percentage of the overall figures, and these young people ultimately go on to access accommodation. There are also a number of young people who withdraw from the process, further work is in progress to understand this in more detail and provide solutions i.e., is withdrawal due to the length of wait to access the accommodation they want or are they accessing support to help repair family relationships enabling them to stay at home.

It is important to remember for a lot of young people the current services are meeting their support and accommodation needs. Recent developments include the introduction of training flats, an expansion of self-contained managed accommodation, a permanent supported housing model for young people (Housing First) and the expansion of Supported Lodgings to provide accommodation and support to young people with multiple needs. Investing in managed accommodation, training flats and permanent supported accommodation appear to provide desirable outcomes and reflect what is important to young people i.e less moves, independence, right support at the right time.

Most current models include multiple moves for young people through an accommodation pathway. However, the development of the permanent supported housing model which is at pilot stage explores long-term or permanent housing model. As it is still a pilot, conclusions are yet to be made around if it 'works.' Considering the limitations of more traditional service models in line with what the presenting needs are could lead to increased adaptability and flexibility of resources and an improved ability to meet multiple needs. This would be enhanced with a shared risk-taking approach to meet the needs of young people moving away from a "tenancy ready" approach.

Spot purchased accommodation is a costly option utilised to respond to accommodation and support for complex young people who cannot access other service models due to complexity of needs or lack of availability. While spot purchasing is attractive and responsive in the first instance; smaller setting where young people have more bespoke support arrangements in place which do not impact other young people. However

overall outcomes are not as desirable; young people are more likely to experience multiple moves and have an ongoing need for support and accommodation. This is partly due to spot purchased accommodation only supporting young people up to the age of 18. Future commissioning will look to address the accommodation and support needs of young people with multiple disadvantages to improve outcomes for young people and mitigate the risk of increasing costs associated with spot purchasing.

Recognising Swansea specific issues that influence young people is vital; locally the contextual safeguarding approach is used to understand and respond to trends such as county lines and acute challenges seen in city environments. Swansea is also seeing increasing numbers of young people coming into the care system at an older age with multiple complex needs. The contextual safeguarding approach is important when considering future plans and development of accommodation and support options for young people; the location of accommodation as well as the mix of young people both need careful thought and a risk assessing if desirable outcomes for young people are to be achieved consistently.

The full Supported Accommodation Pathway Data Analysis is available within the Statement of Need document

Swansea VAWDASV Strategy

During the first six months of 2020/21 services were limited due to lockdown measures in place, and there was reduced activity and movement across the population. This could have resulted in difficulties for people experiencing DA to access services during the lock down period and meant that they had fewer opportunities to report or leave. Less face-to-face contact may have led to less support and encouragement to move on.

Refuge services also reported difficulties during the pandemic including the need to protect the health of vulnerable survivors already in the service, some of which may be self-isolating, along or availability is impacted by lack of move on side the need for additional personal protection equipment (PPE) and the deep cleaning of communal and refuge spaces before a new survivor could be accommodated. These difficulties can result in a reduction in available places.

There was, however, an increase in demand for community based VAWDASV advice and support. The Swansea VAWDASV monitoring framework has reported a significant increase in referrals to VAWDASV schemes which offer telephone and face to face (limited during Pandemic) support and advice to women experiencing domestic abuse. The schemes also reported an increase in women with mental ill health, suicidal feelings and complexity of needs. The difficulty in supporting women facing multiple disadvantage who cannot sustain stays in refuge accommodation or cannot access refuge due to the level of support needs was identified as a key area of concern.

There is recognition that some individuals experience difficulties in accessing support. Specialist workers have been recruited to support older people, men and LGBTQ+ victims to raise awareness, provide advice and information, promote and implement

safety measures and to address barriers to accessing support including stigma and lack of provision. The information and data received will assist with the improvement of VAWDASV services to ensure support is accessible for all individuals experiencing domestic abuse provision.

Independent Domestic Violence Advisers (IDVAs) work with high-risk victims of domestic abuse, providing a specialist service with a focus on safety, court support and advocacy. The vast majority of referrals come from the police, demonstrating that this continues to be the primary source of contact for high-risk victims when reporting. IDVA referrals have not reduced but have steadily increased year on year despite the pandemic; additional IDVA posts have been created to meet the increasing demand.

It is important to note that not everyone experiencing VAWDASV needs to go through the homelessness route. People experiencing VAWDASV shouldn't have to move home to feel safe. There is commitment across Swansea to address the behavior of perpetrators of domestic abuse, with several accredited interventions available including Equilibrium, DRIVE, Building Better Relationships and additional funding for a Housing Support worker to work with perpetrators. One of the key objectives of the Swansea VAWDASV Strategy is holding perpetrators to account and providing opportunities to change their behavior based around victim safety.

There has been increased funding to provide alternative options for women to remain safely within their home by increasing funding for target hardening measures. The VAWDASV Strategy has identified the following commissioning priorities based on the strategic objectives which link to the Housing Support Programme Strategy.

1. Complex need/ multiple disadvantage accommodation and support
2. Accommodation for those affected by sexual exploitation
3. Older people support provision
4. Support specifically for male victims
5. LGBTQ awareness and specialised support
6. Primary prevention

A full analysis of the VAWDASV Monitoring Document is available within the Statement of Need document

Mental Health & Learning Disability Needs Assessment.

The number of homeless people found in priority need under Housing Act because mental illness/ learning disability	16/17	17/18	18/19	19/20	20/21
Vulnerable due to mental illness/learning disabilities	23	25	30	50	49

Tenancy Support Unit - Floating Support Number of households supported in year	17/18	18/19	19/20	20/21
Learning difficulties and mental health issues	74	108	90	138

Mental Health

Mental Health is consistently high as an identified support need by individuals in support plans across all types of service provision in the Housing Support Grant outcomes framework. It is also one of the main reasons for priority need homelessness decisions.

Operational experiences report examples of behavior and vulnerability due to mental health issues impacting on safety, vulnerability, and ability to sustain accommodation and to be moved on without appropriate multiagency support.

Amongst people who present as homeless the majority who have mental health needs would be managed via the GP and primary care mental health services. However, these individuals appear to have challenges in gaining the appropriate support from Health Services including difficulty registering with GP practices due to a lack of fixed abode and or forms of identification requested such as driving licenses, passport or utility bills and as a consequence presents barriers for accessing the primary and secondary mental health referral routes which are via GP referral only.

For some mental health issues are co-occurring with substance misuse. This is often perceived as self-medicating and those individuals face even more difficulties accessing clinical support. Challenges such as rough sleeping and moving through temporary emergency accommodation can present additional barriers in maintaining contact. The completion of applications online without smart phones or phone credit and transport to appointments can also present additional difficulties. This impacts on the Local Authority statutory homeless services, Bed and Breakfast providers and non-registered support

staff who are often left providing support to people in mental health distress with little medical/clinical support.

Swansea has responded to these challenges by forming close links with the primary care enhanced GP surgery which hosts a general homeless outreach nurse and a part time homeless mental health outreach nurse. In 2020 through Phase 2 funding and with the uplift in HSG in 2021/22 the Authority funded a second part time non statutory Homeless Mental Health Outreach Nurse and two specialist non statutory homeless outreach substance misuse workers to work with the homeless cohort. Additionally, the Local Authority is in negotiation with the Child and Adolescent Mental Health Service to host a HSG funded non statutory youth homeless mental health outreach nurse to work specific with the 16 plus age range who present as homeless and are placed in emergency and temporary supported housing. Swansea has also commissioned additional units of temporary supported accommodation commissioned for homeless people with mental health issues.

Secondary Mental Health - Housing Support Grant Services

Opportunities for Accommodation and Support in Swansea (OASIS) offers a mixed range of recovery focused temporary and longer-term accommodation and support services which are open to referrals by the Community Mental Health team and supported accommodation for those being discharged from hospital/residential care or are at risk of homeless in the community. There is a central panel/gateway approach to allocation and waiting lists.

Analysis of the OASIS data shows an increase in time spent in temporary supported accommodation. This can be attributed to challenges in the supply of self-contained move on accommodation (most are single people requiring 1 bed accommodation) and therefore reduced availability for urgent referrals.

Where support needs remain but at a lower level there appears to be a need for more longer-term supported accommodation. The need for longer term accommodation has been thrown into sharper focus during the pandemic. There is a waiting list for longer term supported living for females only shared accommodation. Current provision has shown lower demand due to the shared nature (shared bathrooms). Going forward any new shared provision would all be ensuite.

Swansea has already taken forward some re-provision of the existing accommodation moving toward a dispersed cluster model of self-contained accommodation with additional self-contained units under development due for occupation in Spring.

Learning Disability.

There are a number of people who are considered as vulnerable and in priority need with learning difficulties presenting as homeless. These individuals face significant challenges and have a requirement for support even though they have not met the clinical eligibility for secondary health and social care services. This adds in another

dimension to a complex need group which presents challenges to secure appropriate permanent accommodation.

Secondary Learning Disability – Housing Support Grant & Social Care funded services

Where individuals meet the eligibility for secondary health and social care services a range of Supported Living provision provides housing related support services to round 290 people in long term supported accommodation. Supported Living provision has recently been recommissioned to see a service transition to 8 providers appointed to an approved framework supplying services across geographical zones. This model is focusing on community integration, making more effective use of informal networks and maximizing progression to greater independence.

The main changes in the patterns of demand are that there is a growing need for supported living services. This is due to the higher expectations for individuals with a learning disability to be able to access normal patterns of living and to be able to have their own tenancy. The main areas of emerging trends are that there are more individuals with greater support and health needs accessing supported living and more individuals with challenging behaviors.

The requests for supported living in the learning disability sector is due to it being a successful model of delivery and individual's families and advocates stating this is what the individual wants. National guidance - Developing improved and progressive practice National Commissioning Board March 2019.

2c Conclusion

We need to be mindful of how the pandemic has impacted on the findings within the needs assessment and how we strategically plan future needs given the potential rise in homelessness over the next few years. Based on the information from the needs assessment there are a number of priority areas that we will focus on including:

- **The need to dedicate resources to tackle the increase in homelessness presentations and in particular the increase in need for temporary accommodation.**
- **Consider increasing the supply of suitable temporary accommodation in the short and medium term for both single people and families, and thereby reducing the need for bed & breakfast accommodation.**
- **Increase the levels of permanent accommodation, which is affordable and suitable to meet the needs of all homeless households.**

- **Need to continue to focus on the prevention of homelessness, rather than dealing with crisis situations.**
- **Adopt a rapid rehousing approach in order to reduce repeat homelessness and provide a more robust offer which will enable housing providers to accept homeless households. Including young people and those with complex needs.**
- **Work in partnership with mental health & substance misuse services to improve the offer of support and accommodation for those with complex needs.**
- **Continue to look at innovative ways to eliminate rough sleeping.**
- **Work with VAWDASV services to develop a number of actions in tackling domestic abuse.**
- **Ensure that all housing support is provided 'on demand' and in a timely fashion to avoid the need for crisis situations.**
- **Partnership working, both locally and regionally, is essential if we are to prevent homelessness.**
- **Develop a commissioning plan to transform future service delivery which reflects the needs and priorities identified in the needs assessment and improves outcomes for people experiencing homelessness.**
- **Develop a set of measures that will inform needs and priorities and accurately report progress towards ending homelessness and support WG's new Homelessness Outcomes Framework.**
- **Continue to progress and widen PIE and trauma informed approaches across housing and support sector.**
- **Incorporate co-production principles and activities within service development and delivery.**

3. Strategic Priorities

Swansea's strategic priorities for homelessness prevention and housing-related support over the next four years are as follows. Although they are numbered, they are not listed in any priority order:

Strategic Priority 1

Strengthen and increase services in place to prevent homelessness.

Why is it a priority?

Early intervention and prevention is the most effective way to avoid homelessness. The Strategy aims to target prevention by reducing the possibility of problems arising, targeting support at groups of people that may be at greater risk, and providing interventions to avoid problems escalating. The availability of community-based options is an effective tool to undertake early intervention and prevention of homelessness.

How will it be delivered?

Local Area Coordination (LAC) in Swansea is an important early intervention approach for people to find help and support and build relationships within the Community. The support/funding of LAC roles aims to strengthen communities, reduce statutory service involvement, and avoid escalation of issues leading to crisis situations, people becoming homeless and/ or needing statutory intervention. We aim to provide coverage for all community areas in Swansea.

There has also been increased support provision to prevent homelessness and understand the barriers for people who are harder to reach. This has been delivered through a range of additional services funded by HSG including:

- SWAN Project worker – support for women exploited by the sex industry
- LGBTQ+ / Male / Older Person VAWDASV support worker
- Accommodation support worker to assist male perpetrators of domestic abuse
- Specialist Welfare Rights resource to support Homelessness and Housing Support Grant provision

To provide a better representation of the improved service offered to tenants the Swansea Council Sheltered Housing service is now named Independent Living Services. On-call systems are being upgraded from analogue to digital, which will allow more assistive technology for tenants and help them to continue to live independently. A handyperson has also been appointed to assist residents with small tasks such as changing a lightbulb or putting up a shelf which will assist some less able tenants or those who have no family providing them with greater confidence to live independently.

Pro-active promotion of Housing Options, homelessness, housing advice and tenancy support services including social media and press is essential to raise awareness and improve the rapid accessibility of services to prevent homelessness and encourage people seek support at the earliest opportunity.

Strategic priority 2

Ensuring appropriate support is available at the right time for people who are at risk or are experiencing homelessness.

Why is this a priority?

The availability and accessibility of good quality housing related support can be essential at the commencement of tenancy to resettle someone when they are offered stable accommodation and during a tenancy as a prevention tool to stop problems escalating.

There are people in the community who are facing challenges moving toward crisis which will impact on their ability to maintain their accommodation. It is essential that referrals for support are responsive, working alongside landlord services to offer support at the earliest opportunity to prevent any escalation of difficulties. Rapid crisis intervention is also an essential component of support provision and has been extremely effective in preventing evictions.

During consultation people experiencing homeless fed back on their experience of living in Bed & Breakfast accommodation while waiting to move on to stable accommodation. They told us you “can’t live a good life” and reported a deterioration in their mental health and physical health and an increase in substance misuse. It was felt that support should be allocated as soon as they were placed in emergency temporary accommodation.

How will it be delivered?

The continued provision of responsive and accessible support will help to address issues at the earliest opportunity, prevent issues from escalating, and enable people to sustain their accommodation and prevent homelessness.

Data collection and monitoring will be improved to monitor demand and ensure equity in support provision and availability across all client groups.

Conclusions from the systems thinking review will be utilised to inform the development of a consistent simplified pathway for individuals to access and move on from temporary accommodation; aiming to reduce the amount of time people spend in temporary accommodation and ensure the right support is available to meet individual needs.

There has been an increase in resources for rapid rehousing to enhance the availability of proactive support, building engagement, developing skills and confidence and supporting access to other appropriate services to stabilize and move on to stable longer-term accommodation.

Strategic Priority 3

To adopt a Rapid Rehousing approach.

Why is this a priority?

*“Where prevention has not worked, Rapid Rehousing is then essential to reduce the corrosive impact of homelessness and ensure it is unrepeated. The benefits of secure, settled and self-contained housing for people who have experienced or been at risk of homelessness should not be underestimated. The majority of people experiencing homelessness should be provided with such homes as quickly as possible. This will help avoid the destabilising and marginalising effects of prolonged homelessness or prolonged stays in emergency or temporary settings while remaining homeless. Rapid rehousing is based upon a systematic approach to understanding what housing is needed, how that housing is going to be funded, developed and allocated to people who find themselves homeless. This approach, when properly applied, means the need for many forms of temporary accommodation will diminish and where it is needed, is for a shorter period than currently.”*Rapid rehousing transition plans: guidance for local authorities and partners (gov.wales) October Welsh Government 2021.

Swansea like other Local Authority areas, is experiencing record levels of people in emergency temporary accommodation and an increase in homeless presentations. There has also been a consistent increase in the length of time individuals are spending in temporary and Bed and Breakfast accommodation. People experiencing homelessness have reported that extended periods in temporary accommodation, especially Bed and Breakfast accommodation has a negative effect on their health and wellbeing and leads to escalating needs and negative outcomes.

How will it be delivered?

The focus of rapid rehousing support is to help people move into settled accommodation ensuring the right support is in place. All Local Authorities are required to develop a Rapid Rehousing Transition Plan in partnership with key stakeholders. The 5-year transition plan will set out how Swansea Council will move towards providing more sustainable models of accommodation and support that meet the needs of everyone; moving away from the use of temporary accommodation to a system that assesses needs quickly and identifies the most appropriate option that meets the needs and wishes of the individual. A Temporary Accommodation Supported Housing Commissioning Review is also in progress aiming to reshape and remodel temporary supported accommodation with a move towards more community-based options.

Swansea has already introduced elements of a Rapid Rehousing approach during the pandemic e.g., with introduction of Rapid Rehousing Support to those in Bed & Breakfast accommodation and attached to temporary supported accommodation schemes. The implementation is being closely monitored by regular data collection and additional data measures including monitoring the use and length of time spent in temporary accommodation. Rapid Rehousing Review meetings with partners are also regularly held to learn from experiences, improve outcomes and overcome challenges.

Housing First is one form of the rapid rehousing approach. Swansea has already commissioned and extended further its Housing First provision. A second young person's Housing First scheme is also in place funded directly by the Welsh Government.

Strategic priority 4

Continue to develop and improve partnership working with key stakeholders to ensure a joined-up approach to homelessness prevention.

Why is this a priority?

Prevention and alleviating homelessness are not just a housing problem. It requires a range of both statutory, third sector and voluntary sector organisations to work collaboratively to be effective in reducing homelessness. The following are some of the critical partner agencies:

Prison and Probation Services: There continues to be high numbers of prison leavers who are homeless on release.

Health & Social Care: People with health and social care needs can be the most vulnerable and need other services to be able to sustain stable accommodation in the community. There should robust Hospital discharge protocols in place taking account of housing needs. This will assist in prevention of delayed discharges and homeless presentations direct from hospital.

Landlords both registered Social and Private Rented: to improve access to housing supply for homeless people and to support transition to a Rapid Rehousing Approach to homelessness.

Third Sector and Voluntary Sector Agencies - providing both Commissioned and noncommissioned support services deliver homeless housing related support and other Services.

How will it be delivered?

The Homelessness and Housing Support Grant Collaborative Forum will continue to be supported and facilitated by the Local Authority providing opportunities for key stakeholders to inform and influence the development of strategic priorities and responses to prevent and alleviate homelessness.

The continuation of the recently established Multi Agency Coordination Cell will provide a vital contribution to understanding and identifying issues, priorities, actions and solutions particularly in relation to rough sleeping, substance misuse and access to mental health services.

Housing and the Housing Support Grant teams will continue attendance at the Regional Partnership Board and Regional Housing Forum to inform and support the development of strategic priorities across housing, health and social care delivering regional and local transformation to deliver better outcomes for citizens.

Further work will be undertaken with Probation and key voluntary sector partners to annually review the effectiveness of the Prisoner Pathway.

The Local Authority has developed constructive relationships with Registered Social Landlords operating within the Swansea boundaries to meet the needs of homeless households. Going forward further work will be carried out to improve access into housing and the allocation of accommodation including more alignment of allocation policies.

The Local Authority will continue to work in partnership with Primary Care and GP networks to improve options for people with mental health and substance misuse issues. This will also include working in partnership with the Area Planning Board to explore funding options to establish and sustain a multi-agency complex needs team.

Strategic priority 5

Work in partnership to strengthen support provision for people with complex needs, including mental health, learning disability, substance misuse and VAWDASV.

Why is it a priority?

Prevention and alleviating homelessness is not just a housing problem. For some this is a more complex problem. By complex we mean that the homeless individuals have more than one and up to four specialist support needs and may include health and social care needs in addition to their homelessness and housing support needs. Terms such as co-occurring, dual diagnosis, multiple overlapping unmet needs (MOUN) and people with multiple challenges are used.

These individuals present as homeless, often in crisis without health and social care services being involved or having been unable to engage with them. They are often described as slipping through the net or between the gaps in services.

People with health and social care needs can be the most vulnerable and other services are essential to be able to sustain stable accommodation in the community. If not meeting criteria for secondary health and social care services they may have eligible social care needs around advice information and early intervention and prevention needs under the Social Care and Wellbeing Act and Liberty Protection Safeguarding needs. Housing Support and Health and Care service will need to work together to ensure that people reach their maximum independence and prevent needs from increasing where possible.

Homeless data shows an increase in presentations from people multiple needs particularly including Mental Health, Learning Disabilities and Substance Misuse. Many are in a repeat cycle of homelessness, remaining in temporary accommodation for too long and / or being evicted. Rough sleeping is reduced but reaching solutions for people with multiple needs remains a challenge.

The HSG outcomes framework also showed a high number of people experiencing mental health issues across all service areas. Approximately 15% of people who are supported due to their mental health also disclosed substance misuse issues. Over half of service users in short term temporary accommodation disclosed substance misuse issues. The Tenancy Support Unit, which is the central route to access floating support has also reported an increase in referrals for mental health support.

Difficulty accessing primary and secondary mental health support for people experiencing or at risk of homelessness was frequently raised as a significant challenge by stakeholders and people that use services within the Systems Thinking Review of temporary supported accommodation. The difficulty in accessing support is exacerbated if individuals are also experiencing substance misuse issues.

In addition, those with serious substance misuse issues are often the hardest to find sustainable accommodation. Housing First provision has recently been commissioned in Swansea for those with the most complex needs. Key findings of the individuals supported demonstrate positive outcomes with people accessing support and becoming settled in their tenancy. The provision of permanent accommodation with support in place has shown success in reducing the repeated cycle of homelessness and the use of temporary accommodation. However, to sustain this other wrap around services are essential.

HSG outcomes information and feedback from providers have indicated a decline in young people's mental health. Therapeutic approaches are becoming embedded in practice and a PIE trauma informed approach in the provision of support is now a contractual requirement for HSG funded provision. The development of a specialist resource to provide mental health support to young people in temporary supported

accommodation and to also provide support and develop the skills of support workers is in progress.

How will it be delivered?

It is essential to get the statutory health and social care service to work with housing to address these needs so that Housing can provide stable accommodation. The key areas for further work are listed below:

Primary Health Care: People experiencing homelessness continue to face additional challenges and barriers in accessing basic health care services such as GP's due to the temporary nature of emergency temporary accommodation such as Bed and Breakfast. They often do not or cannot access the assessment for clinical eligible for secondary services because of these barriers and the complexity of need.

Secondary Health Service Commissioners: A number of homeless people also experience Mental Health, Learning Disabilities and Substance Misuse issues. Wrap around crisis intervention and assessment and treatment service are essential to enable stable and sustainable housing solutions. For a smaller cohort, these health issues can co-occur. Due to the cross-cutting issues here work at a regional level at the Health Social Care and Partnership Board and with the Regional Area Planning Board for Substance Misuse services will be required.

The ARWAIN specification developed by stakeholders sets out what an appropriate multidisciplinary service would look like for the region. In the interim Swansea has committed Housing Support Grant funding to sustain and increase non statutory but qualified and specialist homeless outreach mental health and substance misuse services as a priority. It continues to be a priority to engage statutory services to address the needs of homeless individuals who face additional barriers to access mainstream services and fall between gaps due to their complexity.

Social Care: People who are homeless or threatened with homelessness as well as housing support needs may also have eligible social care needs around advice information and early intervention and prevention needs and Liberty Protection Safeguards. Housing Support and Social Care services will need to work together to ensure that people reach their maximum independence and prevent needs from increasing where possible.

Young People: A key aim of the young person commissioning review is to ensure that accommodation and support options can respond to young people with complex needs. A Housing First project has been piloted in Swansea with early indications of successful outcomes for young people. A review of Housing First with the potential to expand the provision is in progress.

VAWDASV: Of women who accessed support within domestic abuse provision 33% identified mental health as a support need. Stakeholder feedback from VAWDASV specialist organisations highlighted the difficulty in meeting the accommodation and support needs of women with complex needs including mental health and substance misuse issues within current models of provision. A multi-agency task and finish group has been established as part of the VAWDASV Leadership Group to develop accommodation and support options for women with complex needs who are experiencing domestic abuse.

Strategic priority 6

Continue to increase the supply of suitable and affordable accommodation.

Why is this a priority?

Fundamental to preventing and alleviating homelessness is access to a supply of suitable, good quality and affordable (within the Local Housing Allowance Rate) accommodation. Currently demand for 1 bedroom accommodation far outstrips supply. This has resulted in people staying in emergency temporary accommodation and temporary supported accommodation longer than necessary. There is an increasing trend in homeless applications and a reduction in the end of tenancy rates in social housing. It is also becoming harder for people to source accommodation in the Private Rented Sector due to increasing rents and a freeze on Local Housing Allowance. The introduction of the Renting Home's Act which increases security of tenure is positive however there is concern that this may have a negative impact on private rented landlord's willingness to accommodate people perceived as riskier tenants. Increasing access and maximising the supply of affordable 1-bedroom accommodation is critical to a successful transition to a housing led rapid rehousing approach.

How will it be delivered?

The Local Authority More Homes Programme has set a 10-year delivery target for 1000 new Council homes from 2021-2031. The Local Authority is also continuing to progress the acquisitions programme which includes prioritising 1 bed flats. The additional properties will help to alleviate the immediate crisis and assist with reducing the number of single households in Bed & Breakfast. The programme is also acquiring larger flats and houses to increase overall supply in areas of need for larger households.

The current 4 Registered Social Landlords (RSLs) who are zoned to develop in Swansea are projected to deliver over 4000 new homes over the next 10 years. The Local Authority and Registered Social Landlords (RSL's) will continue to work in partnership to maximise the number of properties available to homeless households.

The Local Authority will also continue to explore solutions with all landlords including the private rented sector to address issues of access and affordability of existing stock. To

further increase the supply of suitable and affordable private rented properties it is also proposed to establish a social lettings scheme for private sector properties in Swansea. The reduction in the use of Bed and Breakfast accommodation is a key priority of the Strategy. A temporary increase in the supply of temporary accommodation provision for single people and families aims to reduce the reliance on B&B. In addition, the development of specialist VAWDASV accommodation for women who experience difficulty in accessing and sustaining current provision will ensure vulnerable women are provided with the appropriate support and accommodation to meet their needs.

Strategic priority 7

Work with service users and stakeholders to introduce regular mechanisms for engagement and co-production to inform service development and improvement

Why is this a priority?

Swansea Council Social Services has developed a Coproduction Strategy aiming to embed coproduction and give people that use services increased voice, choice and control. The Strategy identifies key stages to implement an optimum model of Coproduction. The implementation of coproduction is a cultural change and will take time to fully adopt therefore processes will be continually reviewed and developed to ensure that coproduction is making a real difference and that the process is following agreed principles.

How will this be delivered?

Coproduction principles have been incorporated into commissioning reviews by finding out what is working well, what is not working well and what matters to people to ensure people that use services influence the future design and delivery of service provision. This approach will also include events with stakeholders to explore what works well and how the design of future provision could be improved.

Coproduction is a standard requirement in contracts and associated service specifications and is measured as part of effective service delivery. How providers will implement coproduction in the delivery of services is an established method statement question within tenders; further work is also in progress to involve people that use services in the procurement process.

Coproduction methods are also being introduced to improve current service delivery, for example co-producing standards for accommodation, and service provision, ensuring engagement with the full range of people that use services.

Strategic priority 8

Strengthen support and accommodation provision for young people.

Why is this a priority?

A young person's support and accommodation commissioning review is currently in progress. Findings from the review have been instrumental in understanding the needs, demands and determining priorities to ensure that future accommodation and support options meet the needs of young people and prevent homelessness when possible.

Both data and feedback from stakeholders showed that there has been a significant increase in young people experiencing issues with their mental health. There are also a number of young people who are unable to be accommodated due to complexity of need and/or lack of availability in current models of provision.

How will this be delivered?

The Supported Accommodation Pathway (SAP), which manages all referrals for accommodation recorded, family relationships, being young and vulnerable and homelessness as the most common support needs identified. This shows that family mediation to prevent homelessness and /or ensure support networks are maintained can be an essential element of the options available for young people experiencing or at risk of homelessness.

Transitional workers based within temporary supported accommodation have been commissioned to improve move on and increase the availability of placements. Training Flats have also been introduced to provide young people with an opportunity to develop skills to live independently.

SAP identified that 78% of young people were 16 or 17 at point of referral. Further analysis needs to be undertaken to understand what happens to young people over 18 experiencing homelessness to ensure that accommodation and support options meet the needs of all age groups.

Additional funding has been provided for a mental health outreach resource to support young people and to also provide support and guidance to support workers working with young people.

The development of options for young people with multiple disadvantages is a priority of the strategy. A Housing First pilot for young people has been developed and although in the initial stages the model has shown positive outcomes for the young people accommodated. A Supported Lodgings Plus provision has also been introduced extending the current scheme to provide enhanced support for young people with more complex needs.

Strategic priority 9

Provide robust responses to support rough sleepers and eliminate the need for individuals to sleep rough.

Why is this a priority?

A primary objective of the Strategy is to eliminate the need for people to sleep rough in Swansea. It is strongly anticipated that going forward the Welsh Government suspension of priority need directive will remain in place with a possible change to legislation longer term.

Huge inroads were made during the start of the pandemic in reducing rough sleeping with periods of zero rough sleepers. However, rough sleeping is starting to slowly increase again. This is due to individuals presenting with a range of complex support needs including co-occurring mental health, learning disabilities, and substance misuse issues. Despite efforts to manage anti-social behavior there have also been evictions from emergency temporary accommodation in exceptional circumstances.

Despite offers of emergency accommodation some individuals have chosen to sleep rough. Work is in place to further understand the needs and preferences of individuals to ensure options are in place for all people experiencing homelessness.

Swansea is committed to making an offer of emergency temporary accommodation within 24 hours of being notified of a rough sleeper with a no second night out approach. However, it is becoming increasingly difficult to source emergency temporary accommodation. The number of individuals provided with emergency temporary accommodation reached an all-time high in March 2022.

How will it be delivered?

The approach in Swansea to successfully reduce the need for rough sleeping will include the continuation of a robust emergency response for rough sleepers. The extension of the Rough Sleepers Intervention Service to 7 days per week to identify, respond and engage with Rough Sleepers implemented during the pandemic will be sustained.

A review of the specific provisions available for rough sleepers will be undertaken in partnership with stakeholders to ensure that effective prevention and early intervention resources are in place including appropriate support to avoid the need for rough sleeping.

Data collection and monitoring will be reviewed and improved to understand and respond to presenting needs and demands. We will also implement mechanisms to

continually engage with people who have experienced rough sleeping to ensure provision is effectively meeting their needs.

The development of a central referral gateway for temporary supported accommodation will aim to provide an effective pathway to assist people experiencing homelessness to receive the right support and accommodation to meet their needs reducing the likelihood of repeat homelessness and potentially rough sleeping.

4. Stakeholder engagement

4a Stakeholders engaged with

As part of the strategy development a range of different mechanisms are utilised to provide opportunities for stakeholders to influence the future development of homelessness and support services.

A full list of stakeholders is included in Appendix 1.

The different methods of engagement and collaboration are described below:

4b. Stakeholder feedback

Service Users

Client Survey

A survey is currently underway to gather the views of people who are/or have, in the last two years, used homelessness and housing support services. The purpose of the survey is to collect the views of people who have used housing support services and experienced homelessness so that they have the chance to influence the future development of homelessness and support services. The survey will run until February 2022 and the findings will inform the strategic priorities and the actions required to achieve them. An easy read version has also been developed to maximize responses and ensure views and experiences are considered from a variety of client groups.

Service User Consultation as part of the Systems Thinking Review

As part of the Temporary Accommodation Review Swansea Council engaged with consultants to undertake a review of the temporary supported accommodation pathway from the perspective of what matters to people that receive a service.

A fieldwork team consulted with 47 individuals who have been through temporary accommodation asking a range of set questions of what matters to them to help establish if the current system captures what matters and how we could improve. Feedback from the fieldwork team helped to define the purpose, value work and key principles in the provision of temporary supported accommodation. The key themes and

learning from the conversations with people that have used temporary supported accommodation have contributed to the conclusions of the Systems Thinking Review facilitated by external consultants and will inform Housing Support Programme needs assessment.

Stakeholders

Stakeholder Survey

A survey with stakeholders (see appendix 1 for full stakeholder list) helped to shape the strategic priorities for Housing Support Grant funded support services and homelessness prevention for the next four years. The survey findings have been used to inform the Strategy and the actions required to achieve them.

Subsequent to the receipt and analysis of the responses from both the stakeholder and service use consultation priorities were discussed and reviewed in the **HSG and Homelessness Collaborative Forum**.

Systems Thinking Review

As part of the Temporary Accommodation Review Swansea Council engaged with consultants to undertake a review of the temporary supported accommodation pathway. The review was from the perspective of what matters to people that receive a service also including the views of people that work within the service. Consultation was undertaken with a total of 28 staff and key partners within the third sector and statutory sector. A standard set of questions were asked to understand what it feels like working in the service, to understand how services are designed and managed. The key themes and learning from staff consultation have contributed to the conclusions from the Review and will inform future service redesign.

Overall Summary of Key Findings

The full details of the findings from all the consultation processes will be available on request. Across all the consultation responses, clear, common issues that emerge and the views provided will be used to develop the strategic priorities and actions for the strategy.

5. Impact assessments

5a Impact assessment process

A key principle of this strategy is to ensure equality of access to services and promote social inclusion and community cohesion. An Integrated Impact Assessment will be completed when consultation has been concluded and analysed.

Integrated Impact Assessment in progress

6a Working with partners

There are a number of key local strategic links that the HSP Strategy needs to make in order to be fully effective. The Strategy and Action Plan have been developed in partnership with the stakeholders responsible for these strategies and plans and the Action Plan reflects needs and priorities they have identified. Some of the key partnership approaches are described below.

Homelessness Coordination Cell

At the start of the pandemic, as per Welsh Government Guidance, a multi-agency Homelessness Cell was established to help co-ordinate the homelessness sector's response to the challenges arising due to the pandemic. This group initially focused on largely operational issues and provided a highly effective forum to develop excellent joint working during the on-going pandemic. The Cell is now developing its strategic role and has been useful in identifying issues/priorities/actions for inclusion within the strategy, particularly in relation to rough sleeping, substance misuse and access to mental health services. The group will continue to meet going forward.

Partnership Working with Registered Social Landlords

The Local Authority has continued to develop strong relationships with the three major registered social landlord partners that operate in the area. This is reflected in the increase in the number of allocations made to homeless applicants to RSL properties since the start of the pandemic. There was particularly strong collaborative work carried out as part of Phase 1 and Phase 2, including a combination of acquisitions, new builds and an increase in the level of temporary supported housing stock (Ty Tom Jones).

The Move-On Strategy continues to ensure that all the key housing providers directly assist in moving people on from supported housing into permanent accommodation and we are keen to strengthen this approach as part of the systems thinking review of supported housing. In addition, the Nominations Agreement is closely monitored to ensure that all providers consistently meet their Nomination targets. There is a need to consider reviewing this agreement to ensure that the needs of homeless applicants continue to be met.

Early discussions have taken place with RSL partners to consider how we can streamline access to housing and the allocation of accommodation. There is a long-term

goal of developing a common access point and ensuring allocations policies are more aligned with each other.

Joint Homelessness and Housing Support Grant Collaborative Forum

The forum aims to ensure that key stakeholders have a recognised forum which facilitates collaboration and coproduction with local commissioners. The Forum provides an opportunity for stakeholders to inform and influence the development of the homelessness strategy and service responses to meet the priorities. It also provides an opportunity for networking, to publicise positive achievements and share best practice.

VAWDASV Leadership Group

Swansea's VAWDASV Strategy is overseen by the VAWDASV Leadership Group. The Leadership Group has excellent engagement from a range of partners including Health, Education, PCC, Providers, Social Services, Police, Community Safety, Housing, Homelessness, and the Housing Support Grant Team.

HHAVGP (Health of Homelessness and Vulnerable Groups Plan) a local multiagency group which aims to ensure the implementation of Welsh Government's Health Standards for Homeless and Vulnerable Groups in order to improve health outcomes for rough sleepers and other vulnerable groups.

Housing Support Grant Commissioning Group

HSG expenditure is overseen by the Swansea Housing Support Grant Commissioning Group with representatives from Housing, Social Services, Commissioning, Probation, and Health. The Group meets at least quarterly to agree priorities, review progress on expenditure and make funding decisions concerning HSG. This includes commissioning new services, de-commissioning services, considering contract uplift requests and procurement planning and HSG programme management.

West Glamorgan Regional Approach

The West Glamorgan Regional Partnership Board (RPB)

The RPB provides leadership in decision making, guidance, influence and support to ensure the successful delivery of Housing, Health, and Care Services to people in West Glamorgan. The RPB is currently developing a Health, Housing and Social Care Strategy for the region.

The Housing Support Grant (HSG) was previously overseen by a Regional Collaborative Committee then renamed the Regional Housing Support Collaborative Group. To improve integration in work across the region the Regional Housing Support Collaborative Group and the Regional Health, Housing and Social Care Group were brought together to form the Regional Housing Partnership (RHP) and the Regional Housing Forum (RHF). The new governance includes two new groups:

- The **Regional Housing Partnership Group (RHP)** which provides strategic direction for the housing workstream of the Regional Partnership.
- The **Regional Housing Forum (RHF)** which reports to the RHP. The primary purpose is to inform the co-productive development of **the regional strategy/action plans for housing, housing related support, health and social care transformation**, by bringing together organisations, citizens and carers from across the region.

West Glamorgan Area Planning Board (APB) – responsible for planning, commissioning, and monitoring substance misuse services at a regional level.

Dual Diagnosis Group

As part of the APB commitment to improve services with individuals with a dual diagnosis a multi-agency steering group has been established to develop and implement a strategy to improve services for individuals with a dual diagnosis of mental illness and substance misuse.

6b Funding sources

The priorities set out in this strategy will be funded in the main from a series of grant allocations from the Welsh Government (WG).

- **Housing Support Grant (HSG)** is an amalgamation by WG of three existing grants; Supporting People Programme Grant, Homelessness Prevention Grant, and Rent Smart Wales Enforcement. The WG Housing Support Grant allocation for Swansea Council for 2021 /2022 is £ 18,489,233 with a further 3-year indicative allocation for forward planning of:
 - ◆ 2022-23 - £18,489,233
 - ◆ 2023-24 - £18,489,233
 - ◆ 2024-25 - £18,489,233
- **Homeless Prevention Grant** – From April 22 this will transition over a 2-year period into the main HSG programme.
- **Youth Innovation Fund**
- **Children and Communities Grant**
- **Local Authority Revenue Support Grant**

6c Monitoring, reviewing and evaluation arrangements

The Housing Support Programme Strategy outlines how the Council and its partners plan to tackle homelessness between the years 2022 to 2026. Progress towards achieving the strategy's aims and objectives will be measured and monitored on a regular basis. In order to achieve this the following activities will be carried out:

- The action plan will be reviewed on an annual basis and progress reported to the Cabinet Members
- An annual update will be produced including action plan progress and an up-date of the key homelessness statistics.
- An annual review day will be held with the Housing Support Grant and Homelessness Forum.
- In addition to the annual review of progress, key performance measures will be used to monitor the on-going success and progress of the strategy in Swansea.

Further appropriate measures will be developed over time as the action plan is updated.

7. Implementing, monitoring and reviewing the Strategy

The Housing Support Programme Strategy Action Plan sets out the actions required to deliver the strategic priorities at section 2 is attached as an appendice.

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Annex A Action Plan (at Annex A).
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Annex B Insert Rapid Rehousing Transition Plan – due September 2022.

Housing Support Strategy 5 year Action Plan 22-26

Initial Action Plan put in place in 2022/23

(Please note this action plan will be reviewed annually and additional actions may be added)

	Housing Support Strategy Priority	Action required to deliver the priority	Timescales <ul style="list-style-type: none"> • Short term <1 year • Medium 1-2 years • Long Term >3 years 	Lead	Outcome/Outputs
1	Strengthen and increase services in place to prevent homelessness.	Ensure appropriate increase in resources for statutory homelessness service to deal with increase in demand and provide capacity for a refocus on preventive work.	Short	H/O Manager	Appointment of new posts within Housing Options Team.
1	Strengthen and increase services in place to prevent homelessness.	Develop pre-eviction protocols with all housing and supported housing providers and understand reasons for abandoned tenancies, embedding PIE and trauma informed approaches.	Medium	HSG Planning Performance and Development Officer / Ops Manager for Community Housing	No evictions into homelessness across supported housing and social housing sector.
1	Strengthen and increase services in place to prevent homelessness.	Develop further a set of dashboard measures that will inform needs, gaps and priorities and accurately report progress towards ending homelessness and support	Short	Housing Support Grant (HSG) Commissioning Team / Ops Manager for Community Housing	Measures in place for: <ul style="list-style-type: none"> • Repeat homelessness • Time spent in TA • Tenancy sustainment

		WG's new Homelessness Outcomes Framework.			<ul style="list-style-type: none"> Additional measures to be agreed when WG Outcome Framework is available.
1	Strengthen and increase services in place to prevent homelessness.	Pro-actively promote Housing Options homelessness, housing advice and tenancy support services online, in social media and press.	Short	H/O Manager/TSU Manager/Housing Support Grant Commissioning Team	All appropriate services are fully accessible and support and advice is available at the earliest opportunity.
1	Strengthen and increase services in place to prevent homelessness.	<p>Ensure target is met for homelessness prevention.</p> <p>Monitor use of Prevention fund to ensure it successfully contributes to sustainable tenancies, including data on use of Tenancy Hardship Fund.</p>	Short/medium	H/O Manager	Prevention and Tenancy Hardship Fund data monitored.
1	Strengthen and increase services in place to prevent homelessness.	Monitor reasons for loss of private rented accommodation to better understand the drivers behind this cause of homelessness and develop measures to address issues identified.	Short	H/O Manager	PR data collated and monitored. Reduction in PR evictions.
1	Strengthen and increase services in place to prevent homelessness.	Commission and sustain an appropriate level and range community-based support services to undertake early	Medium	HSG Commissioning team with TSU Manager and LAC Coordinator.	Levels of commissioned services ensure rapid access to support is available as early

		<p>intervention and prevention of homelessness</p> <ul style="list-style-type: none"> • Floating Support Services accessed via the TSU Gateway including rapid access crisis and planned resettlement • Local Area Coordinators 			<p>intervention and prevention in order to prevent needs escalating to homelessness presentations.</p>
1	<p>Strengthen and increase services in place to prevent homelessness.</p>	<p>Ensure that all commissioned services link to the appropriate referral sources/partners e.g., RSLs, Housing Officers, GPs (General Practitioners) for opportunities for early intervention and prevention.</p>	Short	<p>HSG Commissioning Team with TSU Manager and LAC Coordinator.</p>	<p>Increased awareness and understanding of Housing Related Support Service offer. Wide range of referral sources.</p>
2	<p>Ensuring appropriate support is available at the right time for people who are at risk or are experiencing homelessness.</p>	<p>Review the Move-On Strategy:</p> <ul style="list-style-type: none"> • Ensure it responds to the Temporary Supported Accommodation Housing pathway process review. • Ensure Support Services deliver the requirements of Temporary Supported Housing review. 	Medium	<p>Ops Manager for Community Housing</p>	<p>Move on Strategy contributes to the Rapid Rehousing approach and Temporary Accommodation Pathway review.</p> <p>People do not spend more time than they need in Temp Supported Housing</p>
2	<p>Ensuring appropriate support is available at the right time for people who are at risk or are experiencing homelessness.</p>	<p>Develop a consistent simplified pathway for individuals to access temporary supported accommodation: taking account of recommendations from the systems thinking review.</p>	Short	<p>Ops Manager for Community Housing/HSG Commissioning Team and Providers</p>	<p>Temporary accommodation pathway developed ensuring options available are appropriate for an individual's</p>

		Supporting the Rapid rehousing Transition Plan			accommodation and support needs. A process and range of provision which support the Rapid Rehousing Transition Plan.
2	Ensuring appropriate support is available at the right time for people who are at risk or are experiencing homelessness.	Reduce barriers to access temporary and longer-term supported accommodation. E.g. Rent & Service charges levels. Lack of ability to accommodate people with pets. Lack of suitable supported accommodation for couples. Previous evictions exclusions. Ability to manage high risks in settings. Lack of female only provision (where shared facilities)	Short	HSG Commissioning Team/Housing Options Manager.	Access barriers are removed.
2	Ensuring appropriate support is available for people who are or may become homeless at the right time.	Develop a procurement plan to provide a range of Temp Supported Accommodation which contributes to the transition to a Housing Led/Rapid rehousing Approach and delivers improved outcomes and minimizing evictions	Short/medium	HSG Commissioning Team/Homelessness Prevention Team.	Aim of the Rapid Rehousing Plan are delivered.
2	Ensuring appropriate support is available for people who are or may	Ensure full community coverage of Local Area Coordination.	Short/medium.	LAC Coordinator/HSG Commissioning Team.	Full coverage for all communities of early intervention prevention service.

	become homeless at the right time.				
2	Ensuring appropriate support is available for people who are or may become homeless at the right time.	Rapid Rehousing Support is available and offered to support in Bed & Breakfast immediately on placement or asap.	Short	HSG Commissioning Team/Ops Manager for Community Housing.	Support is offered rapidly to all people placed in Emergency Temporary Accommodation.
2 & 1	Ensuring appropriate support is available for people who are or may become homeless at the right time.	Regular report and monitor Tenancy Support Unit waiting lists across all client groups.	Short	TSU Manager	Ensure waiting time for tenancy support is minimised and rapid crisis support is available.
3	Develop and adopt a Rapid Rehousing approach in partnership with stakeholders.	Develop a dedicated in-house Rapid Rehousing Support Team within the TSU	Short	TSU Coordinator	RRH support embedded within the in house TSU Service
3	Develop and adopt a Rapid Rehousing approach in partnership with stakeholders.	Complete and implement Rapid Rehousing Transition Plan.	Short	Housing Support Grant (HSG) Planning, Performance & Development Officer / Ops Manager for Community Housing	Rapid Rehousing Transition Plan is in place and its implementation is monitored.
3	Develop and adopt a Rapid Rehousing approach in partnership with stakeholders.	Establish a strategic partnership group to develop RRH Transition Plan. Continue to support existing operational RRH monthly group.	Short	HSG Team / Ops Manager for Community Housing	Rapid Rehousing Transition Plan is in place developed in partnership.
3	Develop and adopt a Rapid Rehousing approach in partnership with stakeholders.	Complete Temporary Accommodation Supported Housing Commissioning Review including service specification and procurement plan which	Medium	HSG Team / Ops Manager for Community Housing	Service specification and procurement plan in place which addresses the Rapid Rehousing transition plan.

		address the Rapid Rehousing Transition Plan.			
3	Develop and adopt a Rapid Rehousing approach in partnership with stakeholders.	Monitor and report the use and length of time spent in temporary accommodation for homeless households	Medium	H/O Manager	Measures in place on time spent in temporary accommodation. Reduction in use and time spent in temporary accommodation
3	Develop and adopt a Rapid Rehousing approach in partnership with stakeholders.	Monitor and report the time spent in Temporary Supported Housing before move on.	Short	HSG Commissioning Team	Trends are monitored Time spent in Temp Supported Housing is reduced as needed.
3	Develop and adopt a Rapid Rehousing approach in partnership with stakeholders.	Review and Evaluation of Housing First Project	Medium	Planning Performance and Development Officer / Ops Manager for Community Housing	Housing First targets met.
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up approach to homelessness prevention.	Continue to facilitate and support Swansea Multi Agency Homelessness Cell	Short/medium	Planning Performance and Development Officer / Ops Manager for Community Housing	Regular meetings with good attendance from partners and continued dynamic actions resulting from the work of the group.
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up	Continue to support and facilitate the Homelessness and Housing Support Grant Collaborative Forum	Short / Medium	Planning Performance and Development Officer / Ops Manager for Community Housing	Regular meetings with good attendance from stakeholders. Opportunity for key stakeholders to inform

	approach to homelessness prevention.				and influence the development of strategic priorities and responses to prevent and alleviate homelessness.
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up approach to homelessness prevention.	Work with RSL partners to set out and agree expectations to identify how the social housing sector will work together to alleviate homelessness.	Short/medium	Ops Manager Community Housing	<ul style="list-style-type: none"> • Increased allocations for homeless households • Low or no evictions into homelessness • SHG spend /development aligned with LA strategic priorities <ul style="list-style-type: none"> • Reduction in barriers to accessing social housing
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up approach to homelessness prevention.	With partners, map the provision in place to assist and advise individuals who are ineligible for homelessness and housing assistance. E.g. Those with no recourse to public funds.	Medium	Ops Manager Community Housing Social Services	Partnerships in place to support all ineligible households
4	Continue to develop and improve partnership working with key stakeholders	Work with Probation and key voluntary sector partners to review the effectiveness of the	Short	H/O Manager Probation	Effective arrangements in place to reduce homelessness

	to ensure a joined up approach to homelessness prevention.	Prisoner Pathway on an annual basis.			amongst ex-offenders and reduce re-offending.
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up approach to homelessness prevention.	Review the Council's Housing Allocations Policy	Medium/Long	Ops Manager Community Housing	New Allocation policy in place that reflects the changes in legislation and priorities.
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up approach to homelessness prevention.	Attendance at the Regional Partnership Board and Regional Housing Forum to inform and support the development of strategic priorities across housing, health and social care delivering regional and local transformation.	Short/ Medium	Head of Housing and Public Health	Alignment of the HSP Strategy with the priorities of the Social Care, Health and Housing Strategy to deliver better outcomes for citizens.
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up approach to homelessness prevention.	Commitment to use HSG for essential non-stat health interventions for those in Emergency Temp. Accommodation and Temp Supported accommodation ➤ Continue to work in partnership with Primary Care and GP networks Enhanced Surgery to fund non- statutory Homeless Outreach Mental Health Nurse and Substance Misuse provision.	Short	Planning Performance and Development Officer / Ops Manager for Community Housing	Virtual minimum multi-disciplinary team is in place to support unprecedented numbers in emergency temp accommodation whilst medium term goal is actioned.

		➤ Continue to fund Outreach Substance Workers.			
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up approach to homelessness prevention.	Actively seek other specialist finding options e.g. ICF or other Area Planning Board and health funding to establish and sustain a multi-agency complex needs team.	Medium	Housing Support Grant Commissioning Team/Housing Options	Complex needs team established to provide improved access and increased capacity to support people with MH and substance misuse issues so that they can maintain a stable home.
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up approach to homelessness prevention.	Ensure Commissioning Review of Substance Misuse Services has input from Homelessness & Housing Support and non-stat virtual team to feed in needs of people experiencing homelessness.	Short	Principle Officer Mental Health & Learning Disabilities Area Planning Board, including representatives from Homelessness Service and HSG Team.	Identified barriers for homeless people to access the substance misuse treatment and support services are no longer in place and they are more able to sustain their accommodation.
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up approach to homelessness prevention.	Finalize the Mental Health commissioning review to inform procurement options for Mental Health specialist accommodation and support. Delivery of additional longer term dispersed/cluster self-contained units and female only shared accommodation.	Medium	HSG Commissioning Team/Social Services/Health/Homelessness	Services are fit for the future delivering a trauma psychologically Informed, recovery focused specialist services preparing people to move forward to more stable and sustainable accommodation with support.

					Meet unmet needs
4	Continue to develop and improve partnership working with key stakeholders to ensure a joined up approach to homelessness prevention.	Develop an effective hospital discharge protocol for people experiencing mental health from General and Psychiatric hospitals/wards and review the effectiveness on an annual basis.	Short	Housing Options Health	Clear protocol for a planned approach to assess accommodation and support options for people leaving hospital is in place
5	Work in partnership to strengthen support provision for people with complex needs, including mental health, learning disability, substance misuse and VAWDASV.	Extend VAWDASV specialist support and accommodation for people who experience difficulty in accessing current services.	Medium	VAWDASV Strategic Lead / Housing Support Grant team	Provide victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services.
6	Continue to increase the supply of suitable and affordable accommodation.	<p>More Homes Programme has set a 10 year delivery ambition for 1000 new Council homes from 2021-2031</p> <p>The current 4 Registered Social Landlords (RSLs) who are zoned to develop in Swansea between them project to deliver over 4000 new homes over the next 10 years.</p> <p>Continue LA acquisitions programme, including scheme prioritising 1 bed flats in order to deal with the immediate crisis</p>	<p>Long Term</p> <p>Medium</p>	Housing Strategy & Development Manager	<p>1000 new council homes built by 2031.</p> <p>4000 additional new affordable homes by 2031.</p> <p>Increase in LA stock of 1 bedroom properties immediately available for letting.</p>

		and reduce number of single households in B&B as rapidly as possible. NB programme is also acquiring larger flats and houses to increase overall supply in areas of need for larger households.			Reduction in number of households in B&B.
6	Continue to increase the supply of suitable and affordable accommodation.	Continue to increase the supply of suitable and affordable private rented properties by establishing social lettings scheme for private sector properties.	Medium	Ops manager Community Hosing / The Wallich PRS Team	Swansea Social Lettings Agency established by 2023. Target number of properties to TBA
6	Continue to increase the supply of suitable and affordable accommodation.	Ensure B&B accommodation is only used for families in an emergency and that target is not exceeded.	Long	Housing Strategy & Development Manager	PI Target met
6	Continue to increase the supply of suitable and affordable accommodation.	Prevent use of B&B for 16 & 17 year olds.	Short	Youth Homeless Manager /H/O Manager	PI Target met
6	Continue to increase the supply of suitable and affordable accommodation.	Increase the temporary accommodation provision available to both single people and families	Short	Ops manager Community Hosing	Reduction in use of B&B accommodation
7	Work with service users and stakeholders to introduce regular mechanisms for engagement and co-production to inform	Incorporate coproduction principles into the design and delivery of service provision.	Short/ medium Long	HSG Planning Performance and Development Officer H/O Manager /O Manager	Coproduction methods implemented during commissioning reviews making a difference to the outcomes of service design.

	service development and improvement				Coproduction is built into tender specifications and measured as part of effective service delivery.
7	Work with service users and stakeholders to introduce regular mechanisms for engagement and co-production to inform service development and improvement	Carry out satisfaction surveys with: <ul style="list-style-type: none"> • Housing Options clients (homelessness and housing advice) • Households in temporary accommodation • Identify ways to ensure engagement from groups with “protected characteristics” 	Medium		Surveys completed and findings reported to Homelessness Cell and HSG/Homelessness Forum. Additional service improvements and actions identified for inclusion in HSP action plan.
7	Work with service users and stakeholders to introduce regular mechanisms for engagement and co-production to inform service development and improvement	Introduce a co-productive approach with service users to develop the following: <ul style="list-style-type: none"> • Service standards for Housing Options • Written standards for temporary accommodation 	medium		Service Standards for Housing Options and temporary accommodation produced and publicised
8	Strengthen support and accommodation provision for young people.	Implement findings of Systems Thinking Review	short/medium	Youth Homeless Manager Principal Officer – Adolescent & Young People Services	More support available to help support independence and transition into adulthood

8	Strengthen support and accommodation provision for young people.	Complete the Young Persons Support and Accommodation joint Commissioning Review.	Short /Medium	Housing Support Grant Team / Principal Officer – Adolescent & Young People Services	Review completed and commissioning plan in place Review completed and model developed.
8	Strengthen support and accommodation provision for young people.	Review and evaluate the WG funded Housing First scheme for young people. Consideration given to increasing number of units.	Short	Youth Homeless Manager Principal Officer – Adolescent & Young People Services	Review completed and model developed Longer term – offer that is in line with what matters to YP in Swansea and reflects greater choice and control
8	Strengthen support and accommodation provision for young people.	Promote and ensure implementation of Youth Homelessness Charter within the Council and amongst partners.	Short/ Medium	Youth Homeless Manager	Youth Homelessness Charter embedded in the service.

8	Strengthen support and accommodation provision for young people.	Embed the transition training flat service as part of the local offer and explore the expansion of the Housing First for youth model in Swansea following its evaluation as part of the review of supported accommodation and floating	Short/ Medium	Youth Homeless Manager Principal Officer – Adolescent & Young People Services	More YP accessing LA or independent living in private rented sector. More options available to Young People
8	Strengthen support and accommodation provision for young people.	Continue to use Youth Support Grant to align with HSG and strengthen our focus on Youth Homelessness prevention through the use of Eviction prevention work for Care Leavers, SAP coordination function and front of house offer to young people needing immediate support and advice		Youth Homeless Manager Principal Officer – Adolescent & Young People Services	Reduction in eviction Improve move numbers Improved matching and placement offers
8	Strengthen support and accommodation provision for young people.	Continue to develop the WIR function within Adolescent and Young People services to ensure young people who are care experienced have the opportunity to remain with foster carers/friends and family.	short	Youth Homeless Manager Principal Officer – Adolescent & Young People Services	Numbers of young people remaining in WIR increase and promoting more stability and improved outcomes such as remaining in training and education for longer
8	Strengthen support and accommodation	Using prevention funding to continue to reduce the risks of	Short	Youth Homeless Manager	Reduction of evictions, spotting triggers,

	provision for young people.	evictions and promote accommodation and / or tenancy stability for young people.		Principal Officer – Adolescent & Young People Services	needs earlier, and intervening earlier to prevent problems escalating
8	Strengthen support and accommodation provision for young people.	Continue to use HSG to support the ongoing implementation of the tier 3 homelessness prevention role as part of prevention and early intervention	Short	Youth Homeless Manager Principal Officer – Adolescent & Young People Services	Early prevention of homelessness Improved mediation with family and prevention of the need to source accommodation
9	Provide robust responses to support rough sleepers and eliminate the need for individuals to sleep rough.	Continue to implement the continued emergency response for rough sleepers during the pandemic	Short	Ops Manager Community Housing	Rough sleeping data monitored and reported on a monthly basis to Homelessness Cell, RS numbers kept to a minimum.
9	Provide robust responses to support rough sleepers and eliminate the need for individuals to sleep rough.	Complete a multi-agency review of provision and services available to avoid the need for rough sleeping.	Medium	HSG Commissioning Team/ Ops Manager for Community Housing	Ensuring services commissioned meet aims of reaching all rough sleepers with 24 hours of notification and eliminate the need for rough sleeping.
9	Provide robust responses to support rough sleepers and eliminate the need for individuals to sleep rough.	Review of Homeless Prevention Grant Services transitioning into HSG main programme to ensure fit for purpose and contribution to Rapid Rehousing Transition Plan.	Short	HSG Commissioning Team/ Ops Manager for Community Housing	Clear position reached post ring fenced protection on strategic priority commissioning as part of main program HSG.

9	Provide robust responses to support rough sleepers and eliminate the need for individuals to sleep rough.	Carry out an annual review of the Adverse Weather Plan.	Short	Housing Options Manager/HSG Team	Review completed and plan updated annually.

Please note that some actions may contribute to more than one priority.

.....

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

Which service area and directorate are you from?

Service Area: Adult Services Commissioning

Directorate: Social Services

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:

This screening relates to the creation of Swansea’s new Housing Support Programme Strategy and Action Plan. The Strategy is a four-year plan, which provides the strategic direction for homeless prevention and housing support services in Swansea.

The Housing Support Programme Strategy fulfils the requirement described in the Housing Support Grant guidance published in March 2020 (updated in April 2021) to develop a strategic plan for the whole housing system.

The Housing Support Programme Strategy incorporates the reviewed and updated 2018-2022 Homelessness Strategy produced as of part the local authority’s statutory duty under Part 2 of the Housing (Wales) Act 2014, and the strategic plans for use of the Housing Support Grant (a combination of three existing grants Supporting People Programme Grant Homeless Prevention Grant and Rent Smart Wales Enforcement Grant).

This Strategy and accompanying action plan set out the single strategic direction of the local authority for homelessness prevention and housing related support services for the next four years (2022 – 2026). It sets out the key priorities for the local authority and its partners based on findings from a comprehensive needs assessment and stakeholder engagement exercise.

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<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

A wide range of consultation, engagement and co-production has occurred with relevant stakeholders including use of questions, meetings and systems review events. Details are described in full at section 4 of the report. Partners have been integral to shaping the content of the strategy and action plan.

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

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

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

Yes No If yes, please provide details below

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.)

Welsh Government has shown commitment to supporting Local Authorities in tackling homeless and the causes. In 2021 -2022 Welsh Government (WG) allocated an uplift to Housing Support Grant of 4.4 million with specific guidance that the new allocation should be spent on the transformation of Homelessness Prevention and Housing Support Services.

The significant uplift to the HSG programme adds additional support capacity to people who may have protected characteristics including disability and mental health, services for older persons and for younger persons aged 16 to 25, services to LGBTQ and older people who require VAWDASV support. The programme also provides support for vulnerable families which includes individuals who are pregnant and may be single parenting.

The supporting HSP strategy is designed to address the Authorities duty to people who are homeless or at risk of homelessness by providing support and assistance to all those are disadvantaged and marginalised, including people with protected characteristics. The strategy will assist the authority to meet its duties and no negative impacts to any group with protected characteristics are foreseen.

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)**

No negative impacts are foreseen in relation to any group of individuals referred to at Q2. The strategy is designed to provide support to those at risk of homelessness including all those with protected characteristics.

A wide range of consultation and engagement has occurred. This will continue to occur as the high-level action plan is refined and translated into more specific commissioning objectives.

The strategy is consistent with WFG objectives. The process followed and the content of the Strategy have been constructed to ensure compatibility with WFG objectives. More detail is provided at page 3 of the report.

Engagement, consultation and co-production will be built into the development of any tender proposal or newly commissioned service. A separate IIA process will be completed when required prior to any changes in service provision.

(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.

Screening completed by:
Name: Peter Field
Job title: Principal Officer for Commissioning for Adult Services
Date: 03/08/22
Approval by Head of Service:
Name: Amy Hawkins
Position: Head of Adult Services & Tackling Poverty
Date:

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 11.



Report of the Cabinet Member for Service Transformation

Special Cabinet – 29 September 2022

Retrospective Approval for Transitional Accommodation Capital Funding and Welsh Building Safety Funding from the Welsh Government

Purpose:	This report is being submitted to comply with Financial Procedure Rule No 7 (Capital Programming and Appraisals) to commit and authorise schemes in the Capital programme and seeks retrospective approval for two Welsh Government grant applications. The Transitional Accommodation Capital Programme (TACP) funding has been announced by Welsh Government to address the pressures in temporary accommodation and the Ukraine crisis. The scheme will fund works to bring void properties back into use more quickly, as well as the conversion of 3 buildings to residential accommodation for social rent. The Welsh Building Safety Funding was secured to provide sprinkler systems to the two high rise blocks of flats at Griffith John Street. This will commit the schemes to the capital programme in line with the Council's Financial Procedure Rules.
Policy Framework:	More Homes Strategy
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that Cabinet: 1) Approves the TACP bids set out in 2.0 2) Approves the Welsh Building Safety Fund set out in Section 3.0. 3) Delegates authority to the Interim Director of Place, the Chief Legal Officer and Chief Finance Officer to enter into any agreements necessary to ensure the delivery of the projects and to protect the Council's interests.

- 4) Delegates authority to the Interim Director of Place and the Chief Finance Officer to recover all expenditure associated with the delivery of the projects from Welsh Government.
- 5) Any further decisions relating to the funding above will be delegated to the Interim Director of Place and the Cabinet Member for Service Transformation, and schemes are detailed and approved via the annual HRA Capital Budget report.

Report Authors: Carol Morgan/David Meyrick

Finance Officer: Jeffery Dong

Legal Officer: Adrian Jeremiah

Access to Services Officer: Rhian Millar

1. Introduction

- 1.1 2 bids have been submitted to the Welsh Government for funding to support work as part of the Council's More Homes Strategy and to fund works to install sprinklers to 2 high rise tower blocks. Given the short timescales involved, it was not practical to inform Cabinet of the bids before the bid submission dates so this report seeks retrospective approval for the 2 bids.

2.0 Transitional Accommodation Capital Programme (TACP)

- 2.1 The Transitional Accommodation Capital Programme (TACP) funding has been announced by Welsh Government to address the pressures in temporary accommodation and the Ukraine crisis. The scheme will fund works to bring void properties back into use more quickly, as well as the conversion of 3 buildings to residential accommodation for social rent.
- 2.2 The bid included a proposal to fund kitchen and bathroom works to 34 void properties. Using this TACP fund to employ an external contractor to undertake this work, will allow the in-house team to focus on normal voids. In addition to increasing the overall number of properties being prepared for letting over the next 6 months, this approach would also lead to normal voids being turned around more quickly; as the in-house team would not be undertaking major capital work.
- 2.3 The bid also included a request to fund the remodelling and conversion of 2 now vacant ex District Housing Offices into flats. These are - Penlan DHO and Eastside DHO. Penlan DHO will be converted into 6 x 2 bedroom flats, with 2 ground floor flats will be wheelchair accessible. Eastside DHO will be converted into 4 x 1 bed flats, and again the 2 ground floor flats will be accessible. The former Sparks Centre in Blaenymaes is a part demolition and new build of an ex community centre into 1 x 3 bedroom house and 2 x 1 bedroom wheelchair

accessible flats. The properties will be built to WDQR standard. Ward Members have been consulted regarding the conversion plans.

- 2.4 A further concept to explore HMO conversion to self-contained flats was included. With the introduction of the Renting Homes Act and the increase in provision of new purpose built student accommodation in Swansea there is a rise in the number of private rental properties and HMO properties coming to market. The bids looks at targeting the purchase of ex HMO properties to remodel to self-contained 1 bedroom if feasible.

3. Welsh Building Safety Fund

- 3.1 The Welsh Government established the Social Sector, Medium and High Rise Residential Building Remedial Capital Grant Fund in response to the Grenfell Tower disaster. The fund is designed to help social landlords with the cost of installing enhanced fire safety measures in medium and high rise tower blocks.
- 3.2 In recent years the Authority has developed a programme of installing sprinkler systems in its residential tower blocks. A bid was recently submitted to the Welsh Government to fund the installation of sprinkler systems in the 2 high rise tower blocks at Griffith John St.

4. Financial Implications

4.1 TACP Funding

The amount of funding is applied for each scheme is set out in the tables below.

Scheme name	Estimated scheme cost (£)	TACP (£)	Estimated HRA contribution (£)
Voids	294,774	229,108	65,666
Eastide DHO Conversion	520,123	285,277	234,846
Penlan DHO Conversion	895,830	483,332	412,498
Sparks Centre Development	723,000	311,895	411,105
Total	2,433,727	1,309,612	1,124,115

- 4.2 The total estimated cost of the scheme is £2,433,727. The TACP element of this would be £1,309,612. The estimated HRA contribution would be £1,124,115. The bidding process was divided into 2 number of phases. The Authority has now been informed that both phases of the bid were successful.

5. Welsh Building Safety Fund

5.1 The amount of funding is applied for is set out in the table below.

Scheme	Amount requested/awarded (£)
Griffith John Street Block 1	505,000
Griffith John Street Block 2	416,000
Total	921,000

5.2 The Authority has recently been informed that this bid has been successful. No matched funding is required with the resources needing to be spent in the 2022/23 financial year.

6. Integrated Assessment Implications

6.1 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.

6.2 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'.

6.3 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.

6.4 An IIA Screening Form has been completed and a full IIA report is not required at this stage. Each site will need to be considered in detail once the development proposals are known. This will be subject to a further report.

- 6.5 Delivery of affordable homes, and decarbonisation of existing homes is a good example of the 5 Ways of Working promoted by the Well-being of Future Generations (Wales) Act 2015 and will make a significant contribution to the 7 well-being goals. It is an example of collaborative working between the public and private sector in a sustainable way resulting in a long term partnership with the objectives of developing homes within the city for the benefit of future generations.
- 6.6 Increasing the supply of affordable housing, and improving existing housing stock will assist in the regeneration of areas, and stimulating economic growth, addressing issues such as fuel poverty, inequality, jobs and skills which directly contributes to the council's obligations to act in a sustainable way pursuant to the Well-being of Future Generations (Wales) Act 2015.

7. Legal Implications

- 7.1 The Council will need to ensure that it complies with any terms and conditions attached to this Welsh Government grant funding. Any procurement activities in relation to the projects in this report will follow the Council's Contract Procedure Rules.

Background Papers – None

Appendices - Appendix 1 - IIA Screening form

Appendix 1 - Integrated Impact Assessment Screening Form

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

Which service area and directorate are you from?

Service Area:

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:

Proposal to submit bids to the Welsh Government to increase the supply of affordable homes.

Proposal to submit bids to the Welsh Government to install sprinkler systems in the Griffith John St tower blocks.

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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"/>

Appendix 1 - Integrated Impact Assessment Screening Form

Pregnancy and maternity

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

The bids and proposed work do not require public consultations and are carried out within the legal framework of the HRA manual and the Section 122(1) of the Local Government Act 1972. Any resultant planning application on the sites being cleared for development will be subject to public consultation.

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

Delivery of affordable homes is a good example of the 5 Ways of Working promoted by the Wellbeing of Future Generations (Wales) Act 2015 and will make a significant contribution to the 7 well-being goals. It is an example of collaborative working between the public and private sector in a sustainable way resulting in a long term partnership with the objectives of developing homes within the city for the benefit of future generations.

Increasing the supply of affordable housing will assist in the regeneration of areas, and stimulating economic growth, addressing issues such as poverty, inequality, jobs and skills which directly contributes to the council’s obligations to act in a sustainable way pursuant to the WFGA.

The installation of the sprinkler systems will contribute to the safety of future tenants over many decades and not just the current residents.

- 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

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

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

Yes No **If yes, please provide details below**

Appendix 1 - Integrated Impact Assessment Screening Form

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.)

Increase the supply of good quality affordable housing in Swansea. The affordable homes will be allocated according to the Housing Allocations policy, which was subject to a full EIA. The sprinkler systems will dramatically increase the safety of tenants living in the Griffith John St Tower blocks in the event of a fire.

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)**

This proposal will have a low impact with no mitigation required. Any subsequent planning application require public consultation through the planning process. The proposal supports the Wellbeing of Future Generations (Wales) Act 2015 and will make a significant contribution to the 7 well-being goals. Several of the bids are an example of collaborative working between the public and private sector in a sustainable way resulting in a long term partnership with the objectives of developing homes within the city and making existing homes more fuel efficient for the benefit of future generations.

Increasing the supply of affordable housing will assist in the regeneration of areas, and stimulating economic growth, addressing issues such as poverty, inequality, jobs and skills which directly contributes to the council's obligations to act in a sustainable way pursuant to the WFGA.

There are no risks to the Council as set out in the legal section of the report.

The proposals will increase the supply of good quality affordable housing in Swansea. The affordable homes will be allocated according to the Housing Allocations policy, which was subject to a full EIA. Likewise any of the properties benefiting from decarbonisation measures which become void in future, will be allocated according to the Housing Allocation policy.

The sprinkler systems will substantially improve the safety of all tenants living in the Griffith John St tower blocks in the event of there being a fire in the blocks.

Full IIA to be completed

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

Appendix 1 - Integrated Impact Assessment Screening Form

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.

Screening completed by:
Name: Peter Williams
Job title: Strategy & Special Projects Manager
Date: 26.7.22
Approval by Head of Service:
Name:
Position:
Date:

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 12.



Report of the Cabinet Member for Service Transformation

Special Cabinet – 29 September 2022

Disabled Facilities & Improvement Grant Programme Transfer of Budget 2022/23

Purpose:	To provide details of Disabled Facilities & Improvement Grant Programme in 2022-23 and to seek approval to vire budget from Disabled Facilities Grants (DFG) to the Council's Minor Adaptations Grant and Homefix loans budget to the Council's Capital General Fund. To comply with Financial Procedure Rule No.7 (Capital Programming and Appraisals) - to commit and authorise schemes as per the Capital Programme.
Policy Framework:	1. Local Housing Strategy. 2. Private Sector Housing Renewal and Disabled Adaptations: Policy to Provide Assistance 2022-2027.
Consultation:	Legal, Finance, Access to Services.
Recommendation(s):	It is recommended that Cabinet: 1) Approve the transfer of £230,000 from DFG budget to Minor Adaptations Grant budget; 2) Approve the transfer of £500,000 from Homefix loans budget to the Council's Capital General Fund.
Report Author:	Darren Williams
Finance Officer:	Ben Smith
Legal Officer:	Debbie Smith
Access to Services Officer:	Catherine Window

1.0 Introduction

- 1.1 The current Private Sector Housing Renewal and Disabled Adaptations Policy was approved by Council on 27th January 2022.

2.0 Capital Programme Process

- 2.1 The Disabled Facilities Grants and Improvement Grant Budget for 2022-23 of £5.695 million was agreed by Cabinet on 17th March 2022. A further £1.605 million was carried forward from 2021-22 due to delays in the capital programme resulting from implications of the Covid pandemic including building material shortages and contractor capacity issues due to labour shortages. From the £5.695 million budget, £4.3million was allocated to DFGs, £370,000 was allocated to Minor Adaptations Grants (MAGs) and £949,000 was allocated to Homefix property appreciation loans.

3.0 DFG Underspend

- 3.1 The initial budget allocation of £4.3 million for DFGs in 2022-23 will be fully committed for spend during 2022-23. The current levels of budget will continue to be needed in future to service the ongoing demand for DFGs.
- 3.2 Demand for DFGs has been assessed and is returning to pre Covid levels. At this stage the budget of £4.3 million in 2022-23 will be sufficient to meet the in year demand. At current demand levels a significant proportion of the DFG budget carried forward from 2021-22 of £1.255 million will not be required for the DFG programme in 2022-23. It is proposed that £230,000 of the DFG carry forward is transferred to the Minor Adaptations Grant budget for 2022-23 to meet the assessed demand for smaller adaptations.
- 3.3 The removal of means test contributions for medium adaptation DFGs from the 1st April 2022 as instructed by Welsh Government is expected to result in an increased demand for DFGs in the future. It is proposed that the remaining DFG budget carried forward from 2021-22 of £1.025 million remains within the DFG budget for 2022-23 as a contingency.

4.0 Minor Adaptations Grant

- 4.1 The MAG programme assists vulnerable elderly and disabled residents to receive minor adaptations quickly through the Western Bay Care and Repair Handyperson service. Demand for the service is increasing year on year.
- 4.2 The budget of £370,000 for MAG is forecast to have a significant overspend in 2022-23, with a forecast spend of £600,000.
- 4.3 The proposed transfer of DFG budget of £230,000 to the MAG programme will address the funding shortfall.

5.0 Homefix loans

- 5.1 There continues to be a reduced demand for Homefix property appreciation loans from elderly and disabled applicants to carry out urgent and emergency repairs to their homes compared to pre-covid levels. At this stage a budget of £776,000 should be sufficient to meet current demand levels. It is proposed that £500,000 of the Homefix loan budget carried forward is returned to the Council's Capital General Fund.

6.0 Integrated Assessment Implications

- 6.1 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.
- 6.1.1 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 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'.
- 6.1.2 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.
- 6.2 An IIA Screening Form was completed for the Disabled Facilities & Improvement Grant programme FPR report agreed by Cabinet on 17th March 2022 and a full IIA report was not required at this stage. The screening form confirmed the grant programme does not negatively impact on any protected characteristic groups, with a number benefitting from the forms of assistance provided.

6.3 The proposal to transfer DFG budget to other programmes will not negatively impact disabled clients as it is forecast there is sufficient funds in the capital programme for 2022-23 to meet the demand for DFGs. The transfer of funds to the Minor Adaptations Grant programme will result in more elderly and disabled clients receiving minor adaptations quickly to assist in preventing hospital admissions and assisting hospital discharges. The proposal to return Homefix loan budget to Council's Capital General Fund will not negatively impact the elderly and disabled client group as it is forecast there is sufficient funds in the capital programme to meet demand for these loans.

7.0 Financial Implications

7.1 The proposed virements are detailed below.

Fund	Existing Funding 22-23	Virement figure	Proposed Revised Funding
DFG	£5,555,000	-£230,000	£5,325,000
Minor Adaptations Grant	£370,000	£230,000	£600,000
Homefix loans *	£1,276,000	-£500,000	£776,000
Comfort, Safety and Security Grant	£53,000	nil	£53,000
Grant For Noms	£46,000	nil	£46,000
Totals	£7,300,000	-£500,000*	£6,800,000

* £500,000 to be returned to Council's General Capital Fund

8.0 Legal Implications

8.1 The schemes detailed are in line with local authority powers to provide assistance, contained in the Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 and the Councils published Policy.

Background Papers: None

Appendices: None

Agenda Item 13.



Report of the Cabinet Member for Corporate Service & Performance

Special Cabinet – 29 September 2022

Gower Area of Outstanding Natural Beauty (AONB) Grant Programmes 2022-2025

Purpose:	To seek approval from Cabinet to accept grant programmes from Welsh Government, totalling £1,025,000 in accordance with Financial Procedure Rule 5.7
Policy Framework:	Gower AONB Management Plan; LDP
Consultation:	Local Members, Access to Services, Finance, Legal
Recommendation(s):	It is recommended that Cabinet: 1) Approve the acceptance of the grant programmes set out in paragraph 1.2 of this report in the sum of £1,025,000 to enable the projects to be developed and delivered within a three-year programme 2022-2025.
Report Author:	Chris Lindley
Finance Officer:	Adele Harris
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1.0 Introduction

- 1.1 Welsh Government Landscape and Outdoor Recreation budget allocations 2022-25 include grant-aid support programmes for all Welsh AONBs and National Parks. For Gower AONB, Welsh Government has offered a total of £1,025,000 over this period.
- 1.2 In summary, the grant offers which are the subject of this report are as follows:

Sustainable Development Fund and AONB Revenue Grant	£20,000 annually (SDF) £50,000 annually (AONB Revenue)
Sustainable Development Fund (Variation)	£80,000 annually
Sustainable Landscapes Sustainable Places Programme	£175,000 2022/23 £200,000 2023/24 £200,000 2024/25

- 1.3 The programmes and projects all support and contribute to the Welsh Government's priorities for the Welsh AONBs and National Parks, and implement Council policies in the LDP and the Gower AONB Management Plan. Overall, the grant aid will enable nature recovery actions, improve the provision of local access to green spaces and their sustainable management in Gower AONB across a planned three year programme.
- 1.4 Delivery of the grant programmes will be coordinated by the Natural Environment Section, with works being implemented by agreement with other Council teams and our local stakeholders. Officers are drawing up detailed specifications and work plans for each project.

2.0 Programme outlines

- 2.1 **Sustainable Development Fund (SDF)** - is a grant-giving scheme supporting innovative, sustainable projects in Wales's five Areas of Outstanding Natural Beauty (AONBs). The SDF supports projects that work to enhance and conserve natural beauty, wildlife, culture, landscape, land use and community within the context of the goals and sustainable development principles in the Well-being of Future Generations Act.
- 2.2 Total funding for the SDF is £100k annually until end of March 2025. The SDF is managed by the AONB Team, with grant applications considered and determined by the Gower AONB Partnership.
- 2.3 **AONB Revenue Grant** – This grant enables the continued employment of the Gower AONB Nature and Communities Project Officer to deliver nature recovery actions in the AONB and provide ecological support on the planning and implementation of other projects, including, the completion of the Clyne Valley Country Park (CVCP) management plan and Japanese knotweed control programmes in CVCP and Ilston Valley.
- 2.4 **Sustainable Landscapes Sustainable Places (SLSP) Programme** – This programme of investment in AONBs and National Parks ensures that they can contribute to key Welsh Government objectives around four main strands:
- Decarbonisation - through decarbonisation of Authority activity and assets, schemes to enable decarbonisation in communities including appropriate renewable energy, and carbon sequestration schemes in the landscape

- Nature-based solutions and nature recovery - including projects that improve connectivity and resilience of ecosystems in designated areas being mindful of climate change adaptation
- Sustainable tourism - including improving visitor facilities and infrastructure, helping landscapes recover from the impact of tourism, prepare for changing tourism patterns following Covid, and improve and protect valued cultural and heritage assets
- Supporting communities to respond to COVID and promote a Green Recovery - enabling designated landscape bodies to assist local communities to deal with the impacts of COVID and undertake activities focused on a Green Recovery

2.5 Project proposals were brought forward by the designated landscapes and allocated funding from Welsh Government via the Tirweddau Cymru - Landscapes Wales partnership. Gower AONB has been offered funding across four projects/programmes:

- Pennard Castle – completion of a project to improve public access to and interpretation of the Castle and improve the condition of the Scheduled Monument. Two year project to end of March 2024.
- Gower Nature Recovery Programme - to improve nature recovery and ecosystem resilience in Gower AONB, including work on Swansea Council Local Nature Reserves. Three year programme to end of March 2025
- Gower Places of Worship - This investment will enable the stakeholders on these sites to care for and improve their biodiversity value into the long-term. Target species include: bats; swifts; barn owls; pollinators; reptiles. Three year programme to end of March 2025
- Clyne Valley Country Park - This SLSP proposal will implement the emerging actions and recommendations from the management plan focussed on nature recovery, environmental remediation visitor facilities, safety and signage. Three year programme to end of March 2025.

3.0 Legal Implications

3.1 The Council must comply with the grant offer terms and conditions and must ensure that any procurement of goods, works or services complies with the Council's Contract Procedure Rules.

4.0 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 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.

4.2 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'.

4.3 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.

4.4 An IIA Screening Form has been completed with the agreed outcome that the acceptance of the offer of Welsh Government funding does not require a full IIA report. The individual projects will be subject to individual IIA screening, once more details are available. The Welsh Government offer is specifically for these programmes, which will include actions to improve existing maintenance and safety issues. In developing the projects, the increased provision of access and the removal of barriers will be a fundamental consideration. The recognition of "least restrictive option" approaches is fundamental to the work of the Teams involved, leading to the provision of "all-ability access" wherever possible. Our approach will ensure that consultation takes place at the most appropriate stage.

5.0 Financial Implications

5.1 The Authority already has responsibilities in these areas, and this offer of funding will assist the Council in achieving its ambitions as set out in a number of plans and policies (for example the Local Development Plan and the Gower AONB Management Plan). The funding has been offered at 100% and is expected to cover the costs of the projects.

Background Papers:

SDF and Revenue Grant Offer Letter 2022-25

SDF (Variation) Offer Letter 2022-25

SLSP Grant Offer Letter 2022-25

Appendices: Appendix A – IIA

Appendix A - Integrated Impact Assessment Screening Form

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

Which service area and directorate are you from?

Service Area: Planning and City Regeneration
 Directorate: Place

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: Acceptance of a suite of grant offers from Welsh Government totalling £1,025,000 over the period 2022-25. Grant allocations are from the Welsh Government Landscape and Outdoor Recreation budget. The grants support projects/programmes under the Sustainable Landscapes, Sustainable Places Programme for AONBs and National Parks and finance the Sustainable Development Fund grant scheme. The level of grant awards requires a Cabinet paper for approval to accept the awards.

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 type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	+		<input type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+		<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+		<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+		<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+		<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	+		<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+		<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+		<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+		<input type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+		<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+		<input type="checkbox"/>

Appendix A - Integrated Impact Assessment Screening Form

Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	+	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input 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**

The Gower AONB grant programmes have been developed with local community representation and/or follow on from earlier feasibility/development work. The programmes all have specific links to the Well-being of Future Generations Act, and other Welsh Government strategies addressing sustainability and inclusion.

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

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 <input type="checkbox"/>	Medium risk <input type="checkbox"/>	Low risk <input checked="" type="checkbox"/>
--	--	--

Q6 Will this initiative have an impact (however minor) on any other Council service?
 Yes No If yes, please provide details below

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.)

Appendix A - Integrated Impact Assessment Screening Form

This IIA screening relates only to the offer of Welsh Government funding for specific capital works and the SDF grant fund.

As the acceptance of the offer of funding has no direct impact up on the public or users, we do not feel that consultation is required at this stage. However, consultation/engagement is planned for the projects, at a stage where it can have a meaningful impact.

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 IIA screening exercise for the approval to accept the award of grant funding through the SLSP programme has concluded that it is a low risk initiative. A full IIA is not considered necessary. The individual projects will be subject to individual IIA screening, once more details are available. The Welsh Government offer is specifically for these programmes, which will include actions to improve existing maintenance and safety issues. In developing the projects, the increased provision of access and the removal of barriers will be a fundamental consideration. The recognition of "least restrictive option" approaches is fundamental to the work of the Teams involved, leading to the provision of "all-ability access" wherever possible. Our approach will ensure that consultation takes place at the most appropriate stage.

(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.

Screening completed by:
Name: Chris Lindley
Job title: Gower AONB Team Leader
Date: 28 July 2022
Approval by Head of Service:
Name: Phil Holmes
Position: Head of Planning and City Regeneration
Date: 28 July 2022

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 14.



Report of the Cabinet Member for Service Transformation

Special Cabinet – 29 September 2022

Public Services Ombudsman of Wales Annual Letter 2021-22

Purpose:	To present the Public Services Ombudsman of Wales Annual Letter 2021-22 for City and County of Swansea.
Policy Framework:	Complaints Policies and Achieving Better Together
Consultation:	Access to Services, Finance, Legal.
Report Author:	Sarah Lackenby
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar
For Information	

1. Introduction

- 1.1 This report presents the annual Public Services Ombudsman for Wales (PSOW) letter for 2021-22 and includes complaints performance of both Swansea Council and across the whole of Wales.
- 1.2 The Council recognises that in order to meet the needs and concerns of members of the public, the monitoring of complaints is a valuable resource in its requirement to continually improve services. All complaints are taken very seriously and provide valuable customer insight.
- 1.3 Requests for service are different to complaints (e.g. a request for service could be a request to repair an unlit lamp post, or missed bin collection). A complaint would only arise should the request for service not be properly dealt with.

- 1.4 Despite the continued impact of Covid-19 on business as usual work, the Council still made good progress during the year. Examples to highlight include:
- Learning from Child and Family Services complaints went into the Child and Family Newsletter and monthly well-being report
 - A process change was made with the Mental Health Team so that complainants can give their consent to information being shared with family members
 - Learning from Adult Services Complaints was discussed with the Head of Service and Team Managers at regular Performance and Quality meetings
 - A new IT system is under development for Corporate Complaints in the first instance. This will make the complaints process easier for the public and more efficient for staff with improved reporting functionality.
- 1.5 The PSOW recognises there are limitations with the Public Services Ombudsman (Wales) Act 2019, making it difficult to reconcile performance locally. Ombudsman cases received and closed are not reported within financial years and so will never match the annual reports of Councils. The annual PSOW letter is therefore a standalone picture of the Ombudsman's work and will not match the Council's Annual Complaints Report.

2. Public Services Ombudsman (Wales) Annual Letter

- 2.1 This is the first letter from the new Ombudsman, Michelle Morris, who took up post in April 2022.
- 2.2 The PSOW publishes the annual letters to all Councils on its website and is attached to this report at appendix A. The letter highlights activities undertaken by the Ombudsman's office during the year and the Council's performance and shows:
- The general picture across Wales that overall complaints increased by 47% compared with 2020-21 and are now well above pre-pandemic levels. The Ombudsman speculates that complaints may have been suppressed during the pandemic and a 'rebound' effect is now being experienced. However, although overall complaints increased, the intervention rate (where the Ombudsman investigated) has remained similar to recent years
 - The PSOW received 71 complaints relating to Swansea Council compared with 73 the previous year
 - The Ombudsman handled and closed a total of 76 cases, this number is greater than complaints received due to some cases being carried over from the previous year. This is an increase on the 67 handled and closed by the Ombudsman the previous year
 - Ten complaints received by the Ombudsman required intervention (Six were early resolution / voluntary settlement by the Council and four were upheld)
 - The letter also highlights key activities undertaken by the Ombudsman's office during the year.

- 2.3 Further to the letter, the Ombudsman requests the Council takes the following actions:
- Present the letter to Cabinet and the Governance and Audit Committee, which have subsequently both been scheduled in September. In addition to this requirement, the letter will be presented to the Standards Committee as the letter refers to Code of Conduct complaints which is within the Standards Committee's terms of reference.
 - Continue to engage with the Ombudsman's Complaints Standards work. In this regard the Council:
 - Continues to access training. The Ombudsman has already delivered training and the next session is with Social Services in October 2022
 - Has aligned to the model policy. Swansea Council's complaints policies are aligned with the model policy and other legislation. The Council continues to regularly engage with the Ombudsman's office on any points of clarification or advice
 - Submits quarterly complaints data on time
 - The Council will write to the Ombudsman by the 30th September following the Cabinet and Governance and Audit Committee meetings.

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.
- 3.1.1 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 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'.
- 3.1.2 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.

- 3.2 An IIA Screening Form has been completed with the agreed outcome that a full IIA report was not required.
- 3.3 The impacts have been categorised as medium as there is the potential to positively change and adapt services based on complaints received. The exception is where policies and processes are governed by statutory legislation, therefore the impact remains the same.
- 3.4 With regard to the summary of involvement, complaints from the public are used as a valuable tool to adapt, change and develop services.
- 3.5 Well-being and future generations considerations around this annual letter include:
- Using complaints information to adapt and shape services for the future
 - Using Welsh Language complaints to ensure the Council not only meets the existing standards but also encourages and promotes the Welsh Language
 - Using complaints information to prevent problems occurring or getting worse
 - Viewing complaints in an integrated way, especially where a complaint may involve multiple public sector organisations.
- 3.6 The report adheres to the transformation and future council development well-being objective in the Corporate Plan - so that services are sustainable and fit for the future.
- 3.7 The report provides historic performance information and therefore risks are considered low.
- 3.8 With regard to the cumulative impact, this is an annual performance letter. When a complaint is received by a service opportunities to adapt, review or change ways of working are considered at that point. However, some policies and procedures are related to statutory legislation and cannot be changed locally.

4. Financial Implications

- 4.1 There are no specific financial implications arising from this report. Any expenditure on complaints investigations or re-dress payments incurred during 2020-21 will be reported in the Council's Annual Complaints Report.

5. Legal Implications

- 5.1 There are no specific legal implications arising from this report.


Background Papers: None

Appendices:


Appendix A Annual letter from the Public Services Ombudsman of Wales
 2021-22

Appendix B IIA Screening Form

Ask for: Communications

 01656 641150

Date: August 2022

 communications@ombudsman.wales

Cllr. Rob Stewart
City of Swansea Council
By Email only: cllr.rob.stewart@swansea.gov.uk

Annual Letter 2021/22

Dear Councillor Stewart

I am pleased to provide you with the Annual letter (2021/22) for City of Swansea Council which deals with complaints relating to maladministration and service failure, complaints relating to alleged breaches of the Code of Conduct for Councillors and the actions being taken to improve public services

This is my first annual letter since taking up the role of Public Services Ombudsman in April 2022, and I appreciate that the effects of the pandemic are still being felt by all public bodies in Wales. Our office has not been immune from this, with records numbers of cases being referred to us over the last two years. The strong working relationships between my Office and local authorities continues to deliver improvements in how we are dealing with complaints and ensuring that, when things go wrong, we are learning from that and building stronger public services.

Complaints relating to Maladministration & Service Failure

Last year the number of complaints referred to us regarding Local Authorities increased by 47% (compared to 20/21 figures) and are now well above pre-pandemic levels. It is likely that complaints to my office, and public services in general, were suppressed during the pandemic, and we are now starting to see the expected 'rebound' effect.

During this period, we intervened in (upheld, settled or resolved at an early stage) a similar proportion of complaints about public bodies, 18%, when compared with recent years. Intervention rates (where we have investigated complaints) for Local Authorities also remained at a similar level – 14% compared to 13% in recent years.

Page 1 of 9

Complaints relating to the Code of Conduct for Councillors

We also received a high number of Code of Conduct complaints last year, relating to both Principal Councils and Town and Community Councils. A record number (20) were referred to either the Adjudication Panel for Wales or local standards committees, due to evidence of a breach of the Code.

Supporting improvement of public services

In addition to managing record levels of complaints, we also continued our work using our proactive powers in the Public Services Ombudsman (Wales) Act 2019. Specifically undertaking our first Own Initiative Investigation and continuing our work on the Complaints Standards Authority.

October 2021 saw the publication of the first own initiative investigation in Wales: [Homelessness Reviewed](#). The investigation featured three Local Authorities and sought to scrutinise the way Homelessness assessments were conducted. The report made specific recommendations to the investigated authorities, as well as suggestions to all other Local Authorities in Wales and Welsh Government. Some of these recommendations will bring about immediate change – updating factsheets and letter and assessment templates to ensure that key equality and human rights considerations are routinely embedded into processes for example – all the recommendations were designed to bring about tangible change to people using homelessness services in Wales.

The Complaints Standards Authority (CSA) continued its work with public bodies in Wales last year. The model complaints policy has already been adopted by local authorities and health boards in Wales, we have now extended this to an initial tranche of Housing Associations and Natural Resources Wales. The aim being to implement this work across the Welsh public sector.

In addition to this, the CSA published information on complaints handled by local authorities for the [first time](#) – a key achievement for this work. The data for 21/22 showed:

- Over 15,000 complaints were recorded by Local Authorities
- 4.88 for every 1000 residents.
- Nearly half (46%) of those complaints were upheld.
- About 75% were investigated within 20 working days.
- About 8% of all complaints closed ended up being referred to PSOW.

The CSA has now implemented a model complaints policy with nearly 50 public bodies, and delivered 140 training sessions, completely free of charge, during the last financial year. The feedback has been excellent, and the training has been very popular - so I would encourage City of Swansea Council to engage as fully as possible.

Complaints made to the Ombudsman

A summary of the complaints of maladministration/service failure received relating to your Council is attached, along with a summary of the Code of Conduct complaints relating to members of the Council and the Town & Community Councils in your area.

In light of the new duties on political leaders and standards committees to promote and maintain high standards of conduct of their members, we look forward to working with you, your Monitoring Officer and standards committees to share any learning from the complaints we receive and to support your authority's work.

I would also welcome feedback on your Governance & Audit Committee's review of your authority's ability to handle complaints effectively so that we can take this into account in our work and support its work on the handling of complaints.

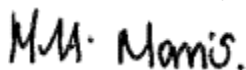
Finally, can I thank you and your officials for the positive way that local authorities have engaged with my Office to enable us to deliver these achievements during what has been a challenging year for everyone. I very much look forward to continuing this work and collaboration to ensure we further improve public services across Wales.

Further to this letter can I ask that your Council takes the following actions:

- Present my Annual Letter to the Cabinet and to the Governance & Audit Committee to assist members in their scrutiny of the Council's performance and share any feedback from the Cabinet and the Governance & Audit Committee with my office.
- Continue to engage with our Complaints Standards work, accessing training for your staff, fully implementing the model policy, and providing complaints data.
- Inform me of the outcome of the Council's considerations and proposed actions on the above matters by 30 September.

This correspondence is copied to the Chief Executive of your Council and to your Contact Officer. Finally, a copy of all Annual Letters will be published on my website.

Yours sincerely,



Michelle Morris

Public Services Ombudsman

cc. Martin Nicholls, Chief Executive, City of Swansea Council.

By Email only: chiefexecutive@swansea.gov.uk

Factsheet

Appendix A - Complaints Received

Local Authority	Complaints Received	Received per 1000 residents
Blaenau Gwent County Borough Council	14	0.20
Bridgend County Borough Council	55	0.37
Caerphilly County Borough Council	60	0.33
Cardiff Council*	182	0.50
Carmarthenshire County Council	54	0.29
Ceredigion County Council	52	0.72
Conwy County Borough Council	27	0.23
Denbighshire County Council	34	0.36
Flintshire County Council	99	0.63
Gwynedd Council	39	0.31
Isle of Anglesey County Council	29	0.41
Merthyr Tydfil County Borough Council	27	0.45
Monmouthshire County Council	20	0.21
Neath Port Talbot Council	45	0.31
Newport City Council	40	0.26
Pembrokeshire County Council	39	0.31
Powys County Council	55	0.42
Rhondda Cynon Taf County Borough Council	51	0.21
Swansea Council	71	0.29
Torfaen County Borough Council	18	0.19
Vale of Glamorgan Council	61	0.46
Wrexham County Borough Council	71	0.52
Total	1143	0.36

* inc 17 Rent Smart Wales

Appendix B - Received by Subject

Swansea Council	Complaints Received	% Share
Adult Social Services	7	10%
Benefits Administration	0	0%
Children's Social Services	6	8%
Community Facilities, Recreation and Leisure	0	0%
Complaints Handling	9	13%
Covid19	1	1%
Education	0	0%
Environment and Environmental Health	5	7%
Finance and Taxation	3	4%
Housing	10	14%
Licensing	0	0%
Planning and Building Control	15	21%
Roads and Transport	10	14%
Various Other	5	7%
Total	71	

Appendix C - Complaint Outcomes (* denotes intervention)

County/County Borough Councils	Out of Jurisdiction	Premature	Other cases closed after initial consideration	Early Resolution/ voluntary settlement*	Discontinued	Other Reports- Not Upheld	Other Reports Upheld*	Public Interest Report*	Total
Swansea Council	13	12	41	6	0	0	4	0	76
% Share	17%	16%	54%	8%	0%	0%	5%	0%	

Appendix D - Cases with PSOW Intervention

	No. of interventions	No. of closures	% of interventions
Blaenau Gwent County Borough Council	0	13	0%
Bridgend County Borough Council	7	54	13%
Caerphilly County Borough Council	7	58	12%
Cardiff Council	45	159	28%
Cardiff Council - Rent Smart Wales	1	16	6%
Carmarthenshire County Council	7	49	14%
Ceredigion County Council	13	46	28%
Conwy County Borough Council	2	24	8%
Denbighshire County Council	4	33	12%
Flintshire County Council	15	94	16%
Gwynedd Council	6	41	15%
Isle of Anglesey County Council	3	28	11%
Merthyr Tydfil County Borough Council	2	26	8%
Monmouthshire County Council	2	21	10%
Neath Port Talbot Council	5	45	11%
Newport City Council	4	36	11%
Pembrokeshire County Council	2	40	5%
Powys County Council	7	55	13%
Rhondda Cynon Taf County Borough Council	3	45	7%
Swansea Council	10	76	13%
Torfaen County Borough Council	2	20	10%
Vale of Glamorgan Council	9	62	15%
Wrexham County Borough Council	4	67	6%
Total	160	1108	14%

Appendix E - Code of Conduct Complaints

County/County Borough Councils	Discontinued	No evidence of breach	No action necessary	Refer to Adjudication Panel	Refer to Standards Committee	Withdrawn	Total
Swansea Council	2	10	0	0	0	0	12

Appendix F - Town/Community Council Code of Complaints

Town/Community Council	Discontinued	No evidence of breach	No action necessary	Refer to Adjudication Panel	Refer to Standards Committee	Withdrawn	Total
Clydach Community Council	0	1	0	0	0	0	1
Gowerton Community Council	0	1	0	0	0	0	1
Mumbles Community Council	0	10	0	0	0	0	10
Port Eynon Community Council	1	0	0	0	0	0	1
Three Crosses Community Council	-	-	-	-	-	-	0

Information Sheet

Appendix A shows the number of complaints received by PSOW for all Local Authorities in 2021/2022. These complaints are contextualised by the number of people each health board reportedly serves.

Appendix B shows the categorisation of each complaint received, and what proportion of received complaints represents for the Local Authority.

Appendix C shows outcomes of the complaints which PSOW closed for the Local Authority in 2021/2022. This table shows both the volume, and the proportion that each outcome represents for the Local Authority.

Appendix D shows Intervention Rates for all Local Authorities in 2021/2022. An intervention is categorised by either an upheld complaint (either public interest or non-public interest), an early resolution, or a voluntary settlement.

Appendix E shows the outcomes of Code Of Conduct complaints closed by PSOW related to Local Authority in 2021/2022. This table shows both the volume, and the proportion that each outcome represents for the Local Authority.

Appendix F shows the outcomes of Code of Conduct complaints closed by PSOW related to Town and Community Councils in the Local Authority's area. This table shows both the volume, and the proportion that each outcome represents for each Town or Community Council.

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

Which service area and directorate are you from?

Service Area: Customer Services & Complaints

Directorate: Corporate 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:

Public Services Ombudsman (Wales) annual letter for 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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**

The annual letter highlights the Council’s performance on handling complaints. Complaints from the public are used as a valuable tool to adapt, change and develop services.

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

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

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

Yes No If yes, please provide details below

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?

This is an annual letter, reviewing past performance for 2021-22. When a complaint is received by a service opportunities to adapt, review, or change ways of working are considered at that point. However, some policies and procedures are related to statutory legislation and cannot be changed locally.

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 impacts have been categorised as medium as there is the potential to positively change and adapt services based on complaints received. The exception is where policies and processes are governed by statutory legislation, therefore the impact remains the same.

With regard to the summary of involvement, complaints from the public are used as a valuable tool to adapt, change and develop services.

Well-being and future generations considerations around this annual report include:

- Using complaints information to adapt and shape services for the future
- Using Welsh Language complaints to ensure the Council not only meets the existing standards but also encourages and promotes the Welsh Language
- Using complaints information to prevent problems occurring or getting worse
- Viewing complaints in an integrated way, especially where a complaint may involve multiple public sector organisations.

The report adheres to the transformation and future council development well-being objective in the Corporate Plan - so that we and the services that we provide are sustainable and fit for the future.

The report provides historic performance information and therefore risks are considered low.

With regard to the cumulative impact, this is an annual performance report. When a complaint is received by a service opportunities to adapt, review or change ways of working are considered at that point. However, some policies and procedures are related to statutory legislation and cannot be changed locally.

(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.

Screening completed by:
Name: Sarah Lackenby
Job title: Head of Digital & Customer Services
Date: 16th August 2022
Approval by Head of Service:
Name: Ness Young
Position: Interim Director of Corporate Services
Date: 17th August 2022

Agenda Item 15.



Report of the Cabinet Member for Care Services

Special Cabinet – 29 September 2022

West Glamorgan Regional Market Stability Report 2022

Purpose:	To approve the regional market stability report, which is a tool to assist the Regional Partnership Board in planning and commissioning quality care and support for their populations.
Policy Framework:	Section 144B of the Social Services and Well-being (Wales) Act 2014 The Partnership Arrangements (Amendment) and Regulated Services (Market Stability Reports) (Wales) Regulations 2021.
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that Cabinet: 1) Notes that the Regional Partnership Board approved the regional market stability report on 7 th July, 2022; 2) Approves and recommends the regional market stability report attached at Appendix A to Council for approval.
Report Author:	Nicola Trotman
Finance Officer:	Chris Davies
Legal Officer:	Caritas Adere
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 Market stability reports are a tool to assist Regional Partnership Boards (RPB's) in planning and commissioning quality care and support for their populations. The reports should help RPBs to determine the overall shape and balance of the market for care and support within the region. This is the first year that market stability reports have been required.
- 1.2 The primary audience for the market stability report is local authorities and Local Health Boards, in their role as statutory partners of RPBs. The report will also be of interest to other partner agencies and sectors represented on RPBs including the third sector, care and support providers, housing representatives, citizens who need care and support, and their families and carers.

2. Background

- 2.1 Section 144B of the Social Services and Well-being (Wales) Act 2014 requires local authorities to prepare and publish market stability reports, and make provision for regulations setting out the form these must take. These matters are set out in the Partnership Arrangements (Amendment) and Regulated Services (Market Stability Reports) (Wales) Regulations 2021.
- 2.2 In preparing their market stability reports (MSR), local authorities are required to consult with the Local Health Board. The preparation and publication of market stability reports must be carried out on a regional footprint. From the individual reports the RPB must consolidate into a Regional MSR.
- 2.3 The West Glamorgan MSR was approved at the Regional Partnership Board meeting on the 7th of July. Following formal approval at RPB, the report requires approval by full council and similar decision-making body within the Health Board.
- 2.4 The market stability reports are the next step in the development of long term commissioning strategies for the care and support needs of local communities, including the development of accommodation that is fit for the future.

3. Findings

- 3.1 There are 12 chapters in the West Glamorgan Market Stability Report which is attached at **Appendix A**.
- 3.1.1 **Care Home Services – Older Adults**
 - There are sufficient numbers of available residential and dual registered beds in the area, however it is not always possible to place in the beds available

- There are relatively few homes offering specialist/complex dementia nursing care
- There is instability in the sector due to severe workforce issues combined with the current cost of living crisis
- Monitoring visits and Care Inspectorate Wales (CIW) inspection reports demonstrate an overall high quality of care home provider
- There is good partnership working between providers and commissioners
- Demand for care home beds reduced over the pandemic but is now returning to pre-pandemic levels
- More work is required with providers to support them to adapt to be able to meet the needs of the future population of the region, and to gain a better understanding of the type of support that will be required

3.1.2 Care Home Services – Children

- The Children's Social Care Market Study by the Competition and Markets Authority (CMA)'s concluded that the residential (and fostering) market is challenging. This is an issue shared by many local authorities across Wales and England
- Partners will review its strategic and commissioning plans in 2022 and continue to work with regional and national partners to support market wide developments
- The independent residential care market is at risk from the potential implementation of Welsh Government policy commitments. This will need to be monitored closely

3.1.3 Care Home Services – Younger Adults

- The specialist care homes market across the region is considered to be stable
- There have been increases in the number of placements for both learning disability & mental health over the 5-year period
- Monitoring visits and CIW inspection reports demonstrate an overall high quality of care home providers
- Workforce pressures and rising costs present stability risks
- Work is being undertaken by each Local Authority to redevelop the market so that it better reflects the preferred wishes of individuals

3.1.4 Secure Accommodation - Children

- Neath Port Talbot County Borough Council own and operate Hillside Secure Children's Home
- Hillside is the only secure children's home in Wales and has been assessed as providing sufficient levels of provision to meet previous, current, and future local demand
- Hillside is currently reviewing its service model to 'future proof' its service to ensure it is able to accommodate the future demands of the provision as well as being financially sustainable in the long term

3.1.5 Fostering

- Foster carer retention/recruitment is a problem across the region – as it is across Wales and England - as the numbers entering fostering each year is struggling to keep up with demand
- The most notable market gap is the limited availability of local placements for children aged 11+
- Overall, service quality is good across the foster care market

3.1.6 Adult Placement – Shared Lives

- Demand has differed with each Local Authority
- Over the last 5 years there has been only a small number of unsuccessful placements
- Monitoring visits and CIW inspection reports demonstrate an overall high quality of provision
- The number of carers has grown steadily over the period
- Expansion of services to promote use amongst other population groups is being explored

3.1.7 Advocacy - Adults

- There is one provider that covers the region, and provision is currently stable
- Further promotional work is underway to increase use of advocacy services for hard to reach groups
- Demand is expected to increase over the next 5 years
- Monitoring reviews demonstrate an overall high quality of provision

3.1.8 Advocacy - Children

- The Independent Professional Advocacy (IPA) Service is commissioned on a regional basis. It has been assessed as sufficient to meet previous, current and future demand
- Young people have provided positive feedback on the quality of the IPA Service and their achievement of personal advocacy outcomes
- Monitoring reviews demonstrate an overall high quality of providers

3.1.9 Domiciliary Care – Older Adults

- Domiciliary care demand continues to exceed supply
- Future longer-term demand is expected to increase in line with population growth
- Workforce issues, coupled with increased demand, is making it difficult for the region to meet current demand
- Monitoring visits and CIW inspection reports demonstrate an overall high quality of provider
- There is good partnership working between providers and commissioners
- Alternatives to traditional domiciliary care are required to keep pace with demand for services

3.1.10 Domiciliary Care - Children

- The domiciliary care market has seen a substantial growth in demand throughout the COVID-19 pandemic

- In response, the market has demonstrated flexibility and growth to meet levels of demand but at times this has led to maximised market capacity
- Overall, the market is delivering good quality services

3.1.11 Domiciliary Care – Younger Adults

- Services are of a good quality with low incidence of formal contract compliance or breaches in regulatory standards
- Since the pandemic, staffing has become one of the key risks to market to market stability and sufficiency
- Increased future demand for specialist services and care at home is anticipated and more accurate demand forecasting is needed

3.1.12 Adoption

- The Western Bay Adoption Service (WBAS) is a regional service across Swansea, Neath Port Talbot and Bridgend
- The number of children coming through for adoption has reduced
- The number of adopters has increased demonstrating that the process is working effectively
- Working regionally has supported resilience and quality
- Entry to the market is highly regulated and the arrangements are working well

3.1.13 Conclusion

- The sector across the region is currently under severe pressure. The lack of available staffing is at crisis point across both health and social care. This coupled with the cost of living crisis is compounding the situation for external providers. Health and Social Care have historically worked in isolation, however now more than ever, a joint response and closer working together is required.
- Throughout the COVID19 pandemic, partners within the West Glamorgan Region demonstrated that when working together with the same goals, it was possible to overcome the challenges presented. New models of care now need to be considered to support individuals and communities, and working as a region will enable this challenge to be met, where working in isolation making unilateral decisions can unwittingly impact on the other partners.
- Under the West Glamorgan Region, there are nine programmes of work that can take responsibility for their areas of work to look at where having a regional response would be beneficial. This work will be started as a matter of urgency, with the aim of establishing a sufficient and stable market that promotes outcomes for individuals and communities.

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 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.

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 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'.

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.

4.2 An IIA Screening Form has been completed with the agreed outcome that a full IIA report was not required at this stage. The reason for which is that the market stability report is a tool to assist RPB's in planning and commissioning quality care and support for their populations and the report includes the data collated. The next stage of the process will be to ensure the development of long-term commissioning strategies for the care and support needs of local communities, including the development of accommodation that is fit for the future.

4.3 The IIA screening document is included in **appendix B**.

4.4 The market stability report covers the long term implications, in line with the Wellbeing of Future Generations (Wales) Act 2015 as outlined below:

Long term: Development of long term commissioning strategies to support local communities with their accommodation needs

Integration: Development of care and support that is fit for the future of our local communities

Involvement: Commissioning strategies will have involvement from individuals that require care and support at the moment and in the future, along with providers currently delivering services

Collaboration: This is a regional piece of work, developed in collaboration with other RPB partners

Prevention: Developing care and support to have the least restrictive option available when required, preventing the escalation into higher levels of support

5. Financial Implications

- 5.1 Whilst there are no direct financial implications associated with this report, the amendment of commissioning strategies to respond to the issues raised is likely to result in increased costs to the Council. Any future decisions will need to consider the overall financial position of the Council and the Medium-Term Financial Plan at that time.

6. Legal Implications

- 6.1 The market stability report code of practice is issued under sections 145 and 169 of the Social Services and Well-being (Wales) Act 2014. The matters set out within the West Glamorgan Market Stability Report are in accordance with Partnership Arrangements (Amendment) and Regulated Services (Market Stability Reports) (Wales) Regulations 2021. The market stability report covers the long term implications, in line with the Wellbeing of Future Generations (Wales) Act 2015 as outlined above.

Background Papers: None

Appendices:

- Appendix A Regional Market Stability Report
Appendix B IAA Screening Form



Partneriaeth
Ranbarthol
Gorllewin
Morgannwg

West
Glamorgan
Regional
Partnership



WEST GLAMORGAN REGIONAL PARTNERSHIP

MARKET STABILITY REPORT 2022

If you require this information in an alternative format, please contact the

West Glamorgan Transformation Office via email at

west.glamorgan@swansea.gov.uk

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1. Introduction

The West Glamorgan Regional Partnership is one of seven 'regional collaboratives' across Wales. Our membership comprises of:

- Swansea Bay University Health Board
- Neath Port Talbot County Borough Council
- Swansea Council
- Third and independent sector partners
- Citizens and Carers

The primary purposes of this Partnership are:

- To promote prevention and wellbeing from a citizen centred perspective, that will support and strengthen both the care delivered and the health and wellbeing benefits to the people of the region.
- To integrate services more effectively for the benefit of service users and carers.
- To focus on the person through an approach committed to personalisation, independence, social inclusion and choice.
- To fulfil a shared responsibility that adults and children at risk of harm are safeguarded against all forms of abuse by working together to keep adults and children safe and to promote their welfare.
- To make service improvements, to avoid service costs increasing and to ensure services are sustainable for the future, in the face of growing demand and the current financial climate.
- To recognise that incremental changes to existing models of care will not be sufficient and that a bolder approach is needed to bring about innovative models that are appropriate to the needs of the population.

2. Partnership and Arrangements

Section 144B of the Social Services and Well-being (Wales) Act 2014 requires local authorities to prepare and publish market stability reports, and make provision for regulations setting out the form these must take. These matters are set out in the Partnership Arrangements (Amendment) and Regulated Services (Market Stability Reports) (Wales) Regulations 2021.¹

In preparing their market stability reports, local authorities are required to consult with the Local Health Board. The preparation and publication of market stability reports must be carried out on a regional footprint.

Market stability reports are a tool to assist RPB's in planning and commissioning quality care and support for their populations. The reports should help RPB's to determine the overall shape and balance of the market for care and support within the region.

¹ Welsh Government: Market stability reports: code of practice. Code of Practice and guidance on the exercise of social services functions and partnership arrangements in relation to market stability reports. 29 March 2021

Partner organisations have completed this document locally and intelligence, feedback and data provided by partners has been received and is included. Contributors to this MSR include Swansea Council Social Services Adults and Children's commissioning teams; Swansea's commissioned Independent Professional Advocacy Provider (IPA); Swansea's commissioned Shared Lives Scheme Provider and Swansea Bay University Health Board, Neath Port Talbot council's internal sections; residential/nursing/secured/ learning disability & mental health care homes; independent professional advocacy provider; shared lives scheme provider and the local health board.

3. Welsh Language

The importance of the Welsh language and bilingualism in its Welsh language strategies and schemes is clear for all partners, providers are required to commit to the delivery of the Welsh language at the procurement stages in their contracts. Commissioners benchmark providers when reviewing compliance of services to contract and regulations. The aim will always be to standardise expectations around the Welsh Language and all Social Care contracts have clauses which require these legal obligations to be met.

4. Equality, Socio-Economic Duty & Human Rights

There is a duty by partners to carry out its functions in line with the Equality Act 2010.

How 'rights' feature in our services are embedded in our contracts and contract monitoring processes. Wales is a land of equality and equal opportunities, where having rights, whether they be rights under the founding principles of the Social Services and Wellbeing (Wales) Act 2014, The Equalities Act 2010, and the principles of human rights under the Human Rights Act 1998 forms the foundation of everything when commissioning services. Partners fully integrate these basic principles in the service design, and work proactively with providers to ensure individuals who experience these services have their rights fully respected under law.

All commissioning decisions are subject to Integrated Impact Assessments, which includes identifying the impact of decisions on equality and social-economic duties. This helps to ensure that commissioning does not lead to negative equality and socio-economic impacts and to also help identify if there are additional actions we can take to further ensure any activity has a positive impact on these areas.

5. Social Value & Community Benefits

'Social value' is a way of thinking about how scarce resources are allocated and used. It involves looking beyond the price of each individual contract and looking at what the collective benefit to a community is, when a public body chooses to award a contract. Partners understand that bringing added value to individuals and communities by

commissioning services that strengthen communities where they operate and bring 'added value' or additional benefits to people's lives.

Partners continue to find ways in which to fully integrate social value and community benefits in how they delivers services. As part of its ongoing modernisation agenda, service models have been updated and refreshed to be fully consistent with the founding principles of 'The Social Services and Wellbeing (Wales) Act 2014' that embrace areas such as independence, choice and control and aims to give people a real say in how services are designed, tendered, awarded and delivered.

6. Executive Summary

Care Home Services – Older Adults

- There are sufficient number of available residential and dual registered beds in the area, however it is not always possible to place in the beds available
- There are relatively few homes offering specialist/complex dementia nursing care
- There is instability in the sector due to severe workforce issues combined with the current cost of living crisis
- Monitoring visits and Care Inspectorate Wales (CIW) inspection reports demonstrate an overall high quality of care home provider
- There is good partnership working between providers and commissioners
- Demand for care home beds reduced over the pandemic but is now returning to pre-pandemic levels
- More work is required with providers to support them to adapt to be able to meet the needs of the future population of the region, and to gain a better understanding of the type of support that will be required

Care Home Services – Children

- The Children's Social Care Market Study by the Competition and Markets Authority (CMA)'s concluded that the residential (and fostering) market is challenging. This is an issue shared by many local authorities across Wales and England
- Partners will review its strategic and commissioning plans in 2022 and continue to work with regional and national partners to support market wide developments
- The independent residential care market is at risk from the potential implementation of Welsh Government policy commitments. This will need to be monitored closely

Care Home Services – Younger Adults

- The specialist care homes market across the region is considered to be stable
- There have been increases in the number of placements for both learning disability & mental health over the 5-year period
- Monitoring visits and CIW inspection reports demonstrate an overall high quality of care home providers
- Workforce pressures and rising costs present stability risks
- Work is being undertaken by each Local Authority to redevelop the market so that it better reflects the preferred wishes of individuals

Secure Accommodation - Children

- Neath Port Talbot County Borough Council own and operate Hillside Secure Children's Home

- Hillside is the only secure children’s home in Wales and has been assessed as providing sufficient levels of provision to meet previous, current, and future local demand
- Hillside is currently reviewing its service model to ‘future proof’ its service to ensure it is able to accommodate the future demands of the provision as well as being financially sustainable in the long term

Fostering

- Foster carer retention/recruitment is a problem across the region – as it is across Wales and England - as the numbers entering fostering each year is struggling to keep up with demand
- The most notable market gap is the limited availability of local placements for children aged 11+
- Overall, service quality is good across the foster care market

Adult Placement – Shared Lives

- Demand has differed with each Local Authority
- Over the last 5 years there has been only a small number of unsuccessful placements
- Monitoring visits and CIW inspection reports demonstrate an overall high quality of provision
- The number of carers has grown steadily over the period
- Expansion of services to promote use amongst other population groups is being explored

Advocacy - Adults

- There is one provider that covers the region, and provision is currently stable
- Further promotional work is underway to increase use of advocacy services for hard to reach groups
- Demand is expected to increase over the next 5 years
- Monitoring reviews demonstrate an overall high quality of provision

Advocacy - Children

- The Independent Professional Advocacy (IPA) Service is commissioned on a regional basis. It has been assessed as sufficient to meet previous, current and future demand
- Young people have provided positive feedback on the quality of the IPA Service and their achievement of personal advocacy outcomes
- Monitoring reviews demonstrate an overall high quality of providers

Domiciliary Care – Older Adults

- Domiciliary care demand continues to exceed supply
- Future longer-term demand is expected to increase in line with population growth

- Workforce issues, coupled with increased demand, is making it difficult for the region to meet current demand
- Monitoring visits and CIW inspection reports demonstrate an overall high quality of provider
- There is good partnership working between providers and commissioners
- Alternatives to traditional domiciliary care are required to keep pace with demand for services

Domiciliary Care - Children

- The domiciliary care market has seen a substantial growth in demand throughout the COVID-19 pandemic
- In response, the market has demonstrated flexibility and growth to meet levels of demand but at times this has led to maximised market capacity
- Overall, the market is delivering good quality services

Domiciliary Care – Younger Adults

- Services are of a good quality with low incidence of formal contract compliance or breaches in regulatory standards
- Since the pandemic, staffing has become one of the key risks to market to market stability and sufficiency
- Increased future demand for specialist services and care at home is anticipated and more accurate demand forecasting is needed

Adoption

- The Western Bay Adoption Service (WBAS) is a regional service across Swansea, Neath Port Talbot and Bridgend
- The number of children coming through for adoption has reduced
- The number of adopters has increased demonstrating that the process is working effectively
- Working regionally has supported resilience and quality
- Entry to the market is highly regulated and the arrangements are working well

7. Chapters

7.1 Care Home Services – Older Adults

Section A – Market Sufficiency

There is a diverse provider base with the majority of the current 66 care homes being individually owned. A large number of care homes are run by small to medium organisations, many of which are Welsh based, whilst five care homes are owned by larger national corporate operators. Five homes are owned internally by Swansea Council. As of May 2022, the region has a total of 2645 beds which are broken down as follows:

- 26 residential care homes in the region which provides a total of 881 beds for older people that have been assessed as requiring residential care
- 32 dual registration/nursing homes with provides a total of 1498 beds. These are registered to provide care to people requiring either nursing or residential care
- 3 specialist dementia nursing homes which together can provide a total of 110 beds
- 5 services Swansea Local Authority homes which account for 156 beds

Occupancy Rates

	Occupancy Rate %	Total Number of Registered Beds
May 2022	86%	2645
March 2021	79%	2707
March 2020	94%	2844
March 2019	95%	2842
March 2018	94%	2828

During the pandemic the average occupancy rates decreased significantly to 78% however this has now increased to 86% and whilst slowly increasing, it is lower than historical occupancy rates. It has been purported for some time that people want to remain in their own homes and communities for as long as practicable, with admission to care homes being viewed as a 'last resort'.

There is a lack of providers that can provide specialist Dementia nursing care for people with challenging behaviour.

Section B - Market Stability

Care home provision has decreased over the past five years.

Year	Total number of homes
2021/22	66
2020/21	68
2019/20	68
2018/19	69
2017/18	71

Providers have expressed an interest in expanding their services however active development work has stalled during the pandemic and will resume as capacity permits.

Action due to Failure

To support care home providers over the pandemic, emergency staff teams were created to enable a quick response to threats or continuity of service. This involved working across the region to organise staff who were able to be deployed into care homes and provide essential support. This service was used a small number of occasions where COVID depleted staffing levels and threatened safety of services.

Failure which is anticipated to be time limited, partners in the region will support as necessary. In situations where a care home can no longer operate, and is likely to close the Home Operation Support Group (HOSG) toolkit is implemented to support residents in finding a suitable alternative care home placement.

Commissioners adopt a collaborative relationship with care homes and providers are actively encourage to seek support in the early stages if they have any issues that might cause disruption to services.

Section C – Other Market Stability Factors

The Social Services and Wellbeing (Wales) Act 2014 places quality and continuous improvement at the very heart of the delivery of residential and nursing care services in Wales. The Act places a clear statutory duty on service providers to deliver care in a way that meets or exceeds statutory regulations and to self-assess and continually improve the way services are delivered to vulnerable people. The onus under the revised regulations is for providers themselves to identify shortfalls in standards and to be proactive in making improvements so that services can continually improve and progress beyond what is required by regulations.

A Regional Quality Framework (RQF) tool has been created within West Glamorgan so that care homes and commissioners can monitor and review

standards in older person's residential and nursing care homes. This tool is used to help commissioners and providers identify the shortfalls in service standards and to help care homes improve how they deliver care. The tool requires input from a number of contributors, including health colleagues, social work colleagues, care home staff, residents and family members so that an assessment of quality and performance is as inclusive and comprehensive as possible.

The RQF continues to be updated to achieve greater consistency with the higher level regulatory domains used by Care Inspectorate Wales in their inspection framework.

Routine Contract Monitoring

Commissioners across the region ensure that regular contract monitoring is carried out to ensure quality is maintained. This is done by:

- Planned Annual Service Provider Reviews
- Unplanned Focused Monitoring
- Service User Reviews
- Regular provider forums
- Individual Provider Meetings

In 2017 a regional Market Position Statement (MPS) was produced setting out the factors impacting on market stability, including current and future demand and level of resources. The pandemic has had a significant impact on the care sector across the region, with a full analysis on its impact to be carried out over the next 12 months.

Current and Projected Trends

The population numbers for over 65's is expected to increase across the region over the next 10 years:

- 2020 – 78,662
- 2025 – 83,211
- 2030 – 89,215

This is combined with an aging population however whilst people are living longer many are also remaining fitter and healthier for longer. Most people tend to enter residential care later in life, often with more complex and multiple care needs. People who enter care homes later in life with multiple needs also tend to occupy beds for shorter durations than in the past.

The growth in the number of people aged over 65 with dementia is also expected across the region:

- 2020 – 5607
- 2025 – 6310
- 2030 – 7098

The most prevalent increase is expected to occur in people aged 85 and over, where the incidence of dementia increases significantly with almost with one quarter of the over 85 population showing some level of dementia. Whilst it is not possible to forecast it is generally accepted that this is likely to lead to increased demand for specialist dementia care.

Combined with the overall trend for individuals in staying at home longer with domiciliary care, people are only moving into care homes when they require 24 hour support, with an increasing amount requiring dementia care. There continues to be a demand for care homes and the current level of beds is sufficient to meet demand, however consideration on the type of support based on population numbers is needed to ensure the market can meet future changes in population needs.

Impact of Commissioning Practices on the Market

Robust monitoring processes means that commissioners are successful in working with providers to maintain good levels of service quality and support providers where issues have been identified. This close partnership working with providers helped support homes face the challenges that arose from the COVID19 pandemic.

Contingency planning and the creation of the emergency response teams sustained services and avoided care home failure during the pandemic. Support to implement other COVID related measures such as distribution of PPE, a regional web page dedicated to care homes ensuring they had access to the most recent COVID related guidance, support to coordinate testing and vaccinations, assessment of financial viability and implementation of hardship subsidies has also played an important part in sustaining sector wide services.

Care homes were awarded an uplift mid-year in 21/22 to support with the additional financial demands placed on them, along with an additional uplift at the beginning of 22/23 in order to help improve staff terms and conditions, including payment of the Real Living Wage.

Sustainability of Provision

COVID has disrupted the care home market and longer term impacts are not yet clear. Commissioners may need to support care homes to adapt to changing market forces as patterns of demand become clearer. There is concern that some care homes may become financially unsustainable due to the level of voids, however it has been assessed that the market will be able to respond to any potential closures.

Risks to Market Stability

Care home providers continue to experience pressures and influences from a range of sources:

Care Need

Future demand forecasting is suggesting that there is a need for more complex dementia services. Currently the sector continues to be impacted by reduced demand, financial pressures and workforce pressures, and remains fragile.

Occupancy

Since October 2021 the number of vacancies is slowly decreasing within care homes. However, a number of beds are occupied with people placed on extended care rather than long term placements.

Financial

The sustainability of some providers remains fragile due to increased void levels, challenges with accepting new placements, additional unprecedented costs associated with both the COVID19 pandemic (such as insurance) and the cost of living, as well as the rates of pay required to retain and recruit staff. Staff recruitment is a significant problem with care staff leaving to take up jobs in different sectors such as retail. Care home operators may be required to respond to market forces by adapting their services as the pattern of demand changes.

Providers are concerned that people's needs are higher on admission into care homes than previously experienced, which requires higher levels of staffing.

Staff pay is an ongoing issue impacting on retention and recruitment. This is resulting in some care homes being unable to accept admissions due to insufficient staffing levels. Running costs have also increased due to COVID-19 (such as increased insurance) and unprecedented increases in cost of living (such as food and fuel).

Fee rates paid to homes are set each year. The rates are standardised per category of care irrespective of the choice of home. Each home is able to set its own rate for those residents who are self-funders and are able to charge a third party payment for additional services.

Staff

Recruitment and retention of qualified nursing staff and social care staff has been an ongoing concern since 2017 for providers, however competition for workforce is greater than ever. In some cases, shift patterns have become longer to cover sickness and vacancies, leading to speculation that this may be affecting the health and well-being of staff.

Without sufficient staff, care homes have been unable to accept new admissions and there is a risk that care homes may give notice on placements if they assess that they are unable to safely continue delivering care with their current staff levels.

Recruitment of Registered Mental Health Nurses has been especially difficult and is a barrier in extending dementia services.

Section D – Other Considerations Affecting the Market

Resources

Fee setting takes into account the legitimate current and future costs faced by providers as well as the factors that affect those costs, and the potential for improved performance and more cost-effective ways of working. These processes ensure that, in so far as possible, fees set are adequate to enable providers to meet the specifications set by the Commissioners together with regulatory requirements.

The process for establishing a fair price for care is based on consulting with providers and understanding their costs through the use of questionnaires, financial records and consultation. Whilst all providers are strongly encouraged to participate, response is limited.

Third party payments are charged by most of the contracted elderly independent care homes across the region. The difference in cost between funded residential / nursing care and the cost to self-funders is not readily available and may vary from home to home.

There are limited resources available with partners. The funding received from Welsh Government restricts the level of uplift that can be applied. The gap between the cost of implementing Real Living Wage and the level of funding received by Welsh Government which makes only a contribution towards total costs will exacerbate these problems.

Direct Payments

There are facilities in place for people to receive a direct payment to purchase care home services. There are no individuals currently using direct payments to purchase long term care from care homes although direct payments are used to purchase respite care.

Self-funders

All care homes across the region accept privately funded placements. Information regarding the cost and number of placements is not available.

Workforce

The sector is finding it increasingly difficult to recruit care staff and in particular qualified nurses. Care staff are leaving the care sector to work in other areas

Commissioners are considering ways to support providers in regards to their workforce issues with the emphasis on rates of pay. SBUHB are considering ways to recruit nurses as well as providing courses to upskill care staff.

Section E – Summary of the Market

- There are sufficient number of available residential and dual registered beds in the area

- There are relatively few homes offering dementia nursing care
- There is instability in the sector due to severe workforce issues combined with the current cost of living crisis
- Monitoring visits and Care Inspectorate Wales (CIW) inspection reports demonstrate an overall high quality of care home provider.
- There is good partnership working between providers and commissioners.
- Demand for care home beds has reduced over the pandemic and average sector wide occupancy has reduced
- More work is required with providers to support them to adapt to be able to meet the needs of the future population of the region, and to gain a better understanding of the type of support that will be required

7.2 Care Home Services – Children

Section A – Market Sufficiency

The options for placing a looked after child are set out in section 81 of the Social Services and Wellbeing (Wales) Act 2014. If it is not possible for the child to remain with their parents or a person who has held Parental Responsibility for the child, if there is a friend or family member (connected person) that could potentially care for the child. By doing so it helps to ensure the child continues to be brought up within their family or community environment which is usually what matters to them. Where it has not been possible to place a looked after child either with a parent or connected person, the Local Authorities must consider which of the following is most appropriate:

- placement with an unconnected foster carer registered with a fostering agency
- placement in residential care
- placement in accordance with other arrangements – for example, supporting young people aged 16 or over to live independently or in supported accommodation

Popular Based Demand

In the past year Children Looked After (CLA) population has been steadily falling. However, the number of CLA assessed as needing a placement in residential care has been reasonably consistent since March 2018.

The use of residential provision is determined by the assessed needs of the child and although the overall the council's CLA population is declining, there continues to be a need for specialist residential provision for a small cohort of children.

Residential Placement Accessibility and Gaps

There is technically far more local provision than needed (approximately double), however, in practice, local provision has proven incapable of effectively meeting demand and placements often occur out-of-area. Occasionally it can be a positive decision to place a child further afield – e.g., because of child protection concerns – but more frequently it reflects a lack of appropriate local options. There are multiple factors contributing to this issue, for example:

- local providers are not always capable of supporting children with the most complex needs
- placements locally may be occupied by children placed by other authorities; or
- even where there is a vacancy available locally that might be suitable, the child needing a placement may not be a good match with those already in the home

Occupancy data relating to residential settings located within the region informs us that most placements made with residential care services in this region are from other local authorities in South Wales but there are often placements made by English authorities.

Difficulties achieving market sufficiency has been reported as an ongoing concern across Wales. This area of concern is anticipated to continue affecting the sufficiency of the residential care market which, due to the number of out of county placements, can only find resolution when the sufficiency balance is achieved across Wales.

Residential Placement Location

Placements are chosen based on an assessment of their ability to meet the needs of the individual child. Placements made locally offer opportunities to promote the child's identity, promote contact with family and friends, and ensure continuity of access to their local communities, education, and health services. Preference is therefore given to placements in-area. However, the local placement also must be able to suitably meet the child's other needs. There can be times that local placements are not able to meet the child's holistic needs and we therefore must place further away.

Placement Stability and Suitability

The level of placement stability is shaped by many contributing factors and changes of placement for a child can occasionally be for a positive reason, e.g., to be closer to their family or to move to a less supportive environment as part of a transition to independence. All placement decisions are based on the assessed need of the child.

Quality and Outcomes

Care and support plans continue to be co-produced with the child and their progression and achievement of personal outcomes are regularly reviewed and evaluated.

The COVID-19 pandemic had disrupted inspection and monitoring cycles adopted by CIW and the 4C's. Based on the best available data, identified areas of poor service performance across the regions residential care market and commissioned out of county providers have been isolated to specific providers or have been isolated incidents.

Across the regional residential care market and commissioned out of county providers, the most common area of service improvement identified by CIW 4C's and the Local Authorities is linked to the leadership and management of residential care settings.

Current Level of Market Sufficiency

The regional residential care market currently faces key challenges to achieve market sufficiency.

Whilst the region has an 'over-supply' area of residential care provision, the market is not providing the sufficient placement availability, with a key gap in provision relating to placements for children who present complex support needs. Based on numerical placement numbers, there are more residential care placements than is

required, but only a very low percentage of residential care placements are occupied by children of this region. The remaining high percentage are either unavailable or are occupied by children placed by other local authorities (primarily from across South Wales and outside West Glamorgan Region).

Discussions with providers interested in opening new residential provision within the footprint demonstrates that they are happy to operate services that meet the demand of other local authorities rather than focusing on developing models that meet our demands in this region. This is a concern and can be attributed to wider market sufficiency issues. Whilst commissioning and strategic plans are being reviewed, which will explore potential solutions to address gaps in the residential care market, the challenge of achieving local market sufficiency will not be fully resolved until market sufficiency is addressed and improved across Wales and England. Alongside the review of its strategic plans, partners will also work closely both regionally and nationally to support market wide sufficiency developments.

Likely Issues to Affect Market Sufficiency Over Next 5 Years

Population Based Demand

A decreasing child population may result in reduced demand for the residential care market, but there will always be some children for whom residential care is the right option.

Impact from Wales Wide Sufficiency Issues

The sufficiency of the residential care market across Wales is a concern. As local authorities across Wales seek residential care placements in other local authority areas to meet their placement needs, it detracts our capability to influence the shape of the local market to focus on providing placements for our children. Until market sufficiency is improved across Wales, any increased placement demand presented by other local authorities is likely to result in further limitations on local residential care placement availability.

Potential Extension of 'When I'm Ready' Placements to Residential Care

The work of the Children's Residential Care Task and Finish Group (a sub-group of the Improving Outcomes for Children Ministerial Advisory Group) will be closely followed to identify any potential changes in service delivery.

Welsh Government has instigated work exploring the potential of creating an extension of 'When I'm Ready' type placements to children in residential care. This could have a significant impact upon the residential care market, and therefore strategic and operational children's services plans will be reviewed and assessed should the market require delivery of such service models.

Section B - Market Stability

An analysis of the regional residential care market identified several instability characteristics which requires further development.

Balance of Demand and Supply

The sufficiency assessment above identified that demand and supply within the region's residential care market is imbalanced. The market requires further development to meet the future needs of the local population. However, addressing this area of market instability is a challenge on a regional and national scale.

Local Authorities are currently reviewing their commissioning and strategic plans to seek alternative solutions to improve local market sufficiency. Local Authorities will continue to work closely with regional partners and the 4C's to support regional and national market developments.

Local Provider Base Diversity

The residential care market for looked after children consists of several external service providers. Apart from the one home, the others are private, commercial organisations (none are charitable organisations/ from the 3rd sector). Most of the organisations are small to medium enterprises that operate a small number of homes each. There is one larger organisation operating in the area. Already a large provider in Wales supporting individuals with disabilities, in 2021 they acquired another local provider who work with children with social, emotional, and behavioural needs.

Market Wide Shocks

The Children's Social Care Market Study by the Competition and Markets Authority (CMA)'s concluded that the residential (and fostering) market is dysfunctional. This was largely based on an acknowledgment that their insufficient placements available for local authorities at the same time as excessive profits are being made by many providers. Another of the concerns they raised is that there are high levels of debt being carried by some of the largest private providers, which poses a risk of placement disruption for children, should there be a disorderly exit of organisations from the market. This needs to be monitored closely, especially considering further organisation expansion and acquisition.

The risk of market shocks and potential market collapse within the external residential care market could also be subject to shock should the Welsh Government plan to remove profit-making from the provision of care to looked-after children not be managed carefully.

Action due to Provider Failure

No action has been applicable by the region in pursuance of its duty under section 189(2) of the Social Services and Well-being (Wales) Act 2014.

Section C – Other Market Stability Factors

Consideration of Market Quality

Children residing in residential care placements have outcomes-based care and support plans which are coproduced with the individual. All commissioned residential care providers regularly review progression and the achievement of personal outcomes.

Alongside CIW and the 4C's contract monitoring role, the quality and performance of commissioned residential care placements are monitored on a regular basis by the Local Authority Commissioning Team. The residential care market and commissioned out of county residential providers deliver reasonable quality care and support.

Where failure does occur, the most common cause is the lack of appropriate management and leadership oversight, and difficulties recruiting and retaining suitable staff.

Current and Projected Trends

The use of early intervention and prevention services aims to further decrease the looked after child population over the next 5 years. Other actions being taken as part of a developing multi-faceted plan to reduce the need to use independent residential care services:

- growth of regional fostering services; and
- expansion in the number of services functioning within the region

Impact of Commissioning Practices on the Market

When it is necessary for a child to become looked after, the preference is to place the child with a suitable foster care placement, provided it meets their assessed needs. Sometimes a residential placement is needed to meet the child's assessed (complex) needs or for a small cohort of children where no suitable match is available with an approved foster carer. The use of residential care for those with the most complex needs has shaped local demand, but local provision is often unable to deliver the level and type of care and support these children need.

Residential placements are sourced and procured in the first instance through the 4C's All Wales Residential Framework, if a suitable framework placement is not found, the placement is alternatively sourced through non framework commissioning arrangements.

Use of the 4C's Framework provides the Local Authorities with support from a national commissioning approach and improves the limited buying power within the region. Whilst the use of the 4C's Framework provides the region with an opportunity to source residential care placements from a wide array of providers, this does not necessarily result in a suitable placement match. Local Authorities will continue to contribute to the commissioning development work led by the 4C's and

will work closely with the 4C's and other partners to support market developments both on a regional and national basis.

Sustainability of Provision

The residential care market contains several service providers, but one provider having a large proportion of the market. In terms of who we place with, there is no over reliance on any one external provider. However, there is a shortage of providers with capacity to care for those with the most complex needs.

Risks to Market Stability

One of the largest risks to market stability is borne from the policy intentions and future actions of the Welsh Government who have expressed an intention to remove profit-making from the provision of care to looked-after children. This will need to be implemented very sensitively to prevent considerable market stability.

Section D – Non Regulated Provision

Supported accommodation services can be an important and appropriate placement option for young people – e.g., to develop further life-skills as part of a planned transition to adulthood.

Section E – Other Considerations Affecting the Market

Resources

Planned reviews of commissioning and strategic plans will explore and consider areas of resource pressures and areas where resources require investment and levelling up.

Section F – Summary of the Market

The Children's Social Care Market Study by the Competition and Markets Authority (CMA)'s concluded that the residential (and fostering) market is challenging. This is an issue shared by many local authorities across Wales and England.

Partners will review its strategic and commissioning plans in 2022 and continue to work with regional and national partners to support market wide developments.

The independent residential care market is at risk from the potential implementation of Welsh Government policy commitments. This will need to be monitored closely.

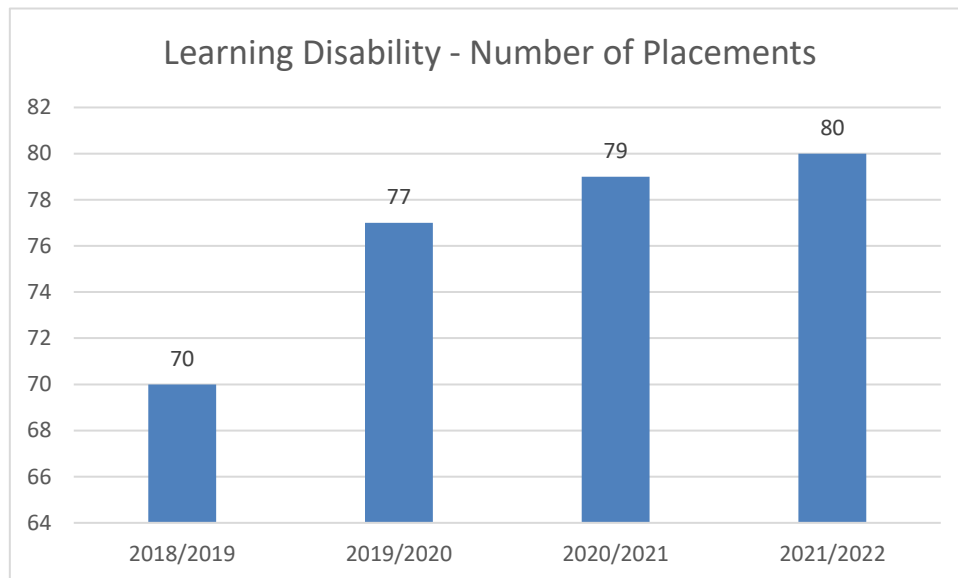
7.3 Care Home Services – Younger Adults

Section A – Market Sufficiency

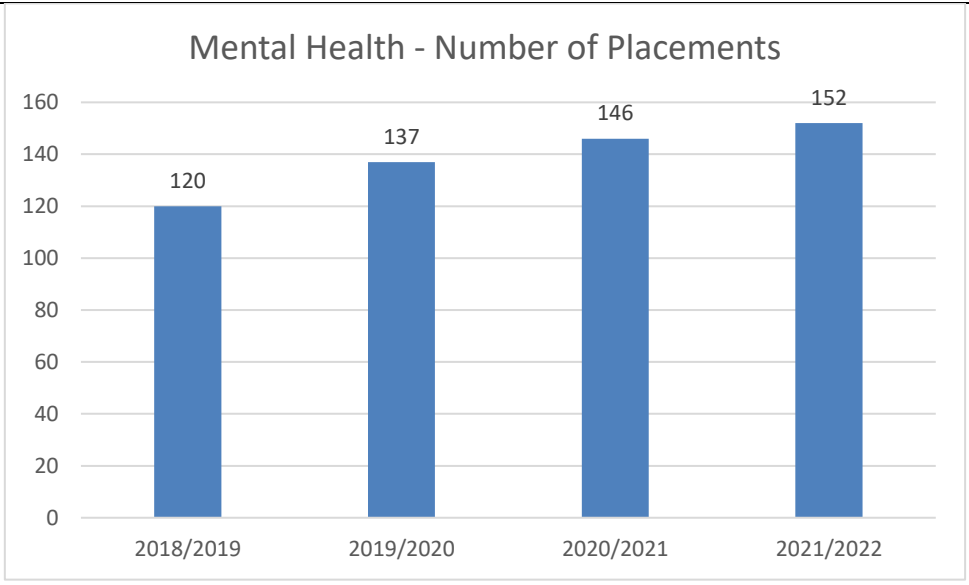
The following number of placements in specialist residential care homes are currently commissioned:

- 80 for Learning Disability placements
- 152 for Mental Health placements

Whilst the majority are placed across Swansea and Neath Port Talbot, due to lack of suitable availability a proportion are placed out of region to meet the needs. Over the previous 4 years demand for placements in residential care has increased.

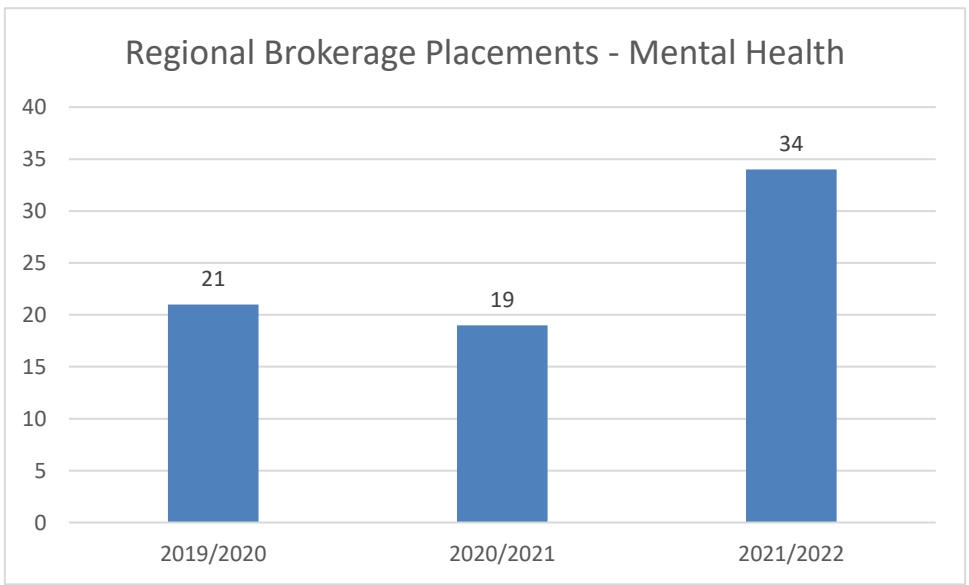


Comparing 2018 to 2021 there has been an increase in the number of placements by 14%. This is inconsistent with the strategic direction to reduce reliance on residential care in favour of options which promote more independent living.

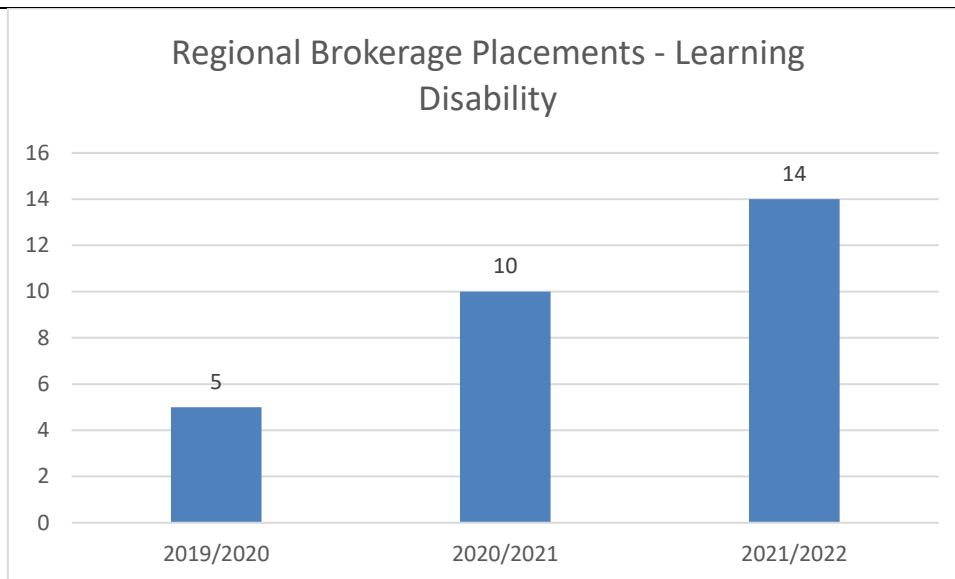


There has been an increase of 27% comparing 2018 and 2021.

The West Glamorgan Regional Brokerage shows an increase in the last 12 months on new residential care home placements made in Mental Health care homes. Regional brokerage source a suitable placement in the location requested by the care manager.



There is an increase year on year for new Learning Disability placements made



Over the past 12 months, demand for residential care in Learning Disabilities and Mental Health placements has increased, which has resulted in more placements going out of region to ensure appropriate placements are sourced that can meet the needs of the individuals. In 2021/22 there were two Learning Disability placements where it was not possible to source anything suitable due to the level of complex needs presented, which resulted in the individuals being admitted to specialist hospital placements, until a suitable placement became available.

Current level of Market Sufficiency

It is not possible to meet the current level of demand within the region. There is also a shortage of mental health nursing beds across the region.

Sufficiency over the next 5 years

The main issues that are likely to affect sufficiency in the next 5 years are:

- A regional shortage of mental health nursing beds
- A regional shortage of beds for complex needs and challenging behaviour
- Recruitment and retention of workforce
- Rising cost of care and limitations on partner resources

Other factors affecting sufficiency

Changing patterns of demand

Fewer people with learning disabilities wish to be placed in residential care and these services are now only commissioned when other options are insufficient to meet need.

Conversely, shortages of supply are leading to a growth in demand for specialist Mental Health nursing placements. Specialist provision for older people with functional mental health is particularly difficult to source. In the longer term this

demand is exacerbated by the projected increase in the number of older people with mental health care and support needs.

Welsh Government policy of not keeping people in a long term hospital placement has also demonstrated a lack of suitable placements for individuals with complex needs and challenging behaviour.

Challenges, risks and opportunities

The current system of purchasing placements for people with complex needs via national procurement frameworks can lead to costs escalation. These services are in short supply and local authorities have experienced of being outbid for services by other commissioning organisations.

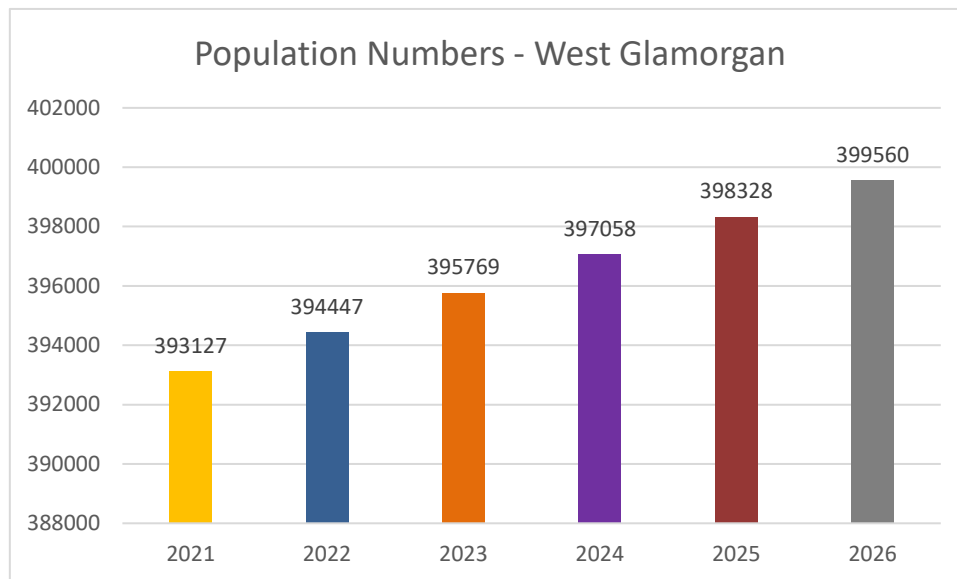
Gaps and areas of concern

There are areas that the region has agreed to look at in order to see if there are gaps and whether these gaps could be mitigated by a regional response. This includes specialist behaviour services, step down from medium secure services, older persons mental health nursing services and specialist physical disability services.

Impact of changing patterns of demand, changing expectations and new emerging trends upon the sufficiency of care and support

In the absence of more specialist provision older people with a mental health diagnosis requiring nursing care may need to be placed in standard older persons care homes. This may represent an opportunity for operators to adapt their services in response to changing market forces. In the alternative, demand which cannot be met locally may lead to increased hospital admissions and higher number of out of county placements.

Section B - Market Stability



The above graph illustrates, over the next 5 years projected population figures will see a consistent year on year increase.

Financial

Providers of specialist Learning Disabilities and Mental Health care home services set their own individual rates for care which take typically take into account the following:

- Hotel Costs
- Premises
- Supplies and services
- Administration and central costs
- Transport
- Staff costs
- Core Care costs
- Profit

The financial viability of homes is monitored and the commissioning teams work with providers to address any issues which suggest a risk to continuity or quality of services. This may involve supporting the service provider to remodel service where this is necessary to achieve financial viability.

Other characteristics which influence Market Stability

Diversity of provider base

Services are commissioned from a fairly diverse range of care home providers ranging from the small single service operators, to a number of large national

companies. Some placements are purchased from social value organisations as defined under s16 of the SSWBA. Residential and nursing care home Providers are able to access the market via the national procurement frameworks. Barriers for new entrants are believed to be low but rising costs and workforce pressures are factors.

Provision of information about the market in order to plan and make investments

Commissioners place importance on developing collaborative working relationships and regularly meet with providers to share information about local and regional commissioning needs. Local commissioning strategies have been developed which have required Provider contributions, and Providers have actively worked with the councils to develop responses needed to meet local needs. Longer term these strategies will form the basis of Market Position Statements which can be used by Providers to inform service planning and development.

Relationship between price and quality

Placement decisions are not based exclusively on price and frequently higher cost options are chosen where there are demonstrable quality benefits. Limitations on resources mean that price considerations are of course key but emphasis on quality is paramount.

Workforce issues

The social care sector is characterised by workforce pressures. Care homes offering specialist services have been impacted to a lesser extent than other service areas, but staffing shortages, skills gaps and difficulties with recruitment and retention are an ongoing problem. Some of these issues are linked to rates of pay and competition from other employment sectors. The larger problem relates to how social care workforce is recognised and valued and how the caring profession can be seen as an appealing option. Moves to implement Real Living Wage will help address concerns relating to rates of pay but this is perhaps only part of the solution.

Managed entry and exit of providers to and from the market

There are systems for commissioning and contracting with services which ensures that this generally occurs in an orderly and managed fashion. This enables necessary due diligence to occur and provides for appropriate evaluation of cost and quality considerations before placement. Occasionally emergency placements may be needed to quickly accommodate people in locations where contracts are not held. Where this happens systems can flex to enable rapid admission without disadvantaging people who need care and support.

Capacity to withstand shocks

The COVID pandemic has shown the market to be capable of withstanding significant disruption. With the support of commissioners, Welsh Government and partner organisations operators have demonstrated their capacity for effective contingency planning in response to significant threats to service continuity.

Commissioners have concerns about the capacity of Providers to withstand long term workforce pressures. This area will be closely monitored.

Whilst specialist care homes have not been as adversely affected by the pandemic as Older Persons Homes, the stability of the current specialist care homes market remains relatively fragile. Occupancy levels have not been significantly impacted, but Government subsidies have ended and workforce recruitment and retention continues to be a problem and competition for workforce from other employment sectors is growing. As are demands placed on carers and other social care workforce.

Action due to Provider Failure

Over the pandemic emergency teams of staff were created to respond quickly to the threats against continuity of service. This service has been used on a small number of occasions where COVID has depleted staffing levels and threatened safety of services. Regional commissioning groups have been established to plan failure responses and promote sector wide contingency planning.

The use of the Welsh Government Hardship Fund to manage financial sustainability risks has been pivotal in preventing sector wide service failure.

In the past 5 years, there have been four homes that have closed down across the region. Residents were supported to move to new suitable placements.

Section C – Other Market Stability Factors

Consideration of Market Quality

Quality Considerations

Based on the assessment of the information available the majority of services are of sufficient quality to meet individual's needs. Where quality expectations are not achieved actions are taken to achieve timely improvements.

Contract Monitoring

Contract monitoring is essential to ensure that commissioners can be confident that services are fit for purpose and that residents receive satisfactory care. Local Commissioning teams have developed positive working relationships with providers and work collaboratively with the sector to develop and improve services. Where services are purchased via the NHS Wales Collaborative National Framework for Younger Adults MH and LD Care Homes, some of the quality assurance responsibilities are shared with other lead commissioners. This provides an additional layer of quality assurance monitoring

Current and Projected Trends

The market is seeing an increasing number of Providers expanding autism and other specialist Learning Disability services. Locally Commissioners have not signalled demand for expansion of services in this area but Providers are seeing

commercial opportunities and are adapting. Costs for these services are set by Providers not commissioners. Longer term shortages of mental health nursing services for older people are possible.

No negative impacts as a result these developments are forecast. Expansion of specialist services compliments existing provision and creates competition on price and quality. Availability of nursing care will be monitored so that requirements can be communicated to the market if service level changes are required.

Citizens and families are becoming less willing to consider long term residential care. Alternatives to residential care, such as supported living services, extra care schemes and specialist domiciliary care provision, are in greater demand.

Solutions which promote independence and avoid reliance on residential care are consistent with local commissioning objectives. These options do more to build on the strengths of people who need care and support and are more likely to achieve the type of outcomes that individuals tell us are important.

Forecasting suggests a future decline in demand for residential services for people with learning disabilities but a possible increase in mental health nursing services to keep pace with an aging population, and an increase for people with challenging behaviour and complex needs.

Impact of Commissioning Practices on the Market

Welsh Government – Statutory Guidance

The Regulated Services (Service Providers and Responsible Individuals) (Wales) Regulations 2017 as amended, came into force in April 2018 and was fully implemented and operational by April 2019. The key change facing providers was the requirement to re-register with CIW to provide a care home service with a 'statement of purpose' providing a full description of the services that could be delivered. The new legislation replaced the 'National Minimum Standards for Care Homes for Younger Adults with a new set of regulations and associated statutory guidance.

Robust monitoring processes means that we have been successful in working with providers to maintain good levels of service quality and to support providers when issues are identified. The close partnership working with providers has helped support care homes face the challenges that arose from the COVID-19 pandemic.

Over the last 10 years the focus has been on supporting people to remain independent within their own homes. Generally placements will only be made in specialist residential care homes when it is not possible to meet a persons assessed needs in the available community accommodation based services.

The trend towards purchasing from national frameworks is having mixed results. Where demand for certain specialist services is high use of frameworks has led to increased costs. Arrangements which allow for local negotiation with local providers tend to achieve better value for money outcomes. The principle that

national frameworks promote access to a wider more diverse market which allows for greater competition on price and quality is not clearly demonstrated in all areas.

Regional approaches to review high cost placements have led to a more informed understanding of cost and quality. Further work is needed to enable these approaches to achieve a more informed shared understanding of outcomes for people, and other shared regional commissioning objectives. Further work to achieve this is underway.

Sustainability of Provision

There are 79 care homes operating across the region, all of which are either privately run or part of larger national organisations. There are no third sector operators of specialist care homes in the region. Confidence in sustainability in the sector is high, however continued development of community accommodation models means that there will be less demand going forward.

Risks to Market Stability

Care Need

Changes to patterns of demand are a risk in the longer term. In the shorter term, demand for existing services is likely to remain fairly consistent. Care homes may have to adapt their models in response to changing demand, and the expectation is that demand will reduce as new care models are developed. Reliance on out county placements is sub-optimal for residents, families and commissioners.

Occupancy

Occupancy levels have not been seriously impacted by COVID. Most specialist care homes have low vacancy levels making it more difficult to find suitable placements for people who need these services. Current patterns relating to occupancy do not present a risk to market stability. Providers are also open to commissioners outside the region.

Financial

Specialist services are able to set their own prices. Where services are purchased via frameworks costs are less transparent. Financial monitoring is undertaken and failure or service disruption linked to financial viability is rare. Increasing costs are an issue for all service types. This is linked to rising staff costs which are necessary to recruit and retain staff and other rapidly increasing inflationary pressures. These pressures are expected to lead to continued costs escalation.

Staff

Workforce recruitment and retention is possibly the biggest risk to sector stability. Pressures have been exacerbated by the COVID pandemic. Workforce migration to other employment sectors is increasing. Pressure on existing workforce has increased. Rates of pay are an issue but other factors such as job satisfaction and recognition for a workforce that can sometimes feel undervalued are also relevant.

These are issues which commissioners and policy makers must grapple with which are not quickly or easily solvable.

Section D – Other Considerations Affecting the Market

Resources

Fee setting takes into account the legitimate current and future costs faced by providers as well as the factors that affect those costs, and the potential for improved performance and more cost-effective ways of working. These processes ensure that, in so far as possible, fees set are adequate to enable providers to meet the specifications set by commissioners and regulators.

Direct Payments

There are facilities in place for people to receive a direct payment to purchase care home services. There are no individuals currently using direct payments to purchase long term care from care homes although direct payments are used to purchase respite care.

Workforce

The sector is finding it increasingly difficult to recruit care staff. Care staff are leaving the sector to work in other areas that are considered less demanding. Commissioners are considering ways to support providers with their workforce issues with the emphasis on pay.

Section E – Summary of the Market

The specialist care homes market across the region is considered to be stable, however there is a lack of providers that can support individuals with challenging behaviour and complex needs, which is resulting in placements being made out of region, or being placed on waiting lists with providers that do specialise in this type of support. There is also a severe lack of Mental Health nursing provision across the region.

Services are generally of a satisfactory quality with low incidence of formal contract compliance or breaches in regulatory standards. Instances of service failure have been low. Services have been financially viable. Operators have been keen to invest in developing new services.

COVID-19 has not significantly impacted the shape or the stability of the market. Occupancy levels have not been significantly affected. Operating costs however have, anecdotally at least, risen significantly. Workforce pressures are greater than ever. These factors will continue to present challenges.

The work being undertaken by commissioners within each Local Authority to redevelop the market so that it better reflects the preferred wishes of individuals will directly impact on specialist care home provision.

7.4 Secure Accommodation – Children

Section A – Market Sufficiency

Market Capacity

Neath Port Talbot County Borough Council own and operate Hillside Secure Children's Home. Hillside is the only secure children's home in Wales, which puts Neath Port Talbot CBC in a unique position within Wales of being able to access secure residential placements within its own county boundary.

Hillside accepts children and young people from anywhere in the United Kingdom but is focused on providing placements for Welsh children in line with placement availability and the child's assessed support needs.

Since the 2017 Western Bay Population Assessment was published, Hillside's service model was reviewed and amended, the outcome of which resulted in a reduction of Hillside's overall placement capacity, but this has not negatively impacted upon the council's access to secure residential placements.

Since 2017, the key changes to Hillside's placement capacity are summarised as follows:

	2017	2021	Movement Direction
Total Bed Capacity	22	18	↓ 4 (18%)
Of which, number of beds commissioned by Youth Custody Service	10	6	↓ 4 (40%)
Of which, number of beds commissioned by placing Local Authorities	12	12	—
Age Range Criteria	12-17	10-18	↔

Table 1: Comparison/Bed Capacity/Commissioned YC/LA/Years/Nos

Population Based Demand

	2017	2018	2019	2020	2021
England Admissions	52%	54%	50%	29%	33%
Wales Admissions	48%	46%	50%	71%	67%

Since 2017, the Hillside admissions data (above) demonstrates a trend in which Hillside placements were increasingly being occupied by children from across Wales (with a notable decreasing trend of placements made from England).

Quality and Outcomes

Hillside co-produce care and support plans with the child and their progression and achievement of personal outcomes are regularly reviewed and evaluated.

Hillside closely collaborates with children residing in Hillside to ensure their voice is heard and various mechanisms are in place which enables children to residing in Hillside to inform service delivery and developments.

Current Level of Market Sufficiency

Hillside is currently reviewing its service model and is exploring future service models which will 'future proof' its service to ensure it is able to accommodate the future demands of the provision as well as being financially sustainable.

Looking ahead, Neath Port Talbot Council and Hillside will work collaboratively with regional partners and Welsh Government to take forward identified outcomes of its service review.

Likely Issues to Affect Market Sufficiency Over Next 5 Years

Accessible Support Services to Meet Future Population Needs

Over the previous 4 years, the cohort of children referred to Hillside has increasingly presented with complex support needs. With this trend predicted to continue over the next 5 years, Hillside requires the input from a range of specialist support services to ensure children residing in Hillside receive the appropriate support based on their assessed needs.

Various specialist support services are commissioned by Hillside, but the availability and funding required to provide such specialist services has been a challenge, which was especially evident during the COVID-19 pandemic. The pandemic resulted in service disruption to specialist support services, which resulted in limited availability of these services to children residing in Hillside.

Hillside is currently reviewing its service model and scope of specialist commissioned to ensure children residing in Hillside access the right services based on their assessed needs.

Depending on the outcome (and subsequent service model reviews/ evaluations over the next 5 years), it is likely that Hillside will require input from a range of specialist health-based services, which will require ongoing resource investment in order to enable Hillside to access to these services.

Section B - Market Stability

Financial Sustainability

Whilst Neath Port Talbot Council own and operate Hillside Secure Children's Home, Hillside is modelled to operate on a zero-base budget, meaning the provision is designed to be financed through income generation such as placement fees. Placement fees have increased over the previous 4 years in line with increasing operating costs. Placement fees are currently subject to review and will align to any developments to the future Hillside service model.

Wales Wide Market Sufficiency

Due to Hillside operating as the only secure children's home in Wales, Neath Port Talbot CBC has a stable access route to securing placements in Hillside. Neath Port Talbot CBC is aware of the difficulties which other placing local authorities experience when sourcing a secure placement. This market awareness has been borne from observing the pressure and high demand placed on the secure estate. In future, should further secure estate provision be developed within Wales, a full assessment will be undertaken to establish the impact such provision would present to the Hillside service model.

Action due to Provider Failure

No action has been applicable by the council in pursuance of its duty under section 189(2) of the Social Services and Well-being (Wales) Act 2014.

Section C – Other Market Stability Factors

Consideration of Market Quality

Children residing in Hillside have outcomes-based care and support plans which are coproduced with the individual and are regularly reviewed and evaluated with regards to the achievement of personal outcomes.

Hillside is inspected and monitored by CIW, Estyn and commissioners such as the Youth Custody Service. Over the previous 4 years, inspection and monitoring reports identified areas for improvement in which have been fully implemented. The largest risk to the achievement of personal outcomes relates to access to

support services commissioned by Hillside. The COVID-19 pandemic led to severe disruptions to the delivery of Hillside's commissioned support services. As part of Hillside's service model review, Hillside's commissioned support services are being analysed and reviewed to ensure they meet current support needs as well as 'future proofing' commissioning arrangements to meet the future support needs of children and young people.

Current and Projected Trends

Changing Support Need Led Demand

Over the previous 4 years, the cohort of children and young people residing in Hillside are presenting more complex based support needs. Whilst Hillside provide trauma informed care and support, children and young people are more frequently requiring specialist health-based support.

This trend is likely to continue. To ensure Hillside and its commissioned specialist support services meet future needs presented by children and young people, the Hillside commissioning plan will be evaluated and updated to ensure appropriate commissioning arrangements are providing the right services in a sustainable way.

Impact of Commissioning Practices on the Market

Over the previous 4 years, children located from the region occupied a small number of placements within Hillside.

Currently, 33% of Hillside bed capacity is commissioned by the Youth Custody Service and 66% is available for Local Authority commissioned placements. Hillside works closely with commissioning organisations to ensure the usage of the bed capacity reflects the demand presented.

Sustainability of Provision

The key challenge faced by Hillside is ensuring the provision achieves and maintains financial sustainability. Over the previous 4 years, increasing operating costs (net of efficiency savings) has resulted in increased placement fees. Dependent on the outcome of the service model review, placement fees will also be reviewed to ensure the Hillside business model is financially sustainable. Should further secure estate provision be developed within Wales, a full assessment will be undertaken to establish the impact such provision would present to the sustainability of the Hillside provision.

Risks to Market Stability

Hillside is a non-profit making organisation, therefore and is a stable provision.

Section D – Non Regulated Provision

Continued investment in specialist support services is required to support step down more effectively from Hillside secure placements. Hillside submitted a funding bid to enhance the range of specialist support services delivered within Hillside but unfortunately this funding bid was unsuccessful.

Section E – Other Considerations Affecting the Market

Resources

The Hillside service model review will explore and consider areas of resource pressure and areas where further areas of resource investment is needed.

Section F – Summary of the Market

The secure estate market is both sufficient and stable. Moving forward, the Hillside service model review will seek to ‘future proof’ the service to ensure it is able to accommodate the future demands of the provision as well as being financially sustainable in the long term.

7.5 Fostering

Section A – Market Sufficiency

In 2021 all local authority fostering services in Wales joined forces to become 'Foster Wales' as part of a national work programme. The aim of this work is to improve the outcomes for looked after children by strengthening fostering services and improving their capacity to meet local placement needs. It is estimated that between the 22 local authorities in Wales we need to recruit an estimated 550 new foster carers and families. This is to keep up with the numbers of children who need care and support, as well as replacing foster carers who retire or are no longer able to provide a permanent home to children.

In this region, like other authorities, the aim is to improve the capacity to meet the demands for foster placements in-house via Foster Wales. Where we cannot provide a good placement internally then we rely on third sector and commercial independent fostering agencies (collectively referred to as IFAs herein).

Having carers with an available space is not the end of the equation. Children need placements which are well matched to meet their needs. The necessity of ensuring that children receive accommodation and care as and when the need arises also places severe constraints. Time pressure can be immense as children may require placements urgently, often in response to a crisis. The requirements can vary considerably from case to case, due to the needs and circumstances of the child, but the Council is often challenged by having to identify the right placement in an emergency.

However, while LAC numbers are falling and Foster Wales is a large provider with a good proportion of the local market, it does not have sufficient capacity to meet local demand. Vacancy rates (the number of placements potentially available with foster Wales carers in this region) is consistently low in recent years and often near to zero for certain groups, e.g. teenagers.

Locally Foster Wales is experiencing difficulties with finding appropriate foster care placements for:

- Children aged over 11
- Children with complex support needs
- Children with disabilities and/ or behaviours which challenge
- Parent and child placements

Most foster carers registered with the Foster Wales are located within this boundary. However, there are limited placement capacity with IFA; the provider with the largest number of placements is a specialist agency offering placements to children with a disability. Having access to these sorts of placements is very important but highlights the shortage of IFA options locally. This means we sometimes must consider placements further away than we like, but even if we

cannot find an IFA placement in the region, we still try to keep children as close to home as possible:

The Covid-19 pandemic has had a significant impact in terms of placement sufficiency:

- The restrictions have impacted our foster carer recruitment activity meaning we have not registered as many new carers as we need or planned.
- Concerns about the risk of transmitting the virus and the impact of lockdowns and closures of key services such as schools has impacted carer retention levels and meant some carers have been reluctant to consider new placements.
- Access to IFA carers and placements has markedly reduced during the pandemic. In recent months there is some evidence that this issue is potentially starting to abate.

In line with the individual child's assessed needs, foster care placements are initially sought locally when it is safe to do so. Placements made locally provide them with continuity of contact with family and friends and continuity of access to their local communities, education and health providers.

The use of IFA placements has been reasonably consistent over the previous 4 years. Third sector providers account for approximately 12% of all IFA placements.

Section B - Market Stability

Balance of Demand and Supply

The sufficiency assessment above identified that demand and supply within the region's foster care market is not balanced. The market requires further development to meet the future needs of the local population. However, addressing this area of market instability is a challenge on a local, regional, and national scale.

The shortfall in service sufficiency, which is especially acute for certain cohorts of children and young people, is presenting limited choice and availability of foster care placements.

Access to Local Market Information

In 2022, the region plans to publish a localised market position statement and will work collaboratively to publish a regional market position statement, both are aimed to provide reliable market-based information to external service providers, to help them plan and to effectively meet local market demand. Partners plan to work closely with organisations to undertake market engagement and market shaping activities from 2022 to support local market development.

Price/ Quality Equilibrium

The equilibrium between price and quality is not balanced within the local foster care market. IFAs charge considerably higher average weekly placement rates as compared to comparable placement types delivered in-house but there is no evidence to suggest any increased service quality in relation to the price paid.

Market Wide Shocks

The risk of market shocks and potential market collapse within the external foster care provider market is being closely monitored, especially with regards to the Welsh Government having expressed an intention to remove profit-making from the provision of care to looked-after children. The risk to market instability is high should this policy be poorly implemented.

Action due to Provider Failure

No action has been applicable by the region in pursuance of its duty under section 189(2) of the Social Services and Well-being (Wales) Act 2014.

Section C – Other Market Stability Factors

Consideration of Market Quality

The quality of foster placements is good. Most of our children enjoy safe, stable placements in which they can achieve good outcomes with all providers. There are no systematic concerns about any providers, and the feedback from stakeholders (the Care Inspectorate Wales, commissioners, and social workers) is generally positive.

There are occasional issues and concerns with the quality of individual placements, but no evidence to suggest there is a pattern that they are prevalent in the public or independent sector, or with certain providers. There is some anecdotal information that, amongst IFAs, placements with third sector providers are more resilient and less likely to breakdown, but the third sector has a very small presence locally and the evidence for such claims is therefore limited.

What is potentially more problematic is the increasing average age of the foster carer population in the region. This carries the risk that many are approaching a stage where they may consider 'retiring'. Rates leaving have always been fairly stable but there are concerns that this may grow. As well as retirement, another reason for people leaving the service is because they choose to continue caring for the child on a Special Guardianship basis. This is an excellent outcome for the child(ren) concerned, but it does sometimes reduce the capacity of the service.

Current and Projected Trends

The region continues to have a strategic focus on the reduction of the looked after population over the next five years. It is important to acknowledge that our ability to achieve this goal will be subject to wider societal issues. This is an incredibly

volatile time to make predictions as vulnerable families face a very uncertain time ahead – e.g., what are medium- to long-term implications for our families of the pandemic on mental health and educational attainment, and how will we collectively manage rapidly rising living costs.

At the same time as reducing the looked after population, the Local Authorities are looking to recruit more foster carers to Foster Wales to meet our demand and reduce the reliance on IFA's. Apart from new Foster Carers, we will require more carers to replace those that are leaving. Our foster carer population is, on average, an older group of individuals and we must recruit a sizable number each year just to replace those leaving the service.

Fostering services in the region now have a dedicated website (this went live July 2021) to support the recruitment of foster carers. Ongoing work is being undertaken locally as well as nationally to ensure these websites are highly ranked on internet searches. Fostering services continue to work to ensure high quality content is contained on the website to allow the public to have a clear understanding of the support that is provided.

We have increased our investment in marketing activities in 2021/22 and plan to continue to do the same going forwards.

The region is also looking at how we can improve the core offer of support to foster carers. It is anticipated that improved support will help with placement stability, hoped that this to promote in recruitment campaigns.

Impact of Commissioning Practices on the Market

When it is considered necessary for a child to become looked after, the first consideration will be to place the child with a connected person or in-house foster carer located in or around the region. Sometimes an IFA placement is needed because there is not a suitable one available in-house. This may be due to the child's needs, the needs of other young people already in the foster placement, the skills of the foster carers or the need to keep a sibling group together. IFA vacancies are in short supply are they can fill vacant placements from a wide range of Local Authorities due to widespread insufficient placement availability.

The use of IFA placements is procured through the 4C's All Wales Fostering Framework. Use of the Framework provides the region with the support from a national commissioning approach and improves the limited buying power of the region. Whilst the use of the 4C's All Wales Fostering Framework provides the region with an opportunity to source fostering placements from a wide array of providers, this does not necessarily result in a suitable match due to the lack of available and suitable placements to meet demand.

Providers on the All Wales Fostering Framework have been pre-accredited as part of their application process to join the Framework. Whilst this provides assurance on pre-quality checks, there is no evidence to indicate that placements provided by IFA's are of a better quality than those provided through Foster Wales in the region

The region will continue to contribute to the commissioning development work led by the 4C's and will work closely with the 4C's and other Local Authorities to support market developments both on a regional and national basis.

Sustainability of Provision

The local foster care market contains several service providers, with no over reliance upon one external provider.

Whilst the foster care market has a diversity in terms of the mix of providers (public, private and third sector organisations form part of the local foster care market), all providers have been unable to collectively address the shortfall in service sufficiency.

Risks to Market Stability

Perhaps the largest identified risk to market sustainability relates to the policy intentions and future actions of the Welsh Government who have expressed an intention to remove profit-making from the provision of care to looked-after children. However, the risks associated with this policy are potentially easier to manage for fostering services than they are for residential.

Section D – Non Regulated Provision

The continued investment into effective early intervention and prevention services, family support services and edge of care services is likely to further decrease the number of children becoming looked after, which is likely to reduce the overall demand placed upon the region's foster care market.

Furthermore, the effectiveness of such support services provided to families at an earlier stage may also reduce the number of looked after children who present complex support needs in the future. This may reduce the gap in service sufficiency for this cohort of children.

The impact of moving on arrangements such as 'When I'm Ready' placements is currently unknown at present. The rate of uptake for this type of placement will determine how service sufficiency is affected going forward. A high uptake of these placements will result in reduced availability of foster care placements, which is a risk to the foster care market achieving service sufficiency over the next 5 years.

Section E – Other Considerations Affecting the Market

Resources

The level of funding and investment available to the in-house Fostering Service is constrained by budgetary challenges faced by each Local Authority. They have joined the Foster Wales brand to attempt to level up the marketing approach to support foster care recruitment.

Planned reviews of fostering plans will explore and consider further opportunities to 'level up' resources in line with the IFA market where possible. This work will aim to improve the competitive position of the Council service in relation to its IFA competitors, the likely impact of which will be to increase foster care recruitment and retention within this service.

Section F – Summary of the Market

The foster care market will continue to face challenges to meet market sufficiency, which is an issue shared across Wales. The Local Authorities will review its fostering plans in 2022 and will continue to work with regional and national partners to support market wide developments. Market stability risks presented by potential Welsh Government policy changes will be monitored closely.

7.6 Adult Placements – Shared Lives

Section A – Market Sufficiency

The latest data for 2020/21 for adult placements and shared lives services shows that in the Region there were 98 carers supported with 33 in NPT and 65 in Swansea.

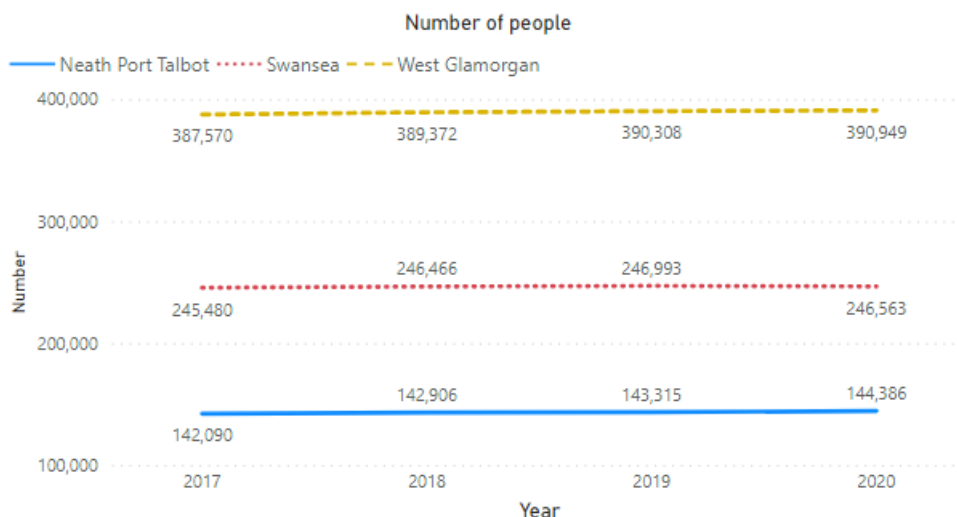
The number of placements in the region total 196 with 72 in NPT and the remainder of 124 in Swansea which includes long term provision and short term/respite care.

Demand for placements between 2018/19 and 2020/21 is slightly different with NPT showing an increase of more than double with a similar increase in the number of carers to cater for the increase in demand. Swansea has remained fairly static over the same period. However, for 202/21, the ratio of placements to carer is 2.18 in NPT whereas it is 1.90 in Swansea.

There are differences in the population served in that NPT support young people with a learning disability mainly from transitioning to adulthood whilst Swansea supports people with a learning disability plus older people with mental health needs.

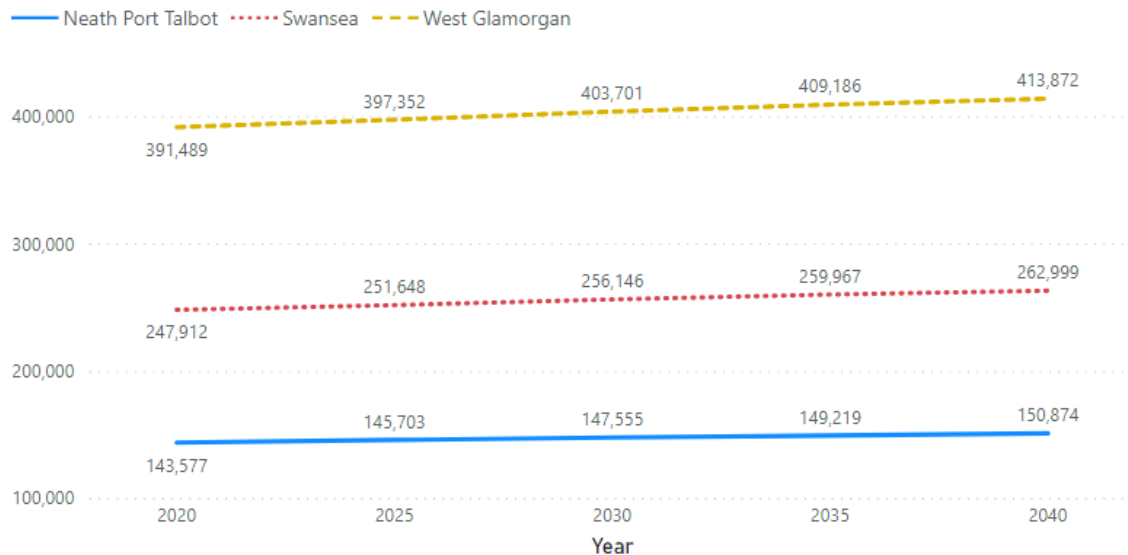
Population

The latest data for the population of West Glamorgan is currently estimated at 390,949. This is made up of 144,386 in Neath Port Talbot and 246,563 in Swansea.



The predicted growth for the region is by 2040 the population will rise to 150,874 in NPT and 262,999 in Swansea. This equates to a 4.8% and 5.7% increase in each.

The number of people predicted to live in West Glamorgan by 2040



It is anticipated that the demand for Shared Lives services across the Region will at the very least grow in line with population growth. The growth in demand will also be predicated on the changing behaviours of the population in terms of changing from more traditional methods of support to the newer model as promotion of the Shared lives services takes hold and is more widely accessible.

Across the region, the intent is to widen access to different population groups, and to support other cohorts of people. It is expected that demand for Shared Lives service will increase so resources will have to increase in line with demand.

Section B - Market Stability

There are differences in both LA areas where there has been some capacity in existing number of carers in Swansea, yet there has been the opposite in Neath Port Talbot.

Work is undergoing in both areas to establish a plan of what is required to clearly communicate the needs of the service to encourage additional providers to enter the market and thereby increase the number of carers available to support any increase in demand.

Services are working diligently to establish comparisons with the rest of Wales to ensure a level playing field in terms of price and rates.

Action due to Provider Failure

Both LA's have a support mechanism in place if any placement fails via multi-disciplinary teams using a lesson learned approach where breakdowns occur to feed into future improvements.

To support the failure of placements Neath Port Talbot, provide an emergency respite care service at Trem y Mor whilst Swansea use other means such as finding alternative solutions from another care service.

Section C – Other Market Stability Factors

Consideration of Market Quality

To assess the service quality that users experience, both LA's conduct regular reviews of the placements via various processes for example regular meetings with service users, providers, and carers.

Reports would be prepared on a need's basis but also an annual review would also take place to ensure learning from the reviews is used to inform improvements.

Current and Projected Trends

There are opportunities for both LA's to expand the Shared Lives service into other areas such as older people with dementia and those people who have mental health needs.

By promoting the service to other cohorts, this may mean possible spikes in demand whilst the service becomes more familiar.

There is no evidence to support this anticipated initial increase but with the current market able to cope with the number of placements supported at the moment, both services are confident that the increase will be managed in line with normal expected growth of the population.

Sustainability of Provision

Both Neath Port Talbot and Swansea state there is a low number of providers currently offering a shared lives service. This is a risk that needs to be managed and mitigations brought forward into commissioning strategies. Demand will need to be encouraged to provide this alternative method of care to ensure sustainability.

Broadening the appeal of the Shared lives service to other cohorts will help increase demand.

Risks to Market Stability

The main risk to the Shared Lives services provided is that LA's do not expand the offer to other cohorts of the population.

Demand in both LA's is fairly consistent, but the intelligence gathered shows that more people want to live independently in their communities. By increasing the opportunity for people to be supported by the Shared lives service, this will ease the demand on other services currently offered.

Other risks are that providers will not come into the market and thereby we will not have the capacity to offer to the cohorts who wish to use a shared lives service.

Another risk is that if there is capacity created by encouraging more providers and opportunities and the demand is not there from users, then this may dissuade providers from continuing offering services.

Finally other risks to the Shared Lives services are financial pressures outside the control of the providers and local authority. Keen financial management will help sustain any provision

Section D – Summary of the Market

In Summary, both Neath Port Talbot and Swansea are saying that the respective Shared Lives service are stable, and both are working towards increasing the capacity by encouraging more providers into the market and making the services more accessible to other cohorts of the population that are in need of support to ensure their desire of independent living is being addressed.

There is a need to monitor the quality and need via assessments and regular reviews and to ensure the Shared Lives services are fit for purpose.

There are risks that need to be managed especially in terms of the range of providers available for the Shared Lives service and measures need to be in place to support both carers, users and providers to ensure sustainability.

7.7 Advocacy - Adults

Section A – Market Sufficiency

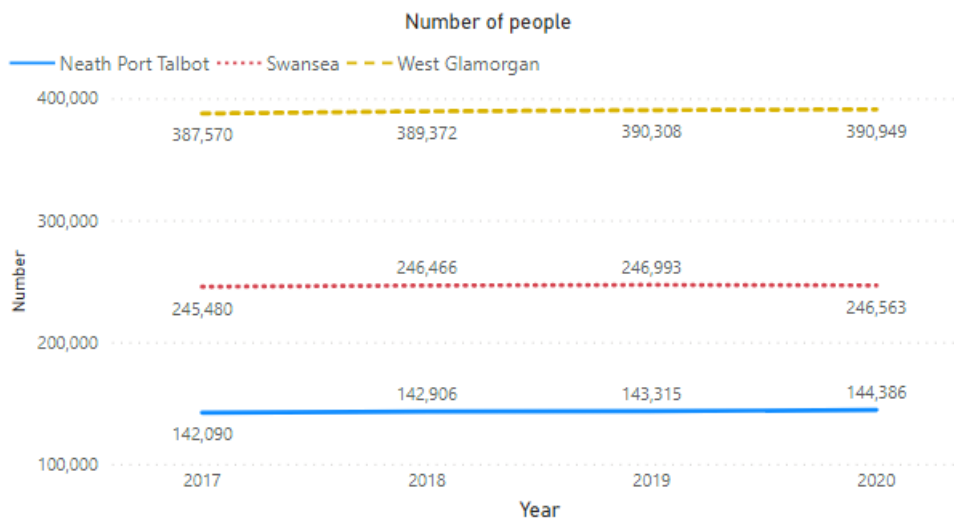
Both Neath Port Talbot and Swansea Councils undertook a tendering process for the Independent Professional Advocacy service that was a legislative requirement of the Social Care and Wellbeing (Wales) Act 2014.

Neath Port Talbot commenced their service provision in May 2020 whilst Swansea commenced in October 2020.

The data captured and used in their own individual market stability reports reflects these differences in data being used and therefore it is difficult to aggregate the information to provide a West Glamorgan Regionally picture.

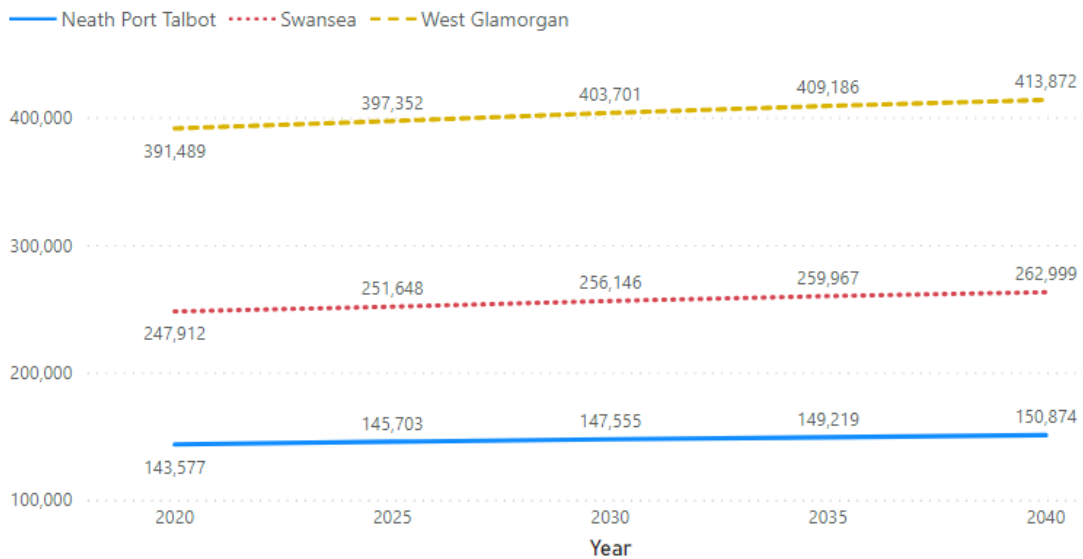
Population based demand

The latest data for the population of West Glamorgan is currently estimated at 390,949. This is made up of 144,386 in Neath Port Talbot and 246,563 in Swansea.



The predicted growth for the region is by 2040 the population will rise to 150,874 in NPT and 262,999 in Swansea. This equates to a 4.8% and 5.7% increase in each.

The number of people predicted to live in West Glamorgan by 2040



Current position for IPA

The number of individuals supported as of March 2021 in Neath Port Talbot is 1,953 across the range of services offered by NPT social services. As of the time of the report being written Swansea currently care manage 5,283 individuals in adult services

The number of referrals experienced at the time of writing each respective reports, given that the timeframes were not the same, the main reason for a person needing advocacy was due to child protection issues.

Demand

There has been a perceived lack of demand from cohorts of the population where it was previously anticipated some demand would arise. There are differences in this anticipated demand but general there wasn't the levels of referrals from older People, physical disability, and sensory impairment.

Reasons for this is largely unknown but there is a consensus from both Local Authorities that the new tenders were administered throughout the COVID pandemic, and this may have played a part in the numbers being lower than expected from those cohorts previously mentioned.

A summary of the position is relayed in both local responses but can be summarised

- Further work on data collection to understand the demand and the effect on supply of IPA contracted hours.
- Promotion of IPA services to increase awareness in lower uptake cohorts of the population

- Consideration of identifying other cohorts such as harder to reach groups and minority groups.

Section B - Market Stability

Supply and Demand

A summary analysis of the tables below indicates to a stable flow of people supported with IPA.

Total numbers of unique individuals supported through IPA Service from May 2020 to March 2021

Area	Q1	Q2	Q3	Q4	Annual
NPT	17	32	36	43	128
Swansea	26	31	35	54	146
Regional	43	63	71	97	274

Total numbers of issues supported through IPA Service from May 2020 to March 2021

Area	Q1	Q2	Q3	Q4	Annual
NPT	23	46	66	56	191
Swansea	40	39	46	97	222
Regional	63	85	112	153	413

Total numbers of issues closed

Area	Q1	Q2	Q3	Q4	Annual
NPT	0	20	32	31	83
Swansea	5	7	16	37	65
Regional	5	27	48	68	148

Total numbers of clients closed					
Area	Q1	Q2	Q3	Q4	Annual
NPT	0	3	9	10	22
Swansea	2	9	11	5	27
Regional	2	12	20	15	49

In each Local Authority, one provider is commissioned to provide the service and future sustainability needs to include a risk assessment to provide actions if that provider fails.

There is a desire to increase the demand of IPA through increased promotion of its availability to population cohorts such as older people and physically disabled and sensory impairment.

Current predictions in Neath Port Talbot suggest that any increases in demand in line with population growth will be absorbed due to the flexible arrangements in place. However, Swansea suggests that any increase in demand outside its flexible arrangements, may mean changes to contractual arrangements to cater for any increase over what is currently administered.

Whilst there is only one provider in each geographical area providing IPA, the providers also connect to a network of other smaller independent providers across Neath Port Talbot and Swansea. The current providers also offer other services in their areas such as Independent Mental Capacity Advocate (IMCA) services.

Factors that could influence the market stability of IPA are changes to statutory legislation and regulations whereby any significant changes will bring its own challenges and may reduce access to services. Another factor is the ongoing impact of COVID on being able to provide services, for example, on a face-to-face offering, where restrictions may hamper the resources being available.

Both local authorities adopted a clear criterion that promoted quality over price in the award of its service contact for IPA. This shows a clear commitment to quality of outcomes for the individuals to provide the right service they need.

Action due to Provider Failure

There are mitigations in place should the one provider in each LA fail. However close monitoring of the provider also gives confidence that the risk of provider failure is low.

Section C – Other Market Stability Factors

Consideration of Market Quality

In Neath Port Talbot, the provider is subject to regular quality meetings and an annual review to discuss how the service is meeting the needs of its population, backed up by a robust service specification and contract.

In Swansea, the provider is subject to a quality assurance standard known as the Quality Performance Mark (QPM) which assesses the services against a framework of good practice.

Through COVID there has been no complaints about service provision and its fair to say that feedback is positive about the quality of services provided.

Further reviews are taking place during 2022/23 to establish any improvements that can be made to service delivery which will then be used to inform future specifications and working arrangements.

Current and Projected Trends

Due to changes in the wider market such as domiciliary care, residential and transition from children to adult services, it is recognised that there will be an effect on the market for regulatory support.

There is a trend to increase the independence of people via new models of care which will in turn increase the demand for IPA services especially as services will be giving more choice and control over the services being offered.

It is anticipated that the future demand will be absorbed by the NPT arrangements currently in place, however Swansea anticipate that in certain areas demand will grow further than expected due to Child protection arrangements necessitating both parents having their own advocates.

Impact of Commissioning Practices on the Market

Neath will undertake a review of its commissioning practices to inform new contact arrangements post 2024.

Swansea have already identified potential practices which may shape the future provision of IPA and will incorporate findings into their contractual arrangements.

Sustainability of Provision

It appears that both Neath Port Talbot and Swansea both procure the same provider as it's the only council approved provider in the local market.

Whilst the service provision remains stable due to the quality of services and stability of the providers workforce not impacted by COVID, commissioners understand there is a need to have plans in place should the provider fail.

Risks to Market Stability

In the short term the failure of the provider could be absorbed locally but there needs to be a risk assessment of how this will have an impact on finances in the

Local Authorities plus the longer-term disruption this may cause to users of the service.

Legislative changes will impact service models and give rise to future increased demand.

COVID and technology may also continue to disrupt services or deliver services that are not compatible for the population cohort to participate. During COVID using technology helped maintain service provision however from the evidence it suggests that numbers were not as expected if circumstances were normal.

Changes to models of care and the increase of people choosing independence may increase uptake of IPA and therefore improved data intelligence will help predict future trends.

Section D – Non-Regulated Provision

There are additional advocacy services provided in both Neath Port Talbot and Swansea by other bodies. The types of advocacies offered are summarised as

- Peer Advocacy – short term support from someone in similar circumstances
- Self-advocacy – possibly from family, friends, own research
- Citizen advocacy – special interest support provided by representative group
- Independent professional advocacy – paid and trained independent advocates where significant barriers exist to the person engaging with a care service

Section E – Summary of the Market

Neath Port Talbot and Swansea have stated the market is currently stable due to the quality of the provider and the contracts each authority have with the same provider. Both have stated the need to promote the service to the harder to reach populations and those with protected characteristics.

As there is only one provider in the Region the impact of the provider failing in its duty to provide IPA is high whilst its probability is low.

Further work, perhaps collaboratively to encourage other providers into the market, may need to be done to sustain the IPA to those cohorts in need of advocacy.

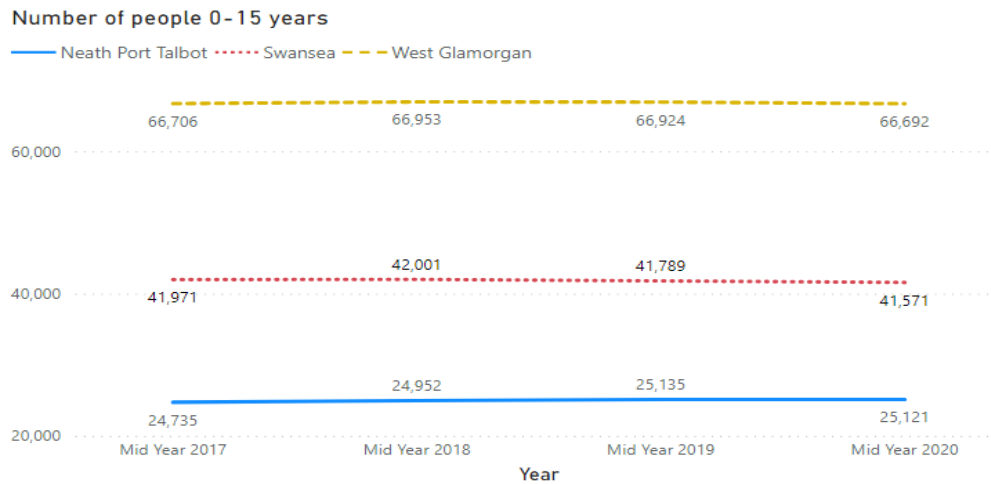
Increased demand will increase the need for IPA services, but this is not quantifiable due to the COVID pandemic disrupting access to services and also data is only available for 1 year. Improved forecasting could be undertaken once data is made available for additional years.

7.8 Advocacy – Children

Section A – Market Sufficiency

Population Based Demand

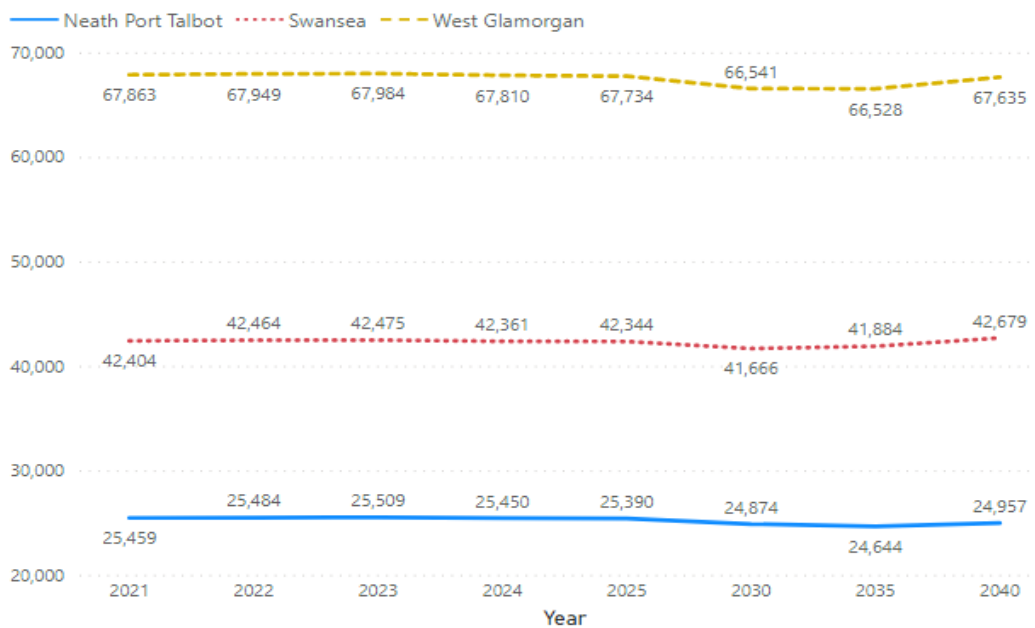
The latest data for the population of West Glamorgan for children aged 0-15 years is currently estimated at 66,692. This is made up of 25,141 in Neath Port Talbot and 41,571 in Swansea.



The predicted growth for children for the region by 2040 the population will rise to 24,957 in NPT and 42,679 in Swansea. This equates to a reduction of 2% in NPT and 0.64% increase in Swansea.

Over the next 5 years to 2025, there is gradual decrease in the numbers of children aged 0-15 years in each local authority area.

Projected population aged 0-15 years



This reduction in the next 5 years may have an impact on the numbers of children needing IPA.

Neath Port Talbot and Swansea have experienced a steady reduction in the numbers of children receiving IPA due to the numbers of children in receipt of care reducing over the previous years.

It is noted to remember in the analysis which is currently not in either population cohorts is that of care leavers.

Active Offer

There is a consensus in Neath Port Talbot and Swansea where the offer of IPA is child/young person led. There are possible areas of difference in approach but this is not made clear apart from both NPT and Swansea state it's a multi-factorial approach to take up of an offer of IPA. For example, In Swansea, children accessing independent professional advocacy services are supported on a time-limited basis to support them with one or more specific issues. The service is not intended or designed to provide ongoing and long-term support – albeit some children will be the subject of several referrals as they seek support to address a series of different issues. There was no further explanation for NPT

While much depends on regular promotional activity to raise awareness of the service, it is important to note that children must consent to the service

Issue Based Advocacy

Whilst the uptake of the issue-based advocacy is multi-factorial and is consent led by the child/young person, in NPT in 2020-2021, it was estimated that 7% of the eligible population of children/young people were referred to the IPA service for

issue-based advocacy. Of those, 63% accepted an issue-based advocacy service. Overall, only 4% of the total eligible population in NPT proceeded to access issue-based advocacy through the IPA service.

In Swansea for (2016/17) there were 53 children referred for advocacy across the entire year. This gradually started to increase following the launch of the national approach (in August 2017), and by 2019/20 Swansea were seeing 60-90 children being referred each quarter.

In general, the COVID 19 pandemic has had an impact on the numbers of children/young people accessing and being offered the IPA service and work needs to be done to resume adequate service levels .

Service Supply

Since 2017, the region's IPA services have maintained sufficient levels of resources to comfortably meet local demand. Commissioning arrangements and allocated budgets for IPA services have consistently included contingency plans for the implementation of additional resources in order to meet any increase in demand above budget envelopes.

Service Quality

In NPT and Swansea, the IPA services' performance and service quality have been analysed on a quarterly basis. Service performance data demonstrated children/young people receive a prompt, accessible and professional standard of service from suitably qualified and experienced service providers.

The local authorities have developed mechanisms such as undertaking lessons learnt and quality checking the providers regularly throughout the current contract which has been awarded via a competitive tendering process, to monitor the quality and to ensure the children's outcomes are met.

IPA services in both areas have implemented a hybrid method of working to meet all children/young people's preferred communications methods. Current IPA service providers utilise a range of feedback mechanisms and have an active Young Person's Advisory Group (YPAG) who advise on service development in a co-produced way. Service providers are currently encouraging young people from the region to participate in this group.

Furthermore, throughout the lifetime of the current contract, the commissioning authorities in both areas will conduct annual contract monitoring visits to evidence compliance with contractual requirements and to analyse the quality of key service delivery areas.

Neath Port Talbot and Swansea utilise current commissioning arrangements for the IPA Service that are informed by the Welsh Government's 'Range and Level Assessment mechanism'. The tool was developed in 2015 and relied on a number of predictions and assumptions. The region is presently working with Welsh

Government and other stakeholders to re-examine the tool and decide whether there are any adjustments needed.

Current Level of Market Sufficiency

From the perspective of the West Glamorgan region, there is presently sufficient capacity in the market to meet demand. Demand and usage of the IPA service has consistently been less than what the Welsh Government's 'Range and Level Assessment mechanism' had anticipated.

However, following a low uptake of the IPA service during COVID-19, Swansea is committed to undertake further work to promote advocacy locally to ensure children and young people are aware of their rights and benefits of this service. A task and finish group is presently looking at arrangements in Swansea to help increase the percentage of children accessing the active offer.

In NPT, demand and usage of the IPA service has consistently been less than what the Welsh Government's 'Range and Level Assessment mechanism' had anticipated for the local area. During 2020/2021, the NPT reviewed the usage of the child and young persons' IPA Service, which has resulted in a commitment to greater embedding advocacy services for children and young people in the council to ensure children and young people are aware of their rights and benefits of this service.

Across the region, current commissioning arrangements can sufficiently cover the increased demand based on the current population needs assessment and the projected outcomes of the promotional activity each local authority is doing. Should demand exceed expectations over the next five years, commissioning contingency plans are in place to ensure the IPA service can meet such demand.

Likely Issues to Affect Market Sufficiency Over Next 5 Years

Population Based Demand

Generally there is a difference in the population demand for each area.

Neath Port Talbot suggest that due to increased awareness the service will experience increased demand on use of advocacy.

Swansea with the use of early intervention and prevention services, family support services and improvements in quality of practice the aim is to further reduce the number of children and young people becoming looked after and subject to child protection processes in the council. A decreasing CLA and child protection population is likely to decrease the overall demand placed upon the IPA service.

However, at the same time, it is anticipated that greater numbers of unaccompanied asylum-seeking children (UASC) will need to be cared for by Swansea council. This will bring additional challenges for providers as these children may have additional communication needs (e.g., translation support) and other issues that may require the support of an advocate. Based on current

projections, the current IPA service provider has the resources to meet these particular changes in demand.

Impact from New/ Developing Services

The impact from the future development of new or enhanced services delivered or commissioned by both councils within the region may result in an increase or decrease in referrals and usage of the IPA service.

It is too early to predict the impact of new/developing services as in NPT the new approaches need time to gather data and evidence while in Swansea services are yet to be brought in house.

When designing and developing new services, both councils will continue to undertake commissioning impact assessments to identify, plan and address any resultant impacts these services may have upon commissioned services such as the IPA service.

Wider Market Sufficiency Issues

Where market sufficiency difficulties are experienced from the wider services market, this is likely to increase demand placed upon the IPA service. For example, market sufficiency difficulties experienced within the foster care market, children's residential care market and other service areas may give rise to children and young people seeking issue-based advocacy support from the IPA service.

Market sufficiency issues and their resultant impact on services such as the IPA service will continue to be monitored closely.

Section B - Market Stability

The regional children and young persons' advocacy market has been analysed as a stable market. Commissioners are confident that the IPA service provider is financially stable and there are robust financial and business continuity checks built in the contract review and evaluation process. Through the competitive tendering process completed in April 2021, the market demonstrated itself as competitive with high quality advocacy organisations able to operate locally.

The current commissioning arrangements allow for fluctuations in demand and commissioners are confident the current IPA service provider has a flexible staff base which can meet current and anticipated demand. Therefore, the increased anticipated demand for the children and young persons' IPA service, as identified through the market sufficiency assessment is not predicted to create any instability within this market.

Advocacy services are procured services which are planned and involve market testing events to engage potential providers in the service development process. This planned and coordinated approach minimises service disruption to children and young people accessing advocacy services.

It must be noted that there is only 2 providers for children's IPA services, which is a risk to the stability of the market and contingency plans are needed.

Action due to Provider Failure

Not applicable – no action has been taken in this area.

Section C – Other Market Stability Factors

Consideration of Market Quality

The current contract for the children's and young person's IPA service was awarded through a competitive tendering process which concluded in April 2021. Service performance data has demonstrated the IPA service provider is a delivering a high-quality service and meets relevant advocacy outcomes frameworks and regulatory standards.

Feedback received from children and young people has been positive relating to the quality of the IPA service and impact the service has had on their achievement of personal advocacy outcomes. Over the lifetime of the agreement, both councils will undertake a series of quality assurance checks which will consist of quarterly performance management meetings, annual service reviews, annual service evaluations, and annual contract monitoring visits to the service.

Current and Projected Trends

Changing Population Based Demand

In line with both councils' Children's Services strategic plans, the use of early intervention and prevention services alongside edge of care and family support services aims to prevent children/young people from becoming looked after and prevent children from entering the child protection arena over the next 5 years. The likely impact of these decreasing population cohorts is an overall decrease of demand placed upon the IPA service.

However, the effectiveness of the councils further embedding advocacy into practice will increase referrals and usage of the IPA service.

Current commissioning arrangements will sufficiently cover the projected increased demand from the 'embedding advocacy' approach and will be closely monitored should projections prove to be inaccurate.

More in-depth analysis of what children and young people want from advocacy services will mature as the current IPA service is in its infancy of service delivery and will be explored in detail from 2022 to identify potential trends and required service/ commissioning changes when improved data is available.

Impact of Commissioning Practices on the Market

The Children and Young Persons' IPA service is jointly commissioned by Swansea and NPT Councils. There is an inter-agency agreement in place which supports the joint commissioning arrangement. This regional approach has provided many benefits to contracted parties, including better value for money, reduced contract mobilisation resources and shared resources within service delivery.

Sustainability of Provision

An assessment of the advocacy market has demonstrated IPA service-based organisations who can operate locally are all based in the third sector. They appear to be a mix of small, medium-sized, and large organisations. There appears to be no shortage of providers who can operate advocacy services locally. However all but 2 of the providers do not deliver the national model.

Risks to Market Stability

The market assessment identified no significant challenges to the current or future sufficiency, quality, and stability of the provision of IPA services to children and young people within the West Glamorgan region. The IPA service provider utilises a mixed staff base and has reported no difficulties regarding staff recruitment and staff retention. Due to issues presented in other areas of the social care market relating to staff recruitment and staff retention, this will be closely monitored going forward.

Additionally, the risk of the provider procured in the region failing will add funding and financial risks in providing a regional IPA.

Section D – Non-Regulated Provision

Alternative Advocacy Models

Some children are happy and capable of advocating on their own behalf. For others, they can properly use their family members or professionals they are familiar with (e.g., their teacher) to advocate their views.

Alternative forms of formal and informal forms of advocacy support may be a preferred or a more suitable option for children and young people to meet their individual advocacy needs and outcomes. Close monitoring will be needed to analyse effects of this.

Use of Non-Regulated Provision/ Service Changes

Greater levels of in-house residential provision will produce demands on the advocacy service, as will the promotion of the service, but commissioners are reasonably confident that this demand is sufficiently covered within the current contract.

Section E – Other Considerations Affecting the Market

Resources

The current IPA service was awarded following a competitive tendering process. Throughout the lifetime of the contract, demand and usage of the IPA service will be closely monitored to ensure, if the maximum budget envelope was neared or reached, then contingency plans will be implemented to ensure any disruption to service availability and service continuity is prevented.

Workforce

The current advocacy workforce utilises a mix of employed and self-employed staff to meet any fluctuations in demand. There is no reported shortfall in staff in this service area.

All staff working within the IPA service have achieved or are working towards the relevant regulatory required advocacy qualification. The requirement to achieve recognised advocacy qualifications has not presented itself as a barrier to recruitment within the advocacy workforce.

Section F – Summary of the Market

Moving forward, both NPT and Swansea will continue to greater embed advocacy within the locality through increased awareness and understanding of advocacy among children, young people and professionals. The current contract is meeting the current needs but further analysis will be required when changes to demand occur above the anticipated demand.

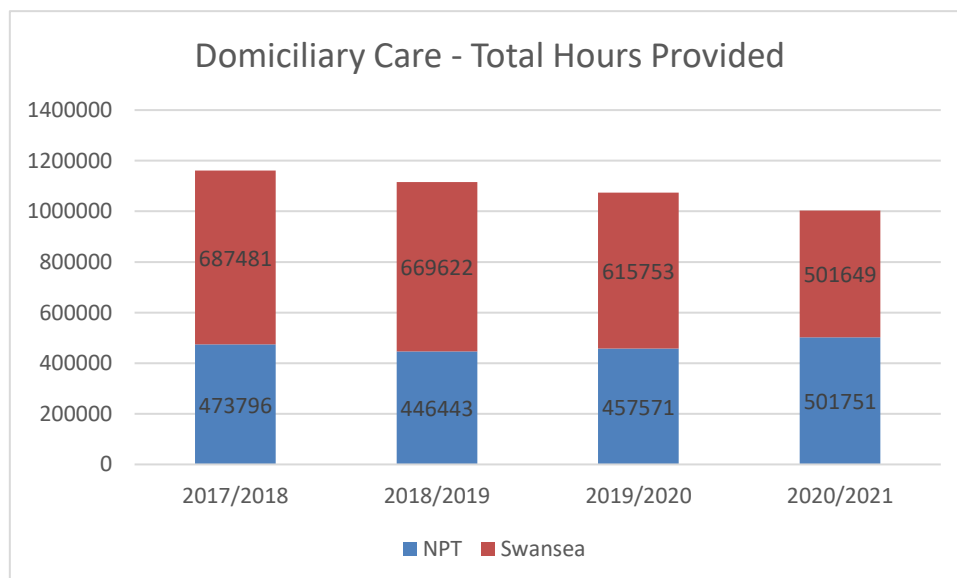
7.9 Domiciliary Care – Older Adults

Section A – Market Sufficiency

Both Local Authorities provide an internally Domiciliary Care Regulated Service to individuals in the community. There is also a total of 29 external domiciliary care companies commissioned across the region – 20 providers are commissioned by Swansea, and 18 by NPT. 7 of these providers work across the region for both Local Authorities. The providers range from small local organisations to large national ones.

Over an average week, approximately 24,000 hours of domiciliary care is delivered across the region to 1,700 individuals. At the time of writing (May 2022), there were 272 individuals on the brokerage lists across the region waiting for care, 39 of which were in hospital awaiting discharge.

The average number of people on the waiting list for 2021/22 across the region was 150. As COVID pressures have eased, demand has grown by 20% since the beginning of 2021. Population needs assessment figures would indicate that this demand is expected to increase further.



Whilst the above graph shows that the overall number of commissioned hours has decreased since 2017/18 by 16% across the region, the picture is different between NPT and Swansea. NPT has increased hours by 17% in comparison to 2017/18 to 2020/21, whilst Swansea has decreased hours by 37% over the same period.

Sufficiency

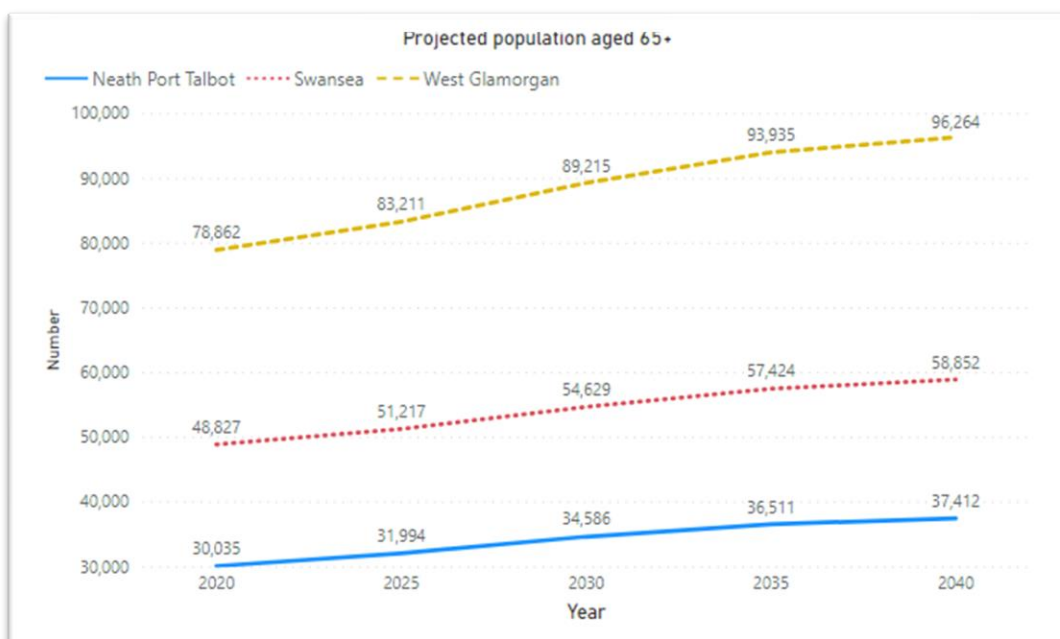
The externally commissioned domiciliary care sector currently has insufficient capacity to meet current demand. The increase in demand alongside the reduction in workforce is a challenge the partners within the region are currently

addressing. Use of internal homecare service has occurred where it has not been possible to meet needs via externally commissioned services. Creation of more informal, local community based care and support options as an alternative to traditional homecare services is also being explored.

Section B - Market Stability

Population

Across the Swansea Bay area, the 65+ age group accounts for a fifth of the overall population. This age group is expected to increase by approximately 20% by 2040. The 85+ age group (2.5% of the population in 2016) is expected to change by 80% by 2040.



Our working assumption is that demand for services will continue to increase along with population growth. The current homecare market is fragile and COVID has created a greater level of instability. Since March 2021, 7 providers have been temporarily unable to sustain services resulting in people being referred back to the commissioners to make alternative arrangements for ongoing care. The cause of a number of these were due to staffing issues impacting on their ability to deliver safe care, a number of packages were also handed back with less than 48 hours' notice.

Much of the instability arises from staff retention and recruitment difficulties. Significant financial uplifts have been awarded to framework approved providers to alleviate this issue, and further support to address workforce issues is currently being considered.

The overall trend is care staff leaving the sector. Anecdotally this is for a variety of reasons such as "burn out" or levels of pay and working conditions. Migration to

other employment sectors which have re-opened following COVID isolation has offered opportunities for carers to find employment in areas such as retail and hospitality often at higher rates of pay.

Whilst some providers report difficulties relating to levels of funding, and the impact this has on stability and sustainability, the greatest risk to continuity of care is staff leaving the sector.

Financial

There has been year on year increases in the hourly rate generally consistent at 3% - 4% within 2017 to 2020. In the 2021/22 the rate increased by 10%.

Action due to Provider Failure

Where a provider is unable to carry on providing care due to business failure, procedures have been established at a local level to secure alternative care provision, transferring to other operators to ensure continuity of care. Placements at residential care homes may occur as a last resort to ensure care needs can continue to be met.

2021 has seen unprecedented challenges to the market. 263 packages of care were handed back to commissioners in 2021/22, many at short notice. Reasons that have been provided is the inability to recruit staff and also staff not fulfilling their notice term when leaving employment. Alternative provision was put in place to support the people affected. In a small number of cases there was a need to move someone into a care home as a temporary measure whilst a new provider was commissioned

In August 2021, Swansea Local Authority were faced with the unique situation when one of the services were ordered to cease trading. This followed an injunction obtained by the operator's parent company due to a contract dispute between parties. The local authority had some forwarding that this could occur and had developed appropriate contingency arrangements which relied on the cooperation of the provider to implement.

At the moment the injunction was granted however the provider withdrew support for the plan and alternative arrangements were required at extremely short notice. Fortunately the authority was able to rely on support from the external sector to accommodate the care needs of all those impacted by the sudden disruption to services. This was an extremely unique situation and not something Swansea authority expects to experience again.

Section C – Other Market Stability Factors

Consideration of Market Quality

Partners implement their own local contract monitoring processes which are in place to improve the quality of commissioned services.

Current and Projected Trends

At this current time, demand for homecare services exceeds supply in the external market. Continued workforce pressures, difficulty recruiting and retaining staff and competition from other employment sectors, mean that further service disruptions are likely.

Emerging patterns are showing individuals with higher levels of need, wish to stay at home and no longer want to go into care homes, especially with the pandemic impact.

Population increase will also continue to create demand for homecare services. A COVID related reduction in demand for care home services is also likely to result in increases in demand for homecare. This may or may not be a short term effect.

Impact of Commissioning Practices on the Market

Competitive tendering has brought new entrants to the market and this has seen the number of approved Providers appointed to the locality contract frameworks increase.

Ideas on how to improve the current situation are being considered on a regional basis to avoid negative cross borders or partnership impacts that unilateral decision making may cause.

Provision of services in the Welsh Language

Partners have a duty under Welsh Language Act to provide services in English and Welsh. The requirement to meet the obligations of the Welsh Language offer is specified within our contracts for services.

Sustainability of Provision

Contracted providers are all struggling with recruitment and retention regardless of the size of the organisation, they have described continued financial pressure including ensuring rates of pay for staff are competitive and increasing fuel costs. Providers have reported that retaining staff can be difficult due to staff being attracted to higher rates of pay in other sectors e.g. retail and hospitality, not forgetting that the pandemic has also created more pressures on staff for other reasons e.g. working long hours to cover sickness.

Throughout 2021, a significant number of packages were handed back by providers with very little notice, in the majority of cases with less than 48 hours' notice. This position has now stabilised however it is accepted that the sector is still very fragile and Brokerage waiting lists are still higher than before COVID-19 due to market saturation.

The sustainability risks arising from resourcing, workforce pressures and population growth have been described elsewhere in the report.

Risks to Market Stability

The challenge will be to sustain and if possible to grow the external sector in the context of recovery from COVID, and in the face of competition for workforce from other sectors which may be present as a more appealing and less onerous option.

Workforce availability and costs escalation linked to workforce and other inflationary pressures may continue to create sustainability risks.

Providers are becoming increasingly aware of the demand for their services and some appear to be demonstrating a willingness to end contractual relationships in favour of selling their services to commissioners willing to pay more elsewhere.

Section D – Other Considerations Affecting the Market

Resources

Funding received from Welsh Government to meet Real Living Wage costs are welcomed but may not be sufficient to resource the sector to recruit and retain staff to meet demand for services. The gap between levels of funding received and the cost of providing sustainable care markets will continue to present sustainability risks and limitations on resources may impact the extent to which the local authority can truly attain sufficient market capacity.

The pandemic has highlighted the fragility of the social care market and has accelerated impetus for change. The support provided by Welsh Government to Local Authorities has significantly helped to address immediate pressures but ongoing financial support will be needed to sustain capacity building and provide for a more stable market.

Workforce

Data gathering exercises on staff vacancy numbers have been undertaken across the region, but due to the inconsistency in responses, it is not possible to give clear indications of staff vacancies. According to weekly data staffing numbers appear to fluctuate significantly from week to week. It is not clear whether this is an accurate reflection of volatility across the workforce or inaccurate reporting. Providers continue to describe difficulty recruiting and retaining and this is reflected in the number of service disruptions and failures referred to elsewhere in the report.

Section E – Summary of the Market

Demand for domiciliary care continues to exceed supply. An approximate 20% additional capacity is required to address current pressures on services.

Future demand projection is difficult since COVID pressures have altered patterns of demand across all services. Population increases over the next 5 years would suggest a likely corresponding increase in demand.

Dementia care and services which cover rural locations are likely areas for further development.

The homecare market has historically been relatively fragile and current pressures have exacerbated these weaknesses. Difficulties recruiting and retaining staff are causing service disruptions. The objective over the next 5 years will be to create more resilient and stable services.

Resourcing will play a significant part in determining future sector stability. Rates of pay which are sufficient to attract and retain staff are critical in a service area where workforce migration to better paid and less onerous jobs in other sectors are significant pull factors.

Alternatives to traditional domiciliary care will likely play an important role in meeting the needs of the population. More creative use of Direct Payment options and creation of more informal community led solutions and social value enterprises may maximise voice, choice and control for citizens and reduce pressure on limited commissioned resources.

The share of the market occupied by the local authority's internal homecare services may need to increase over the next 5 years to meet the external capacity shortfalls.

7.10 Domiciliary Care – Children

Section A – Market Sufficiency

Population Based Demand

Since 2017, the child population receiving care and support has fluctuated but the overall population size has decreased across the region.

In NPT, the cohort of disabled children who receive care and support has been increasing since 2017, and so the population-based demand for children’s domiciliary care provision has increased.

For the same period in Swansea, the number has been much more stable: circa. 270. It is amongst this group that demand for domiciliary care is greatest.

Domiciliary Care Usage

In line with the individual child’s assessed needs, domiciliary care packages are designed in a personalised way within the region. The number of hours and frequency of domiciliary care support differs between children and frequently changes throughout the lifetime of the support package to meet the changing support needs of the child and their family.

In NPT since 2017, the number of children accessing domiciliary care provision within the area has increased, with a sizeable increase noted during the COVID-19 pandemic. The reason for this increased demand is multi-factorial, but can largely be attributable to two key factors:

- The extended use of domiciliary care provision to deliver support-based packages due to the limited availability of such provision within the local social care market.
- The increased use of domiciliary care provision to provide short breaks to children and their families (which provide parent carers with short breaks from their caring responsibilities whilst providing the child/children with enjoyable experiences within the home or community).

In Swansea, the use of domiciliary care for children is very small compared with adult services where it is often the preferred option to meet social care needs. Unlike many adults, children typically have parents and carers to undertake their basic care tasks. While parents and carers may need support to take a break from their caring responsibilities, there are a range of services available that can meet this need, including those short breaks services commissioned by the Council from the third sector. As well as the universal (e.g., school) and targeted services (e.g. residential short breaks) available for children with a disability, there are a variety of non-regulated family support services operating within the area. The size and shape of those support services can influence the level of demand for domiciliary care services. Similarly, many families in need opt to arrange their own package of care via Personal Assistants paid for via the use of Direct Payments. In recent

years there has been a significant increase in the popularity of Direct Payments by families. This growth suppresses the need for the Swansea Council to commission traditional domiciliary care services.

The numbers of children being provided with a traditional domiciliary care package by Swansea Council has been consistent and low: a handful at any one time. However, it is important to remember that the level of support via Direct Payments has risen considerably, especially during the COVID-19 pandemic. The reasons for this increased demand are varied, but key factors include:

- The entry of a new provider in the marketplace that supports families in receipt of Direct Payments.
- The use of Direct Payments to provide highly tailored short breaks to children and their families.

Domiciliary Care Supply

In NPT, local domiciliary care providers provide care and support to a wide cohort of children who present with various care and support needs. There is no cohort of children to which local providers have reported difficulties in delivering their service to. Over the past 4 years, domiciliary care providers have demonstrated flexibility in their service models to adapt their service offering to meet various support needs. This flexibility and commitment to meeting local need has helped achieve service sufficiency with no key service gaps.

From 2020, the Local Domiciliary Care Market responded to increased demand by increasing their service capacity. However, at times, demand still outstripped supply with local providers reporting they were operating at service capacity. This presented challenges to achieving sufficient levels of service availability. This high level of demand is predicted to correlate with the impact from the COVID-19 pandemic.

In Swansea, the marketplace for domiciliary care services for children is very small and all providers include domiciliary care as part of a wider spectrum of family support services. Swansea Council has one such service. It offers a range of support services and currently provides domiciliary care packages to four families. The service typically focuses on short-term, crisis interventions for children and their families at times of urgent need or stress, however, the lack of capacity in the private market and changes in the service model operated by partners in the Health Board mean the team is supporting some families on a long-term basis. Aside from the in-house service, there is a very limited supply amongst a small number of private providers. The ability of these private providers to deliver domiciliary care services is often impacted by the numbers of families they are supporting in other ways.

Quality and Outcomes

Care and support plans continue to be co-produced with the child and their progression and achievement of personal outcomes are regularly reviewed and

evaluated. Overall, the region's domiciliary care market sufficiently met required service quality standards and effectively supported children to achieve their personal wellbeing outcomes.

Based on the best available data, identified areas of poor performance across the domiciliary care market had been isolated incidents and were not indicative of market wide quality issues.

Current Level of Market Sufficiency

The children's domiciliary care market is operating at close to capacity levels and is facing market-based pressures to sustain capacity. Current issues include service disruption based on staff sickness (largely associated with the COVID-19 pandemic) and challenges in attracting new staff to enter the market, which is an issue across the social care workforce.

In NPT, domiciliary care provision is largely commissioned from one provider. Whilst this provision provides a good quality service, this is a high-risk commissioning approach due to the potential risks presented relating to future service stability and sufficiency. Several domiciliary providers have demonstrated an interest to become part of the council's commissioned service over recent years, but they have sighted barriers to enter the market, including the small number of support packages The council needs to commission the need for a very flexible workforce to sustain flexible packages of support.

To further develop the domiciliary care market, NPT council is reviewing and revising the strategic Children's Services plans and commissioning plans, which includes a focus on domiciliary and short breaks demand profiling.

In Swansea, the children's domiciliary market is operating at, or very close to, maximum capacity levels and is facing market-based pressures to sustain capacity. Current issues include service disruption based on staff sickness (largely associated with the COVID-19 pandemic) and challenges in attracting new staff to enter the market, which is an issue across the social care workforce.

Demand for domiciliary care provision is interdependent on the ability of other family support services (short breaks projects and Direct Payments) to meet the needs of families. This effectiveness of these services depends to a large degree on a small number of providers and the sufficiency of the services they provide is under strain. Whilst the provision provides a good quality service, this is a high-risk commissioning approach due to the potential risks presented relating to future service stability and sufficiency. We would benefit from a growth in the capacity of these services and in the capacity to commission domiciliary care packages when this is the right option.

Several domiciliary providers have expressed an interest to become a Swansea commissioned service over recent years, but they have cited barriers to enter the market, including the small number of support packages commissioned and the need for a very flexible workforce to sustain flexible packages of support.

To further develop the Swansea domiciliary care market, Swansea is reviewing and revising its strategic plans to determine the shape needed from its own in-house service (and wider family support services) and those delivered from independent providers.

Likely Issues to Affect Market Sufficiency Over Next 5 Years

COVID-19 Pandemic Impact

Since 2020, the COVID-19 pandemic has brought much disruption to the lives of children and their families. School and support service closures/ disruptions contributed to increased demand for care and support services.

Over the next 5 years, the continuing COVID-19 pandemic will be closely monitored as it is most likely to continue to affect market sufficiency in the short term.

Population Based Demand

In line with Welsh Government population projections, the population of children who live with a disability is projected to remain stable over the next 5-10 years, therefore there is no correlation between the projected population size and demand placed upon domiciliary care provision.

Accessible Suite of Support Services

Domiciliary care provision is one of many support services children and families may access, which can also include support services from other organisations.

Many of these other support services are currently overwhelmed and are providing limited-service availability. The knock-on effect frequently results in an increased demand on community services.

The councils are working closely with commissioned services and partner organisations to highlight and support service sufficiency developments which present this knock-on effect upon the area's domiciliary care market. Without effective developments in this area, it is likely that demand placed on domiciliary care provision will continue to increase.

Impact from Wales Wide Workforce Sufficiency Issues

The sufficiency of the social care workforce across Wales is a concern. The sufficiency and quality of the region's children's domiciliary care market relies on providers achieving suitable levels of staff recruitment and retention.

This area will be closely monitored as workforce sufficiency issues present a key risk to achieving market sufficiency over the next five years.

Section B - Market Stability

Balance of Demand and Supply

The sufficiency assessment identified that in NPT, demand and supply within the council's domiciliary care market has increased since 2020. The market has successfully grown to meet levels of demand but as COVID-19 related impacts decrease, any significant drop in domiciliary care demand may destabilise the local market and its workforce. The council will work closely with commissioned providers to monitor service stability on an ongoing basis.

In Swansea, the sufficiency assessment identified that potential demand for domiciliary care has been offset by a growth in the use of Direct Payments.

Provider Base Diversity

In NPT, the composition of the local children's domiciliary care market has changed quite considerably since 2017, with a decreasing number of domiciliary care providers commissioned by the council. The reasons for this decrease are multi factorial but have been attributed to providers moving away from this market, providers operating limited local availability or experience of poor service quality. The way in which the council select, and commission domiciliary care provision has impacted upon the distribution of market share associated with the council commissioned support packages.

The market leader during 2017/18 and 2018/19 had a declining market share, which was absorbed by a growing local based provider since 2019 which emerged as a new local market leader since 2019.

Whilst the current market leader provides a good quality service, the council's reliance on this provider for 99% of local domiciliary care provision is a high-risk approach due to the potential risks this arrangement presents upon future service stability and sufficiency. Domiciliary providers have expressed an interest in growing or diversifying their business models to enter the council's Children's Domiciliary Care Market. However, such providers sighted barriers to enter the market including the small number of support packages the council commission and the need for a very flexible workforce to sustain flexible packages of support.

The composition of the Swansea children's domiciliary care market has changed since 2017 but remains very small. Whilst the current providers deliver a good quality service, our reliance on such a small number of providers is a high-risk approach due to the potential risks this arrangement presents upon future service stability and sufficiency. Adult domiciliary providers have expressed an interest in growing or diversifying their business models to enter the children's domiciliary care market, however, such providers sighted barriers to enter the market including the small number of support packages Swansea commission and the need for a very flexible workforce to sustain highly individualised packages of support.

Both councils are currently reviewing their strategic and commissioning plans, which will include a review of commissioning arrangements and market development work relating to the children's domiciliary care market.

Access to Local Market Information

In 2022, both NPT and Swansea plan to publish a localised market position statement and will work collaboratively to publish a regional market position statement, both are aimed to provide reliable market-based information to external service providers, in order to help them plan for the future and to effectively meet local market demand. The plan is to work closely with partner organisations to undertake market engagement and market shaping activities from 2022 to support local market development.

Financial Viability

NPT council accredits domiciliary care providers before commissioning activity takes place. Accreditation and annual service reviews have not identified risks to the financial viability of commissioned domiciliary care providers.

There are no known risks to the financial viability of commissioned domiciliary care providers in Swansea.

Price/Quality Equilibrium

The equilibrium between price and quality is not balanced within the NPT domiciliary care market. Prices charged by domiciliary care providers vary quite considerably with a price difference of up to 30% between providers, but there is no evidence to suggest any increased service quality in relation to the price paid.

Over the previous 4 years, some providers have expressed a requirement to only provide support packages of a minimum number of hours, which has presented issues relating to delivering personalised support packages and achieving value for money. The planned market engagement activities in 2022 will signal and clarify the position on how it commissions support packages to enable providers to understand the council's commissioning approach.

There are no known risks to the financial viability of commissioned domiciliary care providers in Swansea.

Market Wide Shocks

The risk of market shocks within the region's Children's Domiciliary Care Market is being closely monitored.

Action due to Provider Failure

No action has been applicable in pursuance of the duty under section 189(2) of the Social Services and Well-being (Wales) Act 2014.

Section C – Other Market Stability Factors

Consideration of Market Quality

Children and young people accessing domiciliary care provision have outcome-based care and support plans, which are coproduced with the individual. Commissioned domiciliary care providers regularly review progression and the achievement of personal outcomes. All commissioned domiciliary care providers deliver a package of training and support to their workforce in line with regulatory requirements.

Alongside CIW, the quality and performance of commissioned domiciliary care providers are monitored by each council. From analysing the quality of care and support provided, overall, the domiciliary care market delivers good quality care and support provision. Incidents of poor performance have been largely isolated incidents and are not indicative of market wide quality issues.

Current and Projected Trends

COVID-19 Impact

The level of demand has outstripped supply during Covid-19 because of disruptions such as school closures which have placed additional pressures on families. As the impact of the pandemic gradually declines, it is anticipated that demand and supply will become more aligned.

Impact of Commissioning Practices on the Market

In NPT, the council have several spot purchasing contracts with Domiciliary Care Providers. Providers are selected by care managers and this decision-making process is not currently underpinned by any formal commissioning arrangement. Decisions are largely based on experience of service quality and availability of service. This decision-making process has led to an informal 'preferred provider' approach which has resulted in a reliance upon one domiciliary care provider. This has created a situation where the local domiciliary care market is not providing a diverse provider base from which to commission.

The current commissioning arrangements will be reviewed as part of NPT council's commissioning plan review, which will conclude in 2022. The use of formal commissioning arrangements such as framework agreements will be considered as part of this review.

In Swansea, most packages delivered by the private sector are funded via Direct Payments, with the council facilitating the arrangements between the family and the provider. Where the council commissions the provider directly, then it is on a spot purchase basis. As with NPT, the local domiciliary care market is not providing a diverse provider base.

Current commissioning arrangements will also be reviewed in 2022/23 alongside a review of internal domiciliary care and wider family support services. The use of formal commissioning arrangements will be considered as part of this review.

Sustainability of Provision

The largest identified risk to future market sustainability relates to the future stability of the local market leader.

Risks to Market Stability

In NPT, the largest identified risk to market stability relates to how demand for future domiciliary care will be managed once the impact from the COVID-19 pandemic has been reduced or resolved. Any significant decrease in future demand for domiciliary care may destabilise the market.

Swansea states that there are risks relating to the sustainability of the domiciliary care workforce. This risk is not a provider specific risk, rather, it is associated with the overall challenges experienced across the wider social care workforce.

Section D – Non-Regulated Provision

In NPT, the council's Domiciliary Care Market delivers packages of support which includes both care and support, as well as support only packages. Non-regulated support services operate within the area, which have been used over the previous four years.

Should the capacity of the non-regulated support sector grow locally, this may decrease demand placed upon local domiciliary providers for support only packages. As part of the council's market development activities planned for 2022, engagement will take place with the non-regulated support sector to further understand this sector and their local operating service models in more detail.

The Swansea domiciliary care market delivers some packages which include both care and support, as well as others which are support only. As well as local domiciliary care services, there are several other non-regulated family support services operating within the area. The size and shape of those support services can influence the level of demand for domiciliary care services. As is the case with NPT, should the capacity of the non-regulated support sector grow locally, this may decrease demand placed upon local domiciliary providers for support only packages.

As part of Swansea's strategic plans for 2022, decisions will be taken regarding how community family care and support services need to look.

Section E – Other Considerations Affecting the Market

Resources

Planned reviews of commissioning and strategic plans will explore and consider areas of resource pressures, and areas where resources require investment and levelling up.

Direct Payments

Many families choose to use a direct payment for the delivery of personal care and support, however, many reported difficulties in recruiting and retaining personal assistants. The impact of which has led to some families accessing commissioned domiciliary care providers, rather than utilising a direct payment.

Unfortunately, the recruitment and retention of personal assistants is a sector wide concern and is not unique to the region.

Self-funders

Little information is held on those who choose to self-fund services in addition to what is provided through care and support assessments. This is a gap in the council's data sets, which will be considered for future review.

Section F – Summary of the Market

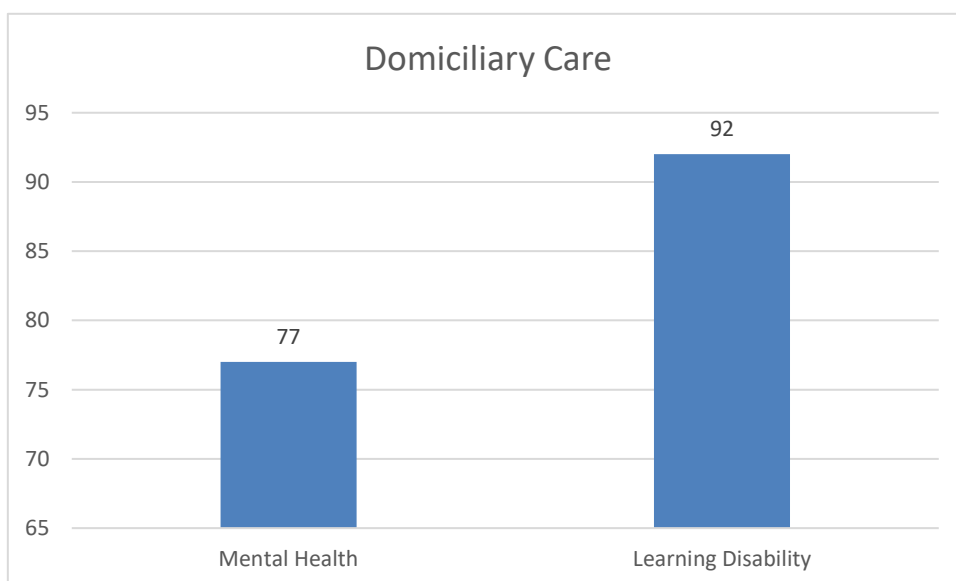
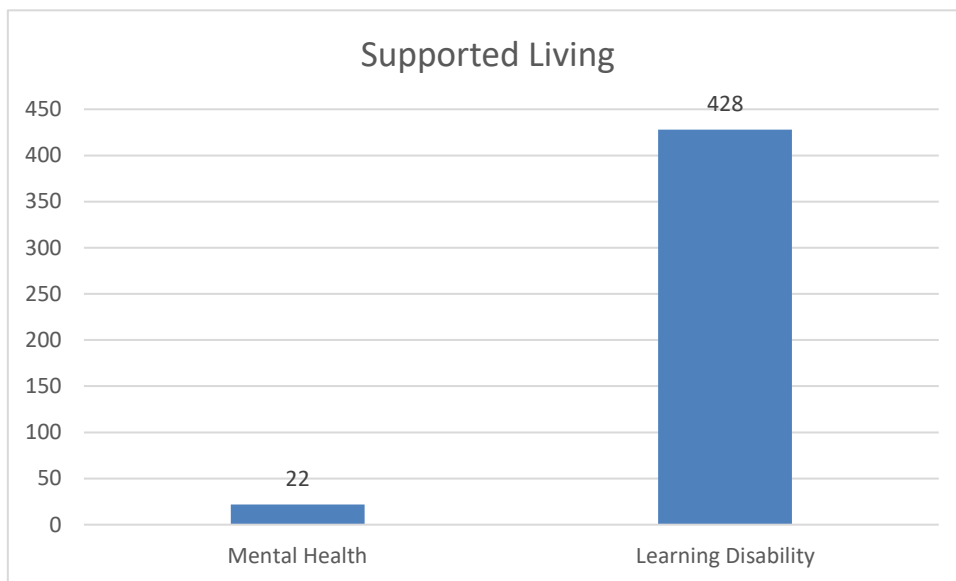
The Domiciliary Care Market has faced considerable pressure during the COVID-19 pandemic, and responded with market growth and flexibility. Moving forward, commissioning arrangements will be reviewed, and decisions will be made regarding how future needs can be met.

7.11 Domiciliary Care - Younger Adults

Section A – Market Sufficiency

Domiciliary care for younger adults is provided in two ways; 1 within supported accommodation setting whereby individuals have their own tenancies with 24 hour support and 2, spot purchasing of individual packages of support delivered within a person's home

The breakdown of numbers of individuals receiving support can be seen in the graphs below:



There have been a number of successful new Learning Disability supported living schemes developed over the past 5 years across the region. These are done in

conjunction with RSL's (Registered Social Landlords) with frameworks in place with each partner to ensure the appropriate care is provided. There are also clear and consistent methods with partners on agreement of placements for individuals who require supported living.

Compared to Learning Disabilities, there are far fewer individuals with a Mental Health illness living in supported living across the region. Neath Port Talbot have recently developed a new supported living scheme for Mental Health, with plans in place for a scheme for those with Mental Ill Health who are at risk of repeat homelessness. This is an area which is being developed further across the region.

The number of people receiving floating domiciliary care in their own home is comparatively low. The complex needs domiciliary care market has been operating close to capacity levels. Issues have included service disruption due to workforce pressures in recruiting and retaining staff. Work is being undertaken to review how to increase market sufficiency in this area as it is a growing demand.

Changing patterns of demand shows that there is a greater need for supported living services for younger adults. This is due to changing expectations of individuals who prefer options that optimise capacity to live independently. The model promotes greater independence compared to residential models of care.

There has been an increase in the number of individuals with complex needs and challenging behaviour accessing supported living, which is resulting in a requirement to ensure there is suitable housing available to support appropriately. It can however take up to two years for a new supported living property to be completed, future planning is an essential component in ensuring the needs of those that require accommodation in the future is undertaken three to four years in advance, especially for young people coming through transition.

Section B - Market Stability

Workforce

The market is fairly stable, however the sector has been impacted by workforce pressures, with particular pressures in domiciliary care provided at home. Difficulty in recruiting and retaining staff has impacted services, with high staff turnover leading to a reduction in skills and quality of support. Rising costs and competition from other employment. Workforce pressures is also resulting in not all services operating at full capacity. This has not seriously threatened stability of services but staffing shortages do compromise performance and may have an impact on availability of some services.

Through the pandemic, providers supported each other to address capacity issues to ensure the individuals they supported were safe. Contingency plans were put in place by commissioners, with staff ready to deploy if necessary.

Financial

Providers have seen increased cost pressures since the pandemic, mainly relating to the workforce. Partners have provided increased uplifts in October 2021, and further uplift in April 2022 to support the sector.

Commissioners are in regular contact with providers ensuring due diligence is undertaken to support providers should issues arise.

Action due to Provider Failure

There are comprehensive procedures in place to support provider failure. There has been no provider failure over the last three years. However, restoring staffing to pre-covid levels will be a challenge. Joint working with other commissioners along with local and regional information sharing has been key in monitoring risks and coordinating responses. Ensuring that Providers are equal partners in terms of identifying risks and planning responses is key. Systems which enable early warning and timely response are essential.

Section C – Other Market Stability Factors**Consideration of Market Quality**

Robust contract monitoring is in place with partners to help improve the quality of the commissioned services. This is ensured via contract monitoring visits, service user consultation, regular provider forums, unplanned visits and staff consultation.

Due to COVID, on-site monitoring was not possible, and was therefore changed to desktop monitoring and required the inclusion of new areas including compliance with the latest COVID guidance, use of PPE, testing, vaccination, staffing levels, safety and recruitment retention. Support to manage financial concerns has also featured more strongly.

Regional and national learning has commenced to share good practice and develop a homecare quality assurance programme. A range of inter-agency working will continue to be undertaken to ensure that services are fit for purpose.

Current and Projected Trends

The market is evolving and current evidence is demonstrating a required increase in:

- Specialist services for higher level health needs
- Challenging behaviour services
- Step down for people moving from residential care
- Step down for people moving from shared support to independent living
- Floating domiciliary care delivered in a person's home
- Better planning for young people coming through transition to support with their accommodation needs

Demand for services which promotes independence and reduce reliance on residential and institutional forms of care is expected to grow. Cost increases and workforce pressures are expected to remain challenging. These factors may impact capacity to expand the market to meet changing patterns of demand.

Use of direct payments to enable citizens to take charge of procuring their own independent living services is an area that is also expected to grow.

Impact of Commissioning Practices on the Market

Competitive tendering has brought new entrants to the market and has led to a more even distribution of learning disability services. A more equal distribution of market share has reduced risks associated with individual provider failure.

Regional programmes have been created to help shape and influence the market. Brokerage process for facilitating access to high cost services and regional rightsizing programmes have been created to ensure high cost services are fit for purpose. These arrangements have led to a more informed understanding of cost and quality. Further work is needed to enable these approaches to achieve a more informed shared understanding of outcomes for people, and other shared regional commissioning objectives. Further work to achieve this is underway.

Sustainability of Provision

Contracted providers are all struggling with recruitment and retention regardless of the size of the organisation. Providers have described continued financial pressure including ensuring rates of pay for staff are competitive and increasing fuel costs. Providers have reported that retaining staff can be difficult due to staff being attracted to higher rates of pay in other sectors e.g. retail and hospitality, not forgetting that the pandemic has also created more pressures on staff for other reasons e.g. working long hours to cover sickness. In addition there has been a higher than normal use of agency staff, which also negatively impacts on a providers financial position.

The overreliance on a small number of providers to deliver floating domiciliary care in a person's home is a potential risk if one of those providers left the market.

As mentioned, there are robust processes in place to assess the potential risk and manage provider failure.

Risks to Market Stability

The challenge will be to sustain and if possible to grow the external sector in the context of recovery from COVID, and in the face of competition for workforce from other sectors which may be present as a more appealing and less onerous option.

Workforce availability and costs escalation linked to workforce and other inflationary pressures may continue to create sustainability risks.

Section D – Summary of the Market

Services are of generally satisfactory quality with low incidence of formal contract compliance or breaches in regulatory standards.

Since the pandemic, staffing has now become one of the key risks to market to market stability and sufficiency.

Increased future demand for specialist services and care at home is anticipated and more accurate demand forecasting is needed. Some services may have to adapt or remodel to remain sustainable.

7.12 Adoption

Section A – Market Sufficiency

Western Bay Adoption Service (WBAS) co-located in February 2015 and formally began operating as a regional service in April 2015. With Swansea as the host local authority, and based in a venue provided by Neath Port Talbot County Borough Council, the service continues to develop and establish itself within the wider National Adoption Service Community.

The service is divided into a 'functional' model with three distinct operational teams, and one Business Support team namely:

- (1) Recruitment and Assessment
- (2) Twin Tracking and Family Finding
- (3) Adoption Support
- (4) Business Support Team

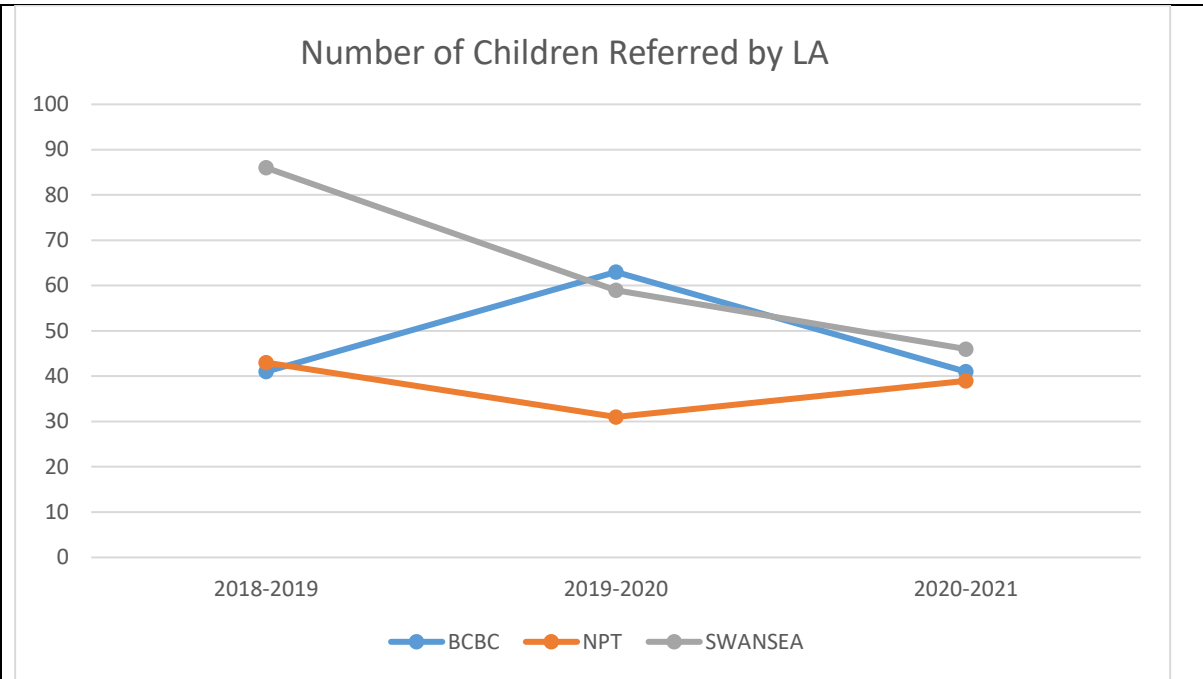
The teams within the model are made up of workers from each of the three local authorities: Swansea, Neath Port Talbot and Bridgend.

Population Based Demand

There is, overall, a reduction in the numbers of children being considered by the adoption service. However, this trend is not universal to all authorities, and is primarily based by a significant change (reduction) in the numbers coming from Swansea.

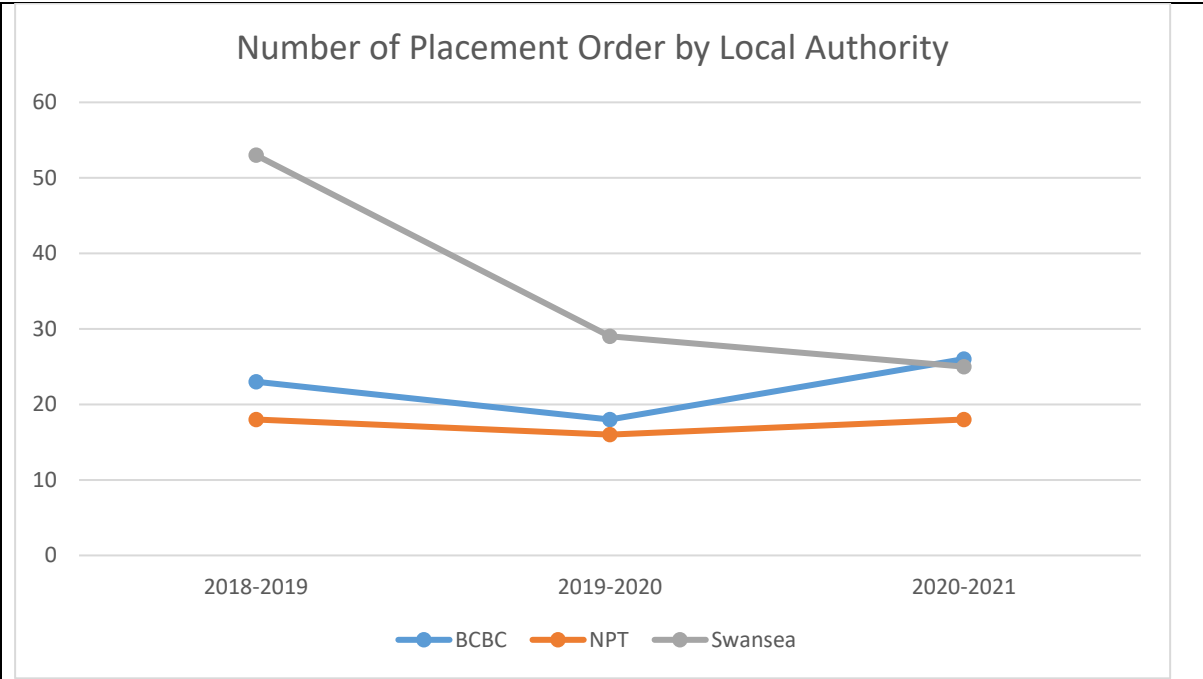
Twin tracking is a process where plans for possible adoption are progressed at the same time as other options for permanence. This approach to care planning aims to reduce harmful delays for the child. The table below demonstrates the falling number of children being twin tracked in the region in recent years whereas the chart illustrates the authority making the referral.

Number of children referred to adoption for twin tracking	Regional Total
2020/2021	129
2019/2020	153
2018/2019	170

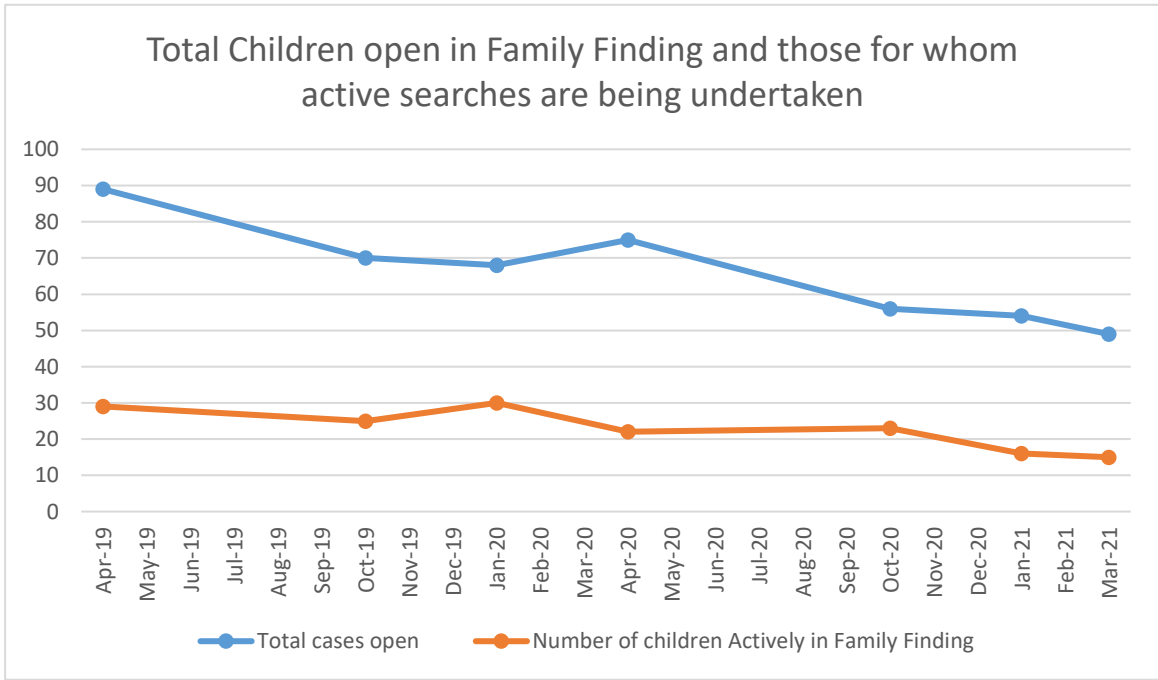


Another illustration of the changing demand is the number of Court Orders granted to allow the Council to search for an adoptive family (Placement Orders). Again, the table demonstrates the total numbers and the chart provides the breakdown by authority.

Number of children made subject to a Placement order	Regional Total
2020/2021	69
2019/2020	63
2018/2019	94



The number of children open to family finding has also reduced considerably over the last two years:



Falling numbers of children being considered for adoption is thought to reflect positively on the wider services, and greater success at ensuring children remain with their birth families where safe and appropriate.

Furthermore, while the numbers in the above charts demonstrate falling numbers going through the service overall, the number of children actually matched with adoptive families has been much more stable, even in Swansea. This potentially

indicates that the service is more consistently being asked to work with the children for whom adoption is the right route to achieve permanence.

Number of children placed for adoption	BCBC	NPT	Swansea	Regional Total
2020/2021	23	19	37	79
2019/2020	22	22	36	80
2018/2019	26	13	31	71

Similarly, the number of Adoption Order's granted has also been reasonably consistent.

Number of AOG	BCBC	NPT	Swansea	Regional Total
2020/2021	20	14	29	63
2019/2020	17	14	31	62
2018/2019	24	18	30	72

Current Level of Market Sufficiency

The recruitment and assessment side of the Service has seen the numbers of potential adopters making enquiries increase significantly in recent years, and this has translated into more approvals and placements being generated.

	2018/19	2019/20	2020/21
Number of adopter enquiries	134	166	257
Number of adopter approvals	42	54	53
Number of Placements Generated	44	62	64

An analysis of the 53 approved adopters has been undertaken and nearly half come from Swansea:-

Locality	Total Number of Adopters
Bridgend	9
Swansea	25
Neath Port Talbot	8
Cardiff and Valley areas	7
Carmarthenshire and Tenby	3
England (adopters originally from Wales)	1

In addition to those adopters recruited and assessed by the regional service, the service can also access potential adopters recruited by other regions / local authority adoption services or from the small number of Voluntary Adoption Agencies (VAA) run by third sector organisations.

There are a couple of VAA operating in the market place in Wales. They bring additional capacity to the market and work closely with regional adoption services to align their business model. For example, they are supported to run a dedicated scheme for the recruitment of carers for harder to place children with more complex needs.

Falling numbers of children potentially needing to be considered for adoption coupled with healthy recruitment levels mean the market is presently providing sufficient capacity overall.

Likely Issues To Affect Market Sufficiency Over Next 5 Years

The local authorities in the region are committed to the investment in early intervention and prevention services, as well as social work practice improvements, and family support services for those children on the edge of care. If these strategic priorities continue to achieve their goals then we can expect the size of the CLA population to fall over the next 5 years and, therefore, a corresponding reduction in the number of children needing a plan of adoption.

The Western Bay Adoption Service (WBAS) recently took part in a workshop with the National Adoption Team to decide the likely needs of the service and how to respond to those needs. The table below indicates what was discussed.

What can we project by 2025?



Service need

- Fewer PO's / More complex children
- Increased expectations / demand (quicker matching, placement & support)
- ? some reduction in long term demand for due to better early support
- ?potential for ongoing higher level support demands due to residual legacy of historical resourcing & practice
- Greater demand for Access to Records & services to adopted adults
- Things that deter applicants –modernising (contact) & search for certainty (genetics)
- Still experiencing the legacy of Covid.....

Service supply

- Workforce issues but limits to adoption tasks that can be done by other staff
- Pressures on existing funding – fewer PO's / reluctance to fund support
- Early stages of managed mixed economy of LA & Welsh VAA's for adopter recruitment (current pilot rolled out)
- Still have too narrow a range of support services / approaches to meet need
- Ongoing challenges to influence development of, or access to, services being planned on a regional or LA basis e.g emotional wellbeing

Whether the Region will continue to fewer children conclude with a plan of adoption in the long-term is hard to predict but certainly the intention of the local authorities. Those children we do have come through have increasingly complex needs, e.g. exposure to significant drug and alcohol use during pregnancy, genetic conditions and sadly disability issues as a result of non-accidental injury. These children are likely to have ongoing adoption support needs which when identified early in placement are likely to reduce the need for long term crisis type support services and long term therapy. Narrowing the gap between the children we have coming through and the matches that adopters hope to achieve will ensure that the service can place more of these complex children and continue to offer regional adoption support to them until they reach adulthood.

Section B - Market Stability

It is difficult to equate the adoption of children to the machinations of normal market forces. Aside from the small (but not insignificant) contribution made by a couple of VAAs, it is local authorities that have oversight of both supply and demand. It is a highly regulated and protected market that is, to a large degree, protected from the risks of competition and provider instability.

While the market forces are limited, the adoption system process is working effectively. Falling levels of demand has meant that the balance of demand and supply is now in a healthy position. This equilibrium will be closely monitored to ensure this remains the case.

Action due to Failure

No action has been applicable by Swansea in pursuance of its duty under section 189(2) of the Social Services and Well-being (Wales) Act 2014.

Section C – Other Market Stability Factors

Consideration of Market Quality

The CIW (Care Inspectorate Wales) are the independent regulator of social care and childcare in Wales. They register, inspect and take action to improve the quality and safety of services for the well-being of the people of Wales. Their core values ensure people are at the heart of everything they do.

Working regionally has supported service resilience and quality. A regional service makes it easier to “tap in” to a wealth of skills and experience from the wider social services departments in 3 local authorities. A larger team enables a more flexible approach that support the movement of the very skilled and experienced staff and resources to whichever team or function needs resources at a given time. This in turn enables staff to maintain their skills across all aspects of adoption or can enable the development of skills for members who are less confident in some areas. This flexible and proactive approach can be used for either short or longer term solutions to workload pressures.

The quality of the Adoption Team provision is monitored in 3 ways: locally, regionally and nationally.

There will be input at all these levels to maintain robust quality systems, with Team Meetings, Quarterly quality meetings regionally and National workshops providing learning and support with both issues and new best practice / legislation.

2020 saw significant changes to the adoption support function with considerable efforts to design, develop and implement a strong adoption support provision. Supporting adopters to access the support at key points of need in their child’s life rather than creating long term dependency is crucial to a functioning adoption support team.

We have good practice guides launched in respect of post adoption contact, working with birth parents, transitioning children to adoption, and adoption support and we will need to fully embed these over the next few years.

The agenda is to modernise post adoption contact with use of video messaging, and direct contact between adopted children and their birth families.

Current and Projected Trends

Aside from changes in levels of demand and greater numbers of more complex children which are trends discussed above, it should be noted that we are seeing greater resources being required to support adult adoptees to access information from their file.

It is anticipated that as practice has changed in more recent years, in terms of the life journey work done with adopted children, and they now receive far greater amounts of information, we will, in theory, see these requests for information decline.

Impact of Commissioning Practices on the Market

Children placed with adoptive parents recruited by other agencies (inter-agency placements) are traditionally done on a spot purchase basis via a standard national contract and fee framework. This generally works smoothly. However, in 2021/22, the Region entered a contract with the VAAs in Wales to block purchase in advance a certain number of adoptive placements.

One of the primary goals of this approach being to promote the financial sustainability of VAAs who would have greater confidence of their financial resources. This pilot contract has continued into 2022/23. The merits of continuing to commission in this way will be reviewed later in the year and other stakeholders (the National Adoption Service and other regions) are keen to understand the lessons learnt.

Sustainability of Provision

Local authorities have a legal duty to deliver an adoption agency. This is an important responsibility that means services must exist and be resourced appropriately. While it is possible to assert that there are contingent risks regarding a sudden drop off in numbers of putative adopters, this is not a significant risk based on the history of adoption.

Risks to Market Stability

As the Adoption process as previously outlined, is not subject to market pressures and that adoption is a socially responsible and benevolent service, it should carry on into perpetuity.

Adoption, as a legal entity came in to being in 1926, reformed in 1975 and these reforms gradually enacted up to 1988. During this time, there has been no problems associated with risk of the global process, only those that effect any organisation that delivers a public service funding or change of government for instance

Section D – Other Considerations Affecting the Market

Resources

The financial resources required for the WBAS are provided by the partner local authorities. They are overseen by a management board with senior officers from each authority. It is submitted that the performance of the service (as demonstrated above) indicates they are appropriately supported.

Some of the funding of the service has been provided by discrete Welsh Government grants. Changes to the levels of Welsh Government support for the service will need to be monitored to avoid any negative implications.

The service is able to access specialist support e.g. I.T. and commissioning from the one of the constituent local authorities.

Section E – Summary of the Market

Entry to the market is highly regulated but the arrangements are working well, and the Councils are increasingly able to source local placements for children needing an adoptive family to realise permanence.

8. Conclusion

The sector across the region is currently under severe pressure. The lack of available staffing is at crisis point across both health and social care. This coupled with the cost of living crisis is compounding the situation for external providers. Health and Social Care have historically worked in isolation, however now more than ever, a joint response and closer working together is required.

Throughout the COVID19 pandemic, partners within the West Glamorgan Region demonstrated that when working together with the same goals, it was possible to overcome the challenges presented. New models of care now need to be considered to support individuals and communities, and working as a region will enable this challenge to be met, avoiding the impact of working in isolation making unilateral decisions can unwittingly impact on the other partners.

Under the West Glamorgan Region, there are programmes of work that can take responsibility for their areas of work to look at where having a regional response would be beneficial. This work will be started as a matter of urgency, with the aim of establishing a sufficient and stable market that promotes outcomes for individuals and communities.

Appendix B - Integrated Impact Assessment Screening Form

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

Which service area and directorate are you from?

Service Area: West Glamorgan

Directorate: Social Services

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:

To approve the regional market stability report, which are a tool to assist RPB's in planning and commissioning quality care and support for their populations.

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"/>

Appendix B - Integrated Impact Assessment Screening Form

- 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

The next phase of this work is consideration of new models of care required to support individuals and communities and this will involve consultation with individuals. Under the West Glamorgan Region, there are nine programmes of work that can take responsibility for their areas of work to look at where having a regional response would be beneficial. This work will be started as a matter of urgency, with the aim of establishing a sufficient and stable market that promotes outcomes for individuals and communities.

- 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

-
- 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

-
- Q6** Will this initiative have an impact (however minor) on any other Council service?
 Yes No If yes, please provide details below

-
- 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.*)

No impact as this report includes the data which will inform the subsequent plan for plugging any gaps in relation to accommodation in order to ensure sufficient and stable market that promotes outcomes for individuals and communities.

Appendix B - Integrated Impact Assessment Screening Form

Outcome of Screening

Q8 Please describe the outcome of your screening below:

- **Summary of impacts identified and mitigation needed (Q2)**

Until further work has been undertaken to address any data gaps and further detailed planning, which includes consultation, has been completed, we will only then be able to confirm what plans need to be put in place for individuals and communities, after which we can then consider any impact and mitigation required.

- **Summary of involvement (Q3)**

The next phase of this work is consideration of new models of care required to support individuals and communities and this will involve consultation with individuals. Under the West Glamorgan Region, there are nine programmes of work that can take responsibility for their areas of work to look at where having a regional response would be beneficial. This work will be started as a matter of urgency, with the aim of establishing a sufficient and stable market that promotes outcomes for individuals and communities.

- **WFG considerations (Q4)**

The market stability report covers the long term implications, in line with the Wellbeing of Future Generations (Wales) Act 2015 as outlined below:

- Long term: Development of long term commissioning strategies to support local communities with their accommodation needs
- Integration: Development of care and support that is fit for the future of our local communities
- Involvement: Commissioning strategies will have involvement from individuals that require care and support at the moment and in the future, along with providers currently delivering services
- Collaboration: This is a regional piece of work, developed in collaboration with other RPB partners
- Prevention: Developing care and support to have the least restrictive option available when required, preventing the escalation into higher levels of support

- **Any risks identified (Q5)**

Further work around detailed planning and consultation will identify the risks that will need to be managed through this programme of work.

- **Cumulative impact (Q7)**

No impact as this report includes the data which will inform the subsequent plan for plugging any gaps in relation to accommodation in order to ensure sufficient and stable market that promotes outcomes for individuals and communities.

There are no Integrated Assessments Implications associated with this report

Appendix B - Integrated Impact Assessment Screening Form

(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.

Screening completed by:
Name: Nicola Trotman
Job title: West Glamorgan Regional Deputy Director of Transformation
Date: 22/08/22
Approval by Head of Service:
Name: Kelly Gillings
Position: West Glamorgan Regional Director of Transformation
Date: 22/08/22

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 16.



Report of the Cabinet Member for Investment, Regeneration & Tourism

Special Cabinet – 29 September 2022

Leisure Partnerships - Financial Support 2022/2023

Purpose:	<p>To seek Cabinet approval for the levels of financial support needed for the financial year 2022/23 for our leisure partnerships (Freedom Leisure and Wales National Pool) due to losses and a financial recovery plan related to the Covid-19 pandemic</p> <p>To update and inform Cabinet of current and future energy cost increases and the option of spend to save investments in order to mitigate rising costs across the Freedom Leisure contract.</p>
Policy Framework:	<p>Creating an Active and Healthy Swansea; City of Sport; Transforming our Economy and Infrastructure; Medium Term Financial Plan</p>
Consultation:	<p>Legal, Finance, Access to Services.</p>
Recommendations:	<p>It is recommended that Cabinet:</p> <ol style="list-style-type: none">1) Approve the extension of financial relief to Freedom Leisure until 31st March 2023 to include the Council underwriting an operating deficit of up to £800k in addition to the payment of the contractual monthly management fee for the financial year 2022/2023, with all relief payments reconciled under an open book approach;2) Delegate authority to the Interim Director of Place to renegotiate the profiling of Freedom Leisure's contracted management fee from financial year 2023/2024 to the end of their contract on the basis that the total cost remains within the contracted financial envelope for the term.3) Approve the extension of financial relief to Wales National Pool Swansea (WNPS) to include Council underwriting of an additional deficit of up to £200k for financial year 2022/2023;4) Delegate authority to the Interim Director of Place to agree any changes to service specification, the terms and conditions attached to

any offer of underwriting or other support measures including authority to vary the level and period of financial relief providing that the total of all such variations are within the scope of the combined budget approvals for financial relief within recommendations 1, 2, and 3;

- 5) Delegate authority to the Chief Legal Officer to enter into any documentation necessary to implement any of the recommendations in this report and to protect the Council's interests.

Report Author: Jamie Rewbridge

Finance Officer: Ben Smith

Legal Officer: Debbie Smith

**Access to Services
Officer:** Rhian Millar

1. Introduction

- 1.1 Following the Covid-19 pandemic, when significant support was provided to our partnerships under previous Cabinet Reports, for continued sustainability and monitoring of these partnerships, the recovery partnership liaison has continued on a monthly basis or at relevant board meetings and working groups set up to specifically monitor current and future operations and costs.
- 1.2 Whilst good recovery has been made across a number of areas, and not all partnerships now require future support (Parkwood Leisure Ltd operation of Plantasia no longer requires relief for example) it is a reality that now that all Welsh Government Covid-19 loss of income claims and other support has diminished. However, it would be remiss to think that the legacy impact of Covid-19 from a financial and business planning perspective, plus other pressures and risks are gone.
- 1.3 Whilst some income lines across the portfolio have seen good growth, other elements have suffered greatly with continued nervousness in the sector. In addition, there has been a change of habit related to aging populations and 'working from home' blended approach continuing and become 'the norm'. As a result, income lines such as gym membership, car parking and indoor event/hires are taking longer to recover. This is compounded by the significant hikes in utilities and staffing costs/shortages which all have a significant and long term impact on financial performance of the venues. These culminating factors mean that partners are projecting that they will need support in the short/medium term to aid recovery.
- 1.4 For the purposes of this report, Freedom Leisure and WNPS may be referred to more generally as Trust, Contractor or Operator, if not named individually.

- 1.5 The past two years has been challenging for all parties involved, however all partners have performed well, managed costs to keep them as low as possible, ensuring that staff and customers safety was a priority and that all Government guidance was followed throughout. The aim for the next 12 months for all partners is to return to pre-Covid-19 trading positions. The Council as the client will be required to continue to remain in regular communication with all partners as contractors, in order to support and monitor recovery.

2. Industry and WLGA advice

- 2.1 Financial assistance from Local Authorities was deemed as critical for Trusts to reopen and support facilities moving forward. Swansea Council has broadly followed the advice and guidance as relevant to its partnership arrangements, adopting an open book process throughout all closure periods, reopening phases and now the rebuild and recovery phase.

- 2.2 A published WLGA paper reports that leisure and culture facilities provide vital health, leisure and wellbeing services to local communities and will be a key re-engagement service for those communities post the Covid-19 pandemic.

- 2.3 A published 'Welsh Sports Association' and 'Community Leisure UK' paper reports public leisure is still feeling the impact of the Covid-19 pandemic. While all facilities and services have reopened, months of closure have led to changes in lifestyles and habits, and the public has not returned to using leisure facilities to be physically active to the same level as pre-Covid-19. In addition, the cost-of-living crisis and rising inflation is putting unprecedented pressure on businesses and the public. This has led to a crisis point in public leisure where operators are reporting unsustainable increases in costs, paired with stagnated return rates and reduced levels of income.

At present, customer numbers, and therefore income for public leisure, remain reduced having stagnated since October 2021, with most in the sector reporting a return of 80% of pre covid-19 levels. This means that at present there are already fewer people being physically active in leisure centres than there were prior to the Covid-19 pandemic

3. Support provided by Swansea Council in 2021/2022

Freedom Leisure

- 3.1 Following an approved Cabinet report on the 17th June 2021 a variation agreement was entered into with Freedom Leisure, covering support between the 1st April 2021 until the 31st March 2022. The purpose of the variation agreements was for the Council to give relief to the contractor in accordance with the policy set out in PPN 02/20 and requires both parties to act in good faith and work together towards the principles set out in PPN 02/20.

- 3.2 *Management Fee*; an agreed contractual management fee of £963,488 for 2021/2022 was paid from the Council to Freedom Leisure.
- 3.3 *Deficit Underwriting*; On top of the management fee, an agreed maximum level of support from the Council as an underwriting was set. The actual amounts transacted were agreed on a monthly basis through an open book process, and the additional level of support for 2021/2022 was £1,290,014. The significant impact on the business model was primarily due to lost revenue and the Council was able to reclaim the majority of these monies through the Welsh Government hardship 'lost income' grant scheme, however this WG scheme has now ended and no further grant is available to support future challenges

WNPS

- 3.4 The Council's share (£302,800) of the contractually agreed net subsidy for Council's financial year 2021/2022 was paid. This overall net subsidy is shared 50/50 with Swansea University.
- 3.5 Following the approved Cabinet Report on 17th June 2021 an agreed level of underwriting was set. The additional support provided for 2021/2022 was £106,242. As this was the result of lost revenue, the Council was able to reclaim its share through the Welsh Government hardship lost income grant scheme, however this WG scheme has now ended and no further grant is available to support future challenges

4. Financial position and continued support for 2022/2023

Freedom Leisure

- 4.1 Freedom Leisure are in year 5 of a 19.5 year contract and have yet to experience a full 'normal year' due to the Covid-19 pandemic. The pandemic may be over and whilst good recovery has been made across a number of areas, a deficit is predicted for 2022/2023 and support is likely to be required.

The projected deficit is due to a number of factors such as the reduction in management fee, in addition to the increase of costs of utilities by £30k per month across the portfolio, increases in staff costs and where some areas of income that are taking longer to recover. Whilst income has more generally returned back to 2019/2020 figures, income should be much further ahead due to the capital investments maturing against the decreasing management fee. However, in reality all previous business investments into the facilities have been delayed by 2 years and have not yet realised the growth anticipated.

Across the portfolio, swimming and Learn to Swim programmes are performing exceptionally well, gym membership levels are only at around 87% of pre Covid-19 levels, main hall hire is only at 72% and studio hire is at 49%. Venues such as the LC are seeing a greater impact due to the city centre work disruption and parking displacement, and the impact of the continued 'work from home' habits changing demand.

- 4.2 The commercial financial predictions by Freedom Leisure remain fluid and only based upon the information available at the time of reporting. For the purposes of this report, Freedom Leisure have provided a projection for financial year 2022/23.
- 4.3 Any approved further relief period would adopt a continued open book accounting process which has worked effectively to support the partnership in an open and transparent manner since 2020. A continued monthly process of reviewing detailed accounts in arrears and invoicing any differences to reconcile accordingly.
- 4.4 In line with the contract award to Freedom Leisure in 2018, an agreed annual management fee of £871,466 for 2022/23 will be paid as normal. In line with the bid projections, this is a contractual reduction on the previous year's fee by £92,022, and a considerable reduction from the £1.9M management fee payment, which was the cost per annum in 2018 and 2019 (years 1 and 2 of the contract).
- 4.5 The table below details the monthly-predicted level of underwriting that is likely to be required in addition to the contractual management fee. The total support being requested for 2022/2023 is £800k, and it is not proposed that any support under this package will be recovered by the Council from Freedom Leisure in future years

Swansea Contract Projections - 2022-23 (9/6/2022)													
	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Total
	DRAFT	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Estimate
Projected surplus/(deficit)	9,292	- 106,427	- 114,984	- 69,421	87,295	- 97,369	- 80,290	- 97,928	- 132,539	- 78,467	- 49,146	- 66,542	- 796,524

Longer-term management fee re-profiling

- 4.6 In addition to the support request for 2022/2023 Freedom Leisure have submitted a management fee re-profiling request to further assist in their long-term recovery. The overall cost impact of this re-profiling remains the same over time and as 'per bid' as a cumulative sum. The amounts which are allocated per year have been amended to reflect a different reduction profile. The original bid sees a year on year reduction and as part of the re-profiling request, Freedom Leisure are requesting the **2023/2024** management fee is increased and then subsequent years will actually be slightly less than set out in the original bid to claw back the additional payment in this year. The request will be at an increased cost to the Council in 2023/2024, however without this re-profiling there may be further requests of support submitted by Freedom Leisure in future years.

Energy Cost increases and potential mitigations

- 4.7 There is also a need within this report to highlight the necessity to consider current and future energy cost increases and the option of spend to save investments in order to mitigate such costs.

Freedom Leisure are currently working on a series of options and associated costs, which together with a funding bid that is being discussed with Welsh Government and the Councils 'Economic Development and External Funding' team. These proposals could therefore be supported by other means and have been included within this report for visibility.

- 4.8 Energy cost increases are a national issue, with leisure facilities and in particular those with swimming pools due to their high utility requirements being significantly impacted.
- 4.9 Energy forecasts suggest a further rise in 2023. It paints a bleak picture for the sector, especially for operators of large facilities, including swimming pools, theatres and events spaces. This is despite various energy saving mitigations already put in place. Whilst leisure facilities are consistently in the top 5 most carbon intensive buildings in a local authority area, leisure trusts are unable to make further investments without sustainable financial support into their services.
- 4.10 Following recent energy surveys carried out by Freedom Leisure, some of the recommendations for energy investment into the two largest sites; The LC and Penlan Lesiure Centre are likely to involve installation of air source heat pumps and Solar PV. With investments likely to be significant in costs therefore, a funding strategy which seeks contributions from various grant funders and others means will need to be further developed in order to formalise future requests for Council contribution to support this agenda. This will be further detailed in a subsequent report for consideration.

Wales National Pool Swansea (WNPS)

- 4.11 Swansea Council and Swansea University are contractually bound to underwrite the annual deficit of WNPS until December 2023 when the current agreement ends. The partners are currently exploring future operating models for this facility and the wider Swansea Bay Sports Park which coincides and will deal with the future funding obligations of partners.
- 4.12 Currently, the General Manager is required to present a financial business plan to WNPS Board for approval. The business plan determines the likely funding required to subsidise the operation of the facility through the financial year (August-July). The total subsidy is split 50/50 between the two main partners
- 4.13 The covid-19 pandemic has significantly affected the financial performance of WNPS and although there have been improvements in several areas during 2021/2022 in comparison to the previous year, income is still less than their last 'normal' year in 2018/2019. Like other partners, recreational swimming and swim memberships are improving, and School / University use is strong, however event hire, room hire and catering are showing slower recovery. There are also 'uncontrollables' that have played a large part in raising the predicted partner contribution for 2022/2023; these include increased utility costs, increased insurance costs and staff costs.

In order to try and mitigate the increased costs WNPS are looking to implement measures to reduce utility costs such as pool covers and a new CHP unit and will be undertaking a review of staff numbers, salaries and rotas.

- 4.14 It is important to note that WNPS financial year straddles the Councils. WNPS financial year runs from August to July. This report only seeks support for the period April 2022 to March 2023. Therefore, this report covers 4 months of WNPS 2021/22 financial year and 8 months of their 2022/23 financial year.
- 4.15 A typical trading year for WNPS would result in contributions per partner of £302,800.
- 4.16 The anticipated cost for WNPS financial year 2022/2023 is a deficit contribution by each partner of £530k. Utilising existing budgets and profiled sundries already accounted for, the anticipated additional contribution from the Council is likely to be £200k across the period and this is proposed as a maximum level of underwriting to cover the period.

5.0 Integrated Assessment Implications

- 5.1 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.
- 5.2 The Well-being of Future Generations (Wales) Act 2005 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'.
- 5.3 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.

- 5.4 An IIA screening form has been completed, with an agreed outcome that a full IIA report is not required at this stage.
- 5.5 The Cabinet report sets out the financial implications following the impact of the Covid-19 pandemic for the cultural and leisure providers that operate facilities on behalf of the Council. The report sets out the levels of financial support that the operators require during the recovery phase in 2022/2023 in order to return to a pre Covid-19 position
- 5.6 The report is to inform a decision to sustain the current leisure and cultural services so that there is no negative impact on the users. Not acting or supporting our partners would impact on the service and facilities provided to the residents and visitors of Swansea.
- 5.7 The range of facilities operated by the partners contained within the report are extremely varied and provide a range of services to all groups of society and the general public which support their wellbeing, health and cultural experiences in a variety of ways.
- 5.8 The impact of the Council not supporting these partners will ultimately mean that the services are put at risk of failure or cessation. Intervention through funding support from the council now provides partners with greatest chance of fully recovering, and reduce the future financial impact on the Council longer term. Losing or significantly reducing such services provided could therefore have a significant impact on the groups of the communities that they serve. The types of groups that use these facilities vary greatly but include disabled people, older people, single parents (who are mainly women) children and young people and engagements with those most vulnerable and need supporting in our society by providing engaging and welcoming spaces and places to use and feel comfortable. This extends to religious groups and ceremonial activities in the Leisure Centres.
- 5.9 Officers consulted with national agencies such as the WLGA, Sport Wales and Welsh Govt. as well as industry sector representatives regarding the challenges facing the Cultural and Leisure sector.
- 5.10 In direct dialogue with all partners, officers have assessed the financial needs and consulted appropriately.
- 5.11 The report relates to the Council's ability to financially support the partnerships in the context of the Covid-19 pandemic to the end of March 2023 there is no intention to undertake public consultation or other stakeholder consultation as it does not at this stage affect service users.

6. Legal Implications

- 6.1 The Council has previously entered into variation agreements with Freedom Leisure and WNPS.

- 6.2 In relation to WNPS, the Council together with Swansea University is contractually bound to underwrite the annual deficit of WNPS until December 2023 under the terms of the current management and operating agreements. Failure by the Council to comply with this obligation would result in the Council breaching the terms of the Agreements with the consequential risk of potential claw back of government funding, litigation, costs and reputational damage
- 6.3 The Council will need to ensure that it complies with its Contract Procedure Rules, procurement legislation and the terms of any government guidance when making decisions to extend relief and/or financial support.
- 6.4 The terms and conditions of relief/support agreed with operators will need to be recorded in legally binding agreements (or variations to existing agreements) to ensure that the Council's interests are fully protected.

7. Financial implications

- 7.1 The total level of support required to support Freedom Leisure and WNPS for 2022/2023 is likely to be £1million in a worst case scenario.
- 7.2 If cabinet were minded to proceed, the Section 151 Officer would recommend the cost be underwritten by release from the £6m allocated in the budget for Place Covid Temporary Funding (given the one off nature) and that Cabinet accepts the draw from other earmarked reserves in due course will likely go up as the available contingency sum shrinks by release and allocation to services. Any draw from the Place budgeted one off lump sum, if so approved, will be fully reflected in the future monitoring report on the budget to Cabinet.
- 7.3 The preceding financial implications rightly focus specifically on the considerations facing our leisure operators. The wider financial position facing the Council must however be borne in mind and Cabinet must be mindful of any potential precedent created by granting further extensions to any one group of operators over another, even if potentially otherwise justified given the nature (strategic scale, importance of wider draw).

Background Papers: None

Appendices:

Appendix A - IIA Screening Form

Appendix A - Integrated Impact Assessment Screening Form

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

Which service area and directorate are you from? Cultural Services

Service Area: Leisure, Partnerships, Health and Wellbeing

Directorate: Place

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:

2022/2023 funding and support strategy for Leisure and Cultural Partnerships following the Covid-19 pandemic. Support due to losses and the requirement of a financial recovery plan related to the Covid-19 pandemic.

Following the Covid-19 pandemic, when significant support was provided to our partnerships under previous Cabinet Reports, for continued sustainability and monitoring of these partnerships, the recovery partnership liaison has continued on a monthly basis or at relevant board meetings and working groups set up to specifically monitor current and future operations and costs.

Whilst good recovery has been made across a number of areas, and not all partnerships now require future support (Parkwood Leisure Ltd operation of Plantasia no longer requires relief). It is a reality that now that all Welsh Government Covid-19 loss of income claims and other support has diminished and it would be remiss to think that the legacy impact of Covid-19 from a financial and business planning perspective, plus other pressures and risks are gone.

Whilst some income lines across the portfolio have seen good growth, other elements have suffered greatly with continued nervousness in the sector. In addition, there has been a change of habit related to aging populations and 'working from home' blended approach continuing and become 'the norm'. As a result, income lines such as gym membership, car parking and indoor event/hires are taking longer to recover. This is compounded by the significant hikes in utilities and staffing costs/shortages which all have a significant and long term impact on financial performance of the venues. These culminating factors mean that partners are projecting that they will need support in the short/medium term to aid recovery.

Appendix A - Integrated Impact Assessment Screening Form

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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

We have consulted with national agencies such as the WLGA, Sport Wales and Welsh Govt. as well as industry sector representatives regarding the challenges facing the Leisure sector.

In direct dialogue with all our partners (Freedom Leisure and Wales National Pool) we have assessed the financial needs. All partners have consulted with Members and where applicable, their boards, on immediate implications for the facilities and staff.

The report relates to our ability to financially support the partnerships in the context of the Covid-19 pandemic to end of March 2023 so we are not undertaking public consultation or other stakeholder consultation as it does not at this stage affect service users.

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

Appendix A - Integrated Impact Assessment Screening Form

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

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

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

Yes

No

If yes, please provide details below

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 report is to inform a decision to sustain the current leisure and cultural services so that there is no negative impact on the users. Not acting or supporting our partners would impact on the service and facilities provided to the residents and visitors of Swansea.

The range of facilities operated by the partners contained within the report are extremely varied and provide a range of services to all groups of society and the general public which support their wellbeing, health and cultural experiences in a variety of ways.

The impact of the Council not supporting these partners will ultimately mean that the services are put at risk of failure or cessation. Intervention through funding support from the council now provide partners with greatest chance of fully recovering, and reduce the future financial impact on the Council longer term. Losing or significantly reducing such services provided could therefore have a significant impact on the groups of the communities that they serve. The types of groups that use these facilities vary greatly but include disabled people, older people, single parents (who are mainly women) children and young people and engagements with those most vulnerable and need supporting in our society by providing engaging and welcoming spaces and places to use and feel comfortable. This extends to religious groups and ceremonial activities in the Leisure Centres.

Appendix A - Integrated Impact Assessment Screening Form

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 Cabinet report sets out the financial implications following the impact of the Covid-19 pandemic for the cultural and leisure providers that operate facilities on behalf of the Council. The report sets out the levels of financial support that the operators require during the recovery phase in 2022/2023 in order to return to a pre Covid-19 position

(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.

Screening completed by:
Name: Jamie Rewbridge
Job title: Strategic Manager – Leisure, Partnerships, Health & Well Being – Cultural Services
Date: 9.8.22
Approval by Head of Service:
Name: Tracey McNulty
Position: Head of Cultural Services
Date: 9.8.22

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 17.



Report of the Cabinet Member for Investment, Regeneration & Tourism

Special Cabinet – 29 September 2022

FPR7 Report - Hafod Copperworks Powerhouse Redevelopment Project Update Report

Purpose:	To comply with Financial Procedure Rule No.7.4 (Capital Programming and Appraisals) - to authorise a variation to an existing capital scheme in the Capital Programme.
Policy Framework:	Swansea Bay City Region Economic Regeneration Strategy, City Centre Strategic Framework.
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that Cabinet: 1) Approves the Financial Implications set out in paragraph 4 of this report and authorises the additional funding to be added to the approved scheme. 2) Delegates authority to the Interim Director of Place in consultation with the Director of Finance and Chief Legal Officer to approve a final construction cost for the project.
Report Author:	Richard Horlock
Finance Officer:	Jeff Dong
Legal Officer:	Pamela Milford
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 This report provides an update to the report presented to Cabinet on the 18th October 2018 on the delivery of the Hafod Copperworks Powerhouse redevelopment project and updates on the financial position and implications.

- 1.2 The project focuses on the Powerhouse building located within the tangible remains of the Hafod-Morfa Copperworks, which occupies 12.5 acres of land on the west bank of the River Tawe in the Lower Swansea Valley.
- 1.3 The Hafod Copperworks Powerhouse Re-development project, will establish a high profile, financially viable, sustainable core at the internationally significant site of the former Hafod-Morfa Copperworks, Swansea that was the crucible of the world copper industry in the 1800s. The world-class end tenant – Penderyn Whisky Company will use the site as its base for expansion of their highly successful business at the grade II listed Powerhouse and part of the grade II listed Rolling Mill.

2. Project Update

- 2.1 Following a tender process for the main works contractor and subsequently following a value engineering process, the works contract was awarded with works commencing in July 2020. The redevelopment has now entered the final stages of the construction contract with John Weaver Contractors with works now focused on the completion of the link structure connecting the new Visitor Centre to the Rolling Mill space together with landscaping and remedial works such as completion of areas of repointing. Key works milestones have been achieved such as the completion of the installation of the Welsh slate roof to the Powerhouse and the installation of the clock to the iconic landmark clock tower on the Powerhouse.
- 2.2 The current completion date for the agreed contracted works is the 5th September although this may be subject to slight revision and Penderyn have planned to commence their fit out from the 1st October 2022 pending approval of their listed building consent and planning applications. Penderyn aim to be fully operational on site for the 1st March 2023. Agreement has been reached with Penderyn with regard to the fit out requirements and overlap with the works on site.
- 2.3 Penderyn have placed significant orders associated with this project and are advancing the design of the fit out. In addition they have appointed a conservation architect, planners and building control team. The planning and LBC applications for the fit out stage have been submitted.
- 2.4 As the shell and core works come to a close for all buildings that have been redeveloped, ongoing tasks such as water supply flushing and ensuring the integrity of hoarding on publicly accessible areas of the site is required for buildings within Penderyn demise.
- 2.5 The Tender process to engage a main contractor was undertaken in the summer /autumn of 2019. Post tender negotiations were undertaken to resolve tender clarifications and value engineer works to bring the project back within budget. This process was prolonged due to its nature and with the Covid pandemic coming into effect during such time. An agreement

was reached in May 2020 and works commenced on site in July 2020, short of 3 months into the pandemic.

- 2.6 Three main areas have resulted in cost pressures being faced on the project. Project cost escalation has arisen as the result of conservation requirements, discovered ground contamination and below ground discovered archaeology.
- 2.7 Common to all projects, a range of issues have arisen on the back of the pandemic and to an extent post-Brexit realignment creating logistical issues arising across the construction industry. This has affected availability of labour, material supply issues, inability to source certain materials in a timely manner including timber and steel, and as a consequence often steep price increases were received for all of these. All of these issues were unforeseen at application stage, and despite allowing for what was considered to be a healthy allowance for inflationary pressures and contingency, no one anticipated the sheer extent of the increases that have steadily occurred during the delivery of this project.

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.
- 3.1.1 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 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'.
- 3.1.2 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.

- 3.2 An Equalities Impact Assessment Screening and an Equalities Impact Assessment Report (EIA) outlining engagement/consultation was undertaken in 2018 and approved prior to the introduction of IIA's.
- 3.3 This project is fully compliant with the Well-being of Future Generations (Wales) Act 2015. The project objectives align with the Council's obligation to act in a sustainable way and the examples of public and private sector investment demonstrate compliance with the 5 Ways of Working promoted by the Act and will make a significant contribution to the 7 well-being goals.

4. Financial Implications

- 4.1 The project was notified of its successful round 2 delivery phase award by the National Lottery Heritage Fund on the 26th September 2018 offering a grant contribution totalling £3.567m.
- 4.2 The project team formally submitted a request for additional grant funding to NLHF and were notified on the 6th July 2022 that the authority was successful in its request for an additional £250k grant. This additional award of funding was coupled with notification that the authority had been granted an extension to the grant expiry date. The original NLHF grant expiry date is now extended from 30th June 2022 to 30th April 2023.
- 4.3 The original NLHF grant of £3.567m is now increased to £3.817m.
- 4.4 In addition to the NLHF grant award, the project team have been successful in receiving additional capital grant funding from Welsh Government. On the 21/02/2022 the council received notification of award of funding of £500k grant in relation to the Regional Capital Stimulus Funding Programme. The funding related to the period 01/06/21 to 31/03/2022 and was claimed in full during June 2022.
- 4.5 The original core match funding requirement of £1,743,611 has been secured via £1.743m from the existing Capital Programme. The CCS additional Unsupported Borrowing requirement was confirmed in a letter issued from the S151 officer dated 17th June 2022 where it was stated that additional project costs of up to £1.237m would be subject to council underwrite whilst being actively mitigated.

5. Legal Implications

- 5.1 The Council will need to comply with the terms and conditions attached to any grant funding utilised in conjunction with the regeneration match funding budget identified in this report.

- 5.2 All contracts for works, goods and services necessary to deliver the projects must be procured in accordance with the Council's Contract Procedure Rules and the Public Contracts Regulations 2015 as appropriate. The contractual liabilities/obligations of the Council and any appointed contractors will be covered by the individual contracts entered into.
- 5.3 All statutory consents required in proposals to utilise the regeneration match funding budget will be the responsibility of the Planning and City Regeneration Division.
- 5.4 The Council will need to consider the terms and conditions of the contract and dispute resolution mechanisms in relation to any disputes arising from failure to agree the value of any claims for payment made by the Contractor.

Background papers: None.

Appendices:

Appendix A – Integrated Impact Assessment

Appendix A - Equality Impact Assessment (EIA) Report

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to equality.

Please refer to the 'EIA Report Form Guidance' while completing this form. If you need further support please contact acesstoservices@swansea.gov.uk.

Where do you work?
Service Area: Planning and Economic Regeneration
Directorate: Place

(a) This EIA is being completed for a:

	Service/ Function	Policy/ Procedure	Project	Strategy	Plan
Proposal	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe here:

Hafod Copperworks – Powerhouse Redevelopment Project

With Heritage Lottery Grant Funding, the project will repair and restore the fabric of the existing grade II listed Power House building, ready for its fit out as a distillery by Penderyn. It will provide a new contemporary 'link' structure to access the apportioned domain (25%) of the Rolling Mill, which will provide barrel storage, and to accommodate a new-build Visitor Centre. The re-developed site will be leased on a long term basis to Penderyn Whisky, who will complete the internal fit out.

(c) It was initially screened for relevance to Equality and Diversity on: **8th February 2018**

(d) It was found to be relevant to...

Children/young people (0-18)	<input checked="" type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Poverty/social exclusion.....	<input type="checkbox"/>
Race (including refugees).....	<input type="checkbox"/>	Carers (including young carers).....	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	Community cohesion	<input checked="" type="checkbox"/>
Gypsies & Travellers	<input type="checkbox"/>	Marriage & civil partnership	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	Pregnancy and maternity	<input type="checkbox"/>
Sex	<input type="checkbox"/>		

(e) **Lead Officer**

Name: Tracy Nichols

Job title: External Funding Programme Officer

Date: 20th June 2018

(f) **Approved by Head of Service**

Name: Phillip Holmes

Date: 20th June 2018

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims?

The project is a result of a HLF grant application to fund the refurbishment of the Grade II Listed Building, with Penderyn Whisky as the end tenant. The building has been unused since 1980 following its operation ceasing and has progressively become derelict since being subject to arson attacks. The building continues to deteriorate by natural means but is aggravated by vandalism and anti-social behaviour.

The Powerhouse building was a focal building within the works. The site has international importance and the heritage-led regeneration could play in helping to bring the area and its associated deprived communities back to life.

Who has responsibility?

Swansea Council as owners of the site has ultimate responsibility and is the applicant to HLF for funding to re-develop the building. Penderyn Whisky will enter into a 99 year lease and will complete the internal fit out.

Who are the stakeholders?

A detailed Stakeholder Map is available, which include stakeholders such as; Penderyn Whisky, Public, Friends of Hafod Copperworks, Local Politicians etc.

Section 2 - Information about Service Users (See guidance):

Please tick which areas you have information on, in terms of service users:

Children/young people (0-18)	<input checked="" type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Poverty/social exclusion.....	<input checked="" type="checkbox"/>
Race (including refugees).....	<input checked="" type="checkbox"/>	Carers (including young carers).....	<input checked="" type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	Community cohesion	<input type="checkbox"/>
Gypsies & Travellers	<input checked="" type="checkbox"/>	Marriage & civil partnership	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>	Pregnancy and maternity	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>		

Please provide a snapshot of the information you hold in relation to the protected groups above:

Please refer to the 2011 Census for Swansea and Wales.

Total population in Swansea, is in excess of 239,000 people (less than 10% of Wales' population) with 50.6% being female and 49.4% being male.

The Age structure of Swansea's residents between the ages of 25-74 is a total of 59.8% with 50.5% being in the 25-64 age bracket.

63% of the population is economically active.

6.9% of the economically inactive are long term sick or disabled.

Any actions required, e.g. to fill information gaps?

N/A

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics.

	Positive	Negative	Neutral	Needs further
investigation				
Children/young people (0-19)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Thinking about your answers above, please explain in detail why this is the case.

The completed project will provide a visitor attraction, shop and distillery and will be open to all.

Particular elements of the tourism attraction such as Masterclasses led by Penderyn Whisky would not be suitable for young people under the legal drinking age limit. Penderyn Whisky have on occasion, had visits from under 18's to the Distillery in Hirwaun, and these visits have focused on the science behind distilling and Penderyn's particularly unique stills. As a responsible producer, Penderyn Whisky take their responsibility to promote sensible and appropriate approaches to alcohol extremely seriously and do not promote under age consumption.

All Equality Act and legislative requirements will have been met through design. A meeting has been held with a representative of the local Disability Liaison Group to discuss the scheme and receive feedback. Overall, the scheme was well received and some ideas/considerations shared with the Architect. The next DLG meeting will be arranged in the early stages of RIBA Stage 4 scheduled to commence in Autumn/Winter 2018. Date to be confirmed. This will ensure positive local engagement has been undertaken.

Support groups and local residents will benefit from a re-developed derelict site that has been put back into use with its industrial heritage at its core. Engagement with groups has been underway through planning stages.

Covered within the Design and Access Statement:

Access

With the main access from one primary direction, meeting at the reception in the central part of The 'Link Building', this knits together the proposed Visitor Centre, the Powerhouse/Distillery and the Rolling Mill (via a connecting Walkway). The building entrance is within close proximity to the car park and ideally situated to the bus drop-off point to the bus terminal of the Landore Park & Ride.

The building entrance is at the lowest level of the site which has a level change of +5m to the higher ground. The decision to locate the entrance at the lower level is highly convenient to visitors, wheelchair users, for servicing and deliveries, and for cycle users.

Designated 'disabled persons' parking bays will be located in the car park nearest to the site entrance. The site entrance is to be clearly waymarked with highly visible and distinctive signage, currently proposed as corten display panels with laser cut lettering and painted graphics. These will be appropriately located within the site to clearly direct visitors towards the building entrance.

To further enhance the way-marking of the building entrance, external surface treatment will take the form of the 'whisky path' - a distinctive whisky coloured block paved surfacing to encourage the direction of visitors towards the entrance gates to the site leading to entry doors to the 'Link Building' reception. The whisky path continues through the Visitor Centre and takes the form of whisky coloured glass which wraps up and over the roof. The 'whisky glass' passes over and identifies the central circulation space within the building, highlighting the routes to exiting the building at lower and upper ground levels.

Entrance doors and those leading to primary spaces are powered, with maximum opening widths for wheelchair access. Internal doors will include clearly readable signage, manifestations to glass panelled doors, and contrasting ironmongery to aid users with limited dexterity or impaired vision.

External surfaces to pedestrian areas will vary in respect to material, colour and texture depending on purpose and use. All surfaces will be stable and even, non-slip and with

tactile surfaces where appropriate. The main approach to the 'Link Building' will be provided with level access as necessary. Changes in level between the Visitor Centre and the Rolling Mill (connected by an external covered Walkway), will be gradually sloping without the requirement for steps or designated ramps.

External low level surface lighting, sensitive lighting to the walls of the Powerhouse, lighting to the garden spaces and to the Walkway, will be designed to enhance the public realm and ensure a secure sense of space and place within and around the buildings.

Loading into and from, the Distillery and Barrel Store are also identified and taken into account. It is intended that the majority of servicing will be carried out 'after-hours' which will be least disruptive and to safeguard visitor movement around the car park.

Circulation

Access Zones – The circulation concept is that anyone who goes beyond the boundaries of the shop within the Visitor Centre (i.e. those who are on the Whisky Experience Tour or those joining a Masterclass) will have made the required payment to allow access. However, the general public will share access to the heritage and interpretation aspects within the site.

Lines of Security – Required where there is a need to make sure that people who have not made a payment, cannot inappropriately join a tour. Secure boundaries will also be required to the garden enclose and service entrance area to the Bonded Barrel Store and Bin Store.

Public access is maintained to the side of the Powerhouse and to the rear grounds at the site of the Silver Stack Chimney base. The secure boundary will be formed by the Walkway and existing retaining wall, with additional secure fencing where required, set back from the Walkway.

This will be further developed in readiness for the building regulation submission at the end of 2018.

Penderyn will be undertaking the internal fit out following the completion of the shell and core works refurbishment works. Items such as acoustics, colour contract, loop systems etc., will be reviewed as part of that package of works in the near future.

Access to the surrounding areas of the site, that are not part of the paid visitor attraction of Penderyn, will remain accessible to the public, and will continue to be led by the Friends of Hafod Copperworks.

Section 4 - Engagement:

Please consider all of your engagement activities here, e.g. participation, consultation, involvement, co-productive approaches, etc.

What engagement has been undertaken to support your view? How did you ensure this was accessible to all?

Consultation has been undertaken with the Planning Department and Conservation Officers, Friends of Hafod Copperworks, Design Commission for Wales, Heritage Lottery Fund, statutory consultees via the Planning Application process, press releases and Social Media to informally make the public aware of the scheme.

As part of engagement activities, the project has liaised with the Disability Liaison Group to provide them with details of the scheme.

What did your engagement activities tell you? What feedback have you received?

Feedback received to date has been positive.

At the time of writing this report, the planning application process has not completed.

How have you changed your initiative as a result?

No changes were necessary as a result of such engagement that had not already been captured in design.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.):

No.

Section 5 – Other impacts:

Please consider how the initiative might address the following issues - see the specific Section 5 Guidance

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

Please explain any possible impact on each of the above.

Concessionary charges for Penderyn Whisky's tour and admission at Hirwaun are offered to Students, OAP's and groups.

What work have you already done to improve any of the above?

A meeting has been held with a representative of the local Disability Liaison Group to discuss the scheme and receive feedback. Overall, the scheme was well received and some ideas/considerations shared with the Architect. The next DLG meeting will be arranged in the early stages of RIBA Stage 4 scheduled to commence in Autumn/Winter 2018. Date to be confirmed. This will ensure positive local engagement has been undertaken and will in turn help to foster good relations and advance equality of opportunities.

Is the initiative likely to impact on Community Cohesion? Please provide details.

The site's historical importance will have an increased profile amongst the local communities, and how it supported the local economy and world trade.

How does the initiative support Welsh speakers and encourage use of Welsh?

It is stated in the Welsh Language Standards (Number 1) Regulations 2015 that:

(1)(5) According to these regulations-

(a) references to any activity carried out by a body, or to any service which is provided by a body, are to be read as if they include a reference to that activity being carried out **on behalf of the body**, or to that service being provided on behalf of the body, by a third party under arrangements made between the third party and the body;

(b) pursuant to that, unless there is a compliance notice to provide evidence to the contrary, a body will have failed to conform to a standard in relation to an activity which it has arranged to be carried out, or a service which it has arranged to be provided, by a third party if that activity or that service has not been carried out or provided according to the standard.

The above clause means that the body must ensure that any service which is provided or any activity which is carried out on its behalf by a third party conforms with the standard(s) which pertain to that service or that activity. The type of relevant arrangements can include arrangements made through a contract or partnership.

In the case of this project, Penderyn Whisky is not operating on behalf of Swansea Council as it is leasing the buildings and therefore the standards will not apply. However, it will be encouraged that Penderyn Whisky promote and facilitate the use of Welsh Language.

Section 6 - United Nations Convention on the Rights of the Child (UNCRC):

Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children's rights and their best interests. Please read the UNCRC guidance before completing this section.

Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)? If not, please briefly explain your answer here and proceed to Section 7.

As the site will operate as a whisky distillery and visitor attraction this initiative does not have a direct impact on children and young people. Penderyn Whisky have on occasion, had visits from under 18's to the Distillery in Hirwaun, and these visits have focused on the science behind distilling and Penderyn's particularly unique stills. As a responsible producer, Penderyn Whisky take their responsibility to promote sensible and appropriate approaches to alcohol extremely seriously and do not promote under age consumption.

All initiatives must be designed / planned in the best interests of children and young people.

Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

Please explain how you meet this requirement:

N/A

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

N/A

Section 7 - Monitoring arrangements:

Please explain the monitoring arrangements for this initiative:

Monitoring arrangements:

As part of the planning consultation process, any feedback will be considered.

The re-development is split into two phases. The Shell and Core re-development works led by Swansea Council and the internal fit out that will be led by Penderyn Whisky.

Regular project meetings will be undertaken with the design team, contractor meetings, project board, strategic board and regular meetings with Penderyn Whisky etc.

Disability Liaison Group engagement as noted above.

When the internal fit out works are being designed, further consultation with the local disability groups will be undertaken.

Actions: Review feedback received the planning application process.

EIA to be reviewed as part of regular monitoring meetings at key stages within the project.

Penderyn Whisky to undertake consultation on internal fit out/layout with the necessary groups and to ensure the Welsh Language Standards should be addressed.

Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

Outcome 1: Continue the initiative – no concern



Outcome 2: Adjust the initiative – low level of concern



Outcome 3: Justify the initiative – moderate level of concern



Outcome 4: Stop and refer the initiative – high level of concern.



For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

N/A

Section 9 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Send this EIA report and action plan to the Access to Services Team for feedback and approval – accesstoservices@swansea.gov.uk
2. Make any necessary amendments/additions.
3. Provide the final version of this report to the team for publication, including email approval of the EIA from your Head of Service. The EIA will be published on the Council's website - this is a legal requirement.

EIA Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
Continued press releases to appraise on progress of the scheme at key milestones.	Tracy Nichols	Ongoing – at key milestones, i.e., planning application and LBC decisions dates, HLF Round 2 application decision and ultimate progress of the scheme	Issued press releases and public updates via social media Review Communications Plan	PR undertaken: <ul style="list-style-type: none"> • Round 2 NLHF application successful – November 2018 • Planning and LBC Application and approved – January 2019 • Tender live for main contractor – June 2019 • Main contractor appointed – TBC • Archaeological works underway and finds – January 2020
Further liaison with SAFE / DLG – next key stage at the start of RIBA Stage 4 (following the anticipated HLF approval of funding)	Tracy Nichols	Autumn 2018	Meeting held – email communication with lead of SAFE	Complete – SAFE confirmed satisfied with proposals. No requirement to present to DLG.

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*** Please remember to be ‘SMART’ when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely)**

Agenda Item 18.



Report of the Cabinet Member for Environment & Infrastructure

Special Cabinet – 29 September 2022

Contract for Mumbles Coastal Protection Project

Purpose:	<p>To approve the award of the construction contract for the Mumbles Coastal Protection project following a mini competition from the South West Wales Regional Civil Engineering Framework and approve in principle a funding agreement between Swansea Council & Welsh Government.</p> <p>To comply with Financial Procedure Rule No. 7 (Capital Programming and Appraisals): to commit and authorise schemes onto the Capital Programme.</p>
Policy Framework:	<p>Council Constitution – Contract Procedure Rules and Financial Procedure Rules; Well-being of Future Generations (Wales) Act 2015</p>
Consultation:	<p>Access to Services, Finance, Legal, Procurement and Highways and Transportation.</p>
Recommendation(s):	<p>It is recommended that Cabinet:</p> <ol style="list-style-type: none">1) Approve in principle the offer of funding to be made by Welsh Government to the Council following the approval of the Final Business Case and authorise the Director of Finance to accept the offer of funding on behalf of the Council.2) Approve the construction cost for the scheme and that the scheme and its revised costs are added to the Council's capital programme.3) Approve the award of the construction contract for the Mumbles Coastal Protection project to the tenderer detailed in sections 4 and 5 of this report.4) Delegate authority to the Head of Highways and Transportation and the Chief Legal Officer to enter into the legal documents necessary to progress the project.

Report Author:	David Hughes
Finance Officer:	Ben Smith
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The Welsh Government's Flood and Coastal Erosion Risk Management Programme (FCERM) has presented Swansea Council with a significant opportunity to implement a sustainable solution to the current issues of the condition of the Mumbles seawall and address long term flood risk affecting the community. It will also support the potential of future development and regeneration of the area whilst secure improvements to the amenity and recreation value of the promenade and its use as an important visitor attraction.
- 1.2 The Welsh Government Coastal and Risk Management Board has considered the Mumbles Outline Business Case (OBC), completed in July 2017 and has previously confirmed their support and approval for the scheme to progress to a detailed design stage.
- 1.3 The project area extends from Knab Rock slipway in the southwest to Mumbles Road and Oystermouth Square and the Dairy Car Park in the north. Mumbles is currently protected by two types of coastal defences; a 0.5km long mass concrete vertical sea wall and a 0.7km long sloping revetment. The responsibility for maintaining or addressing any repairs following any failure in these defences lies with Swansea Council.
- 1.4 The options available for improved sea defences are determined in the light of prevailing policies set out in the Shoreline Management Plan to 'Hold the Line' (not extending new infrastructure or development seaward) and in the context of a range of adopted planning policies. The foreshore area of Mumbles lies immediately adjacent to the Blackpill Site of Special Scientific Interest (SSSI), and lies partly within the Mumbles Conservation area. Significant Welsh Water infrastructure also lies in close proximity to the promenade structure.
- 1.5 Welsh Government, in their letter dated 18 January 2018, confirmed the offer of funding for the design and development stage of the project, offering a grant of 75% equivalent to £682,500.00, to be match funded by Swansea Council with a 25% contribution, equivalent to £227,500.00.
- 1.6 As of 4 December 2020, Welsh Government improved the grant funding offer, by offering to provide 100% funding for the design and development stage, replacing the previous offer. The new funding was accepted by the S151 Finance Officer of Swansea Council on 8 December 2020.

- 1.7 The design and development stage of the project was undertaken by Amey Consulting and this has been concluded on 31, March 2022.
- 1.8 Welsh Government grant funding has been received by Swansea Council totalling £1,735,130.19, less a 5% retention, amounting to £86,756.51. The retention is held until the Final Business Case (FBC) for the project is submitted and approved by Welsh Government.
- 1.9 The FBC will be submitted to Welsh Government, upon agreement and approval of this Cabinet report, which is seeking the approval to award the construction contract for the project and approval in principle of the funding offer from Welsh Government to Swansea Council in respect of the project costs.

2. Background Design Objectives & Benefits of the Project

2.1 Background

- 2.1.1 The foreshore revetment, seawall and parapet are in poor condition with significant cracks and an exposed toe footing. The undermining and failure of the existing structure is a possibility during a storm event. A trunk sewer rising main runs beneath the promenade, retained by the defences, and the consequences of failure of the seawall adjacent to the SSSI could be significant. Maintenance of the revetment is currently carried out by Swansea Council on a purely reactive basis with costs varying annually from £6,000.00 to £10,000.00.
- 2.1.2 The promenade is relatively low with wave and still tidal water overtopping relatively common. Swansea Council deploy stop logs across openings in the car park 'set back' walls during periods of high tides. The average costs of installing and removing the stop logs which provide an informal secondary flood prevention measure, costs approximately £10,000.00 annually. Despite these measures, some 79 properties have more than a 1 in 10 chance of tidal flooding each year. Through the modelling of sea level rise, at Outline Business Case stage in 2017, this was predicted to increase to 126 properties by 2120, with predicted depths and the likelihood of flooding increasing significantly. This inundation would also sever vital primary access to parts of Mumbles and Mumbles Head including the lifeboat station.
- 2.1.3 The promenade is a key element of the Mumbles destination, and is a popular visitor attraction and amenity for residents. However, it has a restricted width in many areas, and the removal of the 'pinch-points' will make it safer, more attractive and accessible for pedestrians and cyclists particularly during peak periods. Access to the foreshore for pedestrians and boat use is limited to two narrow steep steps and two slipways.

2.1.4 The Swansea Bay Strategy (2008) highlights the potential for the regeneration of Mumbles waterfront, focused around key nodes such as Knab Rock, Southend Gardens and Oystermouth Square. Developments in this area will need to be safe from flooding and erosion for their lifetime. Also the seafront public realm has developed on an ad-hoc basis over many years, and the provision of adequate car parking for residents and visitors is an important issue, along with competing uses for storage of boats.

2.1.5 The Outline Business Case (OBC) in July 2017 was structured around the Welsh Government criteria for a five case business model. It considered the case for change, and established a preferred solution to address the issues which represent value for money and which are deliverable and affordable. The OBC included an assessment of the condition of existing coastal structures, expected coastal flooding and erosion, regeneration and amenity, environmental issues and mitigation, constructability, and an evaluation of a series of options and costs. The suggested precautionary approach to the flooding risk design at this time, was to develop a scheme for a 1 in 200 year standard of flood risk protection, to withstand climate change sea level rises to 2120, with a 0.5% Annual Exceedance Probability (AEP).

(Note: a precautionary approach is defined as taking a significant risk averse design approach at the current time, whilst factoring in future uncertainties and risk).

(Annual Exceedance Probability is defined as the chance or probability of a particular natural hazard, such as a flooding event, occurring in any given year).

2.2 Design Objectives

2.2.1 Following the approval of the OBC, additional wave overtopping and flood inundation modelling has been conducted to account for the Welsh Government's Adapting to Climate Change Guidance for Flood and Coastal Erosion Risk Management Authorities in Wales, published in early 2021 which highlights the impact of climate change on changes in sea level rise.

2.2.2 The key findings of the additional wave overtopping and flood inundation modelling, resulted in the assessment of still water levels as being 0.5 metres higher than that first considered at OBC stage. Still water levels were initially assessed at OBC stage as being at 6.30m Above Ordnance Datum (AOD). However with the updated modelling carried out, this level has been advised as being nearer to 6.80m AOD. With existing promenade levels varying between 6.00m AOD at the Oystermouth Square area and 6.50m AOD at the Southend Gardens area, the still water level increases,

even without the impact of wave action and storm conditions, will pose a flooding risk.

2.2.3 Modelling of the preferred construction option recommended by the OBC, would result in a greater defence height in order to achieve the required standard of protection for 1 in 200 years, with a 0.5% AEP with the updated sea level rise allowances in 2120.

2.2.4 Based on the updated modelling, it was concluded that the preferred option of achieving a 1 in 200 year standard of protection with a precautionary allowance for climate change until 2120, would be no longer feasible due to the defence heights required to manage the increased waves and water levels predicted in the later years.

2.2.5 An adaptive pathway approach has been agreed with Welsh Government to maintain the 1 in 200 year standard of protection up to 2120. An adaptive pathway approach to the design offers a standard of protection of 1 in 200 years, (0.5%) Annual Exceedance Probability (AEP) event against coastal flooding, with an allowance for climate change of 50 years, that is to 2070. The adaptive approach has the capacity to increase the design life of the coastal defence to 2120, through additional changes that will have to be made to the construction.

(Note: an adaptive pathway approach is defined as an approach that enables decisions to be made to manage current risks but with the capacity to make phased modifications in the future. This enables 'no regret' interventions to be taken now, while planning for future risks and uncertainties, such that when more data, information and certainty is provided, the right decisions can be made at the right time in the future).

2.2.6 The features of the new coastal defence project are as follows:

- construction of a primary coastal defence upstand wall seaward of the promenade to achieve the required wave overtopping standard
- maintain or widen the existing promenade and revise the promenade level where required
- construct a set-back secondary coastal defence wall to achieve the required wave overtopping standard
- undertake suitable works to strengthen the face of the 0.5km length of existing sea wall including consideration of possible scour and lowering of the beach foreshore level
- undertake suitable works to strengthen the 0.7km length of existing revetment including consideration of possible scour and lowering of the beach foreshore level

2.2.7 The design working life, including the structural design life of the concrete elements, will be 100 years, although aspects of the designed scheme will require adaption in 50 years to maintain the standard of protection for 1 in 200 years, in line with sea level rise. These adaptations do not form part of the current project.

2.2.8 The project area has been split into three frontages, with three different design cross-sections as shown in Figure 2.1, below. Design cross sections are described in Table 2.1.

Figure 2.1 Design frontages

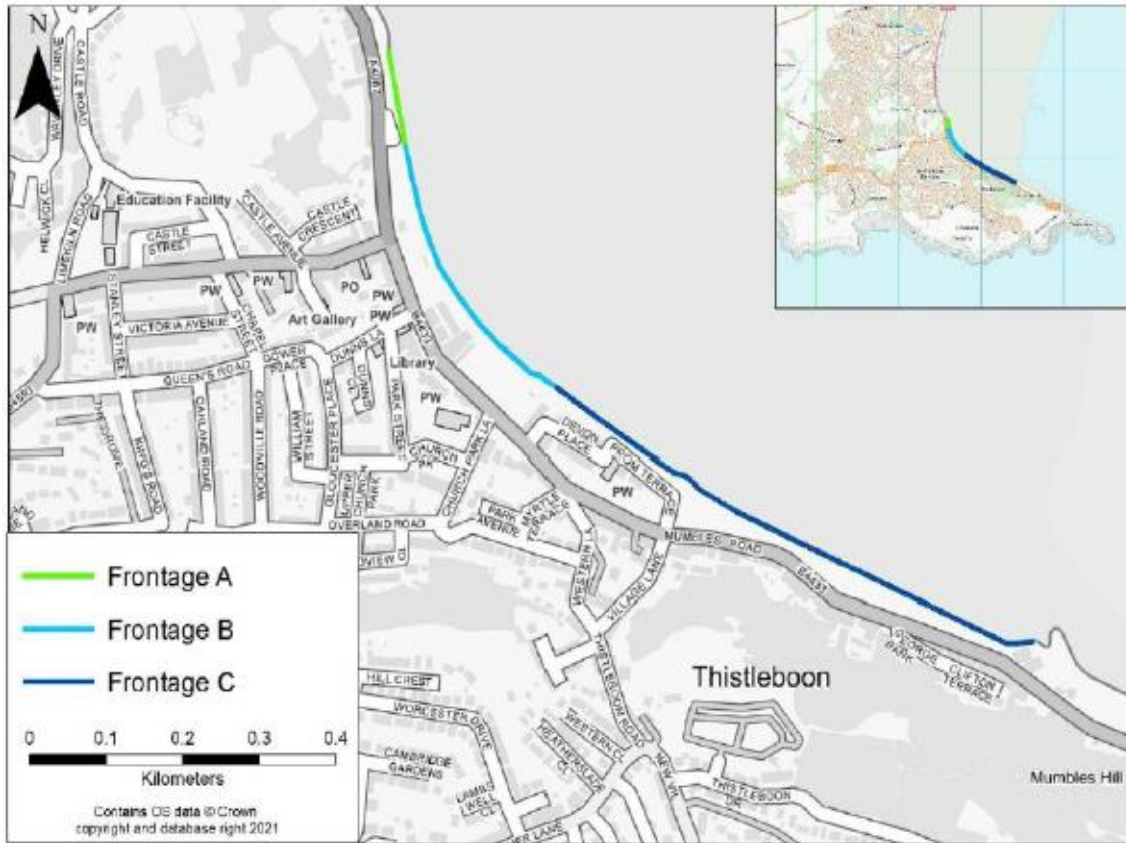


Table 2.1 Design cross-section descriptions

Frontage	Description
Frontage A	<p>Existing seawall with promenade at a level of +6.75m AOD or above. Existing ground levels landward of the promenade at a level of +7.9m AOD or above, providing natural secondary defence.</p> <p>Cross-section to include the encasement of the seaward face of the existing seawall with reinforced concrete. In addition, a reinforced concrete stepped apron with sheet pile at the toe of the wall will be included alongside the replacement of material retained behind the seawall with lightweight fill.</p>
Frontage B	<p>Existing seawall with promenade at a level below +6.4m AOD. No natural secondary defence, although existing splash wall present in places.</p> <p>Design cross-section to include the encasement of the seaward face of the existing seawall with reinforced concrete. In addition, a reinforced concrete stepped apron with sheet pile</p>

	at the toe of the wall will be included alongside the replacement of material retained behind the seawall with lightweight fill. A reinforced concrete recurve upstand will be added to the top of the seawall to achieve a top level of +7.2mOD and a secondary defence with a top level of +7.2mOD will be provided. Existing promenade levels will be raised to +6.5mOD.
Frontage C	Existing concrete sloping revetment with promenade generally at a level below +6.5m AOD. No natural secondary defence, although existing splash wall present in places. Design cross-section to include the replacement of the concrete revetment face with new reinforced concrete slab. A steel sheet pile wall will be designed for the toe of this revetment. A reinforced concrete recurve upstand will be added to the top of the revetment to achieve a top level of +7.5m AOD and a secondary defence with a top level of +7.4m AOD will be provided. Existing promenade levels will be raised to +6.5m AOD.

2.2.9 A Marine Licence application to obtain permission to work along the foreshore was submitted to Natural Resource Wales on 28 May 2021. A marine licence consent was successfully granted on 10 December 2021. A copy of the Marine Licence Consent Ref. CML 2128 is included as Appendix 1.

2.2.10 The planning application for the project was submitted to Swansea Council Planning Department on 14 December 2021 and was the subject of a Planning Committee decision on 5 April 2022.

2.2.11 The project has been granted detailed planning consent. This was granted by Swansea Council Planning Department on 5 April 2022, with sixteen attached Planning Conditions, all of which will be discharged during the course of the pre-construction and construction stages. A copy of the approved Planning Permission is included in Appendix 2.

2.2.12 The project will utilise the current tennis courts area, adjacent Oyster Wharf, as a contractor temporary compound. It offers good access and is in close proximity of the proposed works. Once the project is completed, the intention would be to carry out a full public consultation to determine the future use of this area.

2.3 Benefits

2.3.1 Due to the significant change in climate change allowances, it was deemed necessary to re-run the flood modelling to reassess the flood risk with the latest sea level rise estimates. As a result, it has been necessary to update the economic assessment to ensure the increased scale of the works proposed is economically viable.

- 2.3.2 The increased sea level rise allowance results in a greater number of properties being at risk and hence greater scheme benefits for the final option compared to that at the OBC appraisal stage.
- 2.3.3 The updated economic appraisal indicates that 126 properties are at risk of flooding during the 1 in 200-year (0.5% AEP) event in 2020, raising to 162 when considering a 100-year allowance for climate change.
- 2.3.4 Upon completion of the construction project, at the 1 in 200 year standard of protection by 2120, 162 properties are no longer at risk of flooding.
- 2.3.5 The Council will seek to consider future funding opportunities, in seeking to provide enhancements to the wider adjacent public realm areas, where an opportunity of extra funding presents itself. The funding will be required in addition to that of the Welsh Government coastal protection funding.

3. Overview of the Procurement Process

- 3.1 Tenders were formally invited on 18th March 2022 to carry out the construction stage of the project, utilising Lot 3 and 4 of the South West Wales Regional Civil Engineering Framework. The tendering process was conducted electronically via the eTenderWales tendering portal, with a stated return date of 6th May 2022.
- 3.2 Prior to the formal tendering invite, e mails had been issued and workshops held with the appointed framework contractors to canvass their interest in submitting a bid for the project. A Presentation Workshop held via Teams on 22nd September 2021, confirmed that all of the framework contractors were interested in submitting a tender.

4. Tender Evaluation

- 4.1 Due to numerous tender queries and additional information being issued during the tendering period, the tender return date was extended to the 1st July 2022.
- 4.2 Tenders received were opened by Commercial Services in accordance with Contract Procedure Rules. None of the tenders received were disqualified at opening.
- 4.3 Tenders received were evaluated by an Evaluation Team comprising of Officers from Highways & Transportation and external consultants. Officers from the Beyond Bricks & Mortar Team scored the relevant question on Community Benefits & Social Value Initiatives.
- 4.4 The tender evaluation was undertaken in accordance with the criteria set out in the Invitation to Tender documents and the Evaluation Team produced and agreed a single scoring sheet and noted relevant reasons for the scores awarded.

- 4.5 Tenders were evaluated using the following award criteria: Quality 40% and Price 60%, as per the Instructions to Tenderers.
- 4.6 The quality evaluation ensured tenderers were able to demonstrate a minimum understanding of the key requirements of the project. The quality evaluation was based on the assessment of method statement questions on the following:
- Avoidance of delay and disruption during the Works - 15% weighting
 - Risks, Mitigation and Opportunity - 10% weighting
 - Provide an NEC3 Compliant Programme of Works - 10% weighting
 - Community Benefits and Social Value Initiatives - 5% weighting
- 4.7 A tender attaining a score of 0 for any of the Method Statement questions or a failure to provide a response to any of the Method Statement questions, would have resulted in a tender being rejected without further evaluation, as per the Instructions to Tenderers. No tenders received were rejected.
- 4.8 Tenders that achieved the required score in the quality evaluation proceeded to the price evaluation stage, whereupon commercial envelopes were opened.
- 4.9 Tenders received have been evaluated by our external consultants and internal officers and it is recommended that the successful tender is accepted.

5. Contract Award

- 5.1 Approval is requested to award the construction contract for the Mumbles Coastal Protection project to the successful tenderer.
- 5.2 A financial appraisal of the tenderer has been completed based on their previous two years of published audited accounts.
- 5.3 The tenderer provided additional requested information and this has been reviewed and approved by the S151 Finance Officer.

6. Financial Implications

- 6.1 The successful tender has been checked and no arithmetical errors were found.
- 6.2 The tender has been based upon the issued tender documentation which identified the project risks incumbent upon a civil engineering contractor to allow for, in the preparation of their commercial offer.

- 6.3 Other project risks lie with the Council, as it was deemed the Council would be best placed to manage these risks. Chief among these risks, is the increase in labour, plant and materials costs, which has seen extraordinary increases over previous years. The terms of contract selected requires that the Employer bear the cost of inflationary increases, by reference to Government published indices throughout the duration of the construction contract.
- 6.4 The funding of the project will be conducted through the Welsh Government's Coastal Risk Management Programme (CRMP). This funding is set up in such a way that Swansea Council fund the short term period of the construction stage and are paid back by Welsh Government funding over a 25 year period.
- 6.5 The CRMP funding arrangement dictates that Welsh Government will fund 85% of the total project costs and Swansea Council are to provide match funding of 15% of the total project costs.
- 6.6 The Council will need to take out borrowing in order to fund the scheme both for the CCS 15% match element and to cover the WG 85% funding element. There is currently an approved budget for CCS match funding in part for the scheme, with a further approval required for an additional amount which will need to be funded by new borrowing.
- 6.7 The capital finance costs, both principal and interest, for the WG element will be fully reimbursed by WG by 25 equal annual instalments commencing in 2022-23, with the first repayment by March 2023. An initial payment will be made by WG by March 2023 with future repayments made through an increase in the Revenue Support Grant for the following 24 years.
- 6.8 There could be a slight differential on the interest rate offered by WG compared with the interest rate secured by the Council but this will not lead to a significant detrimental impact upon the Council's cashflow as the loan repayments will mirror the annual reimbursement from WG.
- 6.9 However the current MTFP and budget (plus capital and treasury strategy) is explicitly predicated on "no net new borrowing", so the impact of additional borrowing required for the Council's match element for this scheme has not been factored into current approved MTFP or budgets. That was the policy of the previous Council and remains extant until Council formally agrees a new revenue and capital budget, MTFP, Capital and Treasury Management strategy.

The reality is the continuing need to intervene where there is market failure, to be the place maker for regeneration activity, to provide some match funding for other future large infrastructure schemes and to facilitate match funding bids for the Levelling Up agenda, will require in due course, a major policy decision to be made over the level of new borrowing that will be necessary and that in turn will need to take into account the

Council's appetite for budgetary restraint, efficiencies, savings, future council tax increases, the appetite to borrow with interest rates now rising and the trade off between revenue spending and capital investment when the outlook for public finances looks extremely challenging. Those decisions will ultimately crystallise next March at budget setting Council which will be required at all times by the S151 Officer to ensure a lawfully balanced budget is set.

7. Integrated Assessment Implications

7.1 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.

7.1.1 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 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'.

7.1.2 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.

7.2 An Integrated Impact Assessment Full Report has been undertaken and will be monitored and updated throughout the duration of the construction stage. This is included as Appendix 3.

8. Legal Implications

- 8.1 The Responsible Officer is satisfied that the tender process has been undertaken in compliance with the Public Contracts Regulations 2015 and the Council's Contract Procedure Rules and recommends approval in accordance with those Rules.
- 8.2 The Conditions of Contract shall be the NEC3 Option A: Priced contract with activity schedule, incorporating Secondary Option Clauses X1, X2, X4, X7, X13, X15, X16, X18, X20, Y(UK)1, stated z clauses and Dispute Resolution Option W2. Contracts are to be prepared by the Chief Legal Officer. All contractual liabilities / obligations will be covered by the contract documentation.
- 8.3 Implementing the Mumbles Coastal Protection project, will support the Council in complying with its obligations under the Well-being of Future Generations (Wales) Act 2015.

Background Papers: None

Appendices:

- | | |
|------------|---|
| Appendix 1 | Marine Licence Consent Ref. CML 2128 |
| Appendix 2 | Decision Notice – Swansea Council Planning Approval |
| Appendix 3 | IIA Report |



Marine Licensing Decision

The Marine and Coastal Access Act (2009)

Applicant: City and County of Swansea
Application reference no: CML2128

Mumbles Coastal Protection Project

10 December 2021

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OUR DECISION

Based on all the information available, and having regard to all relevant considerations NRW has decided to grant the marine licence sought by the Application subject to the conditions set out in Annex 1.

This decision document:

- explains how the application has been determined, having regard to the relevant legal framework outlined in section 4;
- explains how relevant considerations have been taken into account and how each of the legal requirements have been considered in determining the Application;
- provides a record of the decision-making process; and
- sets out the reasons for any conditions imposed in connection with any marine licence granted pursuant to the Application.

1. APPLICATION DETAILS

1.1 The Application

Applicant Name and Address	The Applicant is the person or organisation set out below: Company/organisation name: City and County of Swansea Address: Room 301 Guildhall, C/O Civic Centre, Swansea SA1 3SN
Application Reference Number	CML2128
Date Application was duly made	21/06/2021
Proposal[s] covered by the application	The Mumbles Coastal Protection Project is a flood alleviation scheme designed to manage long-term coastal flood risk in Mumbles. This is to be achieved through the upgrading of the existing coastal infrastructure along the approx. 1.1km long project frontage (the Project)
Licensable marine activities	The project will include: <ul style="list-style-type: none">• Installation of sheet pile toe;• Break-up of existing revetment using machine mounted tools and removal or cut down of existing sheet piles;• Excavation and construction of appropriate sub-base to receive reinforced concrete stepped apron using excavator;• Construction of concrete stepped apron complete with connection detail at the sheet pile and kicker for seawall encasement concrete;

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	<ul style="list-style-type: none"> • Drilling and resin-fixing reinforcement bars into the existing seawall using machine tools; & • Construction of concrete facing for existing seawall. <p>(the Proposed Activities)</p>
Marine Plan Area	Welsh inshore region and Welsh offshore region
Application documents:	CML2128 2019-12-19 Mumbles GIR
	CML2128 2019_0349_SCR-NRW_SCREENING_OPINION-970809
	CML2128 CCS_Mumbles Winter Bird Survey Report 2020 _Client Issue
	CML2128 COGL00000009-JBAU-00-00-DR-C-1000-S3-P01-General_arrangement
	CML2128 COGL00000009-JBAU-00-00-DR-C-1001-S3-P01-Site_plan_1_of_4
	CML2128 COGL00000009-JBAU-00-00-DR-C-1002-S3-P01-Site_plan_2_of_4
	CML2128 COGL00000009-JBAU-00-00-DR-C-1003-S3-P01-Site_plan_3_of_4
	CML2128 COGL00000009-JBAU-00-00-DR-C-1004-S3-P01-Site_plan_4_of_4
	CML2128 COGL00000009-JBAU-00-00-DR-C-1501-S3-P01-Typical_Section_A
	CML2128 COGL00000009-JBAU-00-00-DR-C-1502-S3-P01-Typical_Section_B
	CML2128 COGL00000009-JBAU-00-00-DR-C-1503-S3-P01-Typical_Section_C
	CML2128 COGL00000009-JBAU-00-00-RP-EN-0002-S2-P01-Habitats-Regulations-Assessment-HRA-Screening-Report
	CML2128 COGL00000009-JBAU-00-00-RP-EN-0003-S2-PO1-Water-Framework-Directive-WFD-Screening-Report
	CML2128 COGL00000009-JBAU-00-00-SU-EN-0002-S3-P01-Wintering_bird_survey
	CML2128 COGL00000009-JBAU-00-00-TN-C-0002-S3-P01-Coastal_processes_and_foreshore_morphology_review
	CML2128 COGL00000009-JBAU-00-XX-DR-GT-9120-S3-P01.02-Geotechnical_long_section_Sheet1
	CML2128 COGL00000009-JBAU-00-XX-DR-GT-9120-S3-P01.02-Geotechnical_long_section_Sheet2
	CML2128 marine-works-application-form-updated (2) Mumbles Coastal Protection Project_signed-SC1706
	CML2128 Mumbles Coastal Defence Scheme WFD Screening v2.0

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	CML2128 MumblesOBC_AppC_CoastalProcessesConceptualUnderstanding_20170317_Arup- ABPmer
	CML2128 Mumbles Marine Licence Boundary
	CML2128 WNMP signposting document
	CML2128 COGL00000009-JBAU-00-00-RP-C-0001-S3-P01- Design_input_statement
	CML2128 COGL00000009-JBAU-00-00-RP-EN-0001-S3-P03-Ecology_PEA
	CML2128 Mumbles Coastal Protection Outline CEMP Final 3.0

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2 APPLICATION PROCEDURE

2.1 The Application

The Application was accepted by Natural Resources Wales (**NRW**) considered duly made on 21 June 2021. This means we considered it was in the correct form and contained sufficient information for us to begin our determination, but not that it necessarily contained all the information we needed to complete that determination, and the documents considered may therefore include documents provided after the Application was first made. The determination of the application was put on hold between 29/06/2021 and 06/08/2021, and 14/09/2021 and 01/10/2021 whilst waiting for additional assessments to be submitted.

2.2 Documents considered

In reaching its decision, NRW has considered the documents listed in section 1 of this decision document along with such other information provided by the Applicant or received by consultees as NRW considered relevant.

2.3 Commercial Confidentiality

The Applicant made no claim that any information forming part of the Application was subject to commercial confidentiality and we have not received any information in relation to the Application that appears to be commercially confidential.

2.4 Publicity and advertising

As required by s. 68 of the Marine and Coastal Access Act 2009 (the 2009 Act), notice was given to the City and County of Swansea on 25 June 2021

As required by s. 68 of the 2009 Act NRW has required the Applicant to publish notice of the Application.

Public notice advertising the Project was placed in South Wales Evening Post on **08 July 2021**. In light of the public health situation surrounding COVID-19, a hard copy of the application and supporting documents were not made available during this period; however, copies of the application documents were made available on the NRW public register.

The public were given a period of 28 days from the date of the Public Notice to provide comments on the application.

4 public responses were received in response to the Public Notice. All representations have been considered in coming to our decision. Details of our considerations can be found in section 4.

2.5 Environmental impact Assessment

Council Directive 2011/92/EU (as amended) on the assessment of the effects of certain public and private projects on the environment aims to protect the environment and the quality of life by ensuring that projects which are likely to have significant environmental effects by virtue of their nature, size or location are subject to an environmental impact assessment (EIA) before permission is granted.

The Marine Works (Environmental Impact Assessment) Regulations 2007 (“the Regulations”) transpose the EIA Directive in Wales and England for marine licence applications.

The Application was not considered by NRW to constitute a development requiring EIA under the Regulations, and a Screening Opinion (ref **SC1706**) to that effect was issued on **18 August 2017**.

3 CONSULTATION

3.1 Consultees

NRW considered it appropriate to consult the bodies listed in the table below on 25 June 2021, due to their particular expertise. These bodies were consulted for a period of 28 days. For those bodies which responded to the consultation an 'Y' can be found in the response received column, and those which did not respond to the consultation an 'N':

Consultee	Response received (Y/N)	Date(s) of receipt
The Crown Estate	Y	25/06/2021
NRW	Y	2 responses received between 18/08/2021 and 18/10/2021
MoD - Safeguarding Defence	Y	19/07/2021
Maritime & Coastguard Agency	Y	21/07/2021
Trinity House	Y	05/07/2021
Royal Yachting Association	Y	12/07/2021
Local Biodiversity Officer (Swansea County Council)	N	
Local Planning Authority (Swansea County Council)	N	
Local Port Authority (ABP Port Talbot and Swansea)	N	
Royal Society for the Protection of Birds (RSPB)	N	
Glamorgan Gwent Archaeological Trust	Y	31/08/2021
Royal Commission on Historic Monuments Wales	N	
Cadw	Y	22/07/2021
Chamber of Shipping	Y	29/06/2021
NERL Safeguarding	Y	05/07/2021

Consultees who did not provide a response were assumed to have no comment. In addition we received 4 responses from members of the public.

NRW has had regard to all consultation responses received in making its decision. Where these have impacted on NRW's decision making, this has been noted in the relevant paragraph in section 4 of this decision document.

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4 BASIS FOR OUR DECISION

In determining this application, including the terms on which it was granted, and the conditions attached to it, NRW has had regard to the factors set out in section 4 below in accordance with the 2009 Act.

Under the 2009 Act NRW is required to have regard to the following:

- the need to protect the environment (see section 4.1);
- the need to protect human health (see section 4.2);
- the need to prevent interference with legitimate uses of the sea (see section 4.3);
- in the case of an application for a licence to authorise construction, alteration or improvement of works within the UK marine licensing area, the effects of any use intended to be made of the works in question when constructed, altered or improved (considered, if relevant in sections 4.1 to 4.5 below);
- any representations which it has received from any person having an interest in the outcome of the application (summarised in section 3 and where relevant considered in sections 4.1 to 4.5 below); and
- such other matters as it thinks relevant (see section 4.5 below).

4.1 The need to protect the environment:

The reference to the “environment” includes the local and global environment; the natural environment; and, by virtue of section 115(2) of the 2009 Act, any site of historic or archaeological interest. The natural environment may include the physical, chemical and biological state of the sea, the sea-bed and the sea-shore, and the ecosystems within it, or those that are directly or indirectly affected by an activity, whether within the marine licensing area or otherwise.

In considering the need to protect the environment we have considered the relevant environmental legislation set out below.

4.1.1 Water Framework Directive, Groundwater Directive and Water Environment Regulations

a) The legal framework

The Water Environment (Water Framework Directive) (England and Wales) Regulations 2017 (**Water Environment Regulations**) implement the requirements of the Water Framework Directive (**WFD**) (Directive 2000/60/EC) which requires consideration as to whether that proposals for development may cause deterioration or prevent a water body from achieving ‘good status’. Proposals likely to cause deterioration or prevent a waterbody from achieving good status should be rejected, unless derogation procedures have been applied.

Under the Water Environment Regulations, NRW must exercise its relevant functions to ensure compliance with the requirements of the WFD, the Environmental Quality Standards Directive (Directive 2008/105/EC) and the Groundwater Directive (Directive 2006/118/EEC).

b) Factors relevant to our determination

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NRW has considered the potential effect of the Proposed Activities on the following WFD waterbodies:

- Swansea Bay Coastal Waterbody

A Water Framework Directive Compliance Assessment has been undertaken for the Proposed Activities and taken into account in this decision.

During consultation, concerns were raised by NRW TE regarding the potential for the works to produce levels of underwater noise that would impact on marine mammal or fish behaviours. The applicant submitted CML2128 Mumbles Coastal Protection Outline CEMP Final 3.0 on 23 November 2021, which was updated to confirm that no piling would be undertaken underwater. NRW PS therefore considers that these concerns have been adequately addressed and no further information is required.

A Stage 1 Risk Screening identified that as the works are being conducted within a Highly Modified Water Body (HMWB) further assessment in this regard was required. The risk screening also identified biosecurity and pollution as areas of potential risk to waterbody status, however these were screened out through measures already included within the scheme and conditions that are included within the marine licence (Conditions 3.14, 3.15, 3.19.2, 3.22 and 3.23.)

A Stage 3 Detailed Assessment conducted assessing the potential impact of the works on the HMWB mitigation measures for the Swansea Bay Waterbody. It was concluded that the proposed works to not impact the HMWB mitigation measures. Further details are provided within CML2128 WFD Compliance Assessment.

This assessment concludes that In light of the conclusions of a detailed compliance assessment (Stage 3), and taking account of the advice received from technical specialist advisors, it has been established that the activity/project has no potential to cause deterioration of any water body or prevent a water body or WFD Protected Area from meeting its objectives, taking into account any conditions or restrictions as applicable, either alone or in-combination with other activities.

Further details are described within CML2128 WFD Compliance Assessment.

4.1.2 Biodiversity and resilience of ecosystems duty

a) The legal framework

Section 6 of the Environment Wales Act 2016 requires that we seek to maintain and enhance biodiversity in the exercise of our functions, and in so doing promote the resilience of ecosystems, in a manner that is consistent with the proper exercise of our functions.

b) Factors relevant to our determination

Concerns were raised by NRW TE regarding potential impacts as a result of construction activities to priority bird species under Section 7 of the Environment (Wales) Act 2016. These comments have been addressed in Section 4.1.6.

Concerns were also raised by NRW TE regarding the native oyster (*Ostrea edulis*) which is also a priority species under Section 7 of the Environment (Wales) Act 2016. In response to these concerns, the applicant submitted a Preliminary Ecological Appraisal (dated September 2021). The Preliminary Ecological Appraisal shows that no *Ostrea edulis* were recorded during the Phase 1 ecological surveys. As a result, NRW PS consider that these concerns have been adequately addressed and no further information is required.

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NRW is satisfied that in this case, we have taken into account and had due regard to this duty in so far as it is consistent with the function of determining an application for a Marine Licence under the Marine and Coastal Access Act 2009.

4.1.3 European Protected Sites and Ramsar Sites

a) The legal framework

European sites are those designated under the Conservation of Habitats and Species Regulations 2017 (**Habitats Regulations 2017**) and the Conservation of Offshore Marine Habitats and Species Regulations 2017 (**Offshore Habitats Regulations 2017**) as Special Protection Areas (SPAs) and Special Areas of Conservation (SACs).

The Habitats Regulations 2017 and the Offshore Habitats Regulations 2017 require that any project that is likely to have a significant effect on a European site or a European offshore marine site (either alone or in combination with other plans or projects) must be subject to an appropriate assessment. NRW undertakes a Habitats Regulation Assessment (HRA) to establish whether an appropriate assessment is required.

In addition NRW must exercise its functions under the 2009 Act so as to secure compliance with the requirements of the relevant European Directives. NRW also has a duty under the Habitats Regulations 2017 to support wild birds by protecting habitats and avoiding pollution.

A Ramsar site is a wetland which has been designated under the Ramsar Convention. The Ramsar Convention does not place specific legal requirements on its parties (though Ramsar sites are often SSSIs or SPAs, considered below), however Ramsar status is considered by NRW as matter of policy in its decision making.

b) Factors relevant to our determination

The Project does not affect a designated marine European Site.

4.1.4 European Protected Species

a) The legal framework

The Habitats Regulations 2017 and the Offshore Habitats Regulations 2017 also confer protection on certain designated species (European Protected Species). A licence (EPS licence) must be obtained in order, whether deliberately or accidentally, to capture, kill, disturb or injure such a species, damage or destroy their breeding or resting places or obstruct access to their resting or sheltering places.

b) Factors relevant to our determination

NRW considers that no protected species are likely to be impacted by the Project.

Any determination made as part of this decision are without prejudice to the consideration NRW is required to give an EPS licence application as the body with a statutory responsibility for its determination and do not constrain or bind NRW in exercising this function. Should an application for an EPS licence in relation to the Project be made it will be determined by NRW based on all the relevant information available to NRW at that time.

4.1.5 Marine Conservation Zones

a) The legal framework

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Marine Conservation Zones (MCZ) were established under the 2009 Act to protect nationally important, rare or threatened habitats and species. The only currently designated MCZ in Wales is Skomer.

Under the 2009 Act, NRW must exercise its functions in the manner which it considers best furthers the conservation objectives stated for any MCZ or, where that is not possible, in the manner which it considers least hinders the achievement of those objectives.

b) Factors relevant to our determination

NRW is satisfied that there is no significant risk of the Proposed Activities on the Skomer MCZ due to the distance to the proposed works.

4.1.6 Sites of Special Scientific Interest (SSSIs)

a) The legal framework

Sites of Special Scientific Interest are designated under the Wildlife and Countryside Act 1981 (**1981 Act**) and protected by law to conserve their wildlife or geology. NRW must take reasonable steps, consistent with the proper exercise of its functions, to further the conservation and enhancement of the flora, fauna or geological or physiographical features by reason of which an SSSI is of special scientific interest.

b) Factors relevant to our determination

NRW has considered the impact of the Project on the following sites:

- *Blackpill SSSI*

NRW is satisfied that the Proposed Activities do not have the potential to impact on Blackpill SSSI when undertaken in accordance with appropriate conditions, i.e. Conditions 3.19, 3.22 and 3.23.

Appropriate consultation has been undertaken within NRW, as set out in section 3 and the responses indicated below.

NRW Technical Experts (NRW TE) raised concerns during consultation regarding water quality and the potential for the release of contaminants through pollution incidents or during excavations. To address these concerns, the applicant provided the A111150-4-1 Mumbles Promenade Foreshore Factual Ground Investigation Report December 2019. This report contains sediment analysis of the area of proposed works. Through further discussions with NRW TE and the applicant, the results of this analysis were tabulated alongside CEFAS Action Levels to provide an assessment of the contaminants that were found. The applicant also submitted a CEMP which reference the adherence to GPP5 pollution prevention measures for Works and Maintenance In Or Near Water. As a result, NRW Permitting Service (NRW PS) consider that these concerns have been addressed and no further information is required.

NRW TE also raised concerns regarding short, medium and long term effects of the proposed development on designated bird features of Blackpill SSSI. In response to this, the applicant submitted CML2128 CCS_Mumbles Winter Bird Survey Report 2020_Client Issue and COGL00000009-JBAU-00-00-SU-EN-0002-S3-P01-Wintering Bird Survey. Through the review of these reports, NRW TE concluded and there was no likely significant effect to the Blackpill SSSI. NRW PS are therefore satisfied that these concerns have been addressed and no further information is required.

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NRW TE raised concerns regarding the potential for the spread of Invasive Non-Native Species (INNS) during the works. As a result, Condition 3.19.2 has been included within the licence requiring the submission of a biosecurity risk assessment prior to the commencement of works. Through the implementation of this condition, NRW PS are therefore satisfied that these concerns have been addressed and no further information is required.

During consultation with NRW TE, concerns were raised regarding lack of information provided for understanding the baseline hydrodynamic and sediment transport regime, and sediment characteristics. Concerns were also raised around the potential loss of habitat of the Blackpill SSSI caused by the construction of the revetment and stepped apron. In response the applicant submitted CML2128 MumblesOBC_AppC_Coastal Processes Conceptual Understanding_20170312_Arup-ABPmer. Following further consultation on this document, NRW TE agreed in principle that the coastal protection works would not cause any measurable interruption to alongshore sediment transport process and therefore, would also not result in a loss of habitat to the SSSI. However, it has been advised that monitoring should be undertaken to monitor sediment transport and any beach lowering that may be caused as a result of the coastal protection. This advice has been passed on to the applicant for consideration in future. NRW PS are therefore satisfied that these concerns have been addressed and no further information is required.

Concerns were raised by NRW TE during consultation regarding the potential for increased suspended sediment concentrations (SSC) from excavations and increased underwater noise from piling activities. The applicant submitted CML2128 Mumbles Coastal Protection Outline CEMP Final 3.0 on 23 November 2021, which was updated to confirm that no piling would be undertaken underwater. The applicant also confirmed that excavations would be undertaken at low tide, with sediment being replaced and compacted. NRW PS are therefore satisfied that these concerns have been addressed and no further information is required.

Therefore NRW is satisfied that the Proposed Activities are not operations likely to damage the SSSI and that the approved documents, as submitted as part of the Application, appropriately addresses any risks arising from the Proposed Activities.

4.1.7 The Waste (England and Wales) Regulations 2011

a) The legal framework

The Waste (England and Wales) Regulations 2011 (as amended) establish a legal framework for treating waste. This is designed to protect the environment and human health by emphasising the importance of proper waste management, recovery and recycling techniques to reduce pressure on resources and improve their use. Waste generated by a project or activity must in general terms be dealt with in an environmentally friendly way. To achieve this the Regulations describe a waste hierarchy which gives an order of preference for how waste is dealt with (prevention, re-use, recovery for other purposes such as energy, and finally disposal).

b) Factors relevant to our determination

NRW is satisfied that the Proposed Activities meet the requirements of The Waste (England and Wales) Regulations 2011.

4.1.8 Other matters considered relevant to the need to protect the environment

During consultation, Glamorgan Gwent Archaeological Trust (GGAT) requested conditions to be added to the Marine Licence to require the submission of a Written Scheme of Investigation (WSI) for approval by NRW prior to the commencement of works. This was requested to protect recorded features on the Historic Environment Record in the area of proposed works such as the former mumbles railway, buried prehistoric peat deposits and historic timber slip ways. GGAT also requested

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that a suitably qualified archaeological contractor undertakes a watching brief in accordance with the WSI. These conditions have been included in the licence under Conditions 3.19.1, 3.20 and 3.21.

Four public representations were made in response to the public notice. All representations were taken into account during the determination of this licence. Many of the concerns raised by members of the public related to matters that were outside of the Marine Licensing remit. With regards to these comments, a response letter was provided to those consultees on 10 August 2021 providing guidance to raise these concerns with the City and County of Swansea during the planning application consultation as this had yet to be submitted at the time. Concerns raised with regards to the impact on the Blackpill SSSI were noted and through further consultation with the applicant and NRW TE, as outlined in section 4.1.6, NRW PS consider that these concerns have been adequately addressed.

4.1.9 Conclusion of our considerations under the need to protect the Environment

IN SUMMARY, having considered the need to protect the environment, NRW does not consider that any impacts of the Project on the environment (either alone or in combination with other plans or projects) are sufficient on their own to justify refusal of the application provided that the Proposed Activities are implemented in accordance with the conditions set out in Annex 1.

4.2 The need to protect human health

No comments or representations were received in relation to the need to protect human health and no other concerns in this regard have been identified.

4.2.1 Conclusion of our considerations under the need to protect human health

IN SUMMARY, having considered the need to protect human health, NRW does not consider that any impacts of the Project (either alone or in combination with other plans or projects) are sufficient on their own to justify refusal of the application provided that the Proposed Activities are implemented in accordance with the conditions set out in Annex 1.

4.3 The need to prevent interference with legitimate uses of the sea

Legitimate uses of the sea include (but are not limited to): navigation (including taking any steps for the purpose of navigational safety); fishing; mineral extraction; and amenity use.

A stakeholder consultation was undertaken as part of this Licence determination. NRW PS considered it appropriate to consult with the Maritime Coastguard Agency, Trinity House and the Royal Yachting Association with regard to preventing interference with legitimate uses of the sea. No concerns were raised during this consultation.

4.3.1 Conclusion of our considerations regarding the need to prevent interference with legitimate uses of the sea

IN SUMMARY, having considered the need to protect interference with legitimate uses of the sea, NRW does not consider that any impacts of the Project (either alone or in combination with other plans or projects) are sufficient on their own to justify refusal of the application [provided that the Proposed Activities are implemented in accordance with the conditions set out in Annex 1.

4.4 Marine Policy Documents

a) The Legal framework

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NRW is required to take its decision in accordance with the appropriate marine policy documents unless relevant considerations indicate otherwise.

Shoreline Management Plans 2

Shoreline Management Plans 2 (SMP2) are non-statutory documents that set the strategic policy direction for coastal management. SMP2s identify the most sustainable approaches to managing the risks to the coast (people, communities and historic and natural environment) associated with coastal processes. Sections of the coast around Wales have been assigned to 'policy units' with a set of preferred policies identified for each SMP epoch (0-20, 20-50 and 50-100 years).

UK Marine Policy Statement 2011 (MPS)

The MPS is the framework for preparing Marine Plans and taking decisions affecting the marine environment.

Welsh National Marine Plan (WNMP)

The WMNP is the Marine Plan for the Welsh inshore region and the Welsh offshore region and sets out the Welsh Government's policies for and in connection with the sustainable development of this area.

b) Our determination

Shoreline Management Plans 2

This decision has been taken in accordance to the marine policy set out within the SMP2. The policy unit for Singleton Park to Norton is Hold the Line. The works covered under this project are in line with this policy as they involve the replacement of the existing sea defences within the original line of defence.

UK Marine Policy Statement 2011

This decision has been taken in accordance with marine policy as set out in the UK Marine Policy The decision has not been taken in accordance with the MPS.

Welsh National Marine Plan

This decision has been taken in accordance with marine policy as set out in the Welsh National Marine Plan.

4.5 Other matters NRW thinks relevant

4.5.1 Well-being of Future Generations (Wales) Act 2015

a) The legal framework

In making its decision, NRW is required to take all reasonable steps to meet its published well-being objectives, which are designed to maximise NRW's contribution to achieving each of the well-being goals set out in the Well-being of Future Generations (Wales) Act 2015. NRW must also act in accordance with the principles of sustainable development.

b) Our determination

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During consultation with the public, concerns were raised regarding the usage of the Southend Gardens Tennis Courts for site storage for the duration of the works as well as the relocation of sailing vessels on hard stands on the promenade in front of this location. As these works are not within the Marine Licensing remit, a letter was issued to these consultees providing guidance to raise these concerns to the City and County of Swansea during consultation on the planning application that had not been submitted at the time.

NRW has taken into account its well-being objectives and is satisfied that its decision is consistent with meeting those objectives.

NRW is also satisfied that its decision is consistent with the sustainable development principle i.e. seeking to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

4.5.2 Sustainable management of natural resources

a) The legal framework

NRW's general purpose is to pursue the sustainable management of natural resources in relation to Wales and applying the principles of sustainable management of natural resources as set out in section 4 of the Environment (Wales) Act 2016 so far as consistent with the proper exercise of its functions.

b) Our determination


NRW is satisfied that this decision, when implemented in accordance with the attached conditions, is consistent with its general purpose of pursuing the sustainable management of natural resources in relation to Wales, and applying the principles of sustainable management of natural resources.

5 Conclusions and Recommendations

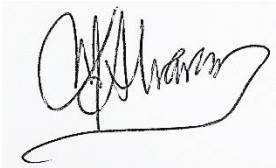
Based on all the information available, and having regard to all relevant considerations including the consultation responses, NRW's decision is to grant the Marine Licence sought by the Application. We have reached this decision having had regard to the relevant legal framework outlined in section 4 and have also explained in section 4 how each of the legal requirements have been considered. NRW has determined that a Marine Licence for the Proposed Activities should be granted.

Conditions have been attached to the Marine Licence as set out in Annex 1. The reason for the inclusion of each condition is set out with the conditions.

6 AUTHORISATION

Report by: Will Cooke Position: Permitting Officer	Date:	Signed: 
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<p>Authorised by: Maria Alvarez</p> <p>Position: Acting Marine Licensing Team Leader</p>	<p>Date:</p> <p>10/12/2021</p>	<p>Signed:</p> 

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7 ANNEX 1

Conditions imposed and reasons for those conditions.

Note: Condition numbers used below reflect the condition numbers used in the licence.

CONDITIONS

Notification and Inspection

3.1 Notification of Commencement

- 3.1.2** The Licence Holder must notify the Licensing Authority no less than **10 days** before the commencement of the Licensed Activities, or an individual phase of the Licensed Activities, is expected to commence.

Reason: To ensure the Licensing Authority are aware of the commencement of Licensed Activities.

- 3.1.2** The Licence Holder must notify Welsh Government Marine & Fisheries Division (Control & Enforcement Branch) no less than **10 days** before the commencement of the Licensed Activities, or an individual phase of the Licensed Activities, is expected to commence.

Reason: To ensure the Marine Enforcement Officers are aware of the commencement of Licensed Activities.

- 3.1.3** The Licence Holder must ensure that local mariners and fishermen's organisations are made fully aware of the Licensed Activities through local notices to mariners **10 days** prior to the commencement of the Licensed Activities.

Reason: To minimise interference with other sea users and ensure other vessels in the vicinity can safely plan and conduct their passage.

3.2 Notification of Vessels and/or Vehicles

The Licence Holder must ensure that the details of the vessels and/or vehicles utilised to undertake the Licensed Activities are submitted to the Licensing Authority and Welsh Government Marine & Fisheries Division (Control & Enforcement Branch) at least **24 hours** prior to the commencement of the Licensed Activities.

Reason: To ensure that the Licensing Authority are made aware, in a timely manner, of the vessels and/or vehicles operating under this licence to enable the Licensing Authority to comply with the reporting obligations in the Marine Licensing (Register of Licensing Information (Wales) Regulations 2011 as amended.

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3.3 Notification of Agents/Contractors/Sub-contractors

The Licence Holder must ensure that details of any agent(s), contractor(s) or sub-contractor(s) utilised to undertake the Licensed Activities are submitted to the Licensing Authority at least **24 hours** prior to the commencement of Licensed Activities.

Reason: To ensure that the Licensing Authority are made aware, in a timely manner, of the agent(s), contractor(s) or sub-contractor(s) operating under this licence and in order to enable the Licensing Authority to comply with the reporting obligations in the Marine Licensing (Register of Licensing Information (Wales) Regulations 2011 as amended.

3.4 Notification of HM Coastguard

The Licence Holder must ensure that HM Coastguard is made aware of the Licensed Activities at least **24 hours** prior to commencement by contacting The National Maritime Operations Centre at **nmoccontroller@hmcg.gov.uk**.

Reason: To ensure the safety of navigation.

3.5 Inspection of Licensed Activities

The Licence Holder must allow Marine Enforcement Officers, or any other person authorised by the Licensing Authority to inspect the Works at any reasonable time.

Reason: To allow for inspection of the Licensed Activities to check compliance with the Licence.

3.6 Notification of Completion

- 3.6.1** The Licence Holder must notify the Licensing Authority within **10 days** of completion of the Licensed Activities.

Reason: To ensure the Licensing Authority are aware of the completion of Licensed Activities.

- 3.6.2** The Licence Holder must notify Welsh Government Marine & Fisheries Division (Control & Enforcement Branch) within **10 days** of completion of the Licensed Activities.

Reason: To ensure the Marine Enforcement Officers are aware of the completion of Licensed Activities.

3.7 Accident or Emergency

- 3.7.1** If, by reason of force majeure any substances or articles are deposited otherwise than as permitted as part of the Licensed Activities or in the Licensed Area full details of the circumstances shall be notified to the Licensing Authority within **48 hours** of the incident occurring.

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Reason: To allow the Licensing Authority to take appropriate action to ensure the appropriate removal of the unlicensed deposit.

- 3.7.2** If it is necessary for the Licence Holder to recover or remove any equipment, plant or machinery used to undertake the Licensed Activities that have been dropped as a result of an accident or emergency, the Licence Holder is permitted to do so provided that the methodology for such recovery or removal has been approved by the Licensing Authority.

Reason: To allow for the recovery of objects that have been accidentally dropped when carrying out the Licensed Activities.

3.8 Distribution of Copies of this Licence

The Licence Holder is required to ensure that a copy of this Licence is given to:

- All agents, contractors and subcontractors whose names have been provided to the Licensing Authority under condition 3.3 and
- The Masters of any vessels and transport managers responsible for the vehicles employed in accordance of this Licence whose details have been submitted to the Licensing Authority under condition 3.2.

Reason: To ensure that all agent(s), contractor(s), sub-contractor(s) and vessel Masters are aware of their obligations under the conditions established within this Licence to ensure compliance with the conditions.

3.9 Inspection of Documents

Copies of this Licence shall be made available at the following locations:

- at the address of the Licence Holder specified in section 1.2;
- at any site office, located at or adjacent to the Licensed Area, used by the Licence Holder or its agent(s), contractor(s) or sub-contractor(s) responsible for the loading transportation or deposit of any substances or articles permitted as part of the Licensed Activities;
- on board each vessel or vehicle carrying out Licensed Activities.

The documents referred to in this Condition shall be available at all reasonable times for inspection by officers appropriately authorised by the Licensing Authority and authorised Marine Enforcement Officers at the locations stated in that paragraph.

Reason: To ensure that all agent(s), contractor(s), sub-contractor(s) and vessel Masters may access the details of this Licence at all times and to ensure that the details of this Licence are available for inspection when required.

Vessels, Plant and Equipment

3.10 Notified Contractors and Vehicles only to Carry out Licensed Activities

Only those agent(s), contractor(s), sub-contractor(s) and vehicles whose details have been notified to the Licensing Authority may operate under the terms of this Licence. Any changes must be notified to and be approved by the Licensing Authority in writing prior to any such agent, contractor, subcontractors or vehicles carrying out any Licensed Activities pursuant to or otherwise operating under this Licence.

Reason: To ensure that the Licensing Authority are made aware, in a timely manner, of the agent(s), contractor(s), sub-contractor(s) operating under this Licence to enable the Licensing Authority to comply with the reporting obligations in the Marine Licensing (Register of Licensing Information (Wales) Regulations 2011 as amended.

3.11 Refuelling of Plant and Equipment

The Licence Holder must ensure that plant, vehicles and machinery are not refuelled on the foreshore or in the sea.

Reason: To minimise the risk of fuels/other contaminants entering the marine environment.

3.12 Equipment, Structures and Access

The Licence Holder must ensure that all equipment, temporary structures, access tracks, waste and/or debris associated with the Licensed Activities are removed on completion of the Licensed activities.

Reason: To minimise impacts on the marine environment and other users of the sea/seabed.

Safety

3.13 Removal of Deposited Material

If the Licensing Authority considers it necessary or advisable for the safety of navigation, the Licence Holder must remove any deposit specified by the Licensing Authority or Marine Enforcement Officers within one month of notice being given by the Licensing Authority, and shall not replace such material until the Licensing Authority has given its written approval.

Reason: To ensure that any material which may pose a hazard to safe navigation has been removed.

Pollution control

3.14 Pollution Prevention

The Licence Holder must ensure that pollution prevention best practice is adhered to at all times. Any incidents must be reported to the Licensing Authority as soon as possible using the hotline number **0300 065 3000**.

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Reason: To minimise the risk of pollution incidents and to ensure the timely report of such incidents to enable the Licensing Authority to take action as appropriate.

3.15 Spillage of Pollutants

The Licence Holder must employ bunding, storage facilities and spill kits to contain and prevent the release of fuel, oils and chemicals associated with the plant, refuelling and construction equipment into the marine environment. Secondary containment must be used with a capacity of **no less than 110%** of the container's storage capacity

Reason: To minimise the risk of fuels/other contaminants entering the marine environment.

3.16 Prevention of Disposal of Man-made Debris

The Licence Holder must ensure that all reasonable precautions are taken to prevent the disposal of man-made debris to the marine environment. Such material must be removed immediately and be disposed of appropriately. If it is not possible to prevent manmade debris from entering the marine environment during the Licensed Activities, the Licensed Activities must cease immediately.

Reason: To minimise the amount of man-made materials disposed of at sea.

3.17 Cleanliness of Equipment

The Licence Holder must ensure that equipment, machinery and PPE are washed with freshwater and/or thoroughly airdried before deployment and before moving between locations.

Reason: To minimise the risk of spread of invasive non-native species.

Activity-specific Conditions

3.18 Notification of UKHO

3.18.1 The Licence Holder must notify the UK Hydrographic Office at least 5 days before commencement of works to permit the promulgation of maritime safety information and updating of nautical charts and publications through the national Notice to Mariners system.

3.18.2 The Licence Holder must notify the UK Hydrographic Office of the Licensed Area and the Licensed Activities within 10 days of the completion of the Licensed Activities.

Reason: To permit the promulgation of Maritime Safety Information and the updating of nautical charts and publications to ensure other vessels in the vicinity can safely plan and conduct their passage.

3.19 Approval of Schemes/Plans

3.19.1 The Licence Holder must submit a Written Scheme of Investigation to the Licensing Authority for written approval at least **6 weeks** prior to commencement of the Licensed

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Activities. No Works may be undertaken prior to written approval from the Licensing Authority.

3.19.2 The Licence Holder must submit a biosecurity risk assessment to the Licensing Authority for written approval at least **6 weeks** prior to commencement of the Licensed Activities. No Works may be undertaken prior to written approval from the Licensing Authority.

3.19.3 The Licence Holder must submit a Construction Environment Management Plan (CEMP) to the Licensing Authority for written approval at least 6 weeks prior to commencement of the Licensed Activities. The CEMP submitted should be inline with the measures included in CML2128 Mumbles Coastal Protection Outline CEMP Final 3.0. No Works may be undertaken prior to written approval from the Licensing Authority.

3.19.4 The Licence Holder must ensure that any actions outlined in the documents detailed in Conditions 3.19.1 and 3.19.2 are implemented as approved in writing by the Licensing Authority. Any proposed changes to the actions outlined in the documents must be submitted to, and approved in writing by the Licensing Authority prior to any changes being enacted

WSI Reason: Having a WSI in place will the archaeologist to tailor their work to areas of the scheme which are likely to have the greatest impact on any historic environment assets.

Biosecurity Reason: To mitigate the risk of spreading INNS

CEMP Reason: To ensure appropriate pollution preventions and underwater noise prevention measures are implemented.

3.20 Archaeology

The Licence Holder must ensure that a suitably qualified archaeological contractor is present during the undertaking of any Licensed Activities so that an archaeological watching brief can be conducted in line with the Written Scheme of Investigation. The archaeological watching brief must meet the standards laid down by the Chartered Institute for Archaeologists Standard and Guidance for archaeological watching briefs.

Reason: To ensure all archaeological finds are reported

3.21 Reporting of Artefacts

The Licence Holder must ensure that any artefacts accidentally recovered are retained and reported through the Marine Portable Antiquities Scheme.

Reason: To ensure all archaeological finds are reported

3.22 Use of Render and Concrete

The Licence Holder must ensure that no waste concrete slurry or wash water from the use of concrete or cement are discharged into the marine environment. Concrete and cement mixing and washing areas should be contained and sited at least **10 metres** from any watercourse or surface water drain to minimise the risk of runoff entering a watercourse. The Licence Holder must ensure that if concrete is

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to be sprayed in the vicinity of the marine environment (e.g. bridges, retaining walls, etc.), suitable pollution prevention measures are taken to prevent rebounded or windblown concrete from entering the water environment.

Reason: To minimise risk of damage to the marine environment by wet concrete contamination.

3.23 Concrete Cure Time

The Licence Holder must ensure materials used are suitable for use in the marine environment and works should be timed to ensure maximum concrete cure time.

Reason: To minimise the risk of marine pollution incidents.



CITY AND COUNTY OF SWANSEA

TOWN AND COUNTRY PLANNING ACT 1990-2004

GRANT OF PLANNING PERMISSION

TO:
Mr James Blythe
JBA Consulting
Floor 4
Maybrook House
31/35 Grainger Street
Newcastle upon Tyne
NE1 1LE

Appendix 2

DATE VALID: 14.12.2021
APPLICATION NO: 2021/3149/FUL
APPLICANT: Mr David Hughes

The CITY AND COUNTY OF SWANSEA, in exercise of its powers under the above ACT, hereby GRANTS planning permission for:

SITE LOCATION:	PROPOSAL:
Mumbles Promenade And Sea Wall Mumbles Swansea	Construction of coastal flood defence scheme along existing sea wall / revetment, including works to the promenade to allow footpath/ cycleway widening, public realm improvements including hard / soft landscaping and rationalisation of car parking

as referred to in your application and shown on the accompanying plan(s), subject to the following condition(s):-

- 1 The development hereby permitted shall begin not later than five years from the date of this decision.
Reason: To comply with the provisions of Section 91 of the Town and Country Planning Act, 1990.
- 2 The development shall be carried out in accordance with the following approved plans and documents:

CH1101-AMEY-LLO-XX-DR-CH-0101 rev P01 Site Location and Land Ownership Plan; CH1101-AMEY-HGN-XX-DR-CH-0102 Rev P01.1 General Arrangement Plan; CH1101-AMEY-HGN-XX-DR-CH-0106-S2-P01 - General Arrangement Plan; CH1101-AMEY-HGN-XX-DR-CH-0107-S2-P01 - Typical Sections (Site 1); CH1101-AMEY-HGN-XX-DR-CH-0108-S2-P01 - Typical Sections (Site 2); CH1101-AMEY-HGN-XX-DR-CH-0109-S2-P01 - Typical Sections (Site 3); CH1101-AMEY-HGN-XX-DR-CH-0110-S2-P01 - Typical Sections (Site 4); CH1101-LDA-ELS-XX-DR-LS-001000-S2-P01 - Illustrative General Arrangement Locator Plan; CH1101-LDA-ELS-XX-DR-LS-001001-S2-P01 - Illustrative General Arrangement Plan (Sheet 1); CH1101-LDA-ELS-XX-DR-LS-001002-S2-P01 - Illustrative General Arrangement Plan (Sheet 2); CH1101-LDA-ELS-XX-DR-LS-001003-S2-P01 - Illustrative General Arrangement Plan (Sheet 3); CH1101-LDA-ELS-XX-DR-LS-001004-S2-P01 - Illustrative General Arrangement Plan (Sheet 4); CH1101-LDA-ELS-XX-DR-LS-001020-S2-P01 - Hardworks Layout Plan (Sheet 1); CH1101-LDA-ELS-XX-DR-LS-001021-S2-P01 - Hardworks Layout Plan (Sheet 2); CH1101-LDA-ELS-XX-DR-LS-001022-S2-P01 - Hardworks Layout Plan (Sheet 3); CH1101-LDA-ELS-XX-DR-LS-001023-S2-P01 - Hardworks Layout Plan (Sheet 4);

CH1101-LDA-ELS-XX-DR-LS-001040-S2-P01 - Softworks Layout Plan (Sheet 1); CH1101-LDA-ELS-XX-DR-LS-001041-S2-P01 - Softworks Layout Plan (Sheet 2); CH1101-LDA-ELS-XX-DR-LS-001042-S2-P01 - -Softworks Layout Plan (Sheet 3); CH1101-LDA-ELS-XX-DR-LS-001043-S2-P01 - Softworks Layout Plan (Sheet 4); CH1101-LDA-ELS-XX-DR-LS-003000-S2-P01 - Landscape Sections (Sheet 1); CH1101-LDA-ELS-XX-DR-LS-003001-S2-P01- Landscape Sections (Sheet 2) - plans received 14 December, 2021.

Reason: For the avoidance of doubt and to ensure compliance with the approved plans.

- 3 Prior to the commencement of development, full details of a scheme for the structural protection of the public sewers and watermain, to include the precise location of the sewers and watermain in relation to the development, shall be submitted to and approved in writing by the Local Planning Authority. Any physical protection measures shall be implemented in accordance with the approved details prior to the commencement of development. All temporary physical protection measures shall be retained thereafter for the duration of the construction works and any permanent physical protection measures shall be retained for the lifetime of the development.
Reason: To ensure that the proposed development does not affect the integrity of the public sewerage and water supply system in the interests of public health and safety.
- 4 No development shall commence until details of a method statement and risk assessment for the protection of the structural condition of the public sewers and watermain crossing the site has been submitted to and approved in writing by the Local Planning Authority. The approved protection measures shall be implemented in full before any other development hereby permitted has commenced, and shall be retained at all times for the duration of the approved operations including the restoration works.
Reason: To ensure that the proposed development does not affect the integrity of the public sewerage and water supply system in the interests of public health and safety.
- 5 Notwithstanding the details indicated in the Green Infrastructure Strategy and the application, a fully detailed scheme of hard and soft landscaping of the green infrastructure including the species, spacings and height when planted of all new planting shall be submitted to the Local Planning Authority prior to the development of the superstructure. All planting, seeding or turfing comprised in the approved details of landscaping shall be carried out in the first planting and seeding seasons following the first beneficial occupation of the building(s) or the completion of the development, whichever is the sooner; and any trees or plants which within a period of 5 years from the completion of the development die, are removed or become seriously damaged or diseased shall be replaced in the next planting season with others of similar size and species.
Reason: In the interests of maintaining a suitable scheme of landscaping to protect the visual amenity of the area, to maintain the special qualities of the landscape and habitats through the protection, creation and enhancement of links between sites and their protection for amenity, landscape and biodiversity value.
- 6 Notwithstanding the details indicated in the application, a fully detailed scheme of hard landscaping of the public realm area including external surfaces, street furniture, lighting, security measures, vehicle and pedestrian access and circulation, planting and surface water drainage infrastructure shall be submitted to the Local Planning Authority prior to the development of the superstructure works.
Reason: In the interests of maintaining a suitable scheme of landscaping to protect the visual amenity of the area and to enhance the character and appearance of the area.
- 7 Prior to the completion of the development, the proposed management strategy for the future management and maintenance of the development including all areas of public realm, external space and soft landscaping within and around the development shall be submitted to and approved in writing by the Local Planning Authority. The strategy shall include details of any management company proposed and its terms of reference and shall be managed thereafter in accordance with the approved strategy.
Reason: To ensure that the public realm and landscaped areas are subject to a future management and maintenance agreement to ensure that they are adequately maintained.

- 8 Prior to any piling operations being carried out, detailed plans of any piling operations to be carried out within the site shall be submitted to and approved in writing by the Local Planning Authority. The submitted plans shall contain an assessment of vibration with regard to the neighbouring properties and the piling or other foundation designs using penetrative methods will only be allowed for those parts of the site where it has been demonstrated that there is no resultant unacceptable risk to groundwater.
Reason: To ensure that a statutory nuisance does not for neighbouring premises and in order to assess potential for pollution of controlled waters from inappropriate methods of piling.
- 9 No works shall commence until an appropriate programme of historic building recording and analysis has been secured and implemented in accordance with that outlined in 'Written Scheme of Investigation for Building Recording: Mumbles Sea Front' (JBA Consulting report no. SP-HE-0001-S4-P03, dated December 2021).
Reason: As the building is of architectural and cultural significance the specified records are required to mitigate impact.
- 10 No development shall take place until a programme of archaeological work in accordance with that out-lined in 'Written Scheme of Investigation for a Programme of Archaeological Mitigation: Mumbles Sea Front' (JBA Consulting report no. SP-HE-0002-S4-P03, dated December 2021) has been submitted to and approved in writing by the Local Planning Authority. All works shall be undertaken in accordance with the approved scheme.
Reason: To identify and record any features of archaeological interest discovered during the works, in order to mitigate the impact of the works on the archaeological resource.
- 11 No development shall commence, including any works of demolition, until a Construction Method Statement has been submitted to and approved in writing by the Local Planning Authority. The approved statement shall be adhered to throughout the construction period. The statement shall provide for:
- i) the parking of vehicles of site operatives and visitors;
 - ii) loading and unloading of plant and materials including a Delivery Management Plan;
 - iii) storage of plant and materials used in constructing the development;
 - iv) the erection and maintenance of security hoarding including decorative displays and facilities for public viewing, where appropriate;
 - v) wheel washing facilities;
 - vi) measures to control the emission of dust and dirt during demolition and construction; and
 - vii) a scheme for recycling/disposing of waste resulting from demolition and construction works.
- Reason: To reduce the likelihood of obstruction of the highway, danger to road users, to conserve public health and local amenity, to ensure satisfactory standard of sustainable development and in order to ensure a proper standard of development and appearance in the interests of conserving the amenities and architectural character of the area.
- 12 No development or phase of development, shall commence until a site wide, final version of a Construction Environmental Management Plan (CEMP) has been submitted to and approved in writing by the Local Planning Authority. Updates to the CEMP 3.0 should include:
- Further information regarding Protected bird species, this should include a working method statement which minimises disturbance to feeding and roosting birds with the Blackpill SSSI
 - Further detail in the Biosecurity Risk assessment especially in respect of Marine Species.
 - Pollution prevention: dirty water treatment facilities from the start of the project to deal with all contaminated surface water and water pumped out from within working areas. Management of suspended solids.
 - Resource Management: details of fuel and chemical storage and containment; details of waste generation and its management; details of water consumption, wastewater and energy use
 - Traffic Management: details of site deliveries, plant on site, wheel wash facilities.
- Reason: In order to reduce the impact on migratory birds (including Sanderling, Ringed Plovers and Oystercatchers) and to avoid damaging the features for which the Blackpill SSSI is of special interest.

- 13 No development shall take place, nor any demolition works or site clearance, until there has been submitted to and approved in writing by the Local Planning Authority details of a scheme for the protection of trees to be retained. The approved scheme shall thereafter be carried out during the demolition of the buildings and throughout the course of the development.
Reason: To prevent detrimental impact to trees, hedges and other landscape features which contribute to the amenity, landscape & biodiversity of the site and surrounding area.
- 14 Prior to commencement of development, details of the proposed access works to the highway and the detailed design of the proposed parking spaces, shall be submitted to and approved in writing by the local planning authority. All works relating to the highway and parking shall be adhere to full technical approval and assessment and full stages of road safety audit, and shall be constructed in accordance with the approved details.
Reason: In the interests of highway safety
- 15 Prior to the commencement of development, a scheme of Ecological Enhancement Measures and an Implementation Timetable shall be submitted to and approved in writing by the Local Planning Authority. The Ecological Enhancement shall thereafter be undertaken in accordance with the approved scheme and Implementation Timetable and retained thereafter for the lifetime of the development.
Reason: In the interests of biodiversity and to provide a net benefit to biodiversity in accordance with Policy 9 of Future Wales and ER 9 of the Swansea Local Development Plan (2010-2025).
- 16 No development shall commence (excluding demolition, excavation, site preparation and enabling works) until the developer has prepared a scheme for the comprehensive and integrated drainage of the site showing how surface water and land drainage will be dealt with and this has been approved in writing by the Local Planning Authority. This scheme shall include details of a sustainable drainage system (SuDS) for surface water drainage and/or details of any connections to a surface water drainage network. Thereafter the scheme shall be implemented in accordance with the approved details prior to the occupation of any respective phase of the development and no further foul water, surface water and land drainage shall be allowed to connect directly or indirectly with the public foul sewerage system.
Reason: To ensure that a satisfactory comprehensive means of drainage is achieved and that no adverse impact occurs to the environment or the existing public sewerage system and to minimise surface water run-off.

Informatives:

Please view plans on City & County of Swansea website <http://property.swansea.gov.uk>

- 1 The development plan covering the City and County of Swansea is the Swansea Local Development Plan. The following policies were relevant to the consideration of the application: [Future Wales - Policy 8, LDP Policies PS2, HC1, HC2, ER1, ER2, ER9, T1, T2, T5, T6, T7, RP5]
- 2 Bats may be present. All British bat species are protected under Schedule 5 of the Wildlife & Countryside Act 1981 (as amended) and are listed in Schedule 2 of the Conservation of Habitats and Species Regulations 2017. This legislation implements the EC Habitats & Species Directive in the UK making it an offence to capture, kill or disturb a European Protected Species or to damage or destroy the breeding site or resting place of such an animal whether a bat is present at the time or not. It is also an offence to recklessly / intentionally to disturb such an animal.

If evidence of bats is encountered during site clearance e.g. live or dead animals or droppings, work should cease immediately and the advice of the Natural Resources Wales sought before continuing with any work (0300 065 3000).

3 Birds may be present in this building and grounds please note it is an offence under the Wildlife & Countryside Act 1981 (as amended) to intentionally (intentionally or recklessly for Schedule 1 birds) to:

- Kill, injure or take any wild bird
- Take, damage or destroy the nest of any wild bird while that nest is in use or being built
- Take or destroy an egg of any wild bird

No works should be undertaken between 1st March and 31st August inclusive, unless a competent ecologist has undertaken a careful, detailed check for active birds' nests either in vegetation or buildings immediately before the vegetation is cleared and/or work commences on the building to ensure that no birds will be harmed and/or that there are appropriate measures in place to protect nesting bird interest on site.

4 There is the potential for hedgehogs to be present in the area. Hedgehogs are protected under Schedule 6 of The Wildlife and Countryside Act 1981 (as amended), which prohibits killing and trapping by certain methods. They are also listed on Section 7 of The Environment (Wales) Act 2016. This is a list of the living organisms of principal importance for the purpose of maintaining and enhancing biodiversity in relation to Wales.

5 Reptiles & amphibians may be present. All British reptile & amphibian species are protected under Schedule 5 of the Wildlife and Countryside Act 1981 (as amended). It makes it an offence to intentionally kill or injure these species. If widespread reptile/amphibian species are encountered (common lizard, slow worm, adder, grass snake, common frog, common toad, smooth newt, palmate newt), they should be allowed to move away from the works on their own. An ecologist should be contacted if assistance is required to locate reptiles/amphibians to a suitable habitat.

6 Construction Noise

The following restrictions should be applied to all works of demolition/ construction carried out on the development site:

All works and ancillary operations which are audible at the site boundary shall be carried out only between the hours of 08.00 and 18.00 hours on Mondays to Fridays and between the hours of 08.00 and 13.00 hours on Saturdays and at no time on Sundays and Public Holidays and Bank Holidays unless otherwise agreed through the Local Planning Authority.

The Local Authority has the power to impose the specified hours by service of an enforcement notice under Control of Pollution Act 1974, Section 60. Any breaches of the conditions attached to such a notice will lead to formal action against the person[s] named on said notice.

If applying for Prior consent under Control of Pollution Act 1974, section 61, please contact pollution@swansea.gov.uk and ensure any application is submitted a minimum of 28 days prior to commencement of any works.

Dust Control

During construction work the developer shall operate all best practice to minimise dust arisings or dust nuisance from the site. This includes dust and debris from vehicles leaving the site.

The Local Authority has the power to enforce this requirement by service of an abatement notice. Any breaches of the conditions attached to such a notice will lead to formal action against the person[s] named on said notice.

Lighting

During construction work the developer shall operate all best practice to minimise nuisance to local residences from on site lighting.

DATED: 12th April 2022

P J J Holmes

**PHIL HOLMES
HEAD OF PLANNING & CITY REGENERATION**

PLEASE NOTE: Your attention is drawn to the attached notes which explain, amongst other things, your right of appeal against this decision.

THE APPLICANT'S ATTENTION IS DRAWN TO THE NOTES BELOW

1. If the applicant is aggrieved by the decision of the Local Planning Authority to refuse permission or approval of the proposed development, or to refuse to grant a Certificate of Lawful Use or Lawful Proposed Use, or to grant permission or approval subject to conditions, he may appeal to the Welsh Ministers in accordance with Sections 78(1) and Section 195/196 of the Town and Country Planning Act 1990, as amended by the Planning and Compensation Act 1991.

Appeals must be made within a prescribed time period. For 'Householder Appeals' and 'Minor Commercial Appeals' validated from 22nd June 2015 onwards, the prescribed period is 12 weeks from the date of this notice. For all other planning appeals, the prescribed period is 6 months from the date of this notice. The definitions of 'Householder' and 'Minor Commercial' applications are available to view at the following website: <http://www.assembly.wales/laid%20documents/sub-ld10212/sub-ld10212-e.pdf>.

Appeals can be made via the portal using the following link:
<https://www.gov.uk/government/organisations/planning-inspectorate>

Or, on a form which is obtainable from the Planning Inspectorate, Crown Buildings, Cathays Park, Cardiff, CF10 3NQ – Tel 0303 444 5940, email wales@planninginspectorate.gov.uk

Further information on the appeals process is also available on the website:
<https://gov.wales/planning-appeals>

The Welsh Ministers can allow a longer period for the giving of notice of appeal but they will not normally be prepared to exercise this power unless there are special circumstances which excuse the delay in giving notice of appeal. The Welsh Ministers are not required to entertain an appeal if it appears to them that permission for the proposed development could not have been granted by the Local Planning Authority or could not have been so granted otherwise than subject to the conditions imposed by them, having regard to the statutory requirements to the provisions of the development order, and to any directions given under the order. The Welsh Ministers do not in practice refuse to entertain appeals solely because the decision of the Local Planning Authority was based on a direction given by them.

2. If permission to develop land is refused or granted subject to conditions, whether by the Local Planning Authority or by the Welsh Ministers, and the owner of the land claims that the land has become incapable or reasonably beneficial use in its existing state and cannot be rendered capable of reasonably beneficial use by the carrying out of any development which has been or would be permitted, the owner may serve a purchase notice on the local planning authority in whose area the land is situated. This notice will require the local planning authority to purchase the owner's interest in the land in accordance with the provisions of Part VI of the Town and Country Planning Act 1990. (The local planning authority may accept the notice and proceed to acquire the land; or reject the notice in which case they must refer the notice to the Welsh Ministers.)
3. In certain circumstances, a claim may be made against the Local Planning Authority for compensation, where permission is refused or granted subject to conditions by the Welsh Ministers on appeal or on a reference of the application to him. The circumstances in which such compensation is payable are out in Section 114 of the Town and Country Planning Act 1990.
4. Further correspondence regarding this application should bear the reference number quoted on the top of the form.

Appendix 3 - Integrated Impact Assessment (IIA) Report

This form should be completed when a screening form has indicated a full Integrated Impact Assessment is required and found to be relevant to Equality Act 2010, Socio-economic Duty and Well-being of Future Generations (Wales) Act 2015

Please refer to the 'IIA Report Form Guidance' while completing this form. If you need further support, please contact accesstoservices@swansea.gov.uk.

Which service area and directorate are you from?

Service Area: Highways & Transportation

Directorate: Place

Q1(a) What are you assessing?

- 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 Boards 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
- Other

(b) Please name and fully describe initiative here:

Mumbles Coastal Defence Project

Mumbles sea wall provides flood and erosion risk management to Mumbles, however it is currently its too low, in poor condition and at risk of coastal flooding. Surveys have identified signs of structural deterioration of the existing defences and remedial measures are required.

The proposed development will comprise a series of coastal flood defences along Mumbles Bay. The series of works will include three main sections; the encasement of the existing seawall with stepped apron and steel sheet piled toe; the construction of new sea wall and parapet, aligned seaward of the existing structure with stepped apron and steel sheet piled toe; and the encasement of the existing inclined revetment structure with parapet and a steel sheet piled toe.

The scheme seeks to provide not only a flood defence betterment, but also wider benefits for regeneration and tourism. Works include widening of the existing promenade to create a segregated pedestrian footpath and cycleway. This will improve connectivity and accessibility, and promote sustainable active travel. Other public realm improvement include improved seating, views and connectivity, with enhanced hard and soft landscaping. These will provide visual improvements to the area, creating a sustainable and attractive waterfront - an asset to the local community and an attraction for visitors.

(c) Will this initiative result in any changes needed to the external or internal website?

Yes **No** **If yes, please provide details below**

Monthly/bi-monthly updates to members of the public updating the progress of the scheme issued through comms department.

(d) It was initially screened for relevance on: N/A

(e) Lead Officer

Name: David Hughes

Job title: Principal Engineer

Date: 26/07/22

(e) Approved by Head of Service

Name: Stuart Davies

Job title: Head of Highways & Transportation

Date: 29/07/22

Section 1 - Aims

What are the aims of the initiative?

The main aim of the initiative is to improve the deteriorating flood protection, so that Mumbles will continue to be protected now and in the future, as flooding is predicted to significantly increase with sea levels set to rise (estimated at 0.75m) between 2021 and 2070.

In addition to providing flood protection, the aim is also to provide improved connectivity to the town centre and local businesses widening of the existing promenade to provide space for both pedestrians and cyclists, improving accessibility, and promoting sustainable active travel for non car modes.

Who has responsibility?

Swansea Council manage and maintain the highway, carriageway and footways. The Council will also lead the design and delivery of the proposals to introduce / enhance shared pedestrian and cycle facilities following Welsh Government Active Travel Design Guidance.

Who are the stakeholders?

Disability / Access Groups

Local Walking and Cycling Groups

South Wales Police

Local Councillors

Local schools (Primary and Secondary)

Residents

Community Group

Statutory Undertakers

Natural Resource Wales (NRW)

Mumbles Community Council (project discussed with members of the community council)

Mumbles Development Trust (project discussed with members of the trust)

Section 2 - Information about Service Users (See guidance)

In order to complete this section you will need to look to data such as Census data, research and performance management information, surveys, future trends, service user data, socio-economic data from recent consultations, engagement and research

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Children/young people (0-18)	<input checked="" type="checkbox"/>	Sexual orientation.....	<input type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment.....	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	Welsh language.....	<input checked="" type="checkbox"/>
Future generations (yet to be born)	<input checked="" type="checkbox"/>	Poverty/social exclusion	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Carers (including young carers).....	<input type="checkbox"/>
Race (including refugees).....	<input type="checkbox"/>	Community cohesion.....	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	Marriage & civil partnership	<input type="checkbox"/>
Gypsies & Travellers.....	<input type="checkbox"/>	Pregnancy and maternity.....	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>		
Sex	<input checked="" type="checkbox"/>		

Please provide details of the information you hold in relation to the groups above:

OYSTERMOUTH

Information, Research & GIS (Strategic Delivery)

The information in this profile relates to the former ward prior to the
Profiles on the basis of the new wards will be developed as soon as



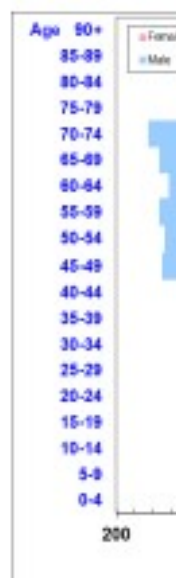
Information, Research & GIS - Swansea Council, April 2022. www.swansea.gov.uk/wardprofiles



POPULATION STATISTICS

Mid-2020 population estimates

Population	Oystermouth		Swansea %
	Total	%	
Aged: 0-4	130	3.2	4.9
5-15	392	9.8	12.0
16-24	309	7.7	13.6
25-44	732	18.2	25.3
45-64	1,244	31.0	24.4
65-74	641	16.0	10.5
75+	565	14.1	9.3
Total	4,013	100	100
Male	1,916	47.7	49.8
Female	2,097	52.3	50.2



Source: Small

- 23rd highest ward population in Swansea, but 13th most densely populated (2020)
- Relatively low percentage of people aged under 24 (especially 16-24) and higher proportions aged over 45 than the Swansea average
- Lower birth and death rates than Swansea averages (2020)
- Smaller proportion of people born in Wales
- Large proportion of people with higher level qualifications and older (aged 65+) person/family households.

Births & Deaths	
Births (2020)	10.5
Birth F	10.5
Deaths (2020)	10.5
Death F	10.5

Source: 2020 statistics
Note: Birth and death rates per 1,000 population

2011 Census Data

Population Characteristics	Oystermouth	Oystermouth %
People: born in Wales	2,815	67.5
born outside UK	272	6.5
in non-white ethnic groups	123	3.0

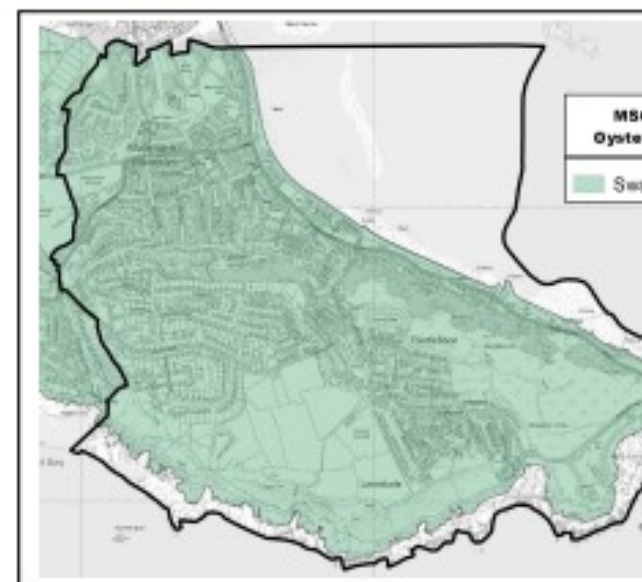
ABOUT THE WARD

Oystermouth is located at the most southerly point of Swansea development. The ward consists of the coastal village of Oystermouth, the suburban shopping centre and holiday resort, and is commonly known as the three outcrops of rock at the western end of the bay.

Development initially occurred around the area of Oystermouth strip from the early 19th century, particularly following the opening of the Swansea passenger railway service in 1807 and the area's emergence as a tourist destination. Further housing development occurred in the south (such as Limeslade and Thistleboon) in the post-war period.

SOCIO-ECONOMIC DATA

- Estimates of average net annual household income for Oystermouth based on ONS model-based estimates at MSOA (Middle Super Output Area) level. The figure for Swansea 031, the MSOA which most closely matches Oystermouth, is £30,300; the 4th highest (of 31 MSOAs) in Swansea with a median of £26,900.



HOUSING STATISTICS

Accommodation Type and Tenure

Household Accommodation Type	Oystermouth
All household spaces (incl. vacant/second homes)	2,323
Detached	729
Semi-detached	474
Terraced (incl. end terrace)	796
Flat, maisonette or apartment	319
Caravan or other mobile/temporary	5

Household Tenure	Oystermouth
All households	1,975
Households: Owned: outright	909
Owned with a mortgage or loan	621
Households: Rented: Social Rented; from Council	4
Social Rented; Other (incl. RSL/HA)	29
Private Rented (total)	367
Other (incl. Shared Ownership, Living Rent Free)	45

Source: 2011 Census, ONS.

Average house price (by type), 2019-20

Ward \ Type:	Detached	Semi-det.	Terraced
Oystermouth	£434,995	£254,000	£251,000
Change on year	+\$9,995	-\$11,000	+\$13,500
Change %	(+2.4)	(-4.2)	(+5.7)
Swansea average	£255,000	£152,000	£118,250
%-change (annual)	+4.1% (+£10,005)	+2.0% (+£3,005)	+4.2% (+£4,750)

Source: House Price Statistics for Small Areas (HPSSAs), ONS. Note: £ figures are in thousands (where available) for year ending June 2020, calculated using Land Registry data.

Dwelling Stock by Council Tax Band, March 2020

WELSH INDEX OF MULTIPLE DEPRIVATION

- WIMD 2019 based on Lower Super Output Area (LSOA) geography – Oystermouth consists of three LSOAs.
- Oystermouth 1 ranked most deprived in overall index (116th of 148 in Swansea, 1719th of 1,909 in Wales), with Oystermouth 3 ranking as the least deprived of the area's LSOAs (136 in Swansea, 1826 in Wales).
- In the individual domains, Oystermouth 2 (the southernmost LSOA in the ward) ranks relatively highly in the access to services domain (840 in Wales).
- Oystermouth 1 and 3 are ranked relatively highly in the housing cost in Wales).



LSOA	Overall index		Domains: Income		Employment		Health		Education		Access to Services	
Oys 1	116	1719	103	1522	123	1608	131	1706	120	1721	136	1803
Oys 2	124	1760	132	1764	117	1551	136	1794	137	1826	49	840
Oys 3	136	1826	127	1739	139	1772	147	1879	142	1855	148	1902

Source: WIMD 2019 (published November 2019), Welsh Government. Note: LSOAs are ranked from most to least deprived.

ECONOMIC ACTIVITY, LABOUR MARKET AND BENEFIT STATE

Economic Activity (people aged 16-74)	Oystermouth	Oyst
Economically Active	2,032	
Employees: Part-time and Full-time	1,479	
Self-employed	388	
Unemployed	84	
Economically Inactive	1,005	
Retired	629	
Looking after Home or Family	89	
Long-term Sick or Disabled	67	
Other	35	

Any actions required, e.g. to fill information gaps (write below and add to action plan)?

Section 3 – Assessing the Impact (See guidance)

Please consider the possible impact on the different protected characteristics and statutory considerations:

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation	Prompts (not an exhaustive list) Consider:
Race Page 546	<p>The benefit will be provided regardless of race, ethnicity and nationality.</p>	<p>Neutral</p>	<p>Ethnicity Nationality Gypsies / Travellers Language: interpreter provision Refugee / Asylum Seekers Migrants Awareness events United Nations Convention on the Elimination of All Forms of Racial Discrimination (UNCERD)</p>
Disability	<p>In line with British Standards and Welsh Government Active Travel Guidance, step-free access routes have been used where possible, using a 1:20 slope to ensure the promenade is accessible for all.</p> <p>Opposite Cornwall Place a 1:20 slope is used adjacent to steps to ensure a step-free access is provided between the flexible use space and Southend Gardens.</p> <p>Share with care signage will be installed at suitable points along the route to remind users to be</p>	<p>Positive</p>	<p>Mobility / Dexterity Blind or Visually impaired Deaf or Hearing impaired Mental Health Learning Disabilities Dementia Neurological difference / Autism Access to buildings/ facilities Access to communication methods Dietary requirements Other Long Term Health Conditions United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)</p>

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation	Prompts (not an exhaustive list) Consider:
Page 547	<p>considerate of other users.</p> <p>Safe, high-quality cycle and pedestrian routes could offer increased independence for many people with disabilities, who may potentially be able to walk or cycle, but might feel unsafe cycling on or crossing the road.</p> <p>The opportunity for increased physical activity through active commuting could have benefits in preventing and mitigating chronic illnesses that can exacerbate disabilities.</p> <p>Segregated pedestrian and cyclist routes will provide a safer environment to those who are visually impaired or hearing impaired.</p>		
Carers	It is possible that the scheme may improve accessibility for carers and their cared. Increased accessibility through pedestrian and cycle network improvements should make travel for carers easier.	Neutral	Providing unpaid and informal care A child caring for a disabled parent An older person caring for a friend who has a mental health issue A young adult caring for a sibling with substance misuse difficulties An adult caring for an older relative who is elderly, frail or experiencing dementia
Sex	National surveys have shown women only make up 24.7% of cyclists. A Sustrans survey found that not feeling safe was the biggest concern women had about cycling, with 67% of women choosing 'cycle lanes separated from traffic' as the number one thing what will get more women cycling. This traffic free route will align to this belief.	Positive	Men / Women Gender Identity Childcare Gender Pay Gap Domestic abuse United Nations Convention on the Elimination of All Forms of Discrimination against Women (UNCEDAW)

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation	Prompts (not an exhaustive list) Consider:
	Improved lighting along the promenade will help create a safer environment for all genders.		
Age	<p>The works facilitate enhanced walking and cycling opportunities for all ages. An objective of active travel routes is to encourage and then retain their use as part of a normal pattern, the earlier in life this can commence then the greater the opportunity for walking and cycling to be considered the normal mode of travel etc.</p> <p>An increased number of benches has been provided to provide safe, comfortable rest points throughout the length of the promenade.</p> <p>Increased independence for both older and younger people as there is a safer, more efficient and reliable transport service that doesn't rely on the ability to drive.</p> <p>The informal play opportunities proposed along the promenade will encourage children to interact with the seafront planting and provide opportunities for ecological education to be weaved into the structures.</p> <p>Improved connectivity to existing park and enhancement of park equipment.</p>	Positive	<p>Older People including citizens with dementia. Could the initiative contribute to the 'age friendly' agenda or improve the experience of getting older in Swansea</p> <p>Children, Young People</p> <p>Cross-generational working offers a wide variety of benefits</p> <p>Working Age People, Young Families</p> <p>Demographics</p> <p>NB: Where children / young people are affected complete the Childrens Rights Checklist</p> <p>United Nations Convention on the Rights of the Child (UNCRC)</p> <p>Caring responsibilities</p>

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation	Prompts (not an exhaustive list) Consider:
Future generations (yet to be born)	<p>The provision of enhanced sea defence/flood risk management will safeguard the area for future generations.</p> <p>Enhanced public realm as a result of the works will maximise social and environmental benefits to the area for years to come. Soft landscape features would include the introduction of additional promenade trees a feature of Mumbles Promenade which would benefit townscape and seascape character.</p> <p>Several plant species chosen will also provide nectar sources for bees and improve the local biodiversity.</p>	Positive	We must ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs
Religion & Belief		Neutral	Faith Communities Non Beliefs Dietary requirements Vegetarianism/Veganism Other philosophical beliefs Dress code/uniforms Religious festivals/activities, agile working
Sexual Orientation		Neutral	Gay Lesbian Bi-sexual Heterosexual Terminology Confidentiality about sexuality https://www.stonewall.org.uk/

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation	Prompts (not an exhaustive list) Consider:
Gender Reassignment		Neutral	A person who proposes to, starts or has changed their gender identity Transgender Appropriate language use, ie, appropriate pronouns
Marriage & Civil Partnership		Neutral	Marital status Civil Partnership status
Pregnancy & Maternity	More benches, landscaping and seating areas. Improved surface	Positive	Pregnant mothers Those entitled to maternity and paternity leave Foster/Adoption Breastfeeding mothers
Welsh Language	All signage along the promenade will be bilingual with Welsh language displayed above English.	Positive	Ensuring equal status of both Welsh and English languages. Availability of and access to services, activities and information. Rights of individuals to ask for WL services. Impact on Welsh speaking communities, including: Positive / negative effects on opportunities to use the WL. Possible changes to number/percentage of Welsh speakers Job opportunities / Staffing changes. Training needs and opportunities Availability of Welsh medium education
Socio Economic Considerations	Protection of existing businesses from flooding. Improved connectivity to businesses Improved public realm, increased tourism	Positive	People living in less favourable social and economic circumstances than others in the same society. Disadvantage may be exacerbated by many factors of daily life, not just urban or rural boundaries. The impact on limited incomes are significant but also consideration needs to be given to service accessibility and barriers to participation. 'Intersectionality' issues - where identity compounds

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation	Prompts (not an exhaustive list) Consider:
			socio-economic status, e.g., single parents (often women), disabled people, some BAME groups.
Human Rights		Neutral	See Human Rights Articles .
Intersectionality		Neutral	The way in which power structures based on factors such as gender, race, sexuality, disability etc. interact with each other and create inequalities, discrimination and oppression. (the multiple layers of discrimination)
Community Cohesion	<p>The promenade itself is a vital amenity for the local community and key to the Mumbles destination and visitor experience. It links Mumbles to Mumbles Pier and the city centre, forming part of the Wales Coast Path.</p> <p>The promenade allows for public access (both pedestrian and cycle provision) to Oystermouth Car Park, Oyster Wharf, the tennis courts and bowling green, Southend Gardens, Hennebont Gardens and Pilot Slipway.</p> <p>Looking to improve signage, wayfinding and reference to community history</p>	Positive	<p>Think about relationship between people from different backgrounds, community tensions, community facilities</p> <p>http://gov.wales/topics/people-and-communities/communities/communitycohesion/?lang=en</p>
Other (please state)			Eg, Modern Slavery, Safeguarding, Other Covid effects, Ex-offenders, Veterans, Care Leavers, Substance Abuse, Homeless

Human Rights Act 1998

- | | |
|--|--|
| <ul style="list-style-type: none">• Article 2 Right to life• Article 3 Freedom from torture and inhuman or degrading treatment• Article 4 Freedom from Slavery and forced labour• Article 5 Right to liberty and security• Article 6 Right to a fair trial• Article 7 No punishment without law• Article 8 Respect for private life, family, home and correspondence• Article 9 Freedom of thought, belief and religion | <ul style="list-style-type: none">• Article 10 Freedom of expression• Article 11 Freedom of Assembly and association• Article 12 Right to marry and start a family• Article 13 Right to access effective remedy if rights are violated• Article 14 Protection from discrimination• Protocol 1, Article 1: Right to a peaceful enjoyment of your property• Protocol 1, Article 2: Right to education• Protocol 1, Article 3: Right to participate in free elections• Protocol 13, Article 1: Abolition of the death penalty |
|--|--|

If you have identified any areas which need further investigation, these will need to be added to your action plan

Section 4 - Involvement

Please consider all of your involvement activities here, e.g. participation, consultation, engagement, co-productive approaches, etc.

What involvement has been undertaken to support your view? How did you ensure this was accessible to all?

Stakeholder engagement

The scheme has been developed working closely with stakeholders to understand their concerns, address their needs as part of the scheme and to decide how best to go forward. The discussions were primarily with CCS in its role as asset owner, Coastal Protection Authority, Local Planning Authority, Highways Authority and Civil Protection Unity. Other teams engaged include Economic Regeneration and Planning, Drainage and Coastal Defence, Nature Conservation, Ecology and Culture and Tourism Sections.

There have also been discussions with Glamorgan-Gwent Archaeological Trust (GGAT) in regard to the impacts of the proposed development on the associated heritage assets.

CCS have informed and consulted local Councillors, Community Council, and Mumbles Development Trust during the preparation of the scheme.

NRW have been kept informed of the scheme preparation and were supportive in regard to the principles of the scheme.

Public Engagement

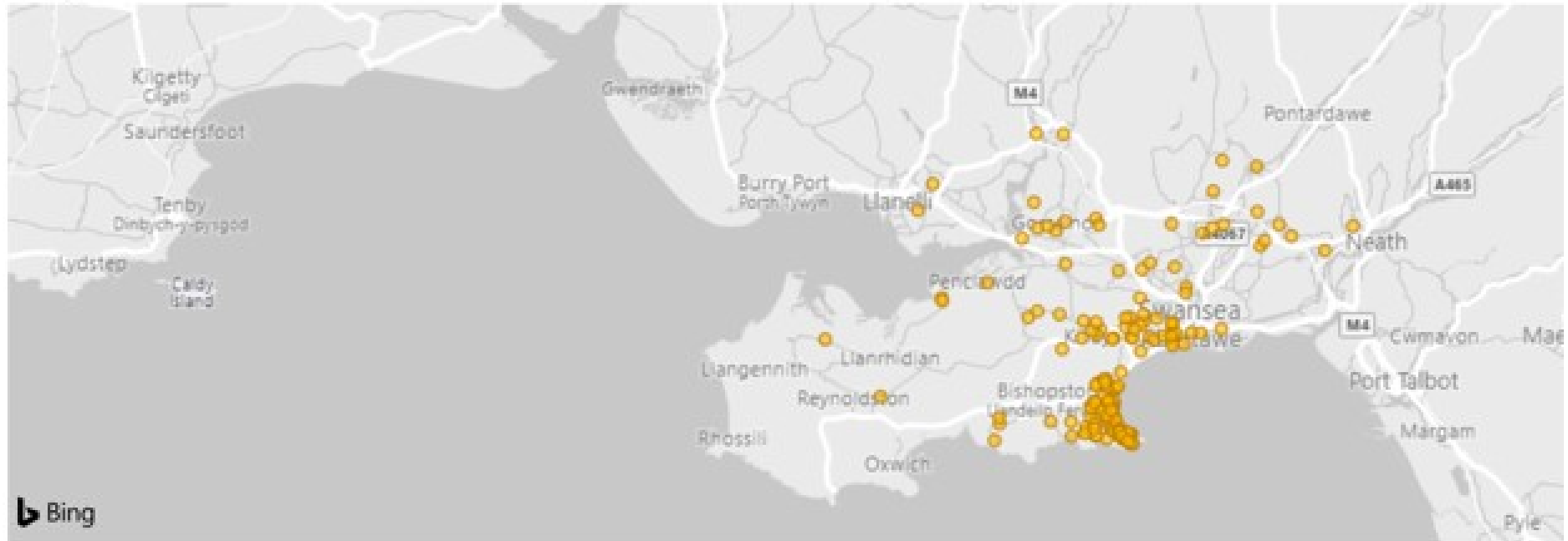
Through the Covid-19 pandemic the public were consulted prior to the commencement of the detail design phase of the scheme through an online presentation and Microsoft Forms Survey. Hard copies of the drawings and presentation were also available to the public in Mumbles Library. The survey ran from 17th May 2021 until 7th June 2021. The majority of the feedback for the scheme was very positive and the main concerns were addressed as part of the detailed design.

- **216 Responses**
- **Almost 42 % (90 responses) from Mumbles Residents**



LDĀDESIGN

Respondent locations



Number of | How would you describe yourself?

Progress reports to be undertaken and published throughout construction.

What did your involvement activities tell you? What feedback have you received?

The public engagement survey received 216 responses and the scheme was overall well received.

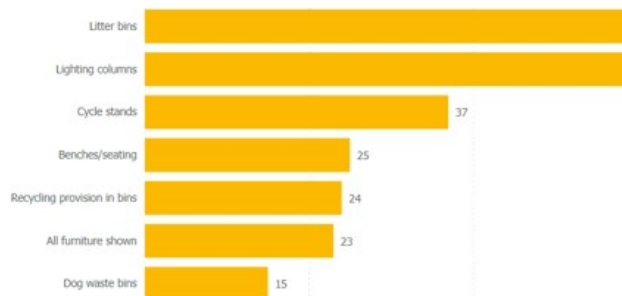
The public requested:

- segregation between pedestrians and cyclist to improve safety of the promenade
- the project to include elements of reference to the Mumbles historic railway and oyster industry
- improved lighting to be provided by the scheme

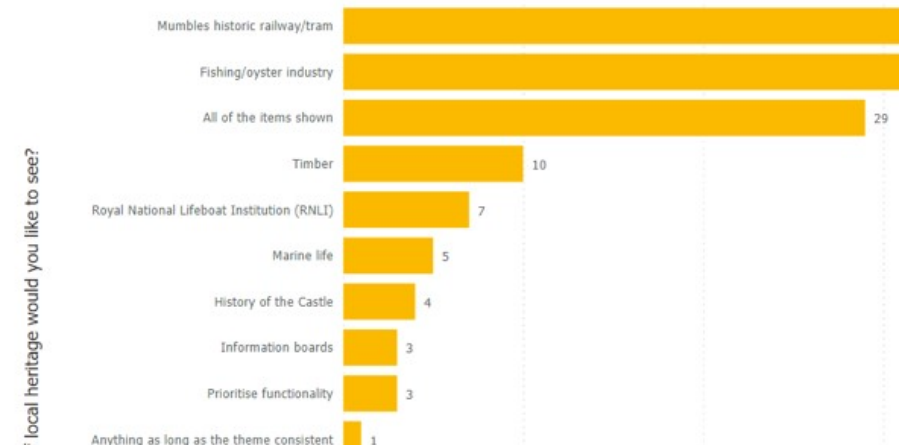
Concern was raised over the proposal blocking the view for children/wheelchair uses.

“There may be the opportunity for new street furniture and the presentation shows some options. What sort of furniture would you like to see there?”

- You raised the requirement for additional Litter bins and any other aspect



“Designs of new Promenade items – such as the seating – should reference Mumbles history. What type of local heritage would you like to see in a new-look Promenade?”



How have you changed your initiative as a result?

- The proposed design includes a segregated cycleway (3.5m wide) and pedestrian walkway (2.5m wide)
- Elements of public realm enhances have been included in the proposed design that reflect the history of the old railway
- The height of the proposed parapets and the associated promenade level have been designed to consider the view for children/wheelchair uses
- Most street furniture items will be recessive items of simple form that will include lighting columns and lighting bollards to provide lighting for the promenade

The seafront parking is proposed to be rationalised and moved off the promenade with 3 primary parking areas created in addition to the existing Oystermouth Car Park and Knab Rock Car Park.

There are also a substantial number of respondents both for and against addition parking provision.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.)? (Add to action plan)

No

Section 5 – Duties (please see guidance)

Please consider how the initiative might address the following issues. How will the initiative impact on the duties set out below? Think about what work you have already done to improve the outcomes.

Public Sector Duty – how will the initiative address the below?	
Foster good relations between different groups	By promoting cycling along shared use paths, there is a risk that disabled people and other vulnerable groups are concerned for their safety and avoid using the streets and paths the cycle route passes through. One of the main perceived concerns in the provision of shared use paths is that cyclists would not be considerate to other users of the footway and pathways, with the impact being that vulnerable pedestrians may not be aware of approaching cyclists. However research evidences that this perceived conflict doesn't occur as users moderate their behaviour in the presence of other users. By creating a defined shared use path, less abled cyclists will feel more confident cycling along the defined route.
Elimination of discrimination, harassment and victimisation	The provision of enhanced walking and cycling facilities will provide opportunities for low cost forms of transport, improving opportunities for those in transport poverty across the area, linking with neighbouring communities and provide safe routes to areas of employment.
Advance equality of opportunity between different groups	Equal opportunities for all groups
Socio-economic Duty - Describe any issues identified as a result of the initiative for those people experiencing and living in poverty	
a) Communities of place	The provision of enhanced walking and cycling facilities will provide opportunities for low cost forms of transport, improving opportunities for those in transport poverty across the area, linking with neighbouring communities and provide safe routes to areas of employment.

b) Communities of interest

How does your proposal ensure that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011)? (beyond providing services bilingually)

- | | |
|--|---|
| a) To ensure the Welsh language is not treated less favourably than the English language | Bi-lingual signage and road markings where applicable will be provided. All publicity / plans of route issued to the public will be bi-lingual. In all cases Welsh text will be shown first above English text. |
| b) That every opportunity is taken to promote the Welsh language | Bi-lingual signage and road markings where applicable will be provided. All publicity / plans of route issued to the public will be bi-lingual. In all cases Welsh text will be shown first above English text. |
| c) Increase opportunities to use and learn the language in the community | Bi-lingual signage and road markings where applicable will be provided. All publicity / plans of route issued to the public will be bi-lingual. In all cases Welsh text will be shown first above English text. |

United Nations Convention on the Rights of the Child (UNCRC): Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children's rights and their best interests

Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)?

The improved active travel route will provide safer routes for children and young persons in the community and promote healthy lifestyle choices in mode of transport used. The new promenade will also enable families with young children safe provision within the community. New children's play facilities will improve access to recreation and will branch out from traditional play parks to provide better cognitive engagement for children.

All initiatives must be designed / planned in the best interests of children and young people.

Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

Please explain how you meet this requirement:

Provision of improved active travel routes will encourage children to stay active and provide a safe environment to cycle and scoot. The provision of Incidental play areas is expedient to employ a concept that will appeal to all age groups and abilities.

Section 6 - Sustainable Development

The Well-being of Future Generations Act (Wales) 2015 places a well-being duty on Swansea Council to carry out sustainable development. This is in line with the Council's Sustainable Development Policy and our Corporate Plan's Well-being Objectives. We must work in a way that improves 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.

The sustainable development principle means we must act in a manner, which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. We do this by applying the five ways of working.

6a) The Sustainable Development Principle's Ways of Working

The Five Ways of Working	Examples or summary of how applied
<p>Long term - The importance of balancing short-term needs while safeguarding the ability to also meet long-term needs</p>	<p>The risk of flooding is predicted to significantly increase with sea levels set to rise (estimated at 0.75m) between 2021 and 2070.</p> <p>The purpose of the proposed development is to provide a suitable and sustainable scheme of flood defences that provide a 1 in 200 annual exceedance probability standard of protection with an allowance for climate change to 2070. This will protect several commercial and residential properties, major transport routes into Mumbles and several amenities and services.</p> <p>Additional regeneration and tourism benefits come from a widened promenade with segregated pedestrian and cyclist facilities, improved seating, views and connectivity, and associated hard and soft landscaping.</p>
<p>Prevention - Acting to prevent problems occurring or getting worse</p>	<p>The existing sea wall is subject to wave overtopping in present day extreme events and would be subject to tidal (still water) overtopping on a frequent basis in the future. The proposed scheme intends to prevent and protect the area from coastal flooding.</p> <p>It is considered that the potential for a small-scale loss of intertidal habitats can be mitigated through the enhancements to the sea wall (i.e., textured formworks) to encourage growth of algae and colonisation by marine invertebrates such as periwinkles.</p>
<p>Integration -Considering impacts upon each of the well-being goals, well-being objectives, local well-being objectives, or on the objectives of other public bodies</p>	<p>The scheme will also encourage increased recreational use of the area by providing a convenient and attractive route. Once operational the scheme would provide betterment of the existing public rights of way along the promenade to reduce cyclist and pedestrian conflict by widening the width to approximately 6 metres to create a segregated pedestrian footpath and cycleway.</p> <p>Walking and cycling can contribute to all the goals of the Well-being of Future Generations Act: For example:</p> <ul style="list-style-type: none"> • It contributes to prosperity by reducing congestion and improving the health of the workforce • It improves resilience by reducing carbon emissions and other harmful pollutants

	<ul style="list-style-type: none"> • It makes Wales healthier by encouraging physical activity which helps prevent diseases such as Diabetes Type 2. Displacing car journeys also has significant impacts of air quality • Walking and cycling contributes to a more equal Wales by providing an affordable alternative to motorised travel. Almost a quarter of Welsh households do not have access to a car • Increased levels of walking and cycling lead to a greater level of social interaction creating greater cohesion in our communities • By providing an affordable alternative form of transport, walking and cycling can allow many more people to access to cultural activities and centres <p>As the lowest carbon form of transport, walking and cycling helps Wales meet its global obligations in reducing climate change</p>
<p>Collaboration - Acting together with other services or external organisation towards our well-being objectives</p>	<p>As part of the design development 2 formal internal stakeholder meets were undertaken with the internal offices within the Authority. The first meeting was completed in September 2020 based on the initial proposals. This was followed by another formal meeting in November 2021 focusing in on the detailed proposals. The internal stakeholder meetings formed a vital part of the design development and ensured the internal departments such as play, recreation, parks, cleansing had an input into the wellbeing objectives of the scheme.</p> <p>The effective delivery of the aims of the Active Travel Act requires different departments of Welsh Government and local authorities to collaborate. Engagement and consultation in the planning of the networks is a key requirement of the Act.</p>
<p>Involvement - Involving people with an interest in achieving the well-being goals (everybody), and ensuring that those people reflect the diversity of the area served</p>	<p>Local councillors have been consulted on the proposals, seeking to use their local knowledge of the community including specific groups. In addition to this social media has been used to promote knowledge of the proposals, engagement with all groups within in the locality. A detailed comms plan has been drafted by the Council's PR team.</p>

6b) Contribution to Swansea Council's Well-being Objectives

Our Corporate Plan's Well-being objectives	Are directly supported by this initiative	Are not directly impacted by this initiative	May be in conflict or adversely impacted by this initiative
Safeguarding People from harm	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improving Education and Skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tackling Poverty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Transforming our economy and infrastructure	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintaining and enhancing Swansea's natural resources and biodiversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transformation and Future Council development	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6c) Thinking about your answers above, does the initiative support our Corporate Plan's Well-being Objectives when considered together?

Please consider the positives and negatives as a whole. This is an opportunity to analyse the global impact of the proposal where some objectives will be advanced whilst others may be impacted. Where there is a residual negative impact for one or more objectives please show that we have considered mitigation to ensure that negative impacts are lessened. Please detail any conflicts gaps and mitigation measures.

The design of the project will include landscaping to provide continuity of wildlife corridors and improvements to the overall public realm. All these features will improve nature biodiversity along the corridor and create a pleasant environment for the public to enjoy. During the design process the team have engaged with Swansea University to trial biodiversity trials to research how we can create an eco-friendlier seawall. The University organised site visits with local schools and overall, the trial has been successful. There are proposals within the scheme to use a form liner to provide additional habitats for marine animals.

New areas of play have been introduced along the promenade to provide play areas for both adults and children.

Additionally, parking provision has been revamped along the scheme to allow for better access to the promenade and wider facilities. Other associated public realm improvements include improved seating, views and connectivity, and enhanced hard and soft landscaping to create a sustainable and attractive waterfront that benefits both residents and visitors.

Seating has been located to ensure there are spaces to stop and rest along the entire length of the promenade. Seats have been located every 50m and includes mostly seats with backs and armrests, but also includes picnic benches. The seating terraces can be recessed in places to allow users in wheelchairs to sit next to friends and enjoy the views across the bays

To encourage cyclists to dismount and explore the seafront by foot, several bike hubs will be located regularly along the promenade.

6d) How is contribution to the National Well-being Goals maximised? Where can you add value? Consider the full goal description not just the title. Consider relevant [Journey Checkers](#). Complete the table below

Well-being Goal (click to view definition)	Primary Goals - tick if key	Any significant positive and/or negative impacts/contributions considered/mitigated
A Prosperous Wales : An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Works will be undertaken by a regional framework contractor using local labour and typically local companies as part of their supply chain • Improved walking and cycling routes provide realistic alternatives to motorised vehicles for short journeys thereby reducing heavy pollutants • The Contractor will be required to prepare and use a waste management plan promoting reuse of materials where possible. • The framework contractors are required to implement the Councils Beyond Bricks and Mortar Initiative • For children and young people, improved walking and cycling routes and facilities can afford significant opportunities for access to socialising, after school clubs and activities, leisure and other services, at the same time helping to develop greater independence and a healthier lifestyle.
A Resilient Wales : A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> • Supporting social resilience and community well-being via natural green space. • Some trees / scrub along the proposed route will be required to be lost. However, the scheme seeks to provide 46 new trees along the length of the promenade. Planting will be a key feature along the length of the promenade, the whole scheme is looking to increase the biodiversity of the area and retain and improve the existing tree stock where possible to ensure it is future proofed for climate change. Where required the new path will meander as required to avoid impacting on these established trees.

		<ul style="list-style-type: none"> • Increasing awareness and knowledge of a biodiverse natural environment • Climate change adaptation • Durable surfacing providing ability to be used 365 days of the year
<p>A Healthier Wales A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	☒	<ul style="list-style-type: none"> • Promoting the benefits of physical activity for everyone including active travel • Enabling places for the well-being of people and communities. • Traffic free route away from noise and air pollutions • Increasing the number of parks and outdoor activities
<p>A More Equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances.</p>	☒	<ul style="list-style-type: none"> • Access routes to employment areas and education centres. • Low cost zero carbon form of transport corridor • Links to public transport hubs
<p>A Wales of Cohesive Communities Attractive, viable, safe and well-connected communities.</p>	☒	<ul style="list-style-type: none"> • For children and young people, improved walking and cycling routes and facilities can afford significant opportunities for access to socialising, after school clubs and activities, leisure and other services, at the same time helping to develop greater independence and a healthier lifestyle. • Increased levels of walking and cycling lead to a greater level of social interaction creating greater cohesion in our communities
<p>A Wales of Vibrant Culture & Thriving Welsh Language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, sports and recreation.</p>	☒	<ul style="list-style-type: none"> • Bilingual signage and markings where applicable will be provided. • The new route has been designed for all users who travel by foot including walking, running, users of wheelchairs, mobility scooter or other mobility aids and users who travel by cycle including adaptive bikes. • The new route will assist in lining welsh speaking communities and improved access to welsh schools in the area. • Along the route interpretation boards will be installed commemorating the historical past users of the adjacent land and history of the original railway along which the route passes.
<p>A Globally Responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	☒	<ul style="list-style-type: none"> • As the lowest carbon form of transport, walking and cycling helps Wales meet its global obligations in reducing climate change • Works will be undertaken by a regional framework contractor using local labour and typically local companies as part of their supply chain • Improved walking and cycling routes provide realistic alternatives to motorised vehicles for short journeys thereby reducing heavy pollutants

- The Contractor will be required to prepare and use a waste management plan promoting reuse of materials where possible.
- Better lit promenade area to enhance safety

Section 7 - Cumulative Impact/Mitigation

What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the IIA 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/have made.

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 primary purpose of the scheme is to protect several commercial and residential properties, major transport routes into Mumbles and several amenities and services from coastal flooding and erosion.

Additional regeneration and tourism benefits come from a widened promenade with segregated pedestrian and cyclist facilities, improved seating, views and connectivity, and associated hard and soft landscaping.

The scheme will have an overall positive impact on people and the community.

Any mitigation needed:

It is important that you record the mitigating actions you will take in developing your final initiative.

Record here what measures or changes you will introduce to the initiative in the final draft, which could:

- reduce or remove any unlawful or negative impact/ disadvantage
- improve equality of opportunity/introduce positive change
- support the Well-being of Future Generations Act (Wales) 2015
- reduce inequalities of outcome resulting from socio-economic disadvantage

Unlawful or Negative Impact Identified	Mitigation / Positive Actions Taken in the initiative (add to action plan)
Loss of habitat	Biodiversity enhancements have been considered that include enhancements to the sea wall (i.e. textured formworks) to encourage growth of algae and colonisation by marine invertebrates. It is considered that these measures would mean that the scheme accords with both the national and local policies in relation to biodiversity net gain.
Loss of trees	Re-planting of 46 trees. Replacing removed trees with species better suited to coastal environments.

Section 8 - Monitoring arrangements: The IIA process is an ongoing one that does not end when the initiative is agreed and implemented. Please outline the monitoring arrangements and/or any additional data collection that will help you monitor any equality impacts, risks, sustainability of your initiative once implemented:

Monitoring arrangements:

Actions (add to action plan):

Monitoring of pedestrian and cyclist usage of routes through council investment in electric bikes
Monitoring of new habitats and plant life

Section 9 – Outcomes:

Having completed sections 1-8, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

- Outcome 1: Continue the initiative – no concern
- Outcome 2: Adjust the initiative – low level of concern
- Outcome 3: Justify the initiative – moderate level of concern
- Outcome 4: Stop and refer the initiative – high level of concern.

For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

Section 10 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Send this IIA report and action plan to the Access to Services Team for feedback and approval – accesstoservices@swansea.gov.uk
2. Make any necessary amendments/additions.
3. Provide the final version of this report to the team for publication, including email approval of the IIA from your Head of Service. The IIA will be published on the Council’s website - this is a legal requirement.

Action Plan: Please outline below any actions identified throughout the assessment or any additional data collection that will help you monitor your initiative once it is implemented:

Action	Dates	Timeframe	Lead responsibility	Progress	Add to Service Plan
Implement Communications plan for further engagement	2022	During design and construction and after completion.	Communications Team	During design – Completed Construction – to be undertaken, Completion – to be undertaken	
Update members of public with project progress	2022	During construction	Communications Team	Construction – to be undertaken	

* Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).

Agenda Item 19.



Report of the Chief Legal Officer

Special Cabinet – 29 September 2022

Exclusion of the Public

Purpose:	To consider whether the Public should be excluded from the following items of business.	
Policy Framework:	None.	
Consultation:	Legal.	
Recommendation(s):	It is recommended that:	
1)	The public be excluded from the meeting during consideration of the following item(s) of business on the grounds that it / they involve(s) the likely disclosure of exempt information as set out in the Paragraphs listed below of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007 subject to the Public Interest Test (where appropriate) being applied.	
	Item No's.	Relevant Paragraphs in Schedule 12A
	20-23	14
Report Author:	Democratic Services	
Finance Officer:	Not Applicable	
Legal Officer:	Tracey Meredith – Chief Legal Officer (Monitoring Officer)	

1. Introduction

- 1.1 Section 100A (4) of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007, allows a Principal Council to pass a resolution excluding the public from a meeting during an item of business.
- 1.2 Such a resolution is dependant on whether it is likely, in view of the nature of the business to be transacted or the nature of the proceedings that if members of the public were present during that item there would be disclosure to them of exempt information, as defined in section 100I of the Local Government Act 1972.

2. Exclusion of the Public / Public Interest Test

- 2.1 In order to comply with the above mentioned legislation, Cabinet will be requested to exclude the public from the meeting during consideration of the

item(s) of business identified in the recommendation(s) to the report on the grounds that it / they involve(s) the likely disclosure of exempt information as set out in the Exclusion Paragraphs of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

- 2.2 Information which falls within paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended is exempt information if and so long as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.
- 2.3 The specific Exclusion Paragraphs and the Public Interest Tests to be applied are listed in **Appendix A**.
- 2.4 Where paragraph 16 of the Schedule 12A applies there is no public interest test. Councillors are able to consider whether they wish to waive their legal privilege in the information, however, given that this may place the Council in a position of risk, it is not something that should be done as a matter of routine.

3. Financial Implications

- 3.1 There are no financial implications associated with this report.

4. Legal Implications

- 4.1 The legislative provisions are set out in the report.
- 4.2 Councillors must consider with regard to each item of business set out in paragraph 2 of this report the following matters:
 - 4.2.1 Whether in relation to that item of business the information is capable of being exempt information, because it falls into one of the paragraphs set out in Schedule 12A of the Local Government Act 1972 as amended and reproduced in Appendix A to this report.
 - 4.2.2 If the information does fall within one or more of paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended, the public interest test as set out in paragraph 2.2 of this report.
 - 4.2.3 If the information falls within paragraph 16 of Schedule 12A of the Local Government Act 1972 in considering whether to exclude the public members are not required to apply the public interest test but must consider whether they wish to waive their privilege in relation to that item for any reason.

Background Papers: None.

Appendices: Appendix A – Public Interest Test.

Public Interest Test

No.	Relevant Paragraphs in Schedule 12A
12	Information relating to a particular individual.
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 12 should apply. Their view on the public interest test was that to make this information public would disclose personal data relating to an individual in contravention of the principles of the Data Protection Act. Because of this and since there did not appear to be an overwhelming public interest in requiring the disclosure of personal data they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
13	Information which is likely to reveal the identity of an individual.
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 13 should apply. Their view on the public interest test was that the individual involved was entitled to privacy and that there was no overriding public interest which required the disclosure of the individual's identity. On that basis they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
14	Information relating to the financial or business affairs of any particular person (including the authority holding that information).
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 14 should apply. Their view on the public interest test was that:</p> <ul style="list-style-type: none"> a) Whilst they were mindful of the need to ensure the transparency and accountability of public authority for decisions taken by them in relation to the spending of public money, the right of a third party to the privacy of their financial / business affairs outweighed the need for that information to be made public; or b) Disclosure of the information would give an unfair advantage to tenderers for commercial contracts. <p>This information is not affected by any other statutory provision which requires the information to be publicly registered.</p> <p>On that basis they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>

No.	Relevant Paragraphs in Schedule 12A
15	<p>Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.</p>
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 15 should apply. Their view on the public interest test was that whilst they are mindful of the need to ensure that transparency and accountability of public authority for decisions taken by them they were satisfied that in this case disclosure of the information would prejudice the discussion in relation to labour relations to the disadvantage of the authority and inhabitants of its area. On that basis they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
16	<p>Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.</p>
	<p>No public interest test.</p>
17	<p>Information which reveals that the authority proposes:</p> <p>(a) To give under any enactment a notice under or by virtue of which requirements are imposed on a person; or</p> <p>(b) To make an order or direction under any enactment.</p>
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 17 should apply. Their view on the public interest test was that the authority's statutory powers could be rendered ineffective or less effective were there to be advanced knowledge of its intention/the proper exercise of the Council's statutory power could be prejudiced by the public discussion or speculation on the matter to the detriment of the authority and the inhabitants of its area. On that basis they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
18	<p>Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime</p>
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 18 should apply. Their view on the public interest test was that the authority's statutory powers could be rendered ineffective or less effective were there to be advanced knowledge of its intention/the proper exercise of the Council's statutory power could be prejudiced by public discussion or speculation on the matter to the detriment of the authority and the inhabitants of its area. On that basis they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>

Agenda Item 20.

By virtue of paragraph(s) 14 of Schedule 12A
of the Local Government Act 1972
as amended by the Local Government (Access to
Information) (Variation) (Wales) Order 2007.

Document is Restricted

By virtue of paragraph(s) 14 of Schedule 12A
of the Local Government Act 1972
as amended by the Local Government (Access to
Information) (Variation) (Wales) Order 2007.

Document is Restricted

Agenda Item 21.

By virtue of paragraph(s) 14 of Schedule 12A
of the Local Government Act 1972
as amended by the Local Government (Access to
Information) (Variation) (Wales) Order 2007.

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By virtue of paragraph(s) 14 of Schedule 12A
of the Local Government Act 1972
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Information) (Variation) (Wales) Order 2007.

Document is Restricted

By virtue of paragraph(s) 14 of Schedule 12A
of the Local Government Act 1972
as amended by the Local Government (Access to
Information) (Variation) (Wales) Order 2007.

Document is Restricted

Agenda Item 22.

By virtue of paragraph(s) 14 of Schedule 12A
of the Local Government Act 1972
as amended by the Local Government (Access to
Information) (Variation) (Wales) Order 2007.

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Agenda Item 23.

By virtue of paragraph(s) 14 of Schedule 12A
of the Local Government Act 1972
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Information) (Variation) (Wales) Order 2007.

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